



Board of Behavioral Sciences

Memo

1625 North Market Blvd., Suite S-200
Sacramento, CA 95834
(916) 574-7830, (916) 574-8625 Fax
www.bbs.ca.gov

To: Workforce Development Committee **Date:** October 4, 2024
From: Steve Sodergren, Executive Officer
Subject: **Workforce Development Action Plan**

At its previous meeting, the Committee was presented a summary of the data that was captured by the Licensure Pathway Survey. The Committee directed staff to develop short-term and long-term goals in an effort to prioritize the Committee's future work. In response to the barriers identified in the survey, staff developed the following short-term and long-term workforce development goals:

SHORT-TERM GOALS

- Organize targeted outreach and listening sessions for educators, supervisors, and associates to address common licensure pathway concerns and gather ongoing feedback.
- Review existing outreach materials and develop additional resources to provide educators, supervisors, and associates with clearer, more detailed information on the licensure pathway.
- Develop specific materials for supervisors that outline their responsibilities, supervision requirements, and best practices for supporting supervisees through the licensure process.
- Create a dedicated webpage and outreach campaign highlighting available grants and scholarships for individuals pursuing a career in mental health.

LONG-TERM GOALS

- Create outreach materials and organize outreach events for high schoolers and undergraduates to inform those considering a career in mental health.
- Explore possible modifications to the examination retake fee and initial license fee to ease the financial burden on applicants.

- Investigate the feasibility of providing a no-cost exam preparation course specifically for candidates who do not pass the Board's Law & Ethics examination.
- Review current supervised hour requirements to identify regulatory amendments that could reduce licensure barriers while ensuring consumer safety.
- Develop an online platform for associates to track and electronically submit supervised hours directly to the Board to streamline the application submission and review process.
- Seek legislative changes allowing candidates to take the clinical examination before completing the 3,000 supervised hour requirement.
- Seek legislation that would enable associates to choose when to take the Law & Ethics exam, removing the mandatory requirement during every renewal cycle.
- Seek legislation that would extend the expiration of registration numbers from six to seven years, providing more flexibility for associates.
- Pursue legislation to allow associates with subsequent registration numbers to apply for a one-time, two-year hardship extension, ensuring continued employment in private practice settings.
- Research possible initiatives the Board can pursue to increase the financial support available to applicants and associates.
- Enhance supervision oversight by implementing real-time submission of supervisory forms and conducting regular supervision audits to identify areas where additional education and outreach may strengthen supervision practices.

Recommendation

Conduct an open discussion regarding the short-term and long-term workforce development goals and offer input on prioritization and suggestions for additional goals.