



Board of Behavioral Sciences

*Memo*

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**To:** Board Members

**Date:** April 28, 2025

**From:** Steve Sodergren  
Executive Officer

**Subject: Workforce Development Committee Update**

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The Workforce Development Committee (Committee) held its most recent meeting on April 4, 2025. The Committee discussed the following:

**Restructuring the Licensure Pathway for LMFTs, LCSWs and LPCCs**

The Committee continued the discussion of several potential amendments to the licensing process to reduce barriers to licensure. Staff recommended a three-phase approach to restructuring the pathway, focusing primarily on Phase I at this meeting. The aim is to prepare Phase I for submission as a legislative proposal by January 2026. Phase I proposed changes include:

- Adjusting the timing of the Clinical Exam and the California Law and Ethics Exam.
- Setting a 7-year age limit on exam scores.
- Extending the time for registration numbers and supervised experience hours.
- Adding an exception to the prohibition on working in private practice with a subsequent registration number.
- Removing obsolete statutory language.
- Clarifying acceptance of out-of-state clinical exam scores.

Concerns were raised regarding the timing of Phase III, specifically the early admittance to clinical exams, and the Committee encouraged expediting the implementation of this phase. A motion was passed to direct staff to:

- Finalize Phase I language and apply the changes to LCSW and LPCC statutes.
- Update LEP regulations to extend experience hour validity from 6 to 7 years.
- Return the drafted language to the Policy and Advocacy Committee for further consideration.

## **Education Survey for Educators and Associates**

Staff provided an overview of a proposed anonymous survey to gather input on the current education and practicum requirements for LMFTs and LPCCs. Two draft surveys were presented for discussion:

- One for educators covering education requirements, practicum, program approvals, and general feedback.
- One for students/registrants covering preparation for licensure, practicum access, and general feedback.

The Committee recommended improving the question types (e.g., using Likert scales over binary options), refining wording, and including an option for respondents to provide contact information if they wanted to provide additional information to the Board directly. A motion was passed to direct staff to finalize and distribute the surveys in May 2025, with findings to be reported at the next Committee meeting in July 2025.

## **Review of Action Plan**

Staff presented to the Committee an update Workforce Goals Status Report that incorporated deliverable dates and edits for both short-term and long-term goals.

The next Workforce Development Committee meeting will be held on July 31, 2025.