



Board of Behavioral Sciences

Memo

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To: Board Members

Date: August 14, 2025

From: Steve Sodergren
Executive Officer

Subject: Workforce Development Committee Update

The Workforce Development Committee (Committee) held its most recent meeting on July 31, 2025. The Committee discussed the following:

Education Survey for Educators and Associates Results

The committee discussed the results of the education requirement surveys. Two anonymous surveys were conducted: one for educators, one for students and registrants. The purpose of the surveys was to collect perspectives from those directly involved in training and entering the profession. A total of 35 educators and 214 students/registrants responded to the survey.

Educators were asked about their perspective on current licensure education requirements, practicum or field experience, student preparation for clinical practice, readiness of students to serve diverse populations, and barriers students face in securing practicum sites. The students and registrants were asked about their preparation for licensure, access to and experiences with practicum placement, and the adequacy of instructional content and coursework.

Education Requirements for Licensed Marriage and Family Therapists

The committee discussed the initial review of the LMFT education requirements to address confusion and inequalities created by the current three pathway structure: pre-2012, post-2012, and out-of-state degrees. The committee reviewed key considerations for revising the requirements, including whether a degree program must be "Integrated, how to balance content-based and competency-based standards, and the feasibility of maintaining in-state and out-of-state requirements. Differences in accreditation criteria, minimum degree units, practicum requirements, remediation allowances, and absence of standardized competency definitions were discussed.

Staff suggested moving towards a single, unified pathway based on the comprehensive and modernized post-2012 standards in BPC 4980.36, which emphasizes trauma-

informed care, cultural responsiveness, public mental health, and evidence-based practice. The Committee directed staff to review LMFT education in other states, as well as standards set by LMFT accrediting agencies, and develop language for further consideration at the next committee meeting.

Update on the Department of Health Care Services “Building a Thriving Behavioral Health Workforce”

Staff update the Committee in the “Building a Thriving Behavioral Workforce” forum that brought together educators, employers, and stakeholders to address challenges in strengthening California’s behavioral health workforce. Key issues discussed included complex and inequitable licensure processes, gaps between education and real-world practice, limited access to paid training and quality supervision, evolving technology needs, fragmented stakeholder efforts, and workforce burnout. Proposed solutions relevant to the Board included simplifying licensure requirements, aligning training with practice needs, clarifying supervision standards, updating telehealth and technology guidance, improving data sharing and policy coordination, and supporting licensee wellness initiatives.

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 October 24, 2025.