



MEMORANDUM

DATE	January 30, 2026
TO	Board Members
FROM	Steve Sodergren, Executive Officer
SUBJECT	Workforce Committee Update

The Workforce Committee (Committee) held its most recent meeting on January 15, 2026. The following items were discussed:

Licensed Marriage and Family Therapist (LMFT) Education Requirements

The Committee discussed potential recommendations to clarify and update education requirements for LMFT licensure. Staff presented a draft outline of propose educational requirements that would refine current standards in BPC Section 4908.36 and related sections. The goal of the discussion was to initiate feedback and on streamlining education requirements to support greater clarity and consistency for students, educators and applicants. Staff presented seven steps that define the areas of focus for Committee discussions:

- Step 1: Qualifying Degree Accreditation, Core Content and Practicum Requirements
- Step 2: Graduate-Level Course Content and Allowable Remediation
- Step 3: Supplemental Coursework Requirements (Content allowed as Continuing Education)
- Step 4: National Attainability and Unintended Consequences
- Step 5: Pre-Degree Hours
- Step 6: Provisional Associate Registration Concept
- Step 7: Formal Approval of School Programs

During the meeting the Committee focused on Step 1 and discussed qualifying degree accreditation, core content, and practicum requirements.

Demographic Data from the Health Care Access and Information Renewal Survey

Staff presented an overview of the California Department of Health Care Access and Information (HCAI) 2025 annual report to the legislature. This report presents comprehensive statewide data on health workforce supply, demand, and distribution. This report is based on data collected via a mandatory online survey submitted by registrants and licensees as part of their renewal. Additionally, staff presented an overview of the data for the Board’s licensees that was collected by the HCAI survey.

American Association for Marriage and Family Therapy Report

Staff presented an overview of the American Association for Marriage and Family Therapy (AAMFT) report “A Systemic Workforce for a Complex World: Strategic Insight from the 2025 Marriage and Family Workforce Study.” The survey included responses from more than 2,000 licensed Marriage and Family Therapists (MFTs), pre-licensed associates, and graduate students, and was designed to collect workforce data but also to capture practitioners’ lived experiences and emerging trends shaping the future of the field.

Update on Workforce Development Action Plan

Staff provided the status of the Committee’s action plan.