



MEMORANDUM

DATE	June 5, 2026
TO	Workforce Development Committee
FROM	Steve Sodergren, Executive Officer
SUBJECT	Update Regarding the Workforce Development Action Plan

Background

Within the current draft of the Board’s strategic plan, the goals and objectives related to the oversight of the Committee have been incorporated: specifically licensing and examination. The following goals and objectives will be presented to the Board for final approval.

Licensing Goal

Apply licensing standards to protect consumers and allow reasonable and timely access to the profession.

Licensing Objectives

- 2.1 Improve website tools and resources to support applicants and registrants by providing clear concise, and ADA-compliant information.
- 2.2 Reduce the average processing times for license and registration applications by leveraging technological solutions and staffing efficiencies.
- 2.3 Assess application fees with consideration for equity and long-term fiscal solvency.
- 2.4 Update and streamline the licensure requirements.

Examination Goal

Administer fair, valid, comprehensive, culturally responsive, and relevant licensing examinations.

Examination Objectives

- 3.1 Review exam eligibility timelines to identify opportunities to improve the efficiency of the licensure process.
- 3.2 Improve recruitment efforts to build a broader, more diverse, and inclusive pool of

subject matter experts for exam development.

- 3.3 Improve exam information and resources to establish expectations and assist applicants through the exam process.
- 3.4 Discuss implementing the Association of Marital and Family Therapy Regulatory Boards (AMFTRB) national examination.

These objectives and tasks remain preliminary until the Board adopts its new strategic plan, which is expected in August 2026. Once adopted, Board staff will develop specific tasks to help the Committee achieve its objectives and support the Board's broader goals. Attached is a draft version of the Workforce Committee Goals Status Report.

Attachment

Attachment A: Workforce Development Committee Goals Status Report

WORKFORCE DEVELOPMENT COMMITTEE GOALS STATUS REPORT

LICENSING			
2.1 Objective Tasks	REF #	STATUS	DUE DATE
Implement an online process for supervision documentation and submittal.	2.1.1	In Progress	Jul - Sept 2028
Create short form videos that explain the application process step by step.	2.1.2	Not Started	Jan - Mar 2027
Create short form videos that answer questions about the licensure process.	2.1.3	Not Started	Jan - Mar 2027
Explore the use of chatbots to provide real-time responses to questions.	2.1.4	Not Started	Oct - Dec 2026
Review and update existing guidance materials to ensure accuracy, clarity, and consistency.	2.1.5	Not Started	Oct - Dec 2026
2.2 Objective Tasks	REF #	STATUS	DUE DATE
Transition AMFT registration applications online	2.2.1	In Progress	Jul - Sept 2026
Transition ASW registrations applications online	2.2.2	Not Started	Oct - Dec 2026
Transition APCC registration applications online	2.2.3	Not Started	Oct - Dec 2026
Transition LMFT licensure applications online	2.2.4	Not Started	Apr - Jun 2027
Transition LCSW licensure applications online	2.2.5	Not Started	Apr - Jun 2027
Transition LPCC licensure applications online	2.2.6	Not Started	Apr - Jun 2027
Transition LEP licensure applications online	2.2.7	Not Started	Apr - Jun 2027
2.3 Objective Tasks	REF #	STATUS	DUE DATE
Implement 2026 fee reduction	2.3.1	In Progress	Jul - Sept 2026
Conduct a fee analysis	2.3.2	Not Started	Jan - Mar 2028
Pursue regulatory or statutory amendments to establish new fees if appropriate.	2.3.3	Not Started	Oct - Dec 2028
Implement amended fee structure before July 2030	2.3.4	Not Started	Oct - Dec 2029
Explore possible initiatives the Board can pursue to enhance financial support to applicants and associates.	2.3.5	Not Started	Jan - Mar 2027
2.4 Objective Tasks	REF #	STATUS	DUE DATE

WORKFORCE DEVELOPMENT COMMITTEE GOALS STATUS REPORT

Review current education requirements for LMFT, LPCC, LCSW.	2.4.1	In Progress	Apr - Jun 2027
Pursue legislation to modernize LMFT, LPCC, LCSW education requirements.	2.4.2	Not Started	Jan - Mar 2027
Implement modernized education requirements for LMFT, LPCC, LCSW.	2.4.3	Not Started	Jan - Mar 2027
EXAMINATION	Goal 3:		
3.1 Objective Tasks	REF #	STATUS	DUE DATE
Review national standards of examination eligibility requirements.	3.1.1	Not Started	Oct - Dec 2026
Explore possible early eligibility options with ASWB, NBCC, and AMFTRB.	3.1.2	Not Started	Jan - Mar 2027
Propose possible statutory amendments that would streamline eligibility requirements.	3.1.2	Not Started	Apr - Jun 2027
3.2 Objective Tasks	REF #	STATUS	DUE DATE
Evaluate current SME recruitment processes with OPES and national exam vendors.	3.2.1	Not Started	Jul - Sept 2026
Identify improvements to the SME recruitment process.	3.2.2	Not Started	Oct - Dec 2026
Implement solutions to the SME recruitment process.	3.2.3	Not Started	Jan - Mar 2027
3.3 Objective Tasks	REF #	STATUS	DUE DATE
Perform an occupational analysis for ASWB Clinical exam.	3.3.1	Not Started	Jul - Sept 2026
Perform an occupational analysis for NCMHCE exam.	3.3.2	Not Started	Jul - Sept 2026
Perform an occupational analysis for LMFT Written exam.	3.3.3	Not Started	Jul - Sept 2027
Perform an occupational analysis for LMFT, LCSW, LPCC Law & Ethics exam.	3.3.4	Not Started	Jul - Sept 2028
Perform an occupational analysis to LEP Written exam.	3.3.5	Not Started	Jul - Sept 2028
3.4 Objective Tasks	REF #	STATUS	DUE DATE
Explore competency-based models of other state jurisdictions.	3.4.1	Not Started	Apr - Jun 2027
Assess the applicability of various models for California licensure.	3.4.2	Not Started	Jul - Sept 2027
Propose possible statutory amendments for a competency-based model	3.4.3	Not Started	Oct - Dec 2027
3.5 Objective Tasks	REF #	STATUS	DUE DATE

WORKFORCE DEVELOPMENT COMMITTEE GOALS STATUS REPORT

Conduct a targeted survey to exam candidates to assess needs.	3.5.1	Not Started	Oct - Dec 2026
Review and update current material related to examinations.	3.5.2	Not Started	Jan - Mar 2027
Create and publish additional instructional materials for examinations.	3.5.3	Not Started	Jan - Mar 2027
3.6 Objective Tasks	REF #	STATUS	DUE DATE
Finalize regulatory amendments for AMFTRB.	3.6.1	In Progress	Jan - Mar 2027
Conduct outreach on transition to AMFTRB.	3.6.2	In Progress	Jan - Mar 2027
Ensure system readiness for eligibility and score transfers for AMFTRB.	3.6.3	In Progress	Jan - Mar 2027
Complete transition to AMFTRB examination.	3.6.4	Not Started	Jul - Sept 2027