

## WORKFORCE DEVELOPMENT COMMITTEE MINUTES

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39

A recorded webcast of this meeting is available at:  
[https://www.youtube.com/watch?v=MYWhrsk\\_Fjw](https://www.youtube.com/watch?v=MYWhrsk_Fjw)

**DATE** October 11, 2024

**TIME** 1:00 p.m.

### LOCATIONS

**Primary Location** Department of Consumer Affairs  
1625 North Market Blvd., #S-102  
Sacramento, CA 95834

**Alternative Platform** WebEx Video/Phone Conference

### ATTENDEES

#### Members Present at Remote Locations

Wendy Strack, Chair, Public Member  
Justin Huft, LMFT Member  
Eleanor Uribe, LCSW Member  
Dr. Annette Walker, Public Member

#### Staff Present at Primary Location

Steve Sodergren, Executive Officer  
Marlon McManus, Assistant Executive Officer  
Rosanne Helms, Legislative Manager  
Christy Berger, Regulatory Manager  
Christina Kitamura, Administrative Analyst  
Syreeta Risso, Special Projects and Research Analyst  
Sabina Knight, Legal Counsel  
Kristy Schieldge, Legal Counsel

#### Staff Presented at Remote Location

Marlon McManus, Assistant Executive Officer

#### Other Attendees

Public participation via WebEx video conference/phone conference  
and in-person at Department of Consumer Affairs

1 **1. Call to Order and Establishment of Quorum**

2  
3 Wendy Strack, Chair of the Workforce Development Committee (Committee),  
4 called the meeting to order at 1:00 p.m. Roll was called, and a quorum was  
5 established.

6  
7 **2. Introductions**

8  
9 Committee members introduced themselves during role call; staff and public  
10 attendees introduced themselves.

11  
12 **3. Consent Calendar: Discussion and Possible Approval of August 9, 2024**  
13 **Committee Meeting Minutes**

14  
15 This item was tabled.

16  
17 **4. Overview of the Purpose of the Workforce Development Committee**

18  
19 At its August 2024 meeting, the Committee discussed the following:

- 20  
21 • Discussed the possible recommendation and regarding permitting early  
22 eligibility to take the clinical examinations and other potential changes to the  
23 licensing process.  
24  
25 • Discussed possible amendments to the Child Abuse and Assessment and  
26 Reporting coursework requirements for all Board-regulated professions.  
27  
28 • Update on the licensure pathway survey.

29  
30 **5. Discussion and Possible Recommendations Regarding Permitting Early**  
31 **Eligibility to Take the Clinical Examination and Other Potential Changes to**  
32 **the Licensing Process (Business and Professions Code (BPC) §§4980.35,**  
33 **4980.397, 4980.398, 4980.399, 4980.40, 4980.41, 4980.43, 4980.43.2, 4980.50,**  
34 **4980.54, 4984.01, 4984.7, 4984.72)**

35  
36 At its April 2024 meeting, this Committee discussed whether permitting  
37 applicants to take the clinical exam early, once 1,500 experience hours are  
38 gained, would reduce barriers to licensure. The Committee directed staff to  
39 examine this issue further, including examining relevant statutes and regulations  
40 that would need amending, consulting with legal counsel, and examining  
41 potential issues of concern.

42  
43 Staff has identified the statutes and regulations that would need amendments  
44 and is in the process of drafting a proposal and consulting with BBS' examination  
45 unit, licensing unit, and legal counsel on the effects of the proposed changes,  
46 potential issues of concern, and how the changes could be implemented.

1 Changing the timing of the clinical exam may also provide an opportunity to  
2 address several issues in the licensing process that are interrelated, which may  
3 be best addressed at the same time. Therefore, staff's proposal contains those  
4 potential changes.

5  
6 The proposal presented was intended as a discussion to gain feedback from the  
7 Committee and stakeholders.

8  
9 Changes for consideration:

10 **1. Timing of Clinical Exam:** Permit the clinical exam to be taken once an  
11 applicant has completed 875 hours of supervised experience performing  
12 direct clinical counseling.

13  
14 Under this proposal, the experience hours must be less than 7 years old at  
15 the time of application for the clinical exam. All education requirements for  
16 licensure would also need to be met before taking the clinical exam.

17  
18 Under this proposal, the requirement in regulations (§1806) to attempt the  
19 clinical exam every year to avoid abandoning the application would be  
20 deleted. Instead of "locking in" hours indefinitely regardless of age once  
21 eligibility for the clinical exam is obtained, hours would expire gradually as  
22 they became 7 years old.

23  
24 **2. California Law and Ethics Exam:** This proposal would allow an associate to  
25 choose when they take the California law and ethics exam; however, it must  
26 be passed before a subsequent number is obtained.

27  
28 **3. Age Limit for California Law and Ethics Exam:** This proposal places an  
29 age limit of 7 years on a passing score for the California Law and Ethics  
30 Exam.

31  
32 **4. Change in Registration Number Length and Time Supervised**  
33 **Experience Hours Valid:** This proposal extends the allowable length of time  
34 a registration number is valid from 6 years to 7 years. It also extends the  
35 amount of time supervised experience hours are valid from 6 years to 7  
36 years.

37  
38 **5. Requirement to Apply for Licensure:** Upon application for license  
39 issuance, the applicant's experience hours, clinical exam score, and  
40 California law and ethics score must be no more than 7 years old.

41  
42 **6. Prohibition on Private Practice with a Subsequent Registration Number:**  
43 The proposal makes a change to the "six-year rule" that prohibits an  
44 associate from working in a private practice with a subsequent registration  
45 number. Under the proposal, the law would continue to prohibit associates  
46 with a subsequent associate number from working in a private practice. It

1 would, however, permit an associate with a subsequent registration number  
2 to request a one-time, two-year hardship extension. The extension would  
3 allow an associate to finish gaining their experience hours in one private  
4 practice setting, if the supervisor or employer and the associate submit a  
5 request to the board providing specified information.  
6

#### 7 Discussion

8 Huft: Expressed that he likes the proposed changes and urges staff to identify  
9 other states that have implemented this sort of change in exam processes and  
10 then identifying two possible outcomes (evidence-based data): 1) population of  
11 therapists, changed demographics, or the rate of increase in population; 2)  
12 change in the number of complaints against therapists.  
13

14 Uribe: The proposed changes are helpful in decreasing barriers.  
15

#### 16 Public Comment

17 Shanti Ezrine, California Association of Marriage and Family Therapists  
18 (CAMFT): CAMFT supports allowing applicants to take the clinical exam before  
19 the completion of 3000 clinical hours. CAMFT does not have any concerns  
20 regarding the draft proposals and does not see a harm to consumer protection.  
21

22 Dr. Ben Caldwell: The proposed changes seem to have a variety of positive  
23 impacts on the licensure process without appearing to raise concerns regarding  
24 consumer protection.  
25

26 Cathy Atkins, CAMFT: CAMFT supports the intent of the proposed changes.  
27 CAMFT will review the language further to ensure that there are no unintended  
28 consequences.  
29

30 The Committee directed staff to obtain data regarding other states that may have  
31 implemented these types of changes, for example, how did the change(s) affect  
32 their population of therapists; did they experience a rise in complaints after  
33 implementation. Additionally, staff will continue to seek feedback from  
34 stakeholders.  
35

#### 36 **6. Discussion and Possible Recommendation Regarding Amendments to the** 37 **Alcohol and Substance Abuse Coursework Requirements for all Board-** 38 **Regulated Professions: (Business and Professions Code (BPC) §§ 29,** 39 **4980.36, 4980.37, 4980.41, 4996.2, 4996.18, 4999.32, 4999.33; Title 16,** 40 **California Code of Regulations (CCR) §1807.3)**

41  
42 There are varying requirements among the professions, and within certain  
43 populations of applicants within a profession. Staff provided information for a  
44 comparison and for the laws pertaining to the coursework for each profession.  
45 Staff also presented the full requirements for LMFT and LPCC degree programs

1 since certain applicant populations are required to have this coursework within  
2 their degree program.

3  
4 *Implications of Changing Alcohol and Substance Abuse Course Requirements*

5 For Category A LMFT and LPCC applicants, making any significant changes to  
6 course content required to be within the degree program could negatively affect  
7 future applicants because if any content is missing, even if minor, it may result in  
8 a nonqualifying degree. If changes are desired to required content for Category  
9 A LMFT and LPCC “applicants, there are two ways this could be addressed to  
10 avoid this type of impact to applicants:

- 11  
12 1. Option1: Make it acceptable for any new content to be obtained outside of  
13 the degree program; or,
- 14 2. Option 2: Only require degrees obtained after a certain date to include the  
15 new content.

16  
17 Both options have drawbacks. For option 1, proof of course completion would be  
18 submitted by the applicant for staff review. If multiple course content changes  
19 are recommended by the Committee during its holistic review of additional  
20 coursework, this will result in an increased length of application review, which  
21 leads to more possibilities of application deficiencies.

22  
23 Option 2 would create another set of degree programs, with separate review  
24 processes and forms. This would result in staff needing to evaluate against three  
25 separate sets of degree requirements. In addition, a longer delay in  
26 implementation would be needed to give schools time to incorporate the new  
27 content.

28  
29 However, minor changes, such as changing the terminology “substance abuse”  
30 to “substance use” would not have this type of impact.

31  
32 **Note Re: Out-of-State Applicant Coursework**

33 There are issues to consider pertaining to applicants with an out-of-state degree.  
34 LCSW, LMFT and LPCC out-of-state applicants under Path B (licensure via  
35 education and experience) must complete a graduate level course prior to  
36 licensure. Two issues to consider:

- 37  
38 • If the Committee recommends that coursework for in-state applicants should  
39 remain acceptable to be taken via continuing education (for those applicants  
40 not required to have it in their degree program), the Committee should  
41 discuss whether the course should be allowed to be taken via continuing  
42 education (CE) for out-of-state LCSW and LMFT applicants.
- 43  
44 • If the Committee recommends that course content changes are necessary for  
45 in-state applicants, similar course content requirements for out-of-state

1 applicants should be considered. An inconsistency that may need to be  
2 considered is that LMFT Path B applicants are required to complete 30 hours  
3 of coursework in this area, where in-state applicants only need 15 hours.  
4

### 5 Staff Recommendation

6 Exemption for Certain LMFT and LCSW applicants: Staff recommends striking  
7 the exception for LMFT applicants who began graduate study on or before  
8 January 1, 1986, and for LCSW applicants who matriculated before January 1,  
9 1986.  
10

11 Course timing: Staff recommends that all LCSW and LMFT applicants be  
12 required to take the course prior to associate registration with no exceptions, and  
13 that LEP applicants take the course prior to licensure rather than prior to first  
14 license renewal, to help ensure all practitioners are able to adequately assist  
15 these clients. In addition, requiring specific courses at first renewal often lead to  
16 CE audit failures.  
17

18 Course length: Staff recommends that a subject matter expert review the  
19 required course length and make a recommendation.  
20

21 Course content: Staff recommends that a subject matter expert review the  
22 required course content and make a recommendation.  
23

24 CE vs. graduate level for out-of-state LCSW and LMFT applicants: Staff  
25 recommends that this course be allowed as CE for out-of-state applicants.  
26 Graduate coursework is much more costly than CE courses, and making this  
27 change would create equity with in-state course requirements.  
28

### 29 Discussion

30 Huft: Staff's recommendations seem reasonable.  
31

32 Walker: Feels that the course content needs to be reviewed by a subject matter  
33 expert (SME). Requested that the SME's findings/recommendations be shared  
34 with the Committee.  
35

36 Berger: In response to Walker's comment, staff will work with more than one  
37 SME to draft proposed language. These changes would need to be in either  
38 statute or regulation, or both.  
39

### 40 Public Comment

41 S. Ezrine, CAMFT: Given the complexity of this topic, CAMFT would like to take  
42 a closer look at the attachments provided and circle back with staff as the  
43 proposals are being developed and brought back to the Committee.  
44

45 Staff will continue moving forward with this.

1 **7. Discussion and Possible Recommendation Regarding the Workforce**  
2 **Development Action Plan**

3  
4 Based on data captured by the Licensure Pathway Survey, staff developed short-  
5 term and long-term workforce development goals.  
6

7 **Short-Term Goals**

- 8 • Organize targeted outreach and listening sessions for educators, supervisors,  
9 and associates to address common licensure pathway concerns and gather  
10 ongoing feedback.  
11  
12 • Review existing outreach materials and develop additional resources to  
13 provide educators, supervisors, and associates with clearer, more detailed  
14 information on the licensure pathway.  
15  
16 • Develop specific materials for supervisors that outline their responsibilities,  
17 supervision requirements, and best practices for supporting supervisees  
18 through the licensure process.  
19  
20 • Create a dedicated webpage and outreach campaign highlighting available  
21 grants and scholarships for individuals pursuing a career in mental health.  
22

23 **Long-Term Goals**

- 24 • Create outreach materials and organize outreach events for high schoolers  
25 and undergraduates to inform those considering a career in mental health.  
26  
27 • Explore possible modifications to the examination retake fee and initial license  
28 fee to ease the financial burden on applicants.  
29  
30 • Investigate the feasibility of providing a no-cost exam preparation course  
31 specifically for candidates who do not pass the Board's Law & Ethics  
32 examination.  
33  
34 • Review current supervised hour requirements to identify regulatory  
35 amendments that could reduce licensure barriers while ensuring consumer  
36 safety.  
37  
38 • Develop an online platform for associates to track and electronically submit  
39 supervised hours directly to the Board to streamline the application  
40 submission and review process.  
41  
42 • Seek legislative changes allowing candidates to take the clinical examination  
43 before completing the 3,000 supervised hour requirement.  
44

- 1 • Seek legislation that would enable associates to choose when to take the Law  
2 & Ethics exam, removing the mandatory requirement during every renewal  
3 cycle.
- 4
- 5 • Seek legislation that would extend the expiration of registration numbers from  
6 six to seven years.
- 7
- 8 • Pursue legislation to allow associates with subsequent registration numbers  
9 to apply for a one-time, two-year hardship extension, ensuring continued  
10 employment in private practice settings.
- 11
- 12 • Research possible initiatives the Board can pursue to increase the financial  
13 support available to applicants and associates.
- 14
- 15 • Enhance supervision oversight by implementing real-time submission of  
16 supervisory forms and conducting regular supervision audits to identify areas  
17 where additional education and outreach may strengthen supervision  
18 practices.
- 19

#### 20 Discussion

21 Walker: Requested to move an action plan item from the long-term list to the  
22 short-term list (Research possible initiatives the Board can pursue to increase the  
23 financial support available to applicants and associates).

24

25 Uribe: Requested to add a topic regarding practice exams to the action plan.

26

27 Walker: Requested to look in conducting focus groups.

28

29 Huft: Wants to push back on the idea of listening sessions for educators and  
30 supervisors because they are already licensed and not in the pipeline. They  
31 would not necessarily have a deep understanding of the pipeline issues nor are  
32 they navigating the pipeline. Cautioned against soliciting information from people  
33 who are removed from that process.

#### 34

#### 35 Public Comments

36 S. Ezrine, CAMFT: CAMFT will take a closer look at the action plan and provide  
37 feedback.

38

39 B. Caldwell: Suggested as a long-term goal, identifying and reducing disparities  
40 in the licensing process.

41

42 Committee requested to move the long-term item “Research possible initiatives  
43 the Board can pursue to increase the financial support available to applicants  
44 and associates” to the short-term list.

45



1 **8. Suggestions for Future Agenda items**

2  
3 Elyse Springer: AB 2581 on maternal mental health in light of AB 1936 (perinatal  
4 mental health) that recently passed.

5  
6 **9. Public Comment for Items not on the Agenda**

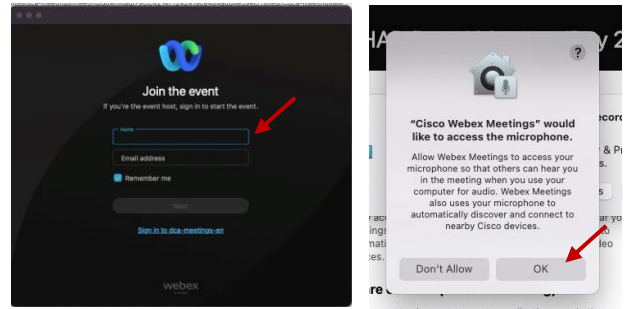
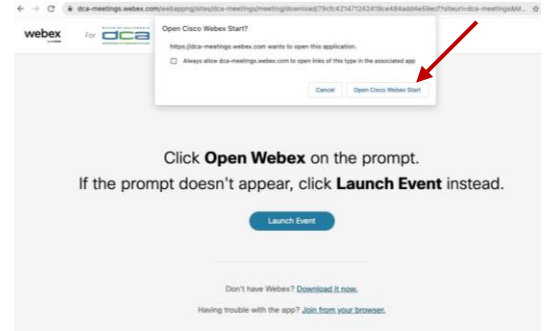
7  
8 None

9  
10 **10. Adjournment**

11  
12 The Committee adjourned at 2:31 p.m.

## If joining using the meeting link

- 1 Click on the meeting link. This can be found in the meeting notice you received.
- 2 If you have not previously used Webex on your device, your web browser may ask if you want to open Webex. Click "Open Cisco Webex Start" or "Open Webex", whichever option is presented. DO NOT click "Join from your browser", as you will not be able to participate during the meeting.
- 3 Enter your name and email address\*. Click "Join as a guest". Accept any request for permission to use your microphone and/or camera.

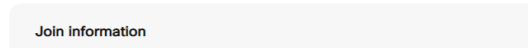
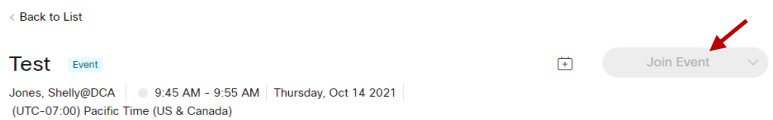
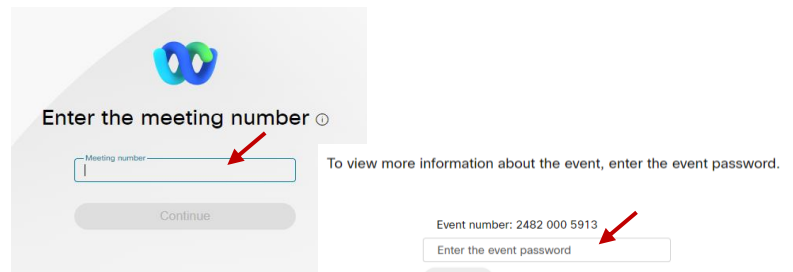
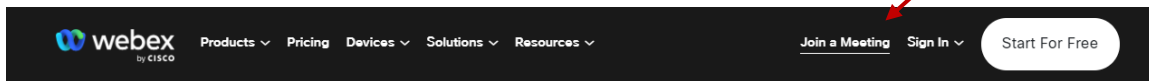


\* Members of the public are not obligated to provide their name or personal information and may provide a unique identifier such as their initials or another alternative, and a fictitious email address like in the following sample format: XXXXX@mailinator.com.

OR

## If joining from Webex.com

- 1 Click on "Join a Meeting" at the top of the Webex window.
- 2 Enter the meeting/event number and click "Continue". Enter the event password and click "OK". This can be found in the meeting notice you received.
- 3 The meeting information will be displayed. Click "Join Event".



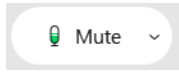
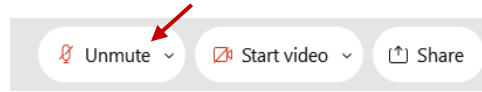
OR

## Connect via telephone\*:

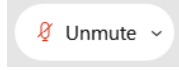
You may also join the meeting by calling in using the phone number, access code, and passcode provided in the meeting notice.

### Microphone

Microphone control (mute/unmute button) is located on the command row.



Green microphone = Unmuted: People in the meeting can hear you.



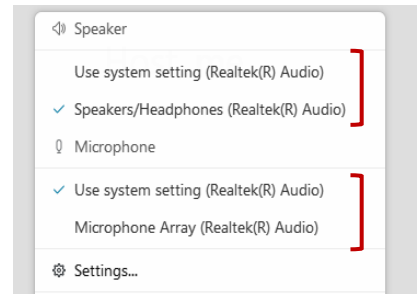
Red microphone = Muted: No one in the meeting can hear you.

*Note: Only panelists can mute/unmute their own microphones. Attendees will remain muted unless the moderator enables their microphone at which time the attendee will be provided the ability to unmute their microphone by clicking on "Unmute Me".*



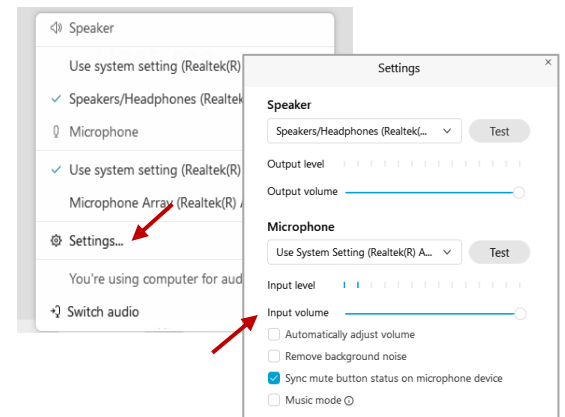
### If you cannot hear or be heard

- 1 Click on the bottom facing arrow located on the Mute/Unmute button.
- 2 From the pop-up window, select a different:
  - Microphone option if participants can't hear you.
  - Speaker option if you can't hear participants.



### If your microphone volume is too low or too high

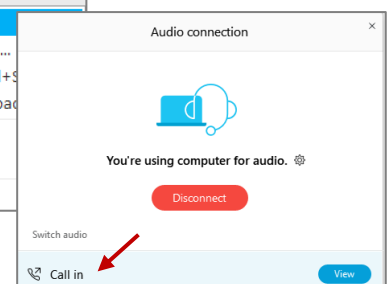
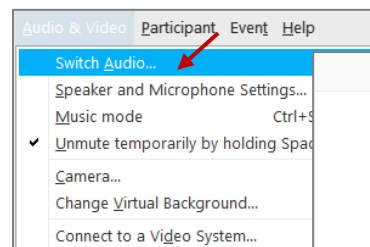
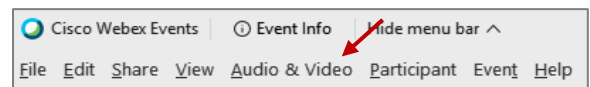
- 1 Locate the command row – click on the bottom facing arrow located on the Mute/Unmute button.
- 2 From the pop-up window:
  - Click on "Settings...":
  - Drag the "Input Volume" located under microphone settings to adjust your volume.



### Audio Connectivity Issues

If you are connected by computer or tablet and you have audio issues or no microphone/speakers, you can link your phone through Webex. Your phone will then become your audio source during the meeting.

- 1 Click on "Audio & Video" from the menu bar.
- 2 Select "Switch Audio" from the drop-down menu.
- 3 Select the "Call In" option and following the directions.



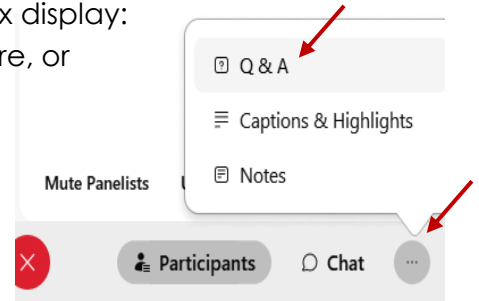
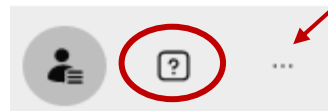
The question-and-answer (Q&A) and hand raise features are utilized for public comments.

*NOTE: This feature is not accessible to those joining the meeting via telephone.*

### Q&A Feature

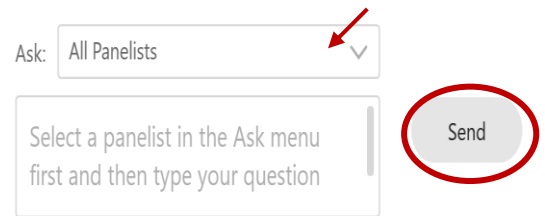
1 Access the Q&A panel at the bottom right of the Webex display:

- Click on the icon that looks like a “?” inside of a square, or
- Click on the 3 dots and select “Q&A”.



2 In the text box:

- Select “All Panelists” in the dropdown menu,
- Type your question/comment into the text box, and
- Click “Send”.



OR

### Hand Raise Feature

- 1
- Hovering over your own name.
  - Clicking the hand icon that appears next to your name.
  - Repeat this process to lower your hand.

If connected via telephone:

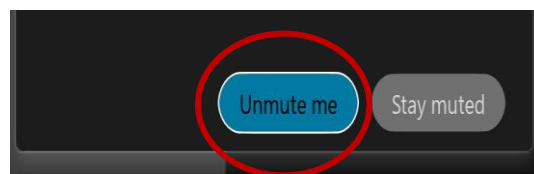
- Utilize the raise hand feature by pressing \*3 to raise your hand.
- Repeat this process to lower your hand.

### Unmuting Your Microphone



The moderator will call you by name and indicate a request has been sent to unmute your microphone. Upon hearing this prompt:

- Click the **Unmute me** button on the pop-up box that appears.

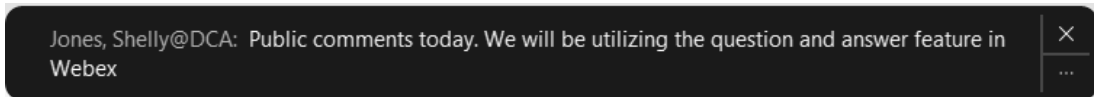


OR

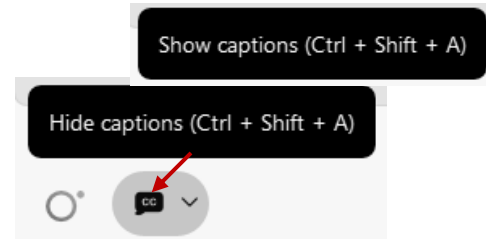
If connected via telephone:

- Press \*3 to unmute your microphone.

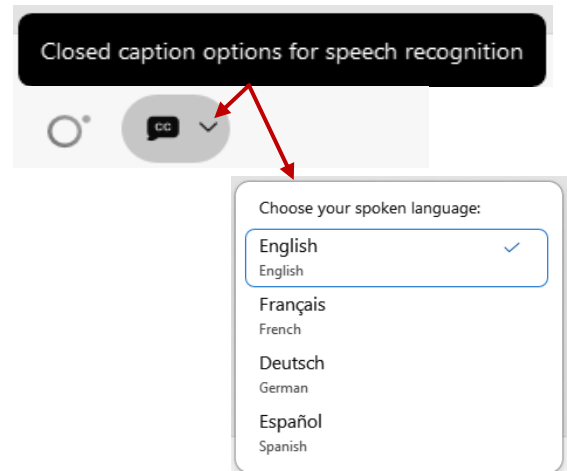
Webex provides real-time closed captioning displayed in a dialog box on your screen. The captioning box can be moved by clicking on the box and dragging it to another location on your screen.



The closed captioning can be hidden from view by clicking on the closed captioning icon. You can repeat this action to unhide the dialog box.



You can select the language to be displayed by clicking the drop-down arrow next to the closed captioning icon.



You can view the closed captioning dialog box with a light or dark background or change the font size by clicking the 3 dots on the right side of the dialog box.

