



Board of Behavioral Sciences

Memo

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To: Committee Members

Date: July 21, 2023

From: Steve Sodergren
Executive Officer

Subject: Workforce Development Action Plan

At its meeting on January 13, 2023, the Licensing Committee discussed creating a workforce development plan that would focus on three main efforts: data analysis, reducing barriers to licensure, and recruitment and retention. The committee asked staff to develop a project plan with short term and long-term goals.

To be effective, any effort that the Board pursues in workforce development must be within the scope of its mandated authority of public protection. Because of this, the focus for the action plan must be on the requirements for licensure and the processes to become licensed. While the Board is constantly reviewing its licensing requirements to ensure they are addressing public protection, it is important for the Board to evaluate the licensure process in its entirety to ensure that it does not pose any unnecessary barriers that would delay or prevent a qualified candidate from obtaining licensure.

To begin a thoughtful discussion on reducing unnecessary barriers to licensure, the first step is to identify barriers that may exist. Once these barriers are identified, the committee will then be able to formulate short-term and long-term goals that the Board may pursue to assist in workforce development. In addition to identifying barriers, the committee must also consider the Board's current licensing population to identify any trends that may affect workforce development and retention.

SHORT TERM GOAL

Board staff will review licensing data and processes and will report back to the committee on its findings. Staff will consider information and data from the California Department of Health Care Access and Information (HCAI) and other outside agencies when drafting reports for the committee. Additionally, staff may rely on surveys and listening sessions to obtain firsthand insight to an applicant's experience and barriers they may have encountered while on the road to licensure. These reports will include suggested action items that may address any barriers that are identified.

The following are the topic areas that staff will report on at future committee meetings:

- **Licensure Pathway:** What is the average time it takes to complete the licensure process and how many candidates drop-out of the pathway?
- **Education Requirements:** How many applicants who apply have a non-qualifying degree and what are the most common deficiencies?
- **Application Requirements:** How many applications have deficiencies and what are the most common deficiencies?
- **Board Processes:** What are the Board application review processes that may be delaying candidates from achieving licensure?
- **Examinations:** This report will focus on the pass rates for Board developed and national examinations that are required for licensure. This will require staff to work with the Department's Office of Professional Examination Service (OPES) to develop and implement a survey to collect demographic data of candidates' participation in Board developed examinations.

LONG TERM GOAL

Through the continued reporting and discussions at future meetings, the committee will identify barriers and possible solutions to reducing those barriers. The committee will then be able to direct staff to pursue appropriate administrative processes or legislative changes that are necessary to support workforce development within the mental health professions that it regulates.

Recommendation

Have an open discussion on the proposed short term and long term goals. Direct staff to continue to research and develop reports that will assist in constructing workforce development strategies.