



Board of Behavioral Sciences

# Memo

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**To:** Workforce Development Committee

**Date:** July 29, 2024

**From:** Steve Sodergren  
Executive Officer

**Subject: Results of the Licensure Pathway Survey**

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## **Background**

At the April 2024 committee meeting staff presented a summary of the data collected from the Board's Licensure Pathway Survey. That survey was completed on April 19, 2024 and resulted in 3,170 complete responses, including free form comments that numbered from 600 to over a thousand per question. This survey was developed to seek input from Board registrants and licensees about barriers that they are facing, or may have faced, during their pathway to licensure.

Board staff reviewed the survey, including the free form comments submitted, to identify common trends in the responses. While the survey was primarily focused on the three major milestones of education, supervision, and examinations there were a number of concerns about the licensing process.

## **EDUCATION**

Common themes pertaining to the barriers faced during education included:

- Balancing full-time work, school, and unpaid practicum positions.
- Difficulty finding practicum placements that aligned with personal schedules.
- A perceived lack of culturally competent, trauma-informed professors and inadequate preparation for practicum.
- Lack of training provided by schools about the licensure pathway and examinations.

## **SUPERVISION**

Common themes pertaining to the barriers faced during supervision included:

- Difficulties in finding qualified or available supervisors and the cost of supervision.

- Inadequate supervision environments that do not adequately prepare individuals for the licensing process and examinations.
- Scheduling supervision hours at convenient times while balancing other job responsibilities and personal commitments.
- The challenge of balancing supervision hours with client hours for those working part-time.
- Concerns that supervisors are not fully knowledgeable about licensing laws pertaining to the supervisee licensure pathway.
- A perception that certain agency policies and various jobs may negatively affect the ability to receive quality supervision.
- The high number of required supervision hours and the specific types of hours (e.g., children or couples) and accumulating these hours without pay.

## **EXAMINATIONS**

Common themes pertaining to the barriers faced during the examination process included:

- The length and perceived difficulty of licensure exams. Many individuals find the exams to be exceedingly challenging, which increases anxiety and stress levels.
- Balancing professional responsibilities with exam preparation, particularly for those working full-time.
- The costs of exams and associated fees, including study materials and application fees.
- The comprehensive nature of the exams requiring extensive preparation, often beyond what is covered in standard educational programs.

## **LICENSING PROCESS**

While the focus on the survey was on education, supervision, and examinations respondents also identified barriers associated with the licensing process. The common themes included:

- Long waiting times to get hours certified and processed.
- Administrative hurdles such as the 90-day rule for live scans for post-graduation supervised hours.
- Difficulties in navigating the licensing requirements and keeping up with changes to the requirements that may require additional coursework.
- Difficulties in understanding and tracking requirements for specific types of hours, such as those involving children or couples.

- The 6-year rule, which invalidates previously accumulated hours if not completed within six years.

## **OFFERED SOLUTIONS**

Within the comments submitted, respondents offered possible solutions to barriers faced during the licensure process.

- Supervisors should discuss the pathway to licensure and career preparation more frequently during supervision.
- Ensure supervisors have access to up-to-date resources and tools that can assist candidates in their preparation and professional development.
- Supervisors are encouraged to be more proactive in their roles, making it a point to assist candidates more thoroughly in their journey towards licensure.
- Implementing an online supervised hours portal to replace paper-based process and reduce administrative burdens.
- Providing clear and consistent guidelines and updates on licensure requirements from the Board
- Providing clearer guidelines and expectations for both supervisors and candidates from the Board.
- Offering dedicated support channels, such as hotlines or chat services, to assist candidates with their queries and issues promptly
- Introducing financial assistance programs, such as grants or scholarships, to help cover the costs of exam fees and supervision.
- Providing comprehensive resources and workshops to help candidates navigate the licensure process effectively.
- Working with professional associations and advocacy groups to propose legislative changes that reduce unnecessary regulatory burden.

## **CURRENT EFFORTS**

Currently, Board staff are working on improvements to the licensure process to address the barriers that were presented in the survey. These efforts are mainly focused on the the licensure process and education requirements:

- Conducting a holistic review of additional coursework requirements to increase consistency, clarity, and relevance.
- Discussion of possible amendments that would allow for early admittance to clinical examinations.

- Discussion of possible amendments to the Board's additional exam time; English as a second language regulations.
- Board staff are working to implement procedural changes that will assist in a more efficient licensing process; online applications, website updates, updates to education materials, and administrative processes to reduce wait times.

To address identified barriers in the education process and supervision processes it may be beneficial for the Board to increase collaboration with education institutions as well as provide better guidance to supervisors.

### **Recommendation**

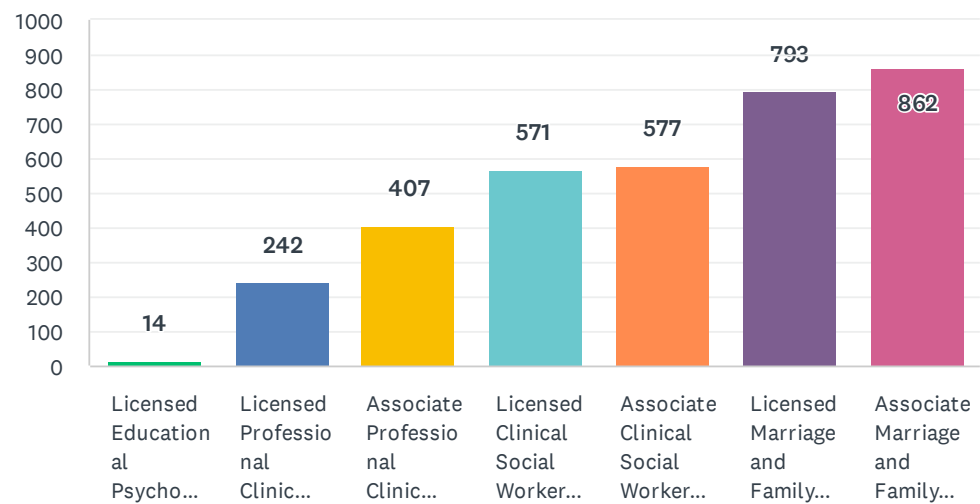
Conduct an open discussion regarding the barriers expressed in the survey and identify possible solutions to reduce those barriers.

### **Attachments**

**Attachment A:** Pathway to Licensure Survey

Q1 Are you currently a registrant or licensee? (Select all that apply)

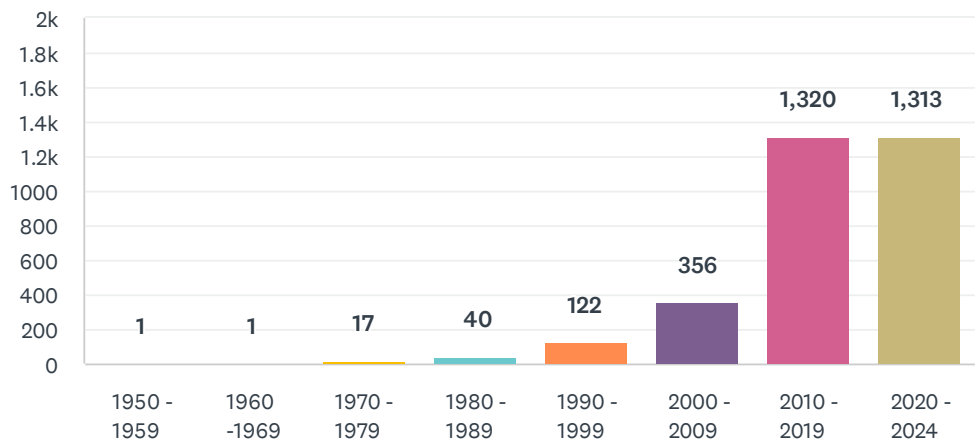
Answered: 3,170 Skipped: 0



ANSWER CHOICES	RESPONSES	
Licensed Educational Psychologist (LEP)	0%	14
Licensed Professional Clinical Counselor (LPCC)	8%	242
Associate Professional Clinical Counselor (APCC)	13%	407
Licensed Clinical Social Worker (LCSW)	18%	571
Associate Clinical Social Worker (ASW)	18%	577
Licensed Marriage and Family Therapist (LMFT)	25%	793
Associate Marriage and Family Therapist (AMFT)	27%	862
Total Respondents: 3,170		

## Q2 What year was your graduate degree conferred?

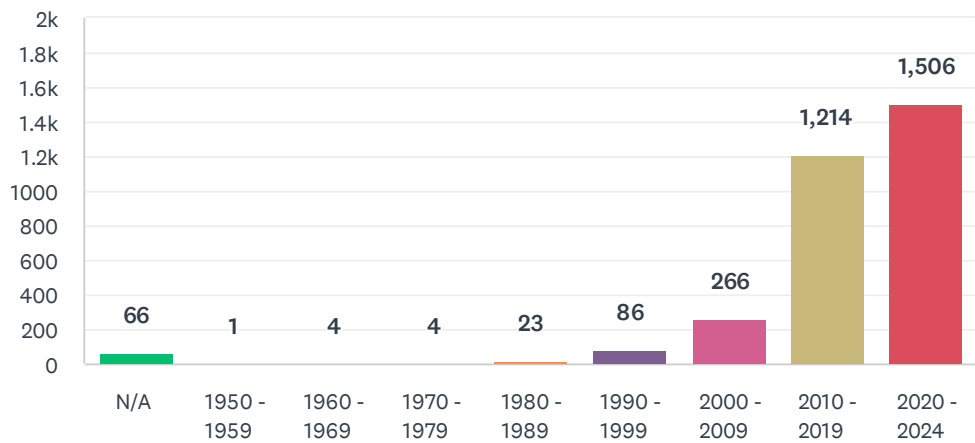
Answered: 3,170 Skipped: 0



ANSWER CHOICES	RESPONSES	
1950 - 1959	0%	1
1960 -1969	0%	1
1970 - 1979	1%	17
1980 - 1989	1%	40
1990 - 1999	4%	122
2000 - 2009	11%	356
2010 - 2019	42%	1,320
2020 - 2024	41%	1,313
TOTAL		3,170

Q3 What year did you obtain your registration?

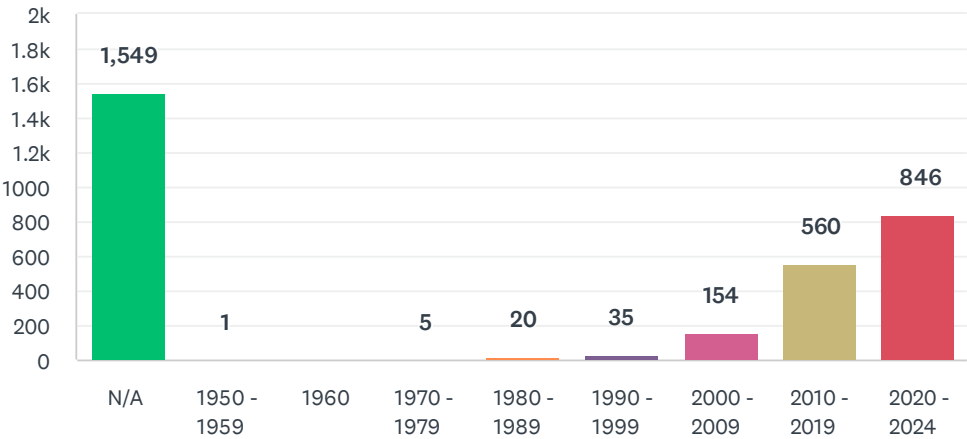
Answered: 3,170    Skipped: 0



ANSWER CHOICES	RESPONSES	
N/A	2%	66
1950 - 1959	0%	1
1960 - 1969	0%	4
1970 - 1979	0%	4
1980 - 1989	1%	23
1990 - 1999	3%	86
2000 - 2009	8%	266
2010 - 2019	38%	1,214
2020 - 2024	48%	1,506
TOTAL		3,170

Q4 What year did you obtain your full license?

Answered: 3,170    Skipped: 0

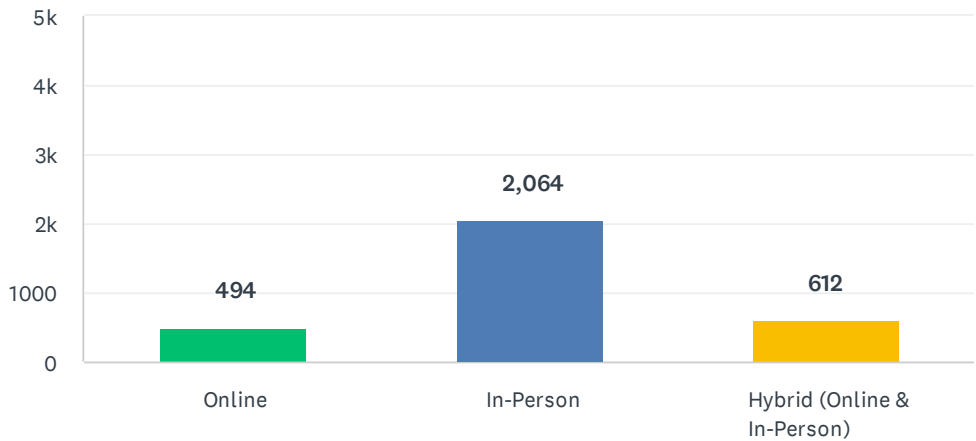


ANSWER CHOICES	RESPONSES	
N/A	49%	1,549
1950 - 1959	0%	1
1960	0%	0
1970 - 1979	0%	5
1980 - 1989	1%	20
1990 - 1999	1%	35
2000 - 2009	5%	154
2010 - 2019	18%	560
2020 - 2024	27%	846
TOTAL		3,170



Q5 Was your graduate program:

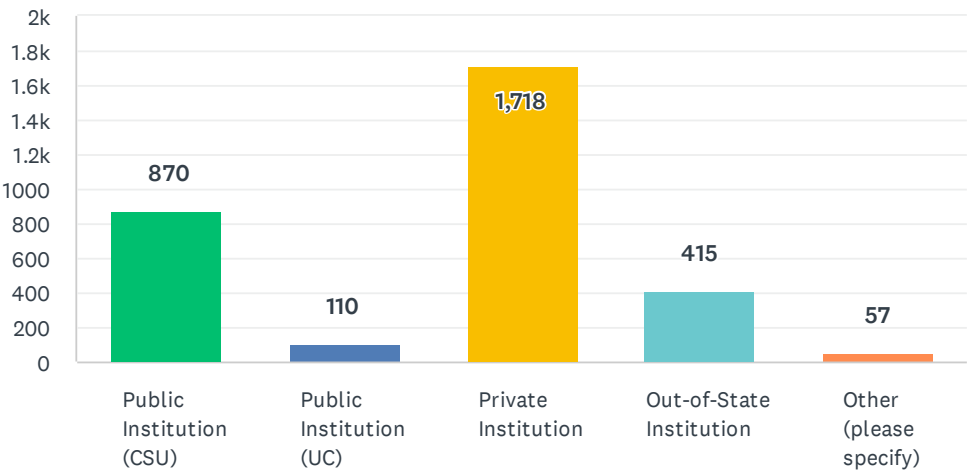
Answered: 3,170    Skipped: 0



ANSWER CHOICES	RESPONSES	
Online	16%	494
In-Person	65%	2,064
Hybrid (Online & In-Person)	19%	612
TOTAL		3,170

Q6 Was your graduate program from a:

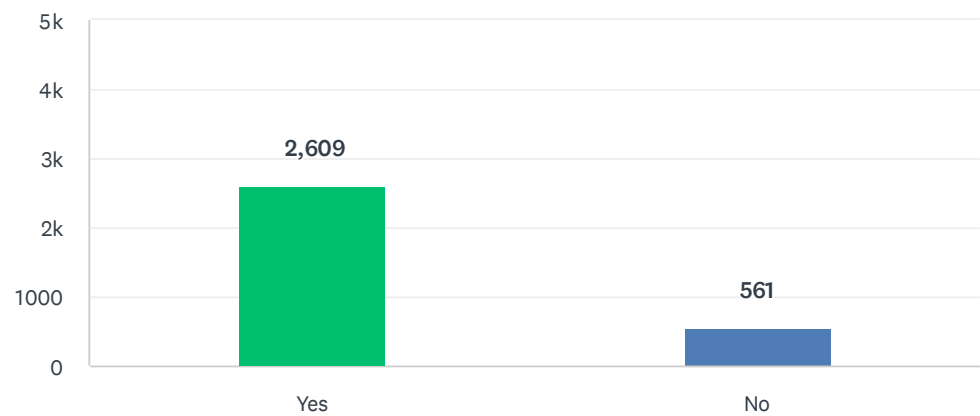
Answered: 3,170 Skipped: 0



ANSWER CHOICES		RESPONSES	
Public Institution (CSU)		27%	870
Public Institution (UC)		3%	110
Private Institution		54%	1,718
Out-of-State Institution		13%	415
Other (please specify)		2%	57
TOTAL			3,170

# Q7 Did you attend school full time during your graduate program?

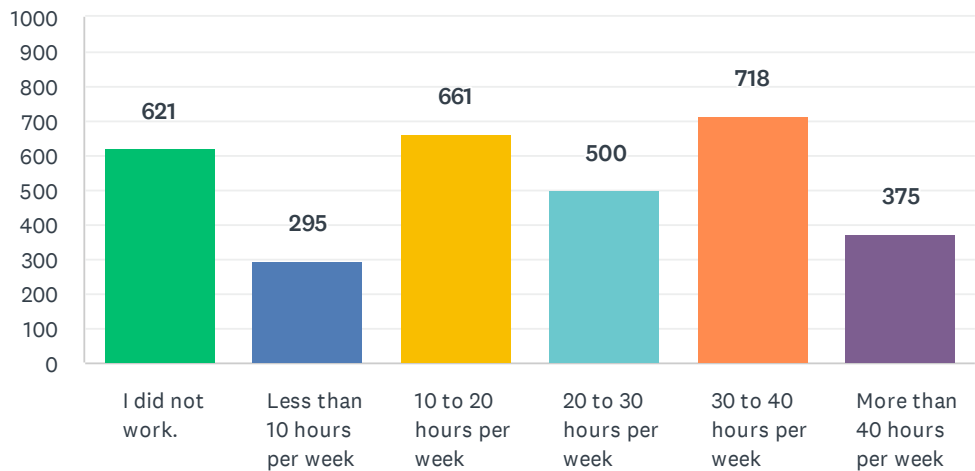
Answered: 3,170    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		82%	2,609
No		18%	561
TOTAL			3,170

Q8 While attending your graduate program, in addition to practicum hours, how many hours did you work?

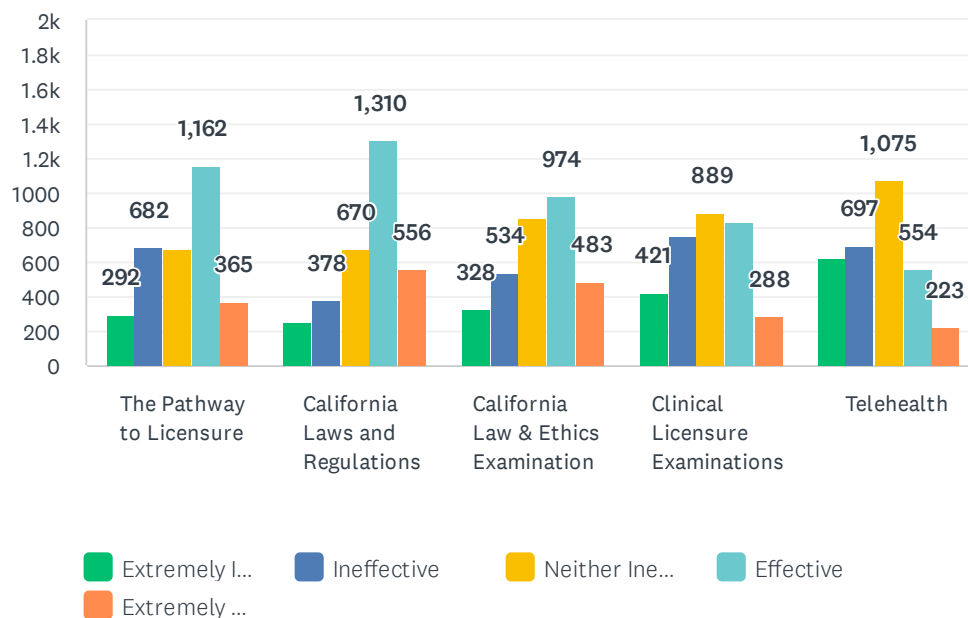
Answered: 3,170 Skipped: 0



ANSWER CHOICES	RESPONSES	
I did not work.	20%	621
Less than 10 hours per week	9%	295
10 to 20 hours per week	21%	661
20 to 30 hours per week	16%	500
30 to 40 hours per week	23%	718
More than 40 hours per week	12%	375
TOTAL		3,170

## Q9 How effective was your school at educating you about:

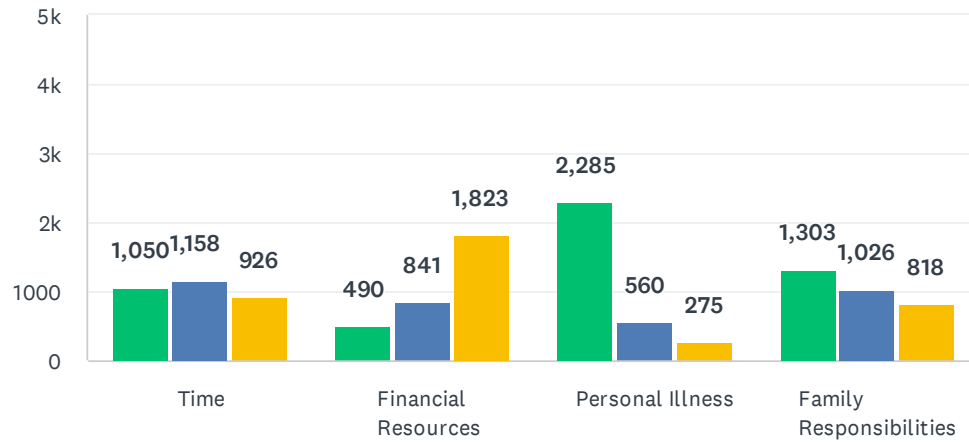
Answered: 3,170 Skipped: 0



	EXTREMELY INEFFECTIVE	INEFFECTIVE	NEITHER INEFFECTIVE OR EFFECTIVE	EFFECTIVE	EXTREMELY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
The Pathway to Licensure	9% 292	22% 682	21% 669	37% 1,162	12% 365	3,170	3.20
California Laws and Regulations	8% 256	12% 378	21% 670	41% 1,310	18% 556	3,170	3.48
California Law & Ethics Examination	10% 328	17% 534	27% 851	31% 974	15% 483	3,170	3.24
Clinical Licensure Examinations	13% 421	23% 744	28% 889	26% 828	9% 288	3,170	2.94
Telehealth	20% 621	22% 697	34% 1,075	17% 554	7% 223	3,170	2.70

## Q10 To what extent would you consider the following as having been a barrier to obtaining your graduate degree?

Answered: 3,168 Skipped: 2

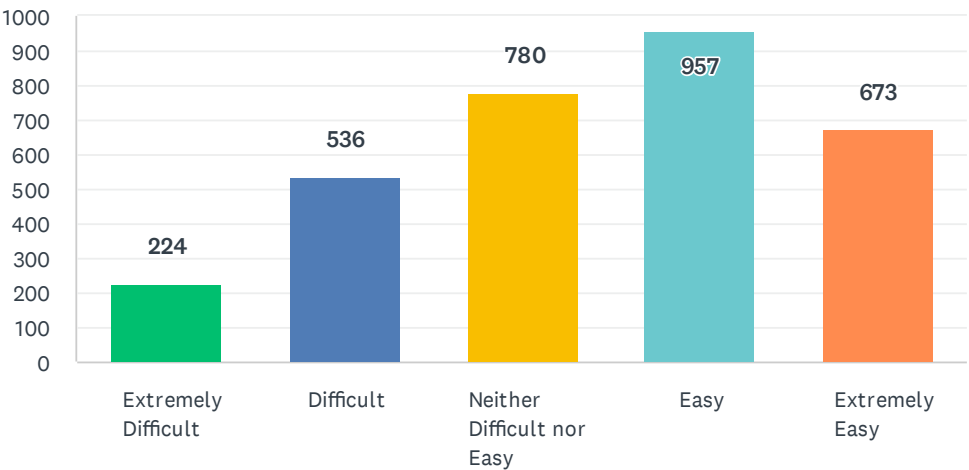


■ Not a Barrier
 ■ A Minor Bar...
 ■ A Significan...

	NOT A BARRIER	A MINOR BARRIER	A SIGNIFICANT BARRIER	TOTAL	WEIGHTED AVERAGE
Time	34% 1,050	37% 1,158	30% 926	3,134	1.96
Financial Resources	16% 490	27% 841	58% 1,823	3,154	2.42
Personal Illness	73% 2,285	18% 560	9% 275	3,120	1.36
Family Responsibilities	41% 1,303	33% 1,026	26% 818	3,147	1.85

Q11 How difficult was it for you to find a supervisor?

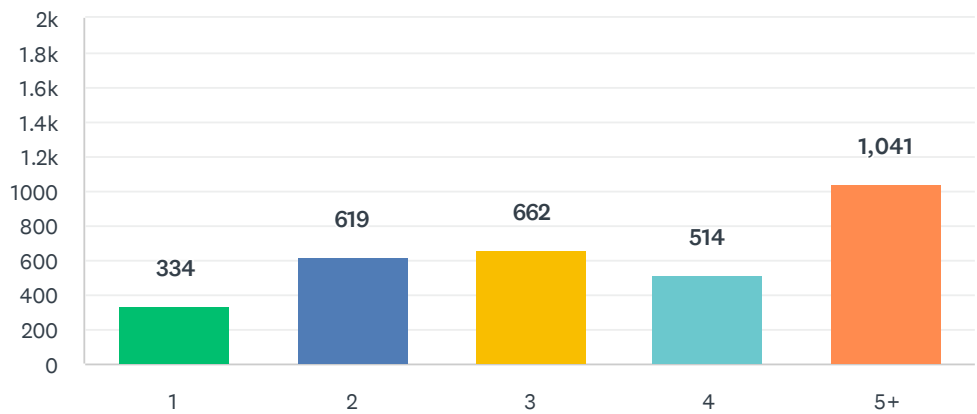
Answered: 3,170    Skipped: 0



ANSWER CHOICES		RESPONSES	
Extremely Difficult		7%	224
Difficult		17%	536
Neither Difficult nor Easy		25%	780
Easy		30%	957
Extremely Easy		21%	673
TOTAL			3,170

Q12 How many clinical supervisors do you/or have you had?

Answered: 3,170 Skipped: 0

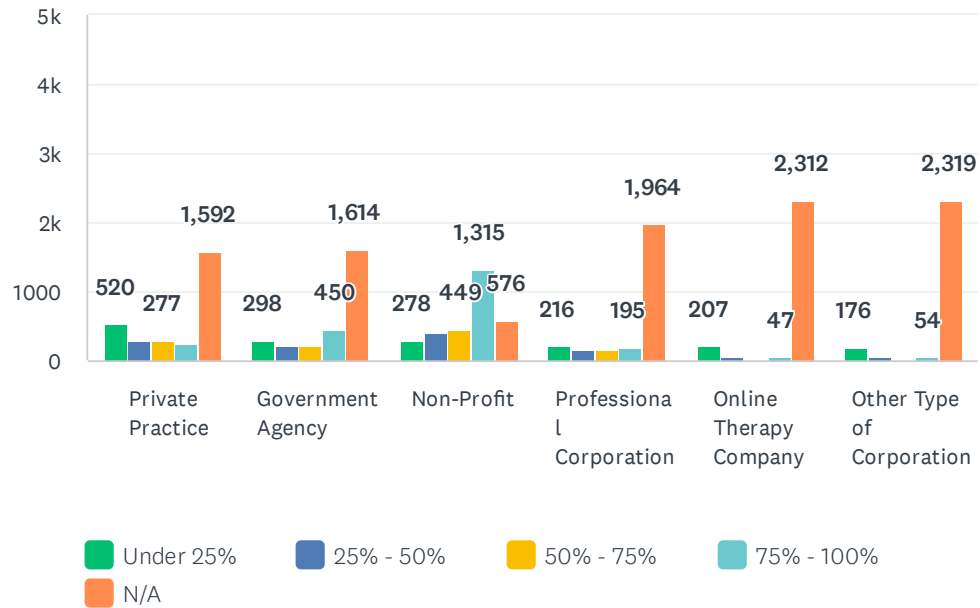


ANSWER CHOICES		RESPONSES	
1		11%	334
2		20%	619
3		21%	662
4		16%	514
5+		33%	1,041
TOTAL			3,170



## Q13 How much of your supervised experience did you gain in the following settings?

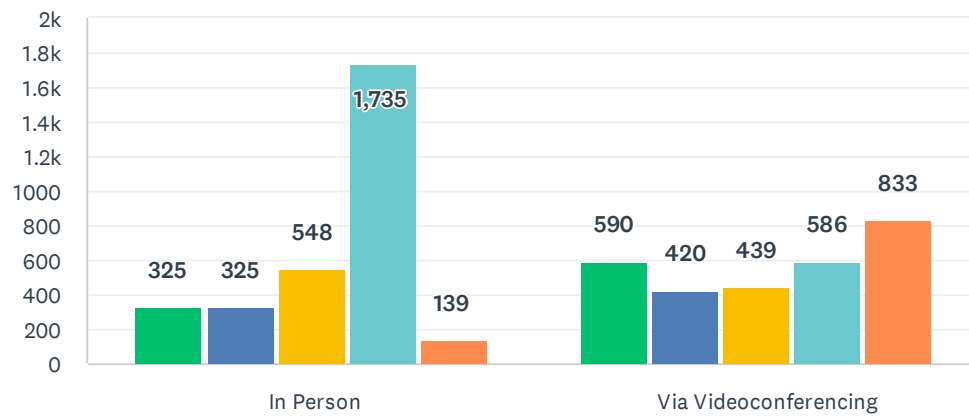
Answered: 3,170 Skipped: 0



	UNDER 25%	25% - 50%	50% - 75%	75% - 100%	N/A	TOTAL
Private Practice	18% 520	10% 295	9% 277	8% 235	55% 1,592	2,919
Government Agency	11% 298	8% 218	7% 206	16% 450	58% 1,614	2,786
Non-Profit	9% 278	13% 402	15% 449	44% 1,315	19% 576	3,020
Professional Corporation	8% 216	6% 166	6% 158	7% 195	73% 1,964	2,699
Online Therapy Company	8% 207	2% 43	1% 35	2% 47	87% 2,312	2,644
Other Type of Corporation	7% 176	2% 46	1% 29	2% 54	88% 2,319	2,624

## Q14 What percentage of your supervision was the following?

Answered: 3,170 Skipped: 0

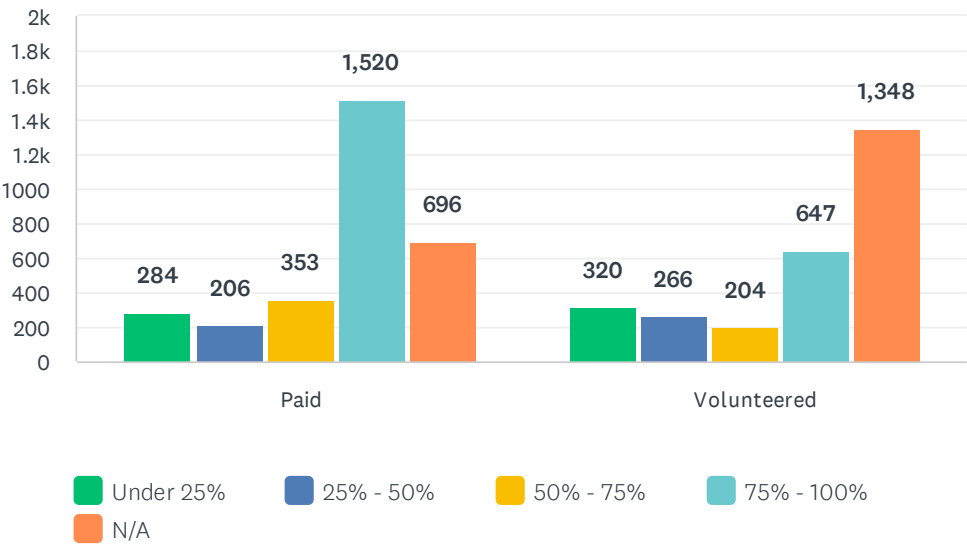


■ Under 25%   
 ■ 25% - 50%   
 ■ 50% - 75%   
 ■ 75% - 100%  
■ N/A

	UNDER 25%	25% - 50%	50% - 75%	75% - 100%	N/A	TOTAL	WEIGHTED AVERAGE
In Person	11% 325	11% 325	18% 548	56% 1,735	5% 139	3,072	3.26
Via Videoconferencing	21% 590	15% 420	15% 439	20% 586	29% 833	2,868	2.50

Q15 What percentage of your supervision was?

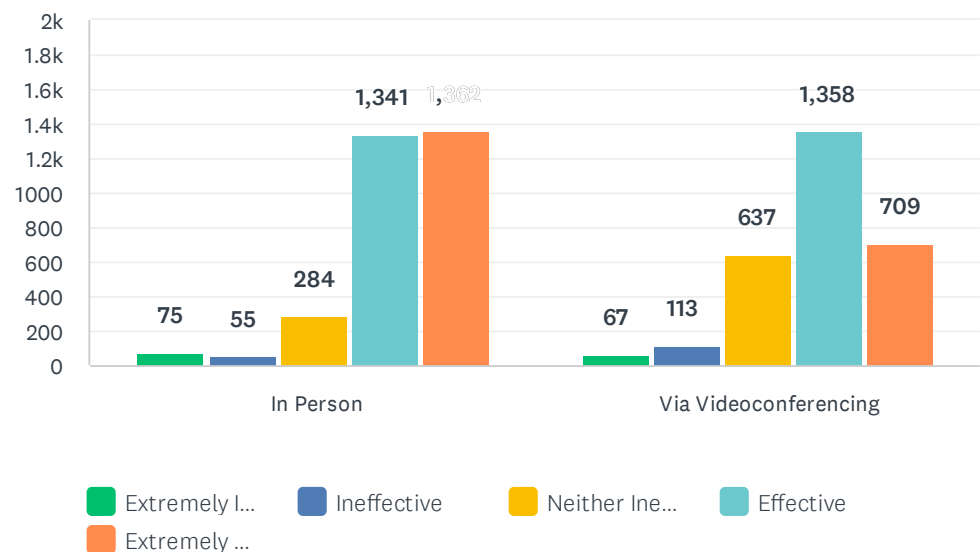
Answered: 3,170    Skipped: 0



	UNDER 25%	25% - 50%	50% - 75%	75% - 100%	N/A	TOTAL	WEIGHTED AVERAGE
Paid	9% 284	7% 206	12% 353	50% 1,520	23% 696	3,059	3.32
Volunteered	11% 320	10% 266	7% 204	23% 647	48% 1,348	2,785	2.82

Q16 How effective would you consider the types of supervision?

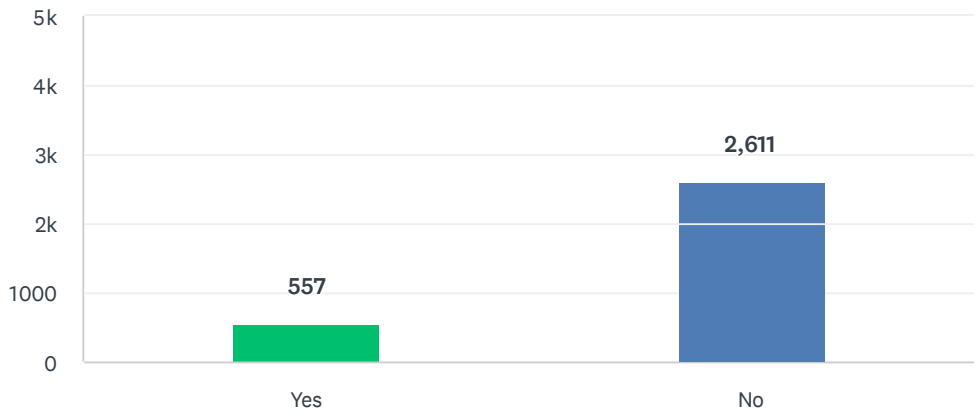
Answered: 3,170 Skipped: 0



	EXTREMELY INEFFECTIVE	INEFFECTIVE	NEITHER INEFFECTIVE OR EFFECTIVE	EFFECTIVE	EXTREMELY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
In Person	2% 75	2% 55	9% 284	43% 1,341	44% 1,362	3,117	4.24
Via Videoconferencing	2% 67	4% 113	22% 637	47% 1,358	25% 709	2,884	3.88

Q17 Did you pay for supervision?

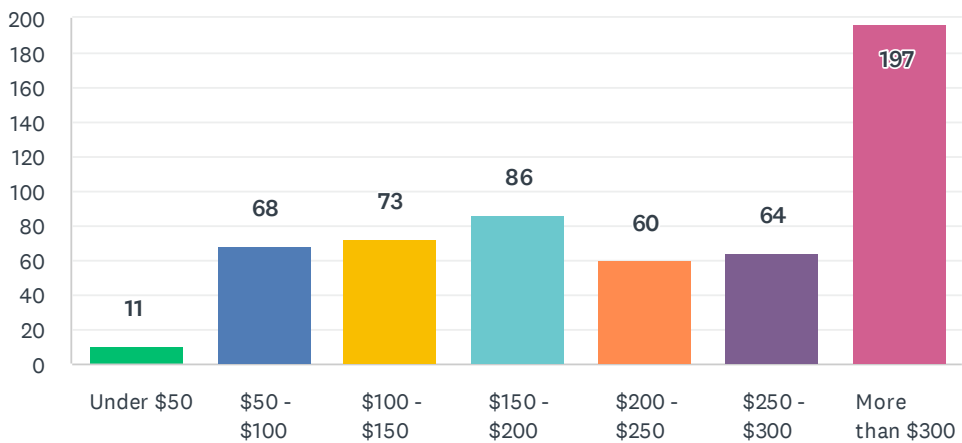
Answered: 3,168    Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	18%	557
No	82%	2,611
TOTAL		3,168

Q18 How much did supervision cost you per month?

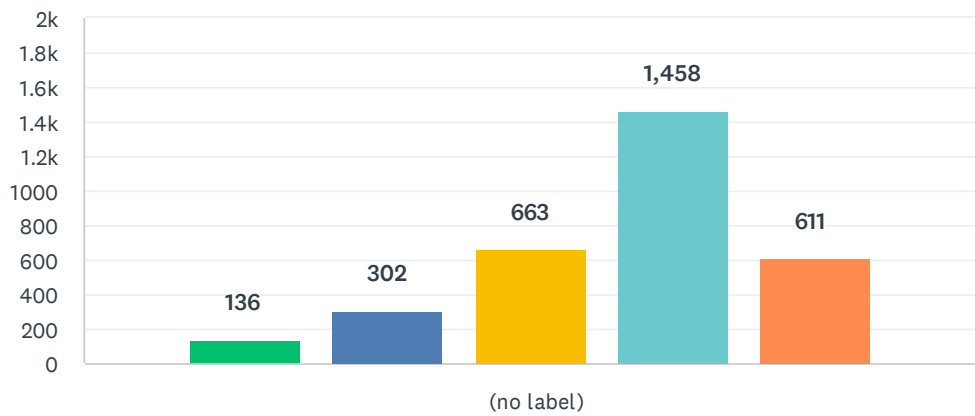
Answered: 559    Skipped: 2,611



ANSWER CHOICES		RESPONSES	
Under \$50		2%	11
\$50 - \$100		12%	68
\$100 - \$150		13%	73
\$150 - \$200		15%	86
\$200 - \$250		11%	60
\$250 - \$300		11%	64
More than \$300		35%	197
TOTAL			559

Q19 How effective was your supervision in preparing you for licensure?

Answered: 3,170    Skipped: 0

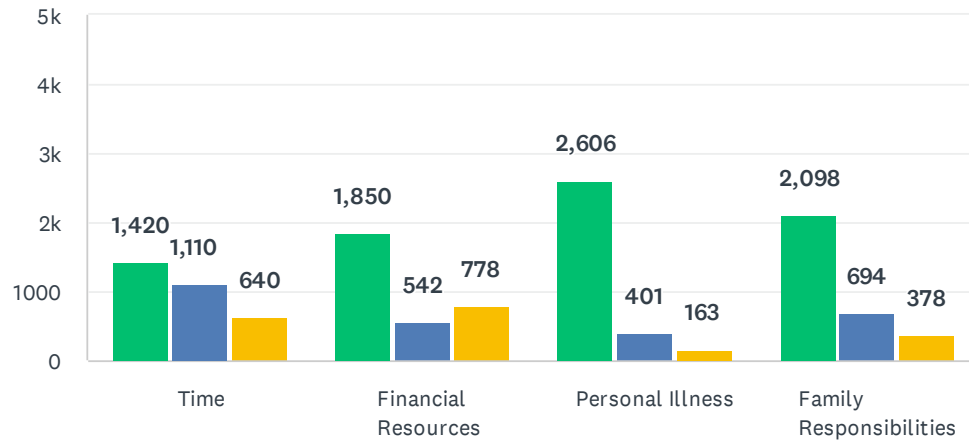


Extremely I...    Ineffective    Neither Ine...    Effective  
Extremely ...

	EXTREMELY INEFFECTIVE	INEFFECTIVE	NEITHER INEFFECTIVE OR EFFECTIVE	EFFECTIVE	EXTREMELY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	4% 136	10% 302	21% 663	46% 1,458	19% 611	3,170	3.66

## Q20 To what extent would you consider the following as having been a barrier to obtaining supervision?

Answered: 3,170 Skipped: 0



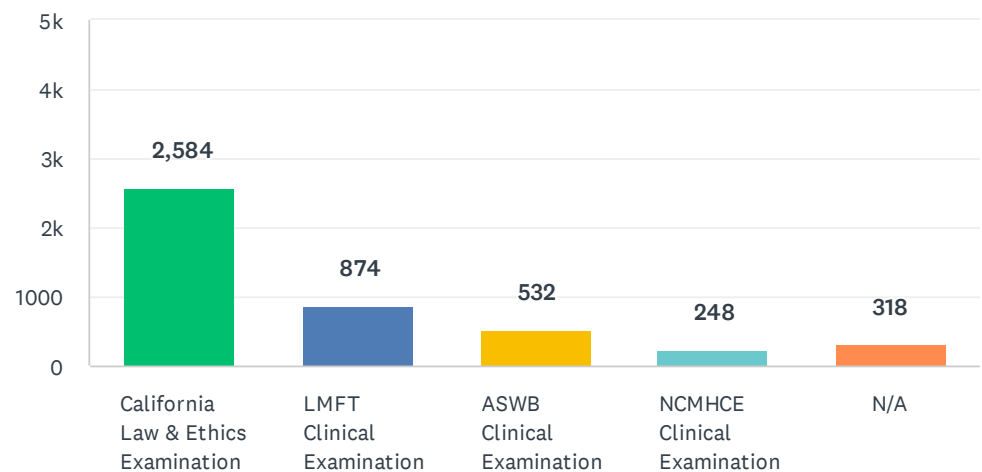
■ Not a Barrier
 ■ A Minor Bar...
 ■ A Significan...

	NOT A BARRIER	A MINOR BARRIER	A SIGNIFICANT BARRIER	TOTAL	WEIGHTED AVERAGE
Time	45% 1,420	35% 1,110	20% 640	3,170	1.75
Financial Resources	58% 1,850	17% 542	25% 778	3,170	1.66
Personal Illness	82% 2,606	13% 401	5% 163	3,170	1.23
Family Responsibilities	66% 2,098	22% 694	12% 378	3,170	1.46



## Q21 Which Board examinations have you participated in?

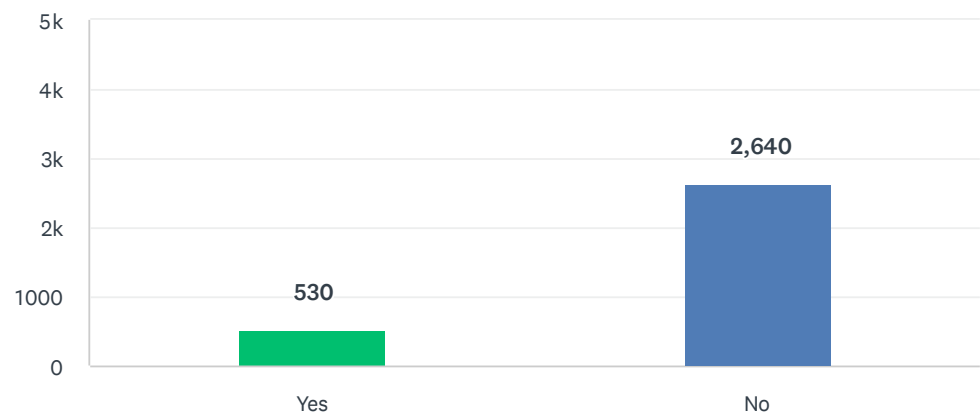
Answered: 3,170 Skipped: 0



ANSWER CHOICES		RESPONSES	
California Law & Ethics Examination		82%	2,584
LMFT Clinical Examination		28%	874
ASWB Clinical Examination		17%	532
NCMHCE Clinical Examination		8%	248
N/A		10%	318
Total Respondents: 3,170			

Q22 Did you have to retake the CA Law and Ethics Examination?

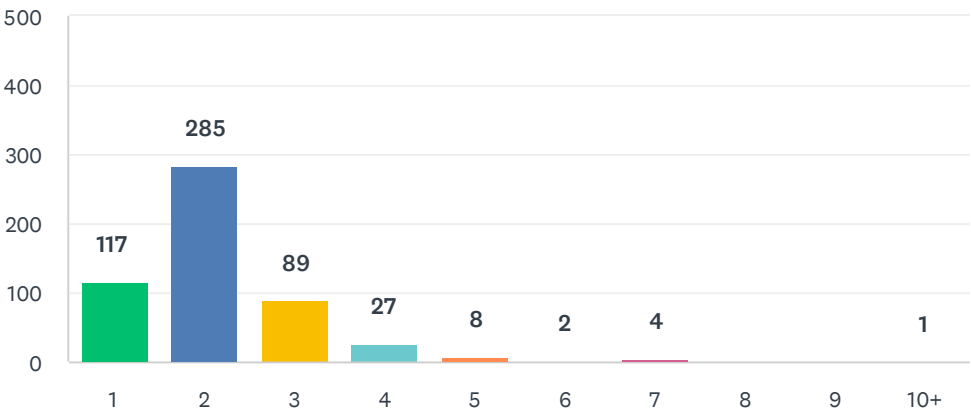
Answered: 3,170    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		17%	530
No		83%	2,640
TOTAL			3,170

Q23 How many times did you take the CA Law & Ethics Examination?

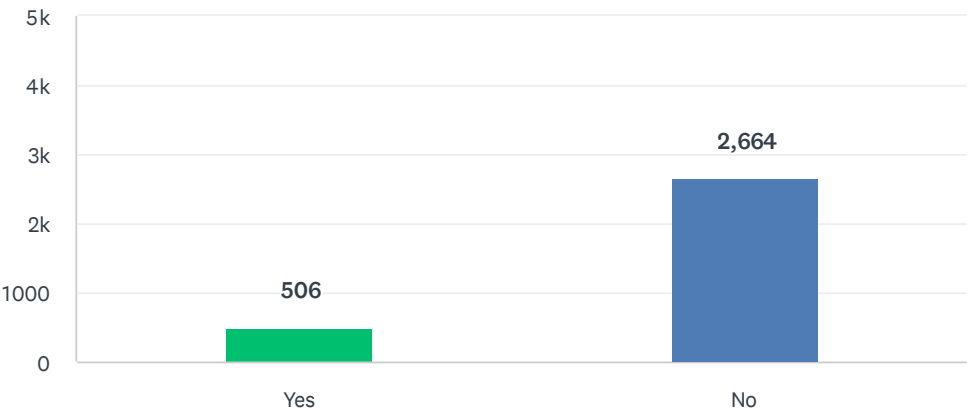
Answered: 533    Skipped: 2,637



ANSWER CHOICES	RESPONSES	
1	22%	117
2	53%	285
3	17%	89
4	5%	27
5	2%	8
6	0%	2
7	1%	4
8	0%	0
9	0%	0
10+	0%	1
TOTAL		533

Q24 Did you have to retake the clinical examination?

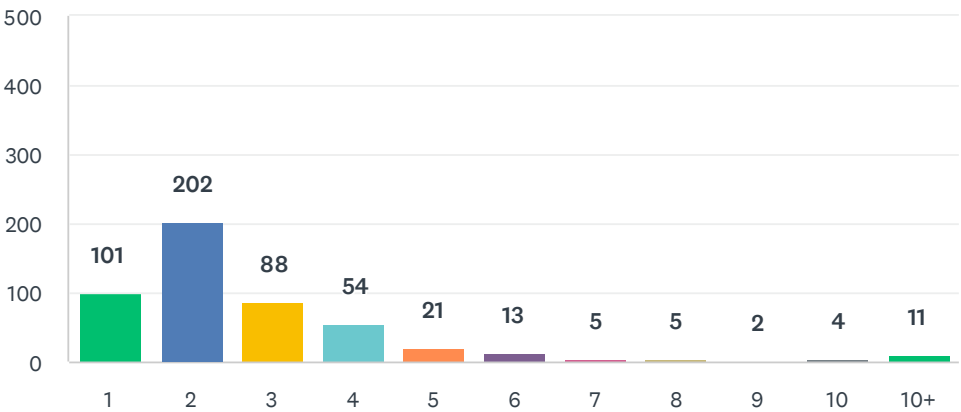
Answered: 3,170    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		16%	506
No		84%	2,664
TOTAL			3,170

# Q25 How many times did you take the clinical examination?

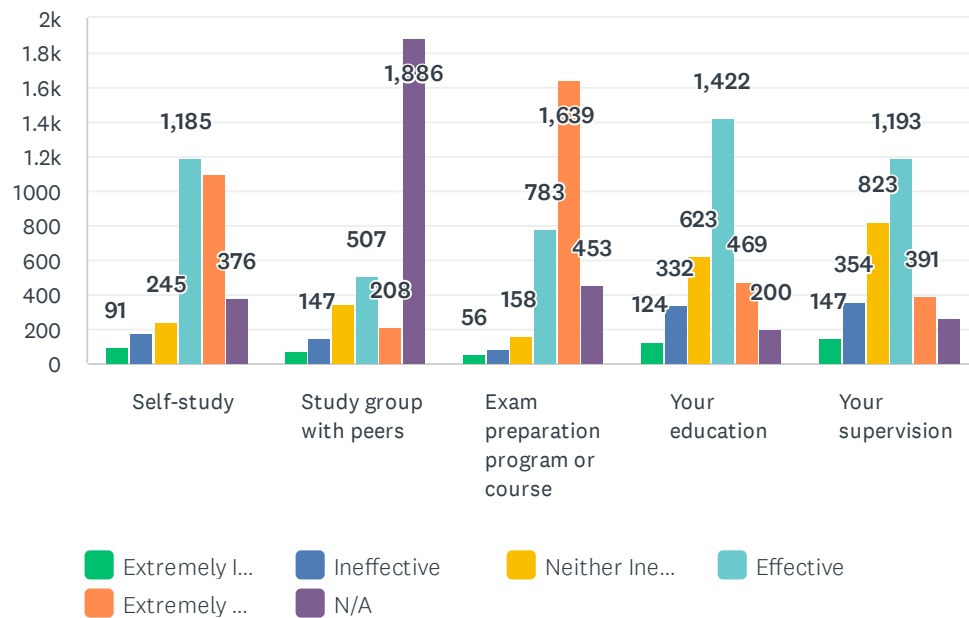
Answered: 506    Skipped: 2,664



ANSWER CHOICES	RESPONSES	
1	20%	101
2	40%	202
3	17%	88
4	11%	54
5	4%	21
6	3%	13
7	1%	5
8	1%	5
9	0%	2
10	1%	4
10+	2%	11
TOTAL		506

## Q26 How effective were the following in preparing for examinations?

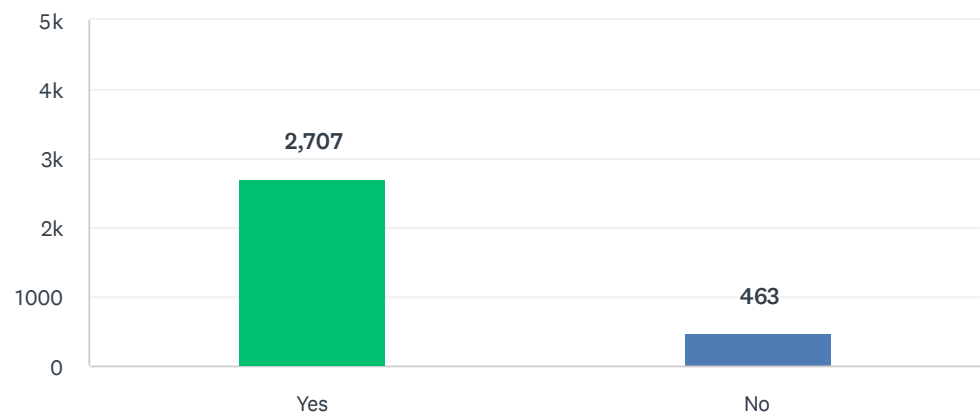
Answered: 3,170 Skipped: 0



	EXTREMELY INEFFECTIVE	INEFFECTIVE	NEITHER INEFFECTIVE OR EFFECTIVE	EFFECTIVE	EXTREMELY EFFECTIVE	N/A	TOTAL	WEIGHTED AVERAGE
Self-study	3% 91	6% 177	8% 245	37% 1,185	35% 1,096	12% 376	3,170	4.08
Study group with peers	2% 77	5% 147	11% 345	16% 507	7% 208	59% 1,886	3,170	3.48
Exam preparation program or course	2% 56	3% 81	5% 158	25% 783	52% 1,639	14% 453	3,170	4.42
Your education	4% 124	10% 332	20% 623	45% 1,422	15% 469	6% 200	3,170	3.60
Your supervision	5% 147	11% 354	26% 823	38% 1,193	12% 391	8% 262	3,170	3.46

Q27 Did you utilize an examination preparation course or program?

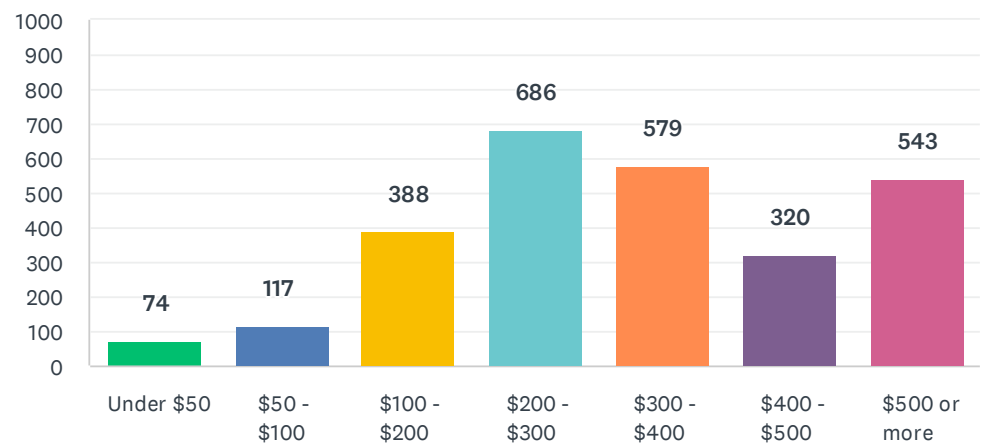
Answered: 3,170    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		85%	2,707
No		15%	463
TOTAL			3,170

Q28 How much did you spend on course preparation programs or courses?

Answered: 2,707    Skipped: 463

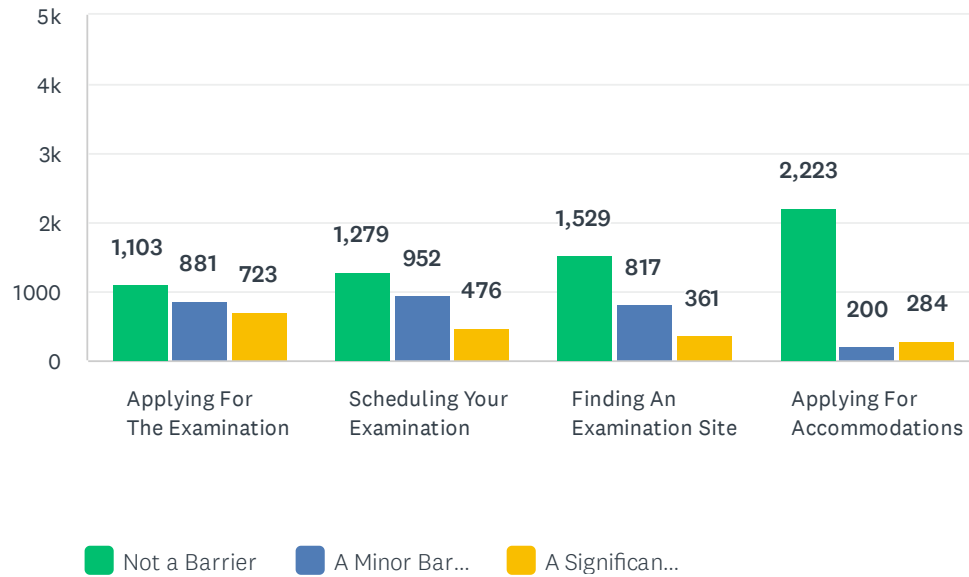


ANSWER CHOICES	RESPONSES	
Under \$50	3%	74
\$50 - \$100	4%	117
\$100 - \$200	14%	388
\$200 - \$300	25%	686
\$300 - \$400	21%	579
\$400 - \$500	12%	320
\$500 or more	20%	543
TOTAL		2,707



## Q29 To what extent would you consider the following as having been a barrier during your examination experience?

Answered: 2,707 Skipped: 463



	NOT A BARRIER	A MINOR BARRIER	A SIGNIFICANT BARRIER	TOTAL	WEIGHTED AVERAGE
Applying For The Examination	41% 1,103	33% 881	27% 723	2,707	1.86
Scheduling Your Examination	47% 1,279	35% 952	18% 476	2,707	1.70
Finding An Examination Site	56% 1,529	30% 817	13% 361	2,707	1.57
Applying For Accommodations	82% 2,223	7% 200	10% 284	2,707	1.28

Q30 Is there any additional additional comments about the pathway to licensure that you would like to share?

Answered: 1,578   Skipped: 1,592