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Business, Consumer Services and Housing Agency Department of Consumer Affairs

## Supervision-Related Regulation Changes for Individuals Pursuing LMFT, LCSW or LPCC Licensure and Supervisors

### Effective January 1, 2022

The Board of Behavioral Sciences (board) has recently obtained approval of changes to its supervision-related regulations. <u>Supervision-related laws</u> are contained in both statutes (Business and Professions Code or BPC) and in Title 16, Division 18 of the California Code of Regulations (16 CCR).

This document provides a summary of the recent regulation changes, but we recommend you <u>click here to read the full legal text of the updated regulations</u>. Also, be sure to read the board's informational document pertaining to Assembly Bill (AB) 690, which makes some changes to the statutes (BPC) pertaining to supervision and work settings.

The board continues to discuss supervision-related topics and possible future law changes at various committee meetings, which you can find on the board's <u>website</u> and by signing up for our <u>email subscriber's list</u>.

#### Who do the new supervision-related regulations apply to?

The new regulations apply to anyone gaining hours of supervised experience toward licensure as any of the following:

- Licensed Marriage and Family Therapist (LMFT)
- Licensed Clinical Social Worker (LCSW)
- Licensed Professional Clinical Counselor (LPCC)

This includes Associates, applicants for Associate registration, and MFT Trainees, but does not include students pursuing LCSW or LPCC licensure.

The regulations also apply to licensees who are supervising the above individuals, and include LMFTs, LCSWs, LPCCs, Licensed Educational Psychologists (LEPs), Psychologists licensed by the Board of Psychology (Licensed Psychologists), and Physicians certified in Psychiatry by the American Board of Psychiatry and Neurology (Board-Certified Psychiatrists). However, as in the past, the supervisor training and coursework requirements do not apply to Licensed Psychologists or Board-Certified Psychiatrists.

#### Why were changes made to supervision requirements?

The regulatory changes came about as a result of the board's Supervision Committee, which began its work in 2014. The Committee surveyed supervisors and supervisees to identify possible changes needed, and conducted public meetings where proposed changes were discussed with students, associates, educators, supervisors, agencies and others. These changes were originally noticed to the public on March 23, 2020.

The changes are designed to strengthen supervised experience requirements in ways that benefit and provide clarity to supervisors, agencies, and supervisees; to address issues that may arise during supervised experience; and, to reduce the problems sometimes encountered by supervisees in the process of applying for licensure.

#### What are the changes I need to be aware of and when do they take effect?

The regulation changes, with one exception, take effect on January 1, 2022 (the *Supervisor Self-Assessment Report* component is phased in later). The changes are detailed via the links below:

I. Deceased or Incapacitated Supervisors: Documentation Required (p. 3)

**II. Required Documentation of Supervised Experience** (p. 4)

A. Supervision Agreement (for NEW supervisory relationships) (p. 4)

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# I. DECEASED OR INCAPACITATED SUPERVISORS: DOCUMENTATION REQUIRED

16 CCR Section 1815.8

This new section specifies the documentation required should a supervisor pass away or become incapacitated prior to signing off on a supervisee's experience hours.

The required proof includes, but is not limited to evidence that the supervisor is deceased or incapacitated, all supervision documentation which had previously been signed by the supervisor, and documentation from the supervisee's employer or a *Written Oversight Agreement*.

#### What this means for Supervisees

When a supervisee applies for licensure and has gained experience under a supervisor who died or became incapacitated prior to signing off on the supervisee's experience, there is now a list of documents legally required to be provided to the board to substantiate that experience.

#### What this means for Supervisors

It is important that you sign all documentation required by law at the initiation of supervision, and sign experience logs weekly to ensure that the supervisee has the documentation needed to substantiate their experience on an ongoing basis in case something happens.

#### What this means for Employers

Should a supervisor of one of your employed supervisees pass away or become incapacitated prior to signing off on their supervisee's experience, the employer will need to provide the supervisee with documentation verifying the employment of the supervisor and supervisee (or, if the supervisor was not employed by the supervisee's employer, you will need to provide a copy of the *Written Oversight Agreement*).

# What if my supervisor died or became incapacitated prior to the regulation's effective date and I have not applied for licensure yet?

If you already had this situation happen to you, the board will review the documentation you submit with your *Application for Licensure* on a case-by-case basis to make a determination. The board suggests that you include all of the documentation specified in the new regulation if possible.

## **II. REQUIRED DOCUMENTATION OF SUPERVISED EXPERIENCE**

16 CCR Sections 1820 (LPCC), 1833 (LMFT), and 1869 (LCSW)

The regulation changes clarify and modify the required documentation for supervisees gaining experience toward licensure as follows:

#### A. Supervision Agreement

# New requirements apply only to NEW supervisory relationships established on or after January 1, 2022.

Requires supervisors and supervisees to sign a *Supervision Agreement* within 60 days of the commencement of supervision. This form also includes a supervisory plan to be developed collaboratively by the supervisor and supervisee. The *Supervision Agreement* must be retained by the supervisee and submitted to the board upon application for licensure. This new form will be posted to the board's website prior to January 1, 2022.

The purpose of the agreement is to help ensure that supervisors and supervisees understand their requirements and responsibilities, and to help supervisees understand what is required for supervised experience to be accepted by the board. The *Supervision Agreement* replaces the *Supervisor Responsibility Statement* (formerly required for LCSW, LPCC and LMFT) and *Supervisory Plan* (formerly required for LCSW and LPCC).

#### B. Written Oversight Agreement

# New requirements apply only to NEW supervisory relationships established on or after January 1, 2022.

The text required within the *Written Oversight Agreement*, required between the supervisor and employer prior to commencement of supervision when the supervisor is not employed by the supervisee's employer, has changed. A new sample agreement will be posted to the board's website prior to January 1, 2022.

The new content requires the employer to acknowledge their awareness that the supervisor will be providing clinical guidance and direction to the supervisee in order to ensure compliance with the standards of practice of the profession, which include legal requirements and professional codes of ethics, and to agree not to interfere with this process. This agreement must be provided to supervisees and submitted to the board upon application for licensure.

#### C. Weekly Log (Newly Required for LCSW Licensure Hours)

#### Applies only to hours gained toward LCSW licensure on or after January 1, 2022.

Requires a *Weekly Log* to record experience hours for those pursuing LCSW licensure (a weekly log is already required for those pursuing LPCC or LMFT licensure). The board currently publishes an optional weekly log for LCSWs even though it was not previously

required by law. That form will not be changing – the only change is that the log is now required for hours gained on or after January 1, 2022. The log must be signed weekly by the supervisor and retained by the supervisee. The board may request to see portions of the log after the supervisee applies for licensure.

### Note: Documentation of Completed Experience (Experience Verification)

The changes regarding documentation of completed experience simply clarify how completed hours of supervised experience shall be documented. There is no impact to supervisees, supervisors or employers as a result of the clarified regulation. The board will continue to provide an *Experience Verification* form for this purpose, which are not anticipated to change significantly. Old versions of these forms will continue to be accepted. The *Experience Verification* form will continue to be submitted to the board by the supervisee upon application for licensure as usual.

### What these changes mean for Supervisees

#### A. Supervision Agreement

#### If you enter into a new supervisory relationship on or after January 1, 2022:

You and your new supervisor will both need to sign a *Supervision Agreement* within 60 days of commencing supervision, which you will retain and submit to the board upon application for licensure.

#### If you are already in a supervisory relationship prior to January 1, 2022:

A *Supervision Agreement* with your current supervisor is not required. Instead, you will retain the previously signed *Supervisor Responsibility Statement*, and if you are pursuing LCSW or LPCC licensure, the signed *Supervisory Plan*, for submission to the board upon application for licensure.

#### B. Written Oversight Agreement

# If you enter into a new supervisory relationship that requires a *Written Oversight Agreement* on or after January 1, 2022:

Your supervisor and employer must sign a *Written Oversight Agreement* prior to the commencement of supervision that includes the new content specified in regulation. You will need to submit this agreement to the board upon application for licensure.

#### If you are already in a supervisory relationship prior to January 1, 2022:

If there is a *Written Oversight Agreement* previously signed by your supervisor and employer, you do not need to ask them to sign a new one – retain the previously signed agreement for submission to the board upon application for licensure.

#### C. Weekly Log (Newly Required for LCSW Licensure Hours)

If you are pursuing LCSW licensure, you are now required to maintain a weekly log of your experience hours to be signed by your supervisor weekly for hours gained on and after January 1, 2022. If you are already maintaining a weekly log using the optional form currently published by the board, you just need to continue using that form and having it signed. If you are not currently keeping a weekly log, you must begin keeping one. We recommend that you use the current form provided on the board's website. The board may request to see portions of the log after you apply for licensure.

#### What these changes mean for Supervisors

#### A. Supervision Agreement

#### If you enter into a new supervisory relationship on or after January 1, 2022:

You and your new supervisee will both need to sign a *Supervision Agreement* within 60 days of commencing supervision, which the supervisee will retain for submission to the board upon application for licensure.

#### If you are already in a supervisory relationship prior to January 1, 2022:

A *Supervision Agreement* with your current supervisee(s) is not required. Instead, the supervisee will retain the previously signed *Supervisor Responsibility Statement*, and if the supervisee is pursuing LCSW or LPCC licensure, the signed *Supervisory Plan*, for submission to the board upon application for licensure.

#### B. Written Oversight Agreement

# If you enter into a new supervisory relationship that requires a *Written Oversight Agreement* on or after January 1, 2022:

You and the employer must sign a *Written Oversight Agreement* prior to the commencement of supervision that includes the new content specified in regulation. You must provide this agreement to the supervisee for submission to the board upon application for licensure.

#### If you are already in a supervisory relationship prior to January 1, 2022:

If there is a *Written Oversight Agreement* previously signed by you and your supervisee's employer, you do not need to sign a new one – your supervisee will retain the previously signed agreement for submission to the board upon application for licensure.

#### C. Weekly Log (Newly Required for LCSW Licensure Hours)

If you are supervising an individual pursuing LCSW licensure, you must now sign their weekly log of experience hours on a weekly basis, for hours gained on and after January 1, 2022. A weekly log form is currently available on the board's website for this purpose. The board may request to see portions of the log after your supervisee applies for licensure.

#### What these changes mean for Employers

#### A. Supervision Agreement

There are no new requirements for employers pertaining directly to the new *Supervision Agreement*.

#### B. Written Oversight Agreement

If you have an employee who enters into a new supervisory relationship that requires a *Written Oversight Agreement* on or after January 1, 2022:

You and the supervisor must sign a *Written Oversight Agreement* prior to the commencement of supervision that includes the new content specified in regulation.

If you have an employee who is already in a supervisory relationship prior to January 1, 2022:

If there is a *Written Oversight Agreement* previously signed by you and the supervisor, you do not need to sign a new one.

#### C. Weekly Log (Newly Required for LCSW Licensure Hours)

There are no new requirements for employers pertaining directly to the new LCSW weekly log requirement.

## III. PLACEMENT BY TEMPORARY STAFFING AGENCIES

16 CCR Sections 1820.3 (LPCC), 1833.05 (LMFT) and 1869.3 (LCSW)

This new section of law sets forth provisions that apply to a supervisee who has been placed by a temporary staffing agency (an agency that locates positions and fills vacancies for agencies on a temporary basis). The new provisions include all of the following:

- Specifies that the supervisee shall only perform mental health and related services at the places where the contracting agency (the agency where a supervisee has been placed) permits business to be conducted.
- Clarifies that the *Written Oversight Agreement* (if required by <u>statute</u>) shall be between the contracting agency and the supervisor when the supervisor is not an employee of the contracting agency or is a volunteer. Also clarifies that, in cases where the supervisor is an employee of the contracting agency, no written oversight agreement shall be required.
- Clarifies that a supervisee placed by a temporary staffing agency is prohibited from being employed as an independent contractor.

#### What this means for Supervisees

A supervisee who has been placed by a temporary staffing agency should make sure that the contracting agency has authorized the location where they are performing mental health services. Those being supervised by a licensee who is not employed by the contracting agency should make sure that a *Written Oversight Agreement* has been signed. Lastly, supervisees should make sure they are not employed as an independent contractor.

#### What this means for Supervisors

If you are supervising an individual who has been placed by a temporary staffing agency, you should check to confirm that the contracting agency has authorized the location where the supervisee is performing mental health services. Supervisors who are not employed by the contracting agency must sign a *Written Oversight Agreement* with the contracting agency. Supervisors should also make sure their supervisee is not employed as an independent contractor (must be a W-2 employee).

#### What this means for Temporary Staffing Agencies

Temporary staffing agencies are no longer permitted to determine the location where the supervisee performs mental health and related services - this is now the contracting agency's decision. In addition, if your agency is the supervisee's employer, you may not employ them as an independent contractor (must be a W-2 employee).

#### What this means for Contracting Agencies

The contracting agency must now determine the location where the supervisee performs mental health and related services. If the supervisee's supervisor is not employed by your agency, a *Written Oversight Agreement* must be signed by your agency and the supervisee's supervisor. In addition, if you are the supervisee's employer, your agency may not employ them as an independent contractor (must be a W-2 employee).

# What if a supervisee is in a position where they have been placed by a temporary staffing agency prior to January 1, 2022?

The board's <u>statutes</u> already prohibit supervisees being employed as an independent contractor, and already require a *Written Oversight Agreement* when the supervisor is not employed by the supervisee's employer. These provisions were only included in the regulation for clarity due to the unique circumstances of this employment situation, and therefore there is no actual change in requirements.

However, if a supervisee is in a position where the temporary agency has specified the location of where the mental health and related services are being provided, be aware that the service location is now solely the decision of the contracting agency.

## **IV. REQUIREMENTS FOR SUPERVISORS**

### Supervision Agreement, Supervisor Responsibilities, Supervisor Self-Assessment

16 CCR Sections 1821 (LPCC), 1833.1 (LMFT) and 1870 (LCSW)

#### 1. Technical Changes:

Updates wording for consistency with the Business and Professions Code (BPC), and strikes requirements that duplicate BPC provisions.

#### 2. Supervision Agreement:

Requires a *Supervision Agreement* for **new** supervisory relationships that are established on or after January 1, 2022. This agreement replaces the *Supervisor Responsibility Statement*, and for those pursuing LCSW or LPCC licensure, the *Supervisory Plan*. For more information on the *Supervision Agreement* see <u>section II</u> of this document.

#### 3. Supervisor Responsibilities:

Adds the following supervisor responsibilities that apply **regardless of when** a supervisory relationship was established:

- Specifies that a supervisor shall be competent in the areas of clinical practice and techniques being supervised.
- Requires the supervisor to self-monitor for and address supervision dynamics such as, but not limited to, countertransference-, intrapsychic-, interpersonal-, or traumarelated issues that may affect supervision.
- Requires the supervisor to notify the supervisee of any licensure condition that affects the supervisor's ability to practice.
- Requires the supervisor to complete an assessment of the ongoing strengths and limitations of the supervisee at least once a year and at the completion or termination of supervision, and to provide the supervisee with a copy (*new for supervisees pursuing LPCC or LMFT licensure, previously required for LCSW*).
- Requires a supervisor to establish written procedures for supervisees to contact the supervisor or, in the supervisor's absence, procedures for contacting an alternative on-call supervisor to assist supervisees in handling crises and emergencies. The supervisor shall provide these procedures to the supervisee prior to the commencement of supervision.
- 4. Supervisor Self-Assessment Report:

Requires supervisors to complete and submit a *Supervisor Self-Assessment Report* to the board, which affirms the licensee's qualifications to be a supervisor. The board is developing a form for this purpose that will be released on or before January 1, 2022.

Requirements for submission of the new *Supervisor Self-Assessment Report* is **phased in** as follows:

- <u>Licensees currently supervising one or more supervisees as of January 1, 2022</u>: Must submit a *Supervisor Self-Assessment Report* to the board by January 1, 2023.
- <u>Licensees NOT supervising as of January 1, 2022</u>: Must submit a *Supervisor Self-Assessment Report* to the board within 60 days of commencing supervision.

#### What these changes mean for Supervisees

There are no new requirements in this section that pertain directly to supervisees EXCEPT that those who begin working under a new supervisor **on or after January 1, 2022** will need to sign a *Supervision Agreement,* which is described in further detail in <u>section II</u> of this document.

Supervisees should also be aware of the following:

- Your supervisor is now required to conduct assessments of your strengths and limitations and provide you with a copy.
- Your supervisor must provide you with written procedures for contacting a supervisor in the event of a crisis or emergency.

#### What these changes mean for Supervisors

- All supervisor responsibilities are now the same regardless of which license type your supervisees are pursuing (previously there was some variation between the LCSW, LMFT and LPCC regulations).
- You must ensure that you are meeting all of the responsibilities specified in <u>#3 above</u> for all supervisees.
- You must complete a *Supervision Agreement* for new supervisory relationships that are established on or after January 1, 2022, as described in further detail in <u>section II</u> of this document
- You must complete a *Supervisor Self-Assessment Report* and submit it to the board according to the timeline specified in <u>#4 above</u>.

#### What these changes mean for Employers

There are no new requirements in this section that pertain directly to employers. However, employers should be aware that supervisors have some new responsibilities as specified in <u>#3 and #4 above</u>.

## V. SUBSTITUTE SUPERVISORS

16 CCR Sections 1821.1 (LPCC), 1833.1.5 (LMFT), and 1870.3 (LCSW)

When a supervisee obtains supervision temporarily from a substitute supervisor, the following are now required:

- The substitute supervisor shall:
  - Meet all supervisor qualifications required by law; and
  - Sign the supervisee's weekly log.
- The substitute supervisor and the supervisee shall sign the *Supervision Agreement* specified in regulation.
- The substitute supervisor and supervisee's employer shall sign a *Written Oversight Agreement* if required by <u>statute</u>.
- If the substitute will be supervising for MORE than 30 consecutive calendar days:
  - $\circ~$  A new supervisory plan is also required, and
  - The substitute supervisor shall also verify the supervisee's experience gained during that time (the substitute supervisor must sign the *Experience Verification* form for hours earned under the substitute).
- If the substitute will be supervising for 30 consecutive calendar days or LESS:
  - A new supervisory plan is not required. The substitute supervisor shall follow the supervisee's pre-existing supervisory plan.
  - The experience gained during this period may be verified by the regular supervisor (the regular supervisor may sign the *Experience Verification* form for hours earned under the substitute).

### What this means for Supervisees

Just like with your regular supervisor, you should verify that your substitute supervisor meets all normal supervisor qualifications required by <u>law</u>. In addition, you and the substitute must sign a *Supervision Agreement*, and you must have the substitute sign your weekly log during that time. If a *Written Oversight Agreement* is required, this must also be in place.

#### If the substitute is supervising you for LESS than 30 consecutive calendar days:

A new supervisory plan (within the *Supervision Agreement* form) is not required – you can just write "N/A – substitute supervisor" in the supervisory plan section. Your regular supervisor may sign the *Experience Verification* form for the hours you gained under the substitute.

#### If the substitute is supervising you for MORE than 30 consecutive calendar days:

In addition to the above, you and the substitute must also develop a new supervisory plan, which is a part of the *Supervision Agreement* form. Your substitute supervisor must sign the *Experience Verification* form for the experience you gained under the substitute.

#### What this means for Supervisors

If you will be serving as a substitute supervisor, you will need to ensure that you meet all normal supervisor qualifications required by law. In addition, you will need to sign a *Supervision Agreement* with the supervisee, sign the supervisee's weekly log, and if required, sign a *Written Oversight Agreement*.

#### If you will be supervising the supervisee for LESS than 30 consecutive calendar days:

A new supervisory plan (within the *Supervision Agreement* form) is not required – you can just write "N/A – substitute supervisor" in the supervisory plan section. The regular supervisor may sign the *Experience Verification* form for the hours the supervisee gained under your supervision.

#### If you will be supervising the supervisee for MORE than 30 consecutive calendar days:

In addition to the above, you and the supervisee must also develop a new supervisory plan, which is within the *Supervision Agreement* form. You will need to sign an *Experience Verification* form for the experience gained under your supervision.

#### What this means for Employers

There are no new requirements in this section pertaining to employers. However, employers may want to verify that substitute supervisors providing supervision to employees meet these qualifications and follow these procedures.

### VI. SUPERVISOR TRAINING AND COURSEWORK

16 CCR Sections 1821.3 (LPCC), 1834 (LMFT), and 1871 (LCSW)

1. <u>15-Hour Training for New Supervisors:</u>

Requires **persons licensed by the Board of Behavioral Sciences who commence supervision for the first time in California on or after January 1, 2022** to complete 15 hours of supervision training or coursework. This course must be taken from a government agency or board-accepted continuing education (CE) provider within 60 days after commencing supervision, as follows:

- <u>Course Content</u>: The 15-hour course must include, but is not limited to, current best practices and current industry standards, which include legal requirements, professional codes of ethics, and research focused on supervision regarding the following:
  - (A) Competencies necessary for new supervisors;
  - (B) Goal setting and evaluation;
  - (C) The supervisor-supervisee relationship;
  - (D) California law and ethics, including legal and ethical issues related to supervision;
  - (E) Cultural variables, including, but not limited to, race, gender, social class, and religious beliefs;
  - (F) Contextual variables, such as treatment modalities, work settings, and use of technology;
  - (G) Supervision theories and literature; and
  - (H) Documentation and record keeping of the supervisee's client files, as well as documentation of supervision.
- <u>Age of Course</u>: If the 15-hours of training or coursework is taken from a government agency or board-accepted CE provider, the course may be up two years old. If taken at the master's or higher level from an accredited or approved postsecondary institution, the course may be up to four years old. If the course has not yet been taken, it must be taken within 60 days after commencing supervision.
- 2. <u>Two-Year Lapse in Supervising</u>:

Requires persons licensed by the Board of Behavioral Sciences who take a break from supervising (have not supervised for two years or more) to take six (6) hours of supervision training or coursework from a government agency or board-accepted CE provider within 60 days of resuming supervision. This applies to supervisors who resume supervision on or after January 1, 2022.

#### 3. Six Hours of Continuing Professional Development (CPD) Each Renewal:

Requires supervisors licensed by the Board of Behavioral Sciences to complete a minimum of six (6) hours of continuing professional development (CPD) in supervision during each renewal period that occurs on or after January 1, 2022.

CPD may consist of any of the following activities, with documentation to be retained by the licensee in the event of a board audit, as specified below:

- **Training or coursework** specific to the topic of supervision, obtained from a government agency or acceptable continuing education (CE) provider.
- **Teaching** a supervision course offered by one of the above providers.
- **Authoring research** directly focused on supervision that has been published professionally. This may include, but is not limited to, quantitative or qualitative research, literature reviews, peer reviewed journals or books, monographs, or other industry or academic published work. This shall not include personal opinion papers, editorials, or blogs.
- Collaboration with another licensee who also serves as a board-qualified supervisor through the use of **mentoring or consultation**. Documentation of attendance shall consist of a log signed by both parties.
- Attendance at **supervisor peer discussion groups** with other licensees who also serve as board-qualified supervisors. Documentation of attendance shall consist of a letter or certificate from the group leader or facilitator.
- 4. Training Waiver for Certified Supervisors:

All training/coursework requirements are waived for board-licensed supervisors who hold a valid and active approved supervisor certification from one of the following entities:

- The American Association for Marriage and Family Therapy (AAMFT)
- The American Board of Examiners in Clinical Social Work (ABECSW)
- The California Association of Marriage and Family Therapists (CAMFT)
- The Center for Credentialing and Education (CCE)

Note: The board shall accept an approved supervisor certification from another entity if the licensee can demonstrate that the certification requirements of that entity meet or exceed those of any one of the above entities.

#### What these changes mean for Supervisees

There are no new requirements in this section pertaining to supervisees.

#### What these changes mean for Supervisors

The new requirements in this section pertain only to supervisors licensed as a LMFT, LCSW, LPCC or LEP. As in the past, supervisors who are a Licensed Psychologist or a Board-Certified Psychiatrist are not mandated to take supervisor coursework or training, though it is recommended that they do so.

The <u>15 hours of supervisor training</u> or coursework applies only to NEW supervisors (those who have never supervised in California) who begin supervising on or after January 1, 2022. See <u>#1 above</u> for the allowed age of the course. The 15 hours can be taken as a single course, or as multiple courses as long as they add up to at least 15 hours and contain all of the content specified in <u>#1 above</u>. A course taken from a board-accepted CE provider will count toward the CE required for license renewal. Licensees who are currently supervising do not need to take a 15-hour course, even if they have never taken a 15-hour course in the past.

The six (6) hours of Continuing Professional Development (CPD) in supervision each renewal cycle (as explained in <u>#3 above</u>) is required of anyone who is currently supervising. If you have already taken a six-hour course in supervision to meet the CE requirements of an upcoming license renewal, it will count toward the CPD requirement. Please note that only CE courses will apply to your regular license CE requirements – the other types of CPD listed will not.

If you have <u>taken a break of two or more years in supervising</u>, and resume supervising on or after January 1, 2022, you will need to take six (6) hours of supervision training or coursework within 60 days of resuming supervision. A course taken from a board-accepted CE provider will count toward the CE you are required to take for license renewal.

If you hold a valid and active <u>approved supervisor certification</u> as specified in <u>#4 above</u>, all board-required supervision training and coursework, as listed in <u>#1, 2 and 3 above</u>, is waived.

All <u>documentation</u> of supervisor training, coursework, CPD and/or approved supervisor certification(s) must be retained for seven (7) years after the termination of supervision in the event of a board audit, as required by statute.

#### What these changes mean for Employers

There are no new requirements in this section pertaining to employers. However, employers may want to verify that anyone licensed by the Board of Behavioral Sciences who is providing supervision to employees gaining hours toward licensure meet these qualifications.

### **VII. LPCC ASSESSMENT OR TREATMENT OF COUPLES AND FAMILIES**

16 CCR Sections 1820.5 and 1821(a)(11)

This package of regulation changes contained minor changes to the above listed sections pertaining to LPCC assessment or treatment of couples and families. However, section 1820.5 and section 1821(a)(11) are no longer applicable due to the recent passage of <u>AB</u> <u>462</u> (Chapter 440, Statutes of 2021), which eliminates the requirement for LPCCs treating couples or families to meet certain additional education and experience requirements. The board will be working on a regulation change to delete sections 1820.5 and 1821(a)(11) since AB 462 supersedes the regulations.