



CONNECT
ENRICH
ACHIEVE

California Association of Marriage and Family Therapists

CAMFT.ORG/FS18

afternoon handout

CAMFT's 2018 fall symposium

FRIDAY, NOVEMBER 9, 2018
9:00 a.m. - 5:00 p.m. (6 CE hours)

“Legal & Ethical Issues in Supervision: Current Standards and Prospective Changes”

Presented by CAMFT Staff Attorneys
Michael Griffin, J.D., LCSW and
Anastasia Johnson, J.D.

CO-SPONSORED IN PART BY



NCU
Northcentral University





The Licensing Process

▪ Presenter: Anastasia Johnson, J.D, Staff Attorney

1

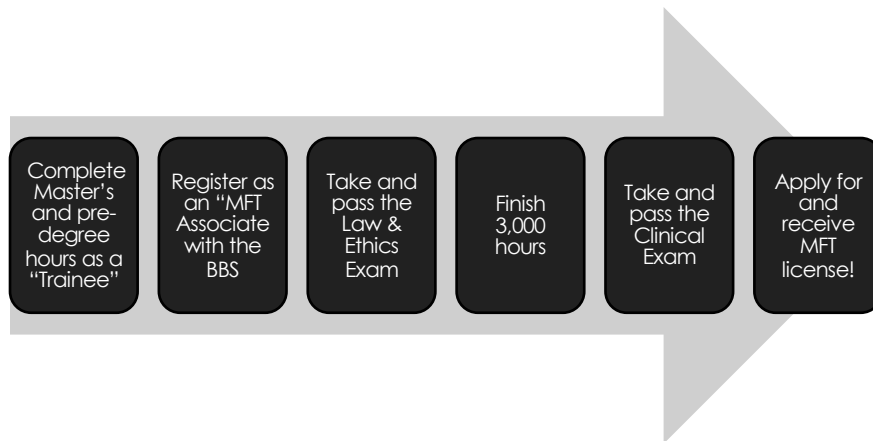
Workshop Overview

- The Licensing Process
- MFT/LPCC/LCSW
- The Board of Behavioral Sciences (BBS)
- Common Issues and Pitfalls
- The Law and You
- Advertising
- Employment Issues
- Ethics: Supervisor, Student, Supervisee Responsibilities



2

The Licensing Journey



Graduate Program and "Traineeship"



What are the curriculum requirements?

Entered into Degree Program Before 8/1/2012

- Minimum of 48 semester or 72 quarter units
- Minimum of 12 semester or 18 quarter units of coursework in specific theories and principles as outlined in the law
- Minimum of 6 semester or 9 quarter units of supervised practicum
- The practicum must include a minimum of **150 hours of face-to-face** experience counseling individuals, couples, families, or groups

Entered into Degree Program On or After 8/1/2012

- After minimum of 12 semester or 18 quarter units you are by definition a "Trainee"
- Minimum of 60 semester or 90 quarter units in specific theories and principles outlined in the law
- Minimum of 6 semester or 9 quarter units of practicum
- Minimum of **225 hours of face-to-face** experience counseling individuals, couples, families, or groups, 75 of which may be in client-centered advocacy

Graduate Program and “Traineeship”



“Trainee”:

- Individual currently enrolled in a master's or doctoral degree program and has completed 12 semester or 18 quarter units of study
- Cannot start counting experience hours until a “trainee” (exception for Option 2: personal psychotherapy hours can be counted beginning on the date you begin your degree program)

Graduate Program and “Traineeship”



■ A trainee may be credited with supervised experience completed in any setting that meets all of the following:

- Lawfully and regularly provides mental health counseling or psychotherapy
- Provides oversight to ensure that the trainee's work at the setting meets the experience and supervision requirements set forth in this chapter and is within the scope of practice for the profession as defined in Section 4980.02
- **Is not a provide practice** owned by a licensed marriage and family therapist, a licensed professional clinical counselor, a licensed psychologist, a licensed physician or surgeon or a professional corporation of any of those licensed professions



Exempt Setting Committee

- Since November 2016, the BBS Exempt Setting Committee has held meetings to discuss clarifications of private practice settings and "exempt" settings. The Committee also reviewed practice within "exempt settings" to determine if consumers are receiving services consistent with the standard of care for the mental health professions. The focus is on ensuring consumer protection within an exempt setting.
- CAMFT has been a regular participant at these meetings and we are hopeful that there will be some clarification in the law as to lawful work settings for Trainees and Associates.



Graduate Program and "Traineeship"

Trainee/Pre-Degree Supervision Requirements:

- Supervision Ratio for Trainees (5:1):
- Trainees must receive an average of at least one (1) unit of direct supervisor contact for every five (5) hours of client contact in each work setting
- One (1) additional unit of supervision is required if the Trainee provides more than five (5) hours of direct counseling in a single week in a work setting. Trainee must receive one (1) additional unit of supervision for every five (5) hours of direct counseling provided in a single week in a work setting
- Supervision must be face-to-face (Videoconferencing or telephone supervision will not count)



Supervision Example “Trainee”

- A Trainee works two jobs, and provides 4 hours of psychotherapy at Job A, and 7 hours at Job B during a single week. This trainee must receive three (3) units of supervision during that week.
 - One (1) unit at Job A and two (2) units at Job B.
- A trainee works one job and provides 16 hours of psychotherapy during a single week.
 - The trainee must receive four (4) units of supervision during that week.



MFT Experience Hours Trainee/Pre-Degree

Trainee/Pre-degree Experience Hours:

- A total of 1,300 hours of experience may be counted prior to graduation towards licensure
- A maximum of 750 hours of direct counseling experience and supervisor contact hours may be gained prior to the granting of the qualifying degree and can count towards licensure
- The remaining 550 hours may only consist of non-clinical experience

Post-Graduate Applicant



- If the Associate Registration Application is postmarked within **90 days** from the date the degree posts, the applicant is considered an "Associate Marriage Family Therapist Registration Applicant"
- May count hours of post-degree experience while waiting for the Associate registration number
- Cannot work in a private practice until receipt of the Associate registration (have in hand)

90 day Rule



- *90 Day Rule and Live scan (**Goes into effect 2020):*
- Historically, post-graduates who wished to count hours between graduation and issuance of the AMFT registration simply needed to apply for registration within 90 days of their graduation postdate (known as the "90-day rule").
- The "90-day rule" is a provision that allowed an applicant for registration as an AMFT to **count supervised experience hours gained in the time period in between the degree conferral date, and the date the BBS issues the registration.** These hours may only be counted if the BBS receives the application for registration within 90 days of the applicant's degree conferral.



90 day Rule

- Under the new law, which goes into effect on January 1, 2020, an applicant may gain hours of experience after degree conferral but before the issuance of the AMFT registration **only** if they apply for the registration within 90 days of degree conferral date **and** the hours are gained at a work location that requires completed Live Scan fingerprinting.
- *A completed copy of the Live Scan form must be submitted to the BBS with the application for licensure. [Note: CAMFT is currently researching the availability and ease of this process for interested agencies or other exempt settings.]*



90 Day Recap

- To count preregistered post degree hours:
- ✓ Board receives application within 90 days of the granting of the qualifying masters or doctoral degree
- ✓ For applicants completing study after January 1 2020 experience is obtained at a site that requires a completed Live Scan.
- ✓ The applicant provides the BBS with a copy of that completed State of California "request for Live Scan Service" form with the application for licensure

Associate Marriage and Family Therapist Registration



What to send in to the BBS with the Associate MFT Registration Application:

- The Application (must be signed)
- A Head Shot (2 x 2)
- \$75 Fee
- Fingerprints – must be a “live scan”
- Transcript(s) (sealed envelope)
- Program Certification(s) (sealed envelope)
- Conviction Documents

Associate Registration



- Associates may not work in a private practice until Associate registration number has been issued by the Board
- Associate may work in a private practice for a maximum of 6 years
- Associate Registrations expire annually and have a total of 6 year time limit
- Registration expiration date will be printed on registration certificate



Associate Work Experience

- An Associate may be credited with supervised experience completed in any setting that meets the following:
 - Lawfully and regularly provides mental health counseling or psychotherapy
 - Provides oversight to ensure that the Associate's work at the setting meets the experience and supervision requirements set forth in this chapter and is within the scope of practice for the profession as defined in Section 4980.02
 - Only experience gained in the position for which the associate volunteers or is employed shall qualify as supervised experience (NEW)
 - An applicant for registration as an associate shall not be employed or volunteer in a private practice until being issued an associate registration by the board (NEW)



The Six-Year Rules: "Rule 1"

Counting Hours –The Board cannot accept hours of experience that are older than 6 years

Rule 1: The BBS counts backwards six years from the date the Exam Eligibility Application is, **RECEIVED (changed from postmarked)** and only the hours within that six-year period will count, with the exception of 500 counseling and supervision hours gained during practicum as a trainee.

Example: If an applicant applies for exam eligibility on 03-24-2018, all hours except 500 protected practicum hours (counseling and supervision) would need to be completed between 03-24-2012 and 03-21-2018 for hours to count.



The Six-Year Rule: “Rule 2”

Associate Registration Number valid for 6 years

Rule 2: An Associate has six years to complete hours of experience with one Associate Registration number. If an Associate does not complete all hours during that time, and needs additional time, the Associate would need to reapply for a second Associate Registration number. With a subsequent Associate Registration, an Associate can only work in an exempt setting and not a private practice.



MFT Experience Hours **Option 1-New Streamline Categories**

- Min 1,750 Direct Counseling Experience
 - Min of 500 counseling with couples, families and/or children
 - No limit on telehealth or group counseling
- Max 1,250 Non-Clinical Experience
 - Supervision, workshops, note-taking, psychological test taking, client-centered advocacy
- No Personal Psychotherapy
- No Couples/Family Incentive

MFT Experience Hours Option 2-Pre-existing multiple categories (expires Dec 31, 2020)



- Psychotherapy with individuals
- Minimum of 500 psychotherapy with couples, families and/or children (150 incentive)
- Max of 500 in group therapy
- Max of 375 in telehealth
- Max of 500 in writing notes, reports, tests **and** client-centered advocacy
- Max of 1,000 in a combination of the following:
 - Max of 250 in workshops, trainings, seminars approved by supervisor (Beginning June 2012 – may be online)
 - Max of 100 in personal psychotherapy (3x = total of 300)
 - Supervision

Overview of MFT Experience Requirements



- A total of **3,000** supervised hours of experience is required
- **104** total weeks of supervision required (can span from traineeship to end of internship)
- Maximum **40** hours of experience earned in any week between all settings
- A maximum of **6** hours of individual, triadic or group supervision in any week

Supervision (NEW)

- Means: responsibility for, and control of, the quality of mental health and related services provided by the supervisee. Consultation or peer discussion shall not be considered supervision and shall not qualify as supervised experience.

Supervision includes, but is not limited to, all of the following

- (1) Ensuring the extent, kind, and quality of counseling performed is consistent with the education, training, and experience of the supervisee.
- (2) Monitoring and evaluating the supervisee's assessment, diagnosis, and treatment decisions and providing regular feedback.
- (3) Monitoring and evaluating the supervisee's ability to provide services at the site or sites where he or she is practicing and to the particular clientele being served.



Supervision (NEW)

- (4) Monitoring and addressing clinical dynamics, including, but not limited to, countertransference-, intrapsychic-, interpersonal-, or trauma-related issues that may affect the supervisory or practitioner-patient relationship.
- (5) Ensuring the supervisee's compliance with laws and regulations governing the practice of marriage and family therapy.
- (6) Reviewing the supervisee's progress notes, process notes, and other patient treatment records, as deemed appropriate by the supervisor.
- (7) With the client's written consent, providing direct observation or review of audio or video recordings of the supervisee's counseling or therapy, as deemed appropriate by the supervisor.





Supervision Audit (NEW)

- The board may audit the records of any supervisor to verify the completion of the supervisor qualifications
- A supervisor shall maintain records of completion of the required supervisor qualifications for seven years after termination of the supervision and shall make these records available to the board for auditing purposes upon request.



Direct Supervisor Contact (NEW)

- **Individual supervision**, which means one hour of face-to-face contact between one supervisor and one supervisee.
- **Triadic supervision**, which means one hour of face-to-face contact between one supervisor and two supervisees.
- **Group supervision**, which means two hours of face-to-face contact between one supervisor and no more than eight supervisees. Segments of group supervision may be split into no less than one continuous hour.



Supervision Numbers

- Individual= 1 Associate 1 Supervisor for 1 hour
- Triadic= 2 Associates 1 Supervisor for 1 hour
- Group= No more than 8 Associates 1 Supervisor 2 hours
- In Private Practice can hire and supervise a total of 3 Associates
- Removed is the limit that corporations can only hire 15 Associates
 - But still limited to supervising 3 Associates in corporation



Supervision Cont.....

- Associates 10:1 ratio
- "One unit" of supervision is 1 hour of individual/triadic OR 2 hours of group
- Must receive at least "one unit" of supervision during any week in which experience is gained in each work setting
- If an associate provide **MORE THAN 10 hours** of direct counseling in a single week in a work setting, the Associate must receive one additional unit of supervision in that setting
- Of the 104 weeks of required supervision 52 weeks shall be individual or triadic or combination



Examples

- Examples
 - An Associate works one job and provides 25 hours of psychotherapy during a single week. The Associate must receive 2 units of supervision that week.
 - An Associate works two jobs, and provides 12 hours of psychotherapy at Job A and 9 hours at Job B during the same week. This Associate is required to receive a total of 3 units of supervision that week: 2 at Job A and 1 at Job B



Supervisor in Private Practice

- Associate may start working under supervision in a private practice setting
 - Supervisor must be owner
 - OR supervised by individual who is employed by and practices at the same site as associate
- May receive supervision via videoconferencing if working at a governmental entity, a school, a college, or a university, or an institution that is nonprofit and charitable (not private practice).



Supervisor in Corporation

- Not a private practice
- If Corporation
 - The supervisor must be employed full-time at the site and be actively engaged in performing professional services at site



Who can Supervise

- Active license for at least 2 years in CA or any other state
 - LPCC*, LMFT, Psychologist, LCSW, or equivalent out of state license.
 - A physician and surgeon who is certified in psychiatry by the American Board of Psychiatry and Neurology.
- For at least two years within the five-year period immediately preceding any supervision, has either practiced psychotherapy or provided direct clinical supervision of psychotherapy performed by associate clinical social workers, associate marriage and family therapists or trainees, or associate professional clinical counselors.



Supervisor

- Has received training in supervision
- Has not provided therapeutic services to the supervisee.
- Has and maintains a current and active license that is not under suspension or probation as one of the following:
 - A marriage and family therapist, professional clinical counselor, or clinical social worker, issued by the board.
 - A psychologist licensed
 - A physician and surgeon who is certified in psychiatry by the American Board of Psychiatry and Neurology.



Supervisor

- Is not a spouse, domestic partner, or relative of the supervisee.
- Does not currently have or previously had a personal, professional, or business relationship with the supervisee that undermines the authority or effectiveness of the supervision.

*Supervisor Requirements for LPCC if supervising MFT



- Must be a California-licensed MFT, LCSW, LPCC, Psychologist or Psychiatrist for 2 years in CA or **any other state**
- LPCC must have 6 semester /9 quarter units focusing on MFT theory
 - 500 supervised hours with w/ couples/families/children
 - 6 hours CE/ yearly renewal specific to marriage & family therapy

Off-Site Supervision



- Associates and Trainees working in an exempt setting may receive supervision from a supervisor who is not affiliated with the work setting. This is commonly called "off-site supervision."
- The work site/employer must approve off-site supervision
- Must have a *Letter of Agreement* signed (no need to submit to the BBS)
- Sample letter on the BBS website

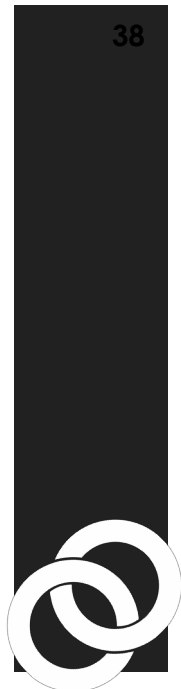
BBS Forms and Applications



- ✓*The MFT Supervisor Responsibility Statement*
- ✓*The MFT Experience Verification*
- ✓*MFT Weekly Summary of Hours of Experience Form*
- ✓*Associate Marriage and Family Therapist Application Packet*
- ✓*LMFT Examination Eligibility Application Packet*

bbs.ca.gov

LMFT Exams

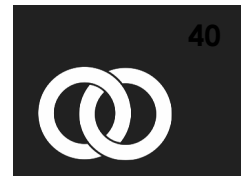


The L&E Exam

- Designed to assess an applicant's knowledge of, and ability to apply, the legal and ethical standards relating to clinical practice
- Will contain 75 multiple-choice questions administered over a 90 minute period
- Trainees/students cannot take the exam until registered as an Associate
- Must pass the L&E exam in order to
 - get a second registration number and
 - apply for clinical examination



The California Law and Ethics Exam – Exam Plan



**Board of Behavioral Sciences
Licensed Marriage and Family Therapist
California Law and Ethics Examination Outline**

This document provides detailed information about the LMFT California Law and Ethics Examination, including a description of each content area, subarea and the associated task and knowledge statements. Each question in the examination is linked to this content.

Content Area	Percentage
I. Law	40%
A. Confidentiality, Privilege, and Consent	14%
B. Limits to Confidentiality/ Mandated Reporting	16%
C. Legal Standards for Professional Practice	10%
II. Ethics	60%
A. Professional Competence and Preventing Harm	18%
B. Therapeutic Relationship	27%
C. Business Practices and Policies	15%

http://www.bbs.ca.gov/pdf/publications/lmft_2016-law-ethics_exam_plan.pdf

The California Law and Ethics Exam



- An Associate must **take** the Law and Ethics exam in order to renew. There are no exceptions
- **If fail:**
 - **OK. You just need to have taken it**
 - You may retake the exam after at least 90 days have passed from the date you last took the exam
- **If fail and Registration expires**
 - If you don't pass the exam prior to your registration expiration date, you must complete a 12-hour course in California Law and Ethics before you will be allowed to retake the exam during your NEXT renewal cycle.

The California Law and Ethics Exam



The 12-Hour California Law and Ethics Course

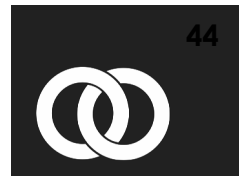
- The 12-hour California Law and Ethics course must be taken through a continuing education provider, a county, state, or other governmental entity, or a college or university.

CAMFT is a BBS-approved continuing education provider and offers many law and ethics workshops in the on-demand library.



The California Law and Ethics Exam

- What happens if I don't take the California Law and Ethics examination before my registration's expiration date?
 - Your registration will NOT be permitted to renew until you have taken the California Law and Ethics examination.
- Once I take the California Law and Ethics examination how long will it take for the registration to update?
 - The Board receives examination results within 24-48 hours of the examination date. So long as the registrant has paid the renewal fee the renewal will update as soon as the examination results are received.



Reasonable Accommodations

In compliance with the Americans with Disabilities Act (ADA), the BBS will provide "reasonable accommodations" to applicants with disabilities as defined under the ADA

- The request must be submitted with the examination application or at least **90 days** prior to taking the examination
- The request form is available on the BBS website
- The approval will be provided in writing

ESL Testing



- English as Second Language (ESL) applicant may qualify for time-and-a-half (1.5x) on a Board-administered examination
- Allow 90 days for processing
- http://www.bbs.ca.gov/pdf/regulation/2016/1805_mod.pdf

Out of State Hours/Licensure



- What do I do if I want to gain hours out of state towards California license?
- What if I want to be licensed out of state?
- http://www.bbs.ca.gov/pdf/forms/mft/mft_oos_req_chart_01012016.pdf

Deficiencies?



- Upon Evaluation of the Licensure and Examination Application, the BBS will either send you a notice describing any deficiencies or a notice of eligibility to take the examinations
- One Year to Remedy from date of letter
- Gaining Additional Hours?

Expedited Review



- The BBS is required by law to expedite the licensure process for the following applicants:
- Veterans honorably discharged: Applicants who are honorable discharged veterans of the U.S. Armed Forces may request an expedited review of their application
- Spouses of partners of persons on active duty with the U.S Armed Forces may request an expedited review of their application
- Info on bbs.ca.gov

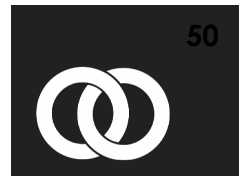
Initial LMFT Clinical Exam Application



**What to send
in to the BBS
with the Initial
LMFT Clinical
Exam
Application :**

- The Application (must be signed)
- **The form and fee will ONLY be accepted from individuals whose “Application for LMFT Licensure and Examination” and hours of experience have been approved by the Board, AND who have also passed the LMFT California Law and Ethics Examination.**
- Applicant may contact PSI to schedule your exam once you receive the handbook
- \$100 Fee
- Processing times will vary depending on application volumes

Clinical Exam



- Designed to evaluate candidate knowledge, skills, and abilities in crisis management; clinical evaluation; treatment planning; treatment; and law and ethics.
- Will consist of 170 multiple-choice questions (150 scored and 20 pre-test)
- Administered over a four-hour period
- Re-Exam Waiting Period: 120 days

MFT CALIFORNIA CLINICAL EXAMINATION PLAN

MFT California Clinical Examination Outline

CONTENT AREA	SECTION	WEIGHT	ITEMS
I. Clinical Evaluation		20%	30
	IA. Clinical Assessment	11%	17
	IB. Referral Services	2%	3
	IC. Diagnosis	7%	10
II. Crisis Management		12%	18
	IIA. Crisis Assessment	6%	9
	IIB. Crisis Management	6%	9
III. Treatment Planning		20%	30
	IIIA. Therapeutic Goals	2%	3
	IIIB. Treatment Plan Development	8%	12
	IIIC. Theoretical Orientation	10%	15
IV. Treatment		20%	30
	IVA. Therapeutic Intervention	8%	12
	IVB. Theoretical Orientation	7%	10
	IVC. Adjunctive Services	2%	3
	IVD. Termination	3%	5
V. Ethics		16%	24
	VA. Consent/Confidentiality	4%	6
	VB. Therapeutic Boundaries	4%	6
	VC. Competency	3%	4
	VD. Therapeutic Relationship	5%	8
VI. Law		12%	18
	VIA. Confidentiality/Privilege/Exceptions	7%	11
	VIB. Professional Conduct	5%	7

The exact number of items devoted to each content area or section may vary slightly from one examination version to another in accordance with the clinical features and key factors associated with the scenario presented. In addition, the items may apply to more than one content area. All multiple-choice items are equally weighted.

The following pages contain detailed information regarding examination content. The content areas, sections, and associated task and knowledge statements are provided. It is important for candidates to use this section as a study guide because each item on the LMFT Written Clinical is directly linked to this examination outline. Candidates are encouraged to use this section to consider their strengths and weaknesses in each area in preparing and studying for the examination.



Clinical Exam Cont...

- Application will be deemed abandoned if:
 - You fail to sit for the examination within one (1) year after being notified of eligibility to take the examination
- If fail, must re-take the exam within 1 year of failure date
- **TAKE THE TEST NO MATTER WHAT!!!**

During the “Examination Phase”



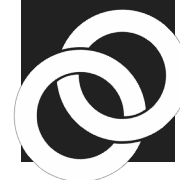
- Once hours are approved, they are “locked-in” unless the application is considered abandoned
- No longer need to meet the 10:1 supervision ratio
- **BBS still requires at least 1 hour of supervision each week counseling is provided**
- Valid Associate Registration?

Request for Initial License

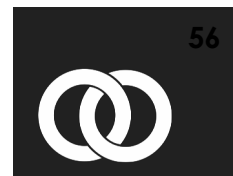


- A successful examinee has to submit a Request for Initial License Issuance
- Download and Print form and send fee
- Your license will be issued within 30 days
- Independent practice cannot begin until the BBS issues a license
- Considered unlicensed practice, which is subject to disciplinary action by the BBS

Licensed Professional Clinical Counselor



Licensed Professional Clinical Counselor



- California law currently requires 3,000 hours of supervised professional experience, including 104 supervised weeks, in order to qualify for LPCC licensure.
- All hours in California must be gained while registered
- Applicants have two different options for gaining supervised experience. Hours can qualify under either Option 1 (new streamlined categories) or Option 2 (pre-existing multiple categories) **This option expires on December 31, 2020**
- Both Option 1 and 2 must include a minimum of 150 hours of clinical experience in a hospital or community mental health setting.



Supervision Numbers

- Minimum of 3000 post degree hours
- Performed over a period of not less than two years -104 weeks
- Not more than 40 hours of experience in 7 consecutive days
- Not less than 1750 hours of direct clinical counseling with individuals, groups, couples or families
- Not less than 150 hours of clinical experience in hospital or community mental health setting
- Maximum of 1250 hours of non clinical practice



LPCC continued

Community Mental Health Setting Definition

- A community mental health setting is a clinical setting that meets all of the following requirements:
 - (1) Lawfully and regularly provides mental health counseling or psychotherapy.
 - (2) Clients routinely receive psychopharmacological interventions in conjunction with psychotherapy, counseling, or other psycho-social interventions.
 - (3) Clients receive coordinated care that includes the collaboration of mental health providers.
 - (4) Is not a private practice.

Supervision

- Means: responsibility for, and control of, the quality of mental health and related services provided by the supervisee

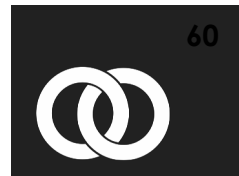
Supervision includes, but is not limited to, all of the following

- (1) Ensuring the extent, kind, and quality of counseling performed is consistent with the education, training, and experience of the supervisee.
- (2) Monitoring and evaluating the supervisee's assessment, diagnosis, and treatment decisions and providing regular feedback.
- (3) Monitoring and evaluating the supervisee's ability to provide services at the site or sites where he or she is practicing and to the particular clientele being served.



Supervision

- (4) Monitoring and addressing clinical dynamics, including, but not limited to, countertransference-, intrapsychic-, interpersonal-, or trauma-related issues that may affect the supervisory or practitioner-patient relationship.
- (5) Ensuring the supervisee's compliance with laws and regulations governing the practice of clinical social work.
- (6) Reviewing the supervisee's progress notes, process notes, and other patient treatment records, as deemed appropriate by the supervisor.
- (7) With the client's written consent, providing direct observation or review of audio or video recordings of the supervisee's counseling or therapy, as deemed appropriate by the supervisor.





Supervision Audit

- *The board may audit the records of any supervisor to verify the completion of the supervisor qualifications*
- *A supervisor shall maintain records of completion of the required supervisor qualifications for seven years after termination of supervision and shall make these records available to the board for auditing purposes upon request.*



Supervisor

- Active license for at least 2 years in CA or any other state
 - LPCC, LMFT, Psychologist, LCSW, or equivalent out of state license.
 - A physician and surgeon who is certified in psychiatry by the American Board of Psychiatry and Neurology.
- For at least two years within the five-year period immediately preceding any supervision, has either practiced psychotherapy or provided direct clinical supervision of psychotherapy performed by associate clinical social workers, associate marriage and family therapists or trainees, or associate professional clinical counselors.



Supervisor

- Has received training in supervision
- Has not provided therapeutic services to the supervisee.
- Has and maintains a current and active license that is not under suspension or probation as one of the following:
 - A marriage and family therapist, professional clinical counselor, or clinical social worker, issued by the board.
 - A psychologist
 - A physician and surgeon who is certified in psychiatry by the American Board of Psychiatry and Neurology.



Supervisor

- Is not a spouse, domestic partner, or relative of the supervisee.
- Does not currently have or previously had a personal, professional, or business relationship with the supervisee that undermines the authority or effectiveness of the supervision.



One hour of Direct Supervisor Contact

- **Individual supervision**, which means one hour of face-to-face contact between one supervisor and one supervisee.
- **Triadic supervision**, which means one hour of face-to-face contact between one supervisor and two supervisees.
- **Group supervision**, which means two hours of face-to-face contact between one supervisor and no more than eight supervisees. Segments of group supervision may be split into no less than one continuous hour.



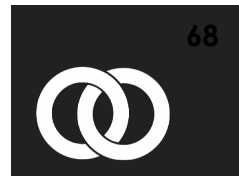
Supervisory Forms

- **Responsibility Statement for Supervisors of a PCC Intern** (Associate)
- **Weekly Summary of Experience Hours** ("Weekly Log")- Do not submit *Weekly Logs* to the Board except upon request.
- **Experience Verification**
- **Supervisory Plan**
- All supervision-related forms (*Supervisor Responsibility Statement*, *Supervisory Plan* and *Experience Verification* forms) must be submitted with the *Application for Licensure and Examination*.



90 Day Recap (NEW)

- LPCC applicants may also now utilize "90 day rule"
- To count preregistered post degree hours:
 - ✓ Board receives application within 90 days of the granting of the qualifying masters or doctoral degree
 - ✓ For applicants completing study after January 1 2020 experience is obtained at a site that requires a completed Live Scan.
 - ✓ The applicant provides the BBS with a copy of that completed State of California "request for Live Scan Service" form with the application for licensure



Exams

- Take and Pass the California Law & Ethics Exam
 - Administered by PSI
 - Exam must be TAKEN to renew Intern Registration; PASSED to receive or renew a Subsequent Intern Registration
- Take and Pass the Clinical Exam- *National Clinical Mental Health Counseling Exam*
 - Applicants must complete all requirements, before exam eligibility will be relayed to NBCC
 - Schedule Exam with NBCC (Requires BBS Approval)



Experience with Couples, Families and Children

- A minimum of 500 hours of supervised experience working directly with couples, families or children is required if the applicant wishes to assess or treat couples or families after being issued a LPCC license.
- Supervisors of *this experience* must provide a copy of the “confirmation of qualifications” letter from the Board to the supervisee.



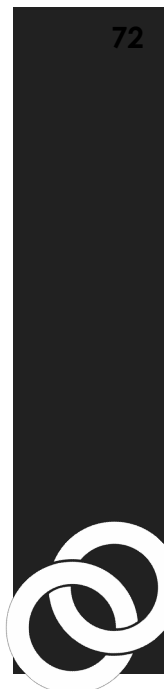
Experience with Couples, Families and Children

- The acceptable license types for a supervisor and special requirements are listed below:
 - **LMFTs**
 - **LPCCs** who have already met the qualifications to assess and treat couples and families and have obtained written confirmation from the Board of meeting the qualifications to treat couples and families.
 - **LCSWs, Licensed Clinical Psychologists, or Licensed Physicians** certified in psychiatry by the American Board of Psychiatry and Neurology, who have sufficient education and experience in treating couples and families to competently practice couples and family therapy in California.



Once Licensed

- LPCCs must obtain written confirmation from the Board stating that he or she meets the requirements to assess and treat couples and families prior to assessing or treating a couple or family client.
- The *Request for Confirmation of Qualifications to Assess and Treat Couples and Families* packet is available on the Board's website.

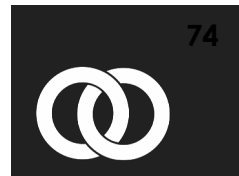


Licensed Clinical Social Worker



Licensed Clinical Social Worker (NEW)

- California law requires **3,000 hours of supervised post-degree professional experience**, including 104 supervised weeks, in order to qualify for LCSW licensure (reduced from 3200)
- Hours of work experience and supervision can only begin counting once your ASW registration number has been issued. The law does not allow the Board to grant exceptions.



Supervision (NEW)

- All applicants for licensure and registrants shall be at all times under the supervision of a supervisor who shall be responsible for ensuring that the extent, kind, and quality of counseling performed is consistent with the training and experience of the person being supervised, and who shall be responsible to the board for compliance with all laws governing the practice of clinical social work.



Supervision

- "Supervisor," means an individual who meets all of the following requirements:
- (1) *Has held an active license for at least two years within the five-year period immediately preceding any supervision as either:*
 - A licensed professional clinical counselor, licensed marriage and family therapist, psychologist licensed, licensed clinical social worker, or **equivalent out-of-state license**.
 - A physician and surgeon who is certified in psychiatry by the American Board of Psychiatry and Neurology or an out-of-state licensed physician and surgeon who is certified in psychiatry by the American Board of Psychiatry and Neurology.



Supervision Cont.

- For at least two years within the five-year period immediately preceding any supervision, has either practiced psychotherapy or provided direct clinical supervision of psychotherapy performed by associate clinical social workers, associate marriage and family therapists or trainees, or associate professional clinical counselors.
- Supervision of psychotherapy performed by a social work intern or a professional clinical counselor trainee shall be accepted if the supervision provided is substantially equivalent to the supervision required for registrants.



Supervision Cont.

- Has received training in supervision.
- Has not provided therapeutic services to the supervisee.
- Has and maintains a current and active license that is not under suspension or probation as one of the following:
 - (A) A marriage and family therapist, professional clinical counselor, or clinical social worker, issued by the board.
 - (B) A psychologist licensed pursuant to Chapter 6.6 (commencing with Section 2900).
 - (C) A physician and surgeon who is certified in psychiatry by the American Board of Psychiatry and Neurology.



Supervision Cont.

- Is not a spouse, domestic partner, or relative of the supervisee.
- Does not currently have or previously had a personal, professional, or business relationship with the supervisee that undermines the authority or effectiveness of the supervision.
 - (b) As used in this chapter, the term "supervision" means responsibility for, and control of, the quality of mental health and related services provided by the supervisee. Consultation or peer discussion shall not be considered supervision and shall not qualify as supervised experience.



Supervision Cont.

"Supervision" includes, but is not limited to, all of the following:

- (1) Ensuring the extent, kind, and quality of counseling performed is consistent with the education, training, and experience of the supervisee.
- (2) Monitoring and evaluating the supervisee's assessment, diagnosis, and treatment decisions and providing regular feedback.
- (3) Monitoring and evaluating the supervisee's ability to provide services at the site or sites where he or she is practicing and to the particular clientele being served.



Supervision Cont.

- 4) Monitoring and addressing clinical dynamics, including, but not limited to, countertransference, intrapsychic, interpersonal, or trauma-related issues that may affect the supervisory or the practitioner-patient relationship.
- (5) Ensuring the supervisee's compliance with laws and regulations governing the practice of clinical social work.
- (6) Reviewing the supervisee's progress notes, process notes, and other patient treatment records, as deemed appropriate by the supervisor.
- (7) With the client's written consent, providing direct observation or review of audio or video recordings of the supervisee's counseling or therapy, as deemed appropriate by the supervisor.



Supervision Cont.

- The board may audit the records of any supervisor to verify the completion of the supervisor qualifications specified by this chapter and by regulation. A supervisor shall maintain records of completion of the required supervisor qualifications for seven years after termination of supervision and shall make these records available to the board for auditing purposes upon request.



90 Day Recap (NEW)

- ASW applicants may also now utilize "90 day rule"
- To count preregistered post degree hours:
 - ✓ Board receives application within 90 days of the granting of the qualifying masters or doctoral degree
 - ✓ For applicants completing study after January 1 2020 experience is obtained at a site that requires a completed Live Scan.
 - ✓ The applicant provides the BBS with a copy of that completed State of California "request for Live Scan Service" form with the application for licensure



LCSW hours (NEW)

- 3,000 Hours of Supervised Experience Breakdown of Requirements

Category	Min/Max
Clinical psychosocial diagnosis, assessment, and treatment, including psychotherapy or counseling	Minimum 2,000 hours
Face-to-face individual or group psychotherapy	Minimum 750 hours (of the above 2,000)
Client-centered advocacy, consultation, evaluation, research, workshops, seminars, training sessions or conferences, and direct supervisor contact	Maximum 1,000 hours
Supervision by an LCSW. Minimum 13 weeks (of the 52)*	Minimum 1,700 hours
Supervision by another type of qualified licensed mental health professional	Maximum 1,500 hours



Supervision

- Minimum of 2 years supervised experience
- Over a period of not less than 104 weeks*
- Gained in the preceding 6 years immediately preceding the date on which the application for licensure was received by the board
- No more than 40 hours of experience may be credited in any 7 consecutive days
- No more than 6 hours of supervision shall be credited during any single week -triadic, group or individual



*

- Over a period of not less than 104 weeks
- Of the 104 weeks of required supervision, 52 weeks shall be individual supervision, triadic supervision, or a combination of both.
- Of the 52 weeks of required individual or triadic supervision, no less than 13 weeks shall be supervised by a licensed clinical social worker.
- Direct supervisor contact shall occur within the same week as the hours claimed.



Supervision Cont.

- Supervision shall include at least one hour of direct supervisor contact each week for which experience is credited in each work setting.
- An associate gaining experience who performs more than 10 hours of direct clinical counseling in a week in any setting shall receive at least one additional hour of direct supervisor contact for that setting.
- (b) For purposes of this chapter, "one hour of direct supervisor contact" means any of the following:
 - (1) Individual supervision, (2) Triadic supervision, (3) Group supervision,



Exams

- **LCSW California Law and Ethics**

- Administered by PSI
- Exam must be PASSED to receive or renew a subsequent ASW Registration

- **The Association of Social Work Boards (ASWB) Clinical Level Exam**

- Administered by ASWB
- All Education and Experience must be completed, prior to approval
- Approved candidates must Schedule with ASWB

The B.B.S.



The B.B.S.

- **Mission**

Protect and serve Californians by setting, communicating, and enforcing standards for safe and competent mental health practice.

- Purpose of BBS: §4990.16--Protection of the public shall be the *highest priority for the board* in exercising its licensing, regulatory, and disciplinary functions. Whenever the protection of the public is inconsistent with other interests sought to be promoted, the protection of the public shall be paramount.



The B.B.S.

- The Board of Behavioral Sciences is a California state regulatory agency, responsible for licensing, examination, and enforcement of professional standards for:
- Licensed Marriage and Family Therapists (LMFT) and Associates
- Licensed Clinical Social Workers (LCSW) and Associates
- Licensed Professional Clinical Counselors (LPCC) and Associates
- Licensed Educational Psychologists (LEP)



Processing Timelines

- Associate Registration --- 30 days
- L&E Exam Application --- 60 days
- L&E Exam Results --- Immediate (*unless review)
- L&E Exam Re-Examination --- 60 days
- Exam Application --- 60 days
- Clinical Exam Results --- Immediate (*)
- Clinical Exam Re-Examination --- 60 days
- License Issuance --- 30 days



Common Issues and Pitfalls





Common Issues and Pitfalls

- Any convictions of a felony or a misdemeanor must be reported when applying for the Associate Registration or licensure even if expunged-MUST DISCLOSE
- Application not signed
- Forgetting to get supervisors signatures
- Supervisors License is not current, active and unrestricted (not on probation)
- Associate Registration not renewed on time (must be current, active)
- Incomplete Applications



Common Issues and Pitfalls

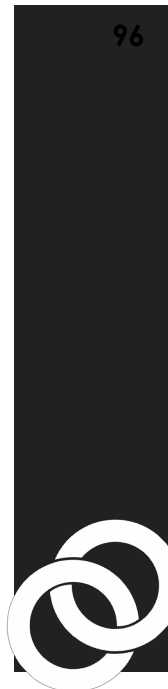
- **Verify Supervisor's License is valid**
- Supervisors of Registered Associate MFT's must have a valid, active license with the BBS. Associates and Trainees are not able to obtain hours of experience under a supervisor whose license is delinquent or expired. To check status of your license, visit BBS's online system BrEZe at www.breeze.ca.gov

Helpful Hints:

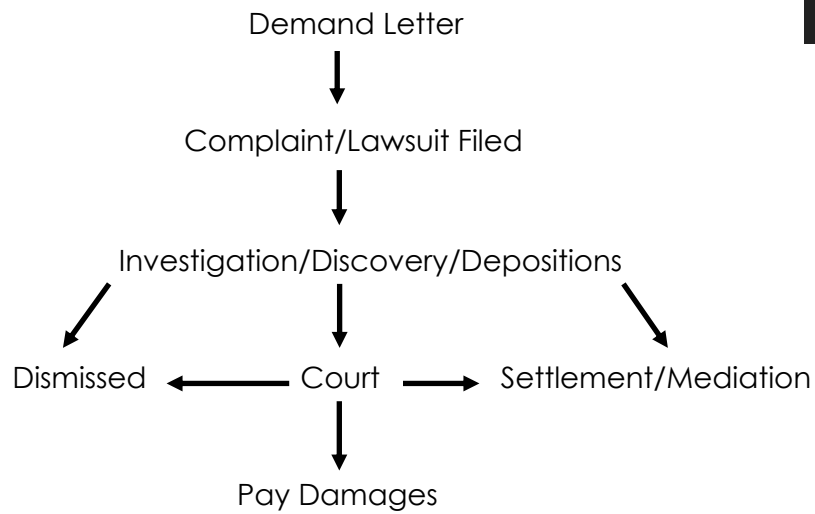


- BBS vs. CAMFT
- Keep copies of everything! (now required)
- Send registered/tracked mail
- Don't make corrections/white outs
- Sign regularly
- Update name and address
- Make sure license valid
- Help Track hours

The Law and You



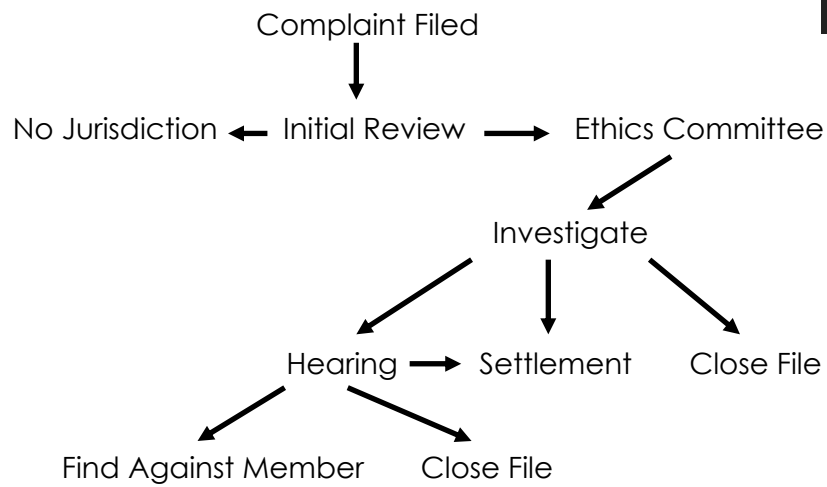
Lawsuits



97



Peer Review Ethics Board



98



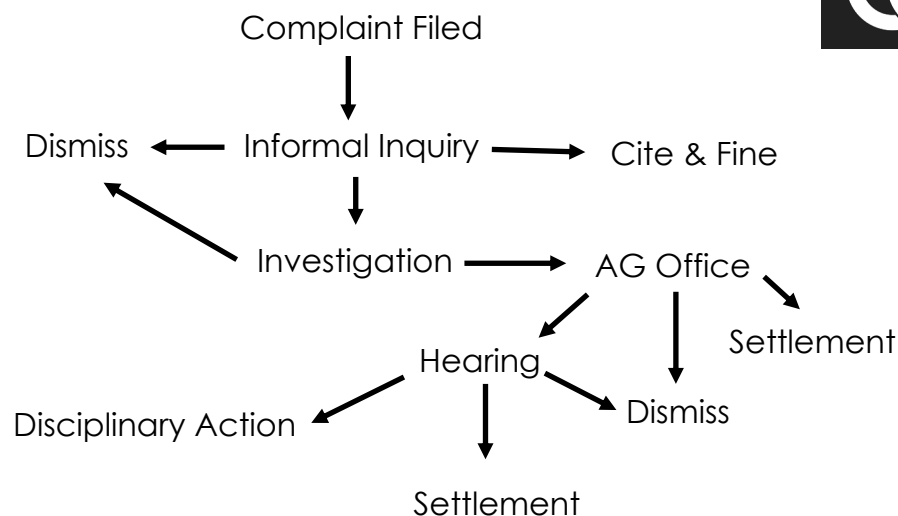


CAMFT Ethics Committee

- CAMFT bylaws say Ethics Committee is responsible for conducting investigations of alleged ethics violations by members
- The Com. may accept a written complaint from members of the Association or non-members, or proceed on its own initiative when presented with info. about ethics violation
- Com. Members are appointed by the President of the Board of Directors for a 2 year term with a max of 4 terms. Com. Is not less than 5 or more than 7. Must be clinical members for a min 2 years



B.B.S. Disciplinary Actions





Malpractice Insurance

- Do I need it?
 - Employer coverage
- What does it cover?
 - BBS, Litigation, Peer Review
 - Subpoenas/Hearings/Depos

Category	Cost (Ave)
0-10 Hours/Week	\$115
11-20 Hours/Week	\$182
20+ Hours/Week	\$320
Associate	\$95
Trainee	\$0*



Advertising



The General Rule

- B&P Code §651(a): It is unlawful to disseminate or cause to be disseminated any form of "public communication" containing a **false, fraudulent, misleading, or deceptive statement**.
- B&P Code §4980.03(e): Advertising includes, but is not limited to, any "public communication" and includes, mail, television, radio, motion picture, newspaper, book, list or directory, internet or other electronic communication, also includes the issuance of any card, sign, or device to any person, or the causing, permitting, or allowing of any sign or marking on, or in, any building or structure, or in any newspaper or magazine or in any directory, or any printed matter whatsoever, with or without any limiting qualification.



Advertising Cont...

- Can't be misleading/ Accurate and Honest
- Psychotherapist/Psychotherapy –to use have to spell out Licensed Marriage and Family Therapist plus # plus full name
- Can't be licensed psychotherapist or licensed therapist (only LMFT, LCSW, Licensed Phycologist, or Psychiatrist)
- Include academic credentials (M.A., M.S.W., Ph.D.) as long as degree is earned
- Claiming professional superiority
 - "Specialist"
 - Must be substantiated with objective scientific evidence

Trainee Advertising Rules



Advertisements for Trainees' services must be done under the approval and oversight of the employer

- Include **all** of the following:
 1. The Trainee's legal name;
 2. He or she is a "Marriage and Family Therapist Trainee" or "MFT Trainee";
 3. The name of his or her employer or the name of the entity for which he or she volunteers;
 4. He or she is supervised by a licensed person (and the supervisor's license designation); and,
 - *Working Under Supervision" "Supervised by"
 5. Supervisor's license number.

Example: Jack Black, MFT Trainee. Volunteering at ABC Counseling Center. Supervised by Mary Smith, LMFT, #123456.

Post-Graduate Applicants



- Must be done under the approval and oversight of the employer
- Appropriate title: "Associate MFT Registration Applicant"
- Must also include **all** of the following:
 1. The applicant's legal name;
 2. The name of the applicant's employer or the name of the entity for which he or she volunteers ; and
 3. The fact that he or she is supervised by a licensed person.

Example: Jane Doe. Associate MFT Registration Applicant. Volunteer at ABC Counseling Center. Supervised by Mary Smith, LMFT.

Registered Associate Marriage and Family Therapist



- Must be done under oversight and approval of employer/supervisor
- Must include **all** of the following:
 1. Associate's legal name;
 2. He or she is a "Registered Associate Marriage and Family Therapist "
 3. The Associate's registration number;
 4. The name of his or her employer or the name of the entity for which he or she volunteers; and
 5. He or she is supervised by a licensed person.
- In addition, if the acronym "AMFT" is used in an advertisement, the title "Registered Associate Marriage and Family Therapist" must also be spelled out.

Licensed MFT



- Must include **all** of the following:
 1. "Licensed Marriage and Family Therapist" or "LMFT"; or "MFT"
 2. License number
 3. Your full name, as filed with the Board

Use of the Terms "Psychotherapy" or "Psychotherapist": Use of these terms is permissible as long as your advertisement contains all of the information required by law, as listed above.

Use of Academic Credentials: It is permissible to include academic credentials (i.e., M.A., M.S.W., Ph.D.) so long as the degree is earned and relevant to the license. The use of the academic degree should not be used in a way to imply that one has a license that he or she does not possess.



CAMFT Ethics and Advertising

- **10.1 ACCURACY REGARDING QUALIFICATIONS:** Marriage and family therapists accurately represent their competence, education, training, and experience relevant to their professional practice to patients and others.
- **10.2 ASSURING ACCURACY:** Marriage and family therapists take reasonable steps to assure that advertisements and publications, whether in directories, announcement cards, newspapers, radio, television, Internet or any other media, are formulated to accurately convey information to the public.



Cont.

- **10.3 FICTITIOUS/OTHER NAMES:** Marriage and family therapists do not use a name that could mislead the public concerning the identity, responsibility, source, and status of those practicing under that name, and do not hold themselves out as being partners or associates of a firm if they are not.
- **10.4 FALSE, MISLEADING, OR DECEPTIVE:** Marriage and family therapists do not use any professional identification, including but not limited to: a business card, office sign, letterhead, telephone, or association directory listing, Internet, or any other media, if it includes a statement or claim that is false, fraudulent, misleading, or deceptive. A statement is false, fraudulent, misleading, or deceptive if it a) contains a material misrepresentation of fact; b) fails to state any material fact necessary to make the statement, in light of all circumstances, not misleading; or c) is intended to or is likely to create an unjustified expectation.



Cont.

- **10.5 CORRECTIONS:** Marriage and family therapists correct, wherever possible, false, misleading, or inaccurate information and representations made by others concerning the therapist's qualifications, services, or products.
- **10.6 SOLICITATION OF TESTIMONIALS:** Marriage and family therapists do not solicit testimonials from patients.
- **10.7 EMPLOYEE—ACCURACY:** Marriage and family therapists make certain that the qualifications of persons in their employ are represented in a manner that is not false, misleading, or deceptive.



Cont.

- **10.8 SPECIALIZATIONS:** Marriage and family therapists may represent themselves as either specializing or having expertise within a limited area of marriage and family therapy, but only if they have the education, training, and experience that meets recognized professional standards to practice in that specialty area.
- **10.9 ADVERTISING OF CAMFT MEMBERSHIP:** CAMFT clinical, associate, and prelicensed members may identify such membership in CAMFT in public information or advertising materials, but they must clearly and accurately represent whether they are clinical, associate, or prelicensed members.



Cont.

- **10.10 USE OF "CAMFT":** Marriage and family therapists may not use the initials CAMFT following their name in the manner of an academic degree.
- **10.11 USE OF CAMFT LOGO:** Marriage and family therapists may use the CAMFT logo only after receiving permission in writing from the Association. Permission will be granted by the Association to CAMFT members in good standing in accordance with Association policy on the use of CAMFT logo. The Association (which is the sole owner of its name, logo, and the abbreviated initials CAMFT) may grant permission to CAMFT committees and chartered chapters in good standing, operating as such, to use the CAMFT logo. Such permission will be granted in accordance with Association policy on use of the CAMFT logo.
- **10.12 CAMFT MEMBERSHIP:** Marriage and family therapists, when publicizing their membership in CAMFT, do not do so in a manner that implies organizational endorsement of their acts

Employment Issues





Common Employment Issues

- Registered Associates and Trainees must be W2 employees or volunteers, never 1099 independent contractors
 - Volunteer: \$500/month reimbursement (REMOVED)
 - Expenses actually paid (books/trainings)
- NOW NO LIMIT-but reimbursement has to be for actual expenses. BBS can audit
- Employment Contract



Paying for Business Expenses

Paying for Business Expenses

- CA Labor Code 221: Prohibits employer from requiring employee to give back portion of wages
- CA Labor Code 450 and 2802: Prohibit employers from charging employees for anything that benefits employers or an obligation of the employer
- Paying for Supervision-CAMFT recommends employers not require employees to pay back a portion of the wages to cover overhead or operation costs, including supervision time provided.
- Fee Split—30%-70% of the fees the associate generates
- Min Wage--- at least minimum wage for the hours spent working
- Salary – discuss with employer



Paying for Business Expenses

- A trainee, associate or applicant for licensure shall have no proprietary interest in his or her employers business
- Shall not lease or rent space, pay for furnishings, equipment, or supplies or in any other way pay for the obligations of his or her employer



Employment Issues Cont...

- Client pays Employer, not Employee(Associate)
- Alert Client about Pre-Licensed
- Payment by Insurance?
 - Acknowledge Pre-Licensee
- Termination of the Employment Relationship
 - Wrongful Termination
 - One week's notice
- Do Clients Belong to the Employer? Ethics Code: Respect Patient Autonomy and Choice/ Patients belong to Employer

Finding the Right Associate



- Things to consider:
 - Location....Location...Location
 - Interests and Strengths
 - Specialty Area(s); Area(s) of Focus
 - Dual Diagnosis; Severe Mental Health
 - 2nd Languages; Cultural Competency
 - Type of Work Setting

Suggested Interview Questions to Consider



- *Why are you interested in interning at THIS setting?*
- *How does your background and experience contribute to your skill set as an Associate?*
- *Are there any treatment modalities or clinical issues you are particularly interested in?*
- *What do you hope to be doing in five years? In ten years?*
- *What do you want to know about the company?*

Things to consider during interview



- Does the Associate show professionalism and maintain good personal boundaries?
- When answering behavioral/practice/clinical questions, does the associate discuss clinical, documentation, and collaboration skills, and remember discuss client confidentiality?
- Does the Associate answer questions in a manner that will allow you to see and understand their skills and qualifications?
- Does the Associate show enthusiasm and interest in the position and the employer?
- Does the Associate seem calm, confident and honest?

Networking and Resources



- Utilize networking opportunities to connect with peers and to develop relationships
- Join LinkedIn
- CAMFT Community
- Join CAMFT Chapter
 - 28 Chapters
 - Networking; Mentorship; 3,000 Club; Job Fairs

Marketing Ideas



- Social Media/Blogging
- Provide Workshops/Talks in the Community
- CounselingCalifornia.com or other advertising websites
- Talk on local radio shows
- Write an educational column for a local newspaper or other local publication

Note: Remember to follow advertising rules

Resources for You





ALERT! Effective January 1, 2018, titles for Marriage and Family Therapist Interns, and Professional Clinical Counselor Interns have changed. [More Information](#)

Translate this site: [Select Language](#) | [Contact Us](#) | [Verify a License](#) | [Settings](#)

BBS
Board of Behavioral Sciences

About Us | Applicant | Consumers | Exams | Licensees | Resources | Search

Search Services, Agencies, and More...

Consumer | LCSW | LMFT | LPCC | LEP


Welcome to the California Board of Behavioral Sciences (BBS)








OUR MISSION

Protect and serve Californians by setting, communicating, and enforcing standards for safe and competent mental health practice.

OUR VISION

All Californians are able to access the highest quality mental health services.



 About Us
  Applicant
  Consumers
  Exams
  Licensees
  Resources
  Search

Licensed Marriage and Family Therapist

Information for Associate Marriage and Family Therapist (AMFT) and Licensed Marriage and Family Therapist (LMFT) Applicants

License Requirements

Out of State Applicants

Subsequent Registration Numbers

Schools with MFT Programs

Forms/Pubs

[Statutes & Regulations](#)
[Professional Therapy Never Includes Sex](#)
[Choosing a Mental Health Professional](#)
[Advertising Guidelines](#)
[Disciplinary Guidelines](#)

[Conditions of Use](#)
[Privacy Policy](#)
[Accessibility](#)
[Contact Us](#)
[Customer Satisfaction](#)

[File](#)
[Edit](#)
[View](#)
[Favorites](#)
[Tools](#)
[Help](#)

[https://www.camft.org/COS/Resource_Center/Prelicensees_Corner/COS/Resources/Prelicensees_Corner/pl_corner_index.aspx?lay=7648f42-d488-4...](#)

[pl corner index](#)

[ABOUT US](#)
[DONATE](#)
[CE PROVIDER](#)
[EDUCATION](#)
[MEMBERS ONLY](#)
[MEMBERSHIP](#)
[RESOURCES](#)
[THE THERAPIST](#)

[CHAPTERS](#)
[ADVOCACY](#)
[ADVERTISING](#)
[COMMUNITY](#)
[FIND A THERAPIST](#)



Pre-licensurees' Corner

The Pre-licensurees' Corner as well as the Pre-licensurees' Corner on the CAMFT Community, is a place where Prelicensed Members like you can come to obtain information and resources. Take advantage of the valuable information now.

Job Board

CAMFT membership grants you full access to our job board, where you can review jobs available for clinicians and interns. A new opportunity is a click away! Post your resume on the board or send your resume directly to the employer or recruiter. Get started with your search now.

Road to Licensure

Pass the Clinical Exam

Get licensed!

Begin your successful career with continued guidance from CAMFT!



Resources

- EBSCOhost
- Supervisors Corner
- Pre-licensurees' Corner
 - Job Board
 - Road to Licensure
 - BBS
 - Articles of Interest
 - Student Liability Insurance
 - Prelicensure News
- Private Practice Corner
- Insurance Corner
- Sample Practice Forms
- Crisis Response
- Education and Resources



10:01 AM
4/24/2017

https://www.camft.org/COS/Members_Only/Job_Board/Paid_Internships/COS/ClassifiedAds/ViewAdt_CAMFT.asp?category=Internships-->Paid View Ads - CAMFT.org

ABOUT US DONATE CE PROVIDER EDUCATION MEMBERS ONLY MEMBERSHIP RESOURCES THE THERAPIST
CHAPTERS ADVOCACY ADVERTISING COMMUNITY FIND A THERAPIST

Classified Ads

Internships - Paid

Position Title: City: Select a City

City: Corona/Perris, CA

Company Name: D. Robert Hamilton, LMFT Children's Enrichment STRTC

Position Title: MFT Intern

Website:

Description:
Private Practice and Short-term Residential Therapeutic Center paid internship: Part time, build private practice caseload and work with adolescent population at STRTC. Position for post-graduate registered MFT Intern. Private practice in Corona, STRTC in Perris. [Email](#) CV to Robert Hamilton.

Posted: Wednesday, April 19, 2017

Respond: [Respond Online!](#)

City: Claremont

Company Name: Private Practice

Position Title: MFT Intern

Website: [luannehernandez.com](#)

Description:
I am currently seeking to hire an MFT Intern for my private practice in Claremont, CA. I specialize in couples [correction](#). Please contact me for more information.

Members Only

- Update My Profile
- Create/Update Profile on Counseling California
- Post an Ad
- Job Board
- Make a Contribution
- CAMFT Community
- Strategic Plan
- Demographic Survey
- Affordable Care Act
- Forms
- HIPAA Forms
- Links of Interest
- Prelicensure's Corner
- Webinars
- Insurance Updates

Networking: The CAMFT Community



Prelicensed Corner		
All Things regarding Prelicensure's		
Main Discussion Area for Prelicensure's	Part time Internship in need... by Deanna P. Burns September 27th, 2014 7:00pm	28 66
Test Related Issues	Test Prep by Adele Aminian M.A. February 17th, 2014 10:57am	6 17
Trainings & Classes Training & Class information for Students, Trainees & Interns	2-Year Psychodynamic... by Gavin Fallbrooke February 25th, 2014 4:39pm	9 16
Student Discussions Student Discussions	Licensed MFT offers... by Kathryn S. Vannauker M.A. May 27th, 2013 12:58pm	1 1
Intern's Discussions	When to submit hours? by Sabrina S. Thakur M.S. August 24th, 2014 7:44am	16 37
Trainee's Discussions	Licensed MFT offers... by Kathryn S. Vannauker M.A. May 27th, 2013 1:00pm	3 10
Supervisor's Corner		
Supervisor's Discussions	Individual Supervision Hours by Gwendolyn E. Nelson-Terry August 27th, 2013 12:06pm	5 13

Members Only

EBSCO Host

Library of Articles

EBSCO Assessment Questions

CAMFT Community

CAMFT New Members

Job Board

Use of CAMFT Logo

Classified Ads

Forms

HIPAA Forms

Point of Service Codes

ICD9 Codes

CPT Codes

Place of Service Codes

National Provider Identifier Standard

Links of Interest

Member Benefits

Prelicensure's Corner

Insurance Contacts

Webinars

Antitrust



Important User Information
Remote access to EBSCO Publishing Databases is permitted to authorized users of subscribing organizations accessing for personal research. Remote access by authorized users from their place of employment for research done to the benefit of their employer, or to assist their employer in saving the cost of an institutional subscription to the database or any of its contents, is prohibited. The commercial resale of articles or copyrighted content found in EBSCO Publishing Databases is also not authorized.

Assistance
For assistance accessing the Psychology and Behavioral Sciences Collection, please contact EBSCO Publishing Technical Support Department. **Please do not call CAMFT**

Technical Support Hours (EST):
Mon-Fri: Midnight-8:00PM
Sat-Sun: 8:00AM-4:00PM
Website: <http://support.ebsco.com>
E-mail: icase.support@ebsco.com
Toll-Free Telephone: 800-758-5995
International Toll-Free: (Int'l access code)+800-3272-6000
Fax: 978-366-5372

You can also access information about using the database, such as FAQs, tutorials, and training documents, at EBSCO Publishing's Support Site (<http://support.ebsco.com>).

Access the EBSCO Psychology and Behavioral Sciences Collection™

Access the CAMFT Library of Articles culled from the Collection™

Access the Information Sheet/ Assessment Questions/Payment Information/Course Evaluation Forms

Access to SocINDEX with Full Text is the world's most comprehensive and highest quality sociology research database

CONTACT US | CAMFT LEGAL DISCLAIMER | CAMFT PRIVACY POLICY | BACK TO TOP







California Association of Marriage and Family Therapists | 7901 Raytheon Road, San Diego, CA 92111-1606
Phone: (858) 292-2638 | Fax: (858) 292-2666

EBSCOhost

- EBSCOhost is a powerful online reference system
- Provides access to magazines, journals, news sources, primary sources, and various media in broad and diverse subject areas
- Great for Research
- A useful member benefit



Resources—Articles

- *The Master Checklist for MFT Licensure*
- *Part I: Charging Trainees and Intern Employees for Supervision*
- *Part II: Are Nonprofits "Commercial Enterprises"?*
- *Recent Labor Board Ruling Sets Precedent for California Internships*
- *Training Sites for Trainees: Nonprofits Only?*
- *Waging A Claim Over Wages (May/June 2016)*
- *Hiring an Intern in Private Practice: Win Win Situation*



The CAMFT Code of Ethics





Section 4

Supervisor, Student, Supervisee Responsibilities

- Marriage and family therapists do not exploit the trust and dependency of students and supervisees.



4.1 Dual Relationships

- Marriage and family therapists are aware of their influential position with respect to students and supervisees, and they avoid exploiting the trust and dependency of such persons.
- Marriage and family therapists therefore avoid dual relationships that are reasonably likely to impair professional judgment or lead to exploitation.
- Provision of therapy to students or supervisees is unethical.
- Provision of marriage and family therapy supervision to clients is unethical.
- Sexual intercourse, sexual contact or sexual intimacy and/or harassment of any kind with students or supervisees is unethical.
- Other acts which could result in unethical dual relationships include, but are not limited to, borrowing money from a supervisee, engaging in a business venture with a supervisee, or engaging in a close personal relationship with a supervisee. Such acts with a supervisee's spouse, partner or family member may also be considered unethical dual relationships.



4.2 Competence of Supervisee

- Marriage and family therapists do not permit students, employees, or supervisees to perform or to hold themselves out as competent to perform professional services beyond their training, level of experience, competence, or unlicensed status.



4.3 Maintaining Skills of Supervisors

- Marriage and family therapists who act as supervisors are responsible for maintaining the quality of their supervision skills and obtaining consultation or supervision for their work as supervisors whenever appropriate.



4.4 Knowledge of Supervisors

- Supervisors and educators are knowledgeable about supervision, relevant laws and regulations, and the practice of marriage and family therapy.
- Supervisors and educators are knowledgeable about and abide by the laws and regulations governing the conduct of supervisors and supervisees.



4.5 Changes in Law and Ethics

- Supervisors and supervisees are aware of and stay abreast of changes in professional and ethical standards and legal requirements, and supervisors ensure that their supervisees are aware of professional and ethical standards and legal responsibilities.



4.6 Cultural Diversity

- Supervisors and educators are aware of and address the role that culture and diversity issues play in the supervisory relationship, including, but not limited to, evaluating, terminating, disciplining, or making decisions regarding supervisees or students.



4.7 Policies and Procedures

- Supervisors and educators create policies and procedures that are clear and that are disclosed to supervisees and students at the commencement of supervision or education.



4.8 Performance Appraisals

- Supervisors and educators provide supervisees with periodic performance appraisals and evaluative feedback throughout the supervisory relationship and identify and address the limitations of supervisees and students that might impede their performance.



4.9 Business Practices

- Supervisors follow lawful business practices and employer policies when employing and/or supervising interns, trainees, applicants, and associates.



4.10 Performance Assistance

- Supervisors and educators guide supervisees and students in securing assistance when needed for the supervisee to maintain or improve performance, such as personal psychotherapy, additional education, training, or consultation.



4.11 to 4.15

4.11 Dismissal

Supervisors shall document their decisions to dismiss supervisees.

4.12 Review of Trainee Agreement

Supervisors are aware of and review any trainee agreements with qualified educational institutions.

4.13 Patients are Patients of the Employer

Supervisees understand that the patients seen by them are the patients of their employers.

4.14 Knowledge of Laws and Regulations

Supervisees have a responsibility to be knowledgeable about relevant laws and regulations pertaining to the license and practice of marriage and family therapy.



4.15 Maintain Registration

- Supervisees maintain registrations when required by law and/or regulation and function within this limited role as permitted by the licensing law and/or regulations.



About the CAMFT Code of Ethics

- Ethics Committee is more educational than disciplinary/punitive
- But BBS does use CAMFT Code of Ethics to judge the Standard of Care
- Applies to CAMFT members only
- But BBS does use this as a standard and cites to it in Disciplinary Actions

Q&A



More questions about this topic?
Legal and/or ethical questions?
Camft.org
Contact CAMFT's Legal Department
Toll-free number: (888) 892-2638