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Requirements for Supervisors of Counselor Licensure Candidates in the United States

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ABSTRACT

The study collected and analyzed state requirements for supervisors of counselor licensure candidates to determine which regulatory changes have occurred since the last published study on supervisor credentialing two decades ago. Substantially more states now require supervisors to be licensed or possess at least two years of experience in addition to completing supervision training. Fewer states have established specialty supervisor licenses or require supervisors to be licensed counselors. Implications for professional advocacy are discussed.

KEYWORDS

Certification and licensure; clinical mental health counseling; counselor supervision; professional advocacy

Introduction

State licensure has been one of the central foci of professional counseling advocacy efforts since the 1950s (Sutton, 2000). While the primary role of licensing is the protection of the public, authors have also articulated that licensing can enhance a profession's visibility and status (e.g., Field, 2017; Remley, 1991; Remley & Herlihy, 2016). Supervised clinical experience has been a core component of state licensing requirements for professional counselors ever since the first licensure law was initiated in Virginia in 1976 (Sutton, 2000). As with counselor licensure requirements, there has historically been a lack of consistency among states regarding the requirements for supervised experience and the credentialing of counselor supervisors (Sutton, 2000). The only publication on state counselor supervisor requirements was a book chapter by Sutton in 2000 that contained sparse methodological information that is now almost 20 years old and has not been replicated. A need therefore exists for an empirical analysis of current state supervisor requirements. Such a study appears important at this moment in time, when considering the counseling profession's significant attempts to create more consistency and standardization in counselor licensure requirements among states (Kaplan & Kraus, 2018). A new study could compare whether large inconsistencies in state requirements for counselor supervisors have continued to persist since Sutton's (2000) original review. This information could provide direction to future professional advocacy opportunities.

The development of supervision requirements for counselor licensure

Sutton reported that by 2000, all licensure boards had developed some form of requirement for supervised clinical experience (Sutton, 2000). Supervision was initially included in state licensure legislation and/or rules following the recommendations of a 1980 Licensure Committee that was formed by the then American Association of Counseling and Development (AACD; now the American Counseling Association or ACA; Brooks & Gerstein, 1990). At the time, the AACD Licensure Committee decided against stipulating specific definitions and criteria for supervised experience

requirements. Sutton (2000) believed that the nonspecific guidelines by the Licensure Committee resulted in inconsistent requirements among states regarding supervised experience and counselor supervisor credentialing. Without specific models for counselor licensure, political issues in each state appeared to influence the drafting and passage of legislation (Sutton, 2000). Specific standards for supervision practice did not emerge until 1990 (Association for Counselor Education and Supervision [ACES], 1990; Dye & Borders, 1990), and research into the necessary components of supervisor training did not exist prior to 2000 and remains rare (e.g., McMahon & Simons, 2004). Thus, states had little initial guidance for developing requirements pertinent to the credentialing of supervisors.

The standards that emerged did eventually influence some state requirements for supervisor preparation. According to Bernard and Goodyear (2014), the 1990 ACES standards informed the development of the later 1998 Approved Clinical Supervisor (ACS) credential by the National Board of Certified Counselors (NBCC; now Centers for Credentialing and Education or CCE; (Bernard, 1998). The ACS credential requires a master's degree or higher, current licensure as a mental health professional or the NBCC National Certified Counselor designation, a supervision disclosure statement, and continuing education of 20 hours every five years. Some states modeled their supervisor credentialing requirements after the ACS (e.g., Arkansas), and other states (e.g., New Jersey) waived education or experience requirements if candidates possess the ACS credential.

Studies into supervisor requirements for counselor licensure

In 2000, Sutton reported the only existing examination of national trends among states in regards to supervisor requirements. In a book chapter that lacked methodological information, Sutton reported descriptive statistics from data collected in 1997 regarding common requirements for supervisors of counseling licensure candidates in the 45 states and the District of Columbia that had established licensure for counselors. Sutton (2000) found that the majority of states had fairly minimal requirements for supervisor credentialing, with 41% of states requiring two to five years of counseling experience, 29% of states requiring supervisor training (with 18% requiring a graduate course in supervision), and only three states (7%) instituting a specialty supervisor credential (e.g., Licensed Professional Counselor-Supervisor, or LPC-S). Most states required licensure as a mental health professional to qualify as a supervisor of licensure candidates, though Sutton (2000) did not report a percentage. Since 2000, the only other publication on state requirements for counselor supervisors was a smaller study of selected states that did not present data on national trends (Nate & Haddock, 2014).

Requiring supervisors to be licensed counselors

In 2000, Sutton reported that approximately 20% of states required the supervisor to be a licensed counselor specifically. Sutton (2000) mentioned that the movement toward restricting the licensure type of supervisors was common to other allied mental health professions such as psychology and social work as a means of enhancing professional identity and role socialization (Bernard & Goodyear, 2014). National counseling organizations have articulated strong beliefs that “sharing a common professional identity is critical for counselors” (Kaplan & Gladding, 2011, p. 372). Professional identity is believed to direct professional behavior (Brott & Myers, 1999; Burkholder, 2012) and facilitate role clarification in interdisciplinary collaborations (Cruikshanks & Burns, 2017). Supervisors appear to have a key role in supervisee professional identity development. Research suggests that prelicensed counselors struggle to develop a professional identity if their supervision neglects this area (Gainor & Constantine, 2002), and supervisees are unlikely to advocate for the profession of counseling if their supervisor does not possess a strong professional counseling identity (Somody, Henderson, Cook, & Zambrano, 2008). A recent study by Cruikshanks and Burns (2017) indicated that supervisor neglect of supervisee professional identity development is a significant problem in the field. Prelicensed counselors ($N = 411$) reported that their supervisors rarely

encouraged them to join their professional organizations and infrequently advised them to be clear about their professional identity with clients and other professionals (Cruikshanks & Burns, 2017). When considering the low rates of counselor membership in professional organizations (Hodges, 2011) and the historical tendency for counselors to be disconnected from the regulatory process (Sutton, 2000), supervisor neglect of counselor professional identity development may have implications for professional advocacy.

Rationale and purpose for the current study

No published research since 2000 has reexamined trends in supervisor credentialing for all states that license counselors. It is currently unknown whether states have instituted higher requirements for counselor supervisors since 2000. The purpose of this descriptive quantitative study was to collect information about state requirements for supervisors of counselor licensure candidates and compute descriptive statistics to assess whether any substantial changes have occurred since the last national study by Sutton (1997, 2000). From these statistics, the researchers hoped to identify potential areas for future professional advocacy efforts.

Methodology

To compare current trends with those reported by Sutton in 2000, the researchers sought to collect information from all 50 states and the District of Columbia ($N = 51$). The researchers did not collect data from U.S. territories such as Puerto Rico and the Virgin Islands because of the researcher's intent to replicate the previous work of Sutton. The researchers selected a basic descriptive quantitative study design to compute frequencies and percentages for the most common supervisor requirements. Because the study collected publicly available information regarding state regulations and did not collect any private information, the study was exempt from review by the primary researcher's institutional review board.

Procedure

The primary researcher created a database with the following columns: (a) required education, (b) required counselor experience, (c) supervision-of-supervision requirements, (d) registry or listing of credentialed counselor supervisors available, (e) Approved Clinical Supervisor credential required, (f) fees, (g) supervision contract or philosophy required, (h) caps on number of supervisees/trainees, (i) ethical code required, (j) website reference and notes on eligible licensure types and specialty supervisor credentials. The primary researcher conducted Internet search queries for counselor supervisor requirements for each state and the District of Columbia (hereafter, "state" is used for the sake of brevity). Once this information was located, the second and third authors called each state licensure board to verify and cross-check online information to enhance accuracy through triangulation. If the second and third authors could not reach a licensure board staff member during the first phone call attempt, they placed a second call after at least 24 hours had passed. The primary researcher conducted a second query of online information when state licensure board staff could not be reached via phone.

Thirty-six states (70.6%) verified information via phone and provided any updated information. The remaining 15 states could not be reached via phone after two attempts and either did not return messages ($n = 8$; 16%) or did not have a voicemail system established ($n = 7$; 14%). Once the researchers collected and triangulated the data, the primary researcher computed frequencies and percentages for each column/category using the Statistical Package for the Social Sciences data analysis software. For ratio variables, such as the number of required years of postlicensure experience, the primary researcher also computed measures of central tendency (e.g., mean, standard deviation). The appendix includes a table with specific requirements for each state that was used for descriptive statistics. Inferential statistics were not computed, as the study was descriptive in nature.

Results

Appendix A contains a table reporting credentialing requirements for supervisors of counselor licensure candidates by state. All states and the District of Columbia (100%, $N = 51$) required supervisors to be fully licensed for independent practice as mental health providers. States also commonly required postlicensure experience (72.5%, $n = 37$), supervision training (62.7%, $n = 32$), supervision philosophies and contracts (47.1%, $n = 24$), required or preferred supervisors to be licensed counselors rather than other mental health professionals (39.2%, $n = 20$), and accepted the Approved Counselor Supervisor (ACS) credential by Center for Credentialing & Education to meet educational or experience requirements (31.4%, $n = 16$). Fewer states had formal supervision credentials such as the LPC-S (19.6%, $n = 10$) or required counselors to abide by their professional ethical code (19.6%, $n = 10$). Very few states mandated supervision-of-supervision as part of experience requirements (3.9%, $n = 2$). Many states operated a registry or listing of licensure candidates (31.4%, $n = 16$), and some states collected fees for supervisor registration with the state (21.6%, $n = 11$). More than one-quarter of states (27.5%, $n = 14$) also listed a maximum number of supervisees that each supervisor could oversee concurrently. Each of these requirements is explored more fully to better understand trends among states.

Postlicensure experience

The most common requirement was for supervisors to have an active license prior to supervision commencing, with all states requiring the supervisor to be fully licensed. The second most common requirement (72.5%, $n = 37$) was for supervisors to have postlicensure experience before supervising counselor licensure candidates. The range of required years spanned one to five years of postlicensure experience. Most states required two years of postlicensure experience (37.3%, $n = 19$) followed by three years (23.5%, $n = 12$) and five years (11.7%, $n = 6$). Only one state required one year (2%), and no states required four years of experience. The average was 2.76 years ($SD = 1.10$, $n = 37$) with a median and mode of two years. Twelve states (23.5%) required three to five years of total counseling experience (not necessarily postlicensure), and 11 states (21.6%) did not have any requirements for experience beyond holding an active license.

Supervision training

Supervision training was the third most common requirement (62.7%, $n = 32$) for supervisors of counselor licensure candidates. A concerning number of states (37.3%, $n = 19$) still did not require any supervision training for licensed practitioners. States with training requirements often specified that training must consist of graduate coursework in supervision or continuing education (CE). Of the 21 states (41.4%) that required a graduate course in supervision, more than half (52.4%, $n = 11$) specified the amount of required credit hours. Whereas graduate courses were typically listed as three semester credit hours, CE credits (required by 27 states, 52.9%) ranged widely from three to 45 clock hours ($M = 22.16$, $SD = 13.37$, $Mdn. = 24$, $Mode = 30$). Only three of the 10 states that required three semester credit hours of graduate coursework also required the equivalent number of CE clock hours (i.e., 45 hours). The overall trend was for CE clock hours to rarely exceed 30 hours, which would be equivalent to two semester credit hours of graduate coursework. It was far less common for states to require supervision experience, such as supervision-of-supervision (3.9%, $n = 2$).

Supervision philosophies and contracts

The fourth most common requirement was for supervisors to submit their supervision philosophy or contract to the Board (47.1%, $n = 24$), which was far more common than requiring counselors to follow a specific ethical code (e.g., ACA, ACES, AMHCA; 19.6%, $n = 10$). The ACS credential

requires applicants to submit a supervisor disclosure statement, and it is possible that CCE's model requirement has informed the requirements of some state licensure boards.

Supervisor credentialing and requiring supervisors to be licensed counselors

Nine states (17.6%) had instituted formal supervisor credentialing such as the LPC-S. All states required supervisors to hold an active license as a mental health professional, and the majority of states permitted supervisors of counselor licensure candidates to hold a variety of licenses such as psychologists, psychiatrists, social workers, marriage and family therapists, and advanced practice registered nurses (60.7%, $n = 31$). Yet a significant number of states (39.2%, $n = 20$) preferred supervisors to be licensed as counselors (e.g., LPC, LMHC, etc.), with 15 states (29.4%) requiring supervisors to be licensed counselors only. Of the remaining five states, four states required at least a portion (e.g., 50%) of supervision hours to be completed under the supervision of a licensed counselor. One state, Florida, had stringent requirements for non-LMHC supervisors, requiring other licensed mental health professionals to complete graduate coursework in core counseling areas before they could supervise a counselor licensure candidate. Of those 15 states that preferred supervisors to be licensed counselors, a few (6%, $n = 3$) still permitted other licensed mental health professionals to supervise counselor licensure candidates in cases of undue hardship. Two states restricted supervisor credentialing to licensed counselors (LPC, LMHC, etc.) or marriage and family therapists (LMFTs).

Some states seemed to have higher requirements for counselor credentialing across the board, which may have influenced the likelihood of establishing formal supervisor credentialing. Of the nine states with formal supervisor credentialing (e.g., LPC-S), eight (88.9%) preferred specialty accreditation of master's programs by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP), compared to only four of the 10 states (40%) that only required an active license in a mental health profession to become a supervisor. A relationship also seemed to exist between supervisor specialty credentialing (e.g., LPC-S) and the requirement for supervisors to be licensed counselors. All states ($n = 9$) with supervisor specialty credentialing such as the LPC-S required supervisors to be licensed counselors. Furthermore, nine of the 15 states (60%) that required supervisors to be licensed counselors had also established supervisor specialty credentialing.

ACS credential meets education or experience requirements

Some states (31.4%, $n = 16$) provided a benefit to supervisors who possessed the ACS credential by waiving requirements such as supervisor training (19.6%, $n = 10$), years of experience (5.9%, $n = 3$), or both education and experience requirements (3.9%, $n = 2$). Only two states required the ACS to supervise counselors.

Maximum number of supervisees

States (27.5%, $n = 14$) stipulated the maximum number of supervisees that one supervisor could work with concurrently. The maximum number of supervisees ranged from three to 12, with an average of 7.36 ($SD = 3.13$) and a median and mode of six. Alabama had an additional requirement that supervisors-of-supervisors could only provide supervision-of-supervision to five trainees concurrently. Most states did not have requirements for distance supervision, with only Mississippi specifically requiring that distance supervision could only be provided by a supervisor who possessed the Distance Credentialed Counselor certification from NBCC.

Registries, listings, and fees

Sixteen states (31.4%) maintained a registry of licensure supervisors, and 11 states (21.6%) charged fees for registering supervisors. Fees ranged from \$30 to \$400, with \$100 being the mode and median.

Discussion

The purpose of this study was to determine whether substantial changes in state requirements for counselor supervisors have occurred since Sutton's original study (1997, 2000) and to identify potential areas for future professional advocacy efforts. Compared with Sutton's (2000) report of supervisor requirements from several decades ago, strides have been made toward raising the standards for supervisor preparation. All states and the District of Columbia now require supervisors to be licensed. In addition, 72.5% of states require postlicensure experience. In 2000, Sutton reported that 41% of states required two to five years of experience and did not report on the percentage of states that required licensure. The majority of states (62.7%) now require supervision training to work with counselor licensure candidates, which is more than double the number of states in 2000 (29%; Sutton, 2000). While this is significant, more than one-third of states still do not require any supervisor training to become a supervisor of counselor licensure candidates. Relatively slower growth has occurred in the number of states that require supervisors to be licensed counselors only (29.4% vs. 20%) and have specialty supervisor credentialing such as the LPC-S (19.6% vs. 7%).

These findings are important in the broad context of counselor licensure requirements. As with counselor licensure, the requirements for counselor supervisors have increased over the past few decades, perhaps reflecting the professionalization of counseling (Field, 2017; Remley & Herlihy, 2016). Both supervisors and supervisees should be aware of any changes to supervision requirements to avoid potential problems during the state credentialing process. For example, counselors without updated information about their state's supervisor requirements may accidentally practice under a supervisor who does not meet state requirements and risk their state counseling board not accepting licensure hours. New graduates of counseling programs should be aware of such updates, and counselor education programs could share this information with students to ensure that all graduates are prepared to meet licensure requirements.

Advocacy considerations

The findings of this study have implications for future professional advocacy efforts by counseling organizations and members of the professional counseling community. Specifically, advocacy efforts could address the low standards for supervisor credentialing in certain states, along with ensuring that supervision facilitates counselor professional identity development.

Low standards for supervisor credentialing

In 10 states, supervisors are still only required to be licensed mental health professionals, with no further required components of national standards (e.g., ACS credential) such as years of experience, supervisor training, supervision contract or philosophy, or continuing education in supervision. In more than one-third of states, supervisors can work with licensure candidates with no formal supervision training. Professional advocacy efforts could address the low standards for supervisor credentialing, particularly in states that do not require supervision training. It is arguably an ethical concern that in some states, supervisors of counselors at such a crucial period of development (i.e., the prelicensure period) are still not required to receive supervision training. Counselors could advocate for higher supervisor standards through petitioning their state counseling board and citing the long-established aspirational standards of ACES and CCE.

The increase in supervisor credentialing requirements among states is fairly remarkable when considering the paucity of research supporting the efficacy of supervisor training or even the impact of supervision on client outcomes. Evidence for the efficacy of supervision in the preparation of counselors has remained largely anecdotal. It is possible that states would have instituted even higher standards for supervisor credentialing had the impact of supervision on client outcomes received greater support by research. Reiser and Milne (2014) reported that all existing studies examining the relationship between supervision quality and client outcomes have methodological flaws. Reiser and Milne (2014) further stated that too many confounding variables exist for robust research into the connection between supervision quality and client outcome and instead proposed that the effectiveness of supervision should be measured by changes to supervisee attitudes and competencies required for safe and effective practice rather than client outcomes per se. Advocacy efforts to raise supervisor credentialing requirements may therefore be assisted by sophisticated future studies of factors that influence supervision effectiveness regarding the safe and effective practice of supervisees.

Supervisor facilitation of professional identity

In 2000, Sutton correctly projected that efforts to require supervisors to be licensed counselors had slowed. In the current study, more states required supervisors to possess counseling licenses compared to 2000 (+ 9.4%), though this increase in requirements was far less substantial compared to increases in supervisor training (+ 33.7%). It is currently unknown whether this slower growth occurred as a result of states being required by statute to permit other licensed mental health professionals to supervise licensure candidates or because of concerns that this requirement may result in supervisor shortages, particularly in rural areas (Sutton, 2000).

In support of Sutton's (2000) contention that some state licensure boards may have more barriers to restricting the license of supervisors, it is noteworthy that the states with formal supervisor credentialing (e.g., LPC-S; $n = 9$) also tended to have higher requirements for counselor licensure (e.g., preferring CACREP accreditation) compared to the states that only required supervisors to be licensed as a mental health professional ($n = 10$). All states with formal supervisor credentialing (e.g., LPC-S) also required supervisors to be licensed counselors. It is therefore likely that some states are more receptive to higher standards for counselor credentialing across the board, which may present a challenge for instituting higher standards in states that have historically had lower standards for counselor credentialing.

Since research has supported the crucial role of supervision in supervisee professional identity development (e.g., Gainor & Constantine, 2002; Somody et al., 2008), further studies are needed to determine whether states that require supervisors to be licensed counselors have greater rates of counselor involvement in professional organizations. Such research could inform advocacy efforts, particularly in states with barriers to raising requirements. Future research could also explore how best to prepare supervisors to facilitate professional identity development when working with prelicensed counselors.

Portability of the supervision credential

At this time, advocating for state reciprocity of the supervision credential seems less pressing than the advocacy issues noted previously. Portability is a considerable concern for counselor licensure, as counselors often face significant challenges when moving to another state without licensure reciprocity agreements. The new state might require a different licensure exam, a jurisprudence exam, different graduate coursework, and different number of total experience hours and/or direct client hours. In contrast, counselor supervisors who move to another state must, at worst, wait for a few years and complete additional continuing education to become a licensure supervisor in another state with higher requirements. At the time of writing, it does not appear that any licensed counselors will be unable to obtain a supervisory credential if they move

to another state (not necessarily true for the counseling license). While there are no existing state reciprocity agreements for the supervisor credential, this does not appear to be currently problematic. The need for reciprocal agreements among states may eventually become important if states continue the trend of increasing requirements for supervisor credentialing to the point where obtaining the supervisor credential is significantly more difficult in some states than others.

Limitations

Despite triangulation through review of online information and phone calls to licensure board staff, it is possible that some data in this study are inaccurate. For 16 states (31.3%), licensure board staff members could not be reached to validate online information. Online information was reviewed twice for those states, to mitigate the potential for inaccurate information. Furthermore, because state requirements can change, these data represent requirements as of March 2018 and may be inaccurate shortly after publication. Lastly, this study presented descriptive statistics only. Studies with more sophisticated inferential statistics into factors influencing state requirements for supervisor credentialing could build on the current descriptive research.

Conclusion

Credentialing requirements for licensure supervisors have increased substantially since 2000, particularly regarding years of postlicense experience and supervisor training. Such change is fairly remarkable, when considering the paucity of research supporting the efficacy of supervisor training or even the impact of supervision on client outcomes. Future advocacy efforts to raise requirements for state credentialing of counselor supervisors could be greatly assisted by methodologically sound research (Reiser & Milne, 2014) that examines whether supervision standards have a meaningful impact on the degree to which supervision helps supervisees to develop competencies required for safe and effective practice.

Relatively slower growth has occurred in the number of states that have instituted formal supervisor credentialing (e.g., LPC-S) and require supervisors to be licensed counselors. Research is also needed to examine whether formal supervisor credentialing (e.g., LPC-S) and requiring supervisors to be licensed counselors has an impact on counselor professional identity and resulting involvement in counseling organizations and in the regulatory process. Such research could greatly inform the direction of professional advocacy efforts in regards to supervisor credentialing requirements. As it currently stands, counselors have little empirical foundation from which to advocate for higher supervisor requirements that are in line with the aspirational standards of ACES and CCE. Research support could be especially helpful when advocating for supervisors to be licensed counselors only, as some states may have barriers to such a requirement such as statutes that promote the ability of other licensed mental health professionals to supervise counselor licensure candidates. It is also worth noting that while no states currently have reciprocal agreements regarding the supervisor credential, the issue of supervisor credential portability does not appear significant enough to warrant the prioritization of advocacy efforts.

Disclosure statement

No potential conflict of interest was reported by the authors.

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Appendix

Table 1. State-by-state requirements for counselor supervisors, as of March 2018.

State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
AL	Either college course in supervision, certification (e.g., ACS, AAMFT), or supervisory training (24 hours)	5 years of licensed practice (20+ hours a week)	N	Y	Y – replaces educational requirements	\$150 initial	Y	Counselor Supervisors can provide supervision to no more than 5 supervisees.	ACES	Alabama Administrative Code, Supervising Counselor, 255-x-3-03 Uses terms “Supervising Associate” and “Supervising Counselor.” Supervisors are LPCs only (no MFTs, Social Workers, Psychologists, etc.). LPC supervisor certification.
AK	6 CE hours within 2 years of application	5 years of experience	N	Y	N	\$200 application fee, \$150 certification fee.	Y	-	AMHCA	Alaska Administrative Code, Supervised Experience (12 AAC 62.220) Can be physician, APRN, LCSW, LMFT, psychologist, licensed psychological associate. Supervisor certification only expires if license lapses.
AR	Doctoral degree in counseling or 3 hour graduate course with 18 hours of supervision	3 years of licensed experience as Arkansas LPC	N - Doctoral degree in counseling or 3 hour graduate course with 18 hours of sup-of-sup	Y	Y	\$50 specialty license	Y	12	ACA	Arkansas Code 17-27-101, Section IV.3 Standards were adopted from CCE-ACS. Supervisors are LPCs only. LPC Supervisor Specialization license. Requires oral interview by a quorum of the board Must decide if you are an individual or group supervisor. Group supervisor needs a group plan.
AZ	12 CE hours or ACS/AAMFT Supervisor credential/clinical supervisor credential by the ICRC	Licensed	N	Y	Y – replaces educational requirements and Board tutorial about statutes in AZ	-	N	-	Must abide by code of ethics of discipli	Arizona Administrative Code, Clinical Supervisor Educational Requirements, R4-6-214 Supervisors need 9 supervision CEs every 3 years. Can be a MFT, Clinical SW, Psychologist, Independent Substance Abuse Counselor in addition to an LPC.
CA	6 CE hours within 60 days of supervising first intern	2 years of licensed practice	N	N	N	-	Y	-	-	16 CCR § 1821 6 hours of supervision training within renewal period. Can be a MFT, Clinical SW, Psychologist, or Physician, in addition to an LPCC. Must have seen clients or supervised clinicians for 2 of the past 5 years. C.R.S. §§ 12-43-603, Rule 14 Can be a MFT, Clinical SW, or Psychologist. Retrieved from: http://www.ct.gov/dph/cwp/view.asp?a=3121&q=396906
CO	-	Licensed	N	N	N	-	Y	-	-	Can be a psychiatrist, psychologist, APRN, LMFT, LCSW, LPC. Reference and Notes
CT	-	Licensed	N	N	N	-	N	-	-	Can be a psychiatrist, psychologist, APRN, LMFT, LCSW, LPC. Reference and Notes
State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
DC	-	Licensed	N	N	N	-	N	-	-	Retrieved from: https://doh.dc.gov/sites/default/files/dc/sites/doh/publication/attachments/Professional_Counseling_DC_Municipal_Regulations_for_Professional_Counseling.pdf Can be LPC, psychologist, psychiatrist, or LCSW

(Continued)



Appendix

Table 1. (Continued).

State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
DE	6 CE hours every 2 years, or ACS/ NBHO credential	Licensed for 2 years, or 5 years of experience if residing outside the state	N	N	Y	-	Y	-	-	Retrieved from: https://dpr.delaware.gov/boards/professionals/pxexperience/http://regulations.delaware.gov/AdminCode/title24/3000.shtml
FL	Graduate course in supervision, or CE course, or ACS/ AAMFT	5 years of licensed practice, 2 of which can be internship	N	N	Y - replaces educational requirements	-	N	-	-	Retrieved from: http://floridasmentalhealthprofessions.gov/licensing/qualified-supervisor/ LMHC preferred, though MFTs, SWs, and psychologists can meet this requirement if they have taken relevant graduate courses in counseling.
GA	Approved Supervisor, or post-graduate course for social workers	3 years of licensed practice for master's degree; 2 years for specialist degree; 1 year for doctorate	N	N	Y, or Certified Professional Counselor Supervisor credential by the LPCAGA	-	N	-	-	Georgia Code, Professional Counselors, chapter 135-5-02 Can be a LPC, psychiatrist, psychologist, LMFT, LCSW
HI	-	Licensed	N	N	N	-	N	-	-	Retrieved from: https://cca.hawaii.gov/pvl/files/2013/06/Require-Instruct-App-for-Mental-Health-Counselor_10.16R.pdf Can be a LPC, psychiatrist, psychologist, LMFT, LCSW, APRN
ID	15 CE hours	2 years of licensed experience, 1,500 hours of direct client contact	N	Y	N	-	Y	6, unless the primary work role is as a supervisor	ACA	Rules of the Idaho Board of Professional Counselors and Marriage and Family Therapists; 24.1.5.01 Can be a LPC, psychiatrist, psychologist, LMFT, LCSW, or counselor education faculty. No disciplinary action for 5 years.
IA	-	3 years of licensed experience or ACS	N	N	Y - replaces experience requirements	-	Y	-	-	Iowa Administrative Code, Clinical experience requirements for mental health counselors; 645—31.7 Can be LMHC or another mental health professional licensed for independent practice with three years of post-licensure experience.
IL	-	Licensed	N	N	N	-	N	5	-	Professional Experience for Licensure as a Clinical Professional Counselor, Section 1375.130 Can be a LCPC, psychiatrist, psychologist, LMFT, LCSW
State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
IN	-	Licensed	N	N	N	-	N	-	-	Indiana Administrative Code, Experience requirements for mental health counselors, 839 IAC 1-5-1.5
KS	-	2 years of licensed experience	N	N	N	-	Y	6, unless there is an emergent need	-	Can be a LPC, psychiatrist, psychologist, LMFT, LCSW, CNS Kansas Administrative Regulations, Professional postgraduate supervised experience requirement to be licensed as a clinical professional counselor, 102-3-7a. LCPC only. Can be a psychologist, LCSW, LCP, LCMFT if hardship.

(Continued)



Appendix

Table 1. (Continued).

State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
KY	3 CE hours	2 years of licensed practice	N	Y	N	-	Y	12	-	Kentucky Administrative Regulations, Qualifying experience under supervision, 201 KAR 36:060, Section 3; Supervision, LPCCS credential, LPCCS only, unless no LPC in 50 mile radius. Can be psychiatrist, psychologist, LMFT, LCSW, CNS if hardship. Supervisor needs 3 CE hours every 3 years. Louisiana Revised Statutes, R.S. 37:1101-1123, Chapter 13 of Title 37
LA	Graduate course in supervision (45 hours) or Board-approved CE program (25 clock hours)	5 years of experience, 2 of which must be licensed experience	N	Y	N	\$100 initial	Y	10	-	Louisiana Revised Statutes, R.S. 37:1101-1123, Chapter 13 of Title 37
MA	-	3 years of licensed experience	N	N	N	-	N	-	-	Code of Massachusetts Regulations, Requirements For Licensure As a Mental Health Counselor, 262 CMR, 2.00 Can be a LMHC, psychiatrist, psychologist, LMFT, LCSW, Nurse Practitioner. .75 of the 200 supervised hours must be from a LMHC.
MD	Graduate level course (3 semester credits), 18 CE clock hour course, or ACS, or 2 years of experience in providing supervision	2 years of licensed practice	N	Y	Y - replaces education requirements	\$75 initial	N, but does have supervisor verification	-	-	Code of Maryland, Supervisors — Qualifications and Responsibilities, 10.58.12.06, 06 Can be a LCPC, LCMFT, LCADC
ME	30 contact hours (CE) in supervision, or ACS, or 5 years of licensed practice (no more than 2 years can be on a provisional license), or 30 CE hours in supervision, or ACS be on a provisional license	5 years of licensed practice (no more than 2 years can be on a provisional license), or 30 CE hours in supervision, or ACS	N	N	Y - replaces experience requirements	-	Y	-	-	Board of Counseling Professionals Licensure, 02-514 Can be a LPC, licensed pastoral counselor, psychiatrist, psychologist, LMFT, LCSW
State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
MI	Graduate level course (2 semester credits), 30 CE, or ACS (by 2020)	3 years of counseling experience	N	N	Y - replaces education requirements in 2020	-	Y	-	-	Dept. of Licensing and Regulatory Affairs, R 338.1757 LPC only
MIN	45 hours of coursework (either graduate course or CE5)	4 years of counseling experience, 2 years of licensed experience	N	N	N	\$30 initial	Y	-	-	Minnesota Statutes section 148B.50:Subd. 2. Can be LPC, psychologist, or other qualified practitioner

(Continued)



Appendix

Table 1. (Continued).

State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
MO	Graduate course or CE workshop (no hour requirement)	2 years of licensed experience	N	N	N	-	N (model contract on website)	-	-	Retrieved from: https://pr.mo.gov/boards/counselors/Application%26for%20Professi%20anal%20counselor%20Supervisor%20and%20Instructions.pdf Can be LPC, psychologist, or psychiatrist
MS	Graduate level course (3 semester credits or equivalent of 45 clock hours) or 30 CE clock hours in a state-approved in-seat course, or ACS	5 years of experience, 2 years of licensed experience	N	Y	Y – replaces education requirements	\$50 every two years	Y	10	ACA	Mississippi State Board of Examiners for Licensed Professional Counselors Part 2201, CHAPTER 4, Licensure Requirements, Rule 4.4, Mississippi Qualified Supervisor Requirements
MT	-	Licensed	N	N	N	-	Y	-	-	LPC only. Must document membership in a professional association. 1 CE hour per year in supervision, 2 CE hours per renewal period. LPC-5 credential. Distance supervision can only be provided by someone with the Distance Credentialed Counselor (DCC) credential by NBCC.
NC	Graduate level course (3 semester credits) or 45 CE hours	5 years of experience, 2 years of licensed experience	N	Y	N	-	Y	-	ACA, ACS	Administrative Rules of Montana, Rule: 24-219.604 Any licensed mental health professional North Carolina Administrative Code, Qualified Clinical Supervisor, 21 NCAC 53 .0209
ND	30 CE hours within past 5 years	5 years of licensed experience	N	Y	N	\$150 initial, \$150 renewal	N	-	-	Has LPC-5 credential. LPC only. Requires 10 CE hours in supervision every 2 years. North Dakota Administrative Code, Certification of Supervisors, 97-02-01-08
NE	-	Licensed	N	N	N	-	N	-	-	LPC or LPCC only. 30 CE's for renewal. Voluntary listing on registry.
NH	Graduate level course in supervision or 12 CE's, or AAMFT/AMHCA certificate	2 years of licensed practice	N	N	N	-	Y	-	-	Nebraska Administrative Code, 172 NAC 94-004 Can be a counselor, psychiatrist, psychologist. Supervisor cannot be a licensed social worker or LMFT. Administrative Rules, New Hampshire Board of Mental Health Practice, MHP 302.01 (c)(9) LCMHC only
State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
NJ	Graduate level course in supervision (3 semester credits) or ACS or AAMFT	3,000 hours of experience obtained during at least two years of licensed practice	N	N	Y – replaces education requirements	-	Y	6	-	New Jersey Administrative Code, 13:34-13.1 Any Licensed Mental Health professional
NM	3 CE hours	3 years experience	N	N	N	-	N	-	-	New Mexico Administrative Code, Approved Supervisors, 16.27.19 Can be LPCC, LMFT, LPAT, LISW, psychologist, psychiatrist.

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Appendix

Table 1. (Continued).

State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
NV	-	Licensed	N	N	N	-	N	-	-	Nevada Revised Statute, Chapter 641A Can be LMFT or LPC
NY	-	Licensed	N	N	N	-	N	5	-	Regulations of the Commissioner, 79-9, Mental Health Counseling Can be any licensed mental health professional.
OH	24 hours in graduate course or CE workshop, broken down into 4 areas	At least one year and 1500 hours as LPCC	Y - 10 hours of face-to-face sup-of-sup	N	N	-	N	-	ACA, ACES	Ohio Revised Code, Counseling Supervision, 4757-17-01 Formal LPCC-S credential. LPCC candidates may only receive supervision from LPCC-S. 3 CE hours per year for renewal.
OK	Graduate course (45 clock hours) or CE course (45 clock hours, 15 hours face-to-face, at least 4 supervisors in training)	2 years of licensed experience	N	Y	N	-	Y	12	-	Oklahoma Administrative Rules, Supervisor Qualifications, 86:10-11-14 LPC only. Must agree to be on-call for 24 hours to the supervisee. 3 CE's required annually. Must pass Oklahoma Legal and Ethical Responsibilities Exam (OLERE).
OR	30 clock hours of training	3 years of licensed experience	Y - 12 hours within 2 to 5 years	Y - after 3 years of supervision experience.	Y - ACS or AAMFT replaces experience requirements	-	Y	-	Oregon Board of LPCs and Therapists	Oregon Administrative Rules, Registered Intern Supervisor Requirements, Division 130, 833-130 Any licensed mental health professional. 5 CE hours every 5 years. Must pass Oregon Board of LPCs and Therapists law and rules exam.
PA	-	Licensed, and 5 years experience within past 10 years	N	N	N	-	N	6	-	Pennsylvania Code, Standards for Supervisors, § 49.3 Any master's-level licensed mental health professional, in a field closely relating to counseling. 50% of supervision by LPC.
RI	Graduate course, two years of supervision experience, or ACS	5 years of licensed experience	N	N	Y - replaces education requirements	-	N	-	-	Rules and Regulations for Licensing of Mental Health Counselors and Marriage and Family Therapists, Qualifications for Licensure of Clinical Mental Health Counselors, R5-63.2-MHC, Section 2.1.6 Supervisor can be any licensed mental health professional (MHC, MFT, psychologist, social worker)
State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
SC	Graduate course in supervision (3 semester credits), or CE course	5 years of experience, of which 3 must be post-licensure. 2 years of supervision experience.	Y - 36 hours of at least 2 counseling interns	Y	N	\$100 initial, \$100 renewal	Y	-	State based	Code of Regulations, Licensed Professional Counselors Supervisor, Section 36-06 Formal LPC/S credential. LPC only. Must supervise at least two interns for a two year period before becoming a full LPC/S (a "candidate" while supervising first two interns)

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Appendix

Table 1. (Continued).

State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
SD	4 hours of training in supervision in the preceding 5 years	3 years of licensure, 1 year of licensure and 15 CE hours of supervision training, or ACS/AAMFT	N	Y	Y – ACS or AAMFT replaces both education and experience requirements	-	Y	-	ACA or AAMFT	Administrative Rules of South Dakota, Supervisor requirements and duties, ARSD2073:0402. Supervisor can be LPC, LPCMH, LMFT, LCSW, Psychologist, Psychiatrist
TN	Graduate course, 12 CE contact hours, or ACS/AAMFT	5 years of licensed experience	N	N	Y – ACS, AAMFT, or AAPC replaces education requirements	-	N	-	ACA, ACES	Tennessee Code Annotated, Supervision-Post Masters, 0450-01-10 Can be any licensed mental health professional. 50% of LPCMH supervision hours must be provided by LPCMH. Supervisors must receive 3 CE clock hours in supervision every 2 years.
TX	Doctoral level course in supervision (within past 5 years) or 40 CE clock hours (within past 2 years).	5 years licensed	N	Y	N	\$100 initial, \$100 biannually	N	-	-	Texas Administrative Code, 22 TAC §681.93 Must be LPC.
UT	-	2 years of experience for total of 4,000 hours	N	N	N	-	N	3	-	Utah Administrative Code, Clinical Mental Health Counselor Licensing Act Rule, R156-60c Can be any licensed mental health professional. Must be employed by a mental health agency.
VA	Graduate course in supervision (3 semester hours) or 20 CE hours	2 years of licensed experience	N	Y	N	\$65	N	-	-	Virginia Administrative Code, 18 VAC 115-20-10 Must be LPC or LMFT. LPCs provide 50% of supervision (100 of 200 hours).
VT	-	3 years licensed	N	N	N	-	N	-	-	Vermont Statutes Annotated, Rule 3.21 and 3.22 Can be any licensed mental health professional
WA	15 CEs via graduate course, CE course, sup-of-sup, or any combination	2 years of licensed practice, 25 hours of supervision experience	N	N	N	-	N	-	-	Washington Administrative Code, WA 246-809-234 Can be any licensed mental health professional
State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
WI	-	5 years full-time counseling or LPC with doctorate.	N	N	N	-	N	-	-	Wisconsin Statutes, MPSW 12 Can be LPC, psychiatrist, psychologist only. No experience requirements for psychologist or psychiatrists

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Appendix

Table 1. (Continued).

State	Required Education	Required Experience	Sup-of-Sup Required?	Registry/Listing?	ACS accepted?	Fees	Supervision Contract or Philosophy Required?	Max # Trainees at once	Ethical Code	Reference and Notes
WV	LPCs with 10 years experience; 15 contact hours (1 semester hour graduate course or CE workshop). LPCs with < 10 years experience; 30 contact hours (2 semester hour graduate course or CE workshop).	5 years counselling experience, 2 years licensed practice	N	Y	N	-	Y	-	ACA	West Virginia Board of Examiners in Counseling, Licensing Rule, Title 27 *Approved Licensed Professional Supervisor* designation. Must be an LPC.
WY	-	4 years of experience in discipline, 2 years of licensed practice	N	N	N	-	N	5	-	Wyoming Administrative Code, Supervision, W.S. 33-38-18 Can be any independently licensed mental health professional.