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# APPLICATION RESOURCE GUIDE

# **TABLE OF CONTENTS**

**SECTION 1. Application helpful hints**

**SECTION 2. Legal residency documentation**

**SECTION 3. Curriculum**

**SECTION 4. Supervised work experience**

**SECTION 5. Clinical supervision**

## **SECTION 1. APPLICATION HELPFUL HINTS**

### **General information:**

- You can print the application and fill in by hand, or fill in most information on the .pdf from the website and then print.
- There are specific applications for each discipline and level of licensure, so pick the correct one for your situation.
- Do not print the application double sided.
- Attach all necessary supporting documentation. There is a checklist near the back of each application providing the list of what is needed.
- If any supporting documentation is in a different name from the name you're applying with, you must provide the legal documentation verifying the name change.
- You must provide a copy of a current fingerprint card from the Department of Public Safety, or a set of fingerprints on a card obtained from the Board.

### **PART I. PERSONAL INFORMATION:**

- The Board cannot accept an application without a social security number.
- The Board is required to maintain public contact information for all applicants/licensees.
- The Board considers your employment address and phone to be public. If you are not currently employed, your home address and phone will be made public or you can provide a PO Box and alternate phone number.

### **PART II. LEGAL RESIDENCY:**

- The Board is required to verify legal residency of all applicants for licensure.
- You must attach a copy of the front and back of the document evidencing your citizenship status.
- The list of acceptable documents can be found in **SECTION 2** of this guide.

### **PART III. EDUCATION INFORMATION:**

#### *Section 1. OFFICIAL TRANSCRIPTS*

- If you have recently graduated, you must wait until the qualifying degree has been posted on your transcript before requesting the official copy.
- The transcript must be submitted in a sealed envelope.
- List your degree and date earned in part A, and note any accreditation/approval your college/university held in part B. Accredited/approved programs can be viewed on the Board's website.
- If your program was accredited or approved by CACREP or CORE, it is not necessary to fill out PART III, Section 2. Curriculum.
- If your program curriculum was approved by the Board, you will need to complete PART III, Section 2. Curriculum with any core content coursework taken PRIOR to the semester/year the approval became effective. If all coursework was taken during or after the semester/year the approval became effective, it is not necessary to complete Section 2. Curriculum, Part A., however you must complete Part B – Verification of Practicum.

### *Section 2, Part A. CURRICULUM*

- The curriculum rule for counselor licensure can be found in **SECTION 3** of this guide.
- You must have a master's degree program consisting of 60 semester credit or 90 quarter credit hours with a major emphasis in counseling.
- The degree program must contain: coursework meeting the eight core content areas required for licensure, the remainder of the hours in counseling related coursework, and include 700 hours of practicum including 240 hours of direct client contact.

### *Section 2, Part B. VERIFICATION OF PRACTICUM*

- The college or university must verify completion of a supervised practicum as part of the degree program including the total hours and hours of direct client contact.
- You must complete the top part including briefly describing the practicum setting and your activities, and then mail to the college/university for verification.

### **PART IV. BACKGROUND QUESTIONNAIRE:**

- Read each question carefully and answer honestly.
- For any "YES" answers, provide a full explanation in the space provided.
- Attach any relevant documents including: court orders, treatment documentation, reports from medical practitioners if applicable.
- If any answers change while your application is being reviewed, you are **REQUIRED** to provide updated information and relevant documents to the Board.

### **PART V. EMPLOYMENT HISTORY:**

- Provide employment history for the previous seven years starting with your present employer if currently employed.
- If you have gaps in employment of more than one month, please provide an explanation.
- The employment history page can be copied if additional space is needed.

### **PART VI. VERIFICATION OF SUPERVISED WORK EXPERIENCE:**

- Please read carefully the instructions for the applicant and supervisor on the top of the form. The applicable rules and additional information can be found in **SECTION 4** of this guide.
- You fill out Section A of the form and mail to the employer(s)/supervisor(s) where you acquired supervised work experience.
- The employer(s)/supervisor(s) will complete Section B and return to you in a sealed envelope.
- You must submit the unopened envelope with your application.
- The form may be copied for additional employers/supervisors.

### **PART VII. CLINICAL SUPERVISION:**

- The Board's rules applicable to clinical supervision were revised effective November 1, 2015. Please carefully review the rules and additional instruction relating to clinical supervision in **SECTION 5** of this guide.

- Throughout the period of clinical supervision, applicants can request an exemption to several clinical supervisor requirements. If you answer “NO” to questions A and B in PART VII, you likely need to include a clinical supervisor exemption request form with your application.
- The form has been included for your convenience in PART VII, Section 1.

*Section 2. VERIFICATION OF SUPERVISOR’S CREDENTIALS*

- If your Clinical Supervisor(s) hold an active license with the Board, you do NOT need to complete this form.
- If your Clinical Supervisor(s) were licensed by another professional board, or another state’s regulatory entity, you must provide an official verification of their licensure for the time in which you received clinical supervision.

**PART VIII. VERIFICATION OF CLINICAL SUPERVISION AND ASSESSMENT:**

- Please read carefully the instructions for the applicant and supervisor on the top of the form. The applicable rules and additional information can be found in SECTION 5 of this guide.
- You fill out Section A of the form and mail to the Clinical Supervisor(s) who provided you with clinical supervision while you acquired supervised work experience.
- The Clinical Supervisor(s) will complete Section B and return to you in a sealed envelope.
- You must submit the unopened envelope with your application.
- The form may be copied for additional supervisors.

**PART IX. EXAMINATION:**

- If you have previously passed the exam required for licensure, you must obtain an official score report from the testing entity and submit the unopened envelope with your application, or request that NBCC send your results electronically through the Board’s portal.
- If you have NOT taken the exam, you will be provided test authorization from the Board when it is appropriate for you to test.

**PART X. FEDERAL DATA BANK SELF-QUERY:**

- The self-query MUST be dated not more than 90 days prior to the submission of your application to be accepted.

**PART XI. PROFESSIONAL CREDENTIALS:**

- List all professional credentials issued by a state regulatory entity:
  - Ever held in the behavioral health field.
  - Held in the past 10 years if not in the behavioral health field.

**PART XII. CERTIFYING STATEMENT:**

- Read the attestations carefully and sign.

## **SECTION 2. LEGAL RESIDENCY DOCUMENTATION**

A photocopy of a document that shows evidence of your citizenship or alien status **MUST BE** submitted with your application for licensure. See **List A or List B.**

### **LIST A**

**Evidence showing U.S. citizen or U.S. national status includes the following:**

#### **Primary Evidence:**

1. A driver's license issued by a state that verifies lawful presence in the United States;
2. A birth certificate showing birth in one of the 50 states, the District of Columbia, Puerto Rico (on or after January 13, 1941), Guam, the U.S. Virgin Islands (on or after January 17, 1917), American Samoa, or the Northern Mariana Islands (on or after November 4, 1986, Northern Mariana Islands local time) (unless the applicant was born to foreign diplomats residing in such a jurisdiction); \*
3. A birth certificate or delayed birth certificate issued in any state, territory or possession of the U.S.; \*
4. A signed United States passport; current or expired;
5. Report of birth abroad of a U.S. citizen (FS-240) (issued by the Department of State to U.S. citizens); A U.S. certificate of birth abroad \*
6. Certificate of Birth (FS-545) (issued by a foreign service post) or Certification of Report of Birth (DS-1350), copies of which are available from the Department of State; \*
7. Form N-550 or N-570, Certificate of Naturalization (issued by the Service through a Federal or State court, or through administrative naturalization after December 1990 to individuals who are individually naturalized; the N-570 is a replacement certificate issued when the N-550 has been lost or mutilated or the individual's name has changed);
8. Form N-561, Certificate of Citizenship;
9. Form I-197, United States Citizen Identification Card (issued by the Service until April 7, 1983 to U.S. citizens living near the Canadian or Mexican border who needed it for frequent border crossings) (formerly Form I-179, last issued in February 1974);
10. Form I-873 (or prior versions), Northern Marianas Card (issued by the Service to a collectively naturalized U.S. citizen who was born in the Northern Mariana Islands before November 3, 1986);
11. Statement provided by a U.S. consular official certifying that the individual is a U.S. citizen (given to an individual born outside the United States who derives citizenship through a parent but does not have a FS-240, FS-545, or DS-1350); or \*
12. Form I-872 (or prior versions), American Indian Card with a classification code "KIC" and a statement on the back identifying the bearer as a U.S. citizen (issued by the Service to U.S. citizen members of the Texas Band of Kickapoo living near the U.S./Mexican border).
13. A tribal certificate of Indian blood.\*
14. A tribal or bureau of Indian affairs affidavit of birth\*

**NOTE: SOCIAL SECURITY CARDS ARE NOT ACCEPTABLE**

#### **DOCUMENTATION. Secondary Evidence:**

If the applicant cannot present one of the primary evidence documents listed above, the following may be relied upon to establish U.S. citizenship or U.S. national status;

1. Religious record recorded in one of the 50 states, the District of Columbia, Puerto Rico (on or after January 13, 1941), Guam, the U.S. Virgin Islands (on or after January 17, 1917), American Samoa, or the Northern Mariana Islands (on or after November 4, 1986, Northern Mariana Islands local time) (unless the applicant was born to foreign diplomats residing in such a jurisdiction) within three 3 months after birth showing that the birth occurred in such jurisdiction and the date of birth or the individual's age at the time the record was made;
2. Evidence of civil service employment by the U.S. government before June 1, 1976;

3. Early school records (preferably from the first school) showing the date of admission to the school, the applicant's date and U.S. place of birth, and the name(s) and place(s) of birth of the applicant's parent(s);
4. Census record showing name, U.S. nationality or a U.S. place of birth, and applicant's date of birth or age;
5. Adoption finalization papers showing the applicant's name and place of birth in one of the 50 states, the District of Columbia, Puerto Rico (on or after January 13, 1941), Guam, the U.S. Virgin Islands (on or after January 17, 1917, American Samoa, or the Northern Mariana Islands (on or after November 4, 1986, Northern Mariana Islands local time) (unless the applicant was born to foreign diplomats residing in such a jurisdiction), or, when the adoption is not finalized and the state or other U.S. jurisdiction listed above will not release a birth certificate prior to final adoption, a statement from a state or jurisdiction approved adoption agency showing the applicant's name and place of birth in one of such jurisdictions, and stating that the source of the information is an original birth certificate;
6. Any other document that establishes a U.S. place of birth or otherwise indicates U.S. nationality (e.g., a contemporaneous hospital record of birth in that hospital in one of the 50 states, the District of Columbia, Puerto Rico (on or after January 13, 1941), Guam, the U.S. Virgin Islands (on or after January 17, 1917), American Samoa, or the Northern Mariana Islands (on or after November 4, 1986, Northern Mariana Islands local time) (unless the applicant was born to foreign diplomats residing in such a jurisdiction);

### **Collective Naturalization**

If the applicant cannot present one of the primary or secondary evidence documents listed above, the following will establish U.S. citizenship for collectively naturalized individuals:

#### **Puerto Rico:**

- Evidence of birth in Puerto Rico on or after April 11, 1899 and the applicant's statement that he or she was residing in the U.S., a U.S. possession or Puerto Rico on January 13, 1941; or
- Evidence that the applicant was a Puerto Rican citizen and the applicant's statement that he or she was residing in Puerto Rico on March 1, 1917 and that he or she did not take an oath of allegiance to Spain.

#### **U.S. Virgin Islands:**

- Evidence of birth in the U.S. Virgin Islands, and the applicant's statement of residence in the U.S., a U.S. possession or the U.S. Virgin Islands on February 25, 1927;
- The applicant's statement indicating resident in the U.S. Virgin Islands as a Danish citizen on January 17, 1917 and residence in the U.S., a U.S. possession or the U.S. Virgin Islands on February 25, 1927, and that he or she did not make a declaration to maintain Danish citizenship; or
- Evidence of birth in the U.S. Virgin Islands and the applicant's statement indicating residence in the U.S., a U.S. possession or territory or the Canal Zone on June 28, 1932.

#### **Northern Mariana Islands (NMI) (formerly part of the Trust Territory of the Pacific Islands (TTPI)):**

- Evidence of birth in the NMI, TTPI citizenship and residence in the NMI, the U.S., or a U.S. territory or possession on November 3, 1986 (NMI local time) and the applicant's statement that he or she did not owe allegiance to a foreign state on November 4, 1986 (NMI local time);
- Evidence of TTPI citizenship, continuous residence in the NMI since before November 3, 1981 (NMI local time), voter registration prior to January 1, 1975 and the applicant's statement that he or she did not owe allegiance to a foreign state on November 4, 1986 (NMI local time); or
- Evidence of continuous domicile in the NMI since before January 1, 1974 and the applicant's statement that he or she did not owe allegiance to a foreign state on November 4 1986 (NMI local time). Note: If a person entered the NMI as a nonimmigrant and lived in the NMI since January 1, 1974, this does not constitute continuous domicile and the individual is not a U.S. citizen

### **Derivative Citizenship**

If the applicant cannot present one of the primary or secondary evidence documents listed above, the following may be used to make determination of derivative U.S. citizenship:

**Applicant born abroad to two U.S. citizen parents:** Evidence of the U.S. citizenship of the parents and the relationship of the applicant to the parents, and evidence that at least one parent resided in the U.S. or an outlying possession prior to the applicant's birth.

**Applicant born abroad to a U.S. citizen parent and a U.S. non-citizen national parent:** Evidence that

one parent is a U.S. citizen and that the other is a U.S. non-citizen national, evidence of the relationship of the applicant to the U.S. citizen parent, and evidence that the U.S. citizen parent resided in the U.S., a U.S. possession, American Samoa or Swain's Island for a period of at least one year prior to the applicant's birth.

**Applicant born out of wedlock abroad to a U.S. citizen mother:** Evidence of the U.S. citizenship of the mother, evidence of the relationship to the applicant and, for births on or before December 24, 1952, evidence that the mother resided in the U.S. prior to the applicant's birth or, for births after December 24, 1952, evidence that the mother had resided, prior to the child's birth, in the U.S. or a U.S. possession for a period of one year.

**Applicant born in the Canal Zone or the Republic of Panama:**

- A birth certificate showing birth in the Canal Zone on or after February 26, 1904 and before October 1, 1979 and evidence that one parent was a U.S. citizen at the time of the applicant's birth; or
- A birth certificate showing birth in the Republic of Panama on or after February 26, 1904 and before October 1, 1979 and evidence that at least one parent was a U.S. citizen and employed by the U.S. government or the Panama Railroad Company or its successor in title.

In all other situations in which an applicant claims to have a U.S. citizen parent and an alien parent, or claims to fall within one of the above categories, but is unable to present the listed documentation:

- If the applicant is in the U.S., the applicant should contact the local U.S. Citizenship and Immigration Service office for determination of U.S. citizenship;
- If the applicant is outside the U.S., the applicant should contact the State Department for a U.S. citizenship determination.

**Adoption of Foreign-Born Child by U.S. Citizen**

- If the birth certificate shows a foreign place of birth and the applicant cannot be determined to be a naturalized citizen under any of the above criteria, obtain other evidence of U.S. citizenship;
- Because foreign-born adopted children do not automatically acquire U.S. citizenship by virtue of adoption by U.S. citizens, the applicant should contact the local U.S. Citizenship and Immigration Service office for a determination of U.S. citizenship, if the applicant provides no evidence of U.S. citizenship.

**U.S. Citizenship By Marriage**

A woman acquired U.S. citizenship through marriage to a U.S. citizen before September 22, 1922. Provide evidence of U.S. citizenship of the husband, and evidence showing the marriage occurred before September 22, 1922. Note: If the husband was an alien at the time of the marriage, and became naturalized before September 22, 1922, the wife also acquired naturalized citizenship. If the marriage terminated, the wife maintained her U.S. citizenship if she was residing in the U.S. at that time and continued to reside in the U.S.

**A U.S. certificate of birth abroad\***

**A foreign passport with a U.S. Visa\***

**An I-94 form with a photograph**

**A U.S. citizenship and immigration services employment authorization document or refugee travel document\***

**LIST B**

**Qualified Aliens, Nonimmigrant, and aliens paroled into U.S. for less than one year.**

**a. “Qualified Aliens”**

Evidence of “Qualified Alien” status includes the following:

***Alien Lawfully admitted for Permanent Residence***

- \*Form I-551 (Alien Registration Receipt Card, commonly known as a “green card”); or
- Unexpired Temporary I-551 stamp in foreign passport or on \*I Form I-94.

***Asylee***

- \*Form I-94 annotated with stamp showing grant of asylum under section 208 of the INA;
- \*Form I-688B (Employment Authorization Card) annotated “274a.12 (a) (5)”;
- \*Form I-766 (Employment Authorization Document) annotated “A5”;
- Grant letter from the Asylum Office of the U.S. Citizenship and Immigration Service; or
- Order of an immigration judge granting asylum.

***Refugee***

- \*Form I-94 annotated with stamp showing admission under § 207 of the INA;
- \*Form I-688B (Employment Authorization Card) annotated “274a.12 (a) (3)”;
- \*Form I-766 (Employment Authorization Document) annotated “A5”;



***Alien Paroled Into the U.S. for at Least One Year***

- \*Form I-94 with stamp showing admission for at least one year under section 212(d) (5) of the INA. (Applicant cannot aggregate periods of admission for less than one year to meet the one-year requirement.

***Alien Whose Deportation or Removal was withheld***

- \*Form I-688B (Employment Authorization Card) annotated “274a.12 (a) (10)”;
- \*Form I-766 (Employment Authorization Document) annotated “A10”; or
- Order from an immigration judge showing deportation withheld under §243(h) of the INA as in effect prior to April 1, 1997, or removal withheld under §241 (b) (3) of the INA.

***Alien Granted Conditional Entry***

- \*Form I-94 with stamp showing admission under §203 (a) (7) of the INA;
- \*Form I-688B (Employment Authorization Card) annotated “274a.12 (a) (3)”;
- \*Form I-766 (Employment Authorization Document) annotated “A3”.

***Cuban/Haitian Entrant***

- \*Form I-551 (Alien Registration Receipt Card, commonly known as a “green Card”) with the code CU6, CU7, or CH6.
- Unexpired temporary I-551 stamp in foreign passport or on \*Form I-94 with the Code CU6 or CU7; or
- \*Form I-94 with stamp showing parole as “Cuba/Haitian Entrant” under Section 212 (d) (5) of the INA.

***Alien who has been Declared a Battered Alien or Alien Subjected to Extreme Cruelty***

- U.S. Citizenship and Immigration Service petition and supporting documentation

**b. Nonimmigrant**

Evidence of “Nonimmigrant” status includes the following:

- \*Form I-94 with stamp showing authorized admission as nonimmigrant

**c. Alien Paroled into U.S. for less than One year**

- \*Form I-94 with stamp showing admission for less than one year under section 212 (d) (5) of the INA

**d. A foreign passport with a U.S. visa**

**e. An I-94 form with a photograph.**

**f. A U.S. citizenship and immigration services employment authorization document or refugee travel document.**

*\*If any of the documents do not contain a photograph of the individual, the individual shall also present a government issued document that contains a photograph of the individual.*

## **SECTION 3. CURRICULUM**

### **ARTICLE 5. COUNSELING**

#### **R4-6-501. Curriculum**

- A.** An applicant for licensure as an associate or professional counselor shall have a master's or higher degree with a major emphasis in counseling from:
1. A program accredited by CACREP or CORE that consists of at least 60 semester or 90 quarter credit hours, including a supervised counseling practicum as prescribed under subsection (E);
  2. An educational program previously approved by the Board under A.R.S. § 32-3253(A)(14) that consists of at least 60 semester or 90 quarter credit hours, including a supervised counseling practicum as prescribed under subsection (E); or
  3. A program from a regionally accredited college or university that consists of at least 60 semester or 90 quarter credit hours, meets the requirements specified in subsections (C) and (D), and includes a supervised counseling practicum as prescribed under subsection (E).
- B.** To assist the Board to evaluate a program under subsection (A)(3), an applicant who obtained a degree from a program under subsection (A)(3) shall attach the following to the application required under R4-6-301:
1. Published college or university course descriptions for the year and semester enrolled for each course submitted to meet curriculum requirements,
  2. Verification, using a form approved by the Board, of completing the supervised counseling practicum required under subsection (E); and
  3. Other documentation requested by the Board.
- C.** The Board shall accept for licensure the curriculum from a program not accredited by CACREP or CORE if the curriculum includes at least 60 semester or 90 quarter credit hours in counseling-related coursework, of which at least three semester or 4 quarter credit hours are in each of the following eight core content areas:
1. Professional orientation and ethical practice: Studies that provide a broad understanding of professional counseling ethics and legal standards, including but not limited to:
    - a. Professional roles, functions, and relationships;
    - b. Professional credentialing;
    - c. Ethical standards of professional organizations; and
    - d. Application of ethical and legal considerations in counseling;
  2. Social and cultural diversity: Studies that provide a broad understanding of the cultural context of relationships, issues, and trends in a multicultural society, including but not limited to:
    - a. Theories of multicultural counseling, and
    - b. Multicultural competencies and strategies;
  3. Human growth and development: Studies that provide a broad understanding of the nature and needs of individuals at all developmental stages, including but not limited to:
    - a. Theories of individual and family development across the life-span, and
    - b. Theories of personality development;
  4. Career development: Studies that provide a broad understanding of career development and related life factors, including but not limited to:
    - a. Career development theories, and
    - b. Career decision processes;
  5. Helping relationship: Studies that provide a broad understanding of counseling processes, including but not limited to:
    - a. Counseling theories and models,

- b. Essential interviewing and counseling skills, and
    - c. Therapeutic processes;
  - 6. Group work: Studies that provide a broad understanding of group development, dynamics, counseling theories, counseling methods and skills, and other group work approaches, including but not limited to:
    - a. Principles of group dynamics,
    - b. Group leadership styles and approaches, and
    - c. Theories and methods of group counseling;
  - 7. Assessment: Studies that provide a broad understanding of individual and group approaches to assessment and evaluation, including but not limited to:
    - a. Diagnostic process including differential diagnosis and use of diagnostic classification systems such as the Diagnostic and Statistical Manual of Mental Disorders and the International Classification of Diseases,
    - b. Use of assessment for diagnostic and intervention planning purposes, and
    - c. Basic concepts of standardized and non-standardized testing; and
  - 8. Research and program evaluation: Studies that provide a broad understanding of recognized research methods and design and basic statistical analysis, including but not limited to:
    - a. Qualitative and quantitative research methods, and
    - b. Statistical methods used in conducting research and program evaluation.
- D.** In evaluating the curriculum required under subsection (C), the Board shall assess whether a core content area is embedded or contained in more than one course. The applicant shall provide information the Board requires to determine whether a core content area is embedded in multiple courses. The Board shall not accept a core content area embedded in more than two courses unless the courses are succession courses. The Board shall allow subject matter in a course to qualify in only one core content area.
- E.** The Board shall accept a supervised counseling practicum that is part of a master's or higher degree program if the supervised counseling practicum meets the following standards:
- 1. Consists of at least 700 clock hours in a professional counseling setting,
  - 2. Includes at least 240 hours of direct client contact,
  - 3. Provides an opportunity for the supervisee to perform all activities associated with employment as a professional counselor,
  - 4. Oversight of the counseling practicum is provided by a faculty member, and
  - 5. Onsite supervision is provided by an individual approved by the college or university.
- F.** The Board shall require that an applicant for professional counselor licensure who received a master's or higher degree before July 1, 1989, from a program that did not include a supervised counseling practicum complete three years of post-master's or higher degree work experience in counseling under direct supervision. One year of a doctoral-clinical internship may be substituted for one year of supervised work experience.
- G.** The Board shall accept for licensure only courses that the applicant completed with a passing grade.
- H.** The Board shall deem that an applicant who holds an active associate counselor license issued by the Board and in good standing meets the curriculum requirements for professional counselor licensure.

## **SECTION 4. SUPERVISED WORK EXPERIENCE**

### **R4-6-101 Definitions (applicable to this section)**

23. “Direct client contact” means, beginning November 1, 2015, the performance of therapeutic or clinical functions related to the applicant’s professional practice level of psychotherapy that includes diagnosis, assessment and treatment and that may include psychoeducation for mental, emotional and behavioral disorders based primarily on verbal or nonverbal communications and intervention with, and in the presence of, one or more clients. A.R.S. § 32-3251.
34. “Indirect client service” means, beginning November 1, 2015, training for, and the performance of, functions of an applicant’s professional practice level in preparation for or on behalf of a client for whom direct client contact functions are also performed, including case consultation and receipt of clinical supervision. Indirect client service does not include the provision of psychoeducation. A.R.S. § 32-3251.
43. “Practice of professional counseling” means the professional application of mental health, psychological and human development theories, principles and techniques to:
  - a. Facilitate human development and adjustment throughout the human life span.
  - b. Assess and facilitate career development.
  - c. Treat interpersonal relationship issues and nervous, mental and emotional disorders that are cognitive, affective or behavioral.
  - d. Manage symptoms of mental illness.
  - e. Assess, appraise, evaluate, diagnose and treat individuals, couples, families and groups through the use of psychotherapy. A.R.S. § 32-3251.
47. “Psychoeducation” means the education of a client as part of a treatment process that provides the client with information regarding mental health, emotional disorders or behavioral health.” A.R.S. § 32-3251.
51. “Supervised work experience” means practicing clinical social work, marriage and family therapy, professional counseling, or substance abuse counseling for remuneration or on a voluntary basis under direct supervision and while receiving clinical supervision as prescribed in R4-6-212 and Articles 4 through 7.

### **R4-6-211. Direct Supervision: Supervised Work Experience: General**

- A. A licensee subject to practice limitations pursuant to R4-6-210 shall practice in an entity with responsibility and clinical oversight of the behavioral health services provided by the licensee.
- B. A masters level licensee working under direct supervision who operates or manages their own entity with immediate responsibility for the behavioral health services provided by the licensee shall provide the following to the board for approval prior to providing behavioral health services:
  1. The name of their clinical supervisor who meets the following:
    - a. Is independently licensed by the board in the same discipline as the supervisee, and who has practiced as an independently licensed behavioral health professional for a minimum of two years beyond the supervisor’s licensure date;
    - b. Is in compliance with the clinical supervisor educational requirements specified in R4-6-214;
    - c. Is not prohibited from providing clinical supervision by a board consent agreement; and
  2. A copy of the agreement between the clinical supervisor and supervisee demonstrating:
    - a. The supervisee and supervisor will meet individually for one hour for every 20 hours of direct client contact provided, to include an onsite meeting every 60 days;
    - b. Supervisee’s clients will be notified of clinical supervisor’s involvement in their treatment and the means to contact the supervisor;
    - c. Supervision reports will be submitted to the board every six months;
    - d. A 30 day notice is required prior to either party terminating the agreement;

- e. The supervisor and supervisee will notify the board within 10 days of the agreement termination date; and
  - f. The supervisee will cease practicing within 60 days of the agreement termination date until such time as a subsequent agreement is provided to the board and approved.
- C. To meet the supervised work experience requirements for licensure, direct supervision shall:
- 1. Meet the specific supervised work experience requirements contained in Articles 4,5,6, and 7;
  - 2. Be acquired after completing the degree required for licensure and receiving certification or licensure from a state regulatory entity;
  - 3. Be acquired before January 1, 2006, if acquired as an unlicensed professional practicing under an exemption provided in A.R.S. § 32-3271;
  - 4. Involve the practice of behavioral health; and
  - 5. Be for a term of no fewer than 24 months.
- D. An applicant who acquired supervised work experience outside of Arizona may submit that experience for approval as it relates to the qualifications of the supervisor and the entity in which the supervision was acquired. The board may accept the supervised work experience as it relates to the supervisor and the entity if it met the requirements of the state in which the supervised work experience occurred. Nothing in this provision shall apply to the supervision requirements set forth in R4-6-403, R4-6-503, R4-6-603 and R4-6-705.
- E. If the Board determines that an applicant engaged in unprofessional conduct related to services rendered while acquiring hours under supervised work experience, including clinical supervision, the Board shall not accept the hours to satisfy the requirements of R4-6-403, R4-6-503, R4-6-603, or R4-6-706. Hours accrued before and after the time during which the conduct that was the subject of the finding of unprofessional conduct occurred, as determined by the Board, may be used to satisfy the requirements of R4-6-403, R4-6-503, R4-6-603, or R4-6-706 so long as the hours are not the subject of an additional finding of unprofessional conduct.

#### **R4-6-503. Supervised Work Experience for Professional Counselor Licensure**

- A. An applicant for professional counselor licensure shall demonstrate completion of at least 3200 hours of supervised work experience in the practice of professional counseling in no less than 24 months. The applicant shall ensure that the supervised work experience includes:
- 1. At least 1600 hours of direct client contact involving the use of psychotherapy, no more than 400 hours of which are in psychoeducation;
  - 2. No more than 400 of the 1600 hours of direct client contact are in psychoeducation;
  - 3. At least 100 hours of clinical supervision as prescribed under R4-6-212 and R4-6-504; and
  - 4. For the purpose of licensure, no more than 1600 hours of indirect client contact related to psychotherapy services.
- B. For any month in which an applicant provides direct client contact, the applicant shall obtain at least one hour of clinical supervision.
- C. An applicant may submit more than the required 3200 hours of supervised work experience for consideration by the Board.
- D. During the period of supervised work experience specified in subsection (A), an applicant for professional counselor licensure shall practice behavioral health under the limitations specified in R4-6-210.
- E. There is no supervised work experience requirement for licensure as an associate counselor.

## **GENERAL SUPERVISED WORK EXPERIENCE INFORMATION:**

- Although you may have a different direct supervisor from your Clinical Supervisor during your supervised work experience, the time period of each must be the same when submitted with your application for independent licensure.
- Applicants must submit a minimum of two years of supervised work experience involving the use of psychotherapy that meets the hour requirements above to be considered for licensure.

## **SECTION 5. CLINICAL SUPERVISION**

### **R4-6-101 Definitions (applicable to this section)**

11. “Clinical supervision” means direction or oversight provided either face to face or by videoconference or telephone by an individual qualified to evaluate, guide, and direct all behavioral health services provided by a licensee to assist the licensee to develop and improve the necessary knowledge, skills, techniques, and abilities to allow the licensee to engage in the practice of behavioral health ethically, safely, and competently.
12. “Clinical supervisor” means an individual who provides clinical supervision.
15. “Contemporaneous” means documentation is made within 10 business days.
35. “Individual clinical supervision” means clinical supervision provided by a clinical supervisor to one supervisee.

### **R4-6-212. Clinical Supervision Requirements**

- A. The Board shall accept hours of clinical supervision submitted by an applicant if the clinical supervision meets the requirements specified in R4-6-404, R4-6-504, R4-6-604, or R4-6-706, as applicable to the license for which application is made, and was provided by one of the following:
  1. A clinical social worker, professional counselor, independent marriage and family therapist, or independent substance abuse counselor who:
    - a. Holds an active and unrestricted license issued by the Board, and
    - b. Has complied with the educational requirements specified in R4-6-214;
  2. A mental health professional who holds an active and unrestricted license issued under A.R.S. Title 32, Chapter 19.1 as a psychologist and has complied with the educational requirements specified in R4-6-214; or
  3. An individual who:
    - a. Holds an active and unrestricted license to practice behavioral health,
    - b. Is providing behavioral health services in Arizona:
      - i. Under a contract or grant with the federal government under the authority of 25 U.S.C. § 450-450(n) or § 1601-1683, or
      - ii. By appointment under 38 U.S.C. § 7402 (8-11), and
    - c. Has complied with the educational requirements specified in R4-6-214.
- B. Unless an exemption was obtained under R4-6-212.01, the Board shall accept hours of clinical supervision submitted by an applicant if the clinical supervision was provided by an individual who:
  1. Was qualified under subsection (A), and
  2. Was employed by the behavioral health entity at which the applicant obtained hours of clinical supervision.
- C. The Board shall accept hours of clinical supervision submitted by an applicant if the clinical supervision includes all of the following:
  1. Reviewing ethical and legal requirements applicable to the supervisee’s practice, including unprofessional conduct as defined in A.R.S. § 32-3251;
  2. Monitoring the supervisee’s activities to verify the supervisee is providing services safely and competently;
  3. Verifying in writing that the supervisee provides clients with appropriate written notice of clinical supervision, including the means to obtain the name and telephone number of the supervisee’s clinical supervisor;

4. Contemporaneously written documentation by the clinical supervisor of at least the following for each clinical supervision session:
  - a. Date and duration of the clinical supervision session;
  - b. Description of topics discussed. Identifying information regarding clients is not required;
  - c. Beginning on July 1, 2006, name and signature of the individual receiving clinical supervision;
  - d. Name and signature of the clinical supervisor and the date signed; and
  - e. Whether the clinical supervision occurred on a group or individual basis;
5. Maintaining the documentation of clinical supervision required under subsection (C)(4) for at least seven years;
6. Verifying that clinical supervision was not acquired from a family member as prescribed in R4-6-101(A)(29);
7. Conducting on-going compliance review of the supervisee's clinical documentation to ensure the supervisee maintains adequate written documentation;
8. Providing instruction regarding:
  - a. Assessment,
  - b. Diagnosis,
  - c. Treatment plan development, and
  - d. Treatment;
9. Rating the supervisee's overall performance as at least satisfactory, using a form approved by the Board; and
10. Complying with the discipline-specific requirements in Articles 4 through 7 regarding clinical supervision.

**D.** The Board shall accept hours of clinical supervision submitted by an applicant for licensure if:

1. At least two hours of the clinical supervision were provided in a face-to-face setting during each six-month period;
2. No more than 90 hours of the clinical supervision were provided by videoconference and telephone.
3. No more than 15 of the 90 hours of clinical supervision provided by videoconference and telephone were provided by telephone; and
4. Each clinical supervision session was at least 30 minutes long.

**E.** Effective July 1, 2006, the Board shall accept hours of clinical supervision submitted by an applicant if at least 10 of the hours involve the clinical supervisor observing the supervisee providing treatment and evaluation services to a client. The clinical supervisor may conduct the observation:

1. In a face-to-face setting,
2. By videoconference,
3. By teleconference, or
4. By review of audio or video recordings.

**F.** The Board shall accept hours of clinical supervision submitted by an applicant from a maximum of six clinical supervisors.

**G.** The Board shall accept hours of clinical supervision obtained by an applicant in both individual and group sessions, subject to the following restrictions:

1. At least 25 of the clinical supervision hours involve individual supervision, and
2. Of the minimum 100 hours of clinical supervision required for licensure, the Board may accept:
  - a. Up to 75 of the clinical supervision hours involving a group of two supervisees; and
  - b. Up to 50 of the clinical supervision hours involving a group of three to six supervisees.



- H. If an applicant provides evidence that a catastrophic event prohibits the applicant from obtaining documentation of clinical supervision that meets the standard specified in subsection (C), the Board may consider alternate documentation.

**R4-6-212.01. Exemptions to the Clinical Supervision Requirements**

The Board shall accept hours of clinical supervision submitted by an applicant if the clinical supervision meets the requirements specified in R4-6-212 and R4-6-404, R4-6-504, R4-6-604, or R4-6-706, as applicable to the license for which application is made, unless an exemption is granted as follows:

1. An individual using supervised work experience acquired in Arizona may apply to the Board for an exemption from the following requirements:
  - a. Qualifications of the clinical supervisor. The Board may grant an exemption to the supervisor qualification requirements in R4-6-212(A) and R4-6-404, R4-6-504, R4-6-604, or R4-6-706, as applicable to the license for which application is made, if the Board determines the behavioral health professional who provided or will provide the clinical supervision has education, training, and experience necessary to provide clinical supervision and has complied with the educational requirements specified in R4-6-214 and:
    - i. A qualified supervisor is not available because of the size and geographic location of the professional setting in which the clinical supervision will occur; or
    - ii. The behavioral health professional who provided or will provide the clinical supervision holds an active and unrestricted license issued under A.R.S. Title 32 as a physician under Chapter 13 or 17 with certification in psychiatry or addiction medicine or as a nurse practitioner under Chapter 15 with certification in mental health;
  - b. Employment of clinical supervisor. The Board may grant an exemption to the requirement in R4-6-212(B) regarding employment of the supervisor by the behavioral health entity at which the supervisee obtains hours of clinical supervision if the supervisee provides verification that:
    - i. The supervisor and behavioral health entity have a written contract providing the supervisor the same access to the supervisee's clinical records provided to employees of the behavioral health entity, and
    - ii. Supervisee's clients authorized the release of their clinical records to the supervisor; and
  - c. Discipline-specific changes. The Board may grant an exemption to a requirement in R4-6-404, R4-6-504, R4-6-604, or R4-6-706, as applicable to the license for which application is made, that changed on November 1, 2015, and had the effect of making the clinical supervision previously completed or completed no later than October 31, 2017, non-compliant with the clinical supervision requirements. If the Board grants an exemption under this subsection, the Board shall evaluate the applicant's clinical supervision using the requirements in existence before November 1, 2015.
2. An individual using supervised work experience acquired outside of Arizona may apply to the Board for an exemption from the supervision requirements in R4-6-404, R4-6-504, R4-6-604, or R4-6-706, as applicable to the license for which application is made. The Board may grant an exemption for supervised work experience acquired outside of Arizona if the Board determines that the behavioral health professional providing the supervision met one of the following:
  - a. Complied with the educational requirements specified in R4-6-214,
  - b. Complied with the clinical supervisor requirements of the state in which the supervision occurred, or
  - c. Was approved to provide supervision to the applicant by the state in which the supervision occurred.

#### **R4-6-504. Clinical Supervision for Professional Counselor Licensure**

- A. An applicant for professional counselor licensure shall demonstrate that the applicant received at least 100 hours of clinical supervision that meet the requirements specified in subsection (B) and R4-6-212 during the supervised work experience required under R4-6-503.
- B. The Board shall accept hours of clinical supervision for professional counselor licensure if:
1. At least 50 hours are supervised by a professional counselor licensed by the Board, and
  2. The remaining hours are supervised by an individual qualified under R4-6-212(A), or
  3. The hours are supervised by an individual for whom an exemption was obtained under R4-6-212.01.
- C. The Board shall not accept hours of clinical supervision provided by a substance abuse counselor for professional counselor licensure.

#### **GENERAL CLINICAL SUPERVISION INFORMATION:**

- Clinical supervision is a crucial piece in an associate level behavioral health professional's training and experience. For applicants seeking independent licensure, it is important to understand the requirements of both the Clinical Supervisor and the clinical supervision.
- The Clinical Supervisor must be compliant with the Board's educational requirements and maintain their license to be eligible to supervise applicant's for licensure. Throughout the supervision period, applicants should watch the Board's Supervisor Registry to see if their Clinical Supervisor is compliant with the educational requirements. The applicant should also verify their supervisor's license is in good standing by using the "Verifications" link on the Board's website.
- Participation on the supervisor registry is voluntary, so not all eligible supervisors will appear on the list. It is the applicant's responsibility to ensure their Clinical Supervisor remains compliant with the Board's requirements when submitting clinical supervision hours provided by them.
- Applicants for counselor licensure shall demonstrate at least 50 hours of their clinical supervision was provided by a Licensed Professional Counselor licensed by the Board, or an exemption must be requested pursuant to A.A.C. R4-6-212.01.
- Applicants should work closely with their Clinical Supervisor to ensure that all client forms and clinical supervision documentation meets the Board's requirements.
- A sample clinical supervision session form can be found on the Board's website. It is not mandatory to use the form, but it captures the required information if filled out completely.
- The time period of clinical supervision must take place in the span of time the supervised work experience for licensure purposes was submitted.