20/20: A Vision for the Future of Counseling

The Building Blocks to Portability Project

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www.counseling.org/kaplan/index.aspx
Presenters

- Kurt L. Kraus
  20/20 Facilitator

- Don W. Locke
  Past President, ACA

- David Kaplan
  20/20 Administrative Coordinator

- Caroline K. Wilde
  20/20 Delegate

- William F. Green
  President, AASCB
Welcome to the 2013 Progress Report on the 20/20: The Future of Counseling

The Profession of Counseling has 7 guiding principles, a consensus definition, and the agreed title of Licensed Professional Counselor (LPC)
20/20 Principles for Unifying and Strengthening the Profession

I. Sharing a common professional identity is critical for counselors.

II. Presenting ourselves as a unified profession has multiple benefits.

III. Working together to improve the public perception of counseling and to advocate for professional issues will strengthen the profession.

IV. Creating a portability system for licensure will benefit counselors and strengthen the counseling profession.
20/20 Principles for Unifying and Strengthening the Profession

V. Expanding and promoting our research base is essential to the efficacy of professional counselors and to the public perception of the profession.

VI. Focusing on students and prospective students is necessary to ensure the ongoing health of the counseling profession.

VII. Promoting client welfare and advocating for the populations we serve is a primary focus of the counseling profession.
20/20 Consensus Definition of Counseling

Counseling is a professional relationship that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals.
Summary of 20/20 Accomplishments

- 28 of 29 participating organizations endorsed the 20/20 Statement of Principles
- 29 of 31 participating organizations endorsed the 20/20 Consensus Definition of Counseling
- The definition is showing up on independent websites, is being used in state advocacy efforts, and is appearing in textbooks.
- State licensure boards have been invited to promote the consensus definition and at least two have committed to doing so.
In September 2010, following completion of the consensus definition, the delegates were surveyed to identify next steps.

Survey results:

*Focus on counselor license portability.*
Building Blocks for Portability
Project

The task:

- Develop a consensus **licensure title** to recommend to all state licensing boards
- Develop a consensus **scope of practice** to recommend to all state licensing boards
- Develop consensus **education requirements** to recommend to all state licensing boards.
So how in blazes do you do this?
Use the Delphi Method
Subcommittees/ Task Groups:

- *Title* – chaired by Dr. Burt Bertram

- *Educational Requirements* – chaired by Dr. Carol Bobby

- *Scope of Practice* – chaired by Dr. Perry Francis
Counselor Title and Education Requirements are Important!

Why?

- The Institute of Medicine (IOM) specified that, from state-to-state, mental health professionals vary in amount and types of education, assurance of competencies in discipline-specific and core knowledge, and varying licensure and credentialing requirements (IOM, 2006).

- There is a severe mental health professional shortage in most states (HRSA, 2012).
Health Professional Shortage Areas (HPSA) - Mental Health
HPSA Designated Type

Geographical Area - portions of a county or portions of multiple counties designated as a geographic HPSA.

Population Group - a population within an area that is designated as a HPSA.

Single County - whole county designated as a HPSA.

Source: Health Resources and Services Administration - HRSA, Bureau of Health Professionals; July 9, 2012.

Note: Alaska and Hawaii not shown to scale.
14 Counselor titles were generated by the delegates of the Licensure Title work group.

This number was 31 less than the number of titles utilized by our state Licensing Boards.
Delphi Counselor Licensure Title
Work Group Results

One title stood above all else, almost one standard deviation above the second ranked title:

Licensed Professional Counselor (LPC)
At our San Francisco meeting prior to ACA Conference, the Licensure Title work group recommended, and by a vote, the delegates chose to accept the name or title as Licensed Professional Counselor. The vote was 22 yes, 2 no, and 0 abstentions.
Licensure Education Requirements

- Credits vary from no credits specified (simply a masters degree) to 60 credits.
- Some utilize the CACREP guidelines (1 state requires a CACREP degree), some include CORE, and other set their own coursework guidelines.
- Supervised experience requirements vary from 500-4,500 hours.
- There are over a half-dozen exams that can be used for licensure.
Delphi Educational Requirements - Initial Work

- 65 items pertaining to Educational Requirements were generated

- Top related items were related to CACREP Standards

- The incorporation of evidence-based practices was also highly rated
The delegates endorsed the concept that having a single educational accrediting body would be a clear benefit for the counseling profession.
The Educational Requirements Work Group made three recommendations.
Recommendation #1:

Inclusion of graduation from a CACREP accredited mental health counseling or clinical mental health counseling program
Recommendation #2:

Development of grandparenting language to be applied to graduates of CORE accredited programs and graduates of other CACREP program areas for a limited time (e.g. 5 years). Language will include a minimum curriculum and clinical experience requirements.
Recommendation #3:

Development of rules that could be applied to licensees in good standing, who graduated prior to CACREP’s existence or prior to their program accreditation, but due to a move must acquire a license in a new state of residence.
Scope of Practice

Delphi Results

- 154 original items listed
- No clear “top” criteria emerged
- Content/ frequency analysis of common activities listed in states’ scopes of practice
After the states’ analysis...

1. Populations Served
   - Individuals, groups, families, couples, thru application of accepted MH principles, methods, procedures and ethics
   - Also includes services to organizations & schools

2. Primary Purpose of Counseling
   - Promote MH wellness, including achievement of social, career, emotional development across lifespan
   - Preventing/treating mental disorders; providing crisis intervention
3. **Assessment**
   - Administration of assessments (with training) for appraisal, diagnosis, evaluation, referral determination, tx of emotional/mental disorders
   - Assist in establishing educational and mental health tx plans and goals

4. **Consultation/Program Evaluation**
   - Also program administration within and to schools/organizations
5. **Supervision**
   - Training/supervision of interns, trainees, pre-licensed professionals using established principles, methods, procedures, ethics

6. **Limitations**
   - Does not include practice of medicine, prescribing medications, or anything not within training/education
Structure of the 20/20 project

- Oversight Committee
  - Leadership from AASCB and ACA
  - Role: limited to the focus on process

- Organizational Delegate
  - Appointed by participating organization
  - Participating organizations - all major organizational stakeholders in the counseling profession
  - Role: Determine priorities, topics and tasks
Reflections of a 20/20 delegate

“We like to bring together people from radically different fields and wait for the friction to produce heat, light and magic. Sometimes it takes a while.”
Reflections of a 20/20 delegate

1. Don’t think of yourself as a powerless peon in a box.
2. You’re an agent of change in a dynamic, natural work group!
3. Can I put that on my business cards?
4. I’d rather not leave a paper trail.
Questions for reflection

- How long have you been a delegate?
  - Asked for context
- What has been the most rewarding aspect of the 20/20 project?
- What has been most challenging about the 20/20 project?
- What has been the “take-away” lesson for you?
- Open comments...
How long have you been a delegate?

N = 13/31 (42%)

- Inception: 54% (n=7)
- 2 years: 15% (n=2)
- 3 years: 8% (n=1)
- 4 years: 23% (n=3)
Take-aways

Counseling skills
Long Overdue
Perserverance/patience
Collaboration/inclusion
Face the hard issues
Embrace our common identity
Clear process parameters
Funding
Proactive
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CURRENT STATUS AND FUTURE DIRECTION
Thank you for your interest in the 20/20 Vision Project and your dedication to the profession of counseling!

To contact Kurt – klkrau@ship.edu