

## **Notice of Hearing**

The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board announces that it will hold a public hearing on a permanent rule for MPSW 4, 12, 16, and 20, relating to supervised practice at the time and place shown below.

### **Hearing Information**

Date: January 21, 2026

Time: 11:00 AM

Location: Information concerning the location of the hearing will be available at:  
<https://dsps.wi.gov/Pages/BoardsCouncils/MPSW/Meetings.aspx>

### **Appearances at the Hearing and Submittal of Written Comments**

The rule may be reviewed, and comments made at  
[https://docs.legis.wisconsin.gov/code/scope\\_statements/comment](https://docs.legis.wisconsin.gov/code/scope_statements/comment)

Comments may be submitted to Sofia Anderson, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, P.O. Box 8366, Madison Wisconsin 53708-8366 or by email to [DSPSAdminRules@wisconsin.gov](mailto:DSPSAdminRules@wisconsin.gov)

Comments must be received at or before the hearing to be included in the record of rule-making proceedings.

### **Initial Regulatory Flexibility Analysis**

The proposed rule will not have an effect on small businesses, as defined under s. 227.114 (1).

### **Agency Small Business Regulatory Coordinator**

The Department's Regulatory Review Coordinator may be contacted by email at [Jennifer.Garrett@wisconsin.gov](mailto:Jennifer.Garrett@wisconsin.gov), or by phone at (608) 266-2112.

STATE OF WISCONSIN  
MARRIAGE AND FAMILY THERAPY, PROFESSIONAL  
COUNSELING, AND SOCIAL WORK EXAMINING BOARD

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IN THE MATTER OF RULE-MAKING	:	PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE	:	MARRIAGE AND FAMILY THERAPY,
MARRIAGE AND FAMILY THERAPY,	:	PROFESSIONAL COUNSELING, AND
PROFESSIONAL COUNSELING, AND	:	SOCIAL WORK EXAMINING BOARD
SOCIAL WORK EXAMINING BOARD	:	ADOPTING RULES
	:	(CLEARINGHOUSE RULE )

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PROPOSED ORDER

An order of the Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board **to amend** MPSW 12.01 (1), (3), 12.02 (1) (intro), (f), (2) (a), and 16.015 (1) (c) (intro) and (3); **to repeal and recreate** MPSW 4 and 16.04; and **to create** MPSW 12.01 (4), (5), 12.02 (3) (d), and 16.05, relating to supervised practice.

Analysis prepared by the Department of Safety and Professional Services.

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ANALYSIS

**Statutes interpreted:**

Section 457, Stats.

**Statutory authority:**

Sections 15.08 (5) (b), 227.11 (2) (a), and 457.03 (1).

**Explanation of agency authority:**

Section 15.08 (5) (b), Stats., provides that an examining board “[s]hall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

Section 227.11 (2) (a), Stats., states that “[e]ach agency may promulgate rules interpreting the provisions of any statute enforced or administered by the agency, if the agency considers it necessary to effectuate the purpose of the statute...”

Section 457.03 (1), Stats., provides that the examining board can “[u]pon the advice of the social worker section [...] promulgate rules establishing minimum standards for educational programs that must be completed for certification or licensure under this chapter and for supervised clinical training that must be completed for licensure as a clinical social worker, marriage and family therapist, or professional counselor...”

**Related statute or rule:**

None.

**Plain language analysis:**

The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board reviewed chapters MPSW 4, 12, and 16 to update the current requirements for supervised practice for social workers, professional counselors, and marriage and family therapists who are under supervision in order to ensure clarity for supervisors, trainees, and employers. This review prompted the following changes:

- Repealed and recreated chapter MPSW 4 to establish a parallel organizational structure for its sections, consistent with that of the Professional Counselor and Marriage and Family Therapy chapters.
- Added a supervisor qualification standard to MPSW 4.02 that allows individuals who have held a license as a clinical social worker for 3 years and completed 30 hours of clinical supervision to be eligible to supervise social workers.
- Created MPSW 12.01 (4) and (5) to specify supervised practice activities.
- Amended MPSW 12.02 (1) (f) to include a minimum required clinical supervision education.
- Repealed and recreated section MPSW 16.04 to establish a parallel organizational structure similar to the social worker and professional counselor sections.
- Created a new section MPSW 16.05 titled Supervised Practice to include supervisor's qualifications and responsibilities.
- Added a supervisor qualification standard to MPSW 16.05 to specify that any individual who needs to be reviewed by the marriage and family therapy section as a potential clinical supervisor shall show evidence of 5 years of experience and completion of 30 hours of clinical supervision training.

**Summary of, and comparison with, existing or proposed federal regulation:**

None.

**Summary of public comments received on statement of scope and a description of how and to what extent those comments and feedback were taken into account in drafting the proposed rule:**

The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board held a preliminary hearing on the scope statement for this rule at its April 16, 2024 meeting. No comments were received.

**Comparison with rules in adjacent states:****Illinois:**

Illinois does not have an equivalent to the Independent Social Worker license in Wisconsin. Applicants for licensure as a clinical social worker must complete 3,000 hours of satisfactory, supervised professional experience if they hold a master's degree, and 2,000 hours of satisfactory, supervised professional experience if they hold a doctorate degree. Applicants with a bachelor's degree in social work must complete 3 years of supervised professional experience after completing the degree. The rules specify that the required number of hours may be obtained either as full-time experience, which is a minimum of 30 hours per week but not more than 40 hours per week, or as part-time experience, which is up to 29 hours per week. The supervisor is required to meet with the applicant an average of at least 4 hours each month. Group supervision may not exceed 5 supervisees. Supervisors must be a certified social worker with clinical experience, a licensed clinical social worker, a diplomate in clinical social work, a designated member of the Academy of Certified Social Workers (ACSW), a Board certified psychiatrist, a licensed clinical psychologist, a supervisor from another state who is a clinical professional credentialed at the highest level required by that state or other appropriate clinical supervisor as approved by the board. [68 IL Admin. Code Section 1470.20]

Illinois has two professional counseling licenses: licensed professional counselor and licensed clinical professional counselor. A licensed professional counselor may not engage in independent practice without supervision of a licensed clinical professional counselor, a licensed clinical social worker, a licensed clinical psychologist, or a psychiatrist. [225 ILCS 107/18] To obtain a licensed clinical professional counselor, an applicant needs to submit proof of completion of the equivalent of 2 years of full-time supervised experience working as a clinical counselor under the direction of a qualified supervisor after completing a master's degree. Applicants who hold a doctorate's degree must complete the equivalent of 2 years of full-time supervised experience, at least one year of which is after the doctorate degree conferral. Internships required as part of the doctoral degree may count toward professional experience. A qualified supervisor means any person who is a licensed clinical professional counselor, licensed clinical social worker, licensed clinical psychologist, licensed marriage and family therapist, or licensed psychiatrist. If the supervision took place outside the state, the supervisor must have been a master's level or doctoral level counselor engaged in clinical professional counseling, clinical psychology, marriage and family therapy, or psychiatry. When a clinical counseling applicant is obtaining supervised experience while physically located in Illinois, the qualified supervisor must be licensed in the state, even if the services are provided to persons located outside the state via telehealth. One year of supervised clinical professional counseling experience shall be 1,680 clock hours in not less than 48 weeks and at least 50% of those hours must consist of direct face to face service to clients, which includes telehealth methods where there is synchronous audio-visual communication with the client. The supervisor shall meet face to face with the applicant at least one hour each week. Group supervision must not exceed 5 supervisees. [68 IL Admin. Code Section 1375.130]

Illinois has two marriage and family therapist licenses: associate licensed marriage and family therapist and licensed marriage and family therapist. The difference is that the associate licensed marriage and family therapist may not practice independently and must

be clinically supervised by a licensed marriage and family therapist. Also, the associate license is only valid for 5 years and may not be renewed. The requirements of the licensed marriage and family therapist include completion of at least 3,000 hours of professional work experience in not less than a 2 year period and no more than 5 years, which includes 1,000 hours of face to face client contact and 200 hours of clinical supervision in marriage and family therapy. [68 IL Admin. Code Section 1283.15] At least 350 hours of the 1,000 hours must involve working with only one client present in therapy sessions as part of the therapy being provided to couples or families, and at least 350 hours of the 1000 hours of face-to-face client contact must involve conjoint therapy, i.e., working with two or more clients present in therapy sessions who are in significant relationships with each other outside the therapy context. [68 IL Admin. Code Section 1283.20] Up to 100 hours of the 200 hours of clinical supervision accumulated during graduate training may be counted toward the total hours of clinical supervision. An eligible supervisor must hold a certification as an approved supervisor or supervisor in-training by the American Association for Marriage and Family Therapy (AAMFT); an active license as a licensed marriage and family therapist with 5 years of clinical experience providing marriage and family therapy; an active clinical membership certification with the AAMFT for at least 5 years; or an active license as a licensed clinical psychologist, a licensed clinical social worker, or a licensed psychiatrist and have 5 years clinical experience providing marriage and family therapy, at least 1,000 hours of conjoint therapy, and either 2 years of experience providing clinical supervision of marriage and family therapy or completed one semester hour of graduate course in marriage and family therapy supervision with at least 15 contact hours or the equivalent prior or during the supervision of an applicant. Supervision is defined as a face-to-face conversation with a supervisor that is live, interactive, and visual. Video supervision sessions must be synchronous and permit verbal and visual interaction during supervision, and must comport with confidentiality regulations and laws, usually in periods of approximately one hour each. Group supervision is limited to a maximum of 6 supervisees. [68 IL Admin. Code Section 1283.25]

#### **Iowa:**

Applicants for licensure as a licensed independent social worker, the Iowa equivalent to a clinical social worker, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in

supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 895.6 (154C)] Iowa does not have an equivalent to the Independent Social Worker license in Wisconsin.

Applicants for licensure as a mental health counselor or marriage and family therapist, the Iowa equivalent to a professional counselor or marriage and family therapist, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 891.7 (154D)]

**Michigan:**

Michigan offers social worker licenses as Bachelor's Social Worker (BSW), Master's Social Worker (MSW) with macro or clinical designations (equivalent to social worker, advanced practice social worker, independent social worker, and clinical social worker). Both BSW and MSW applicants initially receive a one-year limited license, renewable up to 6 times, to gain supervised experience. [MI Admin. Code R 338.2939, R 338.2947] Full licensure requires at least 4,000 hours of post-degree supervised work experience over a minimum of 2 years, under a licensed MSW. Supervision can be individual either in-person or telecommunications with live contact or group with 50% of individual contact reviewing work. Supervisors must conduct at least 4 hours of review per month, with at least 2 hours being individual either in-person or telecommunications. Applicants can accumulate a maximum of 2,080 hours annually, averaging 16-40 hours per week. [MI Admin. Code R 338.2941, R 338.2949] MSW applicants with a macro or clinical designation require an additional 2,000 hours of post-degree experience in their specialty over at least one year, including at least 50 hours of supervisory review. [MI Admin. Code R 338.2949]

Applicants for a professional counselor license must first be issued a limited licensed counselor license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually but for no more than 10 years. Applicants who complete a master's degree must complete 3,000 hours in not less than 2 years and with not less than 100 hours of regularly scheduled supervision under a licensed professional counselor in good standing. Applicants who completed a doctoral degree must complete 1,500 hours in not less than one year and with not less than 50 hours of regularly scheduled supervision. The supervision begins on the issuance of the limited license and continues until the full license is issued. The applicant must be in the immediate physical presence of the supervisor or can be supervised via 2-way real-time audiovisual technology that allows direct, contemporaneous interaction by sight and sound between the supervisor and supervisee. [MI Admin. Code R 338.1774] A licensed professional counselor can provide supervision if provided supervision on or before January 1, 2013, completed training in counseling supervision, and acquired not less than 3 years post-master's practice in counseling; provided supervision for the first time between January 13, 2013, and March 5, 2022, completed training in counseling supervision, and acquired not less than 3 years of post-master's practice in counseling; or currently holds the Approved Clinical Supervisor (ACS) credential from the Center for Credentialing & Education (CCE). An eligible supervisor will also have training in the function of counseling supervision. [MI Admin. Code R 338.1781]

Applicants for a marriage and family therapist license must first be issued a limited license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually and may not be renewed more than 5 times. Applicants for full licensure can complete supervised clinical marriage and family therapy experience in 2 ways: 1) Completing not less than 300 direct client contact hours in not less than 8 consecutive months in conjunction with the applicant's educational program, which could be obtained either in a clinical practicum during graduate education or in a postgraduate marriage and family institute training program accredited by the Council for Higher Education Accreditation (CHEA) or the United States Department of Education; 2) After the completion of the degree, finish a minimum of 1,000 direct contact hours in supervised marriage and family therapy experience, at least ½ of which was completed with families, couples, or subsystems of families physically present in the therapy room. An eligible supervisor must have a master's or higher graduate degree, and either is a marriage and family therapist, a certified social worker or a social worker, a licensed professional counselor, a physician practicing in a mental health setting, a licensed psychologist, or an approved supervisor or supervisor-in-training through a program conducted by the American Association for Marriage and Family Therapy (AAMFT) and approved by the board. The supervised experience requirement can be waived for applicants who have obtained a doctoral degree in marriage and family therapy. [MCL 333.16909]

### **Minnesota:**

Minnesota offers four social work licenses: Licensed Social Worker (non-clinical), Licensed Graduate Social Worker (clinical practice under supervision), Licensed Independent Social Worker (clinical practice under supervision), and Licensed

Independent Clinical Social Worker (independent clinical practice). [MN Stats. 148E.050]  
All supervisors must complete 30 hours of training in supervision through coursework or continuing education and be competent in the activities being supervised. [MN Stats. 148E.120]

General supervision requirements for licensed social worker and non-clinical licensed graduate social worker establish at least 100 hours of supervision during the first 4,000 hours of post-degree practice (4 hours per 160 practice hours). Fifty hours must be one-on-one whether in-person or eye-to-eye electronic media. The remaining 50 hours can be one-on-one or group supervision at a maximum of 6 supervisees. The supervision must be provided by a licensed graduate social worker who has completed the supervised practice requirements, licensed independent social worker, licensed independent clinical social worker, or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.100, 148E.105] Applicants for licensure as a licensed independent social worker must have obtained at least 100 hours of supervision during the 4,000 hours of postgraduate social work practice. The supervision must be provided by a licensed independent clinical social worker or an alternate supervisor who meets the supervised practice requirements. [MN Stats. 148E.110]

The clinical practice supervision for clinical licensed graduate social worker and licensed independent clinical social worker must have accrued at least 200 hours of supervision in not less than 4,000 hours and not more than 8,000 hours of postgraduate clinical practice, including at least 1,800 hours of direct clinical client contact. This supervision must have a minimum of 4 hours and a maximum of 8 hours of supervision during the 160 hours of practice until the licensed graduate social worker is issued a licensed independent clinical social worker license. The supervisor and the supervisee are required to meet a ratio of 4 hours of supervision during every 160 hours of practice. Of the 200 hours, 100 hours must be through one-on-one supervision, which could be either in person or via eye-to eye electronic media, while maintaining visual contact. The other 100 hours must be provided through one-on-one supervision or group supervision. Group supervision is limited to 6 supervisees. The supervision must be provided by a licensed independent clinical social worker or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.106, 148E.115]

Applicants for licensure as a licensed professional counselor, the equivalent to the professional counselor in training license in Wisconsin, must submit to the board a plan for supervision during the first 2,000 hours of professional practice or has submitted proof of supervised professional practice that is acceptable to the board. [MN Stats. 148B.33] In order to qualify for a clinical professional counselor license, applicants must complete 4,000 hours of supervised post-master's degree professional practice in clinical services, which includes at least 1,800 hours of clinical client contact. The supervision must be obtained at the rate of 2 hours of supervision per 40 hours of professional practice. At least 75 percent of the required supervision must be received in person or through real-time, two-way interactive audio and visual communication, and the board must allow an applicant to engage in this type of supervision. The remaining 25 percent may be received by telephone or by audio or audiovisual electronic device. At least 50 percent of the



required hours of supervision must be received on an individual basis and the remaining 50 percent may be received in a group setting. [MN Stats. 148B.5301]

Applicants for licensure as a marriage and family therapist must complete not less than 4,000 hours of supervised professional experience, which includes at least 1,000 hours of clinical client contact, in not less than 2 years and at least 500 hours must be working with couples, families, or other relational groups. Supervision must involve at least 200 hours between the supervisor and supervisee of which at least 150 hours must be face-to-face in any 12-month period. At least 100 hours of contact between the supervisor and supervisee must be in an individual setting. [MN Admin. Code 5300.0150] Applicants are allowed to satisfy the requirement for supervised postgraduate experience through real-time, 2-way interactive audio and visual communication. [MN Stats. 148B.33]

**Summary of factual data and analytical methodologies:**

The proposed rules were developed by reviewing chapters MPSW 4, 12, and 16 to ensure that the code is compliant with current standards of practice. No additional factual data or analytical methodologies were used to develop the proposed rules.

**Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis:**

The rule draft was posted on the department's website for 14 days to solicit economic impact comments from local governments and small businesses. No comments were received.

**Fiscal Estimate and Economic Impact Analysis:**

The Fiscal Estimate and Economic Impact Analysis is attached.

**Effect on small business:**

These proposed rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department's Regulatory Review Coordinator may be contacted by email at [Jennifer.Garrett@wisconsin.gov](mailto:Jennifer.Garrett@wisconsin.gov), or by calling (608) 266-2112.

**Agency contact person:**

Sofia Anderson, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, 4822 Madison Yards Way, P.O. Box 14497, Madison, Wisconsin 53708-0497; telephone 608-261-4463; email at [DSPSAdminRules@wisconsin.gov](mailto:DSPSAdminRules@wisconsin.gov).

**Place where comments are to be submitted and deadline for submission:**

Comments may be submitted to Sofia Anderson, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, 4822 Madison Yards Way, P.O. Box 14497, Madison, WI 53708-0497, or by email to [DSPSAdminRules@wisconsin.gov](mailto:DSPSAdminRules@wisconsin.gov). Comments must be received on or before the beginning of the public hearing scheduled for January 21, 2026, to be included in the record of rule-making proceedings.

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TEXT OF RULE

SECTION 1. MPSW 4 is repealed and recreated to read:

**Chapter MPSW 4**

**MPSW 4.01 Supervised practice requirement.**

(1) Supervision of pre-certification or pre-licensure practice of social work under s. 457.08 (3) (c) and (4) (c), Stats., shall include the direction of social work practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of social work. Such supervision may be exercised by a person other than an employment supervisor.

(2) The one hour per 40 hours supervision requirement may be averaged out over the course of the period of supervision.

(3) An applicant who has completed any portion of their supervised social work practice in another state shall be given credit for those hours upon submission of evidence satisfactory to the section that the hours meet the requirements of this chapter.

(4) A period of supervised practice of social work shall include, but not be limited to, practice in each of the following activities:

(a) Evaluation and assessment of difficulties in psychosocial functioning of a group or another individual.

(b) Developing plans or policies to alleviate those difficulties.

(c) Intervention, which may include psychosocial evaluation and counseling of individuals, families and groups; advocacy; referral to community resources; and facilitation of organizational change to meet social needs.

(5) At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4).

**MPSW 4.02 Supervised practice.**

**(1) SUPERVISOR QUALIFICATIONS.** It is the applicant's responsibility to satisfy the social work section that the applicant's supervisor has adequate training, knowledge, and skill to competently supervise any social work service that a supervisee undertakes and meets all the requirements of this chapter. Supervision of the supervised practice of social work may be exercised by any of the following:

**(a)** An individual licensed as a clinical social worker who has received a doctorate degree in social work.

**(b)** An individual licensed as a clinical social worker who has engaged in the equivalent of 5 years of full-time clinical social work.

**(c)** A psychiatrist or a psychologist licensed under ch. 455, Stats.

**(d)** An individual who has held a license as a clinical social worker for 3 years and has completed 30 hours of clinical supervision training through coursework or continuing education.

**(e)** An individual, other than an individual specified in par. (a), (b), (c), or (d), who is approved in advance by the social worker section based upon evidence of 5 years of experience in full-time clinical social work and has completed 30 hours of clinical supervision training through coursework or continuing education.

**(2) SUPERVISOR RESPONSIBILITIES.** The supervisor's responsibilities include all of the following:

**(a)** Exercise discretion as to the frequency, duration, and intensity of the face-to-face supervision session to meet an average of one hour of supervision per week during the supervised practice period.

**(b)** Permit a supervisee to engage in only social work services the supervisor can competently perform.

**(c)** Be available or make appropriate provision for emergency consultation or intervention.

**(d)** Be legally and ethically responsible for the supervised activities of the supervisee.

**(e)** Be able to interrupt or stop the supervisee from practicing in given cases or recommend to the supervisee's employer that the employer interrupt or stop the supervisee from practicing in given cases.

**(f)** To terminate the supervised relationship.

**(3) GROUP SUPERVISION REQUIREMENTS.** Supervision in group sessions shall meet all of the following:

- (a)** The group shall consist of no more than 6 persons for every one person providing supervision.
- (b)** Each person receiving supervision as part of the group session receives one hour credit for each hour that the group meets for supervision but may not credit any time which is primarily social activity with the group or supervisor as part of a supervision session.
- (c)** A supervision session for a group or individual which is provided by more than one supervisor may not be credited for more than the actual time elapsed during the supervision session, not including social activities.
- (d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 2. MPSW 12.01 (1) and (3) are amended to read:

**MPSW 12.01 (1)** Except as provided in sub. (3), an applicant for licensure as a professional counselor under s. 457.12, Stats., shall complete a period of supervised practice while holding a valid professional counselor training license before being eligible for licensure. This supervision shall include the direction of professional counseling practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of professional counseling. Supervision may be exercised by a person other than an employment supervisor.

**(3)** An applicant who has completed any portion of ~~his or her~~ their supervised professional counseling practice in another state shall be given credit for those hours obtained without a professional counselor training license upon submission of evidence satisfactory to the section that provided the hours meet the all other requirements of this chapter.

SECTION 3. MPSW 12.01 (4) and (5) are created to read:

**MPSW 12.01 (4)** A period of supervised practice of professional counseling shall include, but not be limited to, practice in each of the following activities:

- (a)** Evaluation and assessment of difficulties in psychosocial functioning of a group or another individual.
- (b)** Developing plans or policies to alleviate those difficulties.

(c) Intervention, which may include psychosocial evaluation and counseling of individuals, families and groups; advocacy; referral to community resources; and facilitation of organizational change to meet social needs.

(5) At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4).

SECTION 4. MPSW 12.02 (1) (intro), (f), and (2) (a) are amended to read:

**MPSW 12.02 (1) (intro)** SUPERVISOR QUALIFICATIONS. It is the applicant's responsibility to satisfy the professional counselors section that the applicant's supervisor ~~met all qualifications~~ has adequate training, knowledge, and skill to competently supervise any professional counseling service that a supervisee undertakes and meets all the requirements of this chapter. Supervision of the supervised practice of professional counseling may be exercised by any of the following:

(f) An individual, other than an individual specified in pars. (a) to (e), who is approved in advance by the professional counselor section based upon evidence of 5 years of experience in full-time counseling practice and has completed 30 hours of clinical supervision training through coursework or continuing education.

(2) (a) Exercise discretion as to the frequency, duration, and intensity of the face-to-face supervision session to meet an average of one hour of supervision per ~~week~~ per 40 hours of counseling practice during the supervised practice period.

SECTION 5. MPSW 12.02 (3) (d) is created to read:

**MPSW 12.02 (3) (d)** Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 6. MPSW 16.015 (1) (c) (intro) and (3) are amended to read:

**MPSW 16.015 (1) (c)** Submits evidence satisfactory to the marriage and family therapist section that ~~he or she~~ the applicant has done one of the following:

(3) A marriage and family therapist training license authorizes the holder to use any title specified in s. 457.04 (5), Stats., and to practice marriage and family therapy within the practice scope of ~~his or her~~ the licensee's training or supervision during the period in which the license is valid.

SECTION 7. MPSW 16.04 is repealed and recreated to read:

**MPSW 16.04 Supervised practice requirement.**

(1) Except as provided in sub. (3), an applicant for licensure as a marriage and family therapist under s. 457.10, Stats., shall complete a period of supervised practice while holding a valid marriage and family therapist training license before being eligible for full licensure. This supervision shall include the direction of marriage and family therapy practice in face-to-face individual or groups sessions of at least one hour duration per 40 hours of supervised practice of marriage and family therapy. Supervision may be exercised by a person other than an employment supervisor.

(2) A person with a training license must be supervised.

(3) An applicant who has completed any portion of their supervised marriage and family therapy practice in another state shall be given credit for those hours obtained without a marriage and family therapist training license upon submission of evidence satisfactory to the section that the hours meet the requirements of this chapter.

(4) A period of supervised practice of marriage and family therapy shall include, but not be limited to, practice in each of the following activities:

(a) Evaluation and assessment of difficulties in systemic functioning of a marital or family system.

(b) Developing treatment plans or policies to alleviate those difficulties.

(c) Intervention, which may include psychosocial evaluation and counseling of families and couples; treatment or resolution of a cognitive, affective, behavioral, nervous, or mental disorder of an individual, couple, or family.

(5) At the end of the period of supervision, the candidate for certification shall have demonstrated competence in each of the activities listed in sub. (4).

SECTION 8. MPSW 16.05 is created to read:

**MPSW 16.05 Supervised practice.**

(1) SUPERVISOR QUALIFICATIONS. It is the applicant's responsibility to satisfy the marriage and family therapy section that the applicant's supervisor has adequate training, knowledge, and skill to competently supervise any marriage and family therapy service that a supervisee undertakes and meets all the requirements of this chapter. Supervision of the supervised practice of marriage and family therapy may be exercised by any of the following:

(a) An individual licensed as a marriage and family therapist who has received a doctorate degree in marriage and family therapy.

- (b) An individual licensed as a marriage and family therapist who has engaged in the equivalent of 5 years of full-time marriage and family therapy practice.
  - (c) A psychiatrist.
  - (d) A psychologist licensed under ch. 455, Stats.
  - (e) A person who is an American Association for Marriage and Family Therapy approved supervisor or supervisor candidate.
  - (f) An individual, other than an individual specified in par. (a) to (e), who the marriage and family therapy section approves in advance based upon evidence of 5 years of experience in full-time systemic therapy and completion of 30 hours of clinical supervision training through coursework and continuing education.
- (2) SUPERVISOR RESPONSIBILITIES.** The supervisor's responsibilities include all of the following:
- (a) Provide one hour of face-to-face supervision for each 10 client contact hours.
  - (b) Permit a supervisee to engage in only marriage and family therapy services the supervisor can competently perform.
  - (c) Be available or make appropriate provision for emergency consultation and intervention.
  - (d) Be legally and ethically responsible for the supervised activities of the supervisee.
  - (e) Be able to interrupt or stop the supervisee from practicing in given cases or recommend to the supervisee's employer that the employer interrupt or stop the supervisee from practicing in given cases.
  - (f) To terminate the supervised relationship.
- (3) GROUP SUPERVISION REQUIREMENTS.** Supervision in group sessions shall meet all of the following:
- (a) The group shall consist of no more than 6 persons for every one person providing supervision.
  - (b) Each person receiving supervision as part of the group session receives one hour credit for each hour that the group meets for supervision. Time which is not directly case related may not be counted towards the supervision requirement.

(c) A supervision session for a group or individual which is provided by more than one supervisor may not be credited for more than the actual time elapsed during the supervision session.

(d) Any individual participating in group supervision must also engage in a minimum of one hour per week of individual, face-to-face meeting time between the supervisor and the supervisee, dedicated to the direct clinical discussion and evaluation of the supervisee's practice.

SECTION 9. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

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(END OF TEXT OF RULE)

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## ADMINISTRATIVE RULES

### Fiscal Estimate & Economic Impact Analysis

<b>1. Type of Estimate and Analysis</b> <input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected	<b>2. Date</b> November 11, 2025								
<b>3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable)</b> MPSW 4, 12, 16, and 20									
<b>4. Subject</b> Supervised Practice									
<b>5. Fund Sources Affected</b> <input type="checkbox"/> GPR <input type="checkbox"/> FED <input checked="" type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	<b>6. Chapter 20, Stats. Appropriations Affected</b> s. 20.165 (1) (g)								
<b>7. Fiscal Effect of Implementing the Rule</b> <table style="width: 100%;"><tr><td><input type="checkbox"/> No Fiscal Effect</td><td><input type="checkbox"/> Increase Existing Revenues</td><td><input checked="" type="checkbox"/> Increase Costs</td><td><input type="checkbox"/> Decrease Costs</td></tr><tr><td><input type="checkbox"/> Indeterminate</td><td><input type="checkbox"/> Decrease Existing Revenues</td><td colspan="2"><input type="checkbox"/> Could Absorb Within Agency's Budget</td></tr></table>		<input type="checkbox"/> No Fiscal Effect	<input type="checkbox"/> Increase Existing Revenues	<input checked="" type="checkbox"/> Increase Costs	<input type="checkbox"/> Decrease Costs	<input type="checkbox"/> Indeterminate	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Could Absorb Within Agency's Budget	
<input type="checkbox"/> No Fiscal Effect	<input type="checkbox"/> Increase Existing Revenues	<input checked="" type="checkbox"/> Increase Costs	<input type="checkbox"/> Decrease Costs						
<input type="checkbox"/> Indeterminate	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Could Absorb Within Agency's Budget							
<b>8. The Rule Will Impact the Following (Check All That Apply)</b> <table style="width: 100%;"><tr><td><input type="checkbox"/> State's Economy</td><td><input type="checkbox"/> Specific Businesses/Sectors</td></tr><tr><td><input checked="" type="checkbox"/> Local Government Units</td><td><input type="checkbox"/> Public Utility Rate Payers</td></tr><tr><td colspan="2"><input type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b></td></tr></table>		<input type="checkbox"/> State's Economy	<input type="checkbox"/> Specific Businesses/Sectors	<input checked="" type="checkbox"/> Local Government Units	<input type="checkbox"/> Public Utility Rate Payers	<input type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b>			
<input type="checkbox"/> State's Economy	<input type="checkbox"/> Specific Businesses/Sectors								
<input checked="" type="checkbox"/> Local Government Units	<input type="checkbox"/> Public Utility Rate Payers								
<input type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b>									
<b>9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1).</b> \$N/A									
<b>10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No									
<b>11. Policy Problem Addressed by the Rule</b> The Marriage and Family Therapy, Professional Counseling, and Social Work Examining Board reviewed chapters MPSW 4, 12, and 16 to update the current requirements for supervised practice for social workers, professional counselors, and marriage and family therapists who are under supervision in order to ensure clarity for supervisors, trainees, and employers. This review prompted the following changes: <ul style="list-style-type: none"><li>• Repealed and recreated chapter MPSW 4 to establish a parallel organizational structure for its sections, consistent with that of the Professional Counselor and Marriage and Family Therapy chapters.</li><li>• Added a supervisor qualification standard to MPSW 4.02 that allows individuals who have held a license as a clinical social worker for 3 years and completed 30 hours of clinical supervision to be eligible to supervise social workers.</li><li>• Created MPSW 12.01 (4) and (5) to specify supervised practice activities.</li><li>• Amended MPSW 12.02 (1) (f) to include a minimum required clinical supervision education.</li><li>• Repealed and recreated section MPSW 16.04 to establish a parallel organizational structure similar to the social worker and professional counselor sections.</li><li>• Created a new section MPSW 16.05 titled Supervised Practice to include supervisor's qualifications and responsibilities.</li><li>• Added a supervisor qualification standard to MPSW 16.05 to specify that any individual who needs to be reviewed by the marriage and family therapy section as a potential clinical supervisor shall show evidence of 5 years of experience and completion of 30 hours of clinical supervision training.</li></ul>									
<b>12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments.</b> The rule draft was posted on the department's website for 14 days to solicit economic impact comments from local governments and small businesses. No comments were received.									
<b>13. Identify the Local Governmental Units that Participated in the Development of this EIA.</b>									

## ADMINISTRATIVE RULES

### Fiscal Estimate & Economic Impact Analysis

None

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14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred)

DSPS estimates a total of \$22,900.00 in one-time and \$29,300.00 in ongoing staffing costs to implement the rule. The estimated need for 0.5 limited term employee (LTE) is for coordinate board meetings, promulgate rules, internal review and consultation, training, updating systems, update website and forms.. The estimated annual staffing need for a 0.3 full time employee (FTE) is for intake, process, screen and prosecute complaints, para legal duties, prepare reports and inquires, handle increased customer service and record requests. The one-time and annual estimated costs cannot be absorbed in the currently appropriated agency budget.

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15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule

The benefit of implementing the rule is to clarify supervision requirements for professional counselors, marriage and family therapists, and social workers. The alternative to this rule would be to not change the MPSW Code sections relating to supervision and supervised practice, which will keep confusion between supervisors, trainees, and employers.

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16. Long Range Implications of Implementing the Rule

The long range implications of implementing this rule is clear requirements for practicing professional counseling, marriage and family therapist, and social workers in Wisconsin.

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17. Compare With Approaches Being Used by Federal Government

N/A

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18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)

Illinois:

Illinois does not have an equivalent to the Independent Social Worker license in Wisconsin. Applicants for licensure as a clinical social worker must complete 3,000 hours of satisfactory, supervised professional experience if they hold a master's degree, and 2,000 hours of satisfactory, supervised professional experience if they hold a doctorate degree. Applicants with a bachelor's degree in social work must complete 3 years of supervised professional experience after completing the degree. The rules specify that the required number of hours may be obtained either as full-time experience, which is a minimum of 30 hours per week but not more than 40 hours per week, or as part-time experience, which is up to 29 hours per week. The supervisor is required to meet with the applicant an average of at least 4 hours each month. Group supervision may not exceed 5 supervisees. Supervisors must be a certified social worker with clinical experience, a licensed clinical social worker, a diplomate in clinical social work, a designated member of the Academy of Certified Social Workers (ACSW), a Board certified psychiatrist, a licensed clinical psychologist, a supervisor from another state who is a clinical professional credentialed at the highest level required by that state or other appropriate clinical supervisor as approved by the board. [68 IL Admin. Code Section 1470.20]

Illinois has two professional counseling licenses: licensed professional counselor and licensed clinical professional counselor. A licensed professional counselor may not engage in independent practice without supervision of a licensed clinical professional counselor, a licensed clinical social worker, a licensed clinical psychologist, or a psychiatrist. [225 ILCS 107/18] To obtain a licensed clinical professional counselor, an applicant needs to submit proof of completion of the equivalent of 2 years of full-time supervised experience working as a clinical counselor under the direction of a qualified supervisor after completing a master's degree. Applicants who hold a doctorate's degree must complete the equivalent of 2 years of full-time supervised experience, at least one year of which is after the doctorate degree conferral. Internships required as part of the doctoral degree may count toward professional experience. A qualified supervisor means any person who is a licensed clinical professional counselor, licensed clinical social worker, licensed clinical psychologist, licensed marriage and family therapist, or licensed psychiatrist. If the supervision took place outside the state, the supervisor must have been a master's level or doctoral level counselor engaged in clinical professional counseling, clinical psychology, marriage and family therapy, or psychiatry. When a clinical counseling applicant is

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## **ADMINISTRATIVE RULES**

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obtaining supervised experience while physically located in Illinois, the qualified supervisor must be licensed in the state, even if the services are provided to persons located outside the state via telehealth. One year of supervised clinical professional counseling experience shall be 1,680 clock hours in not less than 48 weeks and at least 50% of those hours must consist of direct face to face service to clients, which includes telehealth methods where there is synchronous audio-visual communication with the client. The supervisor shall meet face to face with the applicant at least one hour each week. Group supervision must not exceed 5 supervisees. [68 IL Admin. Code Section 1375.130]

Illinois has two marriage and family therapist licenses: associate licensed marriage and family therapist and licensed marriage and family therapist. The difference is that the associate licensed marriage and family therapist may not practice independently and must be clinically supervised by a licensed marriage and family therapist. Also, the associate license is only valid for 5 years and may not be renewed. The requirements of the licensed marriage and family therapist include completion of at least 3,000 hours of professional work experience in not less than a 2 year period and no more than 5 years, which includes 1,000 hours of face to face client contact and 200 hours of clinical supervision in marriage and family therapy. [68 IL Admin. Code Section 1283.15] At least 350 hours of the 1,000 hours must involve working with only one client present in therapy sessions as part of the therapy being provided to couples or families, and at least 350 hours of the 1000 hours of face-to-face client contact must involve conjoint therapy, i.e., working with two or more clients present in therapy sessions who are in significant relationships with each other outside the therapy context. [68 IL Admin. Code Section 1283.20] Up to 100 hours of the 200 hours of clinical supervision accumulated during graduate training may be counted toward the total hours of clinical supervision. An eligible supervisor must hold a certification as an approved supervisor or supervisor in-training by the American Association for Marriage and Family Therapy (AAMFT); an active license as a licensed marriage and family therapist with 5 years of clinical experience providing marriage and family therapy; an active clinical membership certification with the AAMFT for at least 5 years; or an active license as a licensed clinical psychologist, a licensed clinical social worker, or a licensed psychiatrist and have 5 years clinical experience providing marriage and family therapy, at least 1,000 hours of conjoint therapy, and either 2 years of experience providing clinical supervision of marriage and family therapy or completed one semester hour of graduate course in marriage and family therapy supervision with at least 15 contact hours or the equivalent prior or during the supervision of an applicant. Supervision is defined as a face-to-face conversation with a supervisor that is live, interactive, and visual. Video supervision sessions must be synchronous and permit verbal and visual interaction during supervision, and must comport with confidentiality regulations and laws, usually in periods of approximately one hour each. Group supervision is limited to a maximum of 6 supervisees. [68 IL Admin. Code Section 1283.25]

Iowa:

Applicants for licensure as a licensed independent social worker, the Iowa equivalent to a clinical social worker, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some

## **ADMINISTRATIVE RULES**

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or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 895.6 (154C)] Iowa does not have an equivalent to the Independent Social Worker license in Wisconsin.

Applicants for licensure as a mental health counselor or marriage and family therapist, the Iowa equivalent to a professional counselor or marriage and family therapist, must complete the clinical supervised experience in a minimum of 2 years and the experience shall consist of at least 3,000 hours of supervised social work practice, which includes at least 1,500 hours of direct client contact and 110 hours of direct supervision. The direct supervision hours shall include at least 24 hours of live or recorded direct observation of client interaction. A maximum of 50 hours of direct supervision may be obtained through group supervision. The content of the clinical supervised experience shall include psychosocial assessments as well as diagnostic practice and treatment using the current edition of the DSM. The rules do not specify how many hours must involve diagnostic practice and treatment. An applicant who has accrued some or all supervised experience in another state without obtaining licensure in that state shall contact the board to determine if some of that experience can be used to obtain licensure in Iowa. Eligible supervisors must hold an active license as an independent level social worker, mental health counselor, or marital and family therapist, have a minimum of 3 years of independent practice, have completed at least 6 hours of continuing education course in supervision or one graduate level course in supervision, be knowledgeable of the ethical code and licensing rules governing the supervisee. An applicant who completed some or all of the supervised clinical experience in another state without obtaining licensure in that state should contact the board to determine whether some or all of the supervised clinical experience completed can be used to qualify for licensure in Iowa. [481 IAC 891.7 (154D)]

#### **Michigan:**

Michigan offers social worker licenses as Bachelor's Social Worker (BSW), Master's Social Worker (MSW) with macro or clinical designations (equivalent to social worker, advanced practice social worker, independent social worker, and clinical social worker). Both BSW and MSW applicants initially receive a one-year limited license, renewable up to 6 times, to gain supervised experience. [MI Admin. Code R 338.2939, R 338.2947] Full licensure requires at least 4,000 hours of post-degree supervised work experience over a minimum of 2 years, under a licensed MSW. Supervision can be individual either in-person or telecommunications with live contact or group with 50% of individual contact reviewing work. Supervisors must conduct at least 4 hours of review per month, with at least 2 hours being individual either in-person or telecommunications. Applicants can accumulate a maximum of 2,080 hours annually, averaging 16-40 hours per week. [MI Admin. Code R 338.2941, R 338.2949] MSW applicants with a macro or clinical designation require an additional 2,000 hours of post-degree experience in their specialty over at least one year, including at least 50 hours of supervisory review. [MI Admin. Code R 338.2949]

Applicants for a professional counselor license must first be issued a limited licensed counselor license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually but for no more than 10 years. Applicants who complete a master's degree must complete 3,000 hours in not less than 2 years and with not less than 100 hours of regularly scheduled supervision under a licensed professional counselor in good standing. Applicants who completed a doctoral degree must complete 1,500 hours in not less than one year and with not less than 50 hours of regularly scheduled supervision. The supervision begins on the issuance of the limited license and continues until the full license is issued. The applicant must be in the immediate physical presence of the supervisor or can be supervised via 2-way real-time audiovisual technology that allows direct, contemporaneous interaction by sight and sound between the supervisor and supervisee. [MI Admin. Code R 338.1774] A licensed professional counselor can provide supervision if provided supervision on or before January 1, 2013, completed training in counseling supervision, and acquired not less than 3 years post-master's practice in counseling; provided supervision for the first time between January 13, 2013, and March 5, 2022, completed training in counseling supervision, and acquired not less than 3 years of post-master's practice in counseling; or currently holds the Approved Clinical Supervisor (ACS) credential from the Center for Credentialing &

## **ADMINISTRATIVE RULES**

### **Fiscal Estimate & Economic Impact Analysis**

Education (CCE). An eligible supervisor will also have training in the function of counseling supervision. [MI Admin. Code R 338.1781]

Applicants for a marriage and family therapist license must first be issued a limited license to accumulate the supervised experience required for full licensure. The limited license can be renewed annually and may not be renewed more than 5 times. Applicants for full licensure can complete supervised clinical marriage and family therapy experience in 2 ways: 1) Completing not less than 300 direct client contact hours in not less than 8 consecutive months in conjunction with the applicant's educational program, which could be obtained either in a clinical practicum during graduate education or in a postgraduate marriage and family institute training program accredited by the Council for Higher Education Accreditation (CHEA) or the United States Department of Education; 2) After the completion of the degree, finish a minimum of 1,000 direct contact hours in supervised marriage and family therapy experience, at least ½ of which was completed with families, couples, or subsystems of families physically present in the therapy room. An eligible supervisor must have a master's or higher graduate degree, and either is a marriage and family therapist, a certified social worker or a social worker, a licensed professional counselor, a physician practicing in a mental health setting, a licensed psychologist, or an approved supervisor or supervisor-in-training through a program conducted by the American Association for Marriage and Family Therapy (AAMFT) and approved by the board. The supervised experience requirement can be waived for applicants who have obtained a doctoral degree in marriage and family therapy. [MCL 333.16909]

Minnesota:

Minnesota offers four social work licenses: Licensed Social Worker (non-clinical), Licensed Graduate Social Worker (clinical practice under supervision), Licensed Independent Social Worker (clinical practice under supervision), and Licensed Independent Clinical Social Worker (independent clinical practice). [MN Stats. 148E.050] All supervisors must complete 30 hours of training in supervision through coursework or continuing education and be competent in the activities being supervised. [MN Stats. 148E.120]

General supervision requirements for licensed social worker and non-clinical licensed graduate social worker establish at least 100 hours of supervision during the first 4,000 hours of post-degree practice (4 hours per 160 practice hours). Fifty hours must be one-on-one whether in-person or eye-to-eye electronic media. The remaining 50 hours can be one-on-one or group supervision at a maximum of 6 supervisees. The supervision must be provided by a licensed graduate social worker who has completed the supervised practice requirements, licensed independent social worker, licensed independent clinical social worker, or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.100, 148E.105] Applicants for licensure as a licensed independent social worker must have obtained at least 100 hours of supervision during the 4,000 hours of postgraduate social work practice. The supervision must be provided by a licensed independent clinical social worker or an alternate supervisor who meets the supervised practice requirements. [MN Stats. 148E.110]

The clinical practice supervision for clinical licensed graduate social worker and licensed independent clinical social worker must have accrued at least 200 hours of supervision in not less than 4,000 hours and not more than 8,000 hours of postgraduate clinical practice, including at least 1,800 hours of direct clinical client contact. This supervision must have a minimum of 4 hours and a maximum of 8 hours of supervision during the 160 hours of practice until the licensed graduate social worker is issued a licensed independent clinical social worker license. The supervisor and the supervisee are required to meet a ratio of 4 hours of supervision during every 160 hours of practice. Of the 200 hours, 100 hours must be through one-on-one supervision, which could be either in person or via eye-to eye electronic media, while maintaining visual contact. The other 100 hours must be provided through one-on-one supervision or group supervision.

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## ADMINISTRATIVE RULES

### Fiscal Estimate & Economic Impact Analysis

Group supervision is limited to 6 supervisees. The supervision must be provided by a licensed independent clinical social worker or any other supervisor who meet the supervised practice requirements. [MN Stats. 148E.106, 148E.115]

Applicants for licensure as a licensed professional counselor, the equivalent to the professional counselor in training license in Wisconsin, must submit to the board a plan for supervision during the first 2,000 hours of professional practice or has submitted proof of supervised professional practice that is acceptable to the board. [MN Stats. 148B.33] In order to qualify for a clinical professional counselor license, applicants must complete 4,000 hours of supervised post-master's degree professional practice in clinical services, which includes at least 1,800 hours of clinical client contact. The supervision must be obtained at the rate of 2 hours of supervision per 40 hours of professional practice. At least 75 percent of the required supervision must be received in person or through real-time, two-way interactive audio and visual communication, and the board must allow an applicant to engage in this type of supervision. The remaining 25 percent may be received by telephone or by audio or audiovisual electronic device. At least 50 percent of the required hours of supervision must be received on an individual basis and the remaining 50 percent may be received in a group setting. [MN Stats. 148B.5301]

Applicants for licensure as a marriage and family therapist must complete not less than 4,000 hours of supervised professional experience, which includes at least 1,000 hours of clinical client contact, in not less than 2 years and at least 500 hours must be working with couples, families, or other relational groups. Supervision must involve at least 200 hours between the supervisor and supervisee of which at least 150 hours must be face-to-face in any 12-month period. At least 100 hours of contact between the supervisor and supervisee must be in an individual setting. [MN Admin. Code 5300.0150] Applicants are allowed to satisfy the requirement for supervised postgraduate experience through real-time, 2-way interactive audio and visual communication. [MN Stats. 148B.33]

19. Contact Name

Sofia Anderson

20. Contact Phone Number

608-261-4463

This document can be made available in alternate formats to individuals with disabilities upon request.

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

**ATTACHMENT A**

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1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

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2. Summary of the data sources used to measure the Rule's impact on Small Businesses

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3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- ☐ Less Stringent Compliance or Reporting Requirements  
☐ Less Stringent Schedules or Deadlines for Compliance or Reporting  
☐ Consolidation or Simplification of Reporting Requirements  
☐ Establishment of performance standards in lieu of Design or Operational Standards  
☐ Exemption of Small Businesses from some or all requirements  
☐ Other, describe:

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4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

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5. Describe the Rule's Enforcement Provisions

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6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)

☐ Yes   ☐ No

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