

## Comparison of U.S. clinical social work supervised experience license requirements

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### 1. Total hours supervised experience required post degree

1. Total post degree supervision hours required in 100% of states		
	Number of states	Percentage of all states
Number of states with requirement	54	100%
Requirement is in hours	47	89%
Requirement is in months	1	4%
Requirement is in years	4	7%
Requirement not specified	1	4%
All hours must be in direct clinical contact	3	6%

1. Total post degree supervised experience hours required summary		
Hours <sup>1</sup>	Number of states	Percentage of all states
1500	1	2%
2000	2	4%
3000	28	60%
3200	3	6%
3360	1	2%
3500	2	4%
3600	2	4%
4000	7	15%
5760	1	2%

<sup>1</sup>Seven states use a value other than hours

<b>1. Total post degree supervised experience hours required by state</b>		
<b>Jurisdiction</b>	<b>Clinical license title abbreviation</b>	<b>Minimum Post Degree Practice Hours Required Under Supervision</b>
Iowa	LISW	Required, number of hours not specified
Indiana	LCSW	2 years
Northern Mariana Islands	LCSW	2 years
South Dakota	CSW-PIP	2 years
Virgin Islands	CISW	2 years
Florida <sup>1</sup>	LCSW	1500 hours
Illinois	LCSW	2000 hours
New York <sup>1</sup>	LCSW	2000 hours
Alabama	LICSW	24 months
Mississippi	LCSW	24 months
Alaska	LCSW	3000 hours
California	LCSW	3000 hours
Connecticut	LCSW	3000 hours
District of Columbia	LICSW	3000 hours
Georgia	LCSW	3000 hours
Guam	LCSW	3000 hours
Hawaii	LCSW	3000 hours
Idaho	LCSW	3000 hours
Kansas	LSCSW	3000 hours
Maryland	LCSW-C	3000 hours
Missouri	LCSW	3000 hours
Montana	LCSW	3000 hours
Nebraska	LMHP	3000 hours
Nevada	CSW	3000 hours
New Hampshire	LICSW	3000 hours
New Jersey	LCSW	3000 hours
North Dakota	LICSW	3000 hours
Ohio	LISW	3000 hours
Pennsylvania	LCSW	3000 hours
Rhode Island	LICSW	3000 hours
South Carolina	LISW-CP	3000 hours
Tennessee	LCSW	3000 hours

<b>1. Total post degree supervised experience hours required by state</b>		
<b>Jurisdiction</b>	<b>Clinical license title abbreviation</b>	<b>Minimum Post Degree Practice Hours Required Under Supervision</b>
Texas	LCSW	3000 hours
Vermont	LICSW	3000 hours
Virginia	LCSW	3000 hours
Wisconsin	LCSW	3000 hours
Wyoming	LCSW	3000 hours
North Carolina <sup>1</sup>	LCSW	3000 hours
Arizona	LCSW	3200 hours
Delaware	LCSW	3200 hours
Maine	LCSW (LC)	3200 hours
Colorado	LCSW	3360 hours
Massachusetts	LICSW	3500 hours
Oregon	LCSW	3500 hours
Kentucky	LCSW	3600 hours
New Mexico	LCSW	3600 hours
Arkansas	LCSW	4000 hours
Michigan	LMSW-C	4000 hours
Minnesota	LICSW	4000 hours
Oklahoma	LCSW	4000 hours
Utah	LCSW	4000 hours
Washington	LICSW	4000 hours
West Virginia	LICSW	4000 hours
Louisiana	LCSW	5760 hours

<sup>1</sup>All hours must be earned while in direct contact with client

**1.a. Total hours spent in direct client contact specified in 24 or 44% of states**

<b>1.a. Total direct client contact hours required summary</b>		
<b>Hours</b>	<b>Number of states</b>	<b>Percentage of states (with requirement)</b>
750	1	4%
800	1	4%
1000	3	13%
1200	1	4%
1380	1	4%
1500	7	29%
1600	1	4%

<b>1.a. Total direct client contact hours required summary</b>		
<b>Hours</b>	<b>Number of states</b>	<b>Percentage of states (with requirement)</b>
1750	1	4%
1872	1	4%
1920	1	4%
2000	4	17%
3000	2	8%

<b>1.a. Total direct client contact hours required by state</b>	
<b>Jurisdiction</b>	<b>Minimum Direct Client Hours Required</b>
California	750 hours
Guam	800 hours
Mississippi	1000 hours
Washington	1000 hours
Wisconsin	1000 hours
Wyoming	1200 hours
Virginia	1380 hours
Florida	1500 hours
Kansas	1500 hours
Maryland	1500 hours
Montana	1500 hours
Nebraska	1500 hours
Pennsylvania	1500 hours
Rhode Island	1500 hours
Arizona	1600 hours
Idaho	1750 hours
Kentucky	1872 hours
New Jersey	1920 hours
Nevada	2000 hours
New York	2000 hours
Oregon	2000 hours
Vermont	2000 hours
North Carolina	3000 hours
Oklahoma	3000 hours

**1.b.i. Total hours in direct contact with supervisor specified in 48 or 89% of states**

<b>1.b.i. Total hours in direct contact with supervisor summary</b>		
<b>Hours</b>	<b>Number of states</b>	<b>Percentage of states</b>
300	1	2%
200	1	2%
150	5	10%
144	1	2%
130	1	2%
120	1	2%

<b>1.b.i. Total hours in direct contact with supervisor summary</b>		
<b>Hours</b>	<b>Number of states</b>	<b>Percentage of states</b>
104	3	6%
100	26	54%
96	7	15%
90	1	2%
75	1	2%

<b>1.b.i. Total hours in direct contact with supervisor by state</b>	
<b>Jurisdiction</b>	<b>Minimum Direct Supervisor Contact Hours Required</b>
Vermont	75 hours
New Mexico	90 hours
Alabama	96 hours
Colorado	96 hours
Indiana	96 hours
Louisiana	96 hours
Maine	96 hours
Michigan	96 hours
New Jersey	96 hours
Alaska	100 hours
Arizona	100 hours
Connecticut	100 hours
Delaware	100 hours
District of Columbia	100 hours
Florida	100 hours
Guam	100 hours
Hawaii	100 hours
Idaho	100 hours
Massachusetts	100 hours
Minnesota	100 hours
Mississippi	100 hours
Missouri	100 hours
Montana	100 hours
New Hampshire	100 hours
New York	100 hours
North Carolina	100 hours
Oklahoma	100 hours
Oregon	100 hours
South Carolina	100 hours
Tennessee	100 hours
Texas	100 hours
Utah	100 hours
Virginia	100 hours
West Virginia	100 hours

<b>1.b.i. Total hours in direct contact with supervisor by state</b>	
<b>Jurisdiction</b>	<b>Minimum Direct Supervisor Contact Hours Required</b>
Wyoming	100 hours
California	104 hours
Nevada	104 hours
Wisconsin	104 hours
Georgia	120 hours
Washington	130 hours
Maryland	144 hours
Kansas	150 hours
North Dakota	150 hours
Ohio	150 hours
Pennsylvania	150 hours
Rhode Island	150 hours
Kentucky	200 hours
Nebraska	300 hours

**1.b.ii. Minimum hours face-to-face direct contact with supervisor specified in 33 or 61% of states**

<b>1.b.ii. Minimum hours face-to-face contact with supervisor required summary</b>		
<b>Percentage of total supervisor hours</b>	<b>Number of states</b>	<b>Percentage of states (with requirement)</b>
100%	16	48%
75%	4	12%
60%	3	9%
50%	9	27%
46%	1	3%

<b>1.b.ii. Minimum hours face-to-face contact with supervisor required by state</b>	
<b>Jurisdiction</b>	<b>Minimum Direct Supervisor Contact Hours Required</b>
Vermont	37.5 hours
Colorado	48 hours
Michigan	48 hours
Massachusetts	50 hours
Minnesota	50 hours
Montana	50 hours
Virginia	50 hours
Guam	60 hours
Tennessee	60 hours
West Virginia	60 hours
Washington	60 hours
New Mexico	68 hours
Maine	72 hours
Mississippi	75 hours
Pennsylvania	75 hours

<b>1.b.ii. Minimum hours face-to-face contact with supervisor required by state</b>	
<b>Jurisdiction</b>	<b>Minimum Direct Supervisor Contact Hours Required</b>
Louisiana	96 hours
Arkansas	100 hours
Connecticut	100 hours
Delaware	100 hours
Hawaii	100 hours
Idaho	100 hours
New Hampshire	100 hours
New York	100 hours
North Carolina	100 hours
Oklahoma	100 hours
South Carolina	100 hours
Texas	100 hours
Utah	100 hours
Wyoming	100 hours
Nevada	104 hours
Rhode Island	112.5 hours
North Dakota	150 hours
Nebraska	150 hours

**1.b.iii. Distance supervision expressly allowed in 25 or 46% of states**

<b>1.b.iii. Maximum hours distance supervision with supervisor</b>		
<b>Percentage of total supervisor hours</b>	<b>Number of states</b>	<b>Percentage of states (with requirement)</b>
Not specified	2	8%
100%	13	52%
50%	4	16%
46%	2	8%
25%	4	16%

<b>1.b.iii. Maximum hours distance supervision with supervisor by state</b>		
<b>Jurisdiction</b>	<b>Maximum Hours Allowed</b>	<b>Acceptable Methods of Distance Supervision</b>
Alabama	96 hours	Individual supervision is defined as one supervisee meeting face-to-face with one supervisor. It can also be live, interactive, visual communication as long as all three components are met during the session.

<b>1.b.iii. Maximum hours distance supervision with supervisor by state</b>		
<b>Jurisdiction</b>	<b>Maximum Hours Allowed</b>	<b>Acceptable Methods of Distance Supervision</b>
Alaska	100 hours	<p>Distance supervision may be granted by exception by the board.</p> <p>To receive the exception an applicant who practices in a remote location must, before the supervision begins, submit a written request to the board to allow supervision by telephonic or electronic means.</p> <p>The board will approve a request for telephonic or electronic supervision of an applicant who practices in a remote location if the board determines that</p> <p>(1) approved clinical supervisors are not practicing at, or within a reasonable distance of, that location; or</p> <p>(2) the approved clinical supervisors practicing at that location cannot provide appropriate supervision because of the supervisor's relationship to the applicant, a possible conflict of interest, or other good cause shown.</p> <p>(e) For good cause shown to the board's satisfaction, the board will accept an alternate plan of supervision that varies from the requirement of this section, if the applicant:</p> <p>(1) submits the alternate plan in writing to the board; and</p> <p>(2) receives approval of the alternate plan by the board before the applicant begins the alternate supervised experience.</p>
Arizona	25 hours	Telephonically lasting at least 30 minutes is acceptable; Videoconferencing counts as face to face per clinical supervision definition.
Arkansas	100 hours	
California	104 hours	Two-way video conferencing is allowed for licensees working for a governmental entity, school, college, or university, or an institution that is both a nonprofit and charitable institution.
Colorado	48 hours	Acceptable modes of supervision include but are not limited to individual, group, telephone, electronic mail, audio-visual, process recording, direct observation, telecommunication (teleconferencing, fax, videotapes), and hospital rounds. The appropriate modality of supervision shall be determined by the training, education, and experience of the supervisee, and the treatment setting (i.e. urban/rural, or the availability of resources and at all times based on community standards and client needs)
Delaware	50 hours	Live video conferencing is permitted for no more than 50% of the total supervision provided in any given month



<b>1.b.iii. Maximum hours distance supervision with supervisor by state</b>		
<b>Jurisdiction</b>	<b>Maximum Hours Allowed</b>	<b>Acceptable Methods of Distance Supervision</b>
Hawaii	100 hours	Face-to-face supervision can be conducted electronically through a video conference service that is compliant with all federal and state privacy, security, and confidentiality laws, including the Health Insurance Portability and Accountability Act of 1996.
Indiana	48 hours	50% of supervision may occur through virtual technology
Iowa	Not specified	
Kansas	Not specified	Supervisees that use videoconferencing for a portion of their supervision must provide written verification of the technological security measure implemented to protect confidentiality.
Kentucky	100 hours	Individual supervision may include electronic supervision of one direct meeting per month. Electronic supervision may be used for one (1) direct meeting per month but only after the first twenty-five (25) hours of individual supervision hours have been obtained in face-to-face, in-person meetings where the supervisor and supervisee are physically present in the same room. No more than fifty (50) percent of the individual supervision hours may be obtained in an electronic format. "Electronic supervision" means the use of computers and other electronic means by which the supervisor and supervisee use interactive video technology, in real-time, with video and audio interaction for individual and group supervision.
Maine	96 hours	Videoconference permitted but not telephone or any other audio-only technology
Minnesota	25 hours	Eye-to-eye electronic media, while maintaining visual contact.
Mississippi	25 hours	Supervision may include alternate means of supervision by audio or audiovisual electronic device provided there is direct, interactive, live exchange between the supervisor and supervisee or provided that communication is verbally or visually interactive between the supervisor and the supervisee.
Missouri	100 hours	The use of electronic communications is acceptable for meeting supervision requirements only if the ethical standards for confidentiality are maintained and the communication is verbally and visually interactive between the supervisor and the supervisee.
Nevada	104 hours	Via any synchronous system of delivery e.g. telephone, webinar, Skype, etc. Distance supervision must be pre-approved by the Board and is done on a case by case basis prior to the supervision.
New Mexico	22.5 hours	

<b>1.b.iii. Maximum hours distance supervision with supervisor by state</b>		
<b>Jurisdiction</b>	<b>Maximum Hours Allowed</b>	<b>Acceptable Methods of Distance Supervision</b>
North Dakota	150 hours	Telephone, audio or audiovisual electronic device. Face-to-face supervision means a direct, interactive, live exchange, either in person, by telephone, or by audio or audiovisual electronic device in either individual or group supervision.
Oklahoma	100 hours	Video conference such as SKYPE, Face-time, Agency Video Conferencing, etc. Distance supervision must be pre-approved by the board and is done so on a case by case basis.
Oregon	100 hours	Video conference
Texas	100 hours	
Utah	100 hours	Live video conferencing
Washington	60 hours	
West Virginia	30 hours	

## 2. The frequency of supervision specified in 39 or 72% of states

<b>2. Minimum frequency of supervision summary</b>		
<b>Minimum Frequency of Supervision</b>	<b>Number of states</b>	<b>Percentage of all states</b>
1 hour per week	12	31%
2 hours per week	3	8%
2 hours per month	2	5%
3 hours per month	1	3%
4 hours per month	5	13%
1 hour per 15 hours of practice	1	3%
1 hour per 20 hours of practice	2	5%
1 hour per 30 hours of practice	3	8%
1 hour per 32 hours of practice	1	3%
1 hour per 40 hours of practice	6	15%
2 hours per 80 hours of practice	1	3%
2 hours per 160 hours of practice	1	3%

<b>2. Minimum frequency of supervision by state</b>	
<b>Jurisdiction</b>	<b>Minimum Frequency of Supervision</b>
Florida	1 hour per 15 hours of practice
Kansas	1 hour for every 20 practice hours
Ohio	1 hour for every 20 practice hours
North Carolina	1 hour for every 30 practice hours
Tennessee	1 hour for every 30 practice hours
Wyoming	1 hour for every 30 practice hours
Iowa	1 hour for every 40 practice hours
New Mexico	1 hour for every 40 practice hours

<b>2. Minimum frequency of supervision by state</b>	
<b>Jurisdiction</b>	<b>Minimum Frequency of Supervision</b>
Texas	1 hour for every 40 practice hours
Vermont	1 hour for every 40 practice hours
Virginia	1 hour for every 40 practice hours
Arkansas	1 hour per week
California	1 hour per week
Colorado	1 hour per week
Delaware	1 hour per week
Mississippi	1 hour per week
Nebraska	1 hour per week
Nevada	1 hour per week
New Hampshire	1 hour per week
New Jersey	1 hour per week
Oklahoma	1 hour per week
Wisconsin	1 hour per week
Maine	1 hour per week / 4 hours per month
District of Columbia	1 hour supervision per 32 practice hours
Montana	2 hours for every 160 practice hours
Kentucky	2 hours for every 2 weeks of practice
Missouri	2 hours for every 2 weeks of practice
Rhode Island	2 hours for every 2 weeks of practice
Pennsylvania	2 hours for every 40 practice hours
Louisiana	2 hours for every 80 practice hours
New York	2 hours per month
Oregon	2 hours per month per month
Maryland	3 hours per month
Minnesota	4 hours for every 160 practice hours
Alabama	4 hours per month
Illinois	4 hours per month
Indiana	4 hours per month
Michigan	4 hours per month
South Dakota	4 hours per month

**3. A minimum time period in which supervision can be earned specified in 44 or 81% of states**

<b>3. Minimum time period to accrue supervision summary</b>		
<b>Minimum Time Period of Supervision</b>	<b>Number of states</b>	<b>Percentage of all states</b>
Not specified	10	19%

<b>3. Minimum time period to accrue supervision summary</b>		
<b>Minimum Time Period of Supervision</b>	<b>Number of states</b>	<b>Percentage of all states</b>
18 months	1	2%
24 months	3	6%
No less than 100 weeks	1	2%
2 years	35	65%
36 months	3	6%
3 years	1	2%

<b>3. Minimum time period to accrue supervision by state</b>	
<b>Jurisdiction</b>	<b>Minimum Time to Accrue Time</b>
Connecticut	Not specified
Illinois	Not specified
Louisiana	Not specified
Massachusetts	Not specified
Michigan	Not specified
Minnesota	Not specified
Nebraska	Not specified
North Dakota	Not specified
South Dakota	Not specified
Virgin Islands	Not specified
Wyoming	18 months
Indiana	24 months
Mississippi	24 months
Missouri	24 months
Florida	No less than 100 weeks
Alaska	2 years
Arizona	2 years
Arkansas	2 years
California	2 years
Colorado	2 years
Delaware	2 years
District of Columbia	2 years
Guam	2 years
Hawaii	2 years
Idaho	2 years
Iowa	2 years
Kansas	2 years
Kentucky	2 years
Maine	2 years
Maryland	2 years
Montana	2 years
Nevada	2 years

<b>3. Minimum time period to accrue supervision by state</b>	
<b>Jurisdiction</b>	<b>Minimum Time to Accrue Time</b>
New Hampshire	2 years
New Jersey	2 years
New Mexico	2 years
North Carolina	2 years
Northern Mariana Islands	2 years
Ohio	2 years
Oklahoma	2 years
Oregon	2 years
Pennsylvania	2 years
Rhode Island	2 years
South Carolina	2 years
Tennessee	2 years
Texas	2 years
Utah	2 years
Vermont	2 years
Virginia	2 years
West Virginia	2 years
Wisconsin	2 years
Alabama	36 months
Georgia	36 months
New York	36 months
Washington	3 years

**4. A maximum time period in which supervision can be earned specified in 27 or 50% of states**

<b>4. Maximum time period to accrue supervision summary</b>		
<b>Maximum Time Period</b>	<b>Number of states</b>	<b>Percentage of all states</b>
Not specified	27	50%
36 months	2	4%
3 years	3	6%
48 months	1	2%
4 years	5	9%
60 months	1	2%
5 years	4	7%
72 months	1	2%
6 years	8	15%
108 months	1	2%
10 years	1	2%

<b>4. Maximum time period to accrue supervision by state</b>	
<b>Jurisdiction</b>	<b>Maximum Time to Accrue Time</b>
Alabama	Not specified
Arizona	Not specified
Arkansas	Not specified
Colorado	Not specified
Connecticut	Not specified
Delaware	Not specified
Florida	Not specified
Illinois	Not specified
Indiana	Not specified
Louisiana	Not specified
Maine	Not specified
Massachusetts	Not specified
Michigan	Not specified
Minnesota	Not specified
Montana	Not specified
Nebraska	Not specified
New Hampshire	Not specified
Northern Mariana Islands	Not specified
Ohio	Not specified
Oklahoma	Not specified
South Dakota	Not specified
Utah	Not specified
Vermont	Not specified
Virgin Islands	Not specified
Washington	Not specified
West Virginia	Not specified
Wisconsin	Not specified
Mississippi	36 months
Wyoming	36 months
Kentucky	3 years
Nevada	3 years
New Jersey	3 years
Missouri	48 months
District of Columbia	4 years
North Dakota	4 years
South Carolina	4 years
Texas	4 years

<b>4. Maximum time period to accrue supervision by state</b>	
<b>Jurisdiction</b>	<b>Maximum Time to Accrue Time</b>
Virginia	4 years
New Mexico	60 months
Guam	5 years
Hawaii	5 years
Idaho	5 years
Oregon	5 years
New York	72 months
California	6 years
Iowa	6 years
Kansas	6 years
Maryland	6 years
North Carolina	6 years
Pennsylvania	6 years
Rhode Island	6 years
Tennessee	6 years
Georgia	108 months
Alaska	10 years

#### **5. Supervision plan requirements**

Supervision plan required in 32 or 59% of states

- Required content defined in 20 or 37% of states (with requirement)
- Must be approved in 15 or 28% of states (with requirement)
- Must be filed with the board in 26 or 48% of states (with requirement)
- Board notification required when supervision is terminated in 18 or 33% of states (with requirement)

#### **6. Supervision reporting requirements**

Supervision reporting is required 31 or 57% of states

Reporting frequency:

- Annually – 3 states or 710 of states (with requirement)
- Semi-annually – 6 states or 21% of states (with requirement)
- Quarterly – 2 states or 7% of states (with requirement)
- When supervision is terminated – 12 states or 43% of states (with requirement)
- Reporting frequency not specified – 2 states or 7% of states (with requirement)
- Other – 3 states or 11% of states (with requirement)
  - A record of supervision required in the event there is a discrepancy in hours reported by the supervisor and supervisee
  - After the first 1500 hours of work or 75 hours of supervision or whenever there is a supervisor change
  - Reporting required at 25, 50 and 100 hours of educational supervision.

## **7. Supervisor requirements**

The supervisor must be registered and pre-approved in 24 or 44% of states

The supervisor must be a licensed clinical social worker in 27 or 52% of states, otherwise state gives minimum hourly requirement with LCSW

The supervisor must meet requirements for minimum practice experience post licensure in 29 or 56% of states

The supervisor must meet requirements for initial training prior to performing supervision in 23 or 44% of states