



**Cause for Licensing Requirements and Pathway
Facilitating Licensure Reciprocity**

Response to Executive Order 2023-004

for

**The State of Nevada Board of Examiners for
Marriage and Family Therapists and Clinical
Professional Counselors**

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SECTION 1.00 ALL REGULATIONS, FEES, AND OTHER REQUIREMENTS FOR LICENSURE

1:01 SCOPE

The purpose of this section is to: (1) define the types of licenses issued by the State of Nevada Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors, (2) define the scope of practice of the professions, (3) detail all regulations that restrict entry into the professions of marriage family therapy or clinical professional counseling and, (4) define all pertinent regulations, fees and other costs, examinations, and any other requirements for entry into the professions regulated by the Board.

1:02 DEFINITIONS

The State of Nevada Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors was created to regulate the practice of marriage and family therapy and clinical professional counseling that was declared to be learned professions profoundly affecting public safety and welfare and charged with the public interest, and therefore subject to protection and regulation by the State (NRS 641A.010).

The Board issues the following types of licenses:

Marriage and Family Therapist: means an individual who has the required post-graduate experience in marriage and family therapy, passed the national licensing exam and can practice independently without supervision.

Clinical Professional Counselor: means an individual who has the required post-graduate experience in clinical professional counseling, passed the national licensing exam and can practice independently without supervision.

Marriage and Family Therapist Intern: means an individual can practice under supervision while working to gain the required two years post-graduate experience in marriage and family therapy.

Clinical Professional Counselor Intern: means an individual can practice under supervision while working to gain the required two years post-graduate experience in clinical professional counseling.

The statutory definitions of the professions are:

The Practice of Marriage and Family Therapy: means the diagnosis and treatment of mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of interpersonal relationships, including, without limitation, marital and family systems, and involves the professional application or use of psychotherapy, counseling, evaluation, assessment instruments, consultation, treatment planning, supervision, research, and prevention of mental and emotional disorders. It also includes the rendering of professional marital and family therapy services to a person, couple, family or family group or other group of persons. It **does not** include the use of psychometric tests, assessments, or measures, including, without limitation, psychological, neuropsychological, developmental, neurodevelopmental, cognitive, neurocognitive, intelligence, achievement, personality, or projective tests (NRS 641A.080).

The Practice of Clinical Professional Counseling: means the provision of treatment, assessment and counseling, or equivalent activities, to a person or group of persons to achieve mental, emotional, physical, and social development and adjustment. It also includes counseling interventions to prevent, diagnose and treat mental, emotional, or behavioral disorders and associated distresses which interfere with mental health. It **does not** include the use of psychometric tests, assessments, or measures, including, without limitation,

psychological, neuropsychological, developmental, neurodevelopmental, cognitive, neurocognitive, intelligence, achievement, personality, or projective tests (NRS 641A.065).

Internship: means the period of supervised experience required of a marriage and family therapist intern or clinical professional counselor intern (NAC 641A.035, subsection 8).

1:03 DECREASING BARRIERS TO LICENSURE

The State of Nevada Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors has done a great deal of work over the last several years to expedite licensing with the goal of providing increased access to mental health services across the state and positively contributing to the development of our workforce. A detailed description of those initiatives is listed in the paragraphs below.

Expedited Licensure by Reciprocity: The Board currently has expedited licensure by endorsement for individuals that are fully licensed in another state. Some states require examinations and a review of transcripts to qualify for reciprocity. Our process is very straightforward. We use an applicant's full license in another state as endorsement for a full license in Nevada.

Discounted Fees for Licensure by Reciprocity: The fees for reciprocity applicants are discounted by half.

Transfer of Experience for Intern Applicants: The Board recently changed regulations to allow applicants working under supervisor elsewhere to transfer a portion of the hours accumulated in another state to apply to an internship in Nevada. Previously, no credit was given for prior experience and those regulations were prohibitive to individuals wanting to relocate. Currently, we have worked with more than ten individuals that were licensed in another state get credit for hours they accumulated in another state. Also, we use the time licensed in another state as time credited toward the two-year experience requirement to become fully licensed.

No Examination Required for Intern Applicants: The Board does not require an examination prior to application for a license to practice under supervision. Other states, such as Texas, require an individual to pass a national examination to apply for an associate license. In Nevada, a person can apply for a license to work under supervision once they graduate from a qualifying master's degree program and complete an application for internship.

More Inclusive Consideration of Acceptable Required Education for Intern Applicants: The Board accepts master's degrees from regionally accredited institutions as a minimum requirement to apply for a license. Several states across the country require graduation from a program that is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) or the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) only.

As you can see from the examples above, the regulations in Nevada for licensure as a marriage and family therapist, marriage and family therapist intern, clinical professional counselor, and clinical professional counselor intern, are structured to give opportunities to individuals that are interested in pursuing licensure rather than creating obstacles.

The State of Mental Health in America Overall Ranking: According to The State of Mental Health in America 2023 by Mental Health America, Nevada's overall ranking is 29 out of 51 states, including the District of Columbia. This represents a dramatic improvement in overall ranking and demonstrates that the changes the Board has made in recent years has had a positive impact on workforce development, access to care and the overall state of mental health for all Nevadans. In reviewing historical data by Mental Health America, Nevada ranked 51st for the years 2017 through 2022 and 49th in 2015 and 2016.

1:04 REGULATIONS THAT RESTRICT ENTRY INTO THE PROFESSIONS

In reviewing the regulations under the purview of the Board, it has been determined that there are two areas that potentially delay entry into the professions. The first is the academic qualifications of an applicant, specifically the courses of study. As mentioned in the previous section, our regulations are supportive of accepting graduate degrees from regionally accredited institutions which is more inclusive than that of other states. However, an applicant is required to meet specific coursework requirements outlined in NAC 641A.085. If an applicant does not have all the relevant courses, they must go back to school to take the courses they are missing before their application will progress forward to licensure.

The second area identified that may cause a potential delay in entry into the professions is the requirement that an applicant submit a complete set of fingerprints to be forwarded to the Central Repository for Nevada Records of Criminal History for submission to the Federal Bureau of Investigation for its report (NAC 641A.065). In coordination with the Department of Public Safety, this process is currently taking a minimum of eight weeks to complete. This part of the application process is vital to the Board's role of protecting public health and safety. The Executive Director is a Civil Change Ambassador and works in cooperation with the Department of Public Safety on the NCJIS Modernization Program to increase efficiency in this area.

1:05 PERTINENT REGULATIONS

The pertinent regulations for entry into the professions regulated by the Board are:

NAC 641A.065	Application for license: Filing; action by Board.
NAC 641A.075	Qualifications of applicant: Degree from accredited institution.
NAC 641A.085	Qualifications of applicant: Courses of study.
NAC 641A.095	Reexamination; lapse of application.

NAC 641A.065 Application for license: Filing; action by Board. ([NRS 641A.160](#), [641A.210](#)) Except as otherwise provided in [NRS 641A.241](#) and [641A.242](#):

1. Any person desiring licensure by the Board must submit or have submitted to the Board:
 - (a) An application completed on the forms provided by the Board;
 - (b) Official transcripts from each graduate institution of higher education he or she attended which substantiate the education and training required for licensure;
 - (c) A copy of the applicant's valid driver's license, passport or other government-issued identification card;
 - (d) If the person is licensed as a marriage and family therapist or clinical professional counselor in the District of Columbia or any state or territory of the United States, evidence satisfactory to the Board of such licensure and of good standing as a marriage and family therapist or clinical professional counselor in the District of Columbia or the state or territory of the United States; and

(e) A complete set of fingerprints and written permission authorizing the Board to forward those fingerprints to the Central Repository for Nevada Records of Criminal History for submission to the Federal Bureau of Investigation for its report. The Board may exchange with the Federal Bureau of Investigation any information relating to the fingerprints of an applicant pursuant to this section.

2. To have the Board act upon an application for a license at a scheduled meeting, the applicant must have filed the completed application with the Board at least 10 business days before that meeting. For good cause, the Board may allow an applicant to present material at its meeting in addition to the materials which he or she has previously submitted to the Board.

3. By submitting an application, an applicant grants the Board full authority to make any investigation or personal contact necessary to verify the authenticity of the matters and information stated within the application. If the Board so requests, the applicant must supply such a verification.

4. The Board may appoint a subcommittee to examine an application and conduct interviews before the Board's meeting and to make recommendations for its action.

5. The Board may require the personal appearance of the applicant at the meeting.

6. The same application which is filed for licensure as an intern will be used by the Board for application for licensure as a marriage and family therapist or clinical professional counselor upon completion of the internship.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 1-12-96; R173-03, 8-20-2004; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R094-18, 8-30-2018)

NAC 641A.075 Qualifications of applicant: Degree from accredited institution. ([NRS 641A.160](#), [641A.220](#), [641A.231](#)) For the purposes of qualifying for licensure, each applicant's graduate degree must be from an institution which has been accredited by a recognized regional accrediting organization.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 1-12-96; R173-03, 8-20-2004; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008)

NAC 641A.085 Qualifications of applicant: Courses of study. ([NRS 641A.160](#), [641A.180](#), [641A.220](#), [641A.231](#))

1. Except as otherwise provided in subsection 7, to qualify for licensure as a marriage and family therapist or marriage and family therapist intern, an applicant's graduate education in marriage and family therapy must include the following courses of study:

- (a) At least two courses in human development, including, without limitation, issues of sexuality.
- (b) At least two courses in marital and family systems.
- (c) At least three courses in marital and family therapy.
- (d) At least one course in ethical and legal issues in the practice of marriage and family therapy.
- (e) At least three courses in the supervised practice of marriage and family therapy.
- (f) At least one course in diagnosis and assessment, including, without limitation, the use of the *Diagnostic and Statistical Manual of Mental Disorders*.
- (g) At least one course in social and cultural foundations.

- (h) At least one course in research.
 - (i) At least one course in abuse of alcohol or controlled substances.
 - (j) At least one course in crisis or trauma.
 - (k) At least one course in grief or loss.
 - (l) At least one course in group counseling.
 - (m) At least one course in individual counseling theories.
2. Except as otherwise provided in subsection 7, to qualify for licensure as a clinical professional counselor or clinical professional counselor intern, an applicant's graduate education in clinical professional counseling must include the following courses of study:
- (a) At least two courses in human development, including, without limitation, issues of sexuality.
 - (b) At least one course in individual counseling theories.
 - (c) At least one course in individual counseling techniques and practice.
 - (d) At least one course in lifestyle and career development.
 - (e) At least one course in group dynamics, counseling and consulting.
 - (f) At least one course in ethics and professional studies.
 - (g) At least three courses in the supervised practice of clinical professional counseling.
 - (h) At least one course in diagnosis and assessment, including, without limitation, the use of the *Diagnostic and Statistical Manual of Mental Disorders*.
 - (i) At least one course in social and cultural foundations.
 - (j) At least one course in research and evaluation.
 - (k) At least one course in abuse of alcohol or controlled substances.
 - (l) At least one course in couples counseling.
 - (m) At least one course in family systems.
 - (n) At least one course in crisis or trauma.
 - (o) At least one course in grief or loss.
3. The courses in the supervised practice of marriage and family therapy or clinical professional counseling required pursuant to subsection 1 or 2, as applicable, must:
- (a) Include clinical experience working with individuals, couples and families.
 - (b) Be equivalent to three courses taken during three semesters or four courses taken during four quarters which provide a minimum of 40 weeks of supervised practice.
4. For a graduate degree to fulfill the educational requirements for licensure as a marriage and family therapist, clinical professional counselor or intern pursuant to this section, the degree must require at least 60 semester hours or 72 quarter hours.
5. The Board will consider only courses completed at the graduate level for fulfillment of the educational requirements for licensure as a marriage and family therapist, clinical professional counselor or intern.
6. A course may not be used to satisfy the requirements for more than one course of study set forth in subsection 1 or 2.

7. The Board:

(a) Will consider a graduate degree from a program that was accredited by the Council for Accreditation of Counseling and Related Educational Programs or the Commission on Accreditation for Marriage and Family Therapy Education at the time the degree was conferred as fulfilling the educational requirements for licensure as an intern.

(b) May consider:

- (1) Graduate degrees in fields related to mental health which are comparable to degrees in marriage and family therapy, counseling or mental health counseling and which meet the requirements for courses listed in subsection 1 or 2, regardless of the terminology used in the degree granted by the educational institution, as fulfilling the educational requirements for licensure as a marriage and family therapist, clinical professional counselor or intern.
- (2) Graduate degrees from a program that the Board determines substantially meets the requirements set forth in subsection 1 or 2, as applicable.
- (3) Years of clinical experience as a licensed marriage and family therapist, clinical professional counselor or intern in lieu of specific academic courses.
- (4) Graduate degrees conferred on or before August 30, 2023, which met the requirements of this section as it existed on August 29, 2018.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 9-16-88; 1-12-96; R173-03, 8-20-2004; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R163-12, 6-23-2014; R094-18, 8-30-2018)

NAC 641A.095 Reexamination; lapse of application. ([NRS 641A.160](#), [641A.220](#), [641A.231](#))

1. An applicant for a license to practice as a marriage and family therapist who fails an examination required pursuant to [NRS 641A.230](#) may take the examination not more than two more times in the 12-month period commencing on the date of the original examination. If an applicant fails the exam for a third time during that time period, the Board may require additional courses of study or may impose other conditions before allowing the applicant to retake the examination.

2. The application of an applicant for a license to practice as a marriage and family therapist who does not:

- (a) Take an examination within 1 year after being notified of his or her eligibility; or
- (b) Retake an examination within 1 year after failing the examination,

➡ shall be deemed lapsed. An applicant seeking to pursue licensure whose application has lapsed must fulfill all requirements at the time the new application is submitted and provide documentation concerning the lapsed application.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 11-27-89; 1-12-96; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R091-14, 6-28-2016; R094-18, 8-30-2018)

1:06 FEES AND COSTS

The fees and costs that impact entry into the professions regulated by the Board are:

NAC 641A.105 Fees. ([NRS 641A.160](#)) Except as otherwise provided in [[NRS 641A.290](#)], subsection 2, the Board will charge and collect the following fees, respectively:

- (a) For a marriage and family therapist or clinical professional counselor:

Application for an initial license	\$150
Application for an initial license by endorsement	\$75
Initial issuance of a license	\$60
Initial issuance of a license by endorsement	\$30

- (b) General:

Reevaluation of an applicant's coursework.....	\$50
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2. If an applicant for an initial license as a marriage and family therapist, marriage family and therapist intern, clinical professional counselor or clinical professional counselor intern is an active member of, or the spouse of an active member of, the Armed Forces of the United States, a veteran or the surviving spouse of a veteran, the Board will charge one-half of the fee for the processing of an application for initial licensure and one-half of the fee for the initial issuance of a license.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 11-27-89; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R094-18, 8-30-2018)

1:07 EXAMINATIONS

The Board does not require an applicant to pass an examination as part of the application process and therefore this is not a restriction to entry into the professions. A person holding an intern license is required to pass a national licensing examination as a requirement for full, independent licensure but at that time they have been working in the field gaining the required hours of experience.

1:08 OTHER REQUIREMENTS

Other requirements regulated by the Board that impact applicants for intern licensure are:

- 641A.146 Internships: Approval by Board; completion within required time frame; submission of written report from supervisor; revocation of license for failure to file written report; request for renewal of license; required hours of supervised experience.
- 641A.178 Supervision of interns: Primary and secondary approved supervisors; limitation on number of interns; time required for supervision.

NAC 641A.146 Internships: Approval by Board; completion within required time frame; submission of written report from supervisor; revocation of license for failure to file written report; request for renewal of license; required hours of supervised experience. ([NRS 641A.160](#), [641A.287](#), [641A.288](#))

1. An internship must be:
 - (a) Outlined in a supervision agreement with an approved primary supervisor;
 - (b) Approved by the Board; and
 - (c) Completed within 3 years after the Board approves the internship unless a renewal of the intern's license as an intern is granted pursuant to subsection 3.

NAC 641A.178 Supervision of interns: Primary and secondary approved supervisors; limitation on number of interns; time required for supervision. ([NRS 641A.160](#), [641A.287](#), [641A.288](#))

1. Before beginning an internship, each intern must have at least two supervisors approved by the Board. During the course of the supervision of the intern:

- (a) The primary approved supervisor shall meet with the intern for at least 160 hours, which must include at least 1 hour per week, to discuss and evaluate the performance of the intern. The primary supervisor shall document any variation from this weekly schedule and retain such documentation until the completion of the internship. A violation of this paragraph may result in the revocation of the intern's license or the approval of the primary supervisor pursuant to [NAC 641A.182](#).
- (b) The secondary approved supervisor or supervisors shall meet with the intern for a combined total of at least 40 hours to discuss and evaluate the performance of the intern.

<p style="text-align: center;">SECTION 2.00 BOARD JUSTIFICATION FOR REGULATIONS, FEES, AND OTHER REQUIREMENTS FOR LICENSURE</p>
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2:01 SCOPE

The purpose of this section is to provide the Board's justification for the regulations, fees and other requirements for licensure set forth in the previous section of this report and offer an analysis of the number of states that currently license the professions of marriage and family therapy and clinical professional counseling governed by the Board.

2:02 BOARD JUSTIFICATION OF REGULATIONS, FEES AND OTHER REQUIREMENTS

The practice of marriage and family and clinical professional counseling were declared by the State of Nevada to be learned professions profoundly affecting public safety and welfare. The Board's mission is to protect the public health, safety, and welfare by ensuring that only competent practitioners are licensed in the state and that those licensed practitioners maintain the highest level of professional conduct.

NAC 641A.065: Application for license: Filing; action by Board: An application is necessary to gather pertinent information required for licensure. A complete set of fingerprints is required to ensure public safety and welfare.

NAC 641A.075: Qualifications of applicant: Degree from accredited institution: Requiring that a university have regional accreditation, at a minimum, ensures a certain level of academic quality, program improvement and institutional accountability. The State of Nevada defines counseling as a learned profession and this requirement supports adherence to the law.

NAC 641A.085: Qualifications of applicant: Courses of study: The required courses of study are necessary to make certain that practitioners are competent and able to fully execute the scope of practice outlined in NRS 641A.065 and NRS 641A.080. The State of Nevada defines counseling as a learned profession and this requirement supports adherence to the law.

NAC 641A.105: Fees: The application and license issuance fees are established by statute and on par with similar license types.

NAC 641A.178: Supervision of interns: Primary and secondary approved supervisors; limitation on number of interns; time required for supervision: NRS 641A outlines that an individual must have two years of post-graduate experience to become fully licensed. Individuals that are licensed as interns need a supervisor to gain the experience necessary to fully execute the scope of practice outlined in NRS 641A.065 and NRS 641A.080.

2:03 ANALYSIS OF OTHER STATES THAT REGULATE THE PROFESSIONS

The professions of marriage and family therapy and clinical professional counseling is regulated in all 50 states, the District of Columbia, and US territories. All states have an education, experience, and examination component to licensure. All states require that education programs be accredited either by a counseling-specific accrediting organization or by a regional accrediting body. All states require a minimum amount of supervised experience and that applicants pass a comprehensive examination on counseling practice. All states require disclosure and attestation of criminal history, and the majority of states also require additional submission of documentation and release for criminal background check.

SECTION 3.00 RECOMMENDATIONS FOR REVISIONS TO EXPEDITE LICENSURE

3:01 SCOPE

This section is designed to provide the Board's recommended revisions to the current regulatory construct that would expedite licensure for new workers.

3:02 RECOMMENDED REVISIONS

The Board is recommending removal of the following regulations:

NAC 641A.095 Reexamination; lapse of application. ([NRS 641A.160](#), [641A.220](#), [641A.231](#))

1. An applicant for a license to practice as a marriage and family therapist who fails an examination required pursuant to [NRS 641A.230](#) may take the examination not more than two more times in the 12-month period commencing on the date of the original examination. If an applicant fails the exam for a third time during that time period, the Board may require additional courses of study or may impose other conditions before allowing the applicant to retake the examination.

2. The application of an applicant for a license to practice as a marriage and family therapist who does not:

- (a) Take an examination within 1 year after being notified of his or her eligibility; or
- (b) Retake an examination within 1 year after failing the examination,

➔ shall be deemed lapsed. An applicant seeking to pursue licensure whose application has lapsed must fulfill all requirements at the time the new application is submitted and provide documentation concerning the lapsed application.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 11-27-89; 1-12-96; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R091-14, 6-28-2016; R094-18, 8-30-2018)

The removal of this specific regulation has an impact on workforce development because it allows for more qualified professionals to remain in the field serving our citizens. By removing this regulation, an individual can maintain licensure while working to pass their examination instead of having their license lapse which would require them to reapply.

3:03 ADDITIONAL INFORMATION

Section One of this report outlines what the Board has done to decrease barriers to licensure. In addition to those items, the Board administrative office is processing all applications, regardless of type, in accordance with the expedited licensing timeframes outlined in NRS 641A.242. This statute also gives the Board authority to grant provisional licenses in accordance with regulations adopted by the Board.

SECTION 4.00 PROFESSIONAL PATHWAYS TO LICENSURE BY RECIPROCITY

4:01 SCOPE

This section is designed to provide: (1) information regarding state compacts or any other pathways to professional licensure reciprocity that exist regionally, nationally or internationally, (2) a summary of states currently providing reciprocity for each professions or occupations regulated by the board to include those states that do not license the professions or occupations, and therefore, do not require reciprocity, (3) to the extent Nevada does not currently participate in any identified reciprocity opportunity, the Board shall provide a justification as to why Nevada does not currently participate and (4) a proposed action plan should the state decide it should participate in such a reciprocity program.

4:02 STATE COMPACTS OR OTHER PATHWAYS TO RECIPROCITY

Pathways to Reciprocity: The professions of marriage and family therapy and clinical professional counseling is regulated in all 50 states, the District of Columbia, and US territories and therefore, a process to obtain licensure through reciprocity exists in all 50 states, the District of Columbia, and US territories.

State Compacts: An interstate compact does exist for clinical professional counselors only. Marriage and family therapists are not eligible to join this compact. This compact allows for privilege to practice in compact states if an individual is fully licensed in their home state. As of May 1, 2022, the Compact has been enacted in ten states (Alabama, Florida, Georgia, Kentucky, Maine, Maryland, Mississippi, Nebraska, Utah, and West Virginia), and legislation is pending in 11 others (Colorado, Delaware, Indiana, Iowa, Louisiana, Minnesota, Missouri, New Hampshire, North Carolina Ohio, and Tennessee). Compact legislation has not yet been introduced in Nevada. Should legislation be enacted, the Board will do what is necessary to comply with the law.

4:03 SUMMARY OF STATES PROVIDING RECIPROCITY

The professions of marriage and family therapy and clinical professional counseling is regulated in all 50 states, the District of Columbia, and US territories and therefore, a process to obtain licensure through reciprocity exists in all 50 states, the District of Columbia, and US territories.

4:04 STATES THAT DO NOT LICENSE THE PROFESSIONS

All states license the professions of marriage and family therapy and clinical professional counseling.

4:05 PARTICIPATION IN RECIPROCITY

The statutes and regulations that govern the State of Nevada Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors support expedited licensure by endorsement and the Board administrative offices processes all applications within those statutory guidelines.

4:06 PROPOSED ACTION PLAN FOR RECIPROCITY

An action plan is not necessary as the Board participates in licensure by reciprocity.



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Clinical Professional Counselor Intern: means an individual can practice under supervision while working to gain the required two years post-graduate experience in clinical professional counseling.

The statutory definitions of the professions are:

The Practice of Marriage and Family Therapy: means the diagnosis and treatment of mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of interpersonal relationships, including, without limitation, marital and family systems, and involves the professional application or use of psychotherapy, counseling, evaluation, assessment instruments, consultation, treatment planning, supervision, research, and prevention of mental and emotional disorders. It also includes the rendering of professional marital and family therapy services to a person, couple, family or family group or other group of persons. It **does not** include the use of psychometric tests, assessments, or measures, including, without limitation, psychological, neuropsychological, developmental, neurodevelopmental, cognitive, neurocognitive, intelligence, achievement, personality, or projective tests (NRS 641A.080).

The Practice of Clinical Professional Counseling: means the provision of treatment, assessment and counseling, or equivalent activities, to a person or group of persons to achieve mental, emotional, physical, and social development and adjustment. It also includes counseling interventions to prevent, diagnose and treat mental, emotional, or behavioral disorders and associated distresses which interfere with mental health. It **does not** include the use of psychometric tests, assessments, or measures, including, without limitation,

psychological, neuropsychological, developmental, neurodevelopmental, cognitive, neurocognitive, intelligence, achievement, personality, or projective tests (NRS 641A.065).

Internship: means the period of supervised experience required of a marriage and family therapist intern or clinical professional counselor intern (NAC 641A.035, subsection 8).

1:03 DECREASING BARRIERS TO LICENSURE

The State of Nevada Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors has done a great deal of work over the last several years to expedite licensing with the goal of providing increased access to mental health services across the state and positively contributing to the development of our workforce. A detailed description of those initiatives is listed in the paragraphs below.

Expedited Licensure by Reciprocity: The Board currently has expedited licensure by endorsement for individuals that are fully licensed in another state. Some states require examinations and a review of transcripts to qualify for reciprocity. Our process is very straightforward. We use an applicant's full license in another state as endorsement for a full license in Nevada.

Discounted Fees for Licensure by Reciprocity: The fees for reciprocity applicants are discounted by half.

Transfer of Experience for Intern Applicants: The Board recently changed regulations to allow applicants working under supervisor elsewhere to transfer a portion of the hours accumulated in another state to apply to an internship in Nevada. Previously, no credit was given for prior experience and those regulations were prohibitive to individuals wanting to relocate. Currently, we have worked with more than ten individuals that were licensed in another state get credit for hours they accumulated in another state. Also, we use the time licensed in another state as time credited toward the two-year experience requirement to become fully licensed.

No Examination Required for Intern Applicants: The Board does not require an examination prior to application for a license to practice under supervision. Other states, such as Texas, require an individual to pass a national examination to apply for an associate license. In Nevada, a person can apply for a license to work under supervision once they graduate from a qualifying master's degree program and complete an application for internship.

More Inclusive Consideration of Acceptable Required Education for Intern Applicants: The Board accepts master's degrees from regionally accredited institutions as a minimum requirement to apply for a license. Several states across the country require graduation from a program that is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) or the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) only.

As you can see from the examples above, the regulations in Nevada for licensure as a marriage and family therapist, marriage and family therapist intern, clinical professional counselor, and clinical professional counselor intern, are structured to give opportunities to individuals that are interested in pursuing licensure rather than creating obstacles.

The State of Mental Health in America Overall Ranking: According to The State of Mental Health in America 2023 by Mental Health America, Nevada's overall ranking is 29 out of 51 states, including the District of Columbia. This represents a dramatic improvement in overall ranking and demonstrates that the changes the Board has made in recent years has had a positive impact on workforce development, access to care and the overall state of mental health for all Nevadans. In reviewing historical data by Mental Health America, Nevada ranked 51st for the years 2017 through 2022 and 49th in 2015 and 2016.

1:04 REGULATIONS THAT RESTRICT ENTRY INTO THE PROFESSIONS

In reviewing the regulations under the purview of the Board, it has been determined that there are two areas that potentially delay entry into the professions. The first is the academic qualifications of an applicant, specifically the courses of study. As mentioned in the previous section, our regulations are supportive of accepting graduate degrees from regionally accredited institutions which is more inclusive than that of other states. However, an applicant is required to meet specific coursework requirements outlined in NAC 641A.085. If an applicant does not have all the relevant courses, they must go back to school to take the courses they are missing before their application will progress forward to licensure.

The second area identified that may cause a potential delay in entry into the professions is the requirement that an applicant submit a complete set of fingerprints to be forwarded to the Central Repository for Nevada Records of Criminal History for submission to the Federal Bureau of Investigation for its report (NAC 641A.065). In coordination with the Department of Public Safety, this process is currently taking a minimum of eight weeks to complete. This part of the application process is vital to the Board's role of protecting public health and safety. The Executive Director is a Civil Change Ambassador and works in cooperation with the Department of Public Safety on the NCJIS Modernization Program to increase efficiency in this area.

1:05 PERTINENT REGULATIONS

The pertinent regulations for entry into the professions regulated by the Board are:

NAC 641A.065	Application for license: Filing; action by Board.
NAC 641A.075	Qualifications of applicant: Degree from accredited institution.
NAC 641A.085	Qualifications of applicant: Courses of study.
NAC 641A.095	Reexamination; lapse of application.

NAC 641A.065 Application for license: Filing; action by Board. ([NRS 641A.160](#), [641A.210](#)) Except as otherwise provided in [NRS 641A.241](#) and [641A.242](#):

1. Any person desiring licensure by the Board must submit or have submitted to the Board:
 - (a) An application completed on the forms provided by the Board;
 - (b) Official transcripts from each graduate institution of higher education he or she attended which substantiate the education and training required for licensure;
 - (c) A copy of the applicant's valid driver's license, passport or other government-issued identification card;
 - (d) If the person is licensed as a marriage and family therapist or clinical professional counselor in the District of Columbia or any state or territory of the United States, evidence satisfactory to the Board of such licensure and of good standing as a marriage and family therapist or clinical professional counselor in the District of Columbia or the state or territory of the United States; and

(e) A complete set of fingerprints and written permission authorizing the Board to forward those fingerprints to the Central Repository for Nevada Records of Criminal History for submission to the Federal Bureau of Investigation for its report. The Board may exchange with the Federal Bureau of Investigation any information relating to the fingerprints of an applicant pursuant to this section.

2. To have the Board act upon an application for a license at a scheduled meeting, the applicant must have filed the completed application with the Board at least 10 business days before that meeting. For good cause, the Board may allow an applicant to present material at its meeting in addition to the materials which he or she has previously submitted to the Board.

3. By submitting an application, an applicant grants the Board full authority to make any investigation or personal contact necessary to verify the authenticity of the matters and information stated within the application. If the Board so requests, the applicant must supply such a verification.

4. The Board may appoint a subcommittee to examine an application and conduct interviews before the Board's meeting and to make recommendations for its action.

5. The Board may require the personal appearance of the applicant at the meeting.

6. The same application which is filed for licensure as an intern will be used by the Board for application for licensure as a marriage and family therapist or clinical professional counselor upon completion of the internship.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 1-12-96; R173-03, 8-20-2004; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R094-18, 8-30-2018)

NAC 641A.075 Qualifications of applicant: Degree from accredited institution. ([NRS 641A.160](#), [641A.220](#), [641A.231](#)) For the purposes of qualifying for licensure, each applicant's graduate degree must be from an institution which has been accredited by a recognized regional accrediting organization.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 1-12-96; R173-03, 8-20-2004; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008)

NAC 641A.085 Qualifications of applicant: Courses of study. ([NRS 641A.160](#), [641A.180](#), [641A.220](#), [641A.231](#))

1. Except as otherwise provided in subsection 7, to qualify for licensure as a marriage and family therapist or marriage and family therapist intern, an applicant's graduate education in marriage and family therapy must include the following courses of study:

- (a) At least two courses in human development, including, without limitation, issues of sexuality.
- (b) At least two courses in marital and family systems.
- (c) At least three courses in marital and family therapy.
- (d) At least one course in ethical and legal issues in the practice of marriage and family therapy.
- (e) At least three courses in the supervised practice of marriage and family therapy.
- (f) At least one course in diagnosis and assessment, including, without limitation, the use of the *Diagnostic and Statistical Manual of Mental Disorders*.
- (g) At least one course in social and cultural foundations.

- (h) At least one course in research.
 - (i) At least one course in abuse of alcohol or controlled substances.
 - (j) At least one course in crisis or trauma.
 - (k) At least one course in grief or loss.
 - (l) At least one course in group counseling.
 - (m) At least one course in individual counseling theories.
2. Except as otherwise provided in subsection 7, to qualify for licensure as a clinical professional counselor or clinical professional counselor intern, an applicant's graduate education in clinical professional counseling must include the following courses of study:
- (a) At least two courses in human development, including, without limitation, issues of sexuality.
 - (b) At least one course in individual counseling theories.
 - (c) At least one course in individual counseling techniques and practice.
 - (d) At least one course in lifestyle and career development.
 - (e) At least one course in group dynamics, counseling and consulting.
 - (f) At least one course in ethics and professional studies.
 - (g) At least three courses in the supervised practice of clinical professional counseling.
 - (h) At least one course in diagnosis and assessment, including, without limitation, the use of the *Diagnostic and Statistical Manual of Mental Disorders*.
 - (i) At least one course in social and cultural foundations.
 - (j) At least one course in research and evaluation.
 - (k) At least one course in abuse of alcohol or controlled substances.
 - (l) At least one course in couples counseling.
 - (m) At least one course in family systems.
 - (n) At least one course in crisis or trauma.
 - (o) At least one course in grief or loss.
3. The courses in the supervised practice of marriage and family therapy or clinical professional counseling required pursuant to subsection 1 or 2, as applicable, must:
- (a) Include clinical experience working with individuals, couples and families.
 - (b) Be equivalent to three courses taken during three semesters or four courses taken during four quarters which provide a minimum of 40 weeks of supervised practice.
4. For a graduate degree to fulfill the educational requirements for licensure as a marriage and family therapist, clinical professional counselor or intern pursuant to this section, the degree must require at least 60 semester hours or 72 quarter hours.
5. The Board will consider only courses completed at the graduate level for fulfillment of the educational requirements for licensure as a marriage and family therapist, clinical professional counselor or intern.
6. A course may not be used to satisfy the requirements for more than one course of study set forth in subsection 1 or 2.

7. The Board:

(a) Will consider a graduate degree from a program that was accredited by the Council for Accreditation of Counseling and Related Educational Programs or the Commission on Accreditation for Marriage and Family Therapy Education at the time the degree was conferred as fulfilling the educational requirements for licensure as an intern.

(b) May consider:

- (1) Graduate degrees in fields related to mental health which are comparable to degrees in marriage and family therapy, counseling or mental health counseling and which meet the requirements for courses listed in subsection 1 or 2, regardless of the terminology used in the degree granted by the educational institution, as fulfilling the educational requirements for licensure as a marriage and family therapist, clinical professional counselor or intern.
- (2) Graduate degrees from a program that the Board determines substantially meets the requirements set forth in subsection 1 or 2, as applicable.
- (3) Years of clinical experience as a licensed marriage and family therapist, clinical professional counselor or intern in lieu of specific academic courses.
- (4) Graduate degrees conferred on or before August 30, 2023, which met the requirements of this section as it existed on August 29, 2018.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 9-16-88; 1-12-96; R173-03, 8-20-2004; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R163-12, 6-23-2014; R094-18, 8-30-2018)

NAC 641A.095 Reexamination; lapse of application. ([NRS 641A.160](#), [641A.220](#), [641A.231](#))

1. An applicant for a license to practice as a marriage and family therapist who fails an examination required pursuant to [NRS 641A.230](#) may take the examination not more than two more times in the 12-month period commencing on the date of the original examination. If an applicant fails the exam for a third time during that time period, the Board may require additional courses of study or may impose other conditions before allowing the applicant to retake the examination.

2. The application of an applicant for a license to practice as a marriage and family therapist who does not:

- (a) Take an examination within 1 year after being notified of his or her eligibility; or
- (b) Retake an examination within 1 year after failing the examination,

➡ shall be deemed lapsed. An applicant seeking to pursue licensure whose application has lapsed must fulfill all requirements at the time the new application is submitted and provide documentation concerning the lapsed application.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 11-27-89; 1-12-96; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R091-14, 6-28-2016; R094-18, 8-30-2018)

1:06 FEES AND COSTS

The fees and costs that impact entry into the professions regulated by the Board are:

NAC 641A.105 Fees. ([NRS 641A.160](#)) Except as otherwise provided in [[NRS 641A.290](#)], subsection 2, the Board will charge and collect the following fees, respectively:

- (a) For a marriage and family therapist or clinical professional counselor:

Application for an initial license	\$150
Application for an initial license by endorsement	\$75
Initial issuance of a license	\$60
Initial issuance of a license by endorsement	\$30

- (b) General:

Reevaluation of an applicant's coursework.....	\$50
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2. If an applicant for an initial license as a marriage and family therapist, marriage family and therapist intern, clinical professional counselor or clinical professional counselor intern is an active member of, or the spouse of an active member of, the Armed Forces of the United States, a veteran or the surviving spouse of a veteran, the Board will charge one-half of the fee for the processing of an application for initial licensure and one-half of the fee for the initial issuance of a license.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 11-27-89; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R094-18, 8-30-2018)

1:07 EXAMINATIONS

The Board does not require an applicant to pass an examination as part of the application process and therefore this is not a restriction to entry into the professions. A person holding an intern license is required to pass a national licensing examination as a requirement for full, independent licensure but at that time they have been working in the field gaining the required hours of experience.

1:08 OTHER REQUIREMENTS

Other requirements regulated by the Board that impact applicants for intern licensure are:

- 641A.146 Internships: Approval by Board; completion within required time frame; submission of written report from supervisor; revocation of license for failure to file written report; request for renewal of license; required hours of supervised experience.
- 641A.178 Supervision of interns: Primary and secondary approved supervisors; limitation on number of interns; time required for supervision.

NAC 641A.146 Internships: Approval by Board; completion within required time frame; submission of written report from supervisor; revocation of license for failure to file written report; request for renewal of license; required hours of supervised experience. ([NRS 641A.160](#), [641A.287](#), [641A.288](#))

1. An internship must be:
 - (a) Outlined in a supervision agreement with an approved primary supervisor;
 - (b) Approved by the Board; and
 - (c) Completed within 3 years after the Board approves the internship unless a renewal of the intern's license as an intern is granted pursuant to subsection 3.

NAC 641A.178 Supervision of interns: Primary and secondary approved supervisors; limitation on number of interns; time required for supervision. ([NRS 641A.160](#), [641A.287](#), [641A.288](#))

1. Before beginning an internship, each intern must have at least two supervisors approved by the Board. During the course of the supervision of the intern:

- (a) The primary approved supervisor shall meet with the intern for at least 160 hours, which must include at least 1 hour per week, to discuss and evaluate the performance of the intern. The primary supervisor shall document any variation from this weekly schedule and retain such documentation until the completion of the internship. A violation of this paragraph may result in the revocation of the intern's license or the approval of the primary supervisor pursuant to [NAC 641A.182](#).
- (b) The secondary approved supervisor or supervisors shall meet with the intern for a combined total of at least 40 hours to discuss and evaluate the performance of the intern.

<p style="text-align: center;">SECTION 2.00 BOARD JUSTIFICATION FOR REGULATIONS, FEES, AND OTHER REQUIREMENTS FOR LICENSURE</p>
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2:01 SCOPE

The purpose of this section is to provide the Board's justification for the regulations, fees and other requirements for licensure set forth in the previous section of this report and offer an analysis of the number of states that currently license the professions of marriage and family therapy and clinical professional counseling governed by the Board.

2:02 BOARD JUSTIFICATION OF REGULATIONS, FEES AND OTHER REQUIREMENTS

The practice of marriage and family and clinical professional counseling were declared by the State of Nevada to be learned professions profoundly affecting public safety and welfare. The Board's mission is to protect the public health, safety, and welfare by ensuring that only competent practitioners are licensed in the state and that those licensed practitioners maintain the highest level of professional conduct.

NAC 641A.065: Application for license: Filing; action by Board: An application is necessary to gather pertinent information required for licensure. A complete set of fingerprints is required to ensure public safety and welfare.

NAC 641A.075: Qualifications of applicant: Degree from accredited institution: Requiring that a university have regional accreditation, at a minimum, ensures a certain level of academic quality, program improvement and institutional accountability. The State of Nevada defines counseling as a learned profession and this requirement supports adherence to the law.

NAC 641A.085: Qualifications of applicant: Courses of study: The required courses of study are necessary to make certain that practitioners are competent and able to fully execute the scope of practice outlined in NRS 641A.065 and NRS 641A.080. The State of Nevada defines counseling as a learned profession and this requirement supports adherence to the law.

NAC 641A.105: Fees: The application and license issuance fees are established by statute and on par with similar license types.

NAC 641A.178: Supervision of interns: Primary and secondary approved supervisors; limitation on number of interns; time required for supervision: NRS 641A outlines that an individual must have two years of post-graduate experience to become fully licensed. Individuals that are licensed as interns need a supervisor to gain the experience necessary to fully execute the scope of practice outlined in NRS 641A.065 and NRS 641A.080.

2:03 ANALYSIS OF OTHER STATES THAT REGULATE THE PROFESSIONS

The professions of marriage and family therapy and clinical professional counseling is regulated in all 50 states, the District of Columbia, and US territories. All states have an education, experience, and examination component to licensure. All states require that education programs be accredited either by a counseling-specific accrediting organization or by a regional accrediting body. All states require a minimum amount of supervised experience and that applicants pass a comprehensive examination on counseling practice. All states require disclosure and attestation of criminal history, and the majority of states also require additional submission of documentation and release for criminal background check.

SECTION 3.00 RECOMMENDATIONS FOR REVISIONS TO EXPEDITE LICENSURE

3:01 SCOPE

This section is designed to provide the Board's recommended revisions to the current regulatory construct that would expedite licensure for new workers.

3:02 RECOMMENDED REVISIONS

The Board is recommending removal of the following regulations:

NAC 641A.095 Reexamination; lapse of application. ([NRS 641A.160](#), [641A.220](#), [641A.231](#))

1. An applicant for a license to practice as a marriage and family therapist who fails an examination required pursuant to [NRS 641A.230](#) may take the examination not more than two more times in the 12-month period commencing on the date of the original examination. If an applicant fails the exam for a third time during that time period, the Board may require additional courses of study or may impose other conditions before allowing the applicant to retake the examination.
2. The application of an applicant for a license to practice as a marriage and family therapist who does not:
 - (a) Take an examination within 1 year after being notified of his or her eligibility; or
 - (b) Retake an examination within 1 year after failing the examination,➔ shall be deemed lapsed. An applicant seeking to pursue licensure whose application has lapsed must fulfill all requirements at the time the new application is submitted and provide documentation concerning the lapsed application.

(Added to NAC by Bd. of Exam'rs for Marriage & Fam. Therapists, eff. 12-14-87; A 11-27-89; 1-12-96; A by Bd. of Exam'rs for Marriage & Fam. Therapists & Clinical Prof. Counselors by R060-08, 9-18-2008; R091-14, 6-28-2016; R094-18, 8-30-2018)

The removal of this specific regulation has an impact on workforce development because it allows for more qualified professionals to remain in the field serving our citizens. By removing this regulation, an individual can maintain licensure while working to pass their examination instead of having their license lapse which would require them to reapply.

3:03 ADDITIONAL INFORMATION

Section One of this report outlines what the Board has done to decrease barriers to licensure. In addition to those items, the Board administrative office is processing all applications, regardless of type, in accordance with the expedited licensing timeframes outlined in NRS 641A.242. This statute also gives the Board authority to grant provisional licenses in accordance with regulations adopted by the Board.

SECTION 4.00 PROFESSIONAL PATHWAYS TO LICENSURE BY RECIPROCITY

4:01 SCOPE

This section is designed to provide: (1) information regarding state compacts or any other pathways to professional licensure reciprocity that exist regionally, nationally or internationally, (2) a summary of states currently providing reciprocity for each professions or occupations regulated by the board to include those states that do not license the professions or occupations, and therefore, do not require reciprocity, (3) to the extent Nevada does not currently participate in any identified reciprocity opportunity, the Board shall provide a justification as to why Nevada does not currently participate and (4) a proposed action plan should the state decide it should participate in such a reciprocity program.

4:02 STATE COMPACTS OR OTHER PATHWAYS TO RECIPROCITY

Pathways to Reciprocity: The professions of marriage and family therapy and clinical professional counseling is regulated in all 50 states, the District of Columbia, and US territories and therefore, a process to obtain licensure through reciprocity exists in all 50 states, the District of Columbia, and US territories.

State Compacts: An interstate compact does exist for clinical professional counselors only. Marriage and family therapists are not eligible to join this compact. This compact allows for privilege to practice in compact states if an individual is fully licensed in their home state. As of May 1, 2022, the Compact has been enacted in ten states (Alabama, Florida, Georgia, Kentucky, Maine, Maryland, Mississippi, Nebraska, Utah, and West Virginia), and legislation is pending in 11 others (Colorado, Delaware, Indiana, Iowa, Louisiana, Minnesota, Missouri, New Hampshire, North Carolina Ohio, and Tennessee). Compact legislation has not yet been introduced in Nevada. Should legislation be enacted, the Board will do what is necessary to comply with the law.

4:03 SUMMARY OF STATES PROVIDING RECIPROCITY

The professions of marriage and family therapy and clinical professional counseling is regulated in all 50 states, the District of Columbia, and US territories and therefore, a process to obtain licensure through reciprocity exists in all 50 states, the District of Columbia, and US territories.

4:04 STATES THAT DO NOT LICENSE THE PROFESSIONS

All states license the professions of marriage and family therapy and clinical professional counseling.

4:05 PARTICIPATION IN RECIPROCITY

The statutes and regulations that govern the State of Nevada Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors support expedited licensure by endorsement and the Board administrative offices processes all applications within those statutory guidelines.

4:06 PROPOSED ACTION PLAN FOR RECIPROCITY

An action plan is not necessary as the Board participates in licensure by reciprocity.