



Clinical social work supervision: Supervisor requirements

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Introduction

Clinical supervision is not only a major component of the social work licensure process; it's a crucial factor in public health and safety. Supervision requirements licensure vary widely by jurisdiction, creating a challenging environment for regulators and candidates alike. This report outlines the requirements to qualify as a social work supervisor in the 10 Canadian provinces and all 50 U.S. states, the District of Columbia, and the U.S. territories of the Virgin Islands, the Northern Mariana Islands, and Guam.

Supervisors must be licensed to perform clinical practice. Nearly universally, that means supervisors must hold a Masters of Social Work degree from a program accredited by the Council on Social Work Education, have completed a period of supervised clinical practice experience, and pass the ASWB Clinical Examination. Some jurisdictions have statutes or rules that clearly define areas of supervisor responsibilities, while others do not. Additional requirements for social work supervisors vary by jurisdiction and may include:

- Pre-approval from the licensing board
- A minimum amount of licensed practice, with varying amounts by jurisdiction
- Training requirements
- Continuing education requirements
- Statutes or rules that define areas of supervisor responsibilities

The Association of Social Work Boards (ASWB) maintains a database of information on social work regulatory requirements in the United States and Canada which was used to create this report. The database is compiled from the statutes and administrative rules of the jurisdictions mentioned. Numbers and characters in the following charts are pulled from regulatory documents published by the various regulatory boards. They are included for reference. To learn more about a specific jurisdiction's requirements, and for the most up-to-date regulatory information, go to the ASWB [Laws and Regulations Database](#) to connect directly to a jurisdiction's website, statutes and administrative rules.

Specialized requirements

Pre-approval

Twenty-four jurisdictions require supervisors to be pre-approved by the board:

Alabama	Maryland	New Mexico	Texas
Alberta	Minnesota	North Dakota	Utah
California	Mississippi	Nova Scotia	Virginia
Florida	Missouri	Ohio	Washington
Kansas	Nevada	Oklahoma	West Virginia
Kentucky	New Hampshire	South Carolina	Wyoming

Minimum experience requirements

Thirty-five jurisdictions specify the minimum experience required for a social worker to provide supervision as identified below. Twenty-seven states require an average of 2.8 years of clinical practice experience for a social worker to provide supervision. Seven states require an average of 3,571 hours, and Maryland requires 18 months.

Jurisdiction	Minimum experience required for supervisors
Alabama	3 years
Alberta	3000 hours
Arkansas	3 years
California	2 years
Delaware	3 years
Florida	4 years
Georgia	2000 hours
Guam	4500 hours
Hawaii	4500 hours
Idaho	2 years
Iowa	3 years
Kansas	2 years
Kentucky	3 years
Louisiana	3 years
Maryland	18 months
Minnesota	2000 hours
Mississippi	2 years

Jurisdiction	Minimum experience required for supervisors
Missouri	5 years
Montana	3 years
Nevada	3 years
New Jersey	3 years
New York	3 years
North Carolina	2 years
Ohio	1 year
Oklahoma	5 years
Oregon	2 years
Pennsylvania	5 years
South Carolina	4500 hours
Tennessee	3 years
Utah	2 years
Vermont	4500 hours
Virginia	2 years
Washington	2 years
West Virginia	2 years
Wyoming	4 years

Training required prior to providing supervision

Twenty-eight jurisdictions require supervisors to obtain training prior to providing supervision, as summarized in this section. This may range from a board-designated (or offered) training workshop, a graduate course, or continuing education hours. Twenty-one jurisdictions include a minimum hourly guideline or specific requirement that ranges from three to 45 hours, for an average of 15 hours of training.

Alberta

20 hours of training in the fundamentals of social work supervision within the past five years.

Alabama

Three contact hours in supervision training obtained from an approved continuing education provider. This training may apply towards approved continuing education requirements. The training content shall include, but not be limited to:

- Familiarity with supervision literature through reading assignments specified by course instructors.
- Facilitation of therapist-client and supervisor-therapist relationships.
- Evaluation and identification of problems in therapist-client and supervisor-therapist relationships.
- Structuring to maximize supervision, including times and conditions of supervision sessions, problem solving ability, and implementing supervisor interventions within a range of supervisory modalities including live, videotape, audiotape, and case report methods.
- Knowledge of contextual variables such as culture, gender, ethnicity, and economic issues.
- The practice of clinical social work, including the mandated reporting laws, and knowledge of ethical and legal issues.

Arizona

A tutorial on the Board's statutes and rules provided on the Board's website and one of the following:

- Supervisor certification/designation from a national entity; or
- 12 hours of continuing education in the content areas designated.

California

15 contact hours in supervision training obtained from a state agency or approved continuing education provider in the content areas designated.

Florida

One of the following:

- A graduate level academic course in supervision which meets the requirements of Rule 64B4-6.0025;
- A continuing education course in supervisory training which meets the requirements of Rule 64B4-6.0025, F.A.C.;
- A post-graduate training course for field instructors in clinical social work; or
- Designation as an Approved Supervisor by the American Association for Marriage and Family Therapy.

Idaho

15 contact hours of education in a clinical supervisor training program approved by the board.

Iowa

One of the following:

- 6-hour Continuing Education course in supervision; or
- A graduate course in supervision.

Kentucky

A 6-hour supervisor training course.

Louisiana

Attendance at a board orientation workshop, and a board-approved training course at least 6.5 hours in length.

Maryland

One social work graduate course in supervision from a master's degree program accredited by the Council on Social Work Education; and

- 12 hours of agency-sponsored supervision training; or
- 12 hours of continuing education in social work supervision by a Board-authorized sponsor.

Minnesota

30 hours of training in supervision through coursework from an accredited program; or

30 hours of continuing education, 15 of which may be independent study.

Mississippi

Sixteen hours of training in supervision through one of two (2) methods:

- 15 hours of online LCSW supervision training through the Zur Institute in combination with two (2) hours of continuing education credit granted for passing the LCSW Supervisor Test; or
- 16 hours of an approved supervision training course.

Missouri

A 16-hour supervision training course.

Montana

One semester credit of post-licensure board-approved graduate education; or 20 clock hours of board-approved training.

Nevada

A board-approved supervisor must take required training if deemed necessary by the board.

New Hampshire

One of the following:

- A graduate level course in clinical supervision.
- A clinical supervision certificate approved by AAPC, NASW, AMHCA or AAMFT; or
- 12 CEU's in clinical supervision.

New Jersey

At least 20 continuing education credits of post-graduate coursework in clinical supervision offered by NASW, a sponsor approved by ASWB, or an educational program approved by CSWE.

New Mexico

Three-hour administrative course on supervision that may be used as continuing education.

Ohio

One of the following:

- Nine hours of continuing education in board-approved supervision programs; or
- One master's level supervision course.

Oklahoma

Supervisor training, sponsored or approved by the Board, must be taken within one year of approval and at least every three years thereafter.

Oregon

Six hours of continuing education training in supervision, current within five years.

South Carolina

45 hours of academic contact hours or 45 continuing education contact hours in supervision.

Tennessee

Six hours of continuing education credits related specifically to the provision of clinical or advanced generalist non-clinical social work supervision. The requirement can be achieved as a part of the supervisor's annual continuing education requirements.

Texas

Supervisor training program acceptable to the board.

Virginia

Within five years immediately preceding registration of supervision:

- Three credit-hour graduate course in supervision; or
- At least 14 hours of continuing education offered by an approved provider.

Washington

A minimum of 15 hours of training in clinical supervision obtained through:

- A supervision course
- Continuing education credits on supervision; or
- Supervision of supervision.

West Virginia

6-hour Board-approved clinical supervision training on supervisor practices and methods for clinical social workers.

Wyoming

One of the following:

- A graduate course in clinical supervision; or
- Three contact hours in clinical supervision.

Continuing education requirements

Nineteen jurisdictions have continuing education (CE) requirements specific to clinical supervisors as demonstrated in the table below. On average, four hours of CE are required each year. Eleven jurisdictions require hours at the time of licensure renewal, and eight require the CE every three to five years.

Clinical social work supervisor continuing education requirements

Jurisdiction	CE hours	Required period	Details
Alabama	3	At license renewal	850-X-3-.01. (4) The board approved supervisor must complete three hours of continuing education every biennium in supervision theory, skills, strategies, and/or evaluation.
Alberta	6	Every 5 years	
Arizona	9	At license renewal	The effective date for training and CE requirements is January 1, 2018
California	6	At license renewal	<p>§ 1871. Supervisor Training and Coursework.</p> <p>(1) Training or coursework specific to the topic of supervision, obtained from a government agency or from an acceptable continuing education provider. If taken from an acceptable continuing education provider, it may apply towards the continuing education requirements set forth in sections 4980.54, 4989.34, 4996.22, and 4999.76 of the Code.</p> <p>Teaching a supervision course described in subsection (c)(1).</p> <p>Authoring research directly focused on supervision that has been published professionally. This may include, but is not limited to, quantitative or qualitative research, literature reviews, peer-reviewed journals or books, monographs, or other industry or academic published work. This shall not include personal opinion papers, editorials, or blogs.</p> <p>Collaboration with another licensee who also serves as a board-qualified supervisor through the use of mentoring or consultation. Documentation of attendance shall consist of a log signed by both parties.</p> <p>Attendance at supervisor peer discussion groups with other licensees who also serve as board-qualified supervisors. Documentation of attendance shall consist of a letter or certificate from the group leader or facilitator.</p>
Connecticut	Not specified		

Jurisdiction	CE hours	Required period	Details
Delaware	12	Within 4 years of application	Three hours of continuing education (CE) related to clinical supervision; three hours of CE in cultural competency and/or diversity and six hours in ethics
Idaho	6	Every 5 years	6 hours of education in an advanced supervisor training program approved by the Board
Iowa	6	At license renewal	Licensees may take one social work master level course in supervision in lieu of the six-hour requirement.
Kentucky	3	At license renewal	The supervisor must complete a supervisor training course every licensure period.
Louisiana	3	At license renewal	The hours must be pre-approved by a LABSWE-designated pre-approval organization.
Maryland	3	At license renewal	Three of the required Category I or Category II CEUs must be in a content area focusing on supervision training
Minnesota	6	At license renewal	
Mississippi	2	At license renewal	
Nevada	Not specified	Every 5 years	A board-approved supervisor must take a required training every five years.
Ohio	3	At license renewal	
Oklahoma	Not specified	Every 3 years	A supervisor training program, sponsored or approved by the Board, must be taken every 3 years.
Oregon	6	Every 5 years	
Texas	3	At license renewal	CE must be earned in supervision theory, skills, strategies, and/or evaluation.
Virginia	7	Every 5 years	

Supervisor responsibilities and areas of accountability defined in regulations

Twenty-four states specifically define supervisor responsibilities in statute or rule:

Alabama	District of Columbia	Nevada	Utah
Alaska	Florida	New Mexico	Virginia
Arizona	Kansas	North Dakota	Washington
Arkansas	Louisiana	Oregon	West Virginia
California	Maryland	Pennsylvania	Wisconsin
Connecticut	Missouri	Rhode Island	Wyoming.

Similarly, eleven states identify required areas of supervisor accountability:

Alabama	California	Iowa	West Virginia
Alaska	District of Columbia	Maryland	Wyoming.
Arkansas	Florida	Texas	

The specific regulations and responsibilities can be found in the [detailed reports](#) available on the ASWB website.