

## FEATURED ARTICLES

# From CE to CPD, Breaking Down the New BOP Requirements

By David Laramie, Ph.D.



After 10 years of protracted anticipation, confusion, and repeated revisions, the California Board of Psychology's (BOP) new requirements for Continuing Education (CE) have finally arrived. For those paying attention, this has been a very hot and even rancorous process. When the initial draft was released eight year ago, many psychologists were caught off guard and hundreds of concerned listserv posts led to years of lobbying and negotiating by LACPA and CPA on members' behalf. Following multiple rounds of solicited feedback and revisions, the BOP released the final regulations in July 2022. For most psychologists, the new system should make license renewal simpler and less time consuming, as they allow for hours to be accrued via activities that most are already doing, such as peer consultation, reading, writing, supervising, teaching, listening to podcasts, attending conferences, and participating on committees or boards.

Rest assured that there is ample time to adjust, as the requirements will phase in across 2023. That is, if your license is up for renewal during 2023, you can accrue your hours the same ways you always have, or you can use the new requirements. All licenses renewed after January 1, 2024 will have to meet the new requirements. If you have just renewed your license in 2022, then you will have to follow the new regulations for your next renewal in 2024.

The rationale for the changes is to promulgate a broader concept of continued professional competency. It was initiated in 2012, by the Association of State and Provincial Psychology Boards (ASPPB), in recognition of the multifaceted abilities that are necessary for quality performance as a psychologist. In particular, the BOP states that "research has established that different modes of learning ensure better retention and changes in behavior and practice."

Therefore, the traditional language and structure of Continuing Education has been replaced by the new system of Continuing Professional Development (CPD). Psychologists will still need to complete 36 hours of CPD every two years. Importantly, only 27 hours of traditional CE classes can be counted, and the rest must draw on the three newly created learning categories. These other categories are Professional Activity, Academic, and Board Certification. Taken together, there are now 15 different ways to get your CE units.

As before, there is a requirement of four hours of Law and Ethics training per renewal period, as well as four hours

of Cultural Diversity/Social Justice. Both of these can now be met using any combination of the 15 available learning activities.

So what are these new categories of learning activities, and what do they include? First, there is the 36 hour gorilla in the room, Board Certification. If a psychologist achieves Diplomate status from the ASPPB, that will satisfy all 36 hours for that given renewal period. Obviously, few psychologists take up the tremendous expenditure of time and effort necessary to become Board Certified, and this will be a significantly less popular category than the other three.

The traditional CE class category can only be counted for a maximum of 27 hours of CPD. These can be in person or online, as there is no longer any distinction made between the two. Because of the 27 hour CE cap, at a minimum, all psychologists will have to seek nine hour of CPD from the other categories. As few will seek Board Certification, most psychologists will have to seek CPD hours from the Professional Activities and Academic categories. This is in keeping with a primary goal of the ASPPB in crafting the CPD model, which is to reduce professional isolation and to encourage and reward engagement with other colleagues across a variety of professional contexts. The Professional Activities and Academic categories are therefore the most novel and significant new regulations, and nearly all psychologists will need to accrue hours from one or both.

Professional Activities includes the following seven possibilities, each of which has a maximum allowable limit:

**Peer Consultation** (18 hour maximum) Including, but not limited to, case consultation, reading, or research groups.

**Practice Outcome Monitoring** (nine hour maximum) Assessing patient/client outcomes via protocol, including the use of repeated standardized outcome assessment protocols to assess patient/client outcomes.

**Professional Services** (12 hour maximum) Including, but not limited to, serving on psychological association boards or committees, editorial boards, or peer-reviewed journals related to psychology, scientific grant review teams, or board member of regulatory body, program development and/or activities in service of psychology.

**Conference/Convention Attendance** (six hours maximum) Attendance at professional gatherings, either in person or via electronic means, that consists of multiple concurrent or sequential free-standing presentations related to the practice of psychology.

**Examination Functions** (12 hour maximum) Serving in

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any function related to examination development for the Board or for the development of the EPPP.

**Expert Review/Consultation** (12 hour maximum) Expert Review/Consultation means serving in any expert capacity for the Board.

**Attendance at a BOP meeting** (8 hour maximum) Attendance at a California Board of Psychology Meeting (full Board or Committee).

Within the Academic category, there are five possible activities, each of which has a maximum allowable limit.

**Academic Coursework** (18 hour maximum) Completing and earning credit for a graduate-level course related to psychology from an institution whose degree meets the requirements of section 2914 of the Code.

**Academic/Sponsor-Approved CE Instruction** (18 hour maximum) Academic instruction means teaching a graduate-level course that is part of a degree program that meets the requirements of section 2914(c) of the Code. Sponsor-approved CE Instruction means teaching a sponsored CE course that relates to the practice of psychology as defined in section 1397.60(c) of the Code.

**Supervision** (18 hour maximum) Overseeing the professional experience of a trainee who is accruing hours towards licensure as a Psychologist, Marriage and Family Therapist, Licensed Clinical Social Worker, Licensed Professional Clinical Counselor, Licensed Educational Psychologist, or Physician and Surgeon.

**Publications** (nine hour maximum) Publications means authoring or co-authoring peer-reviewed journal articles, book chapters, book(s), or editing or co-editing a book, related to psychology or related disciplines.

**Self-Directed Learning** (six hour maximum) Independent educational activities focused on maintaining, developing, or increasing conceptual and applied competencies that are relevant to psychological practice, education, or science, such as reading peer-reviewed journal articles or books, watching videos or webcasts, or listening to podcasts.

Please note that it is the psychologist's responsibility to maintain documentation and record keeping. There are some particularities around how the hours are counted in each category as well as how they are documented. This will be slightly more complicated than simply counting the stack of CE certificates, as has been the custom, but is unlikely to be onerous. In a future article, these particularities will be discussed and guidance on record keeping will be offered. In the meantime, you can learn more at the BOP website under the Regulation Advisory: Continuing Professional Development. In closing, know that your LACPA membership now offers many additional and varied opportunities to collect CPD hours, and, as always, LACPA will be happy to support its members in understanding and adjusting to these changes. ▲

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References are available on the LACPA Website [www.lacpa.org](http://www.lacpa.org).

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conducted from home, we still built relationships and people could get the help they needed. We did not achieve perfection, but we did find balance. Now, and for the considerable future, we will be navigating a post-pandemic landscape. We can build upon the innovative ways we have used digital media and technology to spread awareness and promote better mental health. As human beings, it is our natural instinct to adapt to our changing environments. We can find comfort in uncertainty and use it as inspiration to propel us toward ingenuity. Let us continue to communicate and collaborate with each other so that we can heal and build together. ▲

### *“Editor’s Column”*

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which we hope will simplify your understanding of what you need to do for compliance. We will have an additional article on this topic in 2023, as we begin using the new requirements and seek further clarification.

In nature, winter comes, in part, because we need shorter days and lower temperatures for plants to become dormant. In dormancy, energy is stored for new growth. This is my hope for all of us, as we also enter a season of holiday celebrations, family gatherings, and seasonal rituals. In particular, the last week of the year is a time to exert minimal energy, indulge ourselves, and envision possibilities for the new year. My vision is incomplete, but it does include continued involvement in LACPA activities in 2023 (I will remain at *The Los Angeles Psychologist*, returning to my former role as a co-editor, among other things), and some low-stakes creative endeavors that provide quiet moments of flow.

May your winter be an opportunity. *Au revoir.* ▲