



## COLORADO MEDICAID STANDARDS FOR UNLICENSED PRACTITIONERS

The Regional Accountable Entities (RAEs) have developed aligned standards to permit unlicensed/pre-licensed clinicians to render services to Health First Colorado (Colorado's Medicaid program) members. These standards are intended to safeguard the public while also maintaining the integrity of the health care profession. The greatest priority of the RAEs is maintaining a higher clinical standard of care for members. The new aligned standards will help ensure that unlicensed providers within mental health organizations and integrated care settings are receiving appropriate supervision and oversight, with the goal of quality member care that also supports expanding the workforce pipeline.

Unlicensed or pre-licensed practitioners (supervised by a licensed clinician) can include the following:

- Bachelor's level staff functioning as case managers, community outreach staff, and/or peers
- Master's/doctoral level interns
- Master's/doctoral level pre-licensed clinicians (registered with the Department of Regulatory Agencies (DORA) as a licensure candidate, ie Professional Counselor Candidate (LPCC), Licensed Social Worker (LSW), Clinical Social Work Candidate (SWC), Marriage and Family Therapist Candidate (MFTC), Psychologist Candidate (PSYC), Addiction Counselor Candidate (ADDC)).
- Licensed clinicians enrolled with Medicaid and for a maximum of 90 days while completing contracting and credentialing with a RAE

Provider group will complete an initial attestation (with follow-up annually) that underscores their adherence to these below rules in conjunction with regular audit activities.

### **General standards for licensed clinician serving in supervisory role:**

- Active license in Colorado in good standing. Any licensing restriction or concerns about supervision of others may be reviewed by each RAE on a case by case basis.
- Enrolled with Health First Colorado (Medicaid) and serving Medicaid clients
- Completed and current CAQH profile
- Credentialed by the RAE or work for an institution that is credentialed at the institutional level or part of a delegated credentialing arrangement

### **Organizational requirements:**

- Organizational or group NPI
- Malpractice insurance with demonstration of sufficient liability coverage for supervisors' supervision activities and for the clinical work performed by trainees and unlicensed practitioners, and minimum limits of liability of \$1 million per incident and \$3 million aggregate
- Policy describing how providers credential their practitioners, requiring monthly checks of federal exclusion databases (OIG and SAM) of the unlicensed providers.
- Supervision policy (described below).
  - Requirements may also be contained within a supervisory contract and/or employee handbook.

### **Supervision policy requirements:**

- Requires that supervisee's mandatory disclosure statement clearly states they are under supervision and by whom



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- Requires regular evaluation of the supervisee's progress with a rubric that is tied to the responsibilities assigned
- Addresses frequency of formal supervision sessions
- Addresses frequency that supervisor reviews (and provides feedback on) documentation
- Addresses a variety of supervisory mechanisms, including direct observation (recordings of counseling sessions, live observation), case conceptualization presentations, review of documentation, and/or individual/triadic/group supervision
- Outlines protocol for managing a client in crisis or urgent/emergent situations including the availability of the supervisor to the supervisee in the event of a crisis
- Addresses clinical skills, professional behaviors, ethical/legal issues, cultural considerations, evidence-based practices
- Addresses maximum number of supervisees a supervisor oversees
- Requires licensed supervisor to regularly evaluate documentation and co-sign documentation as required by regulation or contract (assessments and treatment plans); recommend all documentation produced by supervisee is co-signed by supervisor.
- Outlines how the supervisor will document supervision sessions, and, if applicable, the supervisee's progress toward attainment of the required competencies to be deemed qualified to practice independently
- Requires supervisor and supervisee to follow all applicable laws and ethical guidelines of the profession
  - LPC Supervisors meet all criteria for supervisors outlined in 4 CCR 737-1
  - LAC, LCSW, LMFT, PsyD/PhD supervisors have advanced training/experience in supervising unlicensed clinicians



## ATTESTATION FOR SUPERVISION OF UNLICENSED AND/OR PRE-LICENSED PRACTITIONERS

In accordance with the Colorado Medicaid Standards for Unlicensed Practitioners policy, effective February 1, 2023, licensed clinicians looking to supervise unlicensed and/or pre-licensed practitioners that fall under the guidelines of this policy must submit this attestation to each contracted Regional Accountable Entity (RAE) to engage in supervision practices outlined by this policy. Subsequent to the submission of the initial attestation, this attestation must be submitted to each contracted RAE annually, no later than January 1st of each calendar year supervision may be rendered by the attesting organization. Organizations, groups, and facilities only need to submit one attestation for their entity; individual attestations for each licensed supervising clinician are not required.

By completing and returning this attestation to the RAE, you acknowledge the following:

- You have read and understand the requirements and standards for both the licensed supervising clinician and the organization set forth in the Colorado Medicaid Standards for Unlicensed Practitioners policy.
- You agree to maintain records of all documents required under the Colorado Medicaid Standards for Unlicensed Practitioners policy.
- You agree to provide any documents or records outlined under the policy upon request to the requesting RAE within seven business days of the request.
- You agree to hold the RAE and Health First Colorado (Colorado's Medicaid program) members harmless for non-adherence to this policy in any form, including but not limited to disputes between the attesting organization and any employees and/or contractors of the attesting organization.
- The RAE maintains the right to report any malfeasance impacting member care and/or licensure status to the appropriate state agencies, including the Department of Health Care Policy and Financing and the Department of Regulatory Agencies, in addition to internal actions the RAE may take to monitor and ensure quality of care.
- Failure to abide by the guidelines of this policy and/or any document requests from the RAE may result in the inability of your organization to supervise unlicensed or pre-licensed practitioners indefinitely.
- You agree to implement any updates made to the Colorado Medicaid Standards for Unlicensed Practitioners policy within the timelines dictated by the update.
- You have signatory authority and approval to submit this attestation for your organization.

Completed attestations can be sent to provider contracting at [provider.contracting@coaccess.com](mailto:provider.contracting@coaccess.com). Confirmation and approval of the attestation will be provided within 60 calendar days of receipt.

**Signature:**

**Date:**

**Printed name:**

**Organization or provider name/TIN:**

**Organization or provider contact information:**