

**OFFICE OF APPRENTICESHIP
BULLETIN**

NO.

2025-125

DATE

July 17, 2025

TO: NATIONAL APPRENTICESHIP SYSTEM STAKEHOLDERS
OFFICE OF APPRENTICESHIP STAFF
STATE APPRENTICESHIP AGENCIES

FROM: MEGAN BAIRD /s/
Acting Administrator, Office of Apprenticeship

SUBJECT: New Apprenticeable Occupation: Licensed Clinical Mental Health Counselor (LCMHC)

1. **Purpose.** To inform the staff of OA, State Apprenticeship Agencies (SAA), Registered Apprenticeship program sponsors, and other Registered Apprenticeship partners of the following new apprenticeable occupation: Licensed Clinical Mental Health Counselor (LCMHC).
2. **Action Requested.** OA staff should familiarize themselves with this bulletin and the attached Work Process Schedule and Related Instruction Outline, as a source for developing apprenticeship standards and/or providing technical assistance.

Licensed Clinical Mental Health Counselor (LCMHC) will be added to the List of Occupations Recognized as Apprenticeable by OA located on www.apprenticeship.gov. A suggested Work Process Schedule and Related Instruction Outline are attached.

3. **Summary and Background.**
 - a. Summary – The occupation Licensed Clinical Mental Health Counselor (LCMHC) was submitted by Ms. Nicole Field, Apprenticeship Training Representative, Region I Office of Apprenticeship on behalf of The College of New Jersey, was processed by Joseph P. Taylor and approved by the OA Acting Administrator on July 16, 2025.
 - b. Background –

New/Revised Occupation Background - Under 29 CFR section 29.4, an occupation for a RAP must meet the following criteria to be determined apprenticeable:

- a) Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the job supervised learning;
- b) Be clearly identified and commonly recognized throughout an industry;
- c) Involve the progressive attainment of manual, mechanical, or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 4,000 hours of on-the-job learning to attain; and
- d) Require related instruction to supplement the on-the job learning.

4. **New Apprenticeable Occupation.** The occupation Licensed Clinical Mental Health Counselor (LCMHC) was submitted for an apprenticeability determination.

Licensed Clinical Mental Health Counselor (LCMHC)

O*NET-SOC CODE: 21-1014.00

RAPIDS CODE: 4013

Type of Training: Time-based | Competency Based | Hybrid

Average Term: 4000 Hours

Licensed Clinical Mental Health Counselor (LCMHC) duties are:

Highlights the influence of heritage, cultural identities, values, beliefs, and acculturative experiences on individuals' worldviews, help-seeking, and coping behaviors, Examines the effects of historical events, multi-generational trauma, and current issues on various cultural groups, as well as the effects of poverty and income disparities on marginalized individuals, Applies theories of individual and family development across the lifespan, cultural identity development, learning, personality and psychological development, and the neurobiological etiology of addictions. Demonstrates the ability to examine systemic, cultural, and environmental factors that affect lifespan development, functioning, behavior, resilience, and overall wellness.

5. **Inquiries.** If you have any questions, please, contact Nicole Field, Apprenticeship Training Representative at field.nicole@dol.gov.

6. **Attachments.**



WPS Licensed
Clinical Mental Heal