



OCCUPATIONAL LICENSURE

**TECHNICAL ASSISTANCE
AVAILABLE TO STATES**

Tuesday, July 18 | 2 p.m. EDT | *FREE CSG eCademy webinar*



OCCUPATIONAL LICENSING: ASSESSING STATE POLICY AND PRACTICE

Project Overview and RFA Information Webinar

July 18, 2017

Project supported through funding from the U.S. Department of Labor

Webinar Overview

- **Occupational Licensing Project Background**
 - **Partner Organizations Overview**
 - **Project and Learning Consortium Overview**
 - **Request for Applications Highlights**
 - **State Selection Process**
 - **Questions and Answers**
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National Conference of State Legislatures

Bipartisan organization serving legislators and staff in all 50 states and territories

- Improve the quality and effectiveness of state legislatures
- Promote policy innovation and communication among state legislatures
- Provide state legislatures a strong, cohesive voice at the federal level



Occupational Licensing Project Background

- **Growth in Licensing:** Over the last 60 years, the number of jobs requiring an occupational license, or government approval to practice a profession, has grown from about one in 20 to more than one in four.
- **Balancing Consumer Protection with Unnecessary Barriers to Entry**
 - Military spouses and families, immigrants with work authorization, people with criminal records, and unemployed and dislocated workers can be especially affected by barriers.
- **Primary Role of States in Licensing:** Most occupations are licensed at the state level and licensed practitioners typically must acquire a new license when they move across state lines.

EMPLOYED WORKERS

25.5% HAVE A
CERTIFICATION OR LICENSE

UNEMPLOYMENT RATES

2.7% FOR LICENSED JOBSEEKERS
6.1% FOR UNLICENSED JOBSEEKERS

Occupational Licensing: Assessing State Policy and Practice

Project Objectives

- Identify licensing criteria to ensure that existing and new licensing requirements are not overly broad, burdensome or restrictive, and that they do not create unnecessary barriers to labor market entry;
 - Improve the portability and reciprocity provisions for selected occupations across state lines.
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Populations with Challenges

- Military veterans, spouses, and their families;
 - Immigrants with work authorization or foreign trained individuals;
 - People with a criminal history;
 - Dislocated or long-term unemployed workers.
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Learning Consortium Overview

The Occupational Licensing Policy Learning Consortium will improve the understanding of occupational licensure issues among the up to ten participating states by providing a forum for the selected state team members and the expanded stakeholder group to:

- learn about occupational licensing best practices;
 - become familiar with and discuss the existing licensing policies in their state;
 - identify current policies that create unnecessary barriers to labor market entry;
 - and create an action plan that focuses on removing barriers to labor market entry and improves portability and reciprocity for select occupations.
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Research and Reports

- Policy Literature Scan- Summer 2017
 - National Occupational Licensing Report- Fall 2017
 - Population Reports- Summer 2018
 - Ongoing webinars, blogs, newsletters and magazine articles
 - All research will be available on webpage www.ncsl.org/stateslicense
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National Governors Association



NGA is the bipartisan organization of the nation's governors. Through NGA, governors identify priority issues and deal collectively with matters of public policy and governance at the state and national levels.

The NGA Center for Best Practices assists governors and their senior staff members in developing and implementing innovative solutions to today's most pressing public policy challenges and is the only research and development firm that directly serves the nation's governors.

Learning Consortium Overview: State Activities

1. National and state-specific research.
 2. In-person, multi-state team meetings. *Participating states will participate in three multi-state seminars - the first of which will take place from December 4-6, 2017 in Tucson, Arizona.*
 3. In-state learning consortium meetings
 4. Targeted, state-specific technical assistance.
 5. Consortium webinar series.
 6. Intra-state and interstate communication through ongoing conference calls.
 7. One-stop project clearinghouse.
 8. State action plan development and implementation.
 9. Interstate licensure compact resources and guidance.
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Learning Consortium Overview: Benefits for States

- Access to Partner staff experts and other national subject matter experts, including through the Consortium's Panel of Experts;
 - Access to other states and organizations to identify best practices and share lessons learned;
 - Opportunity to strengthen relationships among key policymakers across the state; and
 - Formation and implementation of a state action plan that focuses on removing barriers to labor market entry and improves portability and reciprocity for select occupations.
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Request for Applications Highlights

Applications Due: Monday, August 21, 2017

Selection Announcement: By September 29, 2017

Funding Available: No direct funding available, but a variety of significant technical assistance resources will be provided and eligible travel expenses to national meetings will be reimbursed for state project staff.

Period of Performance: October 2017 – December 2019

Eligibility: All states, commonwealths and territories

Request for Applications Highlights: Application Content

1. Cover sheet for the state or territory's application packet.
2. Letters of support on agency letterhead from each of the following:
 - the governor,
 - the leader of the state's workforce agency, and
 - legislative leadership (Senate President, Speaker of the House or chair of a relevant committee).
 - (optional) administrative agencies or boards involved in occupational licensing, where such support is relevant to a state's plan.

Only one application can be submitted per state, which necessitates that each of the entities above must elect to support a single application.

Request for Applications Highlights: Application Content

3. Application Narrative that outlines how participation will help the state achieve it's goals, includes the following:
 - summary of the current occupational licensing framework in the state;
 - the vision for changing the state's occupational licensing framework;
 - goals and preliminary outcomes for the state's participation in the Consortium;
 - a description of the state's proposed strategies and activities to reform its occupational licensing approach;
 - the sustainability strategy to maintain momentum through the entire period of performance and through any in-state leadership transitions;
 - a list of the proposed members of the core and home teams; and
 - a commitment to carry out the required state activities outlined above.
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State Selection Process: Application Scoring

- 1. Summary of Current Occupational Licensing Framework (10 points)**
 - 2. Vision, Goals and Preliminary Outcomes (20 points)**
 - 3. Proposed Strategies and Activities (40 points)**
 - Occupations of focus and rationale
 - Addressing needs of target populations
 - Key licensure policy aspects to address and role of consortium
 - 4. Core and Home Team Membership (20 points)**
 - 5. Sustainability Strategy (10 points)**
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State Selection Process: Final Decisions

- Partners will name a panel of external subject matter experts and Partner staff to review and score the applications based on the criteria outlined above.
 - The panel will make recommendations to the Partners on the states to be invited to participate in the Consortium.
 - Partners will make the final selection of states. The Partners will put a priority on selecting a diverse group of states, including large and small states, geographic and demographic diversity, diversity of political leadership, and other factors.
 - State selections announced by September 29, 2017.
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OCCUPATIONAL LICENSING: ASSESSING STATE POLICY AND PRACTICE

Questions & Answers

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National Center for Interstate Compacts

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WHAT IS AN INTERSTATE COMPACT?

- **Powerful, durable and adaptive tool**
- **Proven means for states to cooperatively address common problems**
- **Drives state solutions to national problems – avoid federal preemption and rigid, unfunded, unilateral mandates**
- **Retains collective state sovereignty over issues belonging to the states**



3 PRIMARY USES

1. Used to resolve boundary disputes.
2. Used to manage shared natural resources.
3. Used to create administrative agencies which have jurisdiction over a wide variety of state concerns:
 - ✓ State transportation
 - ✓ Taxation
 - ✓ Environmental matters
 - ✓ Healthcare
 - ✓ Education
 - ✓ Corrections
 - ✓ Public safety
 - ✓ Licensure



EVOLVING COMPACT LANDSCAPE

- **Threat of a federally mandated solution**
- **Advances in technology**
- **Increasingly mobile world**
- **Can be readily adapted for use in almost any field**



INTERSTATE COMPACTS – KEY BENEFITS

1. EFFECTIVENESS AND EFFICIENCY
 - *Economies of scale*
2. FLEXIBILITY AND AUTONOMY COMPARED TO NATIONAL POLICY
 - “*One size does not fit all*”
3. DISPUTE RESOLUTION AMONG THE STATES
4. STATE AND FEDERAL PARTNERSHIP
5. COOPERATIVE BEHAVIORS LEADING TO “WIN-WIN” SITUATIONS



RECENT LICENSURE COMPACTS

- **ENHANCED NURSE LICENSURE COMPACT** – Activated
- **EMS LICENSURE COMPACT (REPLICA)** – Activated
- **MEDICAL LICENSURE COMPACT** – Activated
- **PHYSICAL THERAPY COMPACT** – Activated
- **PsyPact** – 3 states (7 needed)



Questions?

