

Regulatory Environment Update

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Credentialing has a huge market share



- » 24% of all US employees hold a license or certification
- » Higher for some professions:
 - Healthcare: 77%
 - Legal: 66%
 - Education: 53%



Percent of employees holding a certification or license, 2015-2017

Downward trend?

- » 1.2% drop (2015-2017)
 - ~1.8M people
- » Negative trend consistent across most professions

	2015	2016	2017		Change
Total, 16 years and over	25.5	25.0	24.3		-1.2
Management, professional, and related occupations	37.6	37.0	36.0		-1.6
Management, business, and financial operations occupations	23.5	22.9	22.2		-1.3
Management occupations	23.3	22.5	21.9		-1.4
Business and financial operations occupations	23.8	24.0	22.9		-0.9
Professional and related occupations	47.7	47.1	45.9		-1.8
Computer and mathematical occupations	15.8	14.2	14.4		-1.4
Architecture and engineering occupations	26.6	26.4	25.5		-1.1
Life, physical, and social science occupations	27.2	25.4	26.2		-1.0
Community and social services occupations	39.7	38.5	37.0		-2.7
Legal occupations	68.1	66.8	65.5		-2.6
Education, training, and library occupations	55.5	55.5	52.7		-2.8
Arts, design, entertainment, sports, and media occupations	10.8	11.6	10.6		-0.2
Healthcare practitioners and technical occupations	76.9	77.0	77.0		0.1
Service occupations	22.8	21.9	21.7		-1.1
Healthcare support occupations	51.8	50.9	48.9		-2.9
Protective service occupations	40.0	37.6	37.5		-2.5
Food preparation and serving related occupations	8.2	7.7	7.6		-0.6
Building and grounds cleaning and maintenance occupations	7.9	7.6	7.8		-0.1
Personal care and service occupations	31.9	31.1	30.7		-1.2
Sales and office occupations	13.1	12.6	12.0		-1.1
Sales and related occupations	16.2	16.1	15.0		-1.2
Office and administrative support occupations	10.3	9.6	9.4		-0.9
Natural resources, construction, and maintenance occupations	21.3	20.2	19.3		-2.0
Farming, fishing, and forestry occupations	8.0	9.1	8.4		0.4
Construction and extraction occupations	20.4	19.7	18.7		-1.7
Installation, maintenance, and repair occupations	25.4	23.6	22.9		-2.5
Production, transportation, and material moving occupations	16.6	16.5	15.3		-1.3
Production occupations	10.9	10.2	10.2		-0.7
Transportation and material moving occupations	22.0	22.2	19.9		-2.1

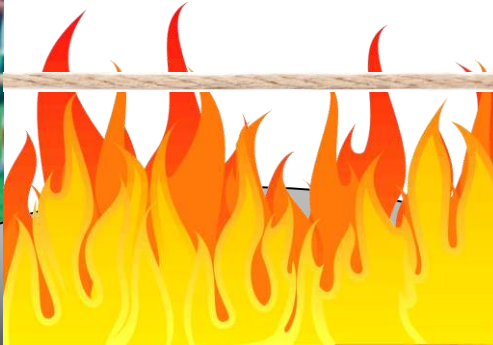
Source: BLS (<https://www.bls.gov/cps/certifications-and-licenses.htm>)

There exists an ongoing tension...

- Protect public health, safety, welfare
- Ensure competence



- Avoid over-regulation
- Remove barriers to employment



Individual vs Broad Challenges



» Legal Challenges to Credentialing Programs

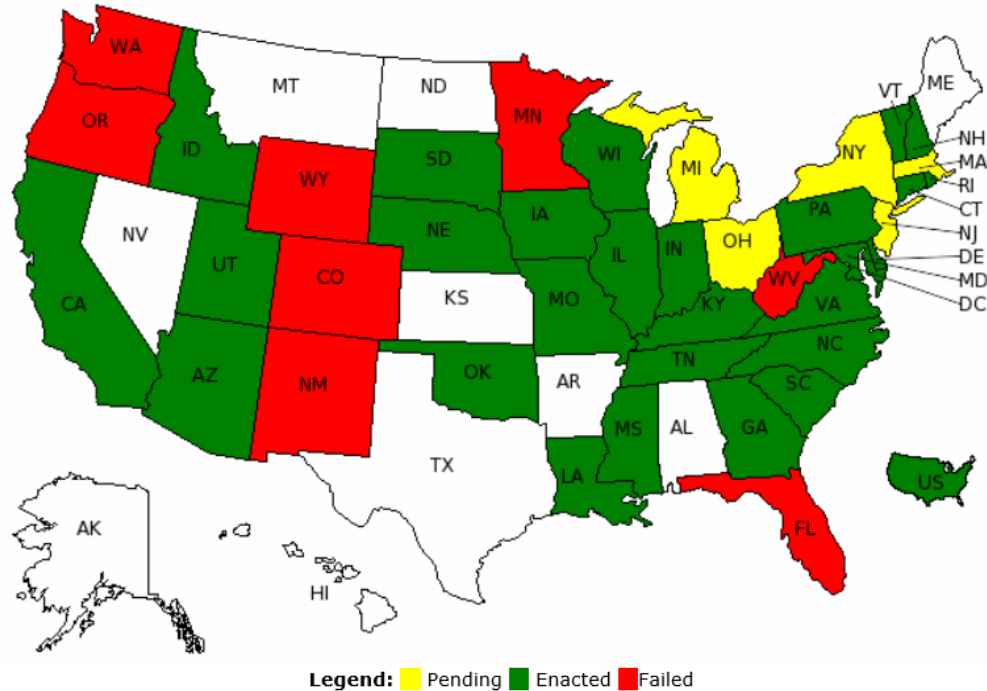
- Testing Accommodation Policies
- Test Security Policies
- Test Construction Procedures
- Protecting the Public

» Legislative Challenges to the Field of Credentialing

- Deregulation
- Active Supervision
- Interstate Compacts
- Sunsetting
- Least Restrictive Regulation
- Maintenance of Certification

Phillips (2017, p. 229)

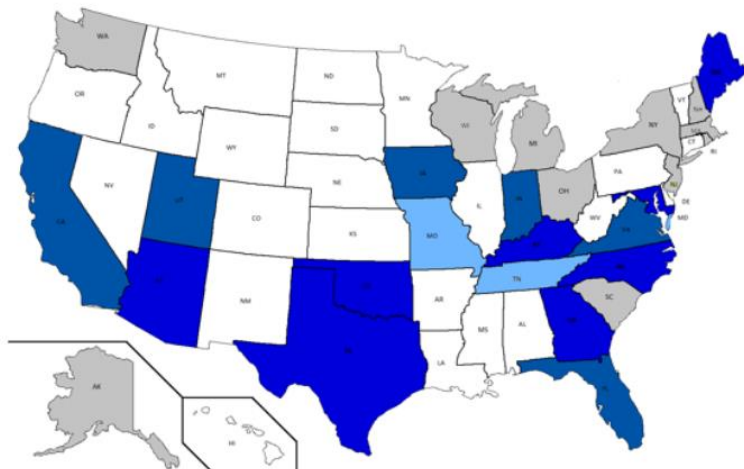
Example: Legislation related to Licensure of Architects



Example: MOC Legislation



STATE LEGISLATION OPPOSING THE USE OF CERTIFICATION 2016-2018



Legislation Pending in 2018 (11):

Alaska, Massachusetts, Michigan, New Hampshire, New Jersey, New York, Ohio, Rhode Island, South Carolina, Washington, Wisconsin

Legislation Passed in 2016/2017 (8)¹:

Arizona, Georgia, Kentucky, Maine, Maryland, North Carolina, Oklahoma, Texas

Legislation Passed in 2016/2017 & Currently Pending in 2018 (2)¹:

Missouri, Tennessee

Legislation No Longer Active in 2018 (6):

California, Florida, Indiana, Iowa, Virginia, Utah

¹ All passed legislation to date would prohibit the use of MOC for licensing decisions. In addition, Georgia prevents health plans from requiring MOC and Texas prohibits the use of MOC as requirement for health plans and hospitals.

Opponents to Standardized Testing Remain Vocal



Where are the pro-test protests?

Testing Resistance & Reform News: August 1 - 7, 2018

Public school classrooms open their doors to students in parts of the South at the end of this week. No surprise, then, that coverage of testing plans (and protests) is escalating from mid-summer doldrums.

National The U.S. Needs to Get Smarter About Testing

<https://www.edweek.org/ew/articles/2018/07/31/we-all-need-to-get-smarter-about.html>

Arizona Race, Family Income, and Zip Codes Strongest Predictor of Test Scores

Example Advocacy and Information Resources



The Right to
SAFE
Care Coalition



**Council on Licensure,
Enforcement & Regulation**

Promoting Regulatory Excellence

**NATIONAL
COUNCIL ON
MEASUREMENT
IN EDUCATION**

Up-to-Date Practitioners = Safer Health Care



**PROFESSIONAL
CERTIFICATION
COALITION**

ATP

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CONVERSATION

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