Aligning Licensing Policies with Workforce Development and Apprenticeship Strategies

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The Goal

Identify and remove unnecessary regulatory burdens to improve labor mobility
Necessary Steps

1. Identify the unique barriers to licensure faced by different populations
Use all the regulatory tools available to DORA/DPO:

- Policy
- Rules
- Statutory Changes
- Education
- Outreach with Stakeholders
Necessary Steps

Maintain critical public health and safety protections
Nuts and Bolts: 1290 in Action

**Substitution – 3:100**
Substitute foreign work experience for training hours at a ratio of 3 months of experience for every 100 hours required.

**Health and Safety**
An applicant may not substitute work experience for the hours required for health & safety requirements or reviewing CO rules & regulations.

**Records Not Available**
May submit a signed & notarized attestation of work experience if from a country determined to be a location from which “records are not generally available.”
MOBILITY IN COLORADO

ENDORSEMENT
Professions and Occupations

STREAMLINED PATHWAYS FOR LICENSURE
VOCAL
DOL Grant
LEAN Projects
NCCL Occupational Licensing Consortium Apprenticeships

COMPACTS
Nurses
Physicians
Psychologists
Physical Therapists
EMTs

RECIPROCITY AGREEMENTS
Electricians
Pharmacists
CPAs

COLORADO
Department of Regulatory Agencies
Division of Professions and Occupations
THANK YOU