



Workforce Development A Regulator's Perspective

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COLORADO
Department of
Regulatory Agencies

Division of Professions and Occupations

Consumer Protection is our Mission

Regulates more than 450,000 licensees

Houses 22 boards, 16 director model programs



Division of Professions and Occupations

Consumer Protection is our Mission

Colorado is in the top 20 percent of states keeping burdens low for occupational licensing according to a 2015 [White House report](#). As a state, the governance structures for occupational licensing focus on keeping burdens low for the broad landscape of professions and occupations regulated in Colorado.

Division of Professions and Occupations

Consumer Protection is our Mission

Nearly 1 in 7 workers falls under DPO auspices

15% of state's workforce

Top 10 by license type

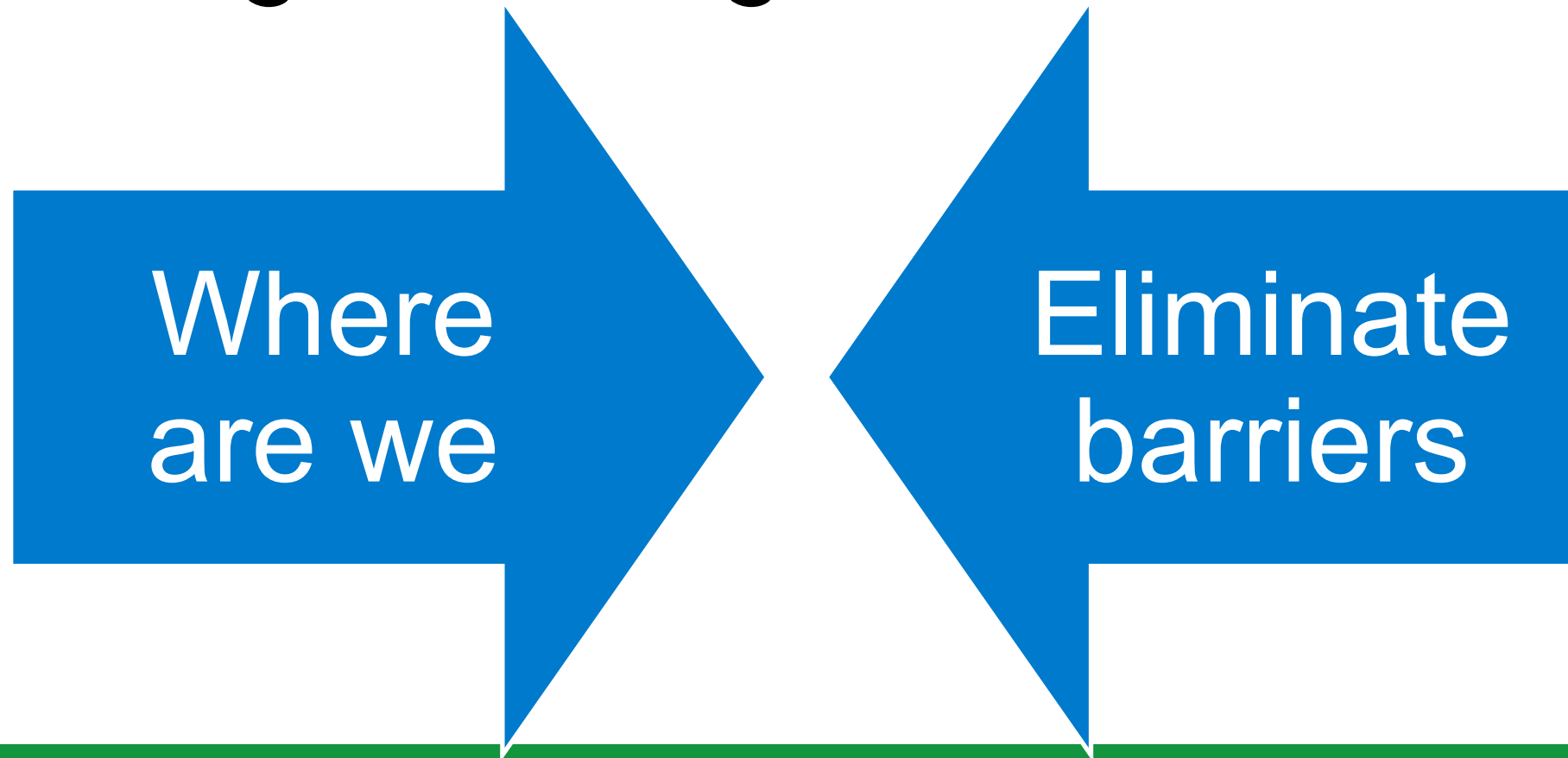


Workforce Development

Efforts to focus on workforce:

Providing services to aging population

Seeking continuing to work



Recent Efforts

➤ *Tom Clements Award - Great Results in Government*



➤ *LEAN Efforts and Culture*



Legislation, Rulemaking and Policy Changes

- APRN Bill SB-15-187 - eliminating burden for prescriptive authority for advanced practice nurses
- CNA Bill
- LPN Bill
- Mental Health Bill
- Trade Occupation Bill



Ongoing and Future Efforts

→ Veteran's efforts

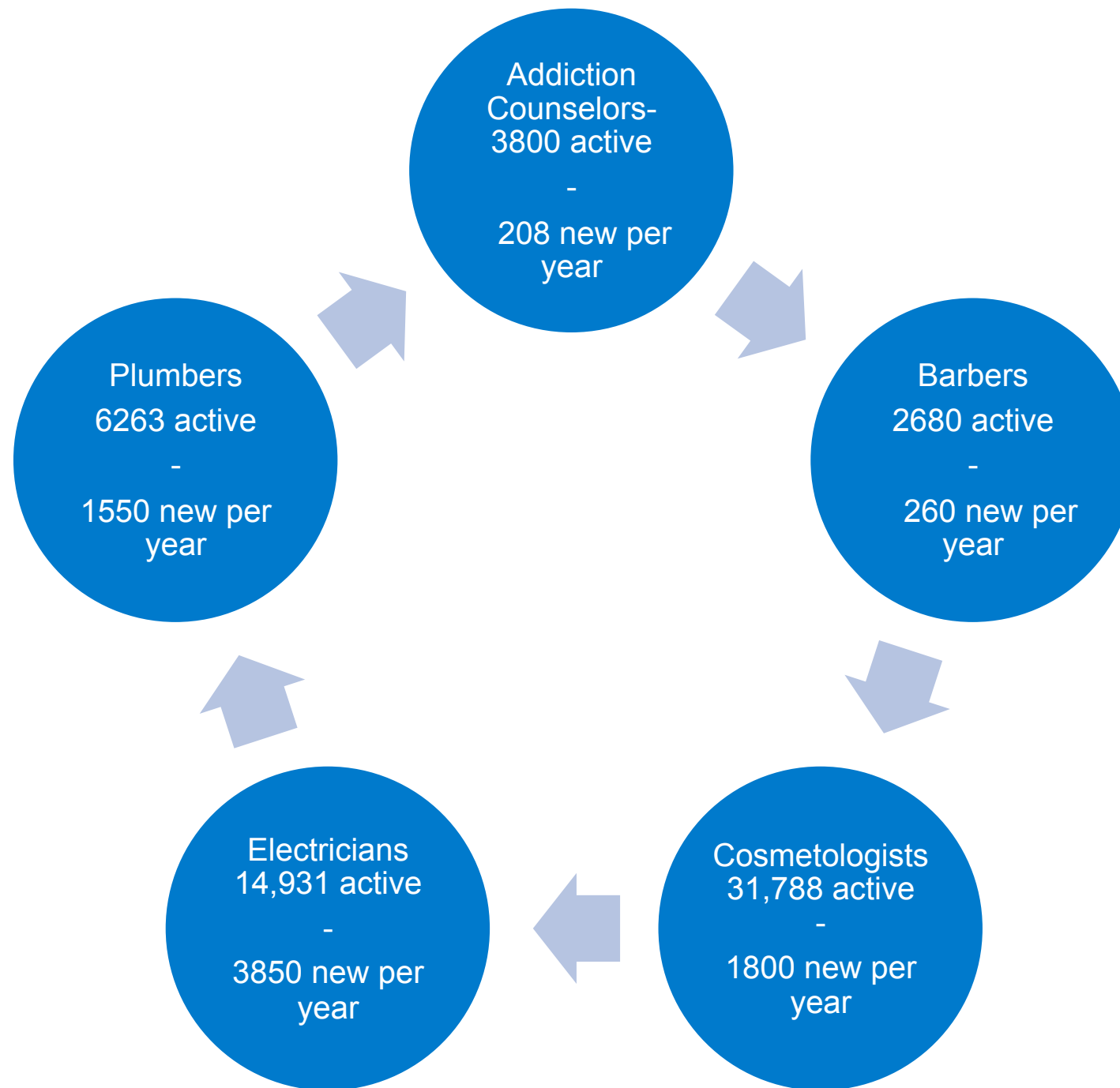
- ◆ HB16-1197 - requires state agencies to “implement a program to streamline the granting of occupational credentials to veterans based on military training.”
- ◆ Waivers for license renewal fees
 - ◆ Military spouse bill



Reduce the Burden

The vision in assessing the state's occupational licensing framework is to ensure adaptability to changes the market supply and demand, and, collectively nurture a workforce that will continue to strengthen the Colorado economy.

Reduce the Burden

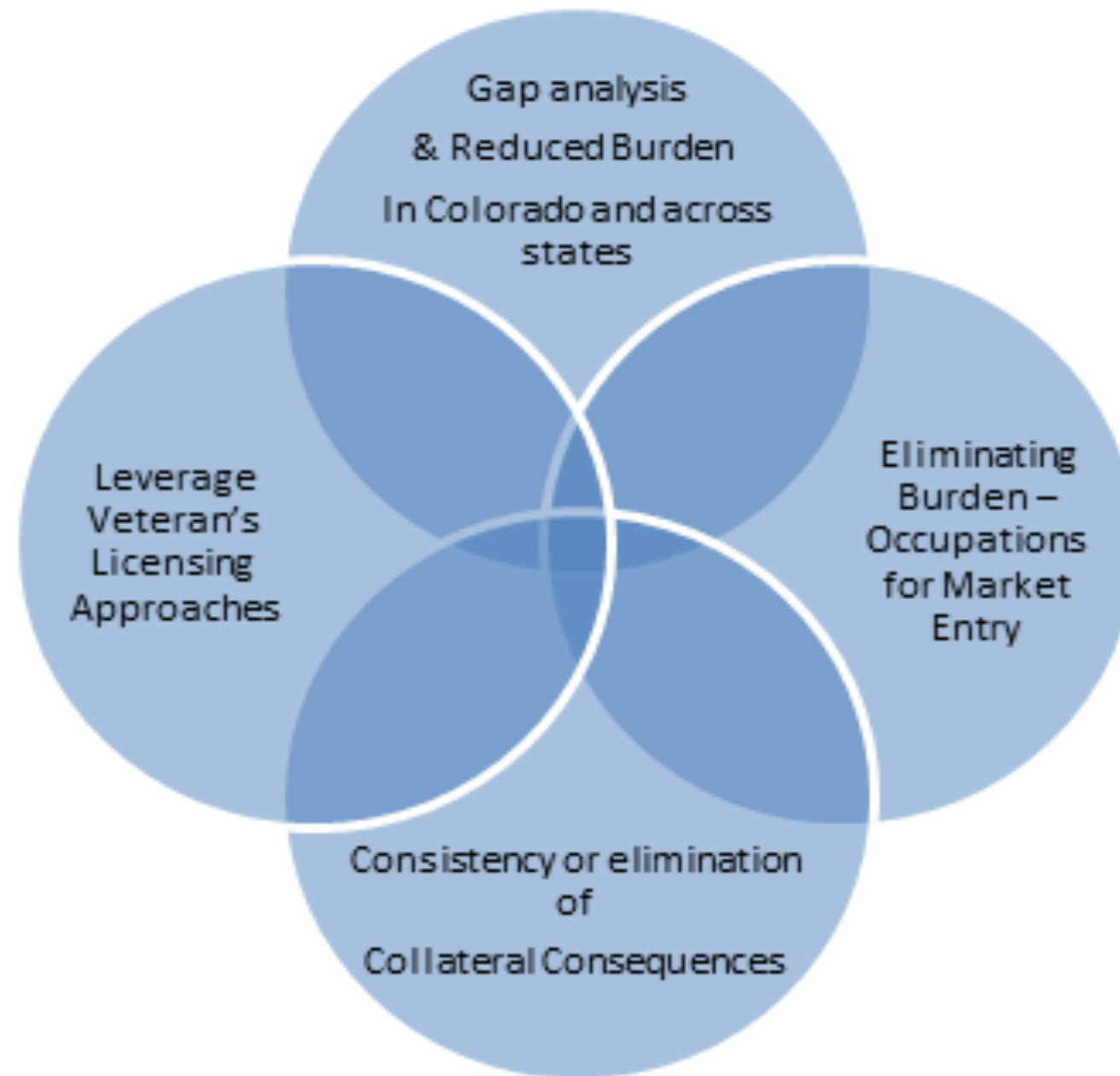


Reduce the Burden

Improve understanding of occupational licensure issues across states

- Identify additional unnecessary barriers to labor market entry
- Clarify identified unnecessary barriers to labor market entry
- Leverage existing pathways that facilitate mobility and entry into a profession
- Leverage existing work for active military members, veterans and military spouses for the five selected professions
- Finalize a specific action plan that will utilize these strategies to remove barriers to labor market entry for the Colorado selected occupations and across multiple spheres
- Create a sustainable model that will continue through education and outreach in the community for ongoing balanced regulation and positive impacts on the economy

Reduce the Burden - Strategies



Workforce Development

Behavioral Health Transformation Council Workforce Development Subcommittee

- Multiple state and other entities discussing behavioral health workforce in Colorado
- DORA's efforts included
- Recommendations provided on recruiting and retaining behavioral health workers including:
 - disseminating information about student loan repayment
 - focus on development of recruitment strategies - including a focus on rural areas
 - expansion of telehealth service
 - retention of current staff - professional development and resources to combat burnout

Challenges

- State vs. local requirements
- Scope of practice issues
- Credentialing

Portability and Opportunities

Compacts

Nursing

Physical Therapy

Interstate Medical Compact

Psychology

Others?



Questions . . .

