



PROFESSIONAL  
CERTIFICATION  
COALITION

January 31, 2023

Del. James Morefield  
Pocahontas Building, Room W-228  
900 E Main Street  
Richmond, VA 23219-3548  
[deljmorefield@house.virginia.gov](mailto:deljmorefield@house.virginia.gov)

**Re: H.B. 2180**

Dear Delegate Morefield:

The Professional Certification Coalition (PCC) writes to share our views regarding H.B. 2180, which provides for an alternative pathway to licensure for unlicensed individuals from other states. While the PCC supports reducing barriers to employment and decreasing obstacles to worker mobility, we urge amendments to H.B. 2180 to ensure that Virginia residents can rely on occupational licensing agencies to protect against occupational practice by potentially unqualified individuals.

The PCC is a nonprofit association formed to address legislation that affects professional certification programs, those who hold private certification credentials, and the many constituencies that rely on professional certification. The PCC's organizational members include non-governmental professional certification organizations, professional societies, and service providers. Our members reflect a wide spectrum of professions, including health care, engineering, financial services, and information technology, among many others. Our founding organizations – the American Society of Association Executives (the leading organization for association management) and the Institute for Credentialing Excellence (the leading developer of accreditation standards for professional certification programs) – govern the PCC.

The PCC supports reducing unnecessary barriers for licensed professionals who move to a new state. However, as noted in the attached [Statement of Principles](#), not all state-specific requirements are unwarranted: substantive state-specific licensing requirements protect the public from unqualified or unethical practitioners and uphold the integrity of licensed professions as a whole. In its current form, H.B. 2180 permits work experience to substitute for other substantive evidence of skills or competency if the applicant's home state does not require licensure. There is no requirement that the individual's qualifications meet or exceed the required qualifications for licensure in Virginia. Work experience alone is not an adequate proxy for demonstrated qualifications, as mere length of employment does not establish that a worker meets competency and skill levels expected of licensed professionals.

Accordingly, the PCC urges the legislature to amend H.B. 2180 to ensure that the standards for Virginia licensure are maintained. Specifically, the PCC proposes the following amendments:

- Amend Section 54.1-205(A)(3) to read: “The board in the other state or state of original licensure required the individual to pass an examination and to meet certain standards

related to education, training, or experience, **and such standards are substantially equivalent or more stringent than the minimum education requirements, work experience, apprenticeship requirements, clinical supervision, examination, and credential requirements required of licensees in the Commonwealth, as determined by the board in the Commonwealth.**”

- Amend Section 54.1-205(B)(2) to add a new requirement for reciprocal licensure: “The individual has worked in the occupation at least three years **and demonstrates at least substantially equivalent educational, training, examination, credential, and experience to that required for Virginia licensees in the occupation, as determined by the boards.**”

This bill directly affects protections for the public and also for PCC members that confer credentials to professionals in regulated occupations, such as health care, in which certification by recognized private certification organizations is a condition of licensure. If, due to variations in licensing laws, reciprocal licensure allows unqualified or unfit individuals to practice, the public’s trust in certified professionals and their regulated professions could be irreparably damaged, especially for occupations in which the public conflates certification status with licensure.

Even PCC members that issue certifications to individuals in fields that do not require licensure have an interest in this issue. Certification organizations – and professional societies that represent individuals who hold certification credentials – rely on the role of licensing agencies to protect the public. By their nature, they are also interested in upholding professional standards for knowledge, skills, conduct, and qualifications. If alternative pathways to licensure create loopholes that weaken how state licensing agencies enforce such standards, this is a matter of great concern to the certification community.

Thank you for your attention to these issues and consideration of the PCC’s views. Please feel free to contact us using our contact information below if you would like to discuss this further.

Sincerely,



Craig Saperstein  
Partner  
Pillsbury Winthrop Shaw Pittman LLP  
Legal Counsel to the PCC  
Email: [craig.saperstein@pillsburylaw.com](mailto:craig.saperstein@pillsburylaw.com)

CC:

Delegate James “Jay” Leftwich, *Chair*  
House Committee on General Laws  
[DelJLeftwich@house.virginia.gov](mailto:DelJLeftwich@house.virginia.gov)

Delegate Hyland “Buddy” Fowler, *Chair*  
House Committee on General Laws, Subcommittee #1  
[DelBFowler@house.virginia.gov](mailto:DelBFowler@house.virginia.gov)

Current Members of the PCC

AABC Commissioning Group	American Payroll Association (APA)	Certification Council for Professional Dog Trainers (CCPDT)
ABRET Neurodiagnostic Credentialing & Accreditation (ABRET)	American Society of Association Executives (ASAE)	Certified Financial Planner Board of Standards (CFP)
ABSA International: the Association for Biosafety and Biosecurity (ABSA)	American Society of Civil Engineers (ASCE)	Certified Fund Raising Executive International (CFRE)
Academy for Certification of Vision Rehabilitation & Education Professionals (ACVREP)	American Speech-Language-Hearing Association (ASHA)	CertiProf, LLC
American Association of Professional Landmen (AAPL)	American Traffic Safety Services Association (ATSSA)	Chartered Financial Analyst Institute (CFA)
American Board for Certification in Orthotics, Prosthetics and Pedorthics (ABCOP)	American Translators Association (ATA)	Commission for Case Manager Certification (CCMC)
American Board of Certification for Gastroenterology Nurses (ABCGN)	Arcitura Education, Inc.	Commission on Nurse Certification (CNC)
American Board of Foot and Ankle Surgery (ABFAS)	Association for Financial Counseling & Planning Education (AFCPE)	Community Association Institute (CAI)
American Board of Medical Specialties (ABMS)	Association of Surgical Technologists (AST)	Computing Technology Industry Association (CompTIA)
American Board of Neuroscience Nursing (ABNN)	Behavior Analyst Certification Board (BACB)	Construction Management Association of America (CMAA)
American Board of Nursing Specialties (ABNS)	Board of Certification/Accreditation (BOC)	Council for Interior Design Qualification (CIDQ)
American Industrial Hygiene Association (AIHA)	Board of Certified Safety Professionals (BCSP)	Council of Engineering and Scientific Specialty Boards (CESB)
American Legal Nurse Consultant Certification Board (ALNCCB)	Board of Pharmacy Specialties (BPS)	Dental Assisting National Board (DANB)
American Medical Certification Association (AMCA)	Building Commissioning Certification Board (BCCB)	Diving Equipment and Marketing Association (DEMA)
American Nurses Credentialing Center (ANCC)	Certification Board for Diabetes Care and Education (CBDCE)	Entertainment Services and Technology Association (ESTA)
	Certification Board for Music Therapists (CBMT)	ETA International
	Certification Board of Infection Control and Epidemiology (CBIC)	Financial Planning Association (FPA)

Healthcare Sterile Processing Association (HSPA)	National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA)	Nephrology Nursing Certification Commission (NNCC)
Hearth, Patio, & Barbecue Education Foundation (HPBA)	National Board of Certification in Hearing Instrument Sciences (NBC-HIS)	Oncology Nursing Certification Corporation (ONCC)
Heuristic Solutions		Pediatric Nursing Certification Board (PNCB)
Hospice and Palliative Credentialing Center (HPCC)	National Board of Certification in Occupational Therapy (NBCOT)	Pharmacy Technician Certification Board (PTCB)
Institute for Credentialing Excellence (ICE)	National Board of Surgical Technology and Surgical Assisting (NBSTSA)	Professional Association of Therapeutic Horsemanship International (PATH)
Institute of Hazardous Materials Management (IHMM)	National Certification Commission for Acupuncture and Oriental Medicine (NCCAOM)	PSI Services
Institute of Inspection Cleaning and Restoration Certification (IICRC)	National Certification Corporation (NCC)	Pearson Vue
International Coach Federation (ICF)	National Commission on Certification of Physician Assistants (NCCPA)	QualityPro
International Information System Security Certification Consortium (ISC <sup>2</sup> )	National Commission for Health Education Credentialing (NCHEC)	Rehabilitation Nursing Certification Board (RNCB)
Investments & Wealth Institute (IWI)	National Council on Family Relations (NCFR)	School Nutrition Association (SNA)
Irrigation Association	National Kitchen and Bath Association (NKBA)	SeaCrest Consulting
IT Certification Council (ITCC)	National Recreation and Park Association (NRPA)	Security Industry Association (SIA)
Laborers' International Union of North America Training & Education Fund (LIUNA)	National Restaurant Association (NRA)	Society of Broadcast Engineers (SBE)
Medical-Surgical Nursing Certification Board (MSNCB)	National Roofing Contractors Association (NRCA)	Specialty Pharmacy Certification Board (SPCB) c/o National Association of Specialty Pharmacy Certification Board
National Association of Insurance and Financial Advisors (NAIFA)	National Society of Professional Engineers (NSPE)	Spray Polyurethane Foam Alliance (SPFA)
National Association of Personal Financial Advisors (NAPFA)		Towing and Recovery Association of America, Inc. (TRA)
National Athletic Trainers' Association Board of Certification, Inc. (NATA/BOC)		National Board of Public Health Examiners (NBPHE)