



CO L O R A D O

**Department of
Regulatory Agencies**

**Colorado House Bill 16-1197: Streamlining the granting of
occupational credentials to veterans based on military training.**

Implementation Report

June 30, 2017



COLORADO

Department of
Regulatory Agencies

Division of Professions and Occupations
Office of the Director

June 30, 2017

Dear Colorado General Assembly members and
Representative Tracy Kraft-Tharp (Chair), Business Affairs and Labor Committee;
Senator Jack Tate (Chair), Business, Labor, and Technology Committee;
Representative Mike Foote (Chair), State, Veterans, and Military Affairs Committee;
Senator Vicki Marble (Chair), State, Veterans, and Military Affairs Committee

Please accept this report as fulfillment of Colorado House Bill 16-1197 (HB 16-1197) annual reporting requirements. HB 16-1197 requires state agencies to “implement a program to streamline the granting of occupational credentials to veterans based on military training.”

Within the Department of Regulatory Agencies, the Division of Professions and Occupations (DPO) regulates approximately 50 professions where streamlining of licensure processes may apply to veterans. DPO launched an implementation project known as ‘Veterans Occupational Credentialing and Licensing’ (VOCAL) on December 15, 2016.

The initial six-month VOCAL implementation period completed analysis and streamlining for four professions (Professional Engineer, Nursing, Dental, and Physical Therapy) as well as initiating analysis and streamlining for seven additional professions (Architect, Electrician, Land Surveyor, Landscape Architect, Plumber, Surgical Assistant, and Surgical Technologist).

VOCAL was fully successful this year. Analysis and streamlining efforts resulted in adoption of two new Colorado Professional Board Rules and seven new Colorado Professional Board Policies to streamline the granting of occupational credentials to veterans based on military training. Also, DPO contributed substantial VOCAL content to The Department of Regulatory Agencies’ completely revitalized “Military and Veterans Programs” website which launched on May 31, 2017.

DPO will continue to provide annual summaries of implementation progress. Thank you for consideration of our report.

Sincerely,

Ronne Hines
Director
Division of Professions and Occupations

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Executive Summary

Introduction

Colorado House Bill 16-1197 (HB 16-1197) requires state agencies to “implement a program to streamline the granting of occupational credentials to veterans based on military training.” DPO regulates approximately 50 professions where streamlining of licensure processes may apply to veterans. To fulfill legislative requirements, DPO launched an implementation project known as ‘Veterans Occupational Credentialing and Licensing’ (VOCAL) on December 15, 2016.

DPO selected four professions for VOCAL Phase One: Professional Engineer, Nursing, Dental, and Physical Therapy. Selection criteria included Governor Hickenlooper’s employment priorities, labor trends, and professions where DPO has a high volume of transitioning veterans.

Analysis

Phase One VOCAL analysis utilized five key elements identified in HB 16-1197:

1. Evaluate military training as related to state requirements to practice an occupation.
2. Identify reciprocity mechanisms with other states.
3. Determine if an occupational exam is available to authorize a veteran to practice an occupation.
4. Consult post-secondary educational institutions regarding:
 - (a) Courses or programs to cover the gap between military occupational specialty training and training required to be practice an occupation; and
 - (b) Refresher courses for reinstatement of lapsed civilian credentials.
5. Consider adopting a national credentialing exam.

Results

- DPO formally established a dedicated liaison within the Division for military members, military spouses, and veterans regarding all licensing and credentialing inquiries.
- Two new Colorado Professional Board rules and seven new Board policies were adopted to streamline the granting of occupational credentials to veterans based on military training:
 - Colorado Board of Nursing adopted two streamlining rules and five streamlining policies for the following professions: Advanced Practice Nurse, Registered Nurse, Licensed Practical Nurse, Certified Nurse Aide (CNA), CNA with Medication Aide Authority, and Licensed Psychiatric Technician.
 - Colorado Dental Board adopted a streamlining policy for the Dental Hygienist profession.
 - Colorado Physical Therapy Board adopted a streamlining policy for the Physical Therapist Assistant profession.
- The Department of Regulatory Agencies launched a comprehensive “Military and Veterans Programs” website on May 31, 2017. DPO contributed substantial VOCAL content to the site which is found here: <https://www.colorado.gov/pacific/dora-military>.

Conclusion and Next Steps

Upcoming VOCAL phases are planned in accordance with HB 16-1197 implementation timelines. VOCAL Phase Two began on May 19, 2017 and includes these professions: Architect, Electrician, Land Surveyor, Landscape Architect, Plumber, Surgical Assistant, and Surgical Technologist.

Introduction

On May 20, 2016 Governor John Hickenlooper signed Colorado House Bill 16-1197 (HB 16-1197) titled: “Concerning a requirement that state agencies implement a program to streamline the granting of occupational credentials to veterans based on military training.” HB 16-1197 contains the following requirement: “Each state agency that authorizes an occupation to practice shall provide by June 30, 2017, and by June 30 of each year thereafter until June 30, 2023, a written report of its progress in implementing this Part 2 to each member of: the General Assembly; the Business Affairs and Labor Committee of the House of Representatives; the Business, Labor, and Technology Committee of the Senate; the State, Veterans, and Military Affairs Committees of the House of Representatives and the Senate, or their successor committees.” This report is provided by the Colorado Department of Regulatory Agencies (DORA), Division of Professions and Occupations (DPO) in order to satisfy the above requirement.

DPO regulates approximately 50 professions and the majority have comparable military elements where streamlining of licensure processes may be applicable. Due to these large scale implementation requirements, DPO hired a Regulatory and Veterans Policy Analyst on December 1, 2016 to initiate the project. The implementation project was designated ‘Veterans Occupational Credentialing and Licensing’ (VOCAL) and launched on December 15, 2016.

DPO identified the following four professions for Phase One VOCAL consideration: Engineer, Nursing, Dental, and Physical Therapy. The selection criteria included Governor Hickenlooper’s employment priorities, current labor trends, and professions where DPO has high licensing volume for transitioning veterans. Table 1 depicts all Phase One professions and sub-professions considered for streamlining measures prior to this report.

Table 1. Phase One Veterans Occupational Credentialing and Licensing Professions

Engineer	Nursing	Dental	Physical Therapy
Professional Engineer	Advanced Practice Nurse	Dentist	Physical Therapist
Engineer Intern	Registered Nurse	Dental Hygienist	Physical Therapist Assistant
	Licensed Practical Nurse		
	Certified Nurse Aide-Medication Aide Authority		
	Certified Nurse Aide		
	Licensed Psychiatric Technician		

Analysis

HB 16-1197 established the criteria listed in Table 2 for state agencies to streamline the granting of occupational credentials to veterans based on military training. The criteria are now codified in Colorado Revised Statute 24-4-203.

Table 2. Criteria for Streamlining the Granting of Occupational Credentials to Veterans

- 1) Each agency shall:
 - (a) Document the following results and publish a summary of pathways available to a veteran to obtain authorization to practice an occupation:
 - (i) Evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation;
 - (ii) Identify reciprocity mechanisms with other states; and
 - (iii) Determine if an occupational exam is available to authorize a veteran to practice an occupation;
 - (b) Consult with community colleges and other post-secondary educational institutions with regard to:
 - (i) Courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation; and
 - (ii) Refresher courses for the reinstatement of lapsed civilian credentials; and
 - (c) Consider adopting a national credentialing exam.

DPO utilized the Table 2 criteria to analyze a veteran’s pathway to licensure in each of the four professions and associated sub-professions listed in Table 1. During the analysis, DPO’s Regulatory and Veterans Policy Analyst collaborated with DPO Program Staff, DPO Licensing Staff, Colorado Legislative Veterans Caucus, Colorado Department of Military and Veterans Affairs, Colorado Office of Veterans Education and Training, Colorado Department of Labor and Employment, Colorado Department of Higher Education, the Colorado Community College System, and several private or nonprofits groups focused on veterans’ transition or employment.

DPO determined the most useful method for solidifying and publishing results of each analysis was via Colorado State Professional Board Policies or Rules. Formal publication of results in this manner delivers the highest degree of practical value to veterans, ensures demonstrated and clear institutional commitment to legislative intent, and provides the maximum level of sustainability for all results.

Results

Results from the VOCAL streamlining analysis appear in several ways. As a broad streamlining measure affecting all 50 professions, DPO designated the Regulatory and Veterans Policy Analyst as a dedicated liaison for military members, military spouses, and veterans regarding all credentialing inquiries or licensure applications. This measure provides an opportunity for tailored service to military persons of all types in all phases of the credentialing process. More specifically, Phase One VOCAL implementation resulted in two new Board rules and seven new Board policies to streamline the granting of occupational credentials to veterans based on military training. Results are detailed by profession in the remainder of this section. Also, The Department of Regulatory Agencies launched a completely revitalized “Military and Veterans Programs” website on May 31, 2017. DPO contributed substantial VOCAL content to the site which is found here: <https://www.colorado.gov/pacific/dora-military>.

Engineer

VOCAL analysis of the Professional Engineer and Engineer Intern licensing processes found no need for additional measures because the both processes are already fully streamlined. Some military engineers are supervised by non-engineers which presents a challenge to certifying work experience required for Engineer licensure. Prior to the VOCAL project, the Colorado State Board of Licensure for Architects, Professional Engineers and Professional Land Surveyors addressed the challenge by accepting work experience for military engineers who are supervised by non-engineers. This important step fully streamlined the licensure process for veterans because all other academic, work-experience, and examination requirements are identical in military and civilian contexts.

Nursing

VOCAL analysis of the Nursing licensing process identified streamlining measures. DPO has two nursing professionals on staff (one education-focused and one practice-focused) which opens distinctive areas for streamlining. In light of DPO staff expertise, the Colorado Board of Nursing (Board) approved three streamlining measures. First, the Board delegated evaluation of veteran applications to the Program Director for the Board of Nursing, or the Deputy Division Director. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO staff members to direct veterans toward Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. Third, the Board accepted DPO staff recommendations regarding veterans' nursing credentials issued by the United States military that are deemed to be substantially equivalent to Colorado licensure requirements.

The three streamlining measures are formally adopted in two Board rules and five Board policies. The nursing professions impacted by the streamlining measures are Advanced Practice Nurse, Registered Nurse, Licensed Practical Nurse, Certified Nurse Aide-Medication Authority, Certified Nurse Aide, and Licensed Psychiatric Technician. The full text of all rules and policies are found in Appendices A - F.

Dental

VOCAL analysis of the Dentist licensing process found no need for additional measures because the process is already fully streamlined. All Dentist academic, work-experience, and examination requirements are identical in military and civilian contexts.

VOCAL analysis of the Dental Hygienist licensing process identified streamlining measures. First, the Colorado Dental Board (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Dental Hygienist licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military

training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. Third, the Board approved a provision for veteran applicants to satisfy current clinical competency and professional ability requirements by engaging in service as a licensed Dental Hygienist in the military. The three streamlining measures are formally adopted in one Board policy found in Appendix G.

Physical Therapy

VOCAL analysis of the Physical Therapist licensing process found no need for additional measures because the process is already fully streamlined. All Physical Therapist academic, work-experience, and examination requirements are identical in military and civilian contexts.

VOCAL analysis of the Physical Therapist Assistant certification process identified streamlining measures. First, the Colorado State Physical Therapy Board (Board) approved DPO to evaluate the extent to which veteran applicants meet Colorado Physical Therapist Assistant licensure requirements. This measure affords veteran applicants a personalized application process, particularly regarding best ways to apply military training to Colorado licensure. Second, the Board approved DPO to provide veterans recommendations regarding Colorado education options which may be used to fill gaps in academic background. This measure further personalizes veterans' application processes whereby they receive expert advice on the most direct path to meeting education requirements for licensure. The two streamlining measures are formally adopted in one Board policy found in Appendix H.

Conclusion

This report demonstrates DPO progress toward fulfillment of HB 16-1197 requirements to “implement a program to streamline the granting of occupational credentials to veterans based on military training”, known as the VOCAL project. Phase One of VOCAL delivered analysis and implementation of four professions with 12 associated sub-professions. The analysis resulted in two new Colorado Professional Board Rules and seven new Colorado Professional Board Policies focused on streamlining veteran credentialing processes. Subsequent VOCAL phases are planned in accordance with the implementation timeline directed by HB 16-1197. Phase Two of VOCAL began on May 19, 2017 and includes these professions: Architect, Electrician, Land Surveyor, Landscape Architect, Plumber, Surgical Assistant, and Surgical Technologist.

APPENDIX A. New Advanced Practice Nursing Rules

CHAPTER 14 – RULES AND REGULATIONS TO REGISTER PROFESSIONAL NURSES QUALIFIED TO ENGAGE IN ADVANCED PRACTICE NURSING

2.5.1.1.1 Advanced Practice Nurse credentials issued by the United States Military are deemed to be substantially equivalent to advanced practice authority in another state or jurisdiction.

CHAPTER 15 – RULES AND REGULATIONS FOR PRESCRIPTIVE AUTHORITY FOR ADVANCED PRACTICE REGISTERED NURSES

8.3.1 Prescriptive Authority credentials issued by the United States Military are deemed to be substantially equivalent to prescriptive authority in another state or jurisdiction.

Appendix B. Streamlining Registered Nurse (RN) credentials for veterans

Colorado Board of Nursing Policy

POLICY NUMBER: 10-12

Title: Streamlining Registered Nurse (RN) credentials for veterans.

Date Issued: XX

Date(s) Reviewed:

References: Colorado HB 16-1197; State Board of Nursing Rules and Regulations, Chapter 1; CRS 24-34-102 (8.5).

Purpose: To determine substantial equivalence for professional nursing education gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military education equivalent to professional nurse education, as outlined in Chapter 2 of the State Board of Nursing Rules and Regulations, may request the State Board of Nursing (Board) evaluate submitted transcripts for educational equivalency. To qualify for a RN license, applicants must meet the requirements outlined in Chapter 1 of the State Board of Nursing Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board of Nursing, or the Deputy Division Director. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet RN requirements listed below.ⁱ
 - 450 clock hours of theory in IV therapy, medical surgical nursing, pediatric nursing, obstetric nursing and psychiatric nursing in caring for multiple patients with predictable and unpredictable outcomes and evidence of advanced level (beyond LPN) coursework.
 - 750 clock hours of supervised clinical in IV therapy, medical surgical nursing, pediatric nursing, obstetric nursing and psychiatric nursing in caring for multiple patients with predictable and unpredictable outcomes and evidence of advanced level (beyond LPN) clinical supervision.
 - Apply standard equivalence of:
 - 1 semester hour of theory = 15 clock hours.
 - 1 semester hour of clinical = 45 clock hours.
 - Military job experience in clinical performing the above tasks = 40 clock hours per week.
3. Veteran applicants found to meet RN requirements must apply to the Board for Registered Nurse-Original License by Examination.ⁱⁱ
4. Veteran applicants found not to meet RN requirements may be directed toward missing content found as listed below.ⁱⁱⁱ
 - Course(s) from Colorado State Board of Nursing approved nursing education programs,

particularly those programs within the Colorado Community College System; or any other education programs found to have relevant courses.

- References from professional nurse supervisors detailing type, duration, and level of performance in clinical practice submitted as verification for missing clinical specialty practice and/or hours.
 - Completion of the Registered Nurse Competency to Practice Form under the Student Permit application to allow verification of professional nurse competency by a nurse supervisor/preceptor.
 - Other areas if prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as RN in other states or territories of the United States are required to follow original licensure by endorsement, Board of Nursing, Chapter 1, Rules and Regulations for Licensure of Practical and Professional Nurses.^{iv}
 6. The National Council State Boards of Nursing NCLEX-RN exam is available to all qualified applicants.^v

ⁱ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

ⁱⁱ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

ⁱⁱⁱ Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

^{iv} Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

^v Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix C. Streamlining Licensed Practical Nurse (LPN) credentials for veterans

Colorado Board of Nursing Policy

POLICY NUMBER: 10-10

Title: Streamlining Licensed Practical Nurse (LPN) credentials for veterans.

Date Issued: XX

Date(s) Reviewed:

References: Colorado HB 16-1197; State Board of Nursing Rules and Regulations, Chapter 1; CRS 24-34-102 (8.5).

Purpose: To determine substantial equivalence for practical nursing education gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military training and education equivalent to practical nursing education, as outlined in Chapter 2 of the State Board of Nursing Rules and Regulations, may request the State Board of Nursing (Board) or its designated appointee evaluate submitted transcripts for educational equivalency. To qualify for a LPN license, applicants must meet the requirements outlined in Chapter 1 of the State Board of Nursing Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board of Nursing, or the Deputy Division Director. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet LPN requirements listed below.ⁱ
 - 300 clock hours of theory to include IV therapy, medical surgical nursing, pediatric nursing, obstetric nursing and psychiatric nursing in caring for stable patients with predictable outcomes.
 - 400 clock hours of supervised clinical to include IV therapy, medical surgical nursing, pediatric nursing, obstetric nursing and psychiatric nursing in caring for stable patients with predictable outcomes.
 - Apply standard equivalence of:
 - 1 semester hour of theory = 15 clock hours.
 - 1 semester hour of clinical = 45 clock hours.
 - Military job experience in clinical performing the above tasks = 40 clock hours per week.
3. Veteran applicants found to meet the LPN requirements must apply to the Board for Licensed Practical Nurse-Original License by Examination.ⁱⁱ
4. Veteran applicants found not to meet LPN requirements may be directed toward missing content found as listed below.ⁱⁱⁱ
 - Course(s) from Colorado State Board of Nursing approved nursing education programs,

particularly those programs within the Colorado Community College System; or any other education programs found to have relevant courses.

- References from professional nurse supervisors detailing type, duration, and level of performance in clinical practice submitted as verification for missing clinical specialty practice and/or hours.
 - Completion of the Licensed Practical Nurse Competency to Practice Form under the Student Permit application to allow verification of practical nurse competency by a professional nurse supervisor/preceptor.
 - Other areas if prescribed by the Board.
5. For reciprocity consideration, veteran applicants licensed as LPN/LVN in other states or territories of the United States are required to follow original licensure by endorsement, Board of Nursing, Chapter 1, Rules and Regulations for Licensure of Practical and Professional Nurses.^{iv}
 6. The National Council State Boards of Nursing NCLEX-PN exam is available to all qualified applicants.^v

ⁱ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

ⁱⁱ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

ⁱⁱⁱ Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

^{iv} Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

^v Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix D. Streamlining Certified Nurse Aide-Medication Aide Authority (CNA-MA) credential for veterans

Colorado Board of Nursing Policy

POLICY NUMBER: 10-13

Title: Streamlining Certified Nurse Aide-Medication Aide Authority (CNA-MA) credential for veterans.

Date Issued: XX

Date(s) Reviewed:

References: Colorado HB 16-1197; State Board of Nursing Rules and Regulations, Chapter 1; CRS 24-34-102 (8.5).

Purpose: To determine substantial equivalence for medication aide training gained in military service and provide direction on CNA authorities, so as to fulfill HB 16-1197.

POLICY: Veterans with an unencumbered Colorado CNA certification, 1000 hours of military experience administering medications, and military training and education equivalent to the medication aide training may request the State Board of Nursing (Board) to evaluate submitted transcripts for educational equivalency. To qualify for CNA-MA the applicant must meet the requirements outlined in Chapter 19 of the State Board of Nursing Rules and Regulations. Items 1-7 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board of Nursing, or the Deputy Division Director. The Board maintains final ratifying authority on all licenses.
2. Evaluate the extent to which veteran applicants meet CNA-MA requirements listed below.ⁱ
 - 100 clock hours of training (40 theory; 60 clinical) that includes curriculum content in Chapter XII, Rules and Regulations for Approval of Medication Aide Training Programs, Section 6.
 - Apply standard equivalence of:
 - 1 semester hour of theory = 15 clock hours.
 - 1 semester hour of clinical = 45 clock hours.
 - Military job experience in clinical performing the above tasks = 40 clock hours per week.
3. In addition to the requirements listed above, veteran applicants must also provide a written recommendation to become a medication aide from a current supervising nurse, director of nursing, or nursing home administrator.
4. Veteran applicants found to meet the CNA-MA requirements will be authorized to take the Colorado Medication Aide Authority Exam.ⁱⁱ
5. Veteran applicants found not to meet CNA-MA requirements may be directed toward missing content found as listed below.ⁱⁱⁱ

- Colorado State Board of Nursing approved CNA-MA training programs.
 - Colorado Community College System courses.
 - Any other education programs found to have relevant courses.
 - Other areas if prescribed by the Board.
6. A provision for reciprocity or endorsement from another state is currently not available for the CNA-MA authority.^{iv}
7. A national credentialing exam is not applicable, as this state authorized program has curriculum and scope of practice unique to Colorado.^v
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ⁱ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

ⁱⁱ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

ⁱⁱⁱ Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

^{iv} Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

^v Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix E. Streamlining Certified Nurse Aide (CNA) credentials for veterans

Colorado Board of Nursing Policy

POLICY NUMBER: 10-09

Title: Streamlining Certified Nurse Aide (CNA) credentials for veterans.

Date Issued: XX

Date(s) Reviewed:

References: Colorado HB 16-1197; State Board of Nursing Rules and Regulations, Chapter 1; CRS 24-34-102 (8.5).

Purpose: To determine substantial equivalence for nurse aide training gained in military service and provide direction on certification, so as to fulfill HB 16-1197.

POLICY: Veterans with military training and education equivalent to nurse aide training may request the State Board of Nursing (Board) or its delegated appointee to evaluate submitted transcripts for educational equivalency. To qualify for CNA the applicant must meet the requirements outlined in Chapter 10 of the State Board of Nursing Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board of Nursing, or the Deputy Division Director. The Board maintains final ratifying authority on all licenses.
2. Evaluate the extent to which veteran applicants meet CNA requirements listed below.ⁱ
 - Successful completion of a minimum 75 clock hours or 5 semester hours of coursework in basic nursing skills, to include safety and emergency procedures as well as 16 clock hours of clinical practicum.
3. Veteran applicants found to meet the CNA requirements must apply to the Board for Certified Nurse Aide-Certification by Examination and may mark eligibility as by military equivalence.ⁱⁱ
4. Veteran applicants found not to meet CNA requirements may be directed toward missing content found as listed below.ⁱⁱⁱ
 - Colorado State Board of Nursing approved CNA training programs.
 - Colorado Community College System courses.
 - Independent and facility-based training programs.
 - Any other education programs found to have relevant courses.
 - Other areas if prescribed by the Board.
5. For reciprocity consideration, veteran applicants certified as CNA in other states are required to follow certification by endorsement, Board of Nursing, Chapter 10, Rules and Regulations for

Certification of a Nurse Aide, Section 3.^{iv}

6. A national exam is not utilized for competency evaluation at this time.^v

ⁱ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

ⁱⁱ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

ⁱⁱⁱ Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

^{iv} Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

^v Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix F. Streamlining Licensed Psychiatric Technician (LPT) credentials for veterans

Colorado Board of Nursing Policy

POLICY NUMBER: 10-14

Title: Streamlining Licensed Psychiatric Technician (LPT) credentials for veterans.

Date Issued: XX

Date(s) Reviewed:

References: Colorado HB 16-1197; State Board of Nursing Rules and Regulations, Chapter 1; CRS 24-34-102 (8.5).

Purpose: To determine substantial equivalence for psychiatric technician education gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with military training and education equivalent to psychiatric technician as outlined in Chapter VI of the State Board of Nursing Rules and Regulations may request the State Board of Nursing (Board) or its designated appointee evaluate submitted transcripts for educational equivalency. To qualify for the LPT license, applicants must meet the requirements outlined in Chapter 5 of the State Board of Nursing Rules and Regulations. Items 1-7 outline process requirements for this policy.

1. The Board delegates evaluation of veteran applications to the Program Director for the Board of Nursing, or the Deputy Division Director. The Board maintains final ratifying authority on all licensees.
2. Evaluate the extent to which veteran applicants meet the following LPT with a focus on developmental disabilities requirements listed below.ⁱ
 - 200 clock hours of theory and 200 clock hours of supervised clinical that includes curriculum content from the Chapter VI, Rules and Regulations for Accreditation of Psychiatric Technician Programs, Section 4.3 B 3 (a) and (c). The 200 hour supervised clinical must be with the developmental disability population and must include basic principles of prescribed therapeutic measures and practice in medication administration and common treatment procedures.
 - Apply standard equivalence of:
 - 1 semester hour of theory = 15 clock hours.
 - 1 semester hour of clinical = 45 clock hours.
 - Military job experience in clinical performing the above tasks = 40 clock hours per week.
3. Evaluate the extent to which veteran applicants meet the following LPT with a focus on mental illness requirements listed below.

- 200 clock hours of theory and 200 clock hours of supervised clinical that includes curriculum content from the Chapter VI, Rules and Regulations for Accreditation of Psychiatric Technician Programs, Section 4.3 B 3 (a) and (b). The 200 hour supervised clinical must be with the mentally ill population and must include basic principles of prescribed therapeutic measures and practice in medication administration and common treatment procedures.
 - Apply standard equivalence of:
 - 1 semester hour of theory = 15 clock hours.
 - 1 semester hour of clinical = 45 clock hours.
 - Military job experience in clinical performing the above tasks = 40 clock hours a week.
4. Veteran applicants found to meet the LPT requirements must apply to the Board for Licensed Psychiatric Technician-Original License by Examination and specify the population focus.ⁱⁱ
 5. Veteran applicants found not to meet LPT requirements may be directed toward missing content found as listed below.ⁱⁱⁱ
 - Colorado State Board of Nursing approved LPT training programs.
 - Colorado Community College System courses.
 - Any other education programs found to have relevant courses.
 - Other areas if prescribed by the Board.
 6. For reciprocity consideration, veteran applicants licensed as LPT in other states are required to follow original licensure by endorsement, Board of Nursing, Chapter V, Rules and Regulations for Licensure of Psychiatric Technicians, Section 3.^{iv}
 7. A national credentialing exam is not applicable, as this state authorized program has curriculum and scope of practice unique to Colorado.^v

ⁱ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

ⁱⁱ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

ⁱⁱⁱ Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

^{iv} Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

^v Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix G. Streamlining Dental Hygienist credentials for veterans

Colorado Dental Board Policy

POLICY NUMBER: XX-XX

Title: Streamlining Dental Hygienist credentials for veterans.

Date Issued: XX

Date(s) Reviewed:

References: Colorado HB 16-1197; CRS 24-34-102 (8.5), 12-35-126, 12-35-127, and 12-35-127.5; Colorado Dental Board Rules and Regulations, Rule III; Board Policy 1.A.

Purpose: To determine substantial equivalence for Dental Hygienist education and/or experience gained in military service and provide direction on licensure, so as to fulfill HB 16-1197.

POLICY: Veterans with education and/or experience equivalent to Dental Hygienist licensing requirements, as outlined in Colorado Dental Board Rules and Regulations, Rule III, may request the Colorado Dental Board (Board) evaluate submitted documents for equivalency. To qualify for a Dental Hygienist license, applicants must meet the requirements listed in Colorado Dental Board Rules and Regulations, Rule III. Items 1-7 outline process requirements for this policy.

1. Education, training, or service gained in military services outlined in section 24-34-102(8.5), C.R.S., to be accepted and applied towards receiving a license, must be equivalent, as determined by the Board, to the qualifications otherwise applicable at the time of receipt of application. It is the applicant's responsibility to provide timely and complete evidence for review and consideration. Satisfactory evidence of such education, training, or service will be assessed on a case-by-case basis.
2. The Division of Professions and Occupations (Division) will evaluate the extent to which veteran applicants meet Dental Hygienist licensure requirements listed in Colorado Dental Board Rules and Regulations, Rule III.ⁱ
3. For reciprocity consideration, veteran applicants who do not currently possess a suspended, restricted, or conditional license to practice dental hygiene or is currently pending disciplinary action against such license in another state or territory of the United States or Canada must apply for licensure by endorsement as found in Colorado Dental Board Rules and Regulations, Rule III(F).ⁱⁱ Veteran applicants who meet Rule III(F) requirements may be licensed by the Division's Office of Licensing and later ratified by the Board's assigned Licensing Panel.
4. Veteran applicants not qualified for licensure by endorsement must apply for original licensure as found in Colorado Dental Board Rules and Regulations, Rule III(E).ⁱⁱⁱ Veteran applicants who meet Rule III(E) requirements may be licensed by the Division's Office of Licensing and later ratified by the Board's assigned Licensing Panel.

5. Veteran applicants applying for original licensure or by endorsement that are found not to meet Dental Hygienist education requirements will be assisted by Division staff who will provide recommendations regarding deficiencies in education that may be addressed through enrollment and successful completion of a Commission on Dental Accreditation approved Dental Hygienist training program located in Colorado.^{iv}
6. In addition to successfully completing an examination administered by the Joint Commission on National Dental Examinations, a clinical exam is required for licensure and the Colorado Dental Board accepts all U.S. dental hygienist clinical examinations that are designed to test the applicant's clinical skills and knowledge as outlined in Board Policy 1.A.^v
7. In addition to meeting education and examination requirements, veteran applicants may satisfy current clinical competency and professional ability requirements by engaging in service as a licensed Dental Hygienist in the military pursuant to Rule III.

ⁱ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

ⁱⁱ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

ⁱⁱⁱ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

^{iv} Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

^v Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”

Appendix H. Streamlining Physical Therapist Assistant credentials for veterans

State Physical Therapy Board Policy

POLICY NUMBER: XX-XX

Title: Streamlining Physical Therapist Assistant credentials for veterans.

Date Issued: XX

Date(s) Reviewed:

References: Colorado HB 16-1197; CRS 24-34-102 (8.5), 12-41-205, and 12-41-206; State Physical Therapy Board Rules and Regulations, Rule 102, Rule 103, Rule 104, Rule 303, and Rule 305.

Purpose: To determine substantial equivalence for Physical Therapist Assistant education and/or experience gained in military service and provide direction on certification, so as to fulfill HB 16-1197.

POLICY: Veterans with education and/or experience equivalent to Physical Therapist Assistant certification requirements, as outlined in State Physical Therapy Board Rules and Regulations may request the State Physical Therapy Board (Board) evaluate submitted documents for equivalency. To qualify for a Physical Therapist Assistant certification, applicants must meet the requirements listed in State Physical Therapy Board Rules and Regulations. Items 1-6 outline process requirements for this policy.

1. Education, training, or service gained in military services outlined in section 24-34-102(8.5), C.R.S., that is to be accepted and applied towards receiving a certification must be substantially equivalent, as determined by the Board, to the qualifications otherwise applicable at the time of the receipt of the application. It is the applicant's responsibility to provide timely and complete evidence of the education, training, and/or service gained in the military for review and consideration. Satisfactory evidence of such education, training, or service will be assessed on a case-by-case basis.
2. The Division of Professions and Occupations (Division) will evaluate the extent to which veteran applicants meet Physical Therapist Assistant certification requirements listed in State Physical Therapy Board Rules and Regulations.ⁱ
3. For reciprocity consideration, veteran applicants who do not currently have a revoked, suspended, restricted, or conditional license, certification, or registration to practice as a Physical Therapist Assistant, or is currently pending disciplinary action against such license, certification, or registration in another state or territory of the United States, must apply for certification by endorsement as found in State Physical Therapy Board Rules and Regulations, Rule 305.ⁱⁱ Veteran applicants who meet Rule 305 requirements may be certified by the Division's Office of Licensing and later ratified by the Board.
4. Veteran applicants not qualified for certification by endorsement must apply for certification by

examination as found in State Physical Therapy Board Rules and Regulations, Rule 303.ⁱⁱⁱ Veteran applicants who meet Rule 303 requirements may be certified by the Division's Office of Licensing and later ratified by the Board.

5. Veteran applicants applying for certification by examination or by endorsement that are found not to meet Physical Therapist Assistant education requirements will be assisted by Division staff who will provide recommendations regarding deficiencies in education that may be addressed through enrollment and successful completion of a Commission on Accreditation in Physical Therapy Education approved Physical Therapist Assistant training program located in Colorado.^{iv}
6. The examination developed by Federation of State Boards of Physical (FSBPT) entitled the National Physical Therapy Examination for physical therapist assistants is approved as the required examination in the certification process. An applicant must achieve a passing score as determined by FSBPT in order to be eligible for certification as a Physical Therapist Assistant.^v

ⁱ Fulfills Colorado HB 16-1197 requirement to “evaluate the extent to which military training meets all or part of the state requirements to be authorized to practice an occupation.”

ⁱⁱ Fulfills Colorado HB 16-1197 requirement to “identify reciprocity mechanisms with other states.”

ⁱⁱⁱ Fulfills Colorado HB 16-1197 requirement to “determine if an occupational exam is available to authorize a veteran to practice an occupation.”

^{iv} Fulfills Colorado HB 16-1197 requirement to “consult with Community Colleges and other post-secondary educational institutions with regard to a) courses or programs to cover the gap between military occupational specialty training and the training required to be authorized to practice an occupation, and b) refresher courses for the reinstatement of lapsed civilian credentials.”

^v Fulfills Colorado HB 16-1197 requirement to “consider adopting a national credentialing exam.”