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Purpose of Professional Licensure Exams

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Presentation Topics

- Introduction to Licensure
- A Definition of Licensure
- Benefits of Licensure
- Licensure Guidelines and Standards
- Legal Bases
- Definition of Licensure – Revisit
- Questions



Introduction to Licensure

- Early licensure efforts were first directed toward physicians in the early part of the 19th century.
- Unfortunately, those efforts were not well received, and led more to title control versus public protection.
- Eventually, it was determined that only legislation could restrict practice, making it illegal for anyone to practice without a license.



A Definition of Licensure

The process by which an agency of government grants permission to persons to engage in a given profession or occupation by certifying that those licensed have attained the minimal degree of competency necessary to ensure that the public health, safety and welfare will be reasonably well protected (p. 7).



Benefits of Licensure

1. Provide status and recognition
2. Specify a legal identity via a scope of practice
3. Offer economic power by restricting entry into a profession or occupation
4. Protect the public from unqualified and unscrupulous individuals



Licensure Guidelines and Standards

- Federal Uniform Guidelines for Employee Selection Procedures (EEOC, DOL, DOJ, & CSC)
- Principles for the Validation and Use of Personnel Selection Procedures (SIOP)
- Standards for Educational and Psychological Testing (AERA, APA & NCME)



Legal Bases

- Constitutional Requirements: The 14th Amendment (equal protection & due process)
- Statutory Requirements: The Civil Rights Acts
- State and Federal Court Decisions
 - *Dent v. State of West Virginia* (1881)
 - *Griggs v. Duke Power Company* (1971)
 - *Chance v. Board of Examiners* (1972)



Definition of Licensure – Revisit

The process by which an **agency of government** grants permission to persons to engage in a given profession or occupation by **certifying** that those licensed have attained the **minimal degree of competency** necessary to ensure that the **public health, safety and welfare will be reasonably well protected** (p. 7).



Definition of Licensure – Revisit (cont.)

Key concepts to support legal defensibility:

- Validity: Exam measures what is intended
- Reliability: Exam scores are stable
- Standardization: Assessment process is consistent
- Fairness: Exam avoids disadvantageous impacts
- Practical: Exam is reasonable and cost-effective



Thank you!

Questions?

