



Pennsylvania
Department of State

POLICY & REGULATORY UPDATES

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Challenges, Opportunities & Solutions

**What is making it hardest to
recruit, train, or retain
professionals in your field right
now?**

**Where do you see momentum
or potential for growth within
your workforce?**

**If you could remove one barrier
tomorrow to support workforce
development, what would it be?**



How the DOS Policy Office Can Help

- **Sunrise Reviews**
- **Regulatory Reform**
- **Legislative Proposals & Policy Discussions**
- **Resources**



Pennsylvania
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Suggest a Legislative or Regulatory Change



Sunrise Review

What is a Sunrise Review?

- Evaluates the need for new or revised regulations
- Open to proposals for regulating, de-regulating, or updating professions
- Department of State - Policy conducts analysis and reports recommendations to the legislature.



Examples of Sunrise Reviews the Department has conducted:

- Certified Chiropractic Assistants
- Certified Registered Nurse Anesthetists
- Dietitians



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Regulatory Reform



Purpose of Regulation

Regulations are the official rules that govern how a profession is practiced and how professionals become licensed.

Regulations are used to:

1. Protect the public
2. Set standards
3. Provide Legal Authority
4. Adapt to changes in the profession
5. Ensure Consistency and Transparency



How Do Boards Adopt Regulations?



Public Outreach (Before Drafting)

Agencies conduct extensive outreach to engage those most likely affected

Input from the regulated community shapes language and standards



The Board Considers:

The **public need** for the regulation
Legal and practical requirements
Who the regulation will **likely affect**

How Can Stakeholders Help?



**PROVIDE SUBJECT
MATTER
EXPERTISE**



**PUBLIC COMMENT
AND BOARD
MEETINGS**



**SHAPE POLICY
PRIOR TO FORMAL
RULEMAKING**



**REVIEW IMPACT
OF REGULATION**



Examples of Regulations recently published/on their way to being published:

- CRNA & Pharmacy Technician License
- LPN Death Pronouncement
- Medical – Aligns training requirements for international and domestic graduates (2 years), allows temporary physician licensure, and removes the 7-year USMLE completion limit.
- Social Work – expanded list of who qualifies as a supervisor and use of modern technology when supervising.



Sign up for Email Updates on Proposed Regulatory Amendments

Overview

Subscribe for email notifications regarding potential regulatory changes and exposure drafts reflecting possible amendments to the Board's regulations. These emails will include opportunities to comment on proposed amendments.

Required fields are marked with an asterisk.(*)

Boards & Commissions

Select a board or commission *

Select



Information

First Name *

Last Name *

<https://paebrprod.powerappsportals.us/EBR/DOS/reg-email/>

Reducing Barriers & Creating Opportunities





Reducing Barriers to Licensure

These initiatives create new opportunities for professionals and contribute to the state's economic growth and diversity



Increased Licensure Portability

Act 41 of 2019



Promoting Fairness for Re-Entrants

Act 53 of 2020



Support for Servicemembers

Act 35 of 2021



Addressing Nursing & Physician Shortage

Implementation of
Licensure Compacts

Interstate Compacts



Nurse Licensure
Compact



Interstate Medical
Licensure Compact



Psychology
Compact



Physical Therapy
Compact



Compacts moving through the legislature:

- Occupational Therapy
- Audiology & Speech Language
- Social Work
- Counseling
- Physician Assistant



✓ **PAYback: Improving Licensing & Permitting in Pennsylvania**

Governor Shapiro's Executive Order:

- Standardizes permit, license, and certification processing timeframes across all Commonwealth agencies.
- Introduces a **money-back guarantee** tool—**PAYback**—for missed deadlines.

Progress Since Launch:

- **Reduced processing times**
- Cleared backlogs
- **Improved certainty** for applicants

Why It Matters:

- Supports government that **moves at the speed of business**
- Promotes **transparency, accountability, and predictability** for Pennsylvanians

Professional Licensing Resources on DOS website

Applying for a Professional License From Outside Pennsylvania

Act 41 of 2019 provides another option for the boards to consider applicants who wish to move to and work in Pennsylvania.

Department of State

Programs >

Resources ▼

Business Resources >

Many of the boards and commissions of BPOA already have existing procedures that allow for consideration of applicants licensed in another state, territory or country to obtain a Pennsylvania license by way of reciprocity¹ or endorsement.² Act 41 provides yet another option for the boards to consider applicants licensed in other jurisdictions and will help reduce unnecessary barriers for new residents, veterans, military spouses and other individuals who wish to move to and work in Pennsylvania.

<https://www.pa.gov/agencies/dos/resources/professional-licensing-resources/act-41-2019.html>

Military and Veterans Licensure

Act 35 of 2022 will ease struggles for service members, veterans and their family members to obtain a professional license in Pennsylvania.

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Business Resources	>
Charities Resources	>
Professional Licensing Resources	▼
Licensure Processing Guides and Timelines	
50 State Comparison	

Service Members, Veterans, and their Family Members often struggle with obtaining a professional license so they may support themselves and their families. Act 35 of 2022 will ease struggles for these military applicants and remove barriers to licensing and employment.

The newly enacted law does the following:

- defines a Military Applicant as a Service Member, Veteran or Spouse,
- allows a license to be issued if an applicant does not meet educational requirements for that license if engaged in active practice for at least 2 years prior to applying and passes all required exams for licensure,
- provides expedited license application reviews and discretionary temporary licensure for Service Members, Veterans and their Military Spouses,
- provides initial licensure fee waivers for Military Spouses who must relocate as a result of a Service Member's military orders,
- allows Service Members to reactivate an expired license without a penalty if coinciding with a deployment

<https://www.pa.gov/agencies/dos/resources/professional-licensing-resources/military-and-veterans-licensure.html>

Act 53 of 2020 Best Practices Guide

Act 53 of 2020 made sweeping changes to the occupational licensing rules that govern the use of criminal history information in determining whether to grant, deny, suspend, or revoke a professional license.

Department of State	
Programs	>
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Business Resources	>
Charities Resources	>
Professional Licensing Resources	▼

Information for Individuals With Criminal Convictions Who Are Considering an Occupation or Profession That Requires Licensure, and an Overview of the License Application Process

Effective: Dec. 27, 2020

Revisions Effective: Oct 19, 2024

- [Preliminary Determination Application: User Guide](#)
- [Act 53 – Best Practices Guide](#)

Frequently Asked Questions About Telemedicine in Pennsylvania

Department of State

Programs >

Resources v

Business Resources >

Charities Resources >

Professional Licensing v

1. What is telemedicine?

Telemedicine is a way to provide real-time, interactive health services virtually, such as through video conferencing or over the phone. In Pennsylvania, Medical Assistance (MA) enrolled providers have been permitted to provide certain physical health and behavioral health services via telemedicine since 2007 and 2011, respectively, to provide access to specialist care. The option was not widely used until many providers, and not just specialty care providers, shifted to deliver services via telemedicine during the COVID-19 pandemic and expanded for services beyond specialist care.

The MA Program uses the term “telehealth” as this term has emerged as the umbrella term that encompasses the

<https://www.pa.gov/agencies/dos/resources/professional-licensing-resources/telemedicine-faqs.html>

Occupational Licensure Requirements Snapshots

We created guides and timelines to help potential licensees understand the application process in Pennsylvania.

Department of State

Programs >

Resources v

Business Resources >

Charities Resources >

Professional Licensing Resources v

Licensure Processing
Guides and Timelines

Below are links to occupational "one-sheeters" that provides a snapshot of Pennsylvania licensure requirements for individual occupations, such as:

- Degree requirement
- Examination requirement
- Hours of Training and Experience required
- Continuing Education hours for licensure renewal
- Initial Licensing fees
- Licensure Renewal fees
- Reciprocity statutes

These snapshots were created as part of the [50 State Comparison Report](#) and is part of our mission to protect, preserve and improve the health and safety of Pennsylvania's citizens and provide licensees easy to understand [guides and timelines](#) for licensure.

https://www.pa.gov/agencies/dos/resources/professional-licensing-resources/_occupational-licensure-requirements-snapshots.html

Registered Nurses Licensure Requirements Snapshot

Department of State	
Programs	>
Resources	>
Department and Offices	▼
Bureau of Corporations and Charitable Organizations	
Bureau of Professional and Occupational Affairs	
Boards & Commissions	
Board Contacts	
Office of the Prothonotary	

Pennsylvania Licensure Requirements

Completion of Approved Nursing Program	3 Hours of Continuing Education
1 Examination	\$95.00 Initial Fee
No Experience Requirement	\$122.00 Renewal Fee

Physician Assistant Licensure Requirements Snapshot

Department of State	
Programs	>
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Department and Offices	▼
Bureau of Corporations and Charitable Organizations	
Bureau of Professional and Occupational Affairs	
Boards & Commissions	
Board Contacts	
Office of the Prothonotary	

Pennsylvania Licensure Requirements

Bachelor's Degree & Graduate from approved PA Program	3 Hours of Continuing Education
1 Examination	\$30.00 Initial Fee
No Experience Requirement	\$40.00 Renewal Fee

State Licensure Board Meetings



What Happens at a State Licensure Board Meeting?



**Public
Engagement**



**Disciplinary
Actions**



**Regulatory &
Policy Discussions**



**Presentations &
Reports**

2026 State Board of Medicine Meetings

 Location:

Eaton Conference Room, 1st Floor

CoPA Hub Building

2525 N. 7th Street, Harrisburg, PA 17110

 Virtual attendance also available

 Public session begins at 10:30 AM

 2026 Meeting Schedule:

- **April 22**
- **May 19**
- **July 1**
- **August 18**
- **September 29**
- **November 10**
- **December 23**



2026 State Board of Nursing Meetings

 Location:

Eaton Conference Room, 1st Floor

CoPA Hub Building

2525 N. 7th Street, Harrisburg, PA 17110

 Virtual attendance also available

 Public session begins at 9:00 AM

 2026 Meeting Schedule:

- **April 20**
- **June 2**
- **July 14**
- **September 11**
- **October 23**
- **December 14**





How to Get Involved in the Legislative or Regulatory Process



1. Contact the Department of State – Office of Policy

- Policy Office – Stakeholder Engagement
- Sunrise Review



2. Attend a Licensure Board Meeting

- Stay informed and provide input directly
 - <https://www.pa.gov/agencies/dos/departments-and-offices/bpoa>



3. Participate During the Public Comment Period

- Share your feedback on proposed regulations
 - <https://paebprod.powerappsportals.us/EBR/DOS/reg-email/>



4. Visit the Department's Website for the Latest Updates

- <https://www.pa.gov/agencies/dos>

Thank You!

Questions?

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