

NOVEMBER 2024

**OKLAHOMA OCCUPATIONAL
LICENSING ADVISORY
COMMISSION (OLAC)**

REFERENCE GUIDE

A Comprehensive Resource for Licensing Analysis,
Recommendations, and Historical Review

From 2016-2021



**OKLAHOMA
Department
of Labor**

409 NE 28th St., 3rd floor
Oklahoma City, OK 73105

Table of Contents

I. Introduction.....	1
II. Background and Establishment.....	3
• Origins of Occupational Licensing Reform	
• Formation of Task Force	
• Establishment of OLAC	
III. Timeline of Major Developments.....	7
• 2018: Formation and Initial Work	
• 2019: First Full Year of Operations	
• 2020: Continued Progress During Pandemic	
• 2021: Completion of First Review Cycle	
• 2022: Sunset Provision	
IV. Composition and Structure.....	11
• Commission Structure	
• Commission Leadership and Membership	
V. Mission and Responsibilities.....	14
VI. Key Accomplishments.....	17
• Database Development	
• Legislative Impacts	
VII. Notable Recommendations and Reforms.....	20
• License Eliminations	
• Streamlining Efforts	
• Consolidation Recommendations	
• Process Improvements	
VIII. Review Methodology.....	23
• Blueprint Process	
• Review Timeline	
• Stakeholder Engagement	
• List of Certificates, Permits, and Licenses	

IX. Annual Reviews and Recommendations.....31

- License Reviews and Recommendations
- Process of Annual Reviews
- Formulating Recommendations
- Impact of Recommendations

X. Data Compilation and Transparency.....35

- Data Compilation Efforts
- Ensuring Transparency
- Benefits of Data Transparency

XI. Sunset Provision.....38

XII. Meetings and Reports.....40

- Summary of 2019 Meetings and Agendas
- Summary of 2020 Meetings and Agendas
- Summary of 2021 Meetings and Agendas
- Annual Reports 2019-2022

XIII. Conclusion.....57



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

INTRODUCTION

I. Introduction

The Oklahoma Occupational Licensing Advisory Commission (OLAC) represents a landmark effort in the state's approach to occupational regulation and workforce development. This historical record documents the Commission's formation, evolution, and significant impacts on Oklahoma's licensing landscape from its establishment in 2018 through 2021.

Prior to the Commission's creation, Oklahoma's occupational licensing system faced numerous challenges. With no centralized oversight, hundreds of licenses were administered by various boards and agencies, with inconsistent requirements and limited transparency. The state ranked among those with the most burdensome licensing laws, creating significant barriers to workforce entry, particularly for low-income workers, military families, and those with prior criminal records.

In response to these challenges, the Oklahoma Legislature established OLAC, building upon recommendations from the 2017 Occupational Licensing Task Force. The Commission was charged with conducting comprehensive reviews of occupational licenses, ensuring public safety while reducing unnecessary regulatory barriers, and providing evidence-based recommendations for reform.

During its four years, the Commission achieved several notable milestones:

- Verified and streamlined the state's licensing database
- Facilitated implementation of major legislative reforms
- Developed standardized evaluation procedures
- Created Oklahoma's first centralized, publicly accessible occupational licensing database
- Established consistent review processes for new and existing licenses
- Enhanced transparency in licensing requirements and procedures

This document chronicles the Commission's development, accomplishments, and ongoing impact on Oklahoma's regulatory landscape. It serves as both a historical record and a resource for understanding the state's approach to balancing public protection with workforce accessibility through thoughtful occupational licensing reform.

The following pages detail the Commission's origins, organizational structure, and key achievements, providing a comprehensive overview of this important initiative in and future directions Oklahoma's regulatory modernization efforts.



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

BACKGROUND AND ESTABLISHMENT

- Origins of Occupational Licensing Reform
- Formation of Task Force
- Establishment of OLAC

II. Background and Establishment

The establishment of the Oklahoma Occupational Licensing Advisory Commission (OLAC) was a significant response to longstanding concerns about occupational licensing practices in the state. Its history is rooted in the need for reform, greater efficiency, and enhanced access to professions for Oklahomans. This section outlines the origins, key developments, and legislative actions that led to OLAC's formation.

Origins of Occupational Licensing Reform

Early Challenges in Licensing

Before OLAC's establishment, Oklahoma faced numerous challenges related to occupational licensing. Many industries reported cumbersome licensing processes that created barriers to entry for qualified workers, stifling economic growth and workforce development.

Different agencies and boards governed various professions, leading to inconsistencies in licensing requirements and regulatory practices. This fragmentation made it difficult for individuals to navigate the system effectively.

Recognition of Need for Reform

By 2016, it became increasingly clear to lawmakers and stakeholders that a comprehensive review of occupational licensing was necessary. Concerns about the impact of excessive regulations on job creation and economic mobility fueled calls for reform.

Policymakers grappled with the need to balance consumer protection with the necessity of making professions more accessible to a diverse workforce.

Demographic/Economic Context

- Oklahoma's per capita income: \$49,000 (below national average)
- State poverty rate: 16.3% (2.3 points above national average)
- Criminal background population: 8.5% of Oklahoma population has some form of felony history
- Military presence: 5 major military installations noted

Licensing Rankings

- Oklahoma ranked 18th most burdensome licensing laws nationally (2017 Institute for Justice study)
- For 102 lower-income occupations examined:
 - Oklahoma licensed 41 of these occupations
 - Average fees: \$234
 - Average education/experience requirements: 399 days
 - Average number of exams: approximately 2

Formation of the Occupational Licensing Task Force

In December 2016, Governor Mary Fallin issued [Executive Order 2016-39](#), which established the **Occupational Licensing Task Force**. This task force was charged with conducting a thorough review of occupational licensing practices in Oklahoma.

The task force aimed to identify barriers to workforce entry, recommend strategies for reform, and promote best practices in occupational licensing.

Task Force Findings

The Task Force conducted a comprehensive review of occupational licensing in Oklahoma and uncovered significant issues, including:

- A lack of centralized oversight
- Inconsistent licensing requirements
- No standardized review process
- Limited data accessibility
- Absence of systematic evaluation procedures

[Task Force Report](#)

Recommendations for Action

The Task Force's findings highlighted the need for ongoing oversight and reform of Oklahoma's occupational licensing system, recommending further analysis by an independent entity using standardized evaluation tools, such as the [Occupational Regulation Blueprint](#).

Executive Order 2018-02

In February 2018, Governor Mary Fallin issued [Executive Order 2018-02](#) which designated the Oklahoma Department of Labor as the central coordinating entity for reporting information regarding occupational licenses in Oklahoma. This led to the establishment of the OLAC by SB1475, which conducted comprehensive reviews every four years and provided recommendations to the Legislature, balancing free market principles with public safety and workforce entry considerations.

Establishment of OLAC

Legislative Action

The Oklahoma Occupational Licensing Advisory Commission (OLAC) was established upon passage of [Senate Bill 1475 \(SB1475\)](#), which was introduced following recommendations from the Occupational Licensing Task Force.

Signed into law on **July 1, 2018**, this legislation created OLAC as a permanent body responsible for conducting thorough reviews of occupational licenses across the state. OLAC operated on a four-year review cycle, balancing free market principles with public safety and workforce access considerations. Through these analyses, OLAC provided recommendations to the Legislature aimed at reforming and improving Oklahoma's occupational licensing framework.

The bill mandated that the Commission:

- Review all occupational licenses at least once every four years
- Provide recommendations to the Legislature
- Submit annual reports to the Governor, Senate President Pro Tempore, and House Speaker
- Review new licenses within 90 days of enactment



Oklahoma Occupational Licensing Advisory Commission Reference Guide

TIMELINE OF MAJOR DEVELOPMENTS

- 2018: Formation and Initial Work
- 2019: First Full Year of Operations
- 2020: Continued Progress During Pandemic
- 2021: Completion of First Review Cycle
- 2022: Sunset Provision

III. Timeline of Major Developments

2018: Formation and Initial Work

The Occupational Licensing Advisory Commission was established through SB1475, building upon the groundwork laid by the 2017 Occupational Licensing Task Force. The Commission began operations on July 1, 2018, with a mandate to conduct comprehensive reviews of Oklahoma's occupational licenses at least once every four years.

During its inaugural year, the Commission:

- Established its organizational structure with 12 members representing various stakeholders
- Developed the Occupational Regulation Blueprint, a standardized evaluation tool
- Created initial methodology for license review
- Began preliminary data gathering from licensing entities
- Identified the need for a comprehensive database cleanup

2019: First Full Year of Operations

The Commission's first full year marked significant progress in several areas:

Database Development:

- Initiated comprehensive review of existing licensing data
- Began process of verifying and validating all state occupational licenses
- Reduced initial count from 400+ to approximately 210 verified licenses
- Identified 42 separate licensing entities

Legislative Implementation:

- Facilitated implementation of [HB 1373](#) (Criminal Justice Reform)
 - Required boards to modify felony conviction policies
 - Limited disqualifying offenses to those directly related to occupations
- Coordinated implementation of [SB 670](#) (Military Family Support)
 - Created expedited licensing processes for military spouses
 - Established recognition of military training and experience

Initial Review Cycle:

- Examined 28 licenses under 15 different boards
- Made first formal recommendations for license eliminations
- Established regular review procedures & standardized reporting requirements

2020: Continued Progress During Pandemic

The COVID-19 pandemic required significant adaptations to Commission operations:

Operational Adjustments:

- Implemented COVID-19 safety protocols for necessary in-person reviews
- Adapted to Governor's Executive Order extending license renewals during emergency

Review Activities:

- Examined 67 licenses from 11 different licensing entities
- Reviewed implementation of SB 1823 (Licensed Midwife requirements)
- Continued database refinement and validation
- Maintained review schedule despite pandemic challenges

2021: Completion of First Review Cycle

The Commission reached several significant milestones:

Review Completion:

- Examined final 52 licenses from 13 different licensing entities
- Completed first comprehensive review of all Oklahoma occupational licenses
- Validated final database entries and requirements

Legislative Developments:

- Implemented [HB 1880](#) (Restorative Justice Programs)
- Implemented [HB 2873](#) (Enhanced License Recognition)
 - Expanded recognition of out-of-state work experience
 - Improved military spouse accommodations

Future Planning:

- Identified need for Blueprint revision
- Recommended deeper analysis of board compositions
- Suggested focus on reciprocity and interstate compacts
- Proposed enhanced fee structure analysis
- Planned improvements to online accessibility

2022: Sunset Provision

The Commission was officially sunset on December 31, 2022.

The Commission successfully completed its initial mandate while adapting to unprecedented challenges and laying groundwork for future improvements to Oklahoma's occupational licensing system.

This period established the Commission as an effective oversight body and demonstrated its ability to foster meaningful reform while maintaining appropriate public safety protections.



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

COMPOSITION AND STRUCTURE

- Commission Structure
- Commission Leadership and Membership

IV. Composition and Structure

The Oklahoma Occupational Licensing Advisory Commission (OLAC) was organized with a clear structure and defined leadership roles, ensuring that the commission could effectively evaluate and reform occupational licensing practices in Oklahoma. The Commission brought together a diverse group of members, including legislators, industry representatives, and consumer advocates, to represent varied perspectives and promote comprehensive reform.

Commission Structure

OLAC consisted of 12 members, representing various sectors to ensure broad and balanced representation. Member appointments were as follows:

- **Executive Branch (2 members)**
 - Commissioner of Labor: Served conterminously with their office.
 - Chief Information Officer: Served conterminously with their position.

- **Legislative Appointments (6 members)**
 - House of Representatives:
 - Two members appointed by the Majority Leader, each serving a three-year term.
 - One member appointed by the Minority Leader, serving a two-year term.
 - Senate:
 - Two members appointed by the Majority Leader, each serving a three-year term.
 - One member appointed by the Minority Leader, serving a two-year term.

- **Governor's Appointments (4 members, serving one-year terms)**
 - Representatives from the medical community, trade professions, business community, and a not-for-profit organization advocating for low-income or disadvantaged individuals.

This composition ensured that OLAC included legislative voices, industry expertise, and consumer advocacy, creating a balanced and inclusive foundation for its work.

Commission Leadership and Membership

2018 Occupational Licensing Advisory Commission Members

- Labor Commissioner Melissa Houston, Chair
- Senator David Holt
- Senator Kay Floyd
- Senator Adam Pugh
- Representative Mark McBride
- Representative Cyndi Munson
- Representative Mike Osburn
- Bo Reese, Chief Information Officer, OMES
- Matthew Burns, VP of Communications, UnitedHealth Group
- Paul Campbell, President & CEO, Enviro Systems
- Renee Porter, President & CEO, Cristo Rey High School

- Steven Shoemaker, VP of Sales and Marketing, Ideal Homes

2019 Occupational Licensing Advisory Commission Members

- Labor Commissioner Leslie Osborn
- Senator Nathan Dahm
- Senator Kay Floyd
- Senator Adam Pugh
- Representative Mark McBride
- Representative Cyndi Munson
- Representative Mike Osburn
- Bo Reese, Chief Information Officer, OMES
- Matthew Burns, VP of Communications, UnitedHealth Group
- Paul Campbell, President & CEO, Enviro Systems
- Renee Porter, President & CEO, Cristo Rey High School
- Steven Shoemaker, VP of Sales and Marketing, Ideal Homes

2020 Occupational Licensing Advisory Commission Members

- Labor Commissioner Leslie Osborn
- Senator Nathan Dahm
- Senator Kay Floyd
- Senator Adam Pugh
- Representative Mark McBride
- Representative Cyndi Munson
- Representative Mike Osburn
- Matthew Burns, Chief Communications Officer, HCSC-BCBS of OK
- Jerry Moore, Chief Information Officer, OMES
- Mike Robins, Founder, Michael Robins Consulting LLC
- Steven Shoemaker, VP of Sales and Marketing, Ideal Homes

2021 Occupational Licensing Advisory Commission Members

- Labor Commissioner Leslie Osborn
- Senator Nathan Dahm
- Senator Kay Floyd
- Senator Adam Pugh
- Representative Mark McBride
- Representative Cyndi Munson
- Representative Mike Osburn
- Matthew Burns, Chief Communications Officer, Grail, Inc
- Lisa Dillon, Goodwill Industries of Central Oklahoma, Inc
- Jerry Moore, Chief Information Officer, OMES
- Mike Robins, Founder, Michael Robins Consulting LLC
- Steven Shoemaker, President, Ideal Homes



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

MISSION AND RESPONSIBILITIES

- Mission
- Responsibilities

V. Mission and Responsibilities

Mission

The Oklahoma Occupational Licensing Advisory Commission (OLAC) was established to streamline and enhance occupational licensing practices across the state. Its mission focused on three core goals:

- **Enhancing Access to Workforce Opportunities:** OLAC aimed to reduce unnecessary licensing barriers in various professions, fostering workforce participation and economic growth.
- **Promoting Public Safety and Consumer Protection:** Recognizing the importance of regulating certain professions to protect public safety, health, and welfare, OLAC balanced consumer protection with the need for accessible workforce pathways.
- **Encouraging Regulatory Reform:** Through comprehensive analysis and stakeholder engagement, OLAC sought to identify and recommend reforms that would create a more efficient, responsive, and effective licensing framework.

Responsibilities

To fulfill its mission, OLAC undertook a variety of tasks designed to create a fair, accessible, and transparent licensing landscape:

Comprehensive License Reviews

- **Evaluating Necessity:** OLAC assessed whether each license was essential for public health, safety, or welfare or if alternative regulatory measures could achieve the same objectives.
- **Identifying Barriers:** The Commission reviewed licensing requirements to identify and address unnecessary obstacles, aiming to simplify entry into licensed professions.

Utilization of the Occupational Regulation Blueprint

- OLAC developed and used the Occupational Regulation Blueprint, a structured framework that provided a consistent and objective approach to assess the necessity and appropriateness of each license.

Stakeholder Engagement

- **Public Meetings:** OLAC held regular public meetings to gather feedback from industry professionals, license holders, and the general public.
- **Inclusive Outreach:** The Commission used surveys, focus groups, and direct outreach to incorporate diverse perspectives into its evaluations.

Annual Legislative Recommendations

- Every December, OLAC prepared and submitted comprehensive reports to the Oklahoma Legislature, summarizing its findings, public feedback, and recommended reforms to improve licensing processes.

Data Compilation

The Commission worked to create and maintain an updated data source of all occupations requiring a license in Oklahoma. This database is still maintained and accessible through both the Oklahoma Department of Labor's website and OMES. The database includes basic information like:

- License names
- Licensing authority information
- Required education levels
- Fee structures

Monitoring and Reporting on Implementation

- Following the adoption of its recommendations, OLAC monitored the effectiveness of implemented reforms and gathered stakeholder feedback to inform future improvements.



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

KEY ACCOMPLISHMENTS

- Database Development
- Legislative Impacts

VI. Key Accomplishments

Database Development

The Commission achieved significant improvements in licensing data management:

Database Refinement

- Reduced total number of licenses from over 400 to 210 verified licenses
- Identified and validated 42 separate licensing entities
- Eliminated duplicate entries and consolidated related sub-categories
- Removed non-occupational permits and certificates mistakenly classified as licenses

Centralized Information Source

- Created comprehensive database accessible through Oklahoma Department of Labor website
- Established parallel access through Office of Management and Enterprise Services
- Implemented standardized reporting format for all licensing entities
- Requested regular updates of agency contact information and requirements

Online Accessibility Features

- Developed user-friendly search interface
- Provided direct links to licensing authorities
- Included detailed fee structures and requirements

Legislative Impacts

[Criminal Justice Reform \(HB 1373\)](#)

- Limited disqualifying felony convictions to those directly related to occupation
- Required clear demonstration of public safety threat
- Mandated consideration of rehabilitation evidence
- Established appeal processes for denied applications

[Military Family Support \(SB 670\)](#)

- Created expedited licensing for military spouses
- Recognized equivalent military training and experience
- Implemented temporary licenses during application process
- Established fee exemptions for military families

[Fee Waiver Program \(HB 2933\)](#)

- Implemented one-time, one-year fee waivers for low-income applicants
- Created standardized income verification process
- Required agencies to track and report waiver usage
- Established clear eligibility criteria

Reciprocity Enhancements

- Expanded recognition of out-of-state licenses
- Streamlined application process for experienced practitioners
- Created pathways for temporary practice rights
- Established interstate compact participation



Oklahoma Occupational Licensing Advisory Commission Reference Guide

NOTABLE RECOMMENDATIONS AND REFORMS

- License Eliminations
- Streamlining Efforts
- Consolidation
Recommendations
- Process Improvements

VII. Notable Recommendations and Reforms

License Eliminations

The Commission recommended elimination of several licenses between 2019-2021:

- Public Accountant license (due to decline in use and lack of new applications)
- Alarm, Locksmith, and Fire Sprinkler Manager and Salesperson licenses (while maintaining technician licenses)
- Motor Vehicle and Used Motor Vehicle Salesperson licenses
- Employee Alcoholic Beverage License (with recommendation to incorporate training requirements into Retail License)
- Subdivided Land Sales Agent
- Customer Service Representative (Insurance)
- Insurance Consultant

Streamlining Efforts

Water Resources Board License Restructuring

The Commission successfully streamlined several licenses by simplifying their names and clarifying their purposes:

- "License to perform commercial drilling or plugging of groundwater wells..." simplified to "Commercial Water Well Drilling"
- "License to perform commercial drilling or plugging of monitoring wells..." simplified to "Commercial Geotechnical Drilling"
- "License to perform commercial installation of water well pumps" simplified to "Commercial Water Well Pump Installation"
- "License to perform commercial drilling or plugging of wells utilized for heat exchange purposes" simplified to "Commercial Geothermal Drilling"

Military and Veteran Accommodations

Recommended improvements included:

- Exempting military members and spouses from initial license fees
- Recognizing military training and experience toward licensing requirements
- Implementing expedited licensing processes for military families
- Enhancing reciprocity for military spouse licenses

Consolidation Recommendations

The Commission identified opportunities for agency consolidation:

- Recommended merging the Oklahoma Motor Vehicle Commission and Used Motor Vehicle and Parts Commission

- Explored consolidation of the Board of Licensed Social Workers with other behavioral health boards
- Suggested review of potential combination of Certified Registered Nurse Anesthetist and Anesthesiologist Assistant licenses due to similar scopes of practice

Process Improvements

Criminal Justice Reform Implementation

- Requested boards to reevaluate policies regarding criminal records
- Limited disqualifying felony convictions to only those directly related to the occupation
- Implemented clearer standards for evaluating criminal histories
- Requested boards to consider rehabilitation evidence

Administrative Enhancements

- Created centralized database for license information
- Implemented standardized review processes using the Blueprint methodology
- Established regular review cycles for all licenses
- Required review of new licenses within 90 days of enactment

Fee Structure Reforms

- Implemented low-income fee waiver programs
- Standardized fee reporting requirements
- Required cost-benefit analysis for fee structures
- Enhanced transparency in fee allocation

Enhanced Public Access

- Developed online resources for license information
- Improved transparency in licensing requirements
- Streamlined application processes
- Created clearer pathways for license attainment

These reforms reflect the Commission's commitment to reducing unnecessary barriers to entry while maintaining appropriate public safety protections and regulatory oversight.



Oklahoma Occupational Licensing Advisory Commission Reference Guide

REVIEW METHODOLOGY

- Blueprint Process
- Review Timeline
- Stakeholder Engagement
- List of certificates, permits, and licenses from the 2019 OLAC original list

VIII. Review Methodology

Blueprint Process

OLAC used the Occupational Regulation Blueprint to guide its review of occupational licenses, ensuring each license met the criteria for public interest, minimal workforce restrictions, and regulatory balance.

Initial Assessment

- **Compelling Public Interest Evaluation:** Assessed whether each license served a legitimate government interest, such as protecting public safety, consumer rights, or economic stability.
- **Public Safety Consideration:** Determined if the occupation posed risks to individual or community safety, particularly in high-risk fields like healthcare or public utilities.
- **Fundamental Rights Analysis:** Considered whether licensing impacted individuals' right to pursue chosen professions and whether the impact was justified.
- **Fiduciary Responsibility Review:** Examined if the profession required a fiduciary duty, requiring ethical standards for roles like financial advisors and lawyers, where trust and accountability are essential.

Regulatory Analysis

- **Least Restrictive Means Assessment:** Explored whether less restrictive alternatives (e.g., insurance or registration) could meet safety objectives without limiting workforce entry.
- **Alternative Regulation Consideration:** Evaluated alternatives to licensing, such as bonding or insurance, particularly for lower-risk occupations.
- **Cost-Benefit Evaluation:** Assessed the potential economic impact of regulation, balancing public protection against costs to practitioners and consumers.
- **Public Protection Analysis:** Reviewed whether licensing protected consumers from exploitation or fraud by setting standards for professional competence and ethical practice.

Board Structure Review

- **Market Participant Evaluation:** Analyzed licensing board composition to ensure members represented diverse experiences and were not solely market participants, preventing conflicts of interest.
- **Active Supervision Assessment:** Confirmed that boards operated under active state supervision to prevent anti-competitive practices.
- **Antitrust Compliance Review:** Evaluated board actions for compliance with antitrust laws to ensure fair competition in licensed professions.
- **Oversight Mechanism Evaluation:** Assessed the effectiveness of oversight mechanisms, ensuring boards remained accountable to the public.

Review Timeline

OLAC conducted licensing reviews on a structured timeline to keep requirements relevant and effective.

- **New Licenses:** Reviewed within 90 days of enactment to promptly assess necessity and impact.
- **Existing Licenses:** Underwent comprehensive review every four years to ensure continued alignment with public needs.
- **Annual Recommendation Cycle:** Submitted an annual report each December, summarizing findings and proposing regulatory improvements.
- **Ongoing Monitoring Process:** Maintained flexibility to address emerging licensing issues, allowing adjustments to the review schedule when necessary.

Stakeholder Engagement

Public Input Mechanisms

- **Open Meeting Participation:** Hosted public meetings to discuss regulatory practices, gather feedback, and allow stakeholders to participate in the reform process.
- **Written Comment Submission:** Invited written feedback from stakeholders, enabling them to contribute perspectives on licensing impacts.
- **Online Feedback Options:** Provided online mechanisms for the public to submit comments and suggestions on licensing requirements.
- **Direct Board Interaction:** Engaged stakeholders in direct discussions with licensing boards, ensuring their input informed decision-making.

Agency Coordination

- **Regular Communication with Licensing Boards:** Established consistent communication to discuss ongoing reforms and share insights.
- **Information Sharing Protocols:** Shared data and regulatory insights with relevant agencies, fostering collaboration.
- **Implementation Coordination:** Worked closely with boards on reform implementation, ensuring smooth transitions.
- **Reform Monitoring:** Tracked reform outcomes to evaluate the effectiveness of implemented changes.

Industry Participation

- **Professional Association Input:** Consulted industry associations for professional insights, fostering alignment with sector standards.
- **Practitioner Feedback:** Gathered input from active practitioners to understand real-world impacts of licensing.
- **Market Impact Assessment:** Analyzed market impacts of licensing reforms to ensure they supported economic stability.
- **Reform Implementation Guidance:** Provided guidance on implementing recommended reforms, supporting effective adoption within industries.

Public Information

- **Online Database Access:** Offered public access to an online database of licensing information, ensuring transparency.
- **Regular Updates:** Posted timely updates on licensing reforms, keeping the public and stakeholders informed.
- **Transparent Decision Processes:** Maintained openness in decision-making to foster trust and accountability.
- **Accessible Documentation:** Ensured all relevant documents and reports were easily accessible to the public.

List of certificates, permits, and licenses from the 2019 OLAC original list:

1. Abstractor
2. Accountant, Certified Public (CPA)
3. Accountant, Public (PA)
4. Concentrated Animal Feeding Operation License
5. Livestock Auction Market License
6. Private Poultry Waste Applicator Certificate
7. Aquaculture License
8. Farmed Cervidae License
9. Feral Swine Handling License
10. Feral Swine Transporting License
11. Apprentice Service Technician
12. Beekeeper Registration
13. Device Service Technician
14. Pesticide Applicator
15. Egg Dealers License to Sell Eggs Wholesale
16. Egg Packers License to Grade Eggs
17. Egg Products Processor
18. Foresters Board License
19. Commercial Pet Breeder
20. Scrap Metal Dealer
21. Certified Alcohol Drug Counselor
22. Licensed Alcohol Drug Counselor
23. Licensed Alcohol and Drug Counselor /Mental Health (LADC/MH)
24. Breath-Alcohol Operator
25. Ignition Interlock Technician
26. Beer & Wine License Application
27. Brewer License Application
28. Carrier License Application
29. Caterer License Application
30. Industrial License Application
31. Oklahoma Brewer License Application
32. Oklahoma Winemaker License Application
33. Sacramental Wine Supplier License Application
34. Wholesaler License Application
35. Winemaker License Application
36. Winemaker Self-Distribution License Application
37. Architect License
38. Landscape Architect
39. Architect License - Emeritus
40. Landscape Architect License - Emeritus
41. Registered Interior Designer
42. Registered Interior Designer - Emeritus
43. Money Order Issuer
44. Money Transmitter License
45. Licensed Behavioral Practitioners (Application)
46. Licensed Marital/Family Therapists (Application)
47. Licensed Professional Counselor (Application)
48. Chiropractor
49. Certified Chiropractic Assistant
50. Alarm Endorsement on Existing Electrical License/Registration
51. Electrical Contractor: Limited, Unlimited & Residential
52. Electrical Journeyman: Refinery, Residential, Unlimited, and Temporary
53. Electrical Apprentice Registration
54. Poultry House Contractor
55. Home Inspector
56. Building & Construction Inspector: Building, Electrical, Mechanical & Plumbing
57. Mechanical Contractor: Limited & Unlimited

HVAC/R, Refrigeration, Ground Source,
 Natural
 Gas Piping, Process Piping, and Sheet
 Metal
 58. Mechanical Journeyman: Limited
 Residential,
 Refrigeration, Limited & Unlimited HVAC/R,
 Petroleum Refinery Process Piping, Ground
 Source Piping, Natural Gas Piping, Sheet
 Metal,
 Process Piping, Medical Gas, and
 Temporary
 59. Mechanical Apprentice Registration
 60. Plumbing Contractor
 61. Plumbing Journeyman and Temporary
 62. Plumbing Apprentice Registration
 63. Roofing Contractor Registration
 64. Roofing Contractor Commercial
 Endorsement on
 Existing Roofing Contractor Registration
 65. Consumer Litigation Funder (Application)
 66. Credit Service Organizations (Application)
 67. Deferred Deposit Lenders (Application)
 68. Pawnbrokers (Application)
 69. Precious Metal and Gem Dealer Employees
 (Application)
 70. Precious Metal and Gem Dealers
 (Application)
 71. Rental Purchase Lessors (Application)
 72. Supervised Lenders (Application)
 73. Mortgage Brokers (Application)
 74. Mortgage Brokers Branch (Application)
 75. Mortgage Lender (Application)
 76. Mortgage Loan Originators (Application)
 77. Mortgage Lender Branch (Application)
 78. OG Application for Pipe Pulling & Well
 Plugging
 License
 79. PST AST Licensee
 80. PST Environmental Consultant
 81. PST Monitoring Well Technician
 82. PST Monitoring Well Technician for Ground
 Water
 83. PST Underground Storage Tank Installer
 84. PST Underground Storage Tank Remover
 85. TR IFTA License
 86. TR Intrastate For-Hire Motor Carrier License
 87. Dental Hygiene License
 88. Dental License
 89. Dental Specialty License: Endodontics
 90. Dental Specialty License: Oral and
 Maxillofacial

Surgery
 91. Dental Specialty License: Oral Pathology
 92. Dental Specialty License: Orthodontics
 93. Dental Specialty License: Pediatric Dentistry
 94. Dental Specialty License: Periodontics
 95. Dental Specialty License: Prosthodontics
 96. Dental Assistant Permit
 97. Teaching Certificates and Licenses
 98. Highway Spill Remediation Contractor
 99. Septage Tank Pumpers and Transporters
 100. Certified On-Site Sewage System Installer
 101. Certified Soil Profiler
 102. Lead-Based Paint Contractor
 103. Waterworks and Wastewater Works
 Operators
 104. Licensed Radiographers
 105. Fireworks
 106. Adult Day Care Center
 107. Certified Medication Aid
 108. CMA-Gastro
 109. CMA-Glucose Monitoring
 110. CMA-Insulin Admin
 111. CMA-Resp
 112. Develop Direct Care Aide
 113. Feeding Assistant
 114. Home Health Aide
 115. Long Term Care Aide
 116. Nontechnical Service Worker
 117. Residential Care Aide
 118. Hearing Aid Licensees
 119. Sanitarians and Environmental Specialist
 120. Home Health Administrators
 121. Workplace Medical Plans
 122. Emergency Medical Responder
 123. EMT Basic
 124. EMT Intermediate
 125. EMT Paramedic
 126. Hospice Providers
 127. Registered Professional Environmental
 Specialist
 128. Bottled Water Plant Operator
 129. Licensed Genetic Counselor
 130. Certified Micropigmentologists
 131. Retail Foods
 132. Licensed Sanitarians
 133. Licensed Tattoo Artists
 134. Tattoo or Body Piercing Artist Apprentice
 135. Food Manufacturers
 136. Occupation License (Gaming)
 137. Occupation License (Racing)
 138. Apprentice Jockey
 139. Assistant Blacksmith

- 140. Assistant Racing Official
- 141. Assistant Trainer
- 142. Authorized Agent
- 143. Blacksmith 1-year
- 144. Blacksmith 3-year
- 145. Bloodstock Agent
- 146. Distributor Employee - Game/Race
- 147. Equine Chiropractor
- 148. Equine Dentist
- 149. Exercise Rider
- 150. Facility Employee - Game/Race
- 151. Facility Employee - Game only
- 152. Fair Meet Facility Employee
- 153. General Services
- 154. Groom/Hotwalker
- 155. Industry/Breed Representative
- 156. Intern Student Volunteer
- 157. Jockey 1-year
- 158. Jockey 3-year
- 159. Jockey Agent
- 160. Key Exec (Non-Track)
- 161. Key Exec (Track)
- 162. Manufacturer Employee
- 163. Manufacturer/Distributor Employee
- 164. Manufacturer/Distributor Employee Combo
- 165. Mutuel Clerk
- 166. Outrider
- 167. Owner 1-year
- 168. Owner 3-year
- 169. Owner/Assistant Trainer
- 170. Owner/Trainer 1-year
- 171. Owner/Trainer 3-year
- 172. Pony Rider
- 173. Racing Official
- 174. Security
- 175. Tote Technician
- 176. Track Management
- 177. Trainer 1-year
- 178. Trainer 3-year
- 179. Vendor Employee
- 180. Vendor
- 181. Vendor Combo
- 182. Vendor Employee - Game/Race
- 183. Vendor Employee - Game only
- 184. Veterinarian 1-year
- 185. Veterinarian 3-year
- 186. Veterinarian Assistant
- 187. Bail Bondsman License
- 188. Accredited Reinsurers
- 189. Real Estate Appraisers
- 190. Adjuster Individual-Apprentice Trainee
- 191. Adjuster Individual-Catastrophic
- 192. Adjuster Individual-Insurance Adjuster
- 193. Adjuster Individual-Public
- 194. Individual-Broker-Life & Health
- 195. Individual-Consultant
- 196. Individual-Customer Service Rep
- 197. Individual-Limited Rep
- 198. Individual-Motor Service Club
- 199. Individual-Prepaid Legal Liability
- 200. Individual-Producer General Lines and Variable
- 201. Individual-Reinsurance Intermediary Manager
- 202. Individual-Resident Provisional License
- 203. Individual Surplus Lines Broker
- 204. Individual Viatical Settlement Broker
- 205. Individual Broker-Reinsurance Intermediary Manager
- 206. Certified General Real Estate Appraiser
- 207. Certified Residential Real Estate Appraiser
- 208. State Licensed Real Estate Appraiser
- 209. Trainee Real Estate Appraiser
- 210. Alarm & Locksmith Trainee Application
- 211. Alarm/Locksmith/Fire Sprinkler (Company) Manager
- 212. Alarm/Locksmith/Fire Sprinkler Salesperson
- 213. Alarm/Locksmith/Fire Sprinkler Technician
- 214. Fire Sprinkler Inspector
- 215. Fire Sprinkler Trainee
- 216. Amusement Ride Inspector
- 217. Asbestos Contractor
- 218. Asbestos Inspector
- 219. Asbestos Management Planner
- 220. Asbestos Project Designer
- 221. Asbestos Supervisor
- 222. Asbestos Worker
- 223. Asbestos Determination Degree Equivalence
- 224. Boiler/Pressure Vessel Installer
- 225. Boiler/Pressure Vessel Operator
- 226. Elevator Apprentice
- 227. Elevator Contractor License
- 228. Elevator Certificate Inspector
- 229. Elevator Mechanic License
- 230. Elevator Special Inspector License
- 231. Elevator Witness Inspector License
- 232. Weld Test Facility Application Affidavit (Non-owner user)
- 233. Weld Test Facility Application Affidavit (Owner-User)

- 234. Welder Certification
- 235. Security Guard-Unarmed
- 236. Security Guard-Armed
- 237. Bail Enforcer-Unarmed
- 238. Bail Enforcer-Armed
- 239. Combination Licensed (Private Investigator/Security Guard-Armed)
- 240. Private Investigator-Armed
- 241. Private Investigator-Unarmed
- 242. Polygraph Examiner
- 243. Long Term Care Administrator
- 244. Nursing Administrator
- 245. Residential Care/Assisted Living Administrator
- 246. Residential Care Administrator
- 247. Adult Care Administrator
- 248. Certified Nursing Home Assistant
- 249. Alcohol and Drug Substance Abuse Course Assessor
- 250. Alcohol and Drug Substance Abuse Course Facilitator
- 251. Substance Related and Addictive Disorder Treatment Service Provider
- 252. Dealership Salesperson, Manufacturer or Distributor Representative
- 253. New Motor Vehicle Dealer
- 254. New Motor Vehicle Manufacturer, Distributor, Distributor Branch, or Factory Branch
- 255. Registered Nurse (RN)
- 256. Licensed Practical Nurse (LPN)
- 257. Advanced Unlicensed Assistant (AUA)
- 258. Advanced Practice Registered Nurse (APRN) – Certified Nurse Practitioner (CNP)
- 259. Advanced Practice Registered Nurse (APRN) – Clinical Nurse Specialist (CNS)
- 260. Advanced Practice Registered Nurse (APRN) – Clinical Nurse Midwife (CNM)
- 261. Advanced Practice Registered Nurse (APRN) – Certified Registered Nurse Anesthetist (CRNA)
- 262. Optometry
- 263. Interns
- 264. Pharmacists
- 265. Technicians
- 266. Professional Engineer
- 267. Professional Land Surveyor
- 268. Psychologist
- 269. Wrecker Service Operator
- 270. Provisional Sales License
- 271. Sales Associate License
- 272. Active Broker License
- 273. Subdivided Land Sales Agent
- 274. Broker-Dealer (Non-FINRA)
- 275. Issuer Agent (Non-FINRA)
- 276. Broker-Dealer
- 277. Broker-Dealer Agent
- 278. Investment Adviser
- 279. Investment Adviser Representative
- 280. Automotive Dismantler and Parts Recycler
- 281. Manufactured Home Dealer
- 282. Manufacturer Home Installer
- 283. Manufactured Home Manufacturer
- 284. Manufactured Home Salesperson
- 285. Used Motor Vehicle Dealer
- 286. Used Motor Vehicle Rebuilder
- 287. Used Motor Vehicle Salesperson
- 288. Wholesale Used Motor Vehicle Dealer
- 289. Registered Veterinary Technician
- 290. Euthanasia Technician
- 291. Veterinarians
- 292. Non-Veterinary Technician
- 293. Faculty-Veterinarian
- 294. License to Drill Geotechnical Borings
- 295. License to Drill Groundwater Wells
- 296. License to Drill Heat Exchange Wells
- 297. License to Drill Monitoring Wells
- 298. License to Install Water Well Pumps
- 299. License to Plug Geotechnical Borings
- 300. License to Plug Groundwater Wells Application
- 301. License to Plug Heat Exchange Wells
- 302. License to Plug Monitoring Wells
- 303. Anesthesiologist Assistant
- 304. Athletic Trainer
- 305. Athletic Trainer, Apprentice
- 306. Licensed Dietitian
- 307. Provisional Licensed Dietitian
- 308. Occupational Therapist
- 309. Occupational Therapist Assistant
- 310. Orthotist/Prosthetist
- 311. Pedorthist
- 312. Physical Therapist
- 313. Physical Therapist Assistant
- 314. Physician Assistant
- 315. Physician Surgeon M.D. (Family and General Practice)
- 316. Physician Surgeon M.D. (Internist, General)
- 317. Physician Surgeon M.D. (Physician/Surgeon and

- all others)
- 318. Physician/Surgeon M.D. (Surgeons)
 - 319. Radiologist Assistant
 - 320. Registered Electrologist
 - 321. Registered Prosthetist/Orthotist Assistant
 - 322. Registered Prosthetist/Orthotist Technician
 - 323. Respiratory Care Practitioner
 - 324. Therapeutic Recreation Specialist
 - 325. Attorney (Lawyer)
 - 326. Audiologist
 - 327. Speech Pathologist
 - 328. Blaster, Surface
 - 329. Hoisting Engineer, Underground
 - 330. Mine Fire Boss (Underground)
 - 331. Mine Foreman (Underground)
 - 332. Mine Shot Firer (Underground)
 - 333. Mine Superintendent (Underground)
 - 334. Mine Surface Supervisor
 - 335. Miner, Practical (Underground)
 - 336. Closed Circuit Television Manager
 - 337. Closed Circuit Television Salesperson
 - 338. Closed Circuit Television Technician
 - 339. Electronic Access Control Manager
 - 340. Electronic Access Control Salesperson
 - 341. Electronic Access Control Technician
 - 342. Nurse Call Manager
 - 343. Nurse Call Salesperson
 - 344. Nurse Call Technician
 - 345. Operation and Maintenance (O&M) Contractor
 - 346. Barber
 - 347. Barber Instructor
 - 348. Cosmetician
 - 349. Cosmetologist
 - 350. Cosmetology Instructor
 - 351. Facialist
 - 352. Hair Braiding Technician
 - 353. Manicurist
 - 354. Driver Training Commercial School Instructor
 - 355. Commercial Motorcycle Training School Instructor
 - 356. Commercial Truck Driver Training School Instructor
 - 357. Embalmer
 - 358. Funeral Director
 - 359. Osteopathic Physician (D.O.)
 - 360. Peace Officer
 - 361. Podiatrist
 - 362. Real Estate Appraiser
 - 363. Driver Education Instructor
 - 364. Shorthand Reporter, Certified
 - 365. Clinical Social Worker, Licensed
 - 366. Master's Social Worker, Licensed
 - 367. Social Worker Associate, Licensed
 - 368. Social Worker with Administrative Specialty, Licensed
 - 369. Social Worker, Licensed (LSW)
 - 370. High School Sports Official
 - 371. Certified Animal Euthanasia Technician
 - 372. Distribution and Collection Technician
 - 373. Distribution and Collection Operator
 - 374. Wastewater Laboratory Operator, Class A
 - 375. Wastewater Laboratory Operator, Class B
 - 376. Wastewater Laboratory Operator, Class C
 - 377. Water Laboratory Operator, Class A
 - 378. Water Laboratory Operator, Class B
 - 379. Water Laboratory Operator, Class C



Oklahoma Occupational Licensing Advisory Commission Reference Guide

ANNUAL REVIEWS & RECOMMENDATIONS

- License Reviews and Recommendations
- Process of Annual Reviews
- Formulating Recommendations
- Impact of Recommendations

IX. Annual Reviews and Recommendations

The Annual Reviews and Recommendations process was a cornerstone of the Oklahoma Occupational Licensing Advisory Commission (OLAC), enabling a systematic assessment of occupational licenses and proposing reforms to the Oklahoma Legislature. This process prioritized stakeholder engagement, data-driven analysis, and a commitment to enhancing workforce accessibility while safeguarding public interests.

License Reviews and Recommendations

2019 Recommendations:

- Reviewed 28 licenses under 15 different boards
- Recommended elimination of specific licenses including:
 - Public Accountant license
 - Alarm/Locksmith/Fire Sprinkler Manager and Salesperson licenses
 - Motor Vehicle and Used Motor Vehicle Salesperson licenses

2020 Recommendations:

- Reviewed 67 licenses from 11 different licensing entities
- Recommended streamlining four licenses from the Water Resources Board
- Examined 29 licenses carried over from 2019 review

2021 Recommendations:

- Reviewed 52 licenses from 13 different entities
- Recommended elimination of 3 licenses:
 - Subdivided Land Sales Agent
 - Customer Service Representative
 - Insurance Consultant

Process of Annual Reviews

Review Schedule

- **Structured Schedule:** OLAC adhered to a structured annual schedule for reviewing specific occupational licenses. This systematic approach ensured regular assessments, enabling the Commission to respond effectively to workforce and industry shifts.
- **Focus on Critical Occupations:** Reviews prioritized licenses for critical occupations impacting Oklahoma's economy, ensuring that the most influential professions were evaluated first.

Stakeholder Involvement

- **Diverse Input:** OLAC actively engaged a broad range of stakeholders, including industry professionals, licensed practitioners, consumer advocates, and the public. This engagement provided essential insights that shaped the review process.
- **Public Meetings:** The Commission hosted public meetings throughout the year to discuss licensing requirements, present findings, and gather feedback. These forums allowed stakeholders to share experiences and perspectives on licensing processes.

Data Analysis and Findings

- **Comprehensive Analysis:** OLAC compiled and analyzed data on occupational licenses, including the number issued, regulatory burden, and economic impact.
- **Identifying Trends:** Data-driven insights helped OLAC pinpoint trends, challenges, and opportunities for reform, forming the basis for informed legislative recommendations.

Formulating Recommendations

Drafting Legislative Proposals

- **Detailed Proposals:** Based on review findings, OLAC drafted recommendations aimed at streamlining licensing requirements, reducing barriers, and ensuring regulations served the public interest.
- **Targeted Reforms:** Proposals could involve removing redundant requirements, adjusting fees, simplifying application processes, or suggesting alternative regulatory measures such as certification.

Balancing Interests

- **Protecting Safety and Promoting Growth:** OLAC's recommendations sought a balance between public safety and economic growth, recognizing that overly stringent requirements could limit workforce entry, while inadequate regulation could undermine consumer protection.
- **Safety-Focused Adjustments:** While aiming to increase accessibility, OLAC remained committed to changes that preserved essential safeguards for public health and safety.

Annual Reports to the Legislature

- **Comprehensive Reporting:** Each December, OLAC submitted a comprehensive report to the Legislature, detailing the year's reviews and specific reform recommendations.
- **Legislative Advocacy:** These reports supported legislative advocacy, providing legislators with evidence-based proposals to improve occupational licensing practices.

Impact of Recommendations

Influence on Legislation

- **Legislative Impact:** OLAC's recommendations shaped legislative discussions on occupational licensing reforms, often resulting in new bills or amendments aimed at refining Oklahoma's regulatory landscape.
- **Case Studies:** Successful reforms, such as removing redundant licensing requirements or introducing updated regulatory frameworks, underscored OLAC's impact.

Promoting Best Practices

- **Statewide Best Practices:** The annual review process encouraged best practices in occupational licensing across Oklahoma. By identifying effective models, OLAC inspired boards and agencies to adopt strategies that enhanced efficiency and transparency.
- **Resource Development:** OLAC also contributed to developing resources and guidelines that supported licensing entities in implementing recommended reforms.

The Annual Reviews and Recommendations process played an instrumental role in OLAC's mission to improve occupational licensing in Oklahoma. Through structured reviews, stakeholder engagement, and data analysis, the Commission formulated impactful recommendations that balanced public safety with workforce accessibility. The legacy of these reviews continues to influence regulatory practices and legislative discourse, ensuring occupational licensing remains responsive to the needs of both the public and the workforce.



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

DATA COMPILATION & TRANSPARENCY

- Data Compilation Efforts
- Ensuring Transparency
- Benefits of Data
Transparency

X. Data Compilation and Transparency

Data Compilation and Transparency were fundamental to the Oklahoma Occupational Licensing Advisory Commission's (OLAC) mission to improve the regulatory landscape for occupational licensing. By systematically collecting, analyzing, and sharing data, OLAC aimed to foster informed decision-making, accountability, and stakeholder trust in the licensing process.

Data Compilation Efforts

Comprehensive Data Collection

- **Extensive Collection:** OLAC collected detailed data on occupational licenses across state agencies, boards, and commissions, encompassing:
 - The number of licenses issued per occupation.
 - Licensing fees and renewal processes.
 - The duration and complexity of application processes.
 - Demographic and geographic data of license holders.
- **Centralized Database:** OLAC created an online database that housed this information, providing easy access for stakeholders and the public to analyze licensing data.

Ongoing Data Updates

- **Continuous Updates:** OLAC ensured that the database remained up to date with any changes in licensing, including new licenses, modifications to requirements, and enacted reforms.
- **Real-Time Information:** By maintaining current data, OLAC facilitated real-time insights into the licensing landscape, offering valuable information for policymakers, industry representatives, and the public.

Ensuring Transparency

Public Access to Information

- **Accessible Database:** One of OLAC's primary transparency goals was to provide public access to the occupational licensing database, enabling anyone to research licensing requirements for various professions.
- **User-Friendly Interface:** The database featured a user-friendly design, allowing stakeholders to easily navigate and find information on eligibility criteria, application processes, and recent regulatory changes.

Reporting and Accountability

Annual Legislative Reports: OLAC produced annual reports that provided a comprehensive overview of its work, including:

- Key activities undertaken by the Commission,
- Recommendations for legislative and regulatory changes,

- Detailed reviews of the licenses examined,
- Summaries of meeting outcomes, and
- Highlights of significant decisions made.

These reports served as an essential resource for stakeholders, offering transparency and insights into the Commission's impact on Oklahoma's occupational licensing landscape.

Stakeholder Engagement

- **Encouraging Feedback:** By making data publicly available, OLAC invited feedback and fostered a collaborative environment where industry professionals, consumers, and policymakers could engage in meaningful dialogue about licensing practices.
- **Feedback Mechanisms:** Stakeholders were encouraged to provide feedback on the data and reports, promoting a more inclusive decision-making process.

Benefits of Data Transparency

Informed Decision-Making

- **Evidence-Based Insights:** Comprehensive data enabled policymakers and stakeholders to make informed decisions regarding occupational licensing, advocating for reforms based on a clear understanding of licensing requirements.
- **Data-Driven Policy:** OLAC's commitment to evidence-based analysis strengthened the credibility and effectiveness of its recommendations and legislative proposals.

Public Trust and Confidence

- **Building Trust:** Transparency in the licensing process helped build public trust in regulatory practices. When stakeholders could easily access information about licensing requirements and their rationale, they were more likely to support these regulations.
- **Consumer Protection:** Transparency reassured consumers that licensing requirements protected their interests and safety, fostering greater confidence in the professionals they engage with.

Continuous Improvement and Accountability

- **Monitoring Impact:** The ongoing compilation and sharing of data allowed OLAC to track the effectiveness of licensing reforms over time. By analyzing trends and outcomes, the Commission could evaluate the impact of changes to licensing requirements and recommend further improvements as needed.
- **Responsive Regulation:** This adaptive approach ensured Oklahoma's occupational licensing framework remained relevant and responsive to the needs of both the workforce and the public.

The emphasis on Data Compilation and Transparency was a defining feature of OLAC's work, reinforcing its commitment to informed decision-making, stakeholder engagement, and accountability in the occupational licensing process. Through systematic data collection and open access, OLAC not only enhanced regulatory practices but also fostered a culture of trust and collaboration among stakeholders. The legacy of these efforts continues to influence occupational licensing in Oklahoma, ensuring that it remains accessible, equitable, and effective.



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

SUNSET PROVISION

XI. Sunset Provision

In 2022, the Oklahoma Occupational Licensing Advisory Commission (OLAC) completed its mission and officially concluded its activities under a sunset provision established by Senate Bill 1725. This legislation, passed by the Oklahoma Legislature, set December 31, 2022, as the date for OLAC to become inactive, unless extended by legislative action.

Throughout its active years, OLAC played a transformative role in Oklahoma's occupational licensing landscape. By evaluating and updating licensing requirements, OLAC streamlined regulations, reduced unnecessary workforce barriers, and ensured that each license served a clear public purpose.

Although OLAC has formally ended, its impact endures. The Occupational Regulation Blueprint and Key Evaluation Questions developed by OLAC remain influential resources for state agencies and policymakers. These tools offer a structured approach to licensing review, promoting balanced public protection, economic accessibility, and transparency. Additionally, OLAC's rigorous methodologies and commitment to stakeholder engagement set a precedent that continues to guide Oklahoma's regulatory practices, fostering a legacy of thoughtful, data-driven occupational licensing.



Oklahoma Occupational Licensing Advisory Commission Reference Guide

MEETINGS & REPORTS

- Summary of 2019 Meetings and Agendas
- Summary of 2020 Meetings and Agendas
- Summary of 2021 Meetings and Agendas
- Annual Reports 2019-2022

XII. Meetings and Reports

Summary of 2019 Meetings and Agendas

May 9, 2019

Called to Order by: Commissioner Leslie Osborn at 11:35 a.m.

Quorum: Confirmed by Commissioner Osborn

Compliance: Statement read by Ruth Neville, confirming adherence to the Open Meetings Act.

Agenda Highlights

1. **Introductions:**

Members from various legislative bodies introduced themselves, establishing a collaborative tone.

2. **Legislative Updates:**

- **2019 Report Overview:** Christina Foss presented the Executive Summary of the 2019 Report, which included eight recommendations, with four already addressed.
- **[SB670 - Military Transition Support](#):** Senator Adam Pugh discussed this bill, which improves licensing reciprocity for military personnel, aiding their transition into civilian jobs.

3. **Legislative Changes:**

- **Automobile Industry Licensing:** Representative Mike Osburn detailed a shift to a registry for car salespersons, transferring licensing costs from individuals to dealerships.
- **[HB2477](#) & [HB2478](#):** These bills simplify occupational licensing requirements, especially regarding state income tax.

4. **New Online Database:**

Commissioner Osborn introduced an [online database](#) with details on Oklahoma's 214 occupational licenses, enhancing accessibility by listing licensing requirements, costs, and applications.

5. **License Review Mandate:**

Discussion on the mandate to review 25% of licenses annually, with a focus on those relevant to criminal justice reform.

6. **Loss of Quorum:**

Representative McBride's departure resulted in the loss of quorum, delaying decisions on upcoming license reviews.

7. **Focus on Criminal Justice Reform:**

Commissioner Osborn expressed the Commission's dedication to supporting the reentry of individuals affected by the criminal justice system.

Significance

The meeting underscored the Commission's foundational objectives in enhancing Oklahoma's occupational licensing policies. Key discussions on criminal justice reform and military support highlighted efforts to foster job market reentry for affected individuals and support military families.

Attachments

- [May 2, 2019 Meeting Agenda](#)
 - [May 2, 2019 Meeting Minutes](#)
-

July 1, 2019

Called to Order by: Commissioner Leslie Osborn at 9:05 a.m.

Quorum: Confirmed

Compliance: Statement read confirming adherence to the Open Meetings Act.

Agenda Highlights

1. **Introductions:**
Commissioner Osborn led introductions, including Senators Kay Floyd and Adam Pugh, and Representative Mike Osburn.
2. **Approval of Previous Minutes:**
Minutes from the May 2, 2019, meeting were approved unanimously.
3. **National Learning Consortium on Licensing Reform Update:**
Christina Foss, Project Director, shared updates on licensing initiatives in other states that aim to streamline and ease occupational licensing processes.
4. **Occupational Licenses Reviewed:**
The Commission reviewed various licenses from three agencies:
 - **Oklahoma State Department of Health (OSDH):**
 - **Licenses:** Adult Day Care Aide, Medication Aide, Developmentally Disabled Direct Care Aide, Feeding Assistant, Home Health Aide, Long Term Care Aide, Residential Care Aide, Hearing Aid Licensee, Home Health Administrator, Registered Professional Environmental Specialist, Licensed Genetic Counselor, Certified Micropigmentologist, Licensed Sanitarian, Licensed Tattoo Artist, Body Piercing Artist.
 - **Oklahoma Department of Agriculture, Food and Forestry (ODA):**
 - **License:** Pesticide Applicator (Commercial, Noncommercial, Consultant, Technician).
 - **Alcoholic Beverage Laws Enforcement (ABLE) Commission:**
 - **Licenses:** Manufacturer, Employee, Retail.

1. **Agency Presentations:**
Staff from OSDH provided detailed presentations on 15 health-related licenses, covering skills and requirements. After a break, ODA staff discussed the pesticide applicator license.
2. **Next Meeting Announcement:**
Commissioner Osborn announced the next meeting would be held on August 5. Senator Pugh also offered to share revenue data related to individual licenses for further discussion.
3. **Adjournment:**
The meeting was adjourned at 11:09 a.m.

Significance

This meeting focused on data collection for future licensing reform recommendations, emphasizing collaboration and the need to make licensing processes more efficient and accessible for professionals in Oklahoma.

Attachments

- [July 1, 2019 Meeting Agenda](#)
 - [July 1, 2019 Meeting Minutes](#)
 - [July 1, 2019 Meeting Handouts](#)
-

August 5, 2019

Called to Order by: Commissioner Leslie Osborn

Quorum: Confirmed

Compliance: Statement confirming adherence to the Open Meetings Act.

Agenda Highlights

1. **Introductions and Roll Call:**
Commissioner Osborn led member introductions, followed by roll call, confirming a quorum was present.
2. **Approval of Previous Minutes:**
Minutes from the July 1, 2019 meeting were approved.
3. **Occupational Licenses Reviewed:**
The Commission reviewed various licenses from three agencies:
 - **Oklahoma Board of Nursing:**
 - **Licenses:** Advanced Unlicensed Assistant (AUA), Licensed Practical Nurse (LPN) Single State License (SSL), Registered Nurse (RN), Multistate (MSL) RN or LPN, Advanced Practice Registered Nurse (APRN) - Certified Nurse Practitioner (CNP), APRN - Clinical Nurse Specialist, APRN - Clinical Nurse Midwife (CNM), APRN - Certified Registered Nurse Anesthetist (CRNA).
 - **Board of Veterinary Medical Examiners:**

- **Licenses:** Veterinarian, Non-Veterinary Equine Dental Technician, Non-Veterinary Reproductive Service Technician, Faculty-Veterinarian, Certified Animal Euthanasia Technician.
 - **Water Resources Board:**
 - **Licenses:** Groundwater Well Drilling, Geotechnical Drilling, Groundwater Well Pump Installation, Heat Exchange Well Drilling.
- 1. **Agency Presentations:**
 - **Oklahoma Board of Nursing:**
Executive Director Kim Glazier and Deputy Director Jackye Ward provided an overview of the board's licensure pathways, requirements, and fees. Glazier discussed the board's focus on criminal justice reform and SB670, facilitating licensure for military personnel and spouses, effective November 1.
 - **Board of Veterinary Medical Examiners:**
Executive Director Cathy Kirkpatrick discussed the five types of veterinary licenses, covering educational requirements, fees, and initiatives for military support and applicant review considering felony convictions.
 - **Water Resources Board:**
Kent Wilkins presented on the board's construction standards for wells, licensing requirements, and a planned internship program to attract new industry entrants.
- 1. **Discussion on Medical Marijuana Impact:**
Senator Adam Pugh requested each board clarify their stance on medical marijuana use among licensees. Commissioner Osborn confirmed that Christina Foss would follow up with board representatives.
- 2. **Adjournment:**
The meeting concluded at 11:25 a.m., with the next meeting scheduled for September 9.

Significance

This meeting focused on balancing public safety with accessibility in licensing, promoting professional opportunities while ensuring accountability.

Attachments

- [August 5, 2019 Meeting Agenda](#)
- [August 5, 2019 Meeting Minutes](#)
- [August 5, 2019 Meeting Handouts](#)

September 9, 2019

Called to Order by: Commissioner Leslie Osborn at 9:05 a.m.

Quorum: Confirmed

Compliance: Statement of Compliance with the Open Meetings Act read by Jennifer McGraw.

Agenda Highlights

1. **Introductions and Roll Call:**

Commissioner Osborn welcomed attendees, followed by introductions of Commission members, including Representatives McBride, Osburn, and Munson. Senator Nathan Dahm joined shortly after.

2. **Approval of Previous Minutes:**

Minutes from the August 5, 2019, meeting was approved unanimously, following a motion by Representative McBride, and seconded by Matthew Burns.

3. **Occupational Licenses Reviewed:**

The Commission reviewed licenses from several boards and departments:

- **Oklahoma Board of Cosmetology and Barbering:**
 - **Licenses:** Barber Instructor, Cosmetologist, Cosmetologist Instructor, Facialist, Manicurist.
 - **Presentation by Sherry Lewelling:** Emphasized the importance of licensure and 1,500 hours of training for cosmetologists and barbers to ensure consumer safety when handling chemicals.
- **Oklahoma Department of Labor:**
 - **License:** Welder.
 - **Presentation by Nick Smith:** Outlined training and fees associated with welding licensure.
- **Oklahoma Funeral Board:**
 - **Licenses:** Embalmer, Funeral Director.
 - **Presentation by Chris Ferguson:** Detailed educational and continuing education requirements for embalmers and funeral directors. Discussion included concerns regarding unlicensed funeral directors and related complaints.
- **Construction Industries Board:**
 - **License:** Home Inspector.
 - **Presentation by Janis Hubbard:** Addressed the need for adequate training and ongoing education for home inspectors.

1. **Public Comments:**

- **Sam Haubrick:** Advocated for home inspector licensure due to the access inspectors have to homeowners' properties.
- **Melissa Koon:** Supported increased educational requirements for home inspectors.
- **Ben Lepak (1889 Institute):** Argued that some licensing requirements were unnecessary.
- **Chrissy Miller:** Defended cosmetology licensure, citing safety concerns related to toxic chemical use.

1. **Next Meeting Announcement:**

Commissioner Osborn scheduled the next meeting for October 7 at 9:00 a.m.

2. **Adjournment:**

With all agenda items covered, the meeting was adjourned.

Significance

This meeting addressed essential licensing requirements in fields such as cosmetology, funeral services, and home inspection. Emphasis was placed on safety, consumer protection, and the

need for adequate training and continuing education. Public comments provided diverse perspectives on licensing necessity, fostering a dialogue on regulatory practices.

Attachments

- [September 9, 2019 Meeting Agenda](#)
 - [September 9, 2019 Meeting Minutes](#)
 - [September 9, 2019 Meeting Handouts](#)
-

October 7, 2019

Called to Order by: Commissioner Leslie Osborn at 9:00 a.m.

Quorum: Confirmed

Compliance: Statement of Compliance with the Open Meetings Act read by Ruth Neville.

Agenda Highlights

1. **Introductions and Roll Call:**

Commissioner Osborn initiated introductions, and a roll call confirmed quorum. Senator Adam Pugh joined shortly after the meeting began.

2. **Approval of Previous Minutes:**

Minutes from the September 9, 2019 meeting were unanimously approved.

3. **Introduction:**

Commissioner Osborn introduced Janet DeVeny-Edwards as the new Project Director, replacing Christina Foss.

4. **Occupational Licenses Reviewed:**

The Commission reviewed licenses overseen by the State Board of Medical Licensure and Supervision:

- **Licenses:** Anesthesiologist Assistant, Athletic Trainer, Athletic Trainer (Apprentice), Licensed Dietitian, Provisional Licensed Dietitian, Occupational Therapist, Occupational Therapist Assistant, Orthotist/Prosthetist, Podiatrist, Physician Assistant, Physical Therapist, Physical Therapist Assistant, Physician Surgeon M.D. (Family & General Practice), Physician Surgeon M.D. (Internist, General), Physician Surgeon M.D. (Physician/Surgeon & all others), Radiologist Assistant, Registered Electrologist, Registered Prosthetist/Orthotist Assistant, Registered Prosthetist/Orthotist Technician, Respiratory Care Practitioner, Therapeutic Recreation Specialist, Licensed Professional Music Therapist.
- **Presentation by Lyle Kelsey:**
Lyle Kelsey, Executive Director of the Oklahoma Medical Board, along with other representatives, detailed the licensing process, covering exam and education requirements, job responsibilities, and consumer protection measures. Discussions included national board certifications, Medicaid expansion, and background checks.

1. **Next Meeting Announcement:**

Commissioner Osborn announced the next meeting would be on November 4, 2019, and encouraged members to review materials from prior meetings.

2. **Senator Pugh's Comments:**

Senator Pugh expressed appreciation for the professionalism of the Commission, sharing insights from a recent seminar on criminal justice and occupational licensing.

3. **Adjournment:**

The meeting concluded at 11:18 a.m.

Significance

This meeting highlighted ongoing efforts by the Oklahoma Medical Board to enhance the licensing process for medical professionals, with a focus on regulatory compliance and consumer protection. The discussions underscored the importance of adapting to healthcare needs, including Medicaid expansion, and emphasized the Commission's collaborative role in shaping effective policies for the medical community.

Attachments

- [October 7, 2019 Meeting Agenda](#)
 - [October 7, 2019 Meeting Minutes](#)
 - [October 7, 2019 Meeting Handouts](#)
-

November 4, 2019

Called to Order by: Commissioner Leslie Osborn at 9:10 a.m.

Quorum: Confirmed

Compliance: Statement of Compliance with the Open Meetings Act read.

Agenda Highlights

1. **Introductions and Roll Call:**

Commissioner Osborn welcomed members, who introduced themselves, establishing a collaborative atmosphere.

2. **Approval of Previous Minutes:**

Minutes from the October 7, 2019 meeting were approved following a motion by Representative Mike Osburn, which received unanimous support.

3. **Year-End License Review:**

The Commission conducted a comprehensive review of 67 occupational licenses evaluated throughout the year. Commissioner Osborn listed each license and invited members to identify specific licenses for deeper discussion. Key licenses reviewed included:

- **Certified Micropigmentologist:**

After discussing educational requirements and complaints associated with the license, the committee recommended that the Legislature conduct further investigation.

- **Employee Alcoholic Beverage License:**
Senator Adam Pugh proposed eliminating this license, conditional upon amendments to the retail license to enhance training requirements. The motion passed.
 - **Cosmetology Licenses:**
Members discussed reducing training requirements and separating licenses to lower industry entry barriers. Final decisions were deferred to the following year.
1. **Report Timeline and Submission:**
Members reviewed the timeline for completing and reviewing the Commission’s report before the December 13 deadline for submission to the State Legislature.
 2. **Adjournment:**
The meeting concluded at 12:16 p.m., with members prepared for continued work on refining the state’s occupational licensing framework.

Significance

This meeting was crucial in evaluating the relevance and effectiveness of various occupational licenses. By discussing targeted licenses, such as the Certified Micropigmentologist and Employee Alcoholic Beverage License, the Commission aimed to improve public safety while reducing unnecessary barriers for professionals. Recommendations for legislative review and license modifications underscore a proactive and responsive approach to state regulatory practices.

Attachments

- [November 4, 2019 Meeting Agenda](#)
- [November 4, 2019 Meeting Minutes](#)
- [November 4, 2019 Meeting Handouts](#)

Summary of 2020 Meetings and Agendas



Due to the COVID-19 pandemic, no meetings were held on the regularly scheduled dates. All relevant licenses were reviewed prior to the commission meeting. The commission reviewed the 2020 licenses before holding a single meeting on November 5, 2020, to ensure compliance with current regulations.

November 5, 2020

Called to Order by: Commissioner Leslie Osborn at 9:00 a.m.

Quorum: Confirmed

Compliance: Statement of Compliance with the Open Meetings Act confirmed.

Agenda Highlights

1. Introductions and Roll Call:

Commissioner Osborn welcomed attendees, noting the presence of Senators Nathan Dahm and Kay Floyd, Representatives Mark McBride, Cyndi Munson, and Mike Osburn, among others. Senator Adam Pugh and Matthew Burns were absent.

2. Approval of Previous Minutes:

Minutes from the November 4, 2019 meeting were approved unanimously.

3. License Reviews for 2020:

Commissioner Osborn reviewed various occupational licenses, inviting discussion and recommendations:

- **Corporation Commission Licenses:**
 - **Action:** Motion to maintain the status quo passed without discussion.
- **Teaching Certificates (Department of Education):**
 - **Action:** No action was recommended.
- **Department of Environmental Quality Licenses:**
 - **Presentation by Catherine Sharp:** Provided an overview of distinct license types. Further action was deferred for additional review.
- **Fire Marshall Licenses:**
 - **Action:** Motion to take no action was approved.
- **Department of Labor Licenses:**
 - **Discussion led by Bernita Hart:** Covered topics such as background checks, public safety, and combining certain licenses. Included insights from industry representatives like Steven Brekel on training and employer responsibilities.
- **Department of Mines and Oklahoma Board of Optometry Licenses:**
 - **Action:** Motions to maintain current licensing requirements were approved.
- **New Occupational License for Licensed Midwives:**
 - **Status:** Reviewed, with no vote taken.
- **Cosmetology, Funeral Directors, Tattoo and Body Piercing Artist Licenses:**

- **Action:** Motions to maintain existing regulations passed without further debate.
- **Employee Training for Retail Alcoholic Beverage License:**
 - **Action:** A proposal was discussed and led to a recommendation of no action.
- 1. **Additional Topics:**
 - **Oklahoma Water Resources Board:**

Acknowledged the restructuring of the Board, and a motion to update license names was passed unanimously.
- 1. **Report Timeline and Next Steps:**

Commissioner Osborn outlined steps for preparing the Commission's report to the Legislature and announced plans for public meetings in the following year, supported by a federal grant for developing an interactive website.
- 2. **Adjournment:**

The meeting concluded, with a focus on transparency and further engagement in refining Oklahoma's occupational licensing processes.

Significance

This meeting underscored the Commission's commitment to regulatory review, balancing public safety with the need to reduce barriers for professionals. Discussions emphasized consumer protection in fields like labor and environmental services, setting the stage for future public engagement and transparency improvements in licensing information.

Attachments

- [November 5, 2020 Meeting Agenda](#)
- [November 5, 2020 Meeting Minutes](#)
- [November 5, 2020 Meeting Handouts](#)
- [November 5, 2020 Meeting Handouts](#)

Summary of 2021 Meetings and Agendas

August 10, 2021

Called to Order by: Commissioner Leslie Osborn at 9:08 a.m.

Quorum: Confirmed

Compliance: Statement of Compliance with the Open Meetings Act read.

Agenda Highlights

1. Introductions and Roll Call:

Commissioner Osborn welcomed attendees and introduced Lisa Dillon from Goodwill Industries, the newest OLAC member. Present were Representatives McBride, Munson, and Osburn, along with Jerry Moore, Matthew Burns, Lisa Dillon, Michael Robins, and Steven Shoemaker. Senator Floyd joined shortly after the meeting commenced, while Senators Dahm and Pugh were absent.

2. Approval of Previous Minutes:

Minutes from the November 5, 2020 meeting were approved unanimously, following a motion by Matthew Burns and seconded by Jerry Moore.

3. Licenses Postponed for Next Meeting:

Commissioner Osborn noted that representatives from the Insurance Department were unable to attend, and their licenses would be reviewed at the next meeting.

4. License Reviews:

The Commission reviewed licenses from several agencies:

- **Board of Chiropractic Examiners:**
 - **Licenses:** Chiropractor, Certified Chiropractic Assistant.
 - **Presentation by Beth Kidd:** Discussed the Board's history, scope, and disciplinary issues.
- **Department of Consumer Credit:**
 - **Licenses:** Precious Metal and Gem Dealer, Mortgage Loan Originators.
 - **Presentation by Steven Coates and Ruben Tornini:** Discussed the licensing process and potential streamlining opportunities.
- **Council on Law Enforcement Training:**
 - **Licenses:** Bail Enforcer-Armed, Bail Enforcer-Unarmed, Peace Officer, Polygraph Examiner, Combination Licensed (Private Investigator/Security Guard-Armed), Private Investigator (Armed and Unarmed), Security Guard (Armed and Unarmed).
 - **Presentation by Brandon Clabes:** Outlined the Council's certifications, budget, and training requirements.
- **Oklahoma Board of Osteopathic Examiners:**
 - **License:** Osteopathic Physician (D.O.).
 - **Presentation by Michael Leake and Christi Aquino:** Provided an overview of responsibilities and licensing requirements.
- **Oklahoma State Board of Examiners of Psychologists:**
 - **License:** Psychologist.

- **Presentation by Teanne Rose:** Discussed telepsychology and state reciprocity.
1. **Key Discussions and Decisions:**
 - **Citizen Participation:** Mike Robins proposed increasing citizen involvement on the Board of Chiropractic Examiners, which the Commission agreed to revisit next month.
 - **Precious Metal and Gem Dealer License:** Tabled pending further information.
 - **Psychological Evaluations for Bail Enforcer-Armed License:** A motion by Lisa Dillon to require MMPI evaluations for this role was approved unanimously.
 - **No Changes to Certain Licenses:** Commissioner Osborn moved for no changes to licenses for Certified Chiropractic Assistants and Peace Officers, which was approved unanimously.
 1. **Next Meeting Announcement:**

The next meeting was scheduled for September 9 at 9:00 a.m. Commissioner Osborn encouraged members to explore the new ODOL website.
 2. **Adjournment:**

The meeting concluded, with plans for ongoing reviews and a commitment to regulatory efficiency.

Significance

This meeting reinforced the Commission's commitment to regulatory compliance, public safety, and efficient licensing processes. The introduction of a new member and discussions on increasing citizen participation highlighted a dedication to inclusivity. Decisions, such as requiring psychological evaluations for certain roles, demonstrated a proactive approach to ensuring qualifications in sensitive positions.

Attachments

- [August 10, 2021 Meeting Agenda](#)
 - [August 10, 2021 Meeting Minutes](#)
 - [August 10, 2021 Meeting Handouts](#)
-

September 9, 2021

Called to Order by: Commissioner Leslie Osborn at 9:08 a.m.

Quorum: Confirmed

Compliance: Statement of Compliance with the Open Meetings Act read by Ruth Neville.

Agenda Highlights

1. **Introductions and Roll Call:**

Commissioner Osborn welcomed attendees, and a roll call confirmed the presence of eight members, with additional members arriving shortly thereafter.

2. **Approval of Previous Minutes:**

Minutes from the August 10, 2021 meeting were unanimously approved following a motion from Commissioner Osborn, seconded by Senator Adam Pugh.

3. **License Reviews:**

The Commission reviewed licenses from several public licensing entities:

- **State Board of Chiropractic Examiners:**
 - **Presentation by Beth Kidd:** Shared recent survey results and plans to gather additional community input for future meetings.
- **Department of Consumer Credit:**
 - **Licenses:** Precious Metal and Gem Dealer, Pawn Broker.
 - **Presentation by Steven Coates and Ruben Tornini:** Discussed potential consolidation of these licenses, though both entities preferred to keep them separate.
- **Council on Law Enforcement Training:**
 - **License:** Bail Enforcer – Armed.
 - **Presentation by Brandon Clabes:** Reviewed licensing requirements, with the Commission voting to retain the current license structure.
- **Oklahoma Board of Examiners for Long Term Care Administrators and Board of Dentistry:**
 - Each board's structure and licensing processes were discussed. Commissioner Osborn motioned to maintain existing licenses.
- **Oklahoma Real Estate Commission and Oklahoma Securities Department:**
 - Motion to maintain existing licenses was approved, though a proposed repeal of the Subdivided Land Sales Agent license was not passed.
- **Oklahoma Insurance Department:**
 - **Legislative Recommendations:** Supported proposals to remove licensing for Customer Service Representatives and Insurance Consultants.
- **Real Estate Appraiser Board:**
 - Discussed licenses with plans for follow-up discussions.

1. **Commission Next Steps:**

Commissioner Osborn led discussions on enhancing public engagement and addressing funding issues, encouraging members to consider strategies for future improvements.

2. **Adjournment:**

The meeting concluded at 12:05 p.m., with plans for continued focus on regulatory efficiency and public engagement.

Significance

This meeting emphasized the importance of regulatory oversight and stakeholder engagement in public licensing. Key discussions included potential license consolidations and maintaining integrity across various licenses. Legislative recommendations from the Oklahoma Insurance Department highlighted efforts to streamline processes and improve regulatory responsiveness. The Commission's focus on public engagement and funding challenges demonstrated a proactive governance approach.

Attachments

- [September 9, 2021 Meeting Agenda](#)
 - [September 9, 2021 Meeting Minutes](#)
 - [September 9, 2021 Meeting Handouts](#)
 - [September 9, 2021 Meeting Handouts](#)
 - [September 9, 2021 Meeting Handouts](#)
 - [September 9, 2021 Meeting Handouts](#)
-

October 5, 2021

The meeting originally scheduled for October 5, 2021, did not take place, and was cancelled.

November 30, 2021

Called to Order by: Commissioner Leslie Osborn at 9:06 a.m.

Quorum: Confirmed

Compliance: Statement of Compliance with the Open Meeting Act read by Ruth Neville.

Agenda Highlights

1. **Introductions and Roll Call:**
Commissioner Osborn welcomed attendees, confirmed key members' attendance, and noted absences, including Senators Nathan Dahm and Adam Pugh.
2. **Approval of Previous Minutes:**
Minutes from the September 9, 2021 meeting were approved unanimously.
3. **License Reviews:**
 - **State Board of Chiropractic Examiners:**
 - **License:** Chiropractor.
 - **Presentation by Beth Kidd:** Provided clarifications, leading to a motion to keep the Chiropractor License unchanged, which passed unanimously.
 - **Department of Consumer Credit:**
 - **License:** Precious Metal and Gem Dealer Employee.
 - **Discussion:** Considered merging it with the Pawnbroker License; however, the Commission voted to retain the current structure.
 - **Oklahoma Securities Department:**
 - **License:** Subdivided Land Sales Agent.
 - **Recommendation:** Approved repeal of the license, as recommended after consultation with the Real Estate Commission.

- **Real Estate Appraiser Board:**
 - **License:** Trainee Real Estate Appraiser.
 - **Action:** Motion to maintain the license without changes passed with full support.
 - **Department of Mental Health & Substance Abuse Services:**
 - **Licenses:** Alcohol and Drug Substance Abuse Course Assessor, Alcohol and Drug Substance Abuse Course Facilitator, Behavioral Health Case Manager, Peer Recovery Support Specialists.
 - **Presentation by Melissa Miller and Heath Hayes:** Clarified that "Peer Recovery Support Specialist" is a certification, not a license. The Commission agreed to retain these licenses as is, with further review planned for the next year.
1. **Future License Review Structure:**
The Commission discussed refining future license reviews, focusing on public safety, statutory changes, and operational benchmarks.
 2. **Term Expirations and Reappointments:**
Commissioner Osborn reminded members of term expirations, encouraging those interested in reappointment to reach out to Senator Treat or Speaker McCall.
 3. **Adjournment:**
Commissioner Osborn adjourned the meeting at 10:32 a.m., concluding with plans for ongoing communication regarding the Commission's recommendations.

Significance

This meeting was significant in advancing regulatory oversight for various professional licenses, emphasizing public safety and efficient operations. Key decisions included maintaining certain licenses, recommending the repeal of others, and clarifying distinctions such as the certification status of the Peer Recovery Support Specialist. The meeting's discussions set the foundation for future actions and policy directions within the Commission.

Attachments

- [November 30, 2021 Meeting Agenda](#)
- [November 30, 2021 Meeting Minutes](#)
- [November 30, 2021 Meeting Handouts](#)
- [November 30, 2021 Meeting Handouts](#)
- [November 30, 2021 Meeting Handouts](#)

Reports and Documentation

Throughout its existence, OLAC consistently produced a variety of reports and documentation that captured its insights and recommendations. Among its most significant outputs were the Annual Reports to the Legislature, which summarized the year's findings through comprehensive data analysis and stakeholder feedback, outlining crucial recommendations for legislative reform. In addition to these reports, OLAC distributed meeting handouts that provided detailed information on agenda items, presentations, and data analyses, ensuring transparency and clarity during discussions. Furthermore, the Commission maintained records of public comments received during meetings, highlighting stakeholder engagement, and helping to shape OLAC's recommendations. Together, these efforts underscored OLAC's commitment to informed policymaking and community involvement.

- [2022 Occupational Licensing Advisory Commission Report](#)
- [2021 Occupational Licensing Advisory Commission Report](#)
- [2020 Occupational Licensing Advisory Commission Report](#)
- [2019 Occupational Licensing Advisory Commission Report](#)
- [2018 Occupational Licensing Task Force Report](#)

The meetings and reports generated by OLAC from 2019 to 2021 were vital in shaping its recommendations and facilitating stakeholder engagement. By documenting discussions and providing accessible reports, OLAC ensured transparency and accountability in its efforts to reform occupational licensing in Oklahoma. The legacy of these meetings continues to inform ongoing conversations around occupational licensing practices in the state.



OKLAHOMA
Department
of Labor

Oklahoma Occupational Licensing Advisory Commission Reference Guide

CONCLUSION

XIII. Conclusion

OLAC's work has been integral in providing valuable insights into key issues, promoting transparency, and fostering engagement between policymakers and the public. Through its Annual Reports to the Legislature, OLAC consistently offered data-driven analyses and thoughtful recommendations aimed at improving legislative processes and outcomes.

The meeting handouts and detailed documentation ensured that all stakeholders had access to relevant information, facilitating informed decision-making and collaboration. Moreover, OLAC's commitment to collecting and incorporating public feedback demonstrated its dedication to inclusivity and responsiveness to community concerns.

Even though the commission was sunset in 2022, its legacy endures. The Oklahoma Department of Labor continues to update and maintain the occupational license database, ensuring that accurate information remains available to the public. This ongoing effort not only preserves OLAC's contributions to transparency but also supports informed decision-making across the state.

Overall, OLAC's comprehensive reporting and engagement efforts have contributed to more effective governance, policy reforms, and a deeper understanding of the challenges and opportunities facing Oklahoma.

Resources

Online Databases and Tools

Oklahoma Occupational Licensing Database

- URL: <https://oklahoma.gov/labor/about/advisory-boards-and-commissions/occupational-licensing-and-advisory-commission>
- Access: Public
- Contents: Current licensing requirements, fees, and application processes

Legislative Documents

- Senate Bill 1475 (2018)
 - http://webserver1.lsb.state.ok.us/cf_pdf/2017-18%20ENR/SB/SB1475%20ENR.PDF
- House Bill 1373 (Criminal Justice Reform)
 - http://webserver1.lsb.state.ok.us/cf_pdf/2019-20%20ENR/hB/HB1373%20ENR.PDF
- Senate Bill 670 (Military Family Support)
 - http://webserver1.lsb.state.ok.us/cf_pdf/2019-20%20ENR/SB/SB670%20ENR.PDF
- Executive Order 2016-39
 - https://oklahoma.gov/content/dam/ok/en/labor/documents/commissions/occupational/previous/2016-1203_SH_OLAC_ExecutiveOrder2016-39.pdf
- Executive Order 2018-02
 - https://oklahoma.gov/content/dam/ok/en/labor/documents/commissions/occupational/previous/SH_OLAC_ExecutiveOrder2018-02.pdf

Related Reports

1. 2022 Occupational Licensing Advisory Commission Report
 - <https://oklahoma.gov/content/dam/ok/en/labor/documents/commissions/occupational/2022/OLAC%20Recommendation%20Rpt%202022%20Final.pdf>
 - Published: December 2021
2. 2021 Occupational Licensing Advisory Commission Report
 - https://oklahoma.gov/content/dam/ok/en/labor/documents/commissions/occupational/previous/2021_1201_SH_OLAC_RecommendationReport.pdf
 - Published: December 2020
3. 2020 Occupational Licensing Advisory Commission Report
 - https://oklahoma.gov/content/dam/ok/en/labor/documents/commissions/occupational/previous/12012019_SH_OLAC_ReportRecomendatins2020.pdf
 - Published: December 2019
4. 2019 Occupational Licensing Advisory Commission Report
 - <https://oklahoma.gov/content/dam/ok/en/labor/documents/commissions/occupational/OLAC%20Recommendations%20Rpt%202019.pdf>
 - Published: December 2018

5. 2018 Occupational Licensing Task Force Report

- https://oklahoma.gov/content/dam/ok/en/labor/documents/commissions/occupational/previous/2018_0109_SH_OLAC_TaskForceReport.pdf
- Published: January 2018

Digital Access

Scan this QR code to access the digital version of this document.



Contact Information

Oklahoma Department of Labor
Division 409 NE 28th St., 3rd floor
Oklahoma City, OK 73105

Website: www.oklahoma.gov/labor

Email: labor.info@labor.ok.gov

Phone: (405) 521-6100

Index

A

- ABLE Commission, 42
- Accessibility
 - database, 36-37
 - licensing requirements, 15, 21
 - public information, 26
- Accountability, 24, 36-37
- Advanced Practice Registered Nurse (APRN), 43
- Agency Presentations
 - Board of Nursing, 43-44
 - Construction Industries Board, 44-45
 - Medical Board, 46
 - Water Resources Board, 43-44
- Annual Reports, 31-34, 56
- Antitrust Compliance, 24
- Armed Security Licenses, 51-52

B

- Background Checks, 46, 49
- Bail Enforcer Licenses, 51-52
- Barbering Licenses, 44-45
- Blueprint Process, 23-24
 - evaluation criteria, 24
 - methodology, 23-25
 - stakeholder engagement, 24

C

- Certificates, 25-30
- Chiropractic Licenses, 51, 54
- Commission
 - establishment, 3-6
 - leadership, 11-13
 - meetings, 40-56
 - membership, 11-13
 - structure, 11-13
- Compliance, 24, 41-55
- Cosmetology Licenses, 44-45
- Criminal Justice Reform, 18, 21-22

D

- Data

- compilation, 35-37
 - transparency, 35-37
 - verification, 8
- Database Development, 8, 17-18
- Department of Labor, 44-45

E

- Education Requirements, 44-45
- Emergency Protocols (COVID-19), 8-9
- Executive Orders
 - 2016-39, 5
 - 2018-02, 5

F

- Fee Structures, 22
- Fee Waiver Program, 18
- Funeral Services Licenses, 44-45

H

- Home Inspector Licenses, 44-45

L

- Legislative
 - impacts, 17-19
 - recommendations, 31-34
 - reforms, 20-22
- License
 - eliminations, 20-21
 - reviews, 31-34
 - types, 25-30

M

- Medical Board Licenses, 46
- Meetings
 - 2019, 41-48
 - 2020, 49-50
 - 2021, 51-55
- Military Family Support, 18
- Mission Statement, 14-16

O

- OLAC

- accomplishments, 17-19
 - establishment, 3-6
 - sunset, 38
- Online Database, 36-37
- Oversight Mechanisms, 24

P

- Permits, 25-30
- Public
 - access, 22
 - comments, 44-45
 - safety, 15, 24

R

- Recommendations
 - annual, 31-34
 - implementation, 15-16
 - process, 32-33
- Records Management, 56
- Reciprocity, 18-19
- Reform Implementation, 21-22
- Reporting Requirements, 15-16
- Review
 - methodology, 23-26
 - timeline, 24-25

S

- Safety Standards, 24
- Senate Bill 1475, 5
- Stakeholder
 - engagement, 24-25
 - input, 25
- Streamlining Efforts, 21
- Sunset Provision, 38

T

- Task Force (2016-2017), 4-5
- Timeline
 - developments, 7-10
 - review process, 24-25
- Transparency, 35-37

V

- Verification Process, 8, 17

W

- Water Resources Board, 21, 43-44
- Workforce Development, 15