

**BOARD OF PSYCHOLOGY
DEPARTMENT OF CONSUMER AFFAIRS**

INITIAL STATEMENT OF REASONS

Hearing Date: November 21, 2014

Subject Matter of Proposed Regulations: Definitions, Continuing Education Requirements, Continuing Education Exemptions and Exceptions, Renewal after Inactive or Delinquent Status

Section(s) Affected: Title 16, California Code of Regulations Amend Sections 1397.60, 1397.61, 1397.62, and 1397.67.

Introduction

The Board of Psychology (Board) is seeking to change the continuing education guidelines and metrics that must be completed by and current licensed psychologists. The Board desires to move from the Continuing Education (CE) model to the Continuing Professional Development (CPD) model of ensuring continued competence.

CPD stands as a professional and ethical obligation of every psychologist. In psychology, the traditional way of defining this ongoing professional development has been in terms of CE, which usually refers to formal learning activities conducted in classroom or workshop settings. CPD is a broader concept, referring to the continuing development of the multi-faceted abilities needed for quality professional performance in one's area of practice.

Assuring that psychologists maintain their competence serves the primary mandate of the Board of public protection. Consequently, appropriate CPD encompasses more than training in ethics and laws; it also addresses the knowledge, skills, and abilities necessary to maintain and enhance responsive practice.

Not only is it expected that psychologists will continue to update their knowledge throughout their careers, but also that they will maintain and enhance their existing knowledge, skills and professional abilities. Further, it is anticipated that psychologists will maintain their aptitude based on published advances in theory, practice and empirical research. Participation in continuing education is one way that psychologists maintain and enhance their knowledge and skills.

The definitions in the existing regulation are based on the old model of professional development. The Board is seeking to abandon this format because CPD, in addition to laws and ethics training, also addresses the knowledge, skills, and abilities necessary to maintain and enhance responsive practice in broader areas that reflect the diversity of consumers' needs and cultural backgrounds. This is a change that has been recommended by the Association of State and Provincial Psychology Boards (ASPPB) as reported in their "*ASPPB Guidelines for Continuing Professional Development.*"

In maintaining consistency in the Board's policies and procedures to ensure that broader areas are reflected in program delivery across the state to the diversity of consumers' needs and cultural backgrounds. The Board is also seeking to establish criteria whereby providers of CE will be recognized by the Board in order to offer a broader array of diverse programs that are reflective and consistent with California's consumers of mental health services. The Board will have criteria that determine if an organization or association is qualified to administer CE to licensees.

Additionally, the Board is seeking to adopt regulations to comply with the requirements of AB 1588 (Atkins, Chapter 742, Statutes of 2012), which mandates that active duty military personnel be exempt from CE requirements while serving on active duty.

Specific Purpose of each Adoption, Amendment or Repeal:

Amend Section 1397.60 - Definitions

The California Board of Psychology (Board) seeks to recast and revise the current Continuing Education (CE) model and replace this model with a new Continuing Professional Development (CPD) model. This change would ensure the responsiveness and professional development of licensed psychologists. Title 16 of the California Code of Regulations (CCR), Section 1397.60 will be replaced in its entirety and replaced with the proposed language.

Problem: The current definitions provided are being replaced as the Board transitions to the CPD model. The new terms correspond with desired Board practice and with guidelines provided by the Association of State and Provincial Psychology Boards (ASPPB).

Anticipated Benefit: The new definitions provided correspond to the terms used in 16 CCR Section 1397.61 and the CE/CPD Matrix. These new definitions clearly outline the expectations of the new CPD model of ensuring professional aptitude and will help licensees and others understand what will be expected in maintaining responsiveness.

Factual Basis/Rationale: The expansion of the ways in which a licensed psychologist may obtain the necessary 36 hours of CPD is explained below. Currently, licensees may accrue 36 hours through traditional CE courses. The new CPD model has four (4) ways a licensee may complete the CPD requirements for renewal of his or her license; (1) Professional (Peer Consultation, Practice Outcome Monitoring (POM), Professional Activities, Conferences/Conventions, Examination Functions); (2) Academic (Academic Courses, Academic Instruction, Supervision, Publications); (3) Sponsored Continuing Education Coursework (including Independent/Online Learning); and (4) Board Certification. The newly included CPD activities are designed to make use of what the research says contributes to increased learning and maintenance of professional aptitude. Activities will include a variety of modes in which learning can occur, will continue over extended periods of time, and should decrease professional isolation.

1397.60 (a): “Academic Course” is the taking, for credit, of a graduate level course in psychology or on a psychology-related topic. The coursework must be offered by an institution that meets criteria in Business and Professions Code (BPC) section 2914. The benefits of this are that graduate level study on such a topic will benefit the professional development of the licensee. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (b): “Academic Instruction” refers to teaching a semester long graduate-level psychology course at an institution that meets criteria in BPC section 2914, or teaching a CE course that relates to the practice of psychology. The hours credited for these activities are different and explained in the Matrix contained in 16 CCR 1397.61 (e). A licensee who constructs and teaches such a course is maintaining professional competence and could use this experience to earn hours towards the CPD requirement for renewal. Instructors could use the course once per renewal cycle, as graduate level courses require significant updating to keep abreast of the latest research. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (c): “Attendance at a California Board of Psychology Meeting (Full Board or Committee).” This is a definition that is not present in the *ASPPB Guidelines*. The Board determined that attending a Board meeting would involve interaction with other professionals and participation in discussions of ethical, legal, and professional development.

1397.60 (d): “Board Certification” is earning a certificate from the American Board of Professional Psychology (ABPP). ABPP certification requires psychologists to demonstrate to the satisfaction of experienced peers, through a structured and well-formulated process, that they are competent in intervention, assessment, and consultation in their area of practice. Additionally, psychologists are examined on ethical and legal issues, scientific bases for their services, supervision/teaching/management,

interpersonal interactions, individual and cultural diversity, and professional identification. This level of examination and scrutiny is considered the “gold standard” in psychology and serves as the best indicator the profession currently has of assuring that licensed psychologists are maintaining their professional competence. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (e): “Conference/Convention” refers to attendance at professional gatherings where multiple concurrent and sequential presentations occur and the licensee interacts with colleagues. The goal is to encourage participation and limit professional isolation and this attendance is different from credits that may be earned for attending specific CE sessions at a conference or convention. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (f): “Examination Functions” is serving in the examination development function of the Board. The Board helps the Department of Consumer Affairs’ Office of Professional Examination Services (OPES) determine which topics and knowledge to include in the California specific examinations required for licensure. Licensees volunteer to help create the examinations. They are designated subject matter experts and the involvement in the examination creation process limits professional isolation and enhances professional development. Participation in this process will now count towards CPD. This is a definition that is not present in the *ASPPB Guidelines*.

1397.60 (g): “Peer Consultation” is structured and organized interaction with colleagues in research groups, journal clubs, and/or case consultations. This is designed to broaden professional knowledge and may include work with other professionals (e.g., other psychologists, psychiatrists). This definition serves the goal of broadening the ways CPD credits may be earned, reduces professional isolation and occurs over extended time periods. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (h): “Practice Outcome Monitoring (POM)” is the application of various research tools and models in assessing the efficacy of licensees’ practices and approaches. POM can help assess whether or not a licensee’s own practice is effective and whether that effectiveness can be enhanced. POM aids the licensee in his or her practice and is therefore consistent with the goals of the Board’s CPD program. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (i): “Professional Activities” refers to ongoing participation in professional associations and organizations by serving on committees or the governance structure of such organizations. This helps to ensure that the public service work of the profession is supported and helps to reduce professional isolation. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (j): “Provider” refers to the entity delivering the course that is accepted for credit according to 16 CCR Section 1397.61(f)(1). This language is the same in the current regulations.

1397.60 (k): “Publications” refers to authoring book chapters, editing or co-editing a book, authoring peer-reviewed articles, or editing or co-editing a peer-reviewed journal. This activity would benefit both the psychologist who does the writing and the intended audience. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (l): “Sponsored Continuing Education Coursework” means an activity of structured learning conducted in person, online, or self-directed. This refers to the traditional CE courses that have previously been the only kind of activity approved for credit, but now will contribute to professional knowledge. These traditional CE courses will not be the sole source of credit allowed with the new educational model. CE courses are still useful in the development and maintenance of professional competence; however, the expansion of other means of completing the educational requirements will benefit the licensee and the consumers of psychological services in California by encouraging professional interaction, reducing professional isolation, and utilizing a variety of means of professional development. This definition is adapted from the *ASPPB Guidelines for CPD*.

1397.60 (m): “Supervision” means overseeing the Supervised Professional Experience of a pre-licensed trainee. Supervision is a competence that requires the licensee be trained to supervise, and offers teaching and practice oversight to pre-licensed trainees. A supervisor is required to be abreast of developments and research in the areas of applied psychology that he or she is supervising. Those aspects of supervision benefit both the licensee and the trainee, and ultimately benefit the consumer. This is a definition that is not present in the *ASPPB Guidelines*.

Amend Section 1397.61 – Continuing Education Requirements

Title 16 of the California Code of Regulations (CCR), Section 1397.61 will be replaced as the Board transitions to the CPD model with the proposed language.

Problems: There are two issues the proposed language will address. First, the change from the traditional CE to the CPD model requires different language and a matrix that clearly outlines to licensees the ways that they may meet the requirements of the 36-hour CPD format. Second, the Board currently has a list of approved sponsors of CE, but has not provided standards or criteria for approving sponsors whereby that list of sponsors is justified, or so that other organizations might become approved sponsors of CE.

Anticipated Benefits: The matrix clearly details how the required educational hours can be accrued will help licensees and others understand how the requirements can be satisfied. The problem of not having established criteria for approving sponsors of CE is solved in the proposed regulation by listing criteria that entities must meet in order to be recognized as approved sponsors for CPD programs.

Factual Basis/Rationale:

1397.61(a): This section contains the requirement that a psychologist, when applying for the renewal of his or her license, must certify that the CE/CPD requirement has been completed. If the psychologist makes false claims on the form, or if he or she is unable to provide proof of the hours accrued, he or she may be subject to citation or administrative action under BPC section 2960. The section also contains a provision that licensees who are making their first renewal must only complete the required hours for the months their license was in effect. This is necessary because of the way initial licenses and renewal dates are calculated based on the date of issue and the date of birth of the applicant. An initial license may be issued for less than two (2) years and, therefore the requirement of 36 hours could be burdensome to complete. In these cases the amount of CE/CEPD required for renewal will be calculated at 1.5 hours per month that the license was issued.

1397.61(b): This section is the provision that requires licensed psychologists to have completed a minimum of four (4) hours of training on the subject of laws and ethics each renewal period. The current regulations simply state that the licensee certify that he or she has kept abreast of changes in ethics. This is confusing for the licensee, and the new concrete, clear requirement gives an understandable and justifiable standard. The expectation that psychologists complete training in laws and ethics not only benefits them as they can more easily practice in a legal and ethical matter, but also benefits California consumers as they can be better assured the practitioners of psychology are practicing legally and ethically. The Board determined that this be a requirement for these reasons.

The "CE Verification Log rev. 09/2014" is the new form that will be incorporated by reference in this section. This is the form that licensees will fill out to demonstrate to the Board that they have completed the necessary 36 hours for renewal. Only those licensees who have been selected for an audit will be required to submit the log along with the certificates and evidence that the CE/CPD has been completed.

1397.61(c): This section is the provision that requires licensed psychologists to have completed a minimum of four (4) hours of training on the subject of cultural diversity and social justice issues (age, race, culture, ethnicity nationality, immigration status, gender, sexual orientation, socioeconomic status, religion/spirituality, and/or physical disability).

The current regulations do not have this requirement. The Board has determined that psychologists should complete training in cultural diversity and/or social justice issues for each license renewal cycle. California is a large and diverse state with many underserved and unserved communities whose needs for psychological services are traditionally unmet and delivered in ways that may not reflect the cultural values of these consumers. These individuals' and communities' access to psychological services is a priority for the Board, and requiring that all psychologists complete four (4) hours in this area will expose more professionals to this important topic.

The "CE Verification Log rev. 09/2014" is the new form that will be incorporated by reference in this section. This is the form that licensees will fill out to demonstrate to the Board that they have completed the necessary 36 hours of CPD for renewal. Only those licensees who have been selected for an audit will be required to submit the log along with the certificates and evidence that the CE/CPD has been completed.

1397.61(d): This section requires that acceptable CE/CPD courses must be in a subject pertinent to the practice of psychology. The purpose of the CE/CPD program and model is to deepen and expand the competence and subject mastery of the licensee in the field of psychology. Courses taken or conferences attended in unrelated areas do not further this goal and will not be counted towards the 36 hours renewal requirement.

1397.61(e): This section outlines the various means through which a licensee may validly accrue the 36 hours of required CE/CPD. The model the Board proposes requires that a licensee complete CE/CPD from at least two (2) of the four (4) CPD areas: (1) Professional (Peer Consultation, Practice Outcome Monitoring (POM), Professional Activities, Conferences/Conventions, Examination Functions); (2) Academic (Academic Courses, Academic Instruction, Supervision, Publications); (3) Sponsored Continuing Education Coursework (including Independent/Online Learning); and (4) ABPP Board Certification. Board Certification is the only component that may account for 100% of the CE/CPD requirement in the biennial renewal cycle that it is attained. The reason for this is that ABPP certification requires psychologists to demonstrate to the satisfaction of experienced peers, through a structured and well-formulated process, that they are competent in intervention, assessment, and consultation in their area of practice. Additionally, psychologists are examined on ethical and legal issues, scientific bases for their services, supervision/teaching/management, interpersonal interactions, individual and cultural diversity, and professional identification. This level of examination and scrutiny is considered the "gold standard" in psychology and serves as the best indicator the profession currently has of assuring that licensed psychologists are maintaining their professional competence.

The matrix model and credit distribution are adapted from the *ASPPB Guidelines*; however, a few changes have been made because of the priorities of the California

Board, and also because ASPPB assumed a 40 hour CE/CPD requirement, whereas California has a 36 hour requirement.

1397.61(f)(1): This section clarifies what courses may be taken by licensees and will count towards the required CE/CPD hours. The Board is not seeking to approve individual courses, but rather to approve the organizations or entities that will approve or provide CE/CPD courses and activities. This replaces and expands the current regulations where the Board lists organizations that are approved. The Board believes this to be too limiting and needlessly excludes organizations that provide valid and worthy CE/CPD. Entities that are currently, or have historically been approved will automatically be approved via the new regulations, but there is now an opportunity for other entities that provide or approve CE/CPD to qualify under this regulation. Entities that are currently approved are; the American Psychological Association (APA), the California Psychological Association (CPA), and the California Medical Association/ Accreditation Council for Continuing Medical Education (CMA/ SCCME). Previously approved entities are the Association of Black Psychologists (ABPsi) and the American Board of Professional Psychology. It is the belief of the Board that this will better serve licensees and the consumers of psychological services because CE/CPD will be more varied and provided by more diverse organizations. The section includes the criteria that an organization must meet in order for it to be recognized as an approved sponsor of CE/CPD.

1397.61(f)(2): This section provides program criteria that approving agencies must ensure of their approved providers. This section lists the terms that approved providers of CE/CPD need to fulfill if they are to be approved by the agencies that the Board recognizes. These criteria include that the CE/CPD provided be relevant to the field of psychology; are up-to-date and include current theory, research, science or ethics and cultural diversity; and that they are related to well-established psychological principals that are recognized within the community where the services are being delivered. The programs must be regularly evaluated and updated. This section will allow the public, approving agencies, and the providers of CE/CPD to know what must be addressed in order to function as a Board approved agency.

1397.61(f)(3): This section allows a Board approved provider to advertise itself as such. This will aid licensees and the public in knowing who is a Board approved provider and what CE/CPD may count toward licensure renewal.

1397.61(f)(4): This section enables the Board to revoke its approval for good cause. This will provide the Board with the ability to deny and/or rescind approved status from providers that do not fulfill their obligations under sections 1397.61(f)(1) and 1397.61(f)(2).

1397.61(g): This section requires the licensee to document the CE/CPD he or she has taken on the form “CE Verification Log rev. 09/2014”. This is the new form that will be incorporated by reference in this section. This is the form that licensees will fill out to demonstrate to the Board that they have completed the necessary 36 hours of CE/CPD for license renewal. Only those licensees who have been selected for an audit (either randomly or because of a complaint) will be required to submit the log along with the certificates and evidence that the CE/CPD has been completed. The information that must be included with the form is detailed and explained in this section. The Board will determine whether the information provided indicates that an applicant has successfully fulfilled the CE/CPD renewal requirement. A licensee must maintain CE/CPD records for four (4) years. This corresponds to two (2) renewal periods. This will allow for ease of audit and help ensure proof of the licensees’ adequate completion of the CE component required for license renewal.

1397.61(h): The section requires that CE/CPD coursework may not be claimed more than once in a renewal period for credit. This is to ensure that licensees are completing the required activities with a variety of activities and coursework.

1397.61(i): This section provides that an applicant for renewal who fails to provide satisfactory documentation will be ineligible for a renewed license. This section makes the CE/CPD requirement mandatory and allows the Board to withhold a license renewal to licensees who have failed to meet the requirement.

1397.61(j): This section allows licensees whose renewal cycle overlaps with the new CE/CPD regulations becoming effective to complete the requirement using the existing regulations, the new regulations. The goal of the CE/CPD requirement is to help licensees maintain their professional competence, and this allowance will aid them to complete requirements without placing an undue or confusing burden on them.

Amend Section 1397.62 – Continuing Education Exemptions and Exceptions

Title 16 of the California Code of Regulations (CCR), Section 1397.62 will be replaced in its entirety and replaced with the proposed language.

Problem: The Board recognizes that under certain conditions a licensee may legitimately be unable to complete the necessary 36 hours of CE/CPD for renewal. This section outlines the ways an applicant for renewal may be granted an exemption. A provision in the new regulations addresses the requirement created by the passage of AB 1588. This bill added BPC section 114.3 and required DCA Boards to not require renewal fees or CE requirements from licensees who are engaged in active military service. Existing regulations allow for a licensee to take courses from unapproved providers as long as the courses can be justified as being relevant to the licensee’s specialized area of practice. This will change in the new regulations since more varied

options for completing CE/CPD and the anticipated increase and variety in approved providers should allow all licensees an “approved” avenue to complete the 36 hours of required CE/CPD.

Anticipated Benefit: The Board’s regulations will be in compliance with AB 1588 and BPC section 114.3.

Factual Basis/Rationale:

1397.62(a): This section brings the Board’s CE/CPD regulations in compliance with the requirements of AB 1588 and BPC section 114.3. The section allows for licensees who are on active military service to be exempt from completing the 36 hour CE/CPD requirement. The first renewal after discharge (and 60 days after that) shall have a prorated CE requirement of 1.5 hours per month for the remainder of the renewal period. Priority is then given to the Law and Ethics and Cultural Diversity and Social Justice requirements. California is a large and diverse state with many underserved and unserved communities who are traditionally unmet by the psychological profession. These individuals’ and communities’ access to psychological services is a priority for the Board. The expectation that psychologists complete training in laws and ethics not only benefits licensees since they can be assured that they are up-to-date with regard to legal and ethical issues; but this also benefits California consumers, as they can be better assured that the psychology licensees are practicing legally and ethically.

1397.62(b): The section also provides for an exemption if a licensee is incapable of completing the CE/CPD requirements for a good reason.

1397.62(b)(1): This section’s language is the same as the existing provisions for being granted an exemption, for reasons of physical or mental disability of the licensee, for at least one year.

1397.62(b)(2): This section’s language is the same as the existing provisions for being granted an exemption, for reasons of physical or mental disability of a licensee’s immediate family member, for at least one year. The required proof of the disability must be from a licensed physician, psychologist, or psychiatrist.

1397.62(c): The section makes clear that if an applicant’s request for an exemption is denied, he or she has 120 days from when the notification is issued to complete the necessary CE/CPD requirements. This will grant ample time for the activities to be completed and the renewal processed.

Amend Section 1397.67 – Renewal After Inactive or Expired Status

Title 16 of the California Code of Regulations (CCR), Section 1397.67 will be replaced in its entirety and replaced with the proposed language.

Problem: The current language refers to inactive licenses as “delinquent.” The Board has determined that “expired” is a better description of the status of these licensees’ positions.

Anticipated Benefit: The new language in this section reflects more accurately the relationship of the licensees to the Board and the status of the license; and the description of the license as “expired” rather than “delinquent” is a better reflection of the language in BPC section 2984 which references “expired licenses” and “delinquency fees.”

Factual Basis/Rationale:

1397.67(a): The language in this section will remain the same.

1397.67(b): The change is that “delinquent” will be replaced with “expired.” The Board has determined that this is a more accurate reflection of the language in BPC section 2984.

1397.67(c): The change is that “delinquent” will be replaced with “expired.” The Board has determined that this is a more accurate reflection of the language in BPC section 2984.

Underlying Data

1. *ASPPB Guidelines for Continuing Professional Development, Revised August 2014*

Business Impact

This regulation will not have a significant adverse economic impact on businesses. This initial determination is based on the following facts or evidence:

The Board has made an initial determination that the proposed regulatory action would have no significant statewide adverse economic impact directly affecting business, including the ability of California businesses to compete with businesses in other states. However, there may be a slight impact to businesses, if any, that exclusively offer CE courses to licensees of the Board.

The following studies/relevant data were relied upon in making the above determination:

The change from the CE model to the CPD model may negatively impact businesses in California, because the expansion of CPD opportunities will result in licensed psychologists having to perform 18 of the 36 hours in avenues other than traditional CE.

Businesses that exist solely to provide CE to licensed psychologists could see reduced demand for their service.

The Board has determined that representative private person or business in reasonable compliance with the proposed action would incur a minor cost impact for the following reasons:

The change from the CE model to the CPD model will have a minor/negligible financial impact on the individual licensees as the 36 hour CPD requirement will remain the same. There will now be more ways in which the hours can be accrued, so the costs for the licensee should be largely consistent with the current costs.

Licensed psychologists already engage in activities that will be included in the new regulations. Peer review, conference attendance, Board Meeting attendance, and teaching are activities that are actively encouraged by professional associations, and the employers of psychologists. These activities will now count towards the 36 hour continuing education renewal requirement.

A licensed psychologist who is not currently engaging in any of the above activities could incur an increase in conference fees, travel and accommodation costs, and enrollment fees; however, the Board is of the opinion that such actions are necessary to reduce professional isolation and increase the competence of the licensing population. Also, the reduction in traditional CE costs to the licensee would help defray any additional cost in meeting the new requirements.

This proposed regulation will impact licensees by changing from the current CE model to the CPD model. Psychologists, hospitals, clinics, professional associations, and companies that provide travel to licensees will be impacted by these regulations.

Economic Impact Assessment

This regulatory proposal will have the following effects:

- It will not create or eliminate jobs within the State of California. The Board has determined that this regulatory proposal will not have a significant impact on the creation of jobs or the elimination of jobs in the State of California. This is because the new CE/CPD requirements in the proposed regulations will only require licensees of the Board to utilize existing opportunities in the fulfillment of obtaining the necessary 36 hour CE/CPD.
- It will not create new business or eliminate existing businesses within the State of California. The Board has determined that this regulatory proposal will not have a significant impact on the creation or new businesses or the elimination of

existing businesses or the expansion of businesses in the State of California. This is because the new CE/CPD requirements in the proposed regulations will only require licensees of the Board to utilize existing opportunities in the fulfillment of obtaining the necessary 36 hour CE/CPD.

- It will potentially affect the expansion of businesses currently doing business within the State of California because any institutions, organizations, or entities that exist to solely provide traditional CE courses to licensees of the Board will no longer be able to satisfy all the CE requirements of the Board. .
- This regulatory proposal benefits the health and welfare of California residents by ensuring mental health practitioners are maintaining both subject matter competence and legal and ethical requirements.
- This regulatory proposal benefits worker safety by ensuring mental health practitioners are maintaining both subject matter competence and legal and ethical requirements.
- This regulatory proposal does not affect the state's environment because the proposed language relates to educational requirements of licensees, licensing exemptions, and provider approval. The Board foresees no environmental impact from these changes.

Specific Technologies or Equipment

This regulation does not mandate the use of specific technologies or equipment.

Consideration of Alternatives

No reasonable alternative to the regulation would be either more effective in carrying out the purpose for which the action is proposed or would be as effective and less burdensome to affected private persons than the proposed regulation. Set forth below are the alternatives which were considered:

1. Not adopt the regulations. This alternative was rejected because this regulatory proposal will provide the Board with additional tools to ensure licensees are maintaining professional competence after licensure.
2. Adopt the regulations. The Board has determined that this alternative is the most feasible because it will assist the Board in its CE/CPD mandate licensing of quality professionals.

