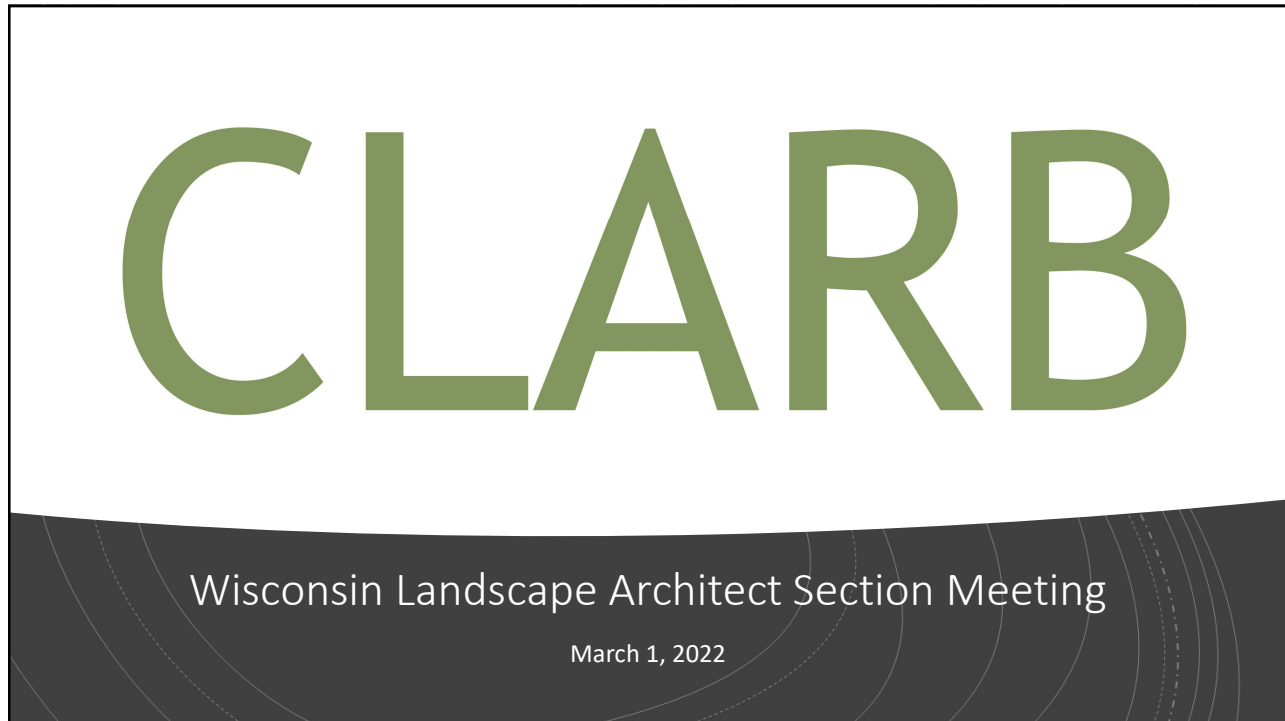


I. APPEARANCE: Zach Druga, Manger, State
Government Affairs and Advocacy, The Council of
Landscape Architectural Registration Boards (CLARB)
2022 Proposed Uniform Licensure Standards Revisions

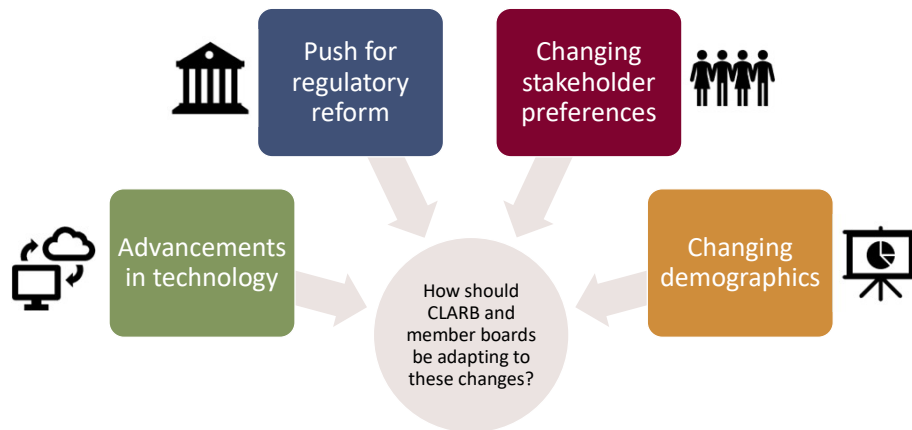


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2

Why Rethink Regulation?



3

How Do We Address the Friction?

Policy changes that facilitate uniform standards for licensure.

Inconsistency
Varying licensure requirements

Redundancy
Duplication of documentation

Process changes that eliminate the duplication of documentation candidates and licensees must provide.

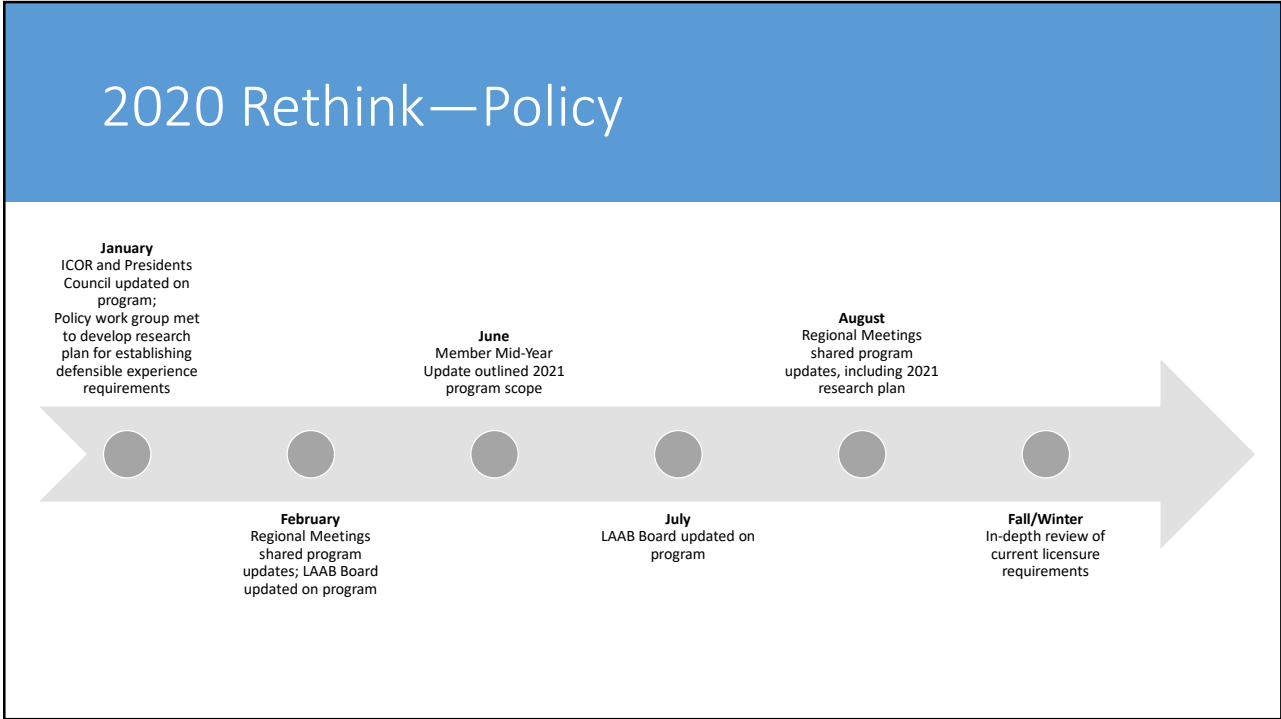
Procedural changes that reduce the time it takes to get licensed.

Speed
Time to licensure

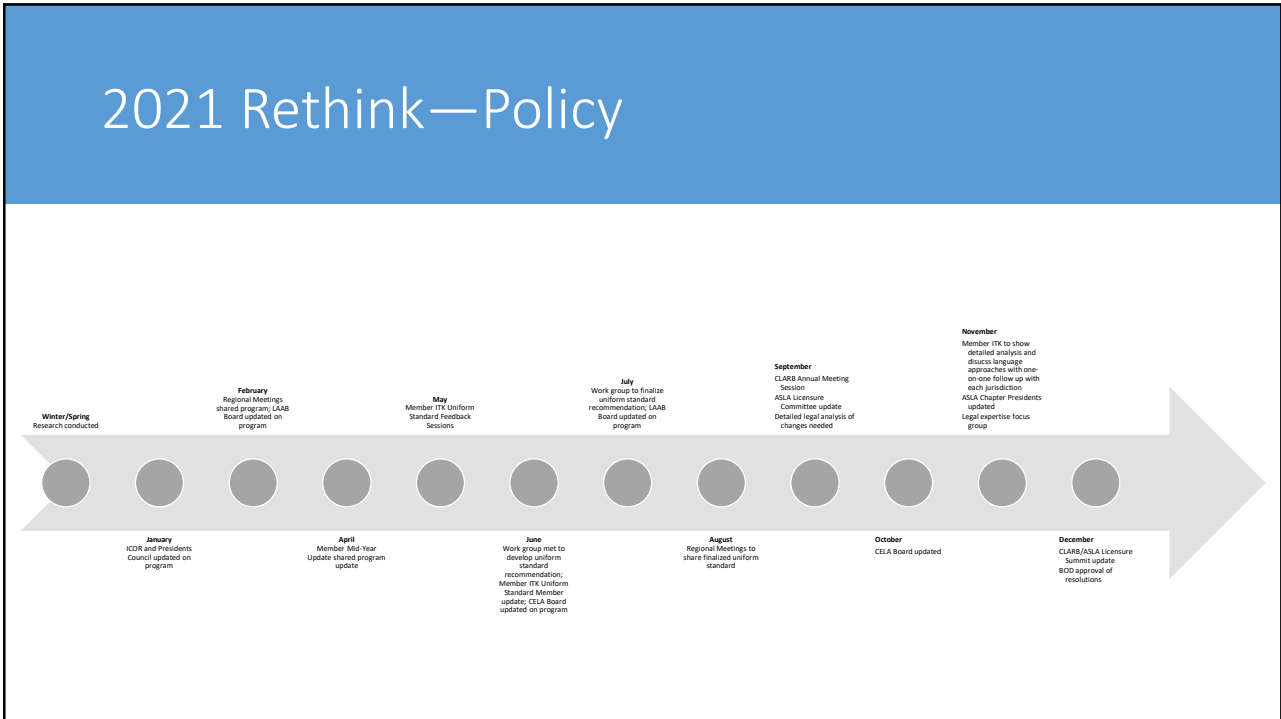
Service
Levels of customer support

Service enhancements that better assist candidates and licensees in navigating the path to licensure.

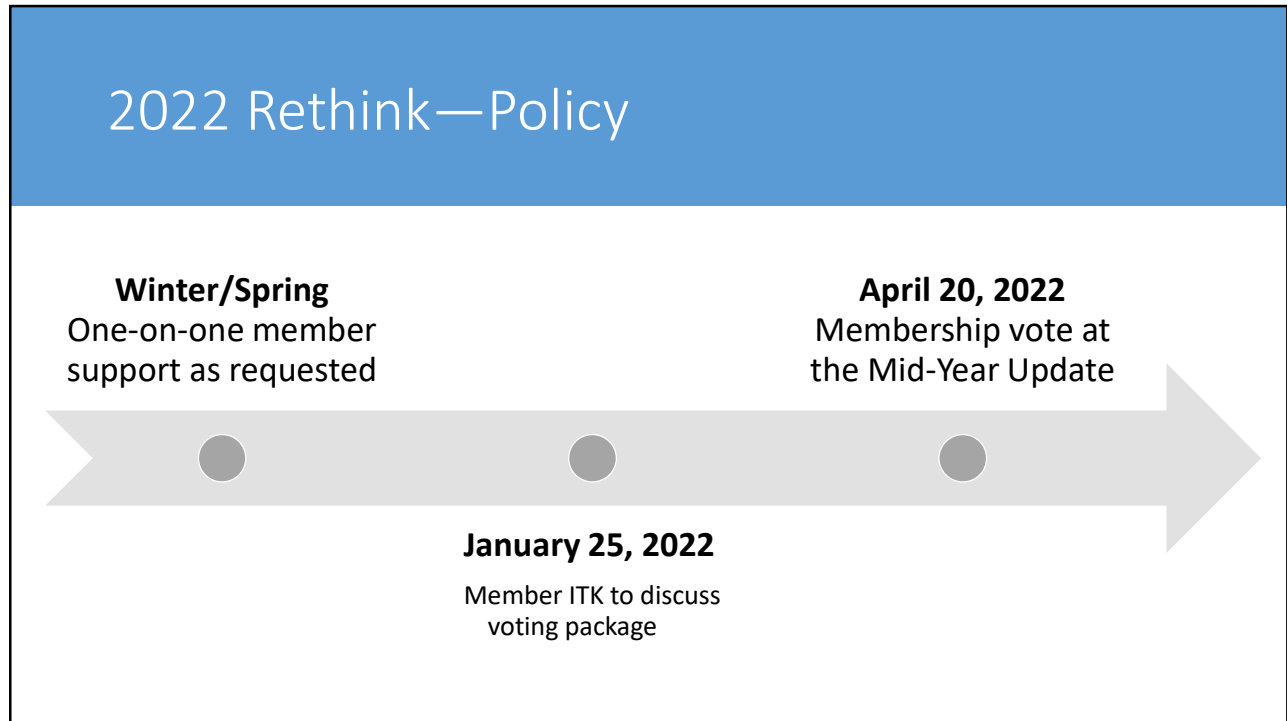
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6



7

Why a Uniform Standard?

- Achieve consistent licensure requirements across jurisdictions
- Improve the landscape architecture mobility model
- Provide for increased equity to promote diversity
- Increase defensibility of licensure requirements

8

Elements of a Uniform Standard



Inclusive Education
Pathways



Justifiable Experience
Requirements



Defensible Licensure
Examination

9

There is a **strong** case for alternative paths to licensure

- Nearly 80% of members specify an alternative path to licensure
- All but 2 boards have discretion to consider alternative paths
- The profession supports it (ASLA recommendation)
- 7% of Council Record holders achieved licensure through alternative paths
- Alternative paths exist for related design disciplines (architecture and engineering)
- Alternative paths create more opportunity for underrepresented groups to enter the profession



10

Data and Information Inputs

- 
 Recommendations from ASLA on alternative educational paths / Inputs from CELA
- 
 Requirements for related design disciplines (architecture and engineering)
- 
 Correlations related to current member requirements
- 
 Correlations related to years of experience (and education type) and demonstration of competency
- 
 Input from the profession on when they felt competent to practice independently

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Uniform Standard Requirements

PATHWAY	EDUCATION	EXPERIENCE	EXAM
Preferred	LAAB/LAAC-accredited LA degree	2 Years	Pass the LARE
Alternative	Education through practical experience only*	8 years	Pass the LARE
Reciprocity	In lieu of education, experience, and examination requirements, applicant is licensed and in good standing to practice landscape architecture under the laws of another jurisdiction.		

*In lieu of a degree in landscape architecture accredited by LAAB, LAAC, or their international equivalent, an applicant may earn credit toward the years of experience in regulated practice through one of the following alternative education options:

- A. Non-accredited degree or certificate in landscape architecture: credited with one year of experience for each year of schooling up to a maximum of four years of credited experience, ***OR***
- B. Any post-secondary degree or certificate: credited with six months of experience for each year of schooling up to a maximum of two years of credited experience.

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Education and Experience Evaluation Examples

COMPLETED EDUCATION	EVALUATION	EXPERIENCE NEEDED	TOTAL
LAAB/LAAC-accredited LA degree	6 years credit for accredited education in LA	2 Years	8 years
4-year non-accredited LA degree	4 years maximum credit for LA education	4 Years	8 years
2-year LA certificate	2 years maximum credit for LA education	6 Years	8 years
5-year Architecture or Engineering degree	2 years maximum credit for alternative education	6 Years	8 years
4-year Bachelor's degree in Art	2 years maximum credit for alternative education	6 Years	8 years
No completed post-secondary education	No education credit earned	8 Years	8 years

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Considerations

The Uniform Standard is based on data, which provides increased defensibility for landscape architectural licensure

Voting to approve the Uniform Standards does not commit your state to implementation

Proactive, positive change can be seen as a reform “win” by legislators

We can affect change, or have it done to us

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Resources for Boards

- **Resolutions** – Governance documents that establish the history and exactly what is being voted on.
- **CLARB Board Statements of Support** – Justification for the Board’s support of the resolutions.
- **Uniform Licensure Standard** – An executive summary and draft policy document
- **Model Law and Regulations**- A redlined version showing changes and color coding to demonstrate which changes are related to each resolution; and a clean version
- **FAQs** – A detailed list of questions and answers to provide information on the history, data used and rationale for the proposed changes.



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Venable Analysis Overview

Looked at 5 questions to determine alignment with Uniform Standard

Conservative evaluation of types of changes required

2 regulatory only, 2 statutory and regulatory, 1 no change

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Q. 1. For **traditional pathway** initial licensure applicants, does the state require the applicant to hold a degree in landscape architecture accredited by the LAAB, LAAC, or its international equivalent, as determined by the Board?

Regulatory changes required. Neither the Wisconsin statute nor regulations expressly accept degrees accredited by LAAC or an international equivalent. The regulations require applicants seeking an initial license through the traditional education to hold a bachelor's or master's degree accredited by LAAB or, if the degree is from an international educational institution, the applicant must provide an "official evaluation by a transcript evaluation service acceptable to the [board] which shows that the degree is equivalent to a LAAB-accredited degree. Wis. Admin. Code A-E§ 9.04. As a matter of practice, though, the board appears to accept LAAC-accredited degrees based on the Wisconsin exam application states that LAAC-accredited degrees are accepted. However, the board may amend its regulations to expressly accept degrees accredited by LAAC or an international equivalent because the statute requires an applicant seeking initial licensure through the traditional education option to hold a degree "from a curriculum approved by the [board,]" and the board has authority to education requirements. Wis. Stat. § 443.035.

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Q. 2. For **traditional pathway** initial licensure applicants, does the state require the applicant to have completed two years of experience beyond their schooling?

No changes required. Wisconsin requires applicants seeking initial licensure through the traditional education option to have "at least 2 years of practical experience in landscape architecture of a character satisfactory to the [board]." Wis. Stat. § 443.035.

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Q. 3. For **alternative education pathway** initial licensure applicants, does the state require the applicant to obtain a total of eight years of experience?

Statutory and regulatory changes required. In lieu of a LAAB-accredited degree, an applicant seeking initial licensure through an education alternative option must have at least seven years of landscape architecture experience and training, including (i) at least two years of courses at a LAAB-accredited institution, or other equivalent college-level coursework in landscape architecture or in an area related to landscape architecture at a regionally accredited institution; and (ii) four years of practical experience. Wis. Stat. § 443.035; Wis. Admin. Code A-E § 9.04. The board does not have authority to amend its regulations to align the alternative education option to CLARB's model framework because these requirements are statutory. Therefore, to effectuate this change would require amending the statute and regulations.

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Q. 4. For **alternative education pathway** initial licensure applicants, does the state permit the applicant to obtain credit for holding a degree from a non-accredited landscape architecture program or for other post-secondary education?

Statutory and regulatory changes required. Wisconsin requires an applicant seeking initial licensure through an education alternative option to have at least two years of courses in landscape architecture, which may be completed at any regionally accredited institution approved by the state board of education in the state in which the institution is located. Wis. Stat. § 443.035; Wis. Admin. Code A-E § 9.04. Wisconsin's education equivalency structure does not align with CLARB's model framework. The board does not have authority to amend its regulations because the alternative education option is statutory. Therefore, to effectuate this change would require amending the statute and regulations.

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Q. 5. For reciprocal licensure applicants, does the state allow proof of existing licensure in good standing (only) in lieu of the education, experience, and examination requirements?

Regulatory changes required. In lieu of providing evidence of satisfying the education, experience, and examination requirements, the Wisconsin registration application allows reciprocal licensure applicants to apply using a CLARB record or by examination. The Wisconsin regulations require reciprocal licensure applicants to provide “official transcripts of graduate and undergraduate training, properly attested to by the degree granting institution and submitted by the institution directly to the [board;] a chronological history of the applicant’s employment or other qualifying experience;” and five references, in addition to verification of the applicant’s licensure in the jurisdiction of original licensure. Wis. Admin. Code A-E § 9.06. However, based on the application, it does not appear the board enforces the transcript requirements. The board may amend its regulations to allow proof of existing licensure in lieu of education, experience, and examination requirements because the board “may . . . grant a certificate of registration . . . as a landscape architect . . . to any person who holds an unrevoked card or certificate of national reciprocal registration, issued by any state, territory, or possession of the United States or by any country, which is conformity with the regulations of . . . [CLARB], and who *complies with the regulations of the [board], except as to qualifications and registration fee.*” Wis. Stat. § 443.10(b) (emphasis added).

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Questions

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CLARB

Uniform Licensure Standard for Landscape Architecture

FAQs for Members

What is CLARB's uniform standard?

CLARB's uniform standard, developed through its Rethink Regulation program, is a set of recommended uniform standards for licensure that landscape architectural licensure boards can adopt and implement to create common, consistent licensure requirements across jurisdictions. By utilizing this uniform standard, which incorporates requirements for education, experience and examination, licensure boards can reduce confusion and barriers to entry for candidates while creating consistency and defensibility, and encouraging mobility.

The Uniform Licensure Standard for Landscape Architecture Summary:

Education	Experience	Exam
LAAB/LAAC-accredited LA degree	2 Years	Pass the LARE
Education through practical experience only*	8 years	Pass the LARE

The Uniform Licensure Standard for Landscape Architecture Details:

Section 1: Qualifications for Licensure. To obtain a license to practice landscape architecture, an applicant must:

- A. **Education:** Either (i) hold a degree in landscape architecture accredited by the Landscape Architectural Accreditation Board (LAAB), Canadian Society of Landscape Architects Accreditation Council (LAAC), or their international equivalent; or (ii) satisfy the alternative education requirements set forth in Section (2); ***and***
- B. **Experience:** Have completed two (2) years of experience in the regulated practice of landscape architecture under the direct supervision of a licensed landscape architect or a licensed professional in a related field; ***and***
- C. **Examination:** Pass the licensure examination developed and administered by CLARB; ***or***
- D. **Reciprocity:** In lieu of providing evidence that the applicant has completed the education, experience, and examination requirements noted in provisions (A) through (C) of this Section (1), provide evidence acceptable to the Board that the applicant is licensed and in good standing to practice landscape architecture under the laws of another jurisdiction.

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Section 2: Alternative Education. In lieu of a degree in landscape architecture accredited by LAAB, LAAC, or their international equivalent, an applicant must obtain six (6) additional years of experience in the regulated practice of landscape architecture under the direct supervision of a licensed landscape architect or a licensed professional in a related field or, if eligible, an applicant may earn credit toward the remaining years of experience in regulated practice through one of the following options:

- A. If an applicant holds a non-accredited degree or certificate in landscape architecture, then the applicant may be credited with one (1) year of experience for each year of schooling completed up to a maximum of four (4) years of credited experience, **OR**
- B. If an applicant holds any degree or certificate, then the applicant may be credited with six (6) months of experience for each one (1) year of schooling completed up to a maximum of two (2) years of credited experience.

Section 3: Experience in the Regulated Practice of Landscape Architecture.

- A. To be considered “experience in the regulated practice of landscape architecture,” an applicant must gain experience in the following practice domains as determined by the Landscape Architecture Job Task Analysis¹ to ensure competency necessary to protect the public and the environment:²
 - 1. Project and Construction Management: includes pre-project management, project management, bidding, construction, and maintenance;
 - 2. Inventory and Analysis: includes site inventory, physical analysis, and contextual analysis;
 - 3. Design: includes stakeholder process, master planning, and site design;
 - 4. Grading, Drainage, and Construction Documentation: includes site preparation plans, general plans and details, specialty plans, and specifications.
- B. All applicant’s experience in the regulated practice of landscape architecture should be performed under the supervision of a licensed landscape architect or a licensed professional in a related field.

¹ The Job Tasks Analysis is conducted every 5-7 years.

² Notwithstanding the standards set forth here, each jurisdiction within the CLARB membership will determine how it will evaluate experience based on its unique circumstances and requirements.

CLARB

Background/Development Questions:

Why is CLARB developing a uniform standard?

CLARB's Uniform Standard promotes and supports **defensible**, **consistent**, and **equitable** requirements for landscape architectural licensure.

Defensible requirements are **based on data, not from legislators** aligning the profession to others.

- Using data researched by the profession for the profession, CLARB members can confidently “own” the requirements and defend them when needed.
- Defensible inputs came from CLARB member information, CLARB Council Record holders and CELA member surveys, ASLA's Licensure Committee's recommendations, and comparisons to related design professions.
- The data, that the uniform standard is based on, includes jurisdictional education requirements, experience requirements, complaint and discipline data, and competency research.

With 80% of CLARB's member boards already having a clear alternative education path or the ability of the board to consider a combination of experience and education toward licensure requirements, it is expected the majority of members will not have difficulty with this transition.

Consistent requirements ensure there will be **no difference** in licensure requirements for initial or reciprocal applicants **across jurisdictions**.

- Eliminates confusion and discrepancy for candidates selecting which jurisdiction to become initially licensed in and being restricted in where they can get licensed.
- Removes “license shopping” option, allowing candidates to apply for licensure where they actually want to work or where they live.
- Reduces barriers to entry and creates a more mobile profession.

Equitable requirements across jurisdictions that provide boards with a **shared sense of responsibility and ownership over requirements**.

- Uniform standards, both initial and reciprocal, allow CLARB members to control how the future of this profession's regulation is designed.
- CLARB members directly interpret and implement the requirements in their jurisdictions. Why let legislators and lawmakers unfamiliar with the profession determine the standards for licensure?
- The uniform standard provides equitable pathways to licensure (and access to the profession)
- These are *your* uniform standards. Boards are encouraged to determine if the changes necessary to implement the standard are statutory or regulatory. CLARB's team is a resource to walk through your implementation of your uniform standards with you.

With major external factors driving change, if we do not work together to design the future of regulation- change will happen **to us**.

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How was CLARB's uniform standard developed?

Since 2017, CLARB has been working to rethink regulation by working with the membership and stakeholders to evaluate our licensing systems and processes and identify what may need to be done differently to best achieve our goal of public protection while eliminating unnecessary friction from the licensure process. A uniform standard was identified as the best approach for eliminating the confusion and lack of consistency and defensibility among licensure requirements.

The 2019 policy work group established the fundamental elements (validated by stakeholder research) that a defensible uniform standard should include:

- Inclusive Education Pathways
- Justifiable Experience Requirements
- Accessible Licensure Examination

Additionally, guiding principles were established to focus our work on tangible outcomes that build the case for the uniform standard.

- Achieve consistent licensure requirements across jurisdictions
- Improve the landscape architecture mobility model
- Provide for increased equity to promote diversity
- Increase defensibility of licensure requirements
- Ensures the health, safety and welfare of the public and the environment

In 2020 and 2021, CLARB's uniform standard was developed through research into years of experience and education (and alternative educational paths) required across CLARB's member boards, along with member feedback, comparisons in requirements of related design disciplines, and recommendations and inputs from ASLA and CELA.

Research included:

- [Recommendations](#) from ASLA on alternative educational paths / Inputs from CELA
- Requirements for related design disciplines (architecture and engineering)
- Correlations related to current member requirements
- Correlations related to years of experience (and education type) and demonstration of competency
- Input from the profession on when they felt competent to practice independently
- Feedback from member boards on uniform standard scenarios, experience requirements and model approaches

[View more detailed information about the background of the Uniform Standard project and the research CLARB conducted.](#)

[View the timeline of CLARB's rethink regulation program and uniform standard development here.](#)

CLARB

Who has provided input in the development of the uniform standard?

CLARB sought input from members, stakeholders and others in the regulatory or landscape architecture community throughout this process since 2017. More recently, the work group members who developed the uniform standard recommendation include:

- Chuck Smith, CLARB President-Elect, former North Carolina member board member
- Jon Milstead, CLARB Director-at-Large, Mississippi member board member
- Paul Kissinger, Florida member board member
- Carisa McMullen, Kansas member board member
- Shannon Himes, Ohio member board executive
- Tara Culham, British Columbia member board executive
- Elizabeth Hebron, ASLA National
- EJ Bolduc, ASLA Licensure Committee
- Galen Newman, CELA President
- David Myers, CELA President-Elect
- Maurice Brown, NCARB Council Relations AVP for Advocacy and External Engagement
- Joel Levy, NCARB Customer Relations Specialist

What are members voting on in April 2022?

Members will be voting on three resolutions in April 2022:

1. [Adoption of the CLARB Uniform Licensure Standard](#)
2. [Revisions to the CLARB Model Law and Regulations to align with the Uniform Licensure Standard](#)
3. [Revisions to the CLARB Model Law and Regulations to promote diversity, equity, and inclusion \(DEI\) in licensure standards and to align with CLARB's DEI principles.](#)

How does my Board vote?

In order to vote on the resolution, your Board must credential a board or staff member to vote on behalf of your board. Return your [Letter of Credential](#) to [Andrea Elkin](#) by April 19, 2022. **Your credentialed member must attend the Mid-Year Update on April 20, 2022, at 3 p.m. ET.** Your credentialed member will vote on behalf of your jurisdiction following a roll call.

Why are we proposing changes to the Model Law and Model Regulations?

The CLARB Board of Directors is proposing revisions to the Model Law and Regulations to align the qualifications for licensure with the Uniform Licensure Standard for Landscape Architecture. By having the Uniform Standard reflected in the Model Law and Regulations, it will help members adopt and implement the new standard as well as continue to increase uniformity and improve mobility within the profession.

In addition, the proposed changes will also be a step forward in advancing CLARB's diversity, equity, and inclusion initiatives as the document was evaluated for language that can add bias into evaluating candidates for licensure. By removing the subjectivity of character from the licensing process, licensure boards can help the profession to be more inclusive and place the application evaluation focus on protecting the public's health, safety, and welfare.

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What exactly is changing in the Model Law and Model Regulations and how is it different than the current versions?

Model Law Changes

Section 302. Qualifications for Licensure was heavily revised to reflect the Uniform Standard. The changes in Model Law center around the education and experience requirements. The education requirement is now LAAB, LAAC, or international equivalent **or** satisfy the alternative education requirements as determined by the Board.

The experience requirement is completed 2 years of experience under the direct supervision of a licensed landscape architect or a licensed professional in a related field as determined by the Board.

The reciprocity requirement is amended to require evidence acceptable to the Board that the Applicant is licensed and in Good Standing to practice under the laws of another jurisdiction.

The language, "Possession of good moral character" has been removed. Removing good moral character language is an important step to remove bias and subjectivity from the licensing process.

Model Regulations Changes

Section 302.10 Qualifications for Licensure was also heavily revised to reflect the Uniform Standard. The previous Approved Education Programs has been stricken and replaced with the accredited degree path **or** an Applicant shall meet the "Alternative Education" standards for licensure set forth in the CLARB Uniform Licensure Standard.

Similarly, the previous Experience Supervision Requirements section has been stricken and replaced with updated experience guidelines. The requirements now reflect the criteria in the CLARB Uniform Licensure Standard for Landscape Architecture.

The Uniform Standard allows for alternative pathways to licensure, including through experience only. How can we explain that this is not "watering down" the requirements for licensure?

While the Uniform Standard may not align exactly with the requirements in your jurisdiction, in our research of requirements across the United States and Canada, we found that all but two jurisdictions allow for some sort of alternative pathway, either in regulation/statute or through enabling authority to consider other pathways. Specifically, 52% of CLARB's member boards allow for an experience-only pathway already. By adopting the Uniform Standard, CLARB member boards are taking a proactive approach to providing candidates with consistent, defensible licensure requirements that support mobility and diversity of the profession.

Implementation Questions:

How will the uniform standard impact my board and candidates?

The Uniform Standard promotes and supports defensible, consistent, and equitable requirements for landscape architectural licensure. Over time, we hope that the Uniform Standard will reduce confusion around getting licensed and the "licensure hopping" that candidates do, as well as increase defensibility or requirements to legislators, mobility for landscape architects and opportunities to increase diversity within the profession.

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In the short term, your jurisdiction will need to review your licensure requirements and possibly make changes to your statutes, regulations, or processes to align with the Uniform Standard. CLARB is here to help any jurisdictions that may need additional support to make these changes.

How will the uniform standard be implemented?

We realize that each jurisdiction has unique needs and may implement the Uniform Standard differently. CLARB's intent is that the requirements for landscape architecture licensure are consistent across jurisdictions. How each jurisdiction achieves this may be different.

To account for different ways of implementing the Uniform Standard, member boards will see three different approaches listed in the proposed [Model Regulations](#): Dynamic Incorporation, Static Incorporation by Reference, and Direct Incorporation. CLARB is here to help if you need additional support with figuring out the best approach for your jurisdiction.

When will my board be expected to implement the uniform standard if the Uniform Standard passes?

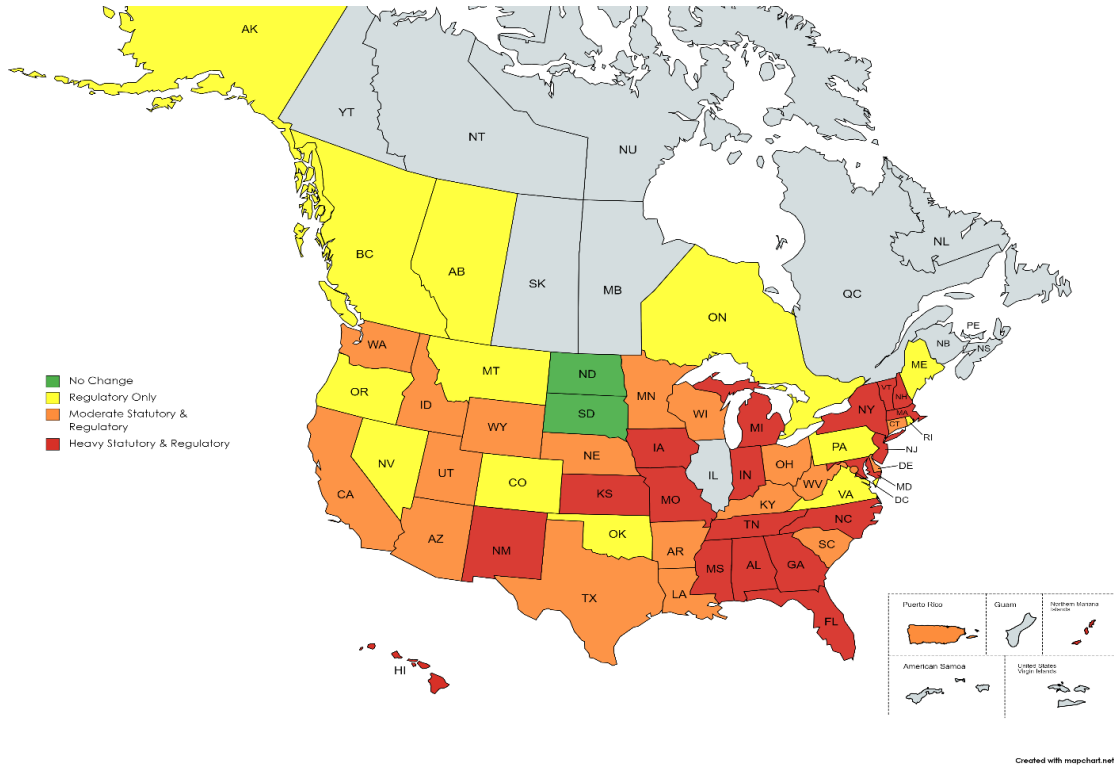
Approval of the Uniform Licensure Standard for Landscape Architecture creates a "best practice" or model standard for member boards to work toward. CLARB does not have a timeline requirement for boards to implement the Uniform Standard. CLARB will continue to work with boards and the necessary stakeholders to help implement the Uniform Standard in your jurisdiction at the time that is right for your board. We realize this is a marathon and not a sprint and will take time to get implementation in all our member boards.

Where do jurisdictions align with the Uniform Standard?

CLARB worked with Venable to analysis jurisdictional requirements against the Uniform Standard. The Venable analysis looked at three options for implementing the different aspects of the Uniform Standard: no change, regulatory change, or statutory and regulatory change. In order to provide consistency in the analysis, Venable used a conservative approach to their review of jurisdictional requirements.

This analysis allows CLARB to see what jurisdictions are going to require heavy statutory changes that will require additional time and resources due to needing approvals from the legislature and governor. An "effort map" was created to visualize the types of changes required. Jurisdictions with heavy statutory changes are in orange and red as statutory changes are a more robust process than regulatory changes.

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What if my board can't implement the uniform standard?

Approval of the Uniform Licensure Standard for Landscape Architecture just creates a “best practice” or model standard for member boards to work toward. While we want all members to strive for the implementing the Uniform Standard, we realize this will take time. CLARB will continue to work with boards and other necessary stakeholders to help implement the Uniform Standard in your jurisdiction at the time that is right for your board.

Opening up our statutes and/or regulations can open us up for other changes, why would we want to take that risk?

While it may seem like a risky move, making proactive, positive change can be seen as a win by legislators which is a good position to be in. With executive orders and sunset reviews your jurisdiction's statutes are likely coming under review anyway. It is best to be prepared and have a plan on updating your statutes vs leaving it up to the legislature or governor's office. The Uniform Standard is a good story to tell—you're making change to create consistency with other jurisdictions, increase access and mobility of the profession, and aligning with requirements that are based on data and research. This can be seen as a licensure reform “win” by the policy makers in your jurisdiction. CLARB will continue to work with boards and the necessary stakeholders to help implement the Uniform Standard in your jurisdiction at the time that is right for your board.

How can we justify to legislators reducing the number of years of experience required to get licensed without endangering the public?

The Uniform Standard was developed after thorough research, including looking at current licensure requirements and disciplinary data across the United States and Canada, candidate data at the time of

CLARB

licensure and surveying the profession. Across the data, two years of experience was sufficient for competent landscape architects to protect the health, safety, and wellbeing of the public. The Uniform Standard takes into account all the data and provides consistent paths to licensure across jurisdictions. Obtaining consistency in requirements (especially for the alternative paths) will reduce time and confusion to getting licensed and improve mobility. Administratively, it reduces barriers by not differentiating initial and reciprocal licenses.

How can we justify to legislators increasing the number of years of experience required to get licensed without creating more barriers to practice?

The Uniform Standard was developed after thorough research, including looking at current licensure requirements and disciplinary data across the United States and Canada, candidate data at the time of licensure and surveying the profession. Across the data, two years of experience was sufficient for competent landscape architects to protect the health, safety, and wellbeing of the public. While some candidates are competent with less experience, the research indicated that two years of experience is ideal for most candidates to be competent to practice at the time of licensure. Additionally, by the time candidates finish their education and exam requirements, they usually have at least two years of experience, so the requirement is not an impact to their time to licensure. By aligning with the Uniform Standard and obtaining consistency in requirements (especially for the alternative paths), your jurisdiction will reduce time and confusion to getting licensed and improve mobility. Administratively, it reduces barriers by not differentiating initial and reciprocal licenses.

General Questions:

Who should I contact if I have questions?

Any member of the Board (listed below), as well as CLARB staff, are available if you have questions.

CLARB Board Officers:

[Chuck Smith](#), President

[Cary Baird](#), Past President

[Carisa McMullen](#), President-Elect

[Joel Kurokawa](#), Treasurer

CLARB Staff:

[Veronica Meadows](#), Chief Strategy Officer

[Zach Druga](#), State Government Affairs and Advocacy Manager

[Andrea Elkin](#), PMO Manager

[Matt Miller](#), CEO

CLARB

Model Law and Regulations Changes Executive Summary

What are CLARB's Model Law and Regulations?

CLARB Model Law and Regulations are a resource for licensing boards and legislatures addressing issues related to the public-protection mission of regulation. These models promote uniformity in licensing laws (affording predictability, commercial efficiency, and enhanced trust in the profession), establishes minimal standards of competence for those practicing landscape architecture, and facilitates professional mobility and portability through a licensure transfer process. The model documents are intended to be fluid, subject to regular review and periodic changes, when necessary.

Why the Need for Change?

The CLARB Board of Directors is proposing revisions to the Model Law and Regulations to align the qualifications for licensure with the Uniform Licensure Standard for Landscape Architecture. By having the Uniform Standard reflected in the Model Law and Regulations, it will help members adopt and implement the new standard as well as continue to increase uniformity and improve mobility within the profession.

In addition, the proposed changes will also be a step forward in advancing CLARB's diversity, equity, and inclusion initiatives as the document was evaluated for language that can add bias into evaluating candidates for licensure. By removing the subjectivity of character from the licensing process, licensure boards can help the profession to be more inclusive and place the application evaluation focus on protecting the public's health, safety, and welfare.

Model Law Changes

Section 302. Qualifications for Licensure was heavily revised to reflect the Uniform Standard. The changes in Model Law center around the education and experience requirements. The education requirement is now LAAB, LAAC, or international equivalent **or** satisfy the alternative education requirements as determined by the Board.

The experience requirement is completed 2 years of experience under the direct supervision of a licensed landscape architect or a licensed professional in a related field as determined by the Board.

The reciprocity requirement is amended to require evidence acceptable to the Board that the Applicant is licensed and in Good Standing to practice under the laws of another jurisdiction.

The language, "Possession of good moral character" has been removed. Removing good moral character language is an important step to remove bias and subjectivity from the licensing process.

Model Regulations Changes

Section 302.10 Qualifications for Licensure was also heavily revised to reflect the Uniform Standard. The previous Approved Education Programs has been stricken and replaced with the accredited degree path **or** an Applicant shall meet the "Alternative Education" standards for licensure set forth in the CLARB Uniform Licensure Standard.

Similarly, the previous Experience Supervision Requirements section has been stricken and replaced with updated experience guidelines. The requirements now reflect the criteria in the CLARB Uniform Licensure Standard for Landscape Architecture.

CLARB

Documents for Your Board's Review and Consideration

1. [Resolutions](#)
2. [Uniform Standard Policy](#)
3. Model Law and Regulations
 - a. [Executive summary](#)
 - b. [Clean](#)
 - c. [Redlined with color-coded changes](#)
4. [FAQs](#)
5. [Letter of Credential](#)

CLARB

Uniform Standard Executive Summary

Why the Need for Change?

Over the past decade, we have seen exponential change. The bipartisan push for licensure reform continues to drive legislatures to look for new ways to reduce regulation and create more economic opportunity. Stakeholder wants, needs, and preferences are changing, and we must adapt to better serve current and future licensees. Advancements in technology are impacting every aspect of business and shifting expectations for the speed in which things get done. The shifting demographic in our country demands for increased equity and access to licensed professions.

As leaders in the regulatory community, we have responded to these changes by looking critically at our policies and recommending changes that promote and support defensible, consistent, and equitable requirements for landscape architectural licensure through the development of a uniform standard by which all candidates, in every jurisdiction, can be evaluated against.

The proposed CLARB Uniform Licensure Standard for Landscape Architecture, that is being presented for consideration by the membership, represents the culmination of more than five years of discussion, research, analysis, and feedback to create the best approach for achieving defensible, consistent, and equitable licensure requirements across the membership. We believe that by adopting the proposed uniform standard, we will greatly improve the landscape architecture mobility model, provide for increased equity in and access to licensure, improve the defensibility of landscape architecture licensure requirements, and ensure the continued protection of the health, safety, and welfare of the public and the environment.

What is in the Uniform Standard?

Within the Uniform Standard policy, you will find four sections:

1. *Qualifications for Licensure*: outlines the requirements for licensure
2. *Alternative Education*: outlines alternative pathways to section 1's licensure requirements
3. *Experience in the Regulated Practice of Landscape Architecture*: outlines guidelines for the experience competent of the licensure requirements
4. *Amendments*: outlines how the Uniform Standard policy can be updated in the future

Documents for Your Board's Review and Consideration

1. [Resolutions](#)
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Resolution #1 Adoption of the CLARB Uniform Licensure Standard for Landscape Architecture

Submitted to: The CLARB Membership

WHEREAS, the Board of Directors developed a strategy in 2017 to rethink landscape architecture licensure and regulation to reduce or eliminate unnecessary friction (friction that does not achieve a public protection outcome) in the licensure process;

WHEREAS, the Board of Directors approved a long-term workplan starting in 2018 to conduct research and to complete a deep evaluation of the policies, procedures, systems and processes currently in place that facilitate landscape architecture licensure and regulation;

WHEREAS, several work groups have convened, made up of member board executives, member board members, representatives from the landscape architecture profession and the broader regulatory community to ensure broad perspectives and expertise were considered;

WHEREAS, the Board of Directors directed a task force in 2021 to review the results of the research, analysis and work group inputs to develop a recommendation for a uniform licensure standard for landscape architecture to achieve consistency in requirements across the membership;

WHEREAS the Board of Directors has considered the task force's recommendation and agrees with its approach;

WHEREAS, the recommendation has been shared with the membership and opportunities for input and engagement have been provided;

WHEREAS the Board of Directors approved the Draft CLARB Uniform Licensure Standard for Landscape Architecture and approved the submission of the draft to the membership for consideration and adoption;

NOW, HEREOF, BE IT RESOLVED that the draft CLARB Uniform Licensure Standard for Landscape Architecture be published and submitted to the members for their approval, in accordance with Article VI, Section 5 of the Bylaws.

Approved by the CLARB Board of Directors, December 3, 2021

CLARB

Resolution #2 **Revisions to the CLARB Model Law and Regulations to align with the Draft Uniform Licensure Standard for Landscape Architecture**

Submitted to: **The CLARB Membership**

WHEREAS, the Board of Directors has approved the submission of the Draft Uniform Licensure Standard for Landscape Architecture to the membership for consideration and adoption;

WHEREAS, the Board of Directors recognizes that the CLARB Model Law and Model Regulations are important resources that may be used to support the implementation of the CLARB Draft Uniform Licensure Standard for Landscape Architecture in some member jurisdictions;

WHEREAS the Board of Directors approved revisions to the CLARB Model Law and Model Regulations to align with the proposed Draft Uniform Licensure Standard for Landscape Architecture;

NOW, HEREOF, BE IT RESOLVED that the draft CLARB Uniform Licensure Standard for Landscape Architecture be published and submitted to the members for their approval, in accordance with Article VI, Section 5 of the Bylaws.

Approved by the CLARB Board of Directors, December 3, 2021



CLARB Board of Directors Supporting Statement for Resolutions #1 and #2

The Draft CLARB Uniform Licensure Standard for Landscape Architecture and proposed changes to the Model Law and Regulations in Resolutions #1 and #2 (above) represent the culmination of more than five years of discussion, research, analysis, and feedback to create the best approach for achieving consistency in the licensure requirements across the membership.

We believe, that by adopting a uniform standard for licensure by which all applicants can be evaluated against, we will improve the landscape architecture mobility model, provide for increased equity in and access to licensure, increase the defensibility of landscape architecture licensure requirements and ensure the continued protection of the health, safety, and welfare of the public and the environment.

In accordance with our legal duty of care as Board members, our desire to be good and faithful stewards for the organization and our commitment to foresight, we engaged member board executives, member board members, the landscape architecture profession, and the broader regulatory community to fully understand the challenges and opportunities that exist for addressing a key friction point – varying requirements for licensure – through the development of a uniform standard.

We also considered the evolving legal, social, political, technological, and economic environment. At the end of this lengthy, thorough process, we concluded that our licensure policies must evolve, and the changes presented represent a reasoned, practical, and sound approach.

While all the work that has been done to create a uniform standard are based in data and address key trends in the licensure reform movement, perhaps the most critical concepts embodied in the proposed uniform standard are the streamlining of alternative paths to licensure:

- Nearly 80% of members specify an alternative path to licensure, however there is broad variation among these.
- All but two member boards have the legal authority to consider alternative paths
- The profession supports the inclusion of alternative paths to licensure as demonstrated in the formal recommendation presented by the ASLA Licensure Committee
- There are early indicators that a growing number of applicants are coming through an alternative path - 7% of all Council Record holders achieved licensure through alternative paths vs. 8% of exam candidates over the past five years.
- Alternative paths exist for related design disciplines - architecture and engineering – and these professions are beginning to explore opportunities for increasing access to licensure.
- Alternative paths create more opportunity for underrepresented groups to enter the profession which aligns with our organizational principles on diversity, equity, and inclusion.

We strongly believe that adoption and implementation of the CLARB Uniform Licensure Standard for Landscape Architecture will improve the process for candidates and licensees, reduce vulnerabilities as legislatures across the country seek to reduce regulation and create a more diverse profession that will be better able to serve the public and the environment.

CLARB

Resolution #3

Revisions to the CLARB Model Law and Regulations to promote diversity, equity, and inclusion in licensure standards and to align with CLARB's DEI principles.

Submitted to:

The CLARB Membership

WHEREAS, the Board of Directors has approved and adopted organizational principles around diversity, equity and inclusion;

WHEREAS, CLARB's DEI principles specifically state that "We acknowledge that inequity exists within and outside of the landscape architecture community. We are dedicated to creating and acknowledging the multiple pathways to the landscape architecture profession while mitigating barriers to access. CLARB is committed to working actively to address the power imbalances and remove any bias in our systems and processes.";

WHEREAS, we believe as an International association of regulatory boards that removing the requirement for Boards to make judgements on an individuals "good moral character" is out of alignment with our DEI principles and interjects subjectivity into the process for evaluating an applicant's qualifications and suitability for licensure;

WHEREAS, at least 30 pieces of legislation have been introduced in legislatures around the United States to remove this type of language from the licensing statutes of all professionals within a jurisdiction;

WHEREAS the Board of Directors approved revisions to the CLARB Model Law and Model Regulations to remove all reference to "good moral character" as a condition of licensure;

NOW, HEREOF, BE IT RESOLVED that the draft revisions to the CLARB Model Law and Regulations be published and submitted to the members for their approval, in accordance with Article VI, Section 5 of the Bylaws.

Approved by the CLARB Board of Directors, December 3, 2021



CLARB Board of Directors Supporting Statement for Resolutions #3

CLARB has been on an intentional journey, since 2014, to learn and create opportunities across the organization to be more inclusive, equitable and accessible, and to better understand our impact on increasing diversity within landscape architecture.

As part of that journey, the CLARB Board of Directors developed and adopted organizational principles on diversity, equity, and inclusion. Looking at the future we want to create, CLARB affirms our commitment, and our dedication provides an opportunity to thrive and promote the advancement of these key principles.

Diversity: We believe diversity is an integrated experience in our programs and services that values differing thoughts, experiences, perspectives, career paths, and expertise. This is expressed in many forms, including, and not limited to, culture, career, race and ethnicity, gender and gender identify, sexual orientation, socioeconomic status, language, national origin, religion, age, disability, political perspective, veteran status, etc. Our transparency demonstrates an ongoing process of genuineness and self-awareness that is intentional in principle and practice.

Equity: We acknowledge that inequity exists within and outside of the landscape architecture community. We are dedicated to creating and acknowledging the multiple pathways to the landscape architecture profession while mitigating barriers to access. CLARB is committed to working actively to address the power imbalances and remove any bias in our systems and processes.

Inclusion: We are dedicated to honoring the shared experiences of our stakeholders (e.g. community, candidates, licensees, staff, volunteers, vendors, partners, etc.) and strive to create an environment where people feel included and valued for bringing one's whole self. Learning together through reflection and welcoming non-traditional approaches and voices allows for connection that represents our community both individually and across our community

Additionally, over the past two years, we have seen an increasing amount of proposed legislation across the United States to eliminate reference to "good moral character" or the assessment of an applicant's "moral turpitude." We believe removing this from our policies is good practice and the right thing to do to reduce subjectivity in evaluating an applicant's qualifications and suitability for licensure.

To this end, the CLARB Board fully supports the proposed revisions to the Model Law and Regulation to reduce bias and create more equitable and accessible licensure policies.