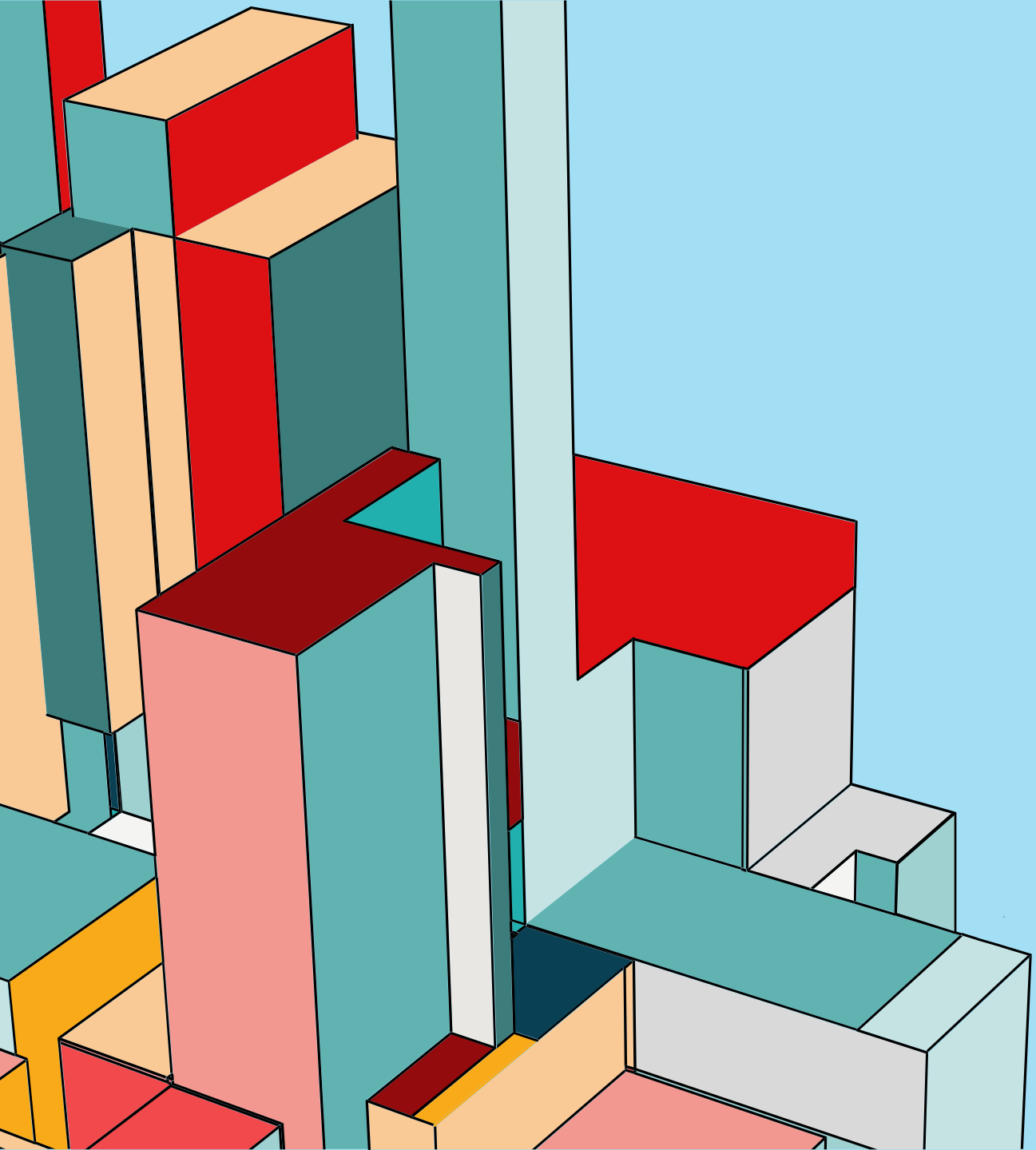


OCCUPATIONAL LICENSING RESTRICTIONS

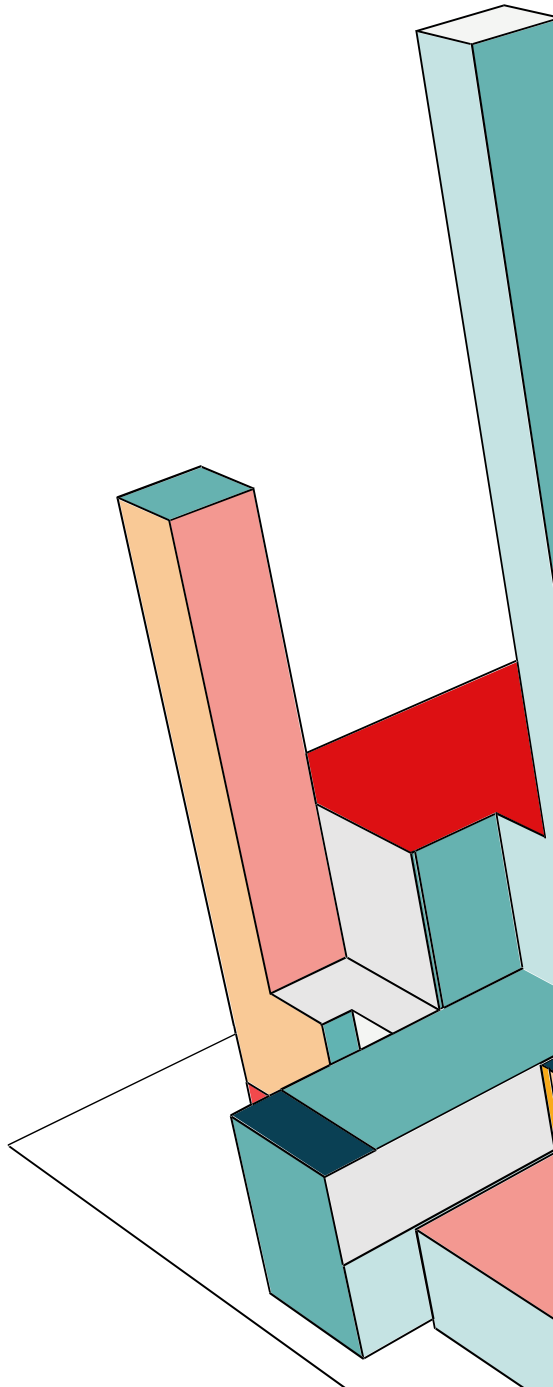
LICENSING RESTRICTIONS RELATED TO CURRENT OCCUPATIONAL PROGRAMMING



NO LICENSING RESTRICTIONS

Of the following occupational training programs, the following do *not* need a license (but may need a certification):

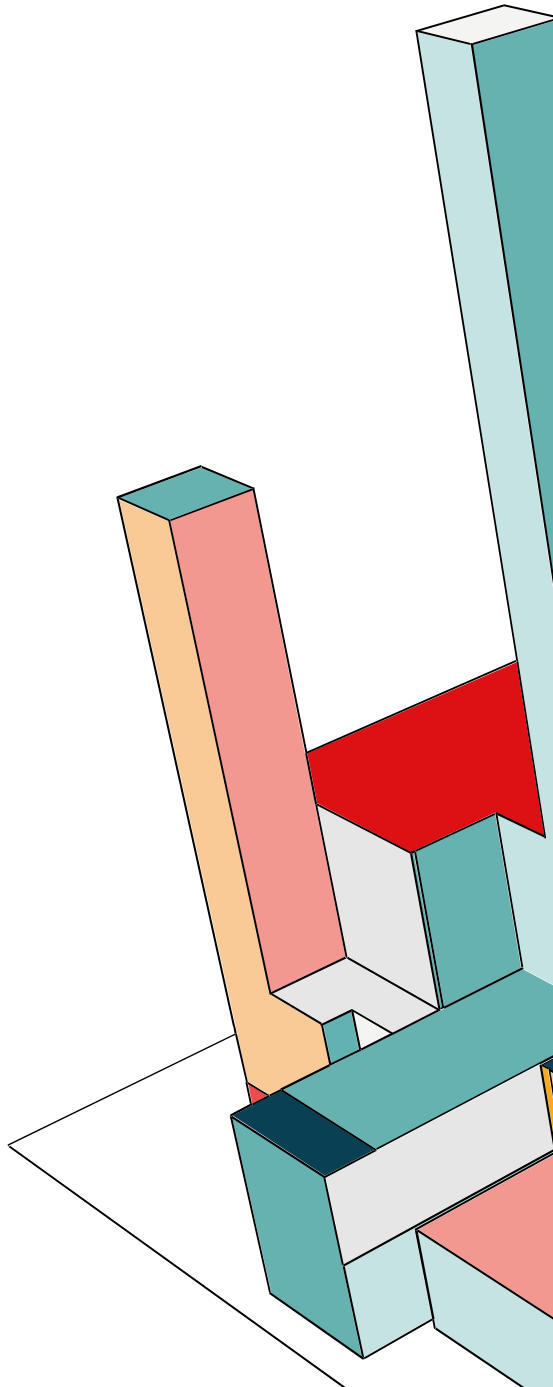
Automotive Collision, Repair, and Restoration	Automotive Maintenance and Technology
Certified Peer Recovery Specialist	Diesel Technology
Graphic Arts and Design	Microsoft Word and Excel
Office Management I and II	Office Technology
Printing and Graphics	Small Engine Repair
Warehouse/Distribution	Welding



LICENSING RESTRICTIONS

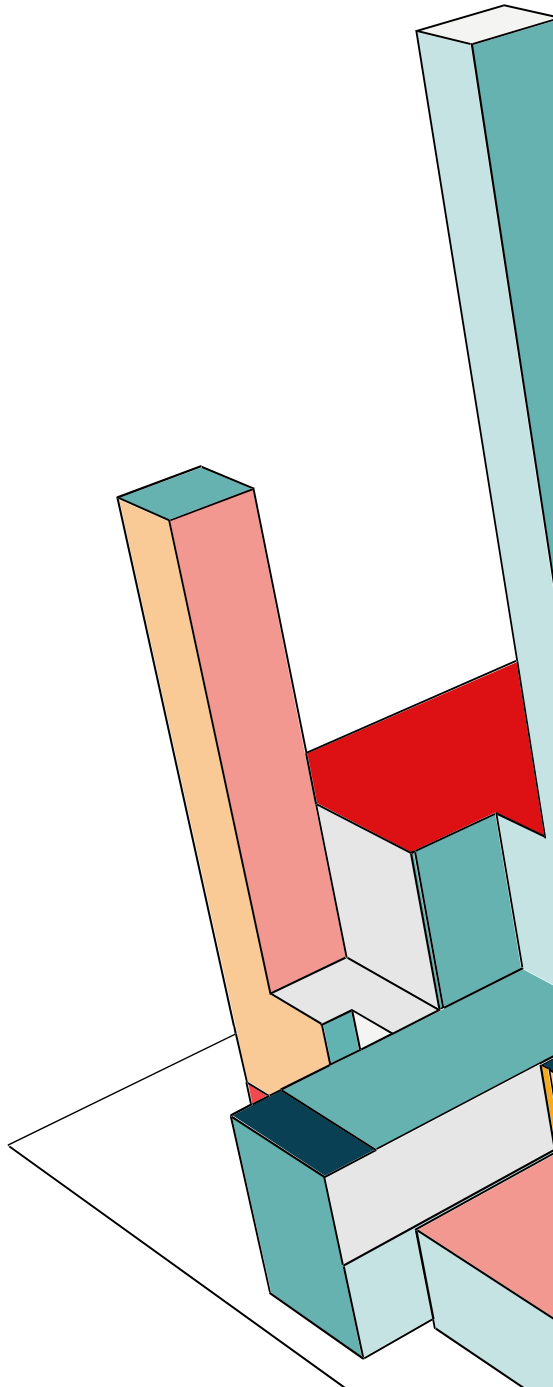
The following programs have licensing restrictions if the applicant or licensee is convicted of a felony or misdemeanor directly related to the fitness and qualification of the practice

Architectural CADD (Architect)	Barber Stylist
Building Maintenance (Contractor)	Carpet and Fabric Care (Contractor)
Commercial Roofing (Contractor)	Facilities Maintenance (Contractor)
Masonry (Contractor)	Residential Carpentry (Contractor)
Sheet Metal Fabrication (Contractor)	Woodworking and Cabinetry (Contractor)
Electrical Wiring (Electrician)	Landscaping (Landscaping Architect)
Plumbing	HVAC



CONSIDERATIONS

- Licensing authorities *may* restrict licenses, not *must*
- Classes are not comprehensive enough to result in a license and require additional training not provided inside
- No information on if licensing authorities routinely deny licenses
    - Last inquiry found
        - 800 individuals who applied for a license who indicated they had a criminal history between 2014-2018,
        - DOL was unable to determine if any had been denied due to their history as that information was not collected

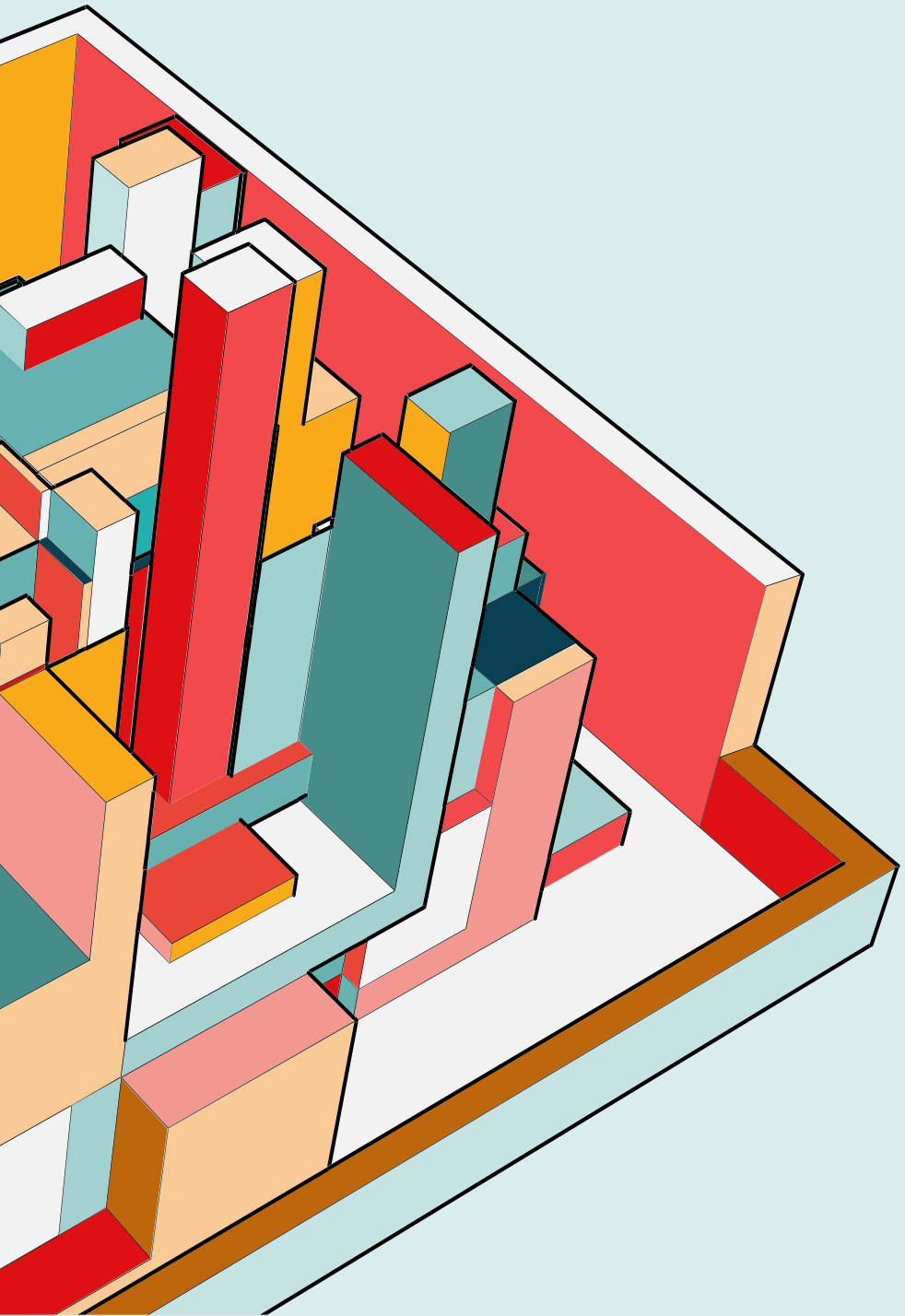


LEGISLATIVE IMPROVEMENTS

- Maryland Ban the Box: Employers with 15 or more full time employees may not ask whether an applicant has a criminal record before the first interview *(2020)*
- Departments may not deny a license or certificate based on criminal history unless
  - Criminal history is a crime of violence
  - There is a direct relationship between previous conviction and specific license or certificate
  - There is an unreasonable risk to property, safety, or welfare of individual or public
- Departments may not deny a license if 7 or more years have passed since the completion of a sentence without further charges, except for registered sex offenders and those convicted of a crime of violence (*2019)*

CERTIFICATE OF REHABILITATION (2016)

1. No convictions for a crime of violence or sexual offense for which registration is required.
2. Was supervised under the Division of Parole and Probation under the conditions of Parole, Probation or Mandatory release.
3. Has completed all special and general conditions of supervision, including payment of all required restitution, fines, costs, fees, and other payment obligations.



COMPARISON TO OTHER STATES

PA ACT 53 OF 2020

- Prohibits licensing authorities from denying licensures based on "good moral character," "crimes of moral turpitude," or "ethical or honest practice."
- Requires each authority to develop and publish the criminal offenses that may constitute grounds to deny, suspend or revoke a license. The list must also identify which crimes are likely to pose a barrier to licensure because they are offenses "directly related" to the occupation/profession.
- Provides for an "individualized assessment" of each license applicant using objective, detailed criteria that includes rehabilitation and public safety.
- Provides a process for individuals who have criminal convictions to request a "preliminary determination" as to whether a particular conviction will be a bar to licensure. This new tool will enable people with criminal convictions to find out if their convictions would prevent them from getting a license – *before* enrolling in a training or educational program, *before* investing significant time and resources, and *before* formally applying for licensure.

