

Testimony in Support of S:142 Licensure Pathway for Internationally Trained Physicians

To: Vermont Senate Committee on Health and Welfare

From: Andrea E Green, MDCM, FAAP, Pediatrician, Burlington, VT

Re: Testimony in Support of Internationally Trained Physician (ITP) Licensure Pathway

Date: December 19, 2025

Chair Lyons and Members of the Committee,

Thank you for the opportunity to submit written testimony in strong support of S:142, legislation establishing an additional licensure pathway for internationally trained physicians (ITPs). I appreciate the significant “upstream” work that has gone into developing this bill and the thoughtful, phased approach for legislative review and testimony.

I submit this testimony not only as a clinician, but as someone whose professional life has been shaped by immigrant communities and global medicine. I provide pediatric care to children in immigrant families in Vermont. Through this work, I have met many internationally trained physicians who now live in our communities but are unable to practice medicine at the level of their training and expertise due to existing licensure barriers. These individuals are often highly experienced, deeply committed to patient care, and eager to serve—yet they are relegated to roles far below their capabilities at a time when Vermont faces significant physician shortages.

My perspective is also informed by my own medical training. I completed my medical education at McGill University in Canada, an internationally respected institution, and I am acutely aware that excellent medical training occurs outside the United States. Competence, professionalism, and clinical judgment are not confined by national borders.

In addition, I work in global health education with the University of Vermont Larner College of Medicine (LCOM), supporting medical students as they engage in global health learning and service. I have also trained and worked globally in Asia and Africa. These experiences have reinforced for me that many physicians trained abroad practice in resource-limited and high-acuity settings, often developing exceptional diagnostic and clinical skills.

This bill offers a responsible and humane solution—one that values both patient safety and physician experience while addressing a physician shortage in our state. This legislation establishes a structured, evidence-based pathway for internationally trained physicians to practice medicine in Vermont while maintaining high standards of care. They will be required to have fluency in English, to pass all parts of USMLE and to have secured employment with a Vermont hospital, Federally Qualified Health Center (FQHC), or community health center.

The bill creates a two-year provisional licensing phase, which differs from a traditional U.S. residency by focusing on assessment and integration of existing clinical skills rather than duplicative retraining. During this period, ITP will practice under a limited license, work with underserved populations, and will be required to pass USMLE Step 3 by the end of the provisional period. Importantly, they are supported by a supervisory model that prioritizes patient safety and professional development. Upon successful completion of the provisional

phase and examination requirements, physicians become eligible for a full, unrestricted Vermont physician license. This pathway acknowledges prior training and experience while ensuring readiness for independent practice. This approach is both rigorous and pragmatic.

Vermont joins a growing number of states responding to physician workforce shortages through similar legislation. Approximately 30 states have adopted, enacted, or are considering comparable policies. Several states already have live applications and issued licenses, demonstrating that these pathways are feasible, safe, and effective.

As a pediatrician caring for immigrant families, a physician trained outside the U.S., and a global health educator, I see firsthand both the unmet health care needs in Vermont and the untapped potential of internationally trained physicians already living among us.

This bill offers a thoughtful, well-structured solution—one that strengthens Vermont's health care system, improves access to care for vulnerable populations, and honors the skills and experience of qualified physicians.

I respectfully urge the Committee to support this legislation and advance it through the legislative process.

Thank you for your consideration.

Respectfully submitted,

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