**VFDA Membership Survey Dual Licensing in Virginia**

**122 Responses**

1. **Do you support a “Funeral Director only” serving under a Funeral Service Licensee or a Manager of Record?**

**115 responses**

47.8% Serve Under a Funeral Service Licensee

52.2% Manager of Record

1. **Do you support the “Funeral Director only‘s” ability to write pre-need sales with proper licensures for trust or insurance?**

**120 responses**

36.7% No

63.3% Yes

1. **Do you support the “Funeral Director only” and “Embalmer only” certificate program models from other states?**

**116 responses**

45.7% Yes

54.3% No

1. **Should all funeral service licenses be required to hold an Associate of Applied Science Degree?**

**122 responses**

26.2% No

73.8% Yes

1. **Should the Manager of Record be a Funeral Service Licensee?**

**121 responses**

14% No

86% Yes

1. **Do you support the reduction of hours for internships?**

**121 responses**

39.7% Yes

60.3% No

**Comments**

* Counterproductive measure... We as an industry have the opportunity here to uphold a standard of service and education. If we conclude that splitting our license and lowering requirements to become eligible to practice as a “Funeral Director.” We have struggled in recent years to show our client families value in the service we provide. Lowering our requirements will only compound this problem.
* This survey seems to be set up to require a Funeral Director to work under a Funeral Service License. This is not a good idea. I would hope this is taken as a responsibility to make the profession better & not add unnecessary classes or tests that have nothing to do with being a Funeral Director. There are a lot of well-educated qualified individuals left out of the profession simply because they do not want to embalm. An internship & a test on the state laws should suffice. With the Cremation rate increasing the industry will need more Directors than Embalmers. There is nothing wrong with having a combo license however embalming (which is truly an art) is not necessary at all to run a business. Question not asked should a Funeral Director only be allowed to manage a firm. Answer yes
* A single licensee should not be able to manager a firm and should not be able to hold a seat on the NFDA OF V.F.D.A. boards.
* I do not support separate licensure. I believe one should be licensed as a Funeral Service Licensee and should be fully educated and credentialed to ensure the safety and health of the citizens of the Commonwealth.
* The separate license should be on a case by case basis. If the funeral home serves only families where there is no embalming allowed for Religious reasons then that funeral home should be allowed Funeral Director only.
* This would be very helpful and beneficial especially for family owned firms where spouses and of age children of the funeral service licensee could have more help in busier times.
* Our opinion didn't matter before you stated the VFDA's opinion on the proposed legislation. Not sure why it matters now.
* Funeral director only doesn’t work. I have worked in other states with FD only. You need to know everything not just half.
* The reduction in intern hours is suggested to allow intern to get credit for all hours worked and potentially increasing the number of families served and bodies embalmed to gain the experience. The Funeral Director only option would be a benefit for PN but still involve all aspects of funeral service knowledge and experience then separate at conclusion of internship. Also, Funeral Director Only Should Not be allowed as a Manger of Record. V.F.D.A. MUST be a participant at the table in creating this new funeral service model or it won’t have validity or purpose in Funeral Professionals aren’t setting the Standards.
* My understanding that in recent General Assembly session anyone can write pre need contracts. Third Party- New Legislation just passed
* Regarding a funeral director-only licensee being a manager of record, they are already allowed and I expect some who currently hold those licenses are managers of record and you will not be able to change that.
* Whether an individual is a Funeral Service Licensee or Funeral Director only, the educational requirements should remain the same. Hands on embalming labs could be modified to observation only but everyone needs to understand how embalming works.
* I fear this will lead to a shortage of embalmers in the future.
* It is a big mistake for fd only or an emb only. You should keep the funeral service license only.
* Dual licensees are a bad idea but it is what it is. Proceed with caution and good regulations to make it as honorable and dignified and it can be.
* Splitting the license in my opinion lowers the current standard
* This falls back to the old saying "if it isn't broke, why are we fixing"? My personal feeling is by splitting licenses, by lower standards of internships, by minimizing requirements for licensure we are lowering our standards and becoming nothing more than "selling machines".
* I could clearly say more but I don't feel the opportunity was ever given to directors as a whole to voice their concerns probably because no one wanted to hear a second side. Money talks.
* We have to get with the times, be like Our neighboring States NC and MD. It’s working fine for them. Surely VA. can do it also.
* I do not support this at all. This is the first step in getting rid of Funeral Directors. It will be a downhill progression from here.
* I think there should be an apprenticeship for Funeral Service Licensee's
* I support split licenses because I believe it will draw talented professionals into our industry who might otherwise balk at it. You don't have to know how to embalm to sell preneed or be a fantastic funeral arranger. And you certainly don't have to know funeral liturgy to be a great embalmer.
* In my opinion embalming is an add-on service and should be treated as such. It is not necessary, thus a "Funeral Director only" director is good enough to conduct any funeral service or meet with the public.
* I do not support a separation of licenses, it should be inclusive
* I believe that the separation of these license weakens the profession, individually and as a whole. I believe that holding a duel license strengthens the individual parts.
* I think the separation is a good thing.
* We should not make it easier to be just a licensed funeral director. We need to continue to require mortuary studies and internship, National board and state board just like other states nc etc.
* I can't answer the last question regarding hours for an intern, as this is the first, I have heard of this. I would like to know what has been recommended or any thoughts regarding the hours.
* I support a split license as long as they are clearly under supervision of a full licensee. I think this pandemic proves we need well educated professionals versed in the sciences to maintain public health and safety.
* I think a Dual Licensure should be a choice. Some people want to do one and not the other.
* I think we are dumbing down the funeral profession. When I came into the funeral profession 30 years ago in Virginia, you received a funeral director's license that was for a funeral director and an embalmer. I feel that being knowledgeable in all aspects, in the prep room and out of the prep room has made me a better funeral director to be able to more fully give wise counsel to the families that I serve. It has been said by some that there should be more on the education side, like an associate degree. Sorry friend if it hurts the feelings of some of those in the funeral profession BUT going to school longer... I don't see what it will do to make me a better funeral director. I will go to the extreme here and I am exaggerating here a bit...but school didn't teach me much of anything. What means the most to those that we serve is our empathy and how memorable the experience that we give each person that we serve-good or bad. Yes, we learned about the history of funeral service and the business side of what we do. We can teach someone how to write a contract BUT what school, or what we cannot teach is how to care. The families that we serve on a daily basis couldn't care less about our certificates that hang on our walls. They will not remember half of what we tell them BUT IT IS A FACT that families will remember how we made them feel. People don't care how much you know until they know how much we care...about them. An intern will learn when under the direct supervision of a licensed professional. I know for a fact that many interns in Virginia were cheated out of the training that they should have received during their internship. I can't count how many times that interns have been thrown in to see a family or prepare a deceased loved one for a private family only viewing. Please remember that this is the Funeral Profession NOT the funeral business.
* Standards should be kept high but I believe dual licensing will work in the Commonwealth.
* Do not support a dual license in any case.
* I strongly prefer Dual License. I still retain my Dual License
* I assume FSL is current with both FD & Embalmer

How can anyone think you have to be an embalmer to sell pre-need?

Personally, I am ok with the manager of record being a FSL but the sponsors (Muslims) of this bill will not support. I support the certificate programs; this will limit them from transferring to other states.

* I feel that the state of Virginia should stay a single license state because we should have knowledge of all parts of our professions, and this includes embalming.
* I support the dual licenses, only if the three are the same stiff testing and internship programs put in place for both the Funeral Director's Licensing and the Embalmer's Licensing, that were required of me. To me a great Funeral Director and Embalmer comes with 1st having a good teacher/supervisor during your internship, then secondly having a good teacher in school and lastly having day to day experience. I have been licensed for nearly 25 years and I am still learning something new about this business in its entirety every single day. Things have changed a lot in the past 25 years and we have to be willing to learn and change with the wants and needs of our families every day. I would not be opposed to seeing more strict regulations and testing (practical testing as well) for those that will be applying for and receiving their Funeral Director's License. The practice of embalming has not changed much during my history in funeral service. The amount of cases that are being embalmed now are less due to the rise of cremation and the size of the individuals that sometimes get embalmed has changed due to morbid obesity. I would also like to see the internship hours stay at 3000 hours if the intern is applying for both licenses. If the intern is applying for a single license then I would consider the change to 2000 hours. It really depends on the individual themselves and this is why their needs to be a practical examination put back in place. I would appreciate being kept in the loop as the process of the dual licensing moves forward. Thank you, Kyle M. Gibbs
* A Funeral Service Licensee should be fully educated, trained, and licensed in all aspects of Funeral Service and Embalming. Anything less than this standard diminishes our profession.
* Our industry is seeing a decline in available personnel due to retirees and fewer "fully" license capable graduates. Many other professions have people who deal with the public in service jobs. We should take advantage of those resources.
* 39 years’ experience as a licensed Funeral Service Provider; 13 years’ experience as Manager of Record
* Over the past several years it has been very difficult to find a good, high quality candidate to serve as a Funeral Director. The skill set most managers are looking for to put in front of families and represent their business makes the inventory of candidates very thin. There are a lot of people currently serving in other professions that do not have a desire to embalm but do have a strong desire to work with families.
* Splitting the licenses is a move that has been needed for years.
* I believe the current model works great and shouldn't be changed.
* Question 3 - did not answer as I don't know the requirements of other states to make a decision. I do feel that both licenses should require adequate schooling and apprenticeship and not just take an exam and be able to become a funeral director or embalmer.
* Not in favor of a dual license! Keep it the way it is
* I do not oppose a dual license, but we have to make sure the requirements are in line so that the person wants to be involved in the funeral profession. We do not need fly by night directors who do not have the interest of our profession. The manager on record should be someone who has gone to mortuary school, taken national and state boards. We do not have to make our profession weaker to get help. We have worked hard to be recognize as a profession.
* I think the internship hours should be reduced and separate board exams. One for each license instead of Arts and Science like we have now. There should be an Embalmers Exam and a Funeral Directors Exam.