
LICENSE TO WORK

A National Study of Burdens from Occupational Licensing



*By Dick M. Carpenter II, Ph.D., Lisa Knepper,
Angela C. Erickson and John K. Ross*

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Executive Summary

An “occupational license” is, put simply, government permission to work in a particular field. To earn the license, an aspiring worker must clear various hurdles, such as earning a certain amount of education or training or passing an exam. In the 1950s, only one in 20 U.S. workers needed the government’s permission to pursue their chosen occupation. Today, that figure stands at almost one in three.

This study is the first to examine the scope of licensing laws for low- and moderate-income occupations across all 50 states and the District of Columbia, as well as the first to measure how burdensome those laws are for aspiring workers.

In documenting the license requirements for 102 occupations nationwide, this report finds that these laws can pose substantial barriers for those seeking work, particularly those most likely to aspire to these occupations—minorities, those of lesser means and those with less education. Moreover, about half the occupations studied offer the possibility of entrepreneurship, suggesting that these laws hinder both job attainment and creation.

Key findings include:

- .. The 102 occupational licenses studied require of aspiring workers, on average, \$209 in fees, one exam and about nine months of education and training.
- .. Thirty-five occupations require more than a year of education and training, on average, and another 32 require three to nine months. At least one exam is required for 79 of the occupations.

- .. Interior designer is the most difficult occupation to enter, though it is licensed in only three states and D.C. Taking into account how many states license an occupation, cosmetology trades (cosmetologist, barber, skin care specialist and manicurist), truck and bus drivers, and pest control applicators are among the most widely and onerously licensed occupations.

- .. Louisiana licenses 71 of the 102 occupations, more than any other state. Arizona licenses 64, California 62 and Oregon 59. Wyoming, with a mere 24, licenses the fewest, followed by Vermont and Kentucky at 27. On average, states license 43 occupations.

- .. Hawaii has the most burdensome average requirements for the occupations it licenses, while Pennsylvania’s average requirements are the lightest.

- .. Arizona and California rank as the most widely and onerously licensed states, with a large number of licensed occupations and burdensome requirements.

The data also reveal the arbitrary and irrational nature of licensure:

- Most of the 102 occupations are practiced somewhere without government permission and apparently without widespread harm: Only 15 are licensed in 40 states or more, and on average, the 102 occupations are licensed in just 22 states—fewer than half. This includes a number of occupations with no self-evident rationale for licensure, such as interior designer, shampooer, florist, home entertainment installer and funeral attendant.

- Licensure burdens often vary considerably across states, calling into question the need for severe burdens. For instance, while 10 states require four months or more of training for manicurists, Alaska demands only about three days and Iowa about nine days.

- The difficulty of entering an occupation often does not line up with the public health or safety risk it poses. For example, 66 occupations have greater average

licensure burdens than emergency medical technicians. The average cosmetologist spends 372 days in training; the average EMT only 33.

Such inconsistencies give good reason to doubt that many licensing schemes are necessary. These inconsistencies may reflect not the relative public health and safety risks of occupations but instead the lobbying prowess of practitioners in securing laws to shut out competition.

State policymakers should review current and proposed licensure schemes to determine whether they truly serve the public or instead fence out competition. As millions of Americans struggle to find productive work, one of the quickest ways legislators could help would be to reduce or remove needless licensure burdens.

Introduction

Ordinarily, landing a job means filling out an application, submitting a resume and interviewing with a prospective employer who will determine your fitness for the position. Or, if you want to be your own boss, it means setting up shop and convincing potential customers that your services are worth paying for.

But for a growing segment of Americans, gainful employment requires convincing someone other than a prospective employer or potential customer of their value. It requires convincing the government.

An “occupational license” is just that—government permission to work in a particular field. To earn the license, the aspiring worker must clear various hurdles: earn a certain amount or type of education, complete specialized training, pass an exam, attain a certain grade level, pay fees and more.

In the 1950s, only one in 20 U.S. workers needed the government’s permission to pursue their chosen occupation, according to occupational licensure expert and University of Minnesota professor Morris Kleiner. Today, that figure stands at almost one in three.¹ The growing list of licensed occupations includes many often filled by those of modest means, such as cosmetologists, auctioneers, locksmiths, interior designers and African-style hairbraiders. Occupations like these can be ideal entry points into the job market.

Research to date—on occupations as diverse as school teachers, interior designers, mortgage brokers, dentists, physicians and others—provides little evidence that government licenses protect public health and safety or improve the quality of products or services.² Instead, a greater body of work indicates that occupational licenses increase consumer costs³ and reduce opportunities for workers,⁴ particularly minorities, those with less education and older workers who may want to switch careers.⁵

This study is the first to document how widely low- and moderate-income occupations are regulated through licensure, as well as the first to measure how burdensome licensure laws are for aspiring workers. It does so by cataloguing the specific requirements needed to obtain a license for 102 lower-income occupations in all 50 states and the District of Columbia and then comparing the burdens those requirements represent across states and occupations.

Other Licensure Measures

Earlier measures of the scope of occupational licensing have focused on somewhat different questions. The Pacific Research Institute (PRI) collected licensure data for a small sample of occupations across all 50 states and combined that with other indicators to create its U.S. Economic Freedom Index.⁶ Fifteen of the occupations in the PRI index are non-health care related and cover a broad range of the socio-economic spectrum—barbers, architects and real estate agents, for example. Another 42 of the occupations come from the health care sector and range from physicians to drug counselors.

Similarly, the Freedom in the 50 States index published by the Mercatus Center includes among its indicators a measure of occupational licensure.⁷ This index counts how many of 800 occupations listed by the Bureau of Labor Statistics (BLS) are licensed across the states. The report found that 191 occupations are licensed in some but not all states, and 93 occupations are licensed in all states.

Finally, a Reason Foundation report counted the number of occupations in each state requiring a license to work.⁸ The report found that states require licenses for 92 occupations, on average. According to this report, California leads the nation, licensing 177 job categories, almost double the national average.

Burdens of Licensure for Lower-Income Workers

One key way this report differs from these earlier efforts is by focusing on low- and moderate-income occupations. The 102 occupations studied are those recognized by the BLS

in which practitioners make less than the national average income and where the occupation is licensed in at least one state. These occupations are often well-suited for individuals just entering or re-entering the economy. The list also includes occupations ideal for new small business creation. Thus, this report documents the impact of occupational licensing on those on the first several rungs of the economic ladder.

Another distinguishing feature of this report is its measurement of not just whether an occupation is licensed but how difficult the license is to obtain. The report captures the five types of requirements most commonly imposed on applicants for licensure: fees, education and training, exams, minimum age and minimum grade completed. These data enable us to compare how difficult the 50 states and D.C. make it for aspiring workers to enter various occupations.

Such licensure hurdles are likely exceptionally burdensome for lower-income workers, particularly compared to higher-paid occupations like physicians, attorneys and the like. Not only do those entering or re-entering the work world typically have fewer resources than those pursuing high-income occupations, but if they clear these hurdles, they will face an income stream often markedly less than the national average.

Like earlier research, our study finds that occupational licensing is widespread. More than that, it finds that the burdens imposed on job-seekers and would-be entrepreneurs are often severe, arbitrary and irrational.

Tip of the Iceberg

Still, this report understates the extent to which government regulations keep people out of work. For starters, it misses certain occupational licenses, including those issued

by cities, counties or the federal government, as well as licenses for occupations not covered by the BLS. The BLS counts some trades as subsets of others, skips some occupations that are too small to gather data on and tends to exclude

In the 1950s, only one in 20 U.S. workers needed the government's permission to pursue their chosen occupation. Today, that figure stands at almost one in three.

newer, innovative occupations until they are more established; such occupations are likewise absent from our study. By focusing on licensing, it also misses other obstacles to employment, such as red tape, zoning regulations and other kinds of licenses documented in the Institute for Justice's "city study" series of reports on barriers to entrepreneurship in various cities.⁹

Throughout this report, sidebars explore some of the licenses and other barriers to work not captured by our main analysis. They show that our findings are truly the tip of the iceberg.

The report also understates the impact of licensing by taking a conservative approach to documenting license requirements. When states offer multiple levels of licensure, we included the easiest-to-obtain level that allowed for the broadest scope of work. Those wishing to advance in such a field would need to meet additional requirements.¹⁰

The Occupations

Table 1 provides the complete list of the 102 lower-income occupations included in this report. Details on creation of this list and data collection can be found in the methods appendix.

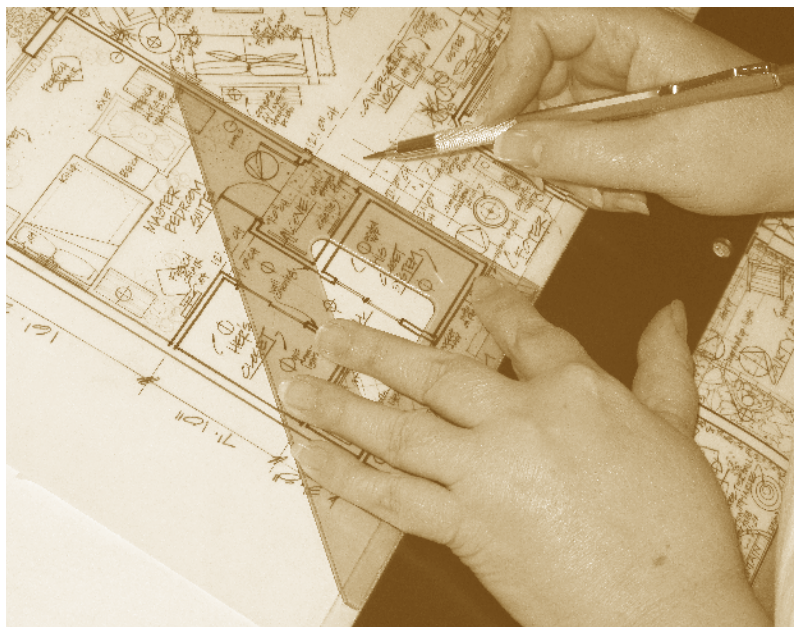
The list covers a diverse collection of occupations. Some serve the needs of children, such as child care workers, preschool teachers and teacher assistants. Others come from the health care sector, like dental assistants, opticians, psychiatric workers and dietetic technicians. The service sector is well represented with occupations including barbers, bartenders, cosmetologists, massage therapists, manicurists and skin care specialists, as are the building trades and the transportation sector.

Some of these occupations are commonly recognized as licensed, such as barbers and contractors, while others may come as a surprise—home entertainment installers, florists, interpreters for the deaf, interior designers and upholsterers, to name a few. Some occupations, such as milk sampler, conveyor operator, still machine setter and various forms of testers, may be unfamiliar altogether. The Occupation Profiles section of the report provides definitions drawn, except where noted, from the Dictionary of Occupational Titles (www.onetonline.org) and further details on each occupation.

Notably, about half of the occupations on the list offer the possibility of new business creation. While individuals in a number of these occupations necessarily work for others, such as bus drivers, emergency medical technicians and various kinds of assistants, in about half of the occupations studied, practitioners can start their own businesses. Occupations with opportunities for entrepreneurship include the cosmetology trades (cosmetologists, barbers, manicurists, makeup artists and skin care specialists), construction trades, massage therapists, mobile home installers, taxi drivers and chauffeurs, animal breeders and trainers and tree trimmers.

Indeed, about one-third of the 102 occupations are construction trades, such as masons, glaziers, painters and cement finishers, and in these trades, only those who act as contractors and have their own business need a license. For instance, painters who work for contractors are not licensed, but in many states, painting contractors are licensed.

The inclusion of these occupations gives a window into how licensing affects not only job prospects but also entrepreneurial activity. Requiring a license for someone who wants to set up a business as a painter or glazier limits new



Interior designer tops the list as the most difficult occupation to enter in the states where it is licensed.

business creation. And because many contractor licenses have experience requirements, they effectively force those wishing to start their own businesses to apprentice with others—for an amount of time determined by the government—before doing so.

Also note that contractor licenses usually vary according to whether the work is performed in a residential or commercial

setting. Since the license requirements are different, we treated these as distinct occupations. For residential work, a residential license is required. These are generally easier to obtain and are required in fewer states. For commercial work, either a commercial license specific to the specialty (such as painting or cement finishing) is required or a general contractor's license.¹¹

Demographically, the people who work in the 102 low- and moderate-income occupations studied are somewhat different than the general population, as shown in Table 2.¹² By definition, they make less money; they are also more likely to be male and racial/ethnic minorities and to have less education. Particularly noteworthy is the percentage of low- and middle-income workers with less than a high school diploma—15.7 percent. As documented below, a number of the 102 occupations studied require the completion of at least 12th grade, a requirement that effectively bans a substantial number of people from those occupations.

Ranking the Occupations

Breadth of Licensure

As shown in Table 1, seven of the 102 occupations studied are licensed in all 50 states and the District of Columbia:

pest control applicator, vegetation pesticide handler, cosmetologist, EMT, truck driver, school bus driver and city bus driver. Another eight occupations are licensed in 40 to 50 states. Thus, the vast majority of these occupations are licensed in fewer than 40 states, and five are licensed in only one state each: **florist, forest worker, fire sprinkler system tester, conveyor operator and non-contractor pipelayer.** On average, the occupations on this list are licensed in about 22 states.

Burdens of Licensure

To measure the burdens these licensing laws impose, we gathered the specific requirements for each occupation

in each state. As noted, we collected only the five most common requirements: fees, education/experience, examinations, minimum grade level and minimum age.

Throughout the report, we list the requirements in their original form—dollars, number of exams, grade level and age—except for education and experience. Unlike the others, education and experience requirements differ across occupations. Some demand the completion of a minimum number of classroom hours. Others require earning a college degree or finishing a prescribed number of years of training.

Because we wanted to compare occupations, we converted the education and experience data into a common measure—number of days. (See the methods appendix for details.) Education and experience requirements typically oblige aspirants to devote their time to training and/or apprenticeship rather than to practicing their chosen occupation. Thus, number of days gives an estimate of how long in calendar days someone is shut out of the occupation to which they aspire while fulfilling education and experience requirements for licensure.

Table 3 provides the average requirements for all 102 occupations in the states that license them. Note that because these are averages, minimum grade level and age may appear odd. No state has a minimum age of three; more typical is 16, 18 or 21, but states with no age requirements will bring down the average.

Table 3 also ranks occupations from most to least burdensome. To do so, we combined the various average requirements into a single “burden score,” while weighting the measures to reflect the fact that, for example, education and training requirements are more burdensome than fees. (See the methods appendix for details.) Note that our rankings of occupations do not reflect any judgment about whether the burdens placed on occupational aspirants are appropriate; rather, they simply compare average burdens across occupations to determine which occupations are easier or more difficult to enter.

**Table 1: Breadth of Licensure
Number of States that License 102 Lower-Income
Occupations**

<i>Occupations</i>	<i>Number of States that License*</i>
Pest Control Applicator	51
Emergency Medical Technician	51
School Bus Driver	51
Bus Driver (City/Transit)	51
Vegetation Pesticide Handler	51
Truck Driver	51
Cosmetologist	51
Skin Care Specialist	50
Manicurist	50
Barber	50
Preschool Teacher	49
Earth Driller	47
Athletic Trainer	46
Fisher	41
HVAC Contractor (General/Commercial)	40
Massage Therapist	39
Mobile Home Installer	39
Veterinary Technologist	37
Security Guard	37
Makeup Artist	36
Door Repair Contractor	35
Security Alarm Installer	34
Fire Alarm Installer	34
Milk Sampler	34
Child Care Worker	33
Auctioneer	33
Iron/Steel Contractor (General/Commercial)	31
Carpenter/Cabinet Maker Contractor (General/Commercial)	30
Glazier Contractor (General/Commercial)	30
Bill Collector Agency	30
Drywall Installation Contractor (General/Commercial)	30
Cement Finishing Contractor (General/Commercial)	29
Midwife	29
Insulation Contractor (General/Commercial)	29
Pipelayer Contractor	29

<i>Occupations</i>	<i>Number of States that License*</i>
Terrazzo Contractor (General/Commercial)	29
Floor Sander Contractor (General/Commercial)	29
Teacher Assistant	29
Mason Contractor (General/Commercial)	29
Painting Contractor (General/Commercial)	28
Sheet Metal Contractor (General/Commercial)	28
Paving Equipment Operator Contractor	27
Animal Breeder	26
Taxidermist	26
Gaming Dealer	24
Weigher	24
Coach	24
Gaming Supervisor	23
Optician	22
Gaming Cage Worker	22
Travel Guide	21
Slot Key Person	21
Animal Trainer	20
Crane Operator	18
Backflow Prevention Assembly Tester	18
Animal Control Officer	17
Sign Language Interpreter	16
Tester, Cathodic Protection	16
Tester, Tank	14
Bartender	13
Locksmith	13
Pharmacy Technician	12
Taxi Driver/Chauffeur	12
Iron/Steel Contractor (Residential)	11
Insulation Contractor (Residential)	10
Painting Contractor (Residential)	10
Landscape Contractor	10
Mason Contractor (Residential)	10
Carpenter/Cabinet Maker (Residential)	10
Cement Finishing Contractor (Residential)	9
Floor Sander Contractor (Residential)	9
Farm Labor Contractor	9
Drywall Installation Contractor (Residential)	9
Funeral Attendant	9
Glazier Contractor (Residential)	9

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Table 1 continued

Occupations	Number of States that License*	Occupations	Number of States that License*
Travel Agent	8	Court Clerk	4
Terrazzo Contractor (Residential)	8	Home Entertainment Installer	3
Dental Assistant	7	Dietetic Technician	3
Tree Trimmer	7	Electrical Helper	2
Upholsterer	7	Nursery Worker	2
Social and Human Service Assistant	7	Log Scaler	2
Packager	7	Psychiatric Aide	2
Sheet Metal Contractor (Residential)	7	Still Machine Setter	2
Title Examiner	6	Pipelayer Non-contractor	1
HVAC Contractor (Residential)	5	Conveyor Operator	1
Shampooer	5	Florist	1
Psychiatric Technician	4	Fire Sprinkler System Tester	1
Interior Designer	4	Forest Worker	1
Cross-connection Survey Inspector	4		

*Throughout the report, we count the District of Columbia as a state.

Table 2: Estimated Demographics of Those Working in Lower-Income Occupations

	General Population*	Lower-Income Occupations
Workforce		11.60%**
Male	52.53%	58.13%
Female	47.47%	41.87%
Average age	42	42
White	68.42%	61.28%
Hispanic	13.97%	20.53%
Black	10.68%	13.42%
Asian	4.99%	2.73%
American Indian	0.54%	0.61%
Pacific Islander	0.26%	0.31%
Multi-race	1.14%	1.12%
Average Annual Income	\$46,734	\$29,526
Less than High School Degree	9.53%	15.70%
High School Degree	26.75%	40.30%
College but no BA	28.87%	31.70%
Bachelor's Degree	22.50%	9.71%
Master's Degree	8.86%	2.28%
Professional Degree	1.69%	0.26%
Doctorate	1.80%	0.06%

*Taken from the Current Population Survey, March 2011.

**This is the percentage of the total workforce.

**Table 3: Burdens of Licensure
Occupations Ranked by Average Burden**

Rank	Occupations	Number of Licensed States	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age
1	Interior Designer	4	\$364	2,190	1	0	0
2	Preschool Teacher	49	\$103	1,728	2	0	2
3	Athletic Trainer	46	\$443	1,460	1	0	3
4	Social and Human Service Asst.	7	\$200	1,251	1	0	5
5	HVAC Contractor (G/C)	40	\$250	891	1	0	6
6	Optician	22	\$184	710	3	10	12
7	Midwife	29	\$619	700	1	5	7
8	Dietetic Technician	3	\$30	800	1	0	6
9	Veterinary Technologist	37	\$209	710	2	1	5
10	Earth Driller	47	\$177	704	1	1	7
11	Conveyor Operator	1	\$142	730	1	0	0
12	Security Alarm Installer	34	\$213	535	1	1	8
13	Barber	50	\$130	415	2	7	14
14	Sheet Metal Contractor (G/C)	28	\$292	507	1	0	5
15	Glazier Contractor (G/C)	30	\$287	500	1	0	4
16	Mason Contractor (G/C)	29	\$287	491	1	0	4
17	Cosmetologist	51	\$142	372	2	8	13
18	Fire Alarm Installer	34	\$230	486	1	1	5
19	Cross-connection Survey Inspector	4	\$153	463	1	3	5
20	Pipelayer Contractor	29	\$301	466	1	0	4
21	Iron/Steel Contractor (G/C)	31	\$329	459	1	0	5
22	Carpenter/Cabinet Contractor (G/C)	30	\$286	450	1	0	4
23	Paving Equip. Operator Contractor	27	\$332	446	1	0	4
24	Drywall Instl. Contractor (G/C)	30	\$284	426	1	0	4
25	School Bus Driver	51	\$96	293	6	0	19
26	Cement Finishing Contractor (G/C)	29	\$283	415	1	0	4
27	Door Repair Contractor	35	\$282	407	1	0	5
28	Painting Contractor (G/C)	28	\$285	404	1	0	4
29	Terrazzo Contractor (G/C)	29	\$276	403	1	0	4
30	Insulation Contractor (G/C)	29	\$277	390	1	0	4
30	Floor Sander Contractor (G/C)	29	\$277	390	1	0	4
32	HVAC Contractor (R)	5	\$385	365	1	0	4
33	Tree Trimmer	7	\$174	369	2	0	8
34	Log Scaler	2	\$25	365	2	0	9
35	Psychiatric Technician	4	\$162	247	1	12	5
36	Landscape Contractor	10	\$117	334	1	0	0
37	Crane Operator	18	\$195	221	3	0	17
38	Skin Care Specialist	50	\$120	149	2	9	14
39	Home Entertainment Installer	3	\$101	243	2	0	12
40	Makeup Artist	36	\$116	138	2	9	14
41	Mobile Home Installer	39	\$337	245	1	0	6
42	Cement Finishing Contractor (R)	9	\$309	245	1	0	4
43	Terrazzo Contractor (R)	8	\$309	230	1	0	5
44	Teacher Assistant	29	\$82	152	1	12	2
45	Psychiatric Aide	2	\$0	228	1	6	0
46	Pharmacy Technician	12	\$67	194	0	6	10
47	Coach	24	\$54	254	0	2	2
48	Tester, Cathodic Protection	16	\$1,442	99	2	0	1

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Table 3 continued

Rank	Occupations	Number of Licensed States	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age
49	Iron/Steel Contractor (R)	11	\$261	232	1	0	2
50	Massage Therapist	39	\$181	139	1	5	14
51	Pest Control Applicator	51	\$90	191	2	0	9
52	Sheet Metal Contractor (R)	7	\$320	209	1	0	3
53	Drywall Installation Contractor (R)	9	\$282	203	1	0	2
54	Bus Driver (City/Transit)	51	\$92	86	5	0	19
55	Court Clerk	4	\$13	195	0	3	5
56	Painting Contractor (R)	10	\$283	184	1	0	4
57	Carpenter/Cabinet Contractor (R)	10	\$277	184	1	0	4
58	Insulation Contractor (R)	10	\$277	184	1	0	4
59	Floor Sander Contractor (R)	9	\$278	164	1	0	4
60	Auctioneer	33	\$307	100	1	3	12
61	Tester, Tank	14	\$241	162	1	0	3
62	Sign Language Interpreter	16	\$772	2	3	5	6
63	Truck Driver	51	\$83	65	4	0	18
64	Mason Contractor (R)	10	\$277	147	1	0	4
65	Manicurist	50	\$91	87	2	6	0
66	Glazier Contractor (R)	9	\$300	123	1	0	4
67	Emergency Medical Technician	51	\$85	33	2	4	17
68	Vegetation Pesticide Handler	51	\$83	93	2	0	9
69	Locksmith	13	\$147	92	1	1	10
70	Animal Trainer	20	\$93	105	1	0	10
71	Child Care Worker	33	\$8	37	0	4	16
72	Title Examiner	6	\$269	61	1	0	3
73	Security Guard	37	\$89	38	0	1	16
74	Travel Guide	21	\$191	58	1	0	9
75	Backflow Prev. Assembly Tester	18	\$133	49	1	2	0
76	Dental Assistant	7	\$50	55	1	2	2
77	Gaming Supervisor	23	\$449	0	0	0	15
78	Bill Collector Agency	30	\$471	24	0	1	3
79	Funeral Attendant	9	\$167	2	0	4	6
80	Shampooer	5	\$67	23	1	0	10
81	Pipelayer Non-contractor	1	\$195	0	0	0	18
82	Taxi Driver/Chauffeur	12	\$74	3	1	0	15
83	Bartender	13	\$24	1	0	0	20
84	Slot Key Person	21	\$199	0	0	0	14
85	Gaming Cage Worker	22	\$175	0	0	0	14
86	Electrical Helper	2	\$58	1	0	0	17
87	Gaming Dealer	24	\$167	0	0	0	13
88	Animal Control Officer	17	\$116	4	1	0	8
89	Fisher	41	\$403	0	0	0	2
90	Florist	1	\$225	0	1	0	0
91	Fire Sprinkler System Tester	1	\$220	0	1	0	0
92	Weigher	24	\$42	0	0	0	8
93	Forest Worker	1	\$129	0	1	0	0
94	Travel Agent	8	\$211	0	0	0	2
95	Farm Labor Contractor	9	\$162	0	0	0	2
96	Still Machine Setter	2	\$43	0	1	0	0
97	Milk Sampler	34	\$18	0	1	0	1
98	Upholsterer	7	\$116	0	0	0	0
99	Animal Breeder	26	\$92	0	0	0	1
100	Taxidermist	26	\$67	0	0	0	0
101	Nursery Worker	2	\$55	0	0	0	0
102	Packager	7	\$54	0	0	0	0

Interior designer tops the list as the most difficult occupation to enter in the states where it is licensed. Although licensed in only three states and D.C., the requirements are onerous. Aspiring designers must pass a national exam, pay an average of \$364 in fees and devote an average of almost 2,200 days—six years—to a combination of education and apprenticeship before they can begin work.

As Table 3 shows, another three occupations require, on average, more than three years of experience in addition to fees ranging from \$103 to \$443, one to two exams and minimum age requirements. Twenty-nine occupations require one to three years education and training, while another 32 require three months to one year. In 79 of the occupations, at least one exam is required.

On average, the occupational licenses on our list require paying \$209, passing one exam and completing more than 275 days, or about nine months, of education and training.

Breadth and Burden Combined

Table 4 provides a national perspective that combines measures of the burden and breadth of licensure for lower-income workers. To do so, we simply multiplied the burden scores used in Table 3 by the number of states that license each occupation, as listed in Table 1. The occupations that top this ranking are those with onerous burdens *and* widespread licensing, and as shown in Table 4, 15 occupations fell into the top tier as those most widely and onerously licensed.

To appreciate the difference between the rankings in Tables 3 and 4, note that **interior designer** has the most burdensome entry requirements (Table 3), but ranks as the 78th most



On average, the occupational licenses on our list require paying \$209, passing one exam and completing 275 days, or about nine months, of education and training.

widely and onerously licensed occupation (Table 4). That is because it is licensed in only four states. By contrast, **EMT** has the 67th most burdensome entry requirements, but because it is licensed in all states, it ranks as the 12th most widely and onerously licensed occupation. Factoring in the number of licensed states has a significant effect on the ranking of occupations.

To more closely examine the combined ranking of occupations, we broke the list into tiers, as shown in Table 4. The tiers reflect how far above or below average an occupation is for its combined score of number of licensed

states and licensing burden. Occupations in the second tier are more widely and onerously licensed than average, while those in the top tier are substantially more so (more than one standard deviation greater in combined score). Likewise, occupations in the third tier are somewhat less widely and onerously licensed than average, while Tier 4 occupations are substantially less so.

The 15 occupations in Tier 1 are all licensed in more than two-thirds of states and include those who style hair, drive buses and trucks, control pests and weeds and clean and style fingernails. As shown in Table 5, to enter the 15 occupations in Tier 1 requires, on average, \$142 in fees, 464 days and two exams.

Nearly every cosmetology-related field falls in Tier 1—**cosmetologist, barber, manicurist** and **skin care specialist**. These occupations are licensed in all or nearly all states and face fairly difficult entry requirements of two exams and about three months to more than a year of education and training.

Preschool teacher and **athletic trainer** top the list of most widely and onerously licensed occupations (Table 4), as they are licensed in 49 and 46 states, respectively, and cost would-be workers four years or more in education and experience. **City and school bus drivers** make the top tier because they are universally licensed and require averages of five and six exams. Other universally licensed occupations are also in Tier 1—**EMT, truck driver, pest control applicator** and **vegetation pesticide handler**. **Veterinary technologists** fall into Tier 1 because they are licensed in 37 states and must complete nearly two years of education and training, on average.

Twenty-nine occupations fall into Tier 2, and it takes an average of \$254 in fees, 10 months of education and training and one exam to break into them. They are licensed in an average of 31 states. Tier 2 includes most of the **construction trades**, as well as **mobile home installer, massage therapist, makeup artist, security guard, auctioneer, teacher assistant** and **optician**.

A number of Tier 2 occupations impose education and experience requirements that are significantly above average, including **security alarm installer** (535 days), **fire alarm installer** (486), **midwife** (700) and **optician** (710), as

well as all of the **construction trades** in the tier. A handful of Tier 2 occupations have minimal requirements but are widely licensed.

Tier 3 includes 42 occupations, several of which are onerously but not widely licensed. **Social and human services assistant**, for example, has the fourth most burdensome entry requirements at \$200 in fees, about three-and-one-half years of experience and one exam, on average. But because it is licensed in only seven states, the occupation is in Tier 3. **Interior designer**, the most burdensome occupation to enter, likewise falls in Tier 3. Several other occupations in Tier 3 impose above-average requirements but are not widely licensed, such as **landscape contractor, tree trimmer** and **HVAC contractor (residential)**.

The 16 occupations in Tier 4 are the least onerously and widely licensed, and yet, as with Tier 3, several of them face substantial barriers in the states where they are licensed, including **home entertainment installer, log scaler, cross-connection survey inspector, dietetic technician, psychiatric aide** and **conveyor operator**. These occupations fall into Tier 4 largely because they are licensed in so few states—an average of two for the tier.

The number of states that license an occupation plays a large role in where it falls among the tiers. This highlights a key problem with occupational licensing—mobility. Those who seek to work in Tier 1 or 2 occupations already face steep burdens imposed by one state, but if they choose to move to another state, they likely face a second dose of burdens should their new state not grant licensure reciprocity. Evidence from studies on this additional type of burden indicates the effects are real—licensure requirements significantly reduce migration between states, as individuals licensed for an occupation in a given state choose not to relocate rather than undertake the burdensome licensure process a second time.¹³

Table 4: Breadth and Burden of Licensure
Occupations Ranked by Number and Average Burden of Licensed States Combined

Rank	Occupations	Number of Licensed States	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age
1	Preschool Teacher	49	\$103	1,728	2	0	2
2	Athletic Trainer	46	\$443	1,460	1	0	3
3	Earth Driller	47	\$177	704	1	1	7
4	Cosmetologist	51	\$142	372	2	8	13
5	Barber	50	\$130	415	2	7	14
6	School Bus Driver	51	\$96	293	6	0	19
7	HVAC Contractor (G/C)	40	\$250	891	1	0	6
8	Skin Care Specialist	50	\$120	149	2	9	14
9	Pest Control Applicator	51	\$90	191	2	0	9
10	Bus Driver (City/Transit)	51	\$92	86	5	0	19
11	Truck Driver	51	\$83	65	4	0	18
12	Emergency Medical Technician	51	\$85	33	2	4	17
13	Vegetation Pesticide Handler	51	\$83	93	2	0	9
14	Manicurist	50	\$91	87	2	6	0
15	Veterinary Technologist	37	\$209	710	2	1	5
16	Mobile Home Installer	39	\$337	245	1	0	6
17	Security Alarm Installer	34	\$213	535	1	1	8
18	Massage Therapist	39	\$181	139	1	5	14
19	Fire Alarm Installer	34	\$230	486	1	1	5
20	Door Repair Contractor	35	\$282	407	1	0	5
21	Midwife	29	\$619	700	1	5	7
22	Makeup Artist	36	\$116	138	2	9	14
23	Fisher	41	\$403	0	0	0	2
24	Iron/Steel Contractor (G/C)	31	\$329	459	1	0	5
25	Security Guard	37	\$89	38	0	1	16
26	Glazier Contractor (G/C)	30	\$287	500	1	0	4
27	Carpenter/Cabinet Contractor (G/C)	30	\$286	450	1	0	4
28	Drywall Installation Contractor (G/C)	30	\$284	426	1	0	4
29	Mason Contractor (G/C)	29	\$287	491	1	0	4
30	Pipelayer Contractor	29	\$301	466	1	0	4
31	Auctioneer	33	\$307	100	1	3	12
32	Sheet Metal Contractor (G/C)	28	\$292	507	1	0	5
33	Cement Finishing Contractor (G/C)	29	\$283	415	1	0	4
34	Terrazzo Contractor (G/C)	29	\$276	403	1	0	4
35	Floor Sander Contractor (G/C)	29	\$277	390	1	0	4
35	Insulation Contractor (G/C)	29	\$277	390	1	0	4
37	Child Care Worker	33	\$8	37	0	4	16
38	Painting Contractor (G/C)	28	\$285	404	1	0	4
39	Milk Sampler	34	\$18	0	1	0	1
40	Paving Equip. Operator Contractor	27	\$332	446	1	0	4
41	Teacher Assistant	29	\$82	152	1	12	2
42	Optician	22	\$184	710	3	10	12
43	Bill Collector Agency	30	\$471	24	0	1	3
44	Coach	24	\$54	254	0	2	2
45	Animal Breeder	26	\$92	0	0	0	1
46	Taxidermist	26	\$67	0	0	0	0
47	Gaming Dealer	24	\$167	0	0	0	13
48	Weigher	24	\$42	0	0	0	8
49	Gaming Supervisor	23	\$449	0	0	0	15

Tier 1

Tier 2

continued on next page

Table 4 continued

Rank	Occupations	Number of Licensed States	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age
50	Gaming Cage Worker	22	\$175	0	0	0	14
51	Travel Guide	21	\$191	58	1	0	9
52	Slot Key Person	21	\$199	0	0	0	14
53	Animal Trainer	20	\$93	105	1	0	10
54	Crane Operator	18	\$195	221	3	0	17
55	Backflow Prev. Assembly Tester	18	\$133	49	1	2	0
56	Tester, Cathodic Protection	16	\$1,442	99	2	0	1
57	Sign Language Interpreter	16	\$772	2	3	5	6
58	Animal Control Officer	17	\$116	4	1	0	8
59	Tester, Tank	14	\$241	162	1	0	3
60	Locksmith	13	\$147	92	1	1	10
61	Pharmacy Technician	12	\$67	194	0	6	10
62	Bartender	13	\$24	1	0	0	20
63	Iron/Steel Contractor (R)	11	\$261	232	1	0	2
64	Taxi Driver/Chauffeur	12	\$74	3	1	0	15
65	Landscape Contractor	10	\$117	334	1	0	0
66	Social and Human Service Asst.	7	\$200	1,251	1	0	5
67	Painting Contractor (R)	10	\$283	184	1	0	4
68	Carpenter/Cabinet Maker (R)	10	\$277	184	1	0	4
69	Insulation Contractor (R)	10	\$277	184	1	0	4
70	Mason Contractor (R)	10	\$277	147	1	0	4
71	Cement Finishing Contractor (R)	9	\$309	245	1	0	4
72	Drywall Installation Contractor (R)	9	\$282	203	1	0	2
73	Floor Sander Contractor (R)	9	\$278	164	1	0	4
74	Glazier Contractor (R)	9	\$300	123	1	0	4
75	Funeral Attendant	9	\$167	2	0	4	6
76	Terrazzo Contractor (R)	8	\$309	230	1	0	5
77	Farm Labor Contractor	9	\$162	0	0	0	2
78	Interior Designer	4	\$364	2,190	1	0	0
79	Tree Trimmer	7	\$174	369	2	0	8
80	Travel Agent	8	\$211	0	0	0	2
81	Sheet Metal Contractor (R)	7	\$320	209	1	0	3
82	Dental Assistant	7	\$50	55	1	2	2
83	Upholsterer	7	\$116	0	0	0	0
84	Packager	7	\$54	0	0	0	0
85	Title Examiner	6	\$269	61	1	0	3
86	HVAC Contractor (R)	5	\$385	365	1	0	4
87	Shampooer	5	\$67	23	1	0	10
88	Cross-connection Survey Insp.	4	\$153	463	1	3	5
89	Psychiatric Technician	4	\$162	247	1	12	5
90	Court Clerk	4	\$13	195	0	3	5
91	Dietetic Technician	3	\$30	800	1	0	6
92	Home Entertainment Installer	3	\$101	243	2	0	12
93	Log Scaler	2	\$25	365	2	0	9
94	Psychiatric Aide	2	\$0	228	1	6	0
95	Electrical Helper	2	\$58	1	0	0	17
96	Still Machine Setter	2	\$43	0	1	0	0
97	Nursery Worker	2	\$55	0	0	0	0
98	Conveyor Operator	1	\$142	730	1	0	0
99	Pipelayer Non-contractor	1	\$195	0	0	0	18
100	Florist	1	\$225	0	1	0	0
101	Fire Sprinkler System Tester	1	\$220	0	1	0	0
102	Forest Worker	1	\$129	0	1	0	0

Tier 3

Tier 4

Ranking the States

As Table 6 shows, **Louisiana** licenses 71 of the 102 occupations studied—more than any other state. It is followed closely by **Arizona** (64), **California** (62) and **Oregon** (59). **Wyoming**, with a mere 24, licenses the fewest of those studied, followed by **Vermont** and **Kentucky**, which each license 27. On average, states license 43 of the occupations studied.

However, when it comes to the burdens states impose on would-be workers, a different picture emerges. For each state, Table 7 shows the average burdens imposed across all occupations licensed in that state. Table 7 also ranks states from most to least burdensome using a score created from these averages. (See the methods appendix for details.) The State Profiles section provides greater detail for each state, including the requirements for each licensed occupation. As with the occupation rankings, the state rankings do not reflect any judgment about states' licensing schemes; they merely compare them.

Hawaii tops the list as the most burdensome state, with an average of more than \$360 in fees, 724 days—almost two years—in education and experience and two exams, as well as grade and age requirements for the 43 occupations it

licenses. **Arkansas** is not far behind, with an average of more than \$200 in fees, 689 days, one exam and grade and age requirements for the 52 occupations it licenses. **Nevada**, **Florida** and **Arizona** round out the top five most burdensome states. In all, 14 states require more than a year of education and experience *on average* for the occupations they license.

The average state requires \$203 in fees, 307 days (i.e., more than 10 months) in education and experience, one exam and grade and age minimums.

Pennsylvania is the least burdensome state, with a little more than \$170 in fees, 113 days (i.e., 3.7 months) in education and experience, one exam and grade and age requirements. Four states, **Nebraska**, **Montana**, **Wisconsin** and **North Dakota**, follow closely with similar burdens: \$107 to \$209 in fees, four months or so of education and experience, one exam and grade and age requirements.

Taking into account the extent of licensing in the states, Table 8 ranks states according to a combined measure of burden and number of occupations licensed. States that appear high on this list are those that license a large number of occupations *and* impose burdensome requirements.

By this measure, **Arizona** ranks at the top, with an average of \$455 in fees, 599 days—more than one-and-a-half years—in education and experience and two exams, as well as grade and age requirements. It also licenses 64 occupations. **California** ranks a close second, costing its would-be workers an average of \$300 in fees, 549 days in education and experience and one exam over the 62 occupations it licenses.

Seven of the top 10 most burdensome states listed in Table 7 remained in the top 10 in Table 8: **Arizona**, **Arkansas**,

Table 5: Average Occupational Requirements by Tier

Tier	Fees	Education/Experience (Days)	Exams	Grade	Age	Number of Licensed States
Tier 1	\$142	464	2	2	11	48
Tier 2	\$254	319	1	2	6	31
Tier 3	\$236	113	1	0	7	13
Tier 4	\$87	225	1	2	6	2

Table 6: Number and Percentage of Low-Income Occupations Licensed by State

State	Number of Low-Income Occupations Licensed	Percentage of 102 Low-Income Occupations Licensed
Louisiana	71	70%
Arizona	64	63%
California	62	61%
Oregon	59	58%
Nevada	55	54%
Mississippi	55	54%
Washington	54	53%
Iowa	54	53%
Connecticut	54	53%
Tennessee	53	52%
Arkansas	52	51%
New Mexico	52	51%
South Carolina	51	50%
Rhode Island	49	48%
West Virginia	49	48%
Delaware	49	48%
North Carolina	48	47%
New Jersey	48	47%
Idaho	47	46%
Wisconsin	47	46%
Alabama	47	46%
Utah	46	45%
Virginia	46	45%

State	Number of Low-Income Occupations Licensed	Percentage of 102 Low-Income Occupations Licensed
Florida	45	44%
Nebraska	45	44%
Pennsylvania	44	43%
Montana	44	43%
Alaska	44	43%
Hawaii	43	42%
Maryland	42	41%
Michigan	42	41%
Washington, D.C.	41	40%
North Dakota	40	39%
Illinois	40	39%
Maine	39	38%
Massachusetts	37	36%
Minnesota	36	35%
Texas	34	33%
New Hampshire	34	33%
Kansas	34	33%
New York	33	32%
Georgia	33	32%
Missouri	31	30%
Ohio	31	30%
Oklahoma	29	28%
Indiana	28	27%
South Dakota	28	27%
Colorado	28	27%
Vermont	27	26%
Kentucky	27	26%
Wyoming	24	24%

Table 7: States Ranked by Average Burden of Licensing Requirements

Rank	States	Number of Low-Income Occupations Licensed	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age
1	Hawaii	43	\$367	724	2	1	13
2	Arkansas	52	\$212	689	1	3	6
3	Nevada	55	\$505	601	2	2	7
4	Florida	45	\$274	603	1	2	15
5	Arizona	64	\$455	599	2	2	5
6	Oregon	59	\$267	568	1	1	13
7	California	62	\$300	549	1	2	12
8	Virginia	46	\$153	462	1	1	11
9	Vermont	27	\$174	402	2	3	8
10	Maryland	42	\$198	446	1	1	7
11	Oklahoma	29	\$116	416	2	2	9
12	New Mexico	52	\$158	413	1	2	8
13	Utah	46	\$269	417	2	0	4
14	South Carolina	51	\$166	402	1	1	7
15	Kentucky	27	\$230	336	2	4	8
16	Ohio	31	\$137	341	1	3	9
17	Texas	34	\$304	326	2	2	10
18	Georgia	33	\$167	324	2	3	8
19	New York	33	\$145	283	2	2	11
20	New Jersey	48	\$179	292	1	3	6
21	Michigan	42	\$198	256	1	3	14
22	South Dakota	28	\$166	271	2	2	9
23	Washington, D.C.	41	\$240	311	1	1	6
24	Minnesota	36	\$164	290	2	2	5
25	Massachusetts	37	\$181	293	1	1	6
26	Indiana	28	\$147	251	1	2	12
27	West Virginia	49	\$132	247	2	2	7
28	New Hampshire	34	\$209	230	2	2	8
29	North Carolina	48	\$180	250	1	1	7
30	Maine	39	\$206	226	1	2	6
31	Illinois	40	\$249	203	1	3	10
32	Wyoming	24	\$173	196	2	3	9

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Table 7 continued

Rank	States	Number of Low-Income Occupations Licensed	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age
33	Colorado	28	\$195	227	1	1	10
34	Tennessee	53	\$218	222	1	1	7
35	Missouri	31	\$100	220	1	1	10
36	Idaho	47	\$122	240	1	1	5
37	Rhode Island	49	\$164	211	1	1	12
38	Alabama	47	\$319	182	2	2	5
39	Connecticut	54	\$173	230	1	1	4
40	Alaska	44	\$373	179	1	1	6
41	Washington	54	\$152	199	1	1	7
42	Delaware	49	\$94	195	1	1	6
43	Louisiana	71	\$214	163	1	2	6
44	Kansas	34	\$88	166	1	2	5
45	Mississippi	55	\$198	155	2	2	5
46	Iowa	54	\$141	181	1	1	6
47	North Dakota	40	\$107	132	1	2	13
48	Wisconsin	47	\$209	145	1	1	8
49	Montana	44	\$131	133	1	3	7
50	Nebraska	45	\$140	147	1	2	6
51	Pennsylvania	44	\$176	113	1	1	7

Table 8: States Ranked by Number and Average Burden of Licensing Requirements Combined

Rank	States	Number of Low-Income Occupations Licensed	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age	
1	Arizona	64	\$455	599	2	2	5	Tier 1
2	California	62	\$300	549	1	2	12	
3	Oregon	59	\$267	568	1	1	13	
4	Nevada	55	\$505	601	2	2	7	
5	Arkansas	52	\$212	689	1	3	6	
6	Hawaii	43	\$367	724	2	1	13	
7	Florida	45	\$274	603	1	2	15	
8	Louisiana	71	\$214	163	1	2	6	
9	New Mexico	52	\$158	413	1	2	8	
10	South Carolina	51	\$166	402	1	1	7	Tier 2
11	Virginia	46	\$153	462	1	1	11	
12	Utah	46	\$269	417	2	0	4	
13	Tennessee	53	\$218	222	1	1	7	
14	Maryland	42	\$198	446	1	1	7	
15	Connecticut	54	\$173	230	1	1	4	
16	New Jersey	48	\$179	292	1	3	6	
17	West Virginia	49	\$132	247	2	2	7	
18	Mississippi	55	\$198	155	2	2	5	
19	Washington	54	\$152	199	1	1	7	
20	Iowa	54	\$141	181	1	1	6	Tier 3
21	North Carolina	48	\$180	250	1	1	7	
22	Rhode Island	49	\$164	211	1	1	12	
23	Idaho	47	122	240	1	1	5	
24	Alabama	47	\$319	182	2	2	5	
25	Delaware	49	\$94	195	1	1	6	
26	Michigan	42	\$198	256	1	3	14	
27	Washington, D.C.	41	\$240	311	1	1	6	
28	Wisconsin	47	\$209	145	1	1	8	
29	Alaska	44	\$373	179	1	1	6	
30	Illinois	40	\$249	203	1	3	10	
31	Nebraska	45	\$140	147	1	2	6	
32	Texas	34	\$304	326	2	2	10	
33	Maine	39	\$206	226	1	2	6	

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Table 8 continued

Rank	States	Number of Low-Income Occupations Licensed	Average Fees	Average Education & Experience (Days)	Average Exams	Average Minimum Grade Level	Average Minimum Age
34	Massachusetts	37	\$181	293	1	1	6
35	Montana	44	\$131	133	1	3	7
36	Minnesota	36	\$164	290	2	2	5
37	Georgia	33	\$167	324	2	3	8
38	Pennsylvania	44	\$176	113	1	1	7
39	Ohio	31	\$137	341	1	3	9
40	New York	33	\$145	283	2	2	11
41	Oklahoma	29	\$116	416	2	2	9
42	North Dakota	40	\$107	132	1	2	13
43	New Hampshire	34	\$209	230	2	2	8
44	Vermont	27	\$174	402	2	3	8
45	Kentucky	27	\$230	336	2	4	8
46	Kansas	34	\$88	166	1	2	5
47	Missouri	31	\$100	220	1	1	10
48	South Dakota	28	\$166	271	2	2	9
49	Indiana	28	\$147	251	1	2	12
50	Colorado	28	\$195	227	1	1	10
51	Wyoming	24	\$173	196	2	3	9

Tier 4

Table 9: Average State Requirements by Tier

Tier	Fees	Education/Experience (Days)	Exams	Grade	Age	Occupations Licensed
Tier 1	\$323	542	1	2	9	56
Tier 2	\$176	289	1	1	7	50
Tier 3	\$192	236	1	2	8	39
Tier 4	\$141	221	2	2	9	29

California, Florida, Hawaii, Nevada and Oregon. These states impose comparably heavy licensure burdens on their citizens; taking into account the number of occupations licensed merely changes their relative positions among the top 10 most burdensome states.

A handful of other states license relatively few occupations, but do so onerously. They show up ranked high in Table 7 but substantially lower in Table 8. Examples include **Vermont** (ninth most burdensome, but 44th combined), **Oklahoma** (11th most burdensome, but 41st combined), **Kentucky** (15th most burdensome, but 45th combined), **Ohio** (16th most burdensome, but 39th combined), **Texas** (17th most burdensome, but 32nd combined), **Georgia** (18th most burdensome, but 37th combined) and **New York** (19th most burdensome, but 40th combined).

Conversely, some states impose relatively light burdens, but license a large number of occupations, such as **Mississippi** (55 occupations, 45th most burdensome), **Iowa** (54 occupations, 46th most burdensome), **Washington** (54 occupations, 41st most burdensome), **Connecticut** (54 occupations, 39th most burdensome) and **Tennessee** (53 occupations, 34th most burdensome).

Like the combined occupational rankings, Table 8 breaks the combined state rankings into tiers. The combined scores of Tier 2 occupations are larger than average, while those of Tier 1 occupations are substantially so (more than one standard deviation larger).

Eight states—**Arizona, California, Oregon, Nevada, Arkansas, Hawaii, Florida and Louisiana**—make up Tier 1. As shown in Table 9, these states require an average of \$323 in fees, 542 days—almost a year and a half—in education and experience, one exam and age and grade requirements, and license an average of 56 occupations.

The exam, age and grade requirements are quite similar across state tiers, but this is not so for fees, education and experience and number of occupations licensed. Tier 1 fees and education and experience

requirements substantially outpace those in the other tiers. In fact, someone seeking to work in a Tier 1 state would have to pay nearly twice the amount in fees and wait more than eight months longer to enter their chosen occupation than someone in a Tier 2 state. And Tier 1 states license a greater number of occupations—six more than Tier 2, 17 more than Tier 3 and 27 more than Tier 4.



The licensing of lower-income occupations is both widespread and onerous—and, in many cases, irrational and arbitrary.

The Irrationalities of Occupational Licensure

The licensing of lower-income occupations is both widespread and onerous—but the data in this report also show that it is, in many cases, irrational and arbitrary.

On July 21, 2011, a federal court in Louisiana, a Tier 1 state, struck down a requirement that casket sellers be licensed as funeral directors. The court recognized that the state had “no rational basis” for imposing the burden of a funeral director’s license—which includes apprenticing at a licensed funeral home, mastering irrelevant skills and passing a funeral industry test—on those who merely sell empty boxes (i.e., caskets).

As the court declared, “The licensing scheme is not rationally related to public health and safety concerns....[I]t is detrimental to the welfare of the consumers and does not protect the health and safety of the public.”¹⁴ Instead, the court found, “The provisions simply protect a well-organized industry that seeks to maintain a strict hold on this business.”¹⁵ The court’s conclusion could be said of numerous occupations in this report.

To License or Not to License

The need to license any number of the occupations in this sample defies common sense. A short list would include interior designers, shampooers, florists, upholsterers, home entertainment installers, funeral attendants, auctioneers and interpreters for the deaf.

Most of these occupations are licensed in just a handful of states; interpreters are licensed in only 16 states, while auctioneers are licensed in 33. If, as licensure proponents often claim, a license is required to protect the public health and safety, one would expect more consistency. For example, only five states require licenses for shampooers, but it is highly unlikely that conditions in those five states are any different from those in the 45 states and District of Columbia where shampooers are not licensed.

Similarly, as noted, only three states and the District of Columbia license interior designers. It is rather implausible that interior design poses a health and safety risk in these four jurisdictions that is absent everywhere else (let alone a risk severe enough to warrant requiring would-be designers to complete six years of education and training). In fact, multiple state commissions that have studied the issue have concluded that there is simply no need to license interior designers and have recommended against proposed licensing schemes accordingly.¹⁶

On average, the 102 occupations we studied are licensed in just 22 states—fewer than half. Only 15 occupations are licensed in 40 states or more. Even allowing for variation in states that may change the nature or popularity of some occupations across borders, this lack of consistency is suspect. For the vast majority of these licensed occupations, many people are practicing elsewhere without government permission and apparently without widespread harm.

Consider the same point from the perspective of the states. All of the 102 occupations studied are licensed

somewhere. Louisiana, Arizona and California license more than 60 of the 102 occupations in this report, while Oklahoma, Colorado, Indiana, South Dakota, Kentucky, Vermont and Wyoming license fewer than 30. The average state licenses 43. Clearly, many states are doing just fine by leaving their citizens free to pursue occupations that other states license.

Irrational and Inconsistent Burdens

The data collected here call into question the need for licensing some occupations at all, but they also highlight overly burdensome, irrational and arbitrary requirements imposed upon occupational aspirants. To begin, the severity of the licensure requirements often does not seem warranted by the nature of the work. Take auctioneer, for example. The Dictionary of Occupational Titles¹⁷ describes the work of an auctioneer as:

Sells articles at auction to highest bidder: Appraises merchandise before sale and assembles merchandise in lots according to estimated value of individual pieces or type of article. Selects article to be auctioned at suggestion of bidders or by own choice. Appraises article and determines or asks for starting bid. Describes merchandise and gives information about article, such as history and ownership, in order to encourage bidding. Continues to ask for bids, attempting to stimulate buying desire of bidders. Closes sale to highest bidder. May write auction catalog and advertising copy for local or trade newspapers and periodicals.

Although the occupation is somewhat specialized, it defies common sense that auctioneering requires permission from 33 states to practice with average requirements of 100 days—more than three months—in education and training, one exam and grade and age minimums. Worse, five states require a full year or even two of education and training to earn an auctioneer’s license.

Similarly, to become a manicurist—licensed in every state but Connecticut—requires an average of 87 days in education and training and two exams. In 10 states, securing a manicurist license takes more than four months. Yet at least in Colorado, less than one-third of that time is to be spent learning “disinfection, cleaning & safe work practices,” the only subjects related to health and safety.¹⁸

And keep in mind that the average burdens faced by would-be auctioneers and manicurists are somewhat low for the 102 occupations we studied: On average, the occupational licenses measured in this report keep job aspirants out of work for nine months, cost them about \$209 and require them to pass one exam.

Not only do some licensure burdens look irrational when compared to the nature of the work, they look even more so when compared to the burdens faced by other occupations. For example, according to the Dictionary of Occupational Titles, an EMT, among other things,

Removes or assists in removal of victims from scene of accident or catastrophe Administers prescribed first-aid treatment at site of emergency, or in specially equipped vehicle, performing such activities as application of splints, administration of oxygen or intravenous injections, treatment of minor wounds or abrasions, or administration of artificial resuscitation.

Over-Regulation Puts the Brakes on Transportation Entrepreneurs

Nashville limousine entrepreneur and IJ client Ali Bokhari.



For new entrepreneurs, the transportation sector could be one of the most viable options for economic mobility and growth, but onerous regulations continually put the brakes on individual enterprise.

The attraction of many transportation occupations is the potential for those with low-to-modest skills to enter the business world with a small or moderate investment in the equipment necessary to work. Absent licensure and regulatory schemes, one need only a method of conveyance (a car, truck or boat, for instance) to begin earning a living. But regulatory schemes are anything but absent.

This report notes that 11 states and the District of Columbia require special licenses for taxi drivers or chauffeurs, but because most transportation occupations are regulated by cities, the actual barriers faced by those wishing to break into this market, particularly as business owners, are far more widespread. They also typically involve different types of licensing regimes than those described in this report, in addition to a host of other kinds of regulations.

The taxi industry, for example, suffers from a morass of licensure and other regulatory requirements. The most profound comes in the form of caps on the number of taxis allowed to operate in a city. Because cities rarely increase the capped amount of cabs—Milwaukee, for example, has not raised its cap since 1991—aspiring owners are either shut out of the industry or they must purchase a license from a current owner once it becomes available.

Because of the cap, Milwaukee taxi licenses have developed into a valued commodity costing around \$150,000—more than the median home price in the city.¹ In New York City's lucrative taxi market, the going price of a "medallion," or one of a limited number of licenses to operate a cab, is now more than \$1 million.²

Prices like these, inflated by an artificially limited supply of licenses, crush any hope of being an independent cab entrepreneur for many. But the license is just the beginning. Cities also regulate fares, vehicle age and condition, dispatching, insurance, record keeping, meters, and even whether the driver has a map present in the car.

As if protecting existing taxi businesses through licensure and regulation is not enough, some cities also try to create protective shelters around the industry by imposing regulations on competing limousine and sedan car businesses.

The most clearly anti-consumer rules are minimum fares. For example, Nashville, Tenn., will not allow limo or sedan companies

to charge less than \$45, outlawing the \$25 fares that made the sedans an affordable alternative to taxis and cut into the taxi market.³ Portland, Ore., makes its protection explicit by demanding that limos and sedans charge no less than 35 percent above the prevailing taxicab rate.⁴ Combined with other burdensome and senseless rules, minimum fares make it difficult to start a small transportation business and impossible to stay competitive once in it. The effect of minimum fares is to make transportation consumers pay more for taxicab, limousine and sedan service.

However, the most blatantly protectionist scheme in many transportation fields is the certificate of Public Convenience and Necessity (PCN). Whether in the limousine,⁵ water ferry,⁶ or household goods movers⁷ industries, the PCN erects a nearly insurmountable obstacle for aspiring entrepreneurs. In essence, the would-be entrepreneur almost always bears the burden of proving to the satisfaction of government bureaucrats (a) that his proposed business is "necessary" for the good of the public and (b) that the new operation will not harm existing businesses in the same industry.

The PCN certificate is a different kind of license than those studied in this report, and in many ways it is even more burdensome. In the construction or cosmetology trades or other occupations we studied, if applicants meet objective criteria—however onerous they may be—they get a license. But the granting of PCN certificates is subject to bureaucratic whim, as well as the direct opposition of future competitors.

First, the aspirant must complete a lengthy application that collects a voluminous amount of information about the would-be business owner, the proposed business, financial records, projected activities, qualifications of employees and proof of insurance. The application comes with fees, of course, but what makes the process most overwhelming—and usually an impossible barrier to overcome—is that once an application is filed, existing business owners are invited to intervene. They may, and typically do, object to the application on the grounds that the new service would adversely affect their business by directly competing with them. It is as if McDonalds had the legal power to veto the opening of a new Burger King.

In an occupational sector that has the potential to be a model of Yankee ingenuity, licensure and other regulation has in many cities created a statist slough.

¹<http://www.ij.org/4038>

²<http://www.bloomberg.com/news/2011-12-20/cuomo-says-deal-reached-on-new-york-city-taxi-medallion-sales.html>

³<http://www.ij.org/3769>

⁴Portland, Ore. Code § 16-40-480(C).

⁵<http://www.ij.org/776>

⁶<http://www.ij.org/4101>

⁷Milnikel, E., & Satterthwaite, E. (2010). Regulatory fields: Home of Chicago laws. Arlington, VA: Institute for Justice;

Draniak, N. (2006). The land of 10,000 lakes drowns entrepreneurs in regulations. Arlington, VA: Institute for Justice.

Webs of Regulation Create “Death by a Thousand Cuts” for Entrepreneurs

Miami mobile vendor and IJ client Silvio Membreno

Occupational licensing is a widespread barrier to entrepreneurship, but it is by no means the only way laws and regulations stifle new enterprises.

Street vendors, for example, face a complicated web of rules in most cities that make it needlessly difficult if not impossible to set up shop. Street selling of everything from fruit to flowers has long been a means to economic independence and upward mobility for low-capital entrepreneurs, particularly in urban areas. Recently, food trucks have boomed in popularity by offering customers in many cities cutting-edge cuisines and entrepreneurs an affordable way to break into business.

Yet, of the 50 largest U.S. cities, all but five put substantial roadblocks in the way of would-be vendors, and most of these rules do little but protect established businesses from upstart competitors.¹ Some cities ban vending on public property entirely, while others make whole areas off-limits, often including lucrative commercial and entertainment districts. In 20 major cities, vendors are banned from setting up shop near competing brick-and-mortar businesses, and such incumbent businesses are often the biggest proponents of restrictions on vendors.

Working from home is an even more common way to start a new business and test an idea with low up-front costs. But all too often, burdensome regulations block this route to entrepreneurship as well. Los Angeles, for example, bans certain categories of home-based businesses altogether,² while Miami³ and the District of Columbia⁴ permit only certain categories. In many parts of Philadelphia, home occupations are entirely prohibited without a difficult-to-obtain zoning variance.⁵

Some cities dictate not only what kind of business may or may not run out of a home but also how much of a home may be devoted to it. In Los Angeles, setting up an office or studio in a garage is banned; garages may be used only for “incidental storage” for a home-based business.⁶ Milwaukee limits such storage to 50 percent of a garage and declares that only 25 percent of a home may be dedicated to a business.⁷ D.C. has a similar floor-space restriction.⁸ Cities also prescribe how many people may work in a home (only two in Miami and no more than one non-resident in Chicago, Los Angeles and D.C.) and how many customers a business may serve in a day (in Chicago, no more than two at once and 10 in a day).⁹ Los Angeles limits home-based businesses to just two deliveries or pick-ups per day.¹⁰

Regulations and bureaucratic practices governing businesses outside the home evince outright hostility toward entrepreneurs on the parts of many large cities. Starting a new business is never easy, but

permitting and licensing processes often pile difficulty upon difficulty. Rarely is just one business permit required. There will often be occupancy permits, building permits to modify a space, sign permits and more depending on the city and the business, and each of these will carry its own paperwork, hassles and fees—plus the possibility of denial.

One Milwaukee entrepreneur spoke of the “death by a thousand cuts” from fees and special licenses the city imposes on restaurateurs, including those for outdoor flower pots, sidewalk café permits for outdoor seating (plus a second liquor license), garbage fees, sign taxes and even permits to play music inside.¹¹

Navigating such bureaucracy is so challenging that in a few cities, so-called permit “expeditors” make a living by charging entrepreneurs to help guide them through the system. In Los Angeles, such expeditors focus largely on restaurants.¹² In D.C., the expeditors are often former employees of the city’s Department of Consumer and Regulatory Affairs who troll the agency’s offices looking for downtrodden applicants.¹³ In Chicago, expeditors are now so common that they themselves are licensed by the city.¹⁴

Securing a needed permit or license is made harder still in cities like Milwaukee and Chicago, where the practice of “aldermanic privilege” gives city aldermen virtual carte blanche to hold up or deny permits in their districts, as well as the power to extract ransom or other concessions from applicants.¹⁵

Philadelphia’s impenetrable and outdated zoning code has essentially created a presumption among city bureaucrats that anything new is disallowed. Entrepreneurs can seek a variance from the Zoning Board of Adjustments, but community members and others will be allowed to weigh in and block approval or extract unrelated concessions.¹⁶

All this bureaucracy can cost entrepreneurs dearly. Typically, a space must be bought or leased before permits can be acquired, so delays mean that costs mount while a business sits idle. Incorrect and contradictory information and other permitting hurdles delayed the opening of one D.C. restaurant by 18 months, during which the owner spent \$30,000 on rent for an unused space. After two years of similar frustration, successful coffee-shop owners elsewhere in the city scrapped their plans to expand.¹⁷

If cities want to unleash their own citizens to create new enterprises and new jobs, they should start by clearing away the tangles of regulation and bureaucracy that treat entrepreneurship as a privilege bestowed on a lucky few.

¹Norman, E., Frommer, R., Gall, B., & Knepper, L. (2011). Streets of dreams: How cities can create economic opportunity by knocking down protectionist barriers to street vending. Arlington, VA: Institute for Justice.

²Examples of forbidden home-based businesses include cutting hair, dog sitting, sewing, car detailing and applying makeup. Bindas, M. (2010). L.A. vs. small business: City of angels no heaven for entrepreneurs. Arlington, VA: Institute for Justice.

³In Miami, home occupations are limited to “architect, artist, broker, consultant, dressmaker, draftsman, engineer, interior decorator, lawyer, manufacturer’s agent, notary public, teacher (excluding band instrument, and group instruction), and other

similar occupations.” Sherman, P. (2010). Miami’s Vice: Over-regulating entrepreneurs. Arlington, VA: Institute for Justice.

⁴Frommer, R. (2010). Washington, DC vs. entrepreneurs: DC’s monumental regulations stifle small businesses. Arlington, VA: Institute for Justice.

⁵McNamara, R. (2010). No brotherly love for entrepreneurs: It’s never sunny for Philadelphia’s small businesses. Arlington, VA: Institute for Justice.

⁶Bindas, 2010.

⁷Adkins, J. (2010). Unhappy days for Milwaukee entrepreneurs: Brew city regulations make it hard for businesses to achieve high life. Arlington, VA: Institute for Justice.

⁸Frommer, 2010.

⁹Milnikel, E., & Satterthwaite, E. (2010). Regulatory field: Home of Chicago laws. Arlington, VA: Institute for Justice; Bindas, 2010; Frommer, 2010.

¹⁰Bindas, 2010.

¹¹Adkins, 2010.

¹²Bindas, 2010.

¹³Frommer, 2010.

¹⁴Milnikel, 2010.

¹⁵Adkins, 2010; Milnikel, 2010.

¹⁶McNamara, 2010.

¹⁷Frommer, 2010.

Quite literally, EMTs hold lives in their hands, yet 66 other occupations have greater average licensure burdens than EMTs. This includes interior designers, barbers and cosmetologists, manicurists and a host of contractor designations. By way of perspective, the average cosmetologist spends 372 days in training; the average EMT a mere 33.

Licensure irrationalities are doubly evident in the inconsistencies by burden across states. Looking again at manicurists, while 10 states require four months or more of training, Alaska demands only about three days and Iowa about nine days. It seems unlikely that aspiring manicurists in Alabama (163 days) and Oregon (140 days) truly need so much more time in training. But manicurists are not alone. The education and experience requirements for animal trainers range from zero to almost 1,100 days, or three years. And for vegetation pesticide handlers, training obligations range from zero to 1,460 days, or four years, with fees up to \$350.

This high degree of variation is prevalent throughout the occupations. Thirty-nine of them have differences of more than 1,000 days between the minimum and maximum number of days required for education and experience. And another 23 occupations have differences of more than 700 days.

Finally, irrationalities are particularly notable when few states license an occupation but do so onerously. One clear example is interior design, the most difficult of the 102 occupations to enter, yet licensed in only three states and D.C. Another is social service assistants, the fourth most difficult occupation to enter. It requires nearly three-and-a-half years of training but is only licensed in six states and D.C. Dietetic technicians must spend 800 days in education and training, making for the eighth most burdensome requirements, but they are licensed in only three states. Home entertainment installers must have about eight months of training on average, but only in three states. The seven states that license tree trimmers require, on average, more than a year of training.

Protection from Competition, Not for Consumers

The contexts within states, of course, are not so radically different as to warrant such inconsistent and often overly burdensome licensing schemes. It is far more likely that the irrationalities endemic in occupational licensure stem from the personal interests of those already practicing the occupations. More than 200 years ago, Adam Smith observed that trades conspire to reduce the availability of skilled craftsmen in order to raise wages,¹⁹ and modern public choice theory²⁰ and social science research²¹ demonstrate little has changed since that time.

Occupational practitioners, often through professional associations, use the power of concentrated interests to lobby state legislators for protection from competition through licensing laws. Such anti-competitive motives are typically masked by appeals to protecting public health and safety, no matter how facially absurd. For example, the 2011 legislative session in North Carolina saw efforts to license music therapists. The enabling legislation's introduction stated: "The North Carolina Music Therapy Practice Act is established to safeguard the public health, safety, and welfare..."²²

Similarly, the American Society of Interior Designers has waged a 30-year campaign in state legislatures seeking greater regulation of its industry, including occupational licensure.²³ The cornerstone of its argument is the alleged threat to public health and safety from unlicensed interior design, yet time and again industry lobbyists have

failed to produce actual evidence of consumer harm. State agencies have similarly been unable to document a need for licensing interior designers, and such claims of harm have also failed independent scrutiny.²⁴

While the interior designer lobby has not enjoyed widespread success, it has managed to impose the most substantial average barriers documented in this report in three states and the District of Columbia (as well as less intrusive forms of regulation in a handful of other states). And the irrationalities highlighted here suggest that lobbies in other occupations have met with greater success.

Once practitioners enjoy the benefits of a sheltered occupation, they seldom let it go without a fight. It took multiple years and two separate lawsuits to force legislators in Louisiana, the only state to license florists, to merely *reduce* the licensure requirements. In the process, representatives from the florist industry fought hard against any changes to the law. The head of the state florist association argued that the licensure regime protected consumers by upholding high professional standards. The head of the state horticulture commission agreed: “If they [aspiring florists] can’t take the instruction and pass the exam, how can they do an arrangement that you and I want to buy?”²⁵

Such arguments fly in the face of common sense—how do consumers manage in the other 49 states and D.C.—as well as research

demonstrating that Louisiana’s licensing scheme in fact did nothing to improve the quality of floral arranging.²⁶ Nonetheless, Louisiana remains the only state to license florists, albeit with substantially less burdensome entry requirements.

In another example, the Florida legislature in 2011 considered a bill to end licensing for 20 occupations, including auctioneers, talent agents, television picture tube salesmen, ballroom dance teachers, interior designers and hairbraiders.²⁷ But the bill eventually failed in the face of stiff resistance from industry pressure.²⁸

These examples illustrate the power to fence out competition that concentrated, self-interested lobbies have historically enjoyed in state legislatures. It is not for nothing that the 10th U.S. Circuit Court of Appeals once observed, “[W]hile baseball may be the national pastime of the citizenry, dishing out special economic benefits to certain in-state industries remains the favored pastime of state and local governments.”²⁹

Alternatives to Licensure

There are alternatives to licensure. For example, some of the “signaling” benefits associated with licensing³⁰ can be realized without the government restricting entry into occupations. Voluntary certification through professional associations can benefit practitioners by enabling them to distinguish themselves, while consumers remain free to

Local Governments Get in on the Licensing Act



New Orleans tour guide and If client Joycelyn Cole

This study examines occupations licensed by states, but local governments often erect similar barriers to economic opportunity. New York City's Department of Consumer Affairs requires licenses for at least 55 job categories,¹ for example, while Chicago's Department of Business Affairs and Consumer Protection issues more than 70 different types of licenses.² This report identified 64 licensed lower-income occupations in California, but the CalGOLD website, which collects information on business permits at all levels of California government, lists 147 job categories licensed by the state or a city or county somewhere in the state.³

Sometimes cities license occupations that states license elsewhere. For instance, Minnesota is not one of the seven states that license tree trimmers, but its largest city, Minneapolis, does. And the city's license requirements are substantially more burdensome than most of the licensing states.

Tree trimmers in Minneapolis must either be or employ a "qualified arborist." Earning that designation requires certification from the International Society of Arboriculture or a four-year degree in forestry or a related field.⁴ ISA certification requires at least three years full-time experience and an exam—only a small portion of which covers tree trimming. By contrast, five of the seven states that license tree trimmers do not mandate any education or experience, requiring only fees and an exam or two.

Jim Dolphy ran headlong into Minneapolis' tree trimmer licensing law in August 2009 as he was trimming a fallen tree after a tornado hit the area. Since 2005, Jim had run a successful solo business trimming trees in Minneapolis and surrounding areas, but he was forced to abandon customers in the state's largest city (and eventually his entire business) after the licensing law went into effect. He is not an arborist, nor can he afford to hire one. Still, in the wake of the tornado, he responded to a customer call and wound up with a \$250 fine from a city inspector for trimming trees without a license.⁵

Like Washington, D.C., and 20 states, New Orleans licenses tour or travel guides. In most jurisdictions, however, the licenses are limited to those leading outdoor, hunting or fishing expeditions. But New Orleans and the District are among a handful of cities that require licenses simply for describing city sights to customers for pay. In New Orleans, aspiring guides must pass—with a 70 percent score or higher—a written examination, undergo a federal criminal background check, pass a drug test and more.⁶ D.C. also requires a test, as well as fees and a certified copy of the applicant's police report.⁷

Chicago saddles "retail computing centers" with a licensing process so onerous that it is practically impossible to maintain a license in good standing,⁸ and Los Angeles requires a special police permit for Internet cafés.⁹ New Jersey is not one of the 33 states that license auctioneers, but the city of Newark does, requiring applicants to submit a resume detailing auction work for the previous three years, letters of reference and other evidence of integrity.¹⁰ Apparently, auctioneer licenses are then granted at the discretion of city bureaucrats. Newark also requires special licenses for shoe shiners, hand-billers (those who distribute advertising materials by hand), parking lot operators and anyone who holds a garage sale.¹¹

In short, just because an occupation is not licensed by a state does not mean those aspiring to join it are in the clear. Cities and counties may add their own impediments to work, showing that this report likely significantly underestimates the extent and burden of occupational licensure.

¹http://www.nyc.gov/html/dca/downloads/pdf/licensing_industries_list.pdf

²http://www.cityofchicago.org/content/city/en/depts/bacp/supp_info/detailed_licensetypes.html

³<http://www.calgold.ca.gov/Default.asp?VW=OUT&TOP=N&KYWD=>

⁴Minneapolis Code § 347.35.

⁵<http://www.startribune.com/opinion/other-views/133719663.html>

⁶<http://www.ij.org/about/4218>

⁷Frommer, R. (2010). Washington, DC vs. entrepreneurs: DC's monumental regulations stifle small businesses. Arlington, VA: Institute for Justice.

⁸Milnikel, E., & Satterthwaite, E. (2010). Regulatory field: Home

of Chicago laws. Arlington, VA: Institute for Justice.

⁹Bindas, M. (2010). L.A. vs. small business: City of angels no heaven for entrepreneurs. Arlington, VA: Institute for Justice.

¹⁰Rowes, J. (2010). No work in Newark: City must free entrepreneurs. Arlington, VA: Institute for Justice.

¹¹Rowes, 2010.

Licensing Boards Push Boundaries to Keep Out Competition

Salt Lake City hairbraider and IfJ client Jestina Clayton

One danger of occupational licensing regimes is that, once established, they take on a life of their own. Once licensees enjoy the benefits of limiting competition, they become a persistent lobby for keeping licenses on the books and for expanding them to encompass previously unlicensed practices. And because regulatory boards established to oversee the licensing process are typically made up of current practitioners and funded by licensees' dues, they have tremendous incentives to adopt and enforce a broad interpretation of a license's scope. All too often the result is that new business models or techniques are choked off as would-be innovators are forced to undergo costly and irrelevant training or testing or are effectively shut down with threats of fines, injunctions or even criminal prosecution.

This problem of "license creep" is just one of several ways this report underestimates both the extent and the impact of occupational licensing on job seekers and creators.

For example, cosmetology is one of the 102 licensed occupations studied, but in many states, what licensing boards define as "cosmetology" actually encompasses several occupations.¹ These include ancient, all-natural grooming practices like the South Asian and Middle Eastern practice of eyebrow threading and African-style hairbraiding. These increasingly popular services have existed for centuries and require no heat, chemicals or sharp objects. Yet cosmetology boards in several states insist that these practitioners obtain expensive and irrelevant licenses in Western-style cosmetology.

Eyebrow threading simply uses cotton thread to remove unwanted facial hair by forming a loop in the thread and then quickly brushing it along the face of a client. In Texas, eyebrow threaders with 20 years of experience are being told they must stop working and spend between \$7,000 and \$22,000 and 750 hours in a government-approved beauty school that does not even teach threading.²

Likewise, African-style hairbraiders in Utah must spend 2,000 hours in cosmetology training that does not even teach braiding.³ Other states impose similarly irrelevant cosmetology requirements on braiders, and only 10 states specifically exempt them from cosmetology licensing regimes.⁴

Once created and empowered to oversee an occupation, licensing boards may even completely prohibit a practice, as cosmetology boards in at least 14 states have done with the Asian practice of fish pedicures,

where small, toothless fish painlessly remove dead skin from customers' feet.⁵

Dentists, too, have joined the trend of license creep. In a number of states, including Connecticut, dental boards and dental associations are demanding that entrepreneurs who sell over-the-counter teeth-whitening products and provide customers guidance and a location to use the product must be fully licensed dentists.⁶ Yet it is perfectly legal for someone to take the very same whitening kit home and apply it without guidance. On average, a dentist can earn \$25,000 annually by performing teeth-whitening, and dentists routinely charge four times more than non-dentists.⁷

Until a recent federal court decision,⁸ Louisiana for many years included casket selling within the scope of a funeral director's license. That meant independent casket makers or sellers, such as the monks of Saint Joseph Abbey in St. Benedict, La., would have had to apprentice for one year, learn unnecessary skills, pass an industry test and install embalming equipment just to sell a wooden box.⁹ A federal appeals court struck down a similar law in Tennessee,¹⁰ but a different appellate court upheld Oklahoma's casket monopoly.¹¹

Elsewhere, veterinary boards have tried to sweep the traditional practice of horse teeth floating under their domain. Chris Johnson, a third generation teeth floater in Minnesota, learned from his father how to manually file or "float" a horse's teeth, a necessary procedure since horses' teeth grow throughout their lifetimes. State boards in Minnesota and Texas blocked these less expensive (and often far better qualified) competitors even though few veterinary schools provide significant instruction in dentistry, let alone teeth floating. Johnson was forced out of business, and practitioners in Texas must work under the supervision of veterinarians who typically have no hands-on training or personal experience with equine teeth floating.¹²

In yet another example, Texas defined the practice of private investigation so broadly that it included a variety of computer repair services, forcing all computer technicians to obtain a costly P.I. license before looking at computer data—or face steep penalties.¹³

Occupational licensing often does more than burden aspiring workers. It empowers current licensees to police the boundaries of their occupation and gives them every incentive to push those boundaries ever further to keep out new competition.

¹One such occupation, makeup artist, was included in the study as its own occupational category even though in most states it is simply considered the practice of cosmetology or esthetics. This is because makeup artists are classified separately by the Bureau of Labor Statistics, the main source for our list, while other emerging or smaller occupations such as hairbraiders and eyebrow threaders are not.

²Hottot, W. (2009). Bureaucratic barbed wire: How occupational licensing fences out Texas entrepreneurs. Arlington, VA: Institute for Justice. See also Texas House of Representatives (2009).

Interim report of the Committee on Government Reform, 81st Legislature. Austin, TX: Texas Legislative Council. Available at <http://www.tlc.state.tx.us/docprod/reports/HI81GovRef.pdf>.

³<http://www.ij.org/3782>

⁴Carpenter, D. M. (2009). The power of one entrepreneur: Melony Armstrong, African hairbraider. Arlington, VA: Institute for Justice.

⁵Shishkin, P. (2009, March 23). Ban on feet-nibbling fish leaves salons on the hook. *Wall Street Journal*, <http://online.wsj.com/article/SB123776729360609465.html>.

⁶<http://www.ij.org/4150>

⁷<http://www.ftc.gov/os/adjpro/d9343/101108northcarolinacmpt.pdf>

⁸*Saint Joseph Abbey v. Castille*, 2011 U.S. Dist. LEXIS 79327 (E.D. La. July 21, 2011).

⁹<http://www.ij.org/3457>

¹⁰*Craigmiles v. Giles*, 312 F.3d 220 (6th Cir. 2002).

¹¹*Powers v. Harris*, 379 F.3d 1208 (10th Cir. 2004).

¹²<http://www.ij.org/671>; <http://www.ij.org/2208>

¹³<http://www.ij.org/2188>

choose among all providers and decide for themselves how much value to place on such credentials.

An example is ASE certification for auto mechanics through the National Institute for Automotive Service Excellence. Presently, about 350,000 mechanics hold ASE certifications, and it is a credential widely recognized and valued in the industry. ASE-certified professionals usually wear ASE insignia and carry credentials listing their exact areas of expertise, while employers display their technicians' credentials in customer waiting areas.³¹

There are also third-party consumer organizations, such as the Better Business Bureau, and more contemporary versions built on new information and communication technologies, such as Angie's List (www.angieslist.com), that enable consumers to hold occupational practitioners accountable for the quality of their goods and services. These organizations already help consumers sort through providers in fields where practitioners are licensed and in those where they are not. In addition, consumer affairs divisions within various state governments provide aggrieved parties an option with even greater authority.

Conclusion and Recommendations

This report finds that the barriers imposed by licensure schemes on those wishing to enter the 102 lower-income occupations we studied are not only widespread but often severe, arbitrary and irrational. These requirements can be substantial barriers for those seeking work, particularly those who most likely aspire to these occupations—minorities, those of lesser means and those with less education.

Reducing the breadth and burden of occupational

licensure could help states realize significant economic benefits by freeing job-seekers to enter new occupations and enabling entrepreneurs to create new enterprises. When Mississippi replaced its cosmetology-license requirement for African hairbraiders with a modest registration requirement, 300 new braiders registered with the state.³² Some of those 300 moved to Mississippi from neighboring states where braiding is still onerously licensed, but others came out from the shadows of the informal economy and will now formally contribute to the economic and social health of their communities.

The state rankings in this report point out particular states that are in need of reform, either because they license too many occupations or impose overly burdensome requirements—or both.

But all states could improve employment prospects for their workers by easing or eliminating licensing restrictions. The State Profiles section of this report details for every state the occupations licensed and the burdens imposed and shows where states stack up compared to one another. An online, interactive version of this report (www.ij.org/licensetowork) makes it even easier to compare licensed occupations and regulatory burdens across states.

To use this report to identify occupations in need of reform, policymakers should start with a few simple questions:

- Is an occupation unlicensed in other states?
- Are the licensure burdens for an occupation high compared to other states?
- Are the licensure burdens for an occupation high compared to other occupations with greater safety risks?

Each of these questions points to a licensing scheme that may be unnecessary or needlessly burdensome and that may not be justified by legitimate health and safety concerns.

That an occupation is unlicensed elsewhere suggests that the purported health and safety risk is not truly present—or that other mechanisms such as market forces, private certification, third-party endorsers or less intrusive regulation can work instead. That occupational aspirants face lower hurdles in other states, or compared to similarly risky occupations, suggests that licensure burdens can be eased without compromising public safety.

Reducing the breadth and burden of occupational licensure could help states realize significant economic benefits by freeing job-seekers to enter new occupations and enabling entrepreneurs to create new enterprises.

When reviewing current or proposed licensing laws, policymakers should demand proof that there is a clear, likely and well-established danger to the public from unlicensed practice. And if they do choose to license an occupation, they should carefully determine how much of the burden placed on applicants is truly needed to ensure public health and safety. Forcing would-be workers to take unnecessary classes, engage in lengthy apprenticeships, pass irrelevant exams or clear other needless hurdles does nothing to ensure the public's safety. It simply protects those already in the field from competition by keeping out newcomers. Finally, policymakers should always consider whether less restrictive options—including simply letting consumers decide for themselves—can keep the public safe while creating new opportunities for workers.³³

Finding a job or creating new jobs should not require a permission slip from the government. As millions of Americans struggle to find productive work, one of the quickest ways legislators can help is to simply get out of the way: Reduce or remove burdensome regulations that force job-seekers and would-be entrepreneurs to spend precious time and money earning a license instead of working.

State Profiles

Alabama

47

of 102 moderate-income occupations licensed

38th

most burdensome licensing laws

24th

most broadly and onerously licensed state

Alabama licenses 47 of the occupations studied, and its laws are the 38th most burdensome. On average, Alabama's barriers to entry into low- and medium-income occupations are \$319 in fees, two exams and 182 days of education and experience. It ranks as the 24th most broadly and onerously licensed state, putting it in the middle of the states.

However, Alabama licenses several occupations that are rarely licensed elsewhere. For example, few other states join Alabama in licensing tree trimmers (only six other states), shampooers (four), bartenders (12) or locksmiths (12). Alabama is one of only 16 states that licenses cathodic protection testers (those who inspect certain systems designed to protect buried or submerged metal piping and

tanks) and sign language interpreters. Both of these occupations have multiple exams and high fees (\$1,500 and \$695, respectively).

Alabama also imposes more onerous requirements than other states for some occupations. Driven by high fees in the construction trades, Alabama's licensing fees average \$328, which is exceeded only by four states. Alabama could improve its burden ranking by moderating these fees. Moreover, Alabama could ease entry into occupations by, at the least, trimming education and experience requirements. For instance, makeup artists in Alabama must complete 280 days of training versus a national average 138, and auctioneers must complete 385 days versus a national average of 100.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$92	1,825	2	0	0
2	Athletic Trainer	46	\$535	1,460	3	0	0
3	Midwife	29	\$285	730	1	12	0
4	Veterinary Technologist	37	\$160	730	2	0	18
5	Earth Driller	47	\$200	730	1	0	0
6	HVAC Contractor (General/Commercial)	40	\$315	700	1	0	0
7	Cosmetologist	51	\$275	350	2	10	16
8	Auctioneer	33	\$350	385	2	0	19
9	Skin Care Specialist	50	\$135	280	2	10	16
10	Makeup Artist	36	\$135	280	2	10	16
11	Pest Control Applicator	51	\$125	365	1	0	0
12	Vegetation Pesticide Handler	51	\$50	365	1	0	0
13	Massage Therapist	39	\$185	152	1	0	18
14	Manicurist	50	\$135	163	2	0	0
15	Sign Language Interpreter	16	\$695	2	3	12	0
16	School Bus Driver	51	\$69	2	6	0	21
17	Cathodic Protection Tester	16	\$1,500	8	2	0	0
18	Pharmacy Technician	12	\$150	0	0	12	18
19	Child Care Worker	33	\$0	5	0	12	19
20	Bus Driver (City/Transit)	51	\$69	0	5	0	18
21	Emergency Medical Technician	51	\$80	42	2	0	18
22	Truck Driver	51	\$69	0	4	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Teacher Assistant	29	\$50	0	1	12	0
24	Glazier Contractor (General/Commercial)	30	\$592	0	2	0	0
25	Terrazzo Contractor (General/Commercial)	29	\$592	0	2	0	0
26	Painting Contractor (General/Commercial)	28	\$592	0	2	0	0
27	Mason Contractor (General/Commercial)	29	\$592	0	2	0	0
28	Sheet Metal Contractor (General/Commercial)	28	\$592	0	2	0	0
29	Cement Finishing Contractor (General/Commercial)	29	\$592	0	2	0	0
30	Iron/Steel Contractor (General/Commercial)	31	\$592	0	2	0	0
31	Insulation Contractor (General/Commercial)	29	\$592	0	2	0	0
32	Paving Equipment Operator Contractor	27	\$592	0	2	0	0
33	Drywall Installation Contractor (General/Commercial)	30	\$592	0	2	0	0
34	Pipelayer Contractor	29	\$592	0	2	0	0
35	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$592	0	2	0	0
36	Door Repair Contractor	35	\$592	0	2	0	0
37	Floor Sander Contractor (General/Commercial)	29	\$592	0	2	0	0
38	Mobile Home Installer	39	\$530	2	1	0	0
39	Bartender	13	\$0	1	0	0	21
40	Shampooer	5	\$40	0	0	0	16
41	Locksmith	13	\$168	0	1	0	0
42	Tree Trimmer	7	\$75	0	1	0	0
43	Landscape Contractor	10	\$0	0	1	0	0
44	Fisher	41	\$100	0	0	0	0
45	Fire Alarm Installer	34	\$100	0	0	0	0
46	Weigher	24	\$20	0	0	0	0
47	Animal Trainer	20	\$5	0	0	0	0

Alaska

44

of 102 moderate-income occupations licensed

40th

most burdensome licensing laws

29th

most broadly and onerously licensed state

Alaska requires a license to work in 44 of the 102 low- and medium-income occupations studied. To obtain a license, job seekers must give up an average of 179 days for education and training, pay \$373 in fees and pass one exam. Would-be workers face the 40th most burdensome licensing requirements among the states. Alaska also ranks as the 29th most broadly and onerously licensed state, suggesting there is room for improvement.

Alaska could improve employment prospects by eliminating or easing licensing requirements. For example, aspiring workers in several occupations—such as HVAC contractors and tank testers—face barriers to entry that far exceed those in most other states. Alaska requires four years of training to become an HVAC contractor com-

pared to a national average of 891 days. Of the 14 states that license tank testers, nine mandate 10 hours or fewer of training. The 365 days Alaska requires is exceeded only by Iowa. Alaska also charges exorbitant fees to midwives (\$3,688) and commercial fishermen (\$3,000), which far exceed the national averages for those occupations.

Alaska should also examine whether the requirements to enter some occupations are truly necessary or seem excessive compared to others. For instance, education and experience requirements are nearly three times longer for barbers and cosmetologists than for emergency medical technicians.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$191	1,825	1	0	0
2	HVAC Contractor (General/Commercial)	40	\$425	1,460	1	0	0
3	School Bus Driver	51	\$229	1,097	6	0	21
4	Midwife	29	\$3,688	730	1	12	18
5	Veterinary Technologist	37	\$260	730	1	0	0
6	Optician	22	\$275	420	2	12	0
7	Barber	50	\$290	385	2	0	0
8	Cosmetologist	51	\$240	385	2	0	0
9	Tester, Tank	14	\$150	365	1	0	0
10	Emergency Medical Technician	51	\$125	140	2	12	19
11	Travel Guide	21	\$550	125	2	0	21
12	Bill Collector Agency	30	\$250	0	0	12	19
13	Bus Driver (City/Transit)	51	\$140	0	5	0	19
14	Skin Care Specialist	50	\$205	82	2	0	0
15	Makeup Artist	36	\$205	82	2	0	0
16	Teacher Assistant	29	\$45	0	1	12	0
17	Truck Driver	51	\$140	0	4	0	19
18	Fisher	41	\$3,000	0	0	0	0
19	Auctioneer	33	\$520	0	2	0	18
20	Vegetation Pesticide Handler	51	\$25	2	2	0	18
21	Pest Control Applicator	51	\$25	2	2	0	18
22	Bartender	13	\$30	1	1	0	21
23	Weigher	24	\$48	0	1	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Security Guard	37	\$104	11	0	0	18
25	Child Care Worker	33	\$0	5	0	0	18
26	Manicurist	50	\$240	3	2	0	0
27	Tester, Cathodic Protection	16	\$155	8	1	0	0
28	Paving Equipment Operator Contractor	27	\$310	0	0	0	0
29	Painting Contractor (General/Commercial)	28	\$300	0	0	0	0
30	Drywall Installation Contractor (General/Commercial)	30	\$300	0	0	0	0
31	Iron/Steel Contractor (General/Commercial)	31	\$300	0	0	0	0
32	Pipelayer Contractor	29	\$300	0	0	0	0
33	Insulation Contractor (General/Commercial)	29	\$300	0	0	0	0
34	Cement Finishing Contractor (General/Commercial)	29	\$300	0	0	0	0
35	Terrazzo Contractor (General/Commercial)	29	\$300	0	0	0	0
36	Sheet Metal Contractor (General/Commercial)	28	\$300	0	0	0	0
37	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$300	0	0	0	0
38	Door Repair Contractor	35	\$300	0	0	0	0
39	Glazier Contractor (General/Commercial)	30	\$300	0	0	0	0
40	Floor Sander Contractor (General/Commercial)	29	\$300	0	0	0	0
41	Fire Alarm Installer	34	\$250	0	0	0	0
42	Mason Contractor (General/Commercial)	29	\$250	0	0	0	0
43	Security Alarm Installer	34	\$250	0	0	0	0
44	Taxidermist	26	\$200	0	0	0	0

Arizona

64

of 102 moderate-income occupations licensed

5th

most burdensome licensing laws

Most

broadly and onerously licensed state

Arizona ranks as the most broadly and onerously licensed state for low- and moderate-income workers. It requires a license for 64 out of 102 occupations studied, more than all but Louisiana. Of the occupations licensed in Arizona, 26 are also licensed in fewer than half of the other states. On average, breaking into one of the 64 licensed occupations requires \$455 in fees, 599 days lost to education and experience—or about a year-and-a-half—and two exams.

Arizona's poor showing in the rankings has much to do with its licensing of construction trades. The state requires a license for nearly every construction trade in this study, while for the same trades, around 20 states require no such license for work on commercial properties and around 40 states require no such license for work on residential properties. Moreover, Arizona makes entry into these trades particularly difficult by requiring four years of apprenticeship for a general/commercial license and two years for a residential license. (Joint licenses are available for those wishing to work in both

settings without acquiring two licenses.) Many states that license these trades have no such experience requirement.

The state also imposes above-average education and training requirements on other occupations. Aspiring manicurists lose 140 days to education and training in Arizona, while the national average is 87. Mobile home installers need two years of education and training compared to a national average of 194 days, or almost seven months; meanwhile, 23 states require just three days or fewer. Aspiring opticians lose three years to education and training compared to a national average of about two years. Pharmacy technicians require two years of training in Arizona, as in California and Illinois, but none in eight states with minimal requirements or the other 39 that do not license the occupation.

To improve employment prospects for lower-income workers, Arizona could drastically reduce these burdens—or even eliminate some entirely.

Burden Rank	Occupation	Number of States that License	Fees	Education/ Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$129	1,825	2	0	0
2	HVAC Contractor (Residential)	5	\$890	1,460	2	0	0
3	Cement Finishing Contractor (Residential)	9	\$890	1,460	2	0	0
4	Carpenter/Cabinet Maker Contractor (General/ Commercial)	30	\$765	1,460	2	0	0
5	HVAC Contractor (General/ Commercial)	40	\$765	1,460	2	0	0
6	Cement Finishing Contractor (General/Commercial)	29	\$765	1,460	2	0	0
7	Paving Equipment Operator Contractor	27	\$765	1,460	2	0	0
8	Mason Contractor (General/ Commercial)	29	\$765	1,460	2	0	0
9	Door Repair Contractor	35	\$765	1,460	2	0	0
10	Pipelayer Contractor	29	\$765	1,460	2	0	0
11	Iron/Steel Contractor (General/ Commercial)	31	\$751	1,460	2	0	0
12	Iron/Steel Contractor (Residential)	11	\$426	1,460	2	0	0
13	Athletic Trainer	46	\$610	1,460	1	0	0
14	Optician	22	\$200	1,095	3	12	0
15	Glazier Contractor (General/ Commercial)	30	\$765	1,095	2	0	0
16	Terrazzo Contractor (General/ Commercial)	29	\$765	1,095	2	0	0
17	Terrazzo Contractor (Residential)	8	\$833	1,095	1	0	0
18	Earth Driller	47	\$80	1,095	2	0	0
19	Midwife	29	\$150	730	3	12	18
20	Pharmacy Technician	12	\$46	730	0	12	18

Burden Rank	Occupation	Number of States that License	Fees	Education/ Experience (Days)	Exams	Minimum Grade	Minimum Age
21	Painting Contractor (Residential)	10	\$890	730	2	0	0
22	Veterinary Technologist	37	\$150	730	2	0	18
23	Painting Contractor (General/ Commercial)	28	\$765	730	2	0	0
24	Insulation Contractor (Residential)	10	\$833	730	1	0	0
25	Sheet Metal Contractor (Residential)	7	\$833	730	1	0	0
26	Carpenter/Cabinet Maker (Residential)	10	\$833	730	1	0	0
27	Insulation Contractor (General/ Commercial)	29	\$708	730	1	0	0
28	Floor Sander Contractor (General/Commercial)	29	\$708	730	1	0	0
29	Drywall Installation Contractor (General/Commercial)	30	\$708	730	1	0	0
30	Sheet Metal Contractor (General/Commercial)	28	\$708	730	1	0	0
31	Mobile Home Installer	39	\$679	730	1	0	0
32	Cosmetologist	51	\$185	373	2	10	23
33	School Bus Driver	51	\$70	370	8	0	18
34	Barber	50	\$140	350	2	10	16
35	Bus Driver (City/Transit)	51	\$36	365	5	0	18
36	Truck Driver	51	\$24	365	4	0	18
37	Tester, Tank	14	\$150	365	1	0	18
38	Glazier Contractor (Residential)	9	\$833	365	1	0	0
39	Mason Contractor (Residential)	10	\$833	365	1	0	0
40	Floor Sander Contractor (Residential)	9	\$833	365	1	0	0
41	Skin Care Specialist	50	\$185	140	2	10	23
42	Makeup Artist	36	\$185	140	2	10	23
43	Emergency Medical Technician	51	\$70	53	2	12	18
44	Massage Therapist	39	\$189	163	1	0	18
45	Sign Language Interpreter	16	\$785	2	3	12	0
46	Manicurist	50	\$140	140	2	0	0
47	Teacher Assistant	29	\$45	0	1	12	0
48	Bill Collector Agency	30	\$1,524	0	0	0	0
49	Coach	24	\$0	100	0	0	0
50	Slot Key Person	21	\$250	0	0	0	18
51	Gaming Dealer	24	\$250	0	0	0	18
52	Gaming Cage Worker	22	\$250	0	0	0	18
53	Gaming Supervisor	23	\$250	0	0	0	18
54	Security Guard	37	\$74	1	0	0	18
55	Fire Alarm Installer	34	\$645	0	0	0	0
56	Vegetation Pesticide Handler	51	\$54	1	2	0	0
57	Pest Control Applicator	51	\$54	1	2	0	0
58	Travel Guide	21	\$300	0	1	0	0
59	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0
60	Security Alarm Installer	34	\$320	0	0	0	0
61	Funeral Attendant	9	\$194	0	0	0	0
62	Packager	7	\$150	0	0	0	0
63	Taxidermist	26	\$150	0	0	0	0
64	Animal Breeder	26	\$75	0	0	0	0

Arkansas

52

of 102 moderate-income occupations licensed

2nd

most burdensome licensing laws

5th

most broadly and onerously licensed state

Arkansas is the fifth most broadly and onerously licensed state in the country. One needs a license to practice 52 of the 102 low- and moderate-income occupations studied—more than all but 10 other states. The barriers to entering these occupations are significant—the second most burdensome of all the states—and combine with the large number of licensed occupations to place Arkansas in the top tier of most broadly and onerously licensed states.

The high ranking is driven mainly by the five years of education and experience required for many of the construction trades. Workers in other states are required to undergo only between 507 days (sheet metal workers) and 390 days (insulation contractors) of training to get a job in the same occupations, on average. Many states either do not have training requirements or do not require a license at all.

Arkansas licenses a number of occupations that few other states do, such as funeral attendants, psychiatric technicians and residential

dry wall installers. Moreover, many occupations are subject to entry restrictions that exceed national averages. Opticians in Arkansas, for instance, must train for more than three years, about a year more than the national average. Fire alarm installers lose 1,095 days to education and experience requirements versus a national average of 486 days.

Thirty occupations take longer to break into in Arkansas than emergency medical technician, most by a considerable margin. The state allows EMTs to work in ambulances after 28 days of training. Massage therapists, on the other hand, are required to complete 117 days of training. Barbers and cosmetologists must obtain 350 days of training.

To improve job prospects for residents, Arkansas could reduce or eliminate many of its licensing requirements.

Burden Rank	Occupation	Number of States that License	Fees	Education/ Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$100	1,825	3	0	0
2	Painting Contractor (General/ Commercial)	28	\$175	1,825	1	0	0
3	Paving Equipment Operator Contractor	27	\$175	1,825	1	0	0
4	Floor Sander Contractor (General/ Commercial)	29	\$175	1,825	1	0	0
5	Mason Contractor (General/Commercial)	29	\$175	1,825	1	0	0
6	Door Repair Contractor	35	\$175	1,825	1	0	0
7	Glazier Contractor (General/Commercial)	30	\$175	1,825	1	0	0
8	Insulation Contractor (General/ Commercial)	29	\$175	1,825	1	0	0
9	Iron/Steel Contractor (General/ Commercial)	31	\$175	1,825	1	0	0
10	Drywall Installation Contractor (General/ Commercial)	30	\$175	1,825	1	0	0
11	Cement Finishing Contractor (General/ Commercial)	29	\$175	1,825	1	0	0
12	Pipelayer Contractor	29	\$175	1,825	1	0	0
13	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$175	1,825	1	0	0
14	Terrazzo Contractor (General/ Commercial)	29	\$175	1,825	1	0	0
15	Sheet Metal Contractor (General/ Commercial)	28	\$175	1,825	1	0	0
16	Athletic Trainer	46	\$425	1,460	1	0	0
17	Optician	22	\$200	1,120	2	12	21
18	Fire Alarm Installer	34	\$240	1,095	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/ Experience (Days)	Exams	Minimum Grade	Minimum Age
19	Teacher Assistant	29	\$325	730	0	12	0
20	Drywall Installation Contractor (Residential)	9	\$833	730	2	0	0
21	HVAC Contractor (General/Commercial)	40	\$205	730	1	0	18
22	Veterinary Technologist	37	\$175	730	1	0	0
23	Barber	50	\$115	350	3	8	16.5
24	Cosmetologist	51	\$115	350	2	10	16
25	Earth Driller	47	\$150	365	1	0	18
26	Massage Therapist	39	\$325	117	2	12	18
27	Makeup Artist	36	\$145	140	2	10	16
28	Skin Care Specialist	50	\$140	140	2	10	16
29	Psychiatric Technician	4	\$116	210	1	12	0
30	Manicurist	50	\$60	140	2	10	0
31	Mobile Home Installer	39	\$2,750	1	1	0	0
32	Midwife	29	\$700	0	2	12	0
33	School Bus Driver	51	\$62	4	6	0	18
34	Bus Driver (City/Transit)	51	\$92	0	5	0	18
35	Child Care Worker	33	\$10	2	0	12	18
36	Truck Driver	51	\$92	0	4	0	18
37	Emergency Medical Technician	51	\$70	28	2	0	18
38	Pharmacy Technician	12	\$76	0	0	12	0
39	Bill Collector Agency	30	\$140	0	0	0	21
40	Gaming Supervisor	23	\$75	0	0	0	21
41	Slot Key Person	21	\$75	0	0	0	21
42	Security Guard	37	\$81	1	0	0	18
43	Fisher	41	\$25	0	0	0	16
44	Pest Control Applicator	51	\$35	0	2	0	0
45	Vegetation Pesticide Handler	51	\$35	0	2	0	0
46	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0
47	Milk Sampler	34	\$10	0	1	0	0
48	Landscape Contractor	10	\$150	0	0	0	0
49	Funeral Attendant	9	\$135	0	0	0	0
50	Security Alarm Installer	34	\$81	0	0	0	0
51	Animal Trainer	20	\$25	0	0	0	0
52	Nursery Worker	2	\$10	0	0	0	0

California

62

of 102 moderate-income occupations licensed

7th

most burdensome licensing laws

2nd

most broadly and onerously licensed state

California is the second most broadly and onerously licensed state in the country. The state requires a license to work in 62 of the low- and moderate-income occupations surveyed—more than any state but Louisiana and Arizona. The laws themselves are the seventh most burdensome—on average, applicants to licensed occupations can expect to pay \$300, lose 549 days to education and experience requirements and pass one exam.

Few states emulate California’s onerous licensing of construction trades. California imposes four years of education and experience requirements with attendant fees and examinations on would-be workers. Many states either require no education or experience or do not license these occupations at all.

California is one of only a few states that license tree trimmers (seven states), landscape workers (10), dietetic technicians (three), psychiatric aides (two), still machine setters (two), funeral attendants (nine), dental assistants (seven) and farm labor contractors (nine).

The requirements are often very burdensome as well. California requires that tree trimmers and landscape contractors hold a contractor’s license, costing aspirants four years of training—the most onerous requirements in the nation for those jobs.

California also has the nation’s most onerous requirements for mobile home installers, who need 1,460 training days to work in California; the national average for the occupation is 245. Save for Florida, California is the only state to require farm labor contractors to pass a test. Of the 13 states that license pharmacy technicians, only four—California included—have an education and experience requirement. California, Arizona and Illinois each require two years of training. Of the 46 states that license teachers’ assistants, only 10 have an education and training requirement. California’s—at two years—is the longest, tied with five other states.

California could improve job prospects for its residents by lifting or easing these high licensing burdens.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Tree Trimmer	7	\$851	1,460	2	0	18
2	Glazier Contractor (General/Commercial)	30	\$451	1,460	2	0	18
3	Mobile Home Installer	39	\$451	1,460	2	0	18
4	HVAC Contractor (General/Commercial)	40	\$451	1,460	2	0	18
5	Pipelay Contractor	29	\$451	1,460	2	0	18
6	Door Repair Contractor	35	\$451	1,460	2	0	18
7	Paving Equipment Operator Contractor	27	\$451	1,460	2	0	18
8	Drywall Installation Contractor (General/Commercial)	30	\$451	1,460	2	0	18
9	Painting Contractor (General/Commercial)	28	\$451	1,460	2	0	18
10	Insulation Contractor (General/Commercial)	29	\$451	1,460	2	0	18
11	Cement Finishing Contractor (General/Commercial)	29	\$451	1,460	2	0	18
12	Iron/Steel Contractor (General/Commercial)	31	\$451	1,460	2	0	18
13	Mason Contractor (General/Commercial)	29	\$451	1,460	2	0	18
14	Floor Sander Contractor (General/Commercial)	29	\$451	1,460	2	0	18
15	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$451	1,460	2	0	18
16	Sheet Metal Contractor (General/Commercial)	28	\$451	1,460	2	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
17	Terrazzo Contractor (General/Commercial)	29	\$451	1,460	1	0	18
18	Landscape Contractor	10	\$400	1,460	1	0	0
19	Animal Trainer	20	\$250	1,095	0	0	0
20	Security Alarm Installer	34	\$156	933	1	0	18
21	Dietetic Technician	3	\$0	835	1	0	18
22	Teacher Assistant	29	\$45	730	1	12	0
23	Pharmacy Technician	12	\$101	730	0	12	0
24	Veterinary Technologist	37	\$250	730	1	0	0
25	Psychiatric Technician	4	\$396	357	1	12	18
26	Cosmetologist	51	\$125	373	2	10	17
27	Barber	50	\$125	350	2	10	17
28	Tester, Tank	14	\$300	365	1	0	0
29	Makeup Artist	36	\$115	140	2	10	17
30	Skin Care Specialist	50	\$115	140	2	10	17
31	Preschool Teacher	49	\$106	365	0	0	0
32	Midwife	29	\$366	238	2	0	0
33	Optician	22	\$141	0	2	12	18
34	Manicurist	50	\$35	93	2	10	0
35	Psychiatric Aide	2	\$0	245	1	0	0
36	Gaming Supervisor	23	\$1,950	0	0	0	21
37	School Bus Driver	51	\$59	4	6	0	21
38	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
39	Bus Driver (City/Transit)	51	\$34	0	5	0	18
40	Truck Driver	51	\$34	0	4	0	18
41	Crane Operator	18	\$165	0	3	0	18
42	Emergency Medical Technician	51	\$70	28	2	0	18
43	Vegetation Pesticide Handler	51	\$180	0	2	0	18
44	Gaming Cage Worker	22	\$275	0	0	0	21
45	Gaming Dealer	24	\$275	0	0	0	21
46	Slot Key Person	21	\$250	0	0	0	21
47	Pest Control Applicator	51	\$25	0	1	0	18
48	Farm Labor Contractor	9	\$600	0	1	0	0
49	Security Guard	37	\$106	0	0	0	18
50	Funeral Attendant	9	\$100	0	0	0	18
51	Fisher	41	\$120	0	0	0	16
52	Child Care Worker	33	\$0	4	0	0	18
53	Still Machine Setter	2	\$75	0	2	0	0
54	Fire Alarm Installer	34	\$531	0	0	0	0
55	Travel Agent	8	\$375	0	0	0	0
56	Upholsterer	7	\$360	0	0	0	0
57	Dental Assistant	7	\$75	6	0	0	0
58	Travel Guide	21	\$118	0	0	0	0
59	Milk Sampler	34	\$75	0	0	0	0
60	Weigher	24	\$75	0	0	0	0
61	Locksmith	13	\$71	0	0	0	0
62	Auctioneer	33	\$30	0	0	0	0

Colorado

28

of 102 moderate-income occupations licensed

33rd

most burdensome licensing laws

50th

most broadly and onerously licensed state

Colorado has the second least restrictive occupational licensing regime for lower-income occupations in the nation. It licenses only 28 of the 102 low- and moderate-income occupations studied. Entrants into those occupations, however, face the 33rd most burdensome requirements. On average, workers wishing to enter these occupations must pay \$195 in fees, pass one exam and lose 227 days to training requirements.

Some of Colorado's laws do not line up with health and safety concerns. For instance, cosmetologists must obtain more than a year's worth of education and experience before receiving a license.

The state requires less than a month before workers can be emergency medical technicians.

Despite the good rankings, Colorado could do more to remove barriers to honest work. For instance, Colorado is one of only four states to license psychiatric technicians and one of only 10 to license landscape contractors.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$135	1,825	1	0	0
2	Athletic Trainer	46	\$0	1,460	0	0	0
3	Midwife	29	\$900	730	1	12	19
4	Earth Driller	47	\$100	730	2	0	0
5	Cosmetologist	51	\$165	420	2	0	16
6	Barber	50	\$95	350	2	0	16
7	Psychiatric Technician	4	\$65	210	1	12	0
8	Mobile Home Installer	39	\$110	181	1	0	18
9	Makeup Artist	36	\$165	140	2	0	16
10	Skin Care Specialist	50	\$165	140	2	0	16
11	Manicurist	50	\$95	140	2	0	0
12	School Bus Driver	51	\$149	0	6	0	21
13	Bus Driver (City/Transit)	51	\$149	0	5	0	18
14	Truck Driver	51	\$149	0	4	0	18
15	Bill Collector Agency	30	\$1,200	0	0	0	0
16	Emergency Medical Technician	51	\$70	26	2	0	18
17	Gaming Supervisor	23	\$250	0	0	0	21
18	Pest Control Applicator	51	\$350	0	2	0	0
19	Vegetation Pesticide Handler	51	\$350	0	2	0	0
20	Slot Key Person	21	\$100	0	0	0	21
21	Gaming Cage Worker	22	\$100	0	0	0	21
22	Gaming Dealer	24	\$100	0	0	0	21

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Child Care Worker	33	\$33	4	0	0	18
24	Animal Breeder	26	\$280	0	0	0	0
25	Milk Sampler	34	\$50	0	1	0	0
26	Landscape Contractor	10	\$80	0	0	0	0
27	Fisher	41	\$40	0	0	0	0
28	Weigher	24	\$25	0	0	0	0

Connecticut

54

of 102 moderate-income occupations licensed

39th

most burdensome licensing laws

15th

most broadly and onerously licensed state

Connecticut's licensing laws are only the 39th most burdensome in the nation. However, the state licenses so many low- and moderate-income occupations—54 of the 102 studied—that Connecticut ranks as the 15th most broadly and onerously licensed state, placing it firmly within the second tier of states. Of the 54 occupations licensed in Connecticut, 16 are licensed in fewer than half of the other states. On average, those aspiring to Connecticut's licensed occupations must pay \$173 in fees, lose 230 days to education and experience requirements and pass one examination prior to receiving a license.

Though Connecticut's occupational licensing regime is among the least burdensome in the country, it places above-average education and experience requirements on several occupations. Of the 18 states that license crane operators, for example, 12 do not have an education and experience requirement. Aspiring crane operators in Connecticut, however, must train for two years before receiving a

license. Commercial sheet metal workers in Connecticut lose 933 days to education and experience requirements compared to a national average of 507 in that occupation. Of the 28 states that license commercial sheet metal workers, 16 do not have an education and experience requirement at all. Likewise, commercial glaziers lose 1,867 days (over five years) to education and experience requirements compared to a national average of 500 in that occupation.

Further, Connecticut is the only state that licenses conveyor operators and forest workers and one of fewer than 10 to license tree trimmers, home entertainment installers, upholsterers and cross-connection survey inspectors. Only eight states license more occupations than Connecticut. Connecticut could improve its ranking by reducing or eliminating excessive licensing requirements.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Glazier Contractor (General/Commercial)	30	\$142	1,867	1	0	0
2	Preschool Teacher	49	\$250	1,825	2	0	0
3	Athletic Trainer	46	\$510	1,460	1	0	0
4	HVAC Contractor (General/Commercial)	40	\$142	933	1	0	0
5	Sheet Metal Contractor (General/Commercial)	28	\$142	933	1	0	0
6	Crane Operator	18	\$100	730	2	0	18
7	Optician	22	\$100	730	4	0	0
8	Midwife	29	\$380	730	1	0	0
9	Fire Alarm Installer	34	\$180	730	1	0	0
10	Conveyor Operator	1	\$142	730	1	0	0
11	Earth Driller	47	\$88	730	1	0	0
12	Cosmetologist	51	\$90	350	1	8	0
13	Barber	50	\$50	350	1	8	0
14	Coach	24	\$0	10	0	12	18
15	Security Alarm Installer	34	\$142	168	0	0	0
16	School Bus Driver	51	\$96	2	6	0	21
17	Massage Therapist	39	\$300	117	1	0	0
18	Bus Driver (City/Transit)	51	\$147	0	5	0	21
19	Sign Language Interpreter	16	\$660	2	3	0	0
20	Truck Driver	51	\$116	0	4	0	18
21	Fisher	41	\$675	0	0	0	16
22	Emergency Medical Technician	51	\$100	30	2	0	16
23	Bill Collector Agency	30	\$900	0	0	0	0
24	Tree Trimmer	7	\$25	0	2	0	18
25	Pest Control Applicator	51	\$100	0	1	0	18
26	Vegetation Pesticide Handler	51	\$100	0	1	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
27	Paving Equipment Operator Contractor	27	\$600	0	0	0	0
28	Security Guard	37	\$94	1	0	0	18
29	Weigher	24	\$40	0	0	0	18
30	Child Care Worker	33	\$19	0	0	0	16
31	Forest Worker	1	\$129	0	1	0	0
32	Home Entertainment Installer	3	\$92	0	1	0	0
33	Iron/Steel Contractor (Residential)	11	\$220	0	0	0	0
34	Iron/Steel Contractor (General/Commercial)	31	\$220	0	0	0	0
35	Animal Control Officer	17	\$200	2	0	0	0
36	Locksmith	13	\$200	0	0	0	0
37	Animal Trainer	20	\$50	0	1	0	0
38	Backflow Prevention Assembly Tester	18	\$0	6	1	0	0
39	Cross-connection Survey Inspector	4	\$0	4	1	0	0
40	Cement Finishing Contractor (General/Commercial)	29	\$160	0	0	0	0
41	Mason Contractor (General/Commercial)	29	\$160	0	0	0	0
42	Painting Contractor (General/Commercial)	28	\$160	0	0	0	0
43	Door Repair Contractor	35	\$160	0	0	0	0
44	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$160	0	0	0	0
45	Terrazzo Contractor (General/Commercial)	29	\$160	0	0	0	0
46	Floor Sander Contractor (General/Commercial)	29	\$160	0	0	0	0
47	Pipelayer Contractor	29	\$160	0	0	0	0
48	Drywall Installation Contractor (General/Commercial)	30	\$160	0	0	0	0
49	Insulation Contractor (General/Commercial)	29	\$160	0	0	0	0
50	Milk Sampler	34	\$20	0	1	0	0
51	Taxidermist	26	\$84	0	0	0	0
52	Pharmacy Technician	12	\$50	0	0	0	0
53	Upholsterer	7	\$50	0	0	0	0
54	Animal Breeder	26	\$21	0	0	0	0

Delaware

49

of 102 moderate-income occupations licensed

42nd

most burdensome licensing laws

25th

most broadly and onerously licensed state

Delaware requires job seekers to obtain a license for 49 of the 102 low- and moderate-income occupations studied. The state has the nation's 42nd most burdensome licensing laws, but because of the large number of occupations licensed, it ranks as the 25th most broadly and onerously licensed state.

Delaware licenses a number of occupations that few other states do, such as taxi drivers/chauffeurs (12 states), travel agents (eight), travel guides (21) and crane operators (18). And some of these

requirements are extremely burdensome. For instance, of the 18 states that license crane operators, 12 do not have an education and experience requirement. Delaware mandates two years of training for its crane operators.

To boost employment, Delaware could reduce or eliminate unnecessary restrictions.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$0	1,825	2	0	0
2	Athletic Trainer	46	\$403	1,460	1	0	0
3	HVAC Contractor (General/ Commercial)	40	\$152	1,230	1	0	0
4	Earth Driller	47	\$180	730	1	0	18
5	Crane Operator	18	\$260	730	1	0	0
6	Veterinary Technologist	37	\$71	730	1	0	0
7	Midwife	29	\$0	730	1	0	0
8	Cosmetologist	51	\$173	350	2	10	16
9	School Bus Driver	51	\$40	368	6	0	18
10	Barber	50	\$95	350	2	10	0
11	Bus Driver (City/Transit)	51	\$35	365	5	0	18
12	Truck Driver	51	\$30	365	4	0	18
13	Makeup Artist	36	\$143	70	2	10	16
14	Skin Care Specialist	50	\$143	70	2	10	16
15	Massage Therapist	39	\$104	117	1	0	18
16	Manicurist	50	\$40	29	2	10	0
17	Child Care Worker	33	\$0	3	0	12	18
18	Emergency Medical Technician	51	\$70	32	2	0	18
19	Fire Alarm Installer	34	\$133	0	3	0	18
20	Mobile Home Installer	39	\$196	3	1	0	18
21	Pest Control Applicator	51	\$30	1	2	0	18
22	Taxi Driver/Chauffeur	12	\$4	12	1	0	18
23	Travel Guide	21	\$100	0	0	0	18
24	Gaming Dealer	24	\$269	0	0	0	0
25	Gaming Cage Worker	22	\$269	0	0	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
26	Vegetation Pesticide Handler	51	\$30	0	1	0	18
27	Security Guard	37	\$69	0	0	0	18
28	Travel Agent	8	\$225	0	0	0	0
29	Sheet Metal Contractor (General/Commercial)	28	\$75	0	0	0	0
30	Terrazzo Contractor (General/Commercial)	29	\$75	0	0	0	0
31	Insulation Contractor (General/Commercial)	29	\$75	0	0	0	0
32	Iron/Steel Contractor (General/Commercial)	31	\$75	0	0	0	0
33	Auctioneer	33	\$75	0	0	0	0
34	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$75	0	0	0	0
35	Pipelayer Contractor	29	\$75	0	0	0	0
36	Mason Contractor (General/Commercial)	29	\$75	0	0	0	0
37	Cement Finishing Contractor (General/Commercial)	29	\$75	0	0	0	0
38	Painting Contractor (General/Commercial)	28	\$75	0	0	0	0
39	Glazier Contractor (General/Commercial)	30	\$75	0	0	0	0
40	Floor Sander Contractor (General/Commercial)	29	\$75	0	0	0	0
41	Drywall Installation Contractor (General/Commercial)	30	\$75	0	0	0	0
42	Paving Equipment Operator Contractor	27	\$75	0	0	0	0
43	Door Repair Contractor	35	\$75	0	0	0	0
44	Bill Collector Agency	30	\$75	0	0	0	0
45	Milk Sampler	34	\$6	0	1	0	0
46	Animal Breeder	26	\$51	0	0	0	0
47	Fisher	41	\$50	0	0	0	0
48	Weigher	24	\$25	0	0	0	0
49	Security Alarm Installer*	34	\$0	0	0	0	0

* Installers must register with the state

District of Columbia

41

of 102 moderate-income occupations licensed

23rd

most burdensome licensing laws

27th

most broadly and onerously licensed state

The District of Columbia licenses 41 of the 102 occupations studied, slightly fewer than average, but imposes the 23rd most burdensome licensing laws. On average, those hoping to break into these occupations must pay \$240 in fees, lose 311 days to mandatory training and pass one exam.

For several occupations, D.C.'s laws are among the most onerous in the nation. All 50 states and D.C. license pest control workers; 38 of those require 10 days of training or less. The District requires a full year. D.C. and three states require a teaching license—which requires at least four years of education—for school sports coaches, while most states require far less training. HVAC contractors face the second most restrictive rules in the country—five years of training

requirements compared to a national average of 891 days.

Besides the District, only three states license interior designers. All four require enormous time and expense—six years—to meet the education and experience requirements. D.C. also requires social and human service assistants to obtain a bachelor's degree. Only three states require that much training; in fact, only six states license the occupation at all.

D.C. could boost employment prospects by repealing or easing such restrictive rules.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Interior Designer	4	\$925	2,190	1	0	0
2	Preschool Teacher	49	\$68	1,825	2	0	0
3	HVAC Contractor (General/Commercial)	40	\$20	1,825	1	0	0
4	Social and Human Service Assistant	7	\$348	1,460	1	0	18
5	Athletic Trainer	46	\$300	1,460	1	0	0
6	Coach	24	\$0	1,479	0	0	0
7	Midwife	29	\$430	730	1	0	18
8	Cosmetologist	51	\$230	350	2	8	17
9	Barber	50	\$230	350	2	0	18
10	Skin Care Specialist	50	\$230	140	2	8	17
11	Vegetation Pesticide Handler	51	\$65	365	2	0	0
12	Pest Control Applicator	51	\$65	365	2	0	0
13	Manicurist	50	\$230	82	2	8	0
14	Massage Therapist	39	\$262	117	1	0	18
15	School Bus Driver	51	\$156	0	6	0	21
16	Bus Driver (City/Transit)	51	\$156	0	5	0	21
17	Truck Driver	51	\$156	0	4	0	21
18	Taxi Driver/Chauffeur	12	\$555	12	2	0	0
19	Emergency Medical Technician	51	\$70	0	2	0	18
20	Travel Guide	21	\$118	0	1	0	18
21	Iron/Steel Contractor (General/Commercial)	31	\$595	0	0	0	0
22	Paving Equipment Operator Contractor	27	\$595	0	0	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Security Guard	37	\$54	0	0	0	18
24	Tester, Tank	14	\$200	9	1	0	0
25	Auctioneer	33	\$0	0	0	0	18
26	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0
27	Insulation Contractor (General/Commercial)	29	\$262	0	0	0	0
28	Terrazzo Contractor (General/Commercial)	29	\$262	0	0	0	0
29	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$262	0	0	0	0
30	Glazier Contractor (General/Commercial)	30	\$262	0	0	0	0
31	Pipelayer Contractor	29	\$262	0	0	0	0
32	Cement Finishing Contractor (General/Commercial)	29	\$262	0	0	0	0
33	Sheet Metal Contractor (General/Commercial)	28	\$262	0	0	0	0
34	Drywall Installation Contractor (General/Commercial)	30	\$262	0	0	0	0
35	Mason Contractor (General/Commercial)	29	\$262	0	0	0	0
36	Floor Sander Contractor (General/Commercial)	29	\$262	0	0	0	0
37	Door Repair Contractor	35	\$262	0	0	0	0
38	Painting Contractor (General/Commercial)	28	\$262	0	0	0	0
39	Iron/Steel Contractor (Residential)	11	\$262	0	0	0	0
40	Fire Alarm Installer	34	\$96	0	0	0	0
41	Security Alarm Installer	34	\$96	0	0	0	0

Florida

45

of 102 moderate-income occupations licensed

4th

most burdensome licensing laws

7th

most broadly and onerously licensed state

Florida's occupational licensing regime is in the top tier as one of the most restrictive in the nation. The state enforces burdensome laws that deter entry into 45 of the 102 low- and moderate-income occupations surveyed. On average, breaking into one of these occupations requires \$274 in fees, 603 days lost to education and experience—over a year-and-a-half—and one exam.

The state requires four years of education or experience to work in many of the construction trades studied—a requirement that far exceeds most other states. For instance, only 30 states license contractors working in carpentry. Of these, 19 have no training requirement at all. Likewise, 22 of the 34 states that license door repair contractors have no education and experience requirements. In Florida, it takes four years to obtain a license in both.

Florida is one of only four jurisdictions to license interior designers, though its license is limited to interior designers working on commercial spaces. Aspiring interior designers face the toughest requirements in the state—six years of education and experience and

an exam. Midwives need three years of education and experience. No other state requires more than two. Florida's pest control workers must have 1,275 days of education and experience compared to a national average of 191. Florida is the only state save California that requires farm labor contractors to pass an exam. Florida is one of only two states to require that school bus drivers possess a driver's license for five years prior to working. Most states have no such requirement; 22 states require a short course or training session instead, while eight states and the District of Columbia require only tests, fees and a minimum age.

Would-be emergency medical technicians train in Florida for about 34 days. This is less than what Florida requires for 25 of the occupations it licenses. For example, massage therapists must train for 117 days, more than three times as long as EMTs.

To improve job prospects for low- and moderate-income Floridians, the state should ease or eliminate unnecessary barriers to entry.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Interior Designer	4	\$130	2,190	1	0	0
2	School Bus Driver	51	\$62	1,830	6	0	18
3	Athletic Trainer	46	\$525	1,460	1	0	21
4	Mason Contractor (General/Commercial)	29	\$421	1,460	1	0	18
5	Door Repair Contractor	35	\$421	1,460	1	0	18
6	Iron/Steel Contractor (General/Commercial)	31	\$421	1,460	1	0	18
7	Glazier Contractor (General/Commercial)	30	\$421	1,460	1	0	18
8	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$421	1,460	1	0	18
9	Drywall Installation Contractor (General/Commercial)	30	\$421	1,460	1	0	18
10	Pipelayer Contractor	29	\$421	1,460	1	0	18
11	Sheet Metal Contractor (General/Commercial)	28	\$421	1,460	1	0	18
12	HVAC Contractor (General/Commercial)	40	\$421	1,460	1	0	18
13	Pest Control Applicator	51	\$375	1,275	1	12	18
14	Midwife	29	\$1,200	1,095	2	12	21
15	Preschool Teacher	49	\$132	1,460	0	0	0
16	Security Alarm Installer	34	\$628	1,095	0	0	18
17	Optician	22	\$850	730	3	12	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
18	Veterinary Technologist	37	\$50	730	2	0	18
19	Earth Driller	47	\$150	730	1	0	18
20	Skin Care Specialist	50	\$125	280	2	12	16
21	Makeup Artist	36	\$125	280	2	12	16
22	Cosmetologist	51	\$125	280	2	12	16
23	Barber	50	\$242	280	2	0	16
24	Auctioneer	33	\$1,000	19	2	0	18
25	Emergency Medical Technician	51	\$75	34	1	12	18
26	Funeral Attendant	9	\$305	11	0	12	18
27	Massage Therapist	39	\$205	117	1	0	18
28	Manicurist	50	\$165	56	2	10	0
29	Bus Driver (City/Transit)	51	\$82	0	5	0	18
30	Truck Driver	51	\$75	0	4	0	18
31	Mobile Home Installer	39	\$300	2	1	0	18
32	Vegetation Pesticide Handler	51	\$100	0	2	0	18
33	Farm Labor Contractor	9	\$160	0	1	0	18
34	Child Care Worker	33	\$0	1	1	0	18
35	Slot Key Person	21	\$93	0	0	0	21
36	Gaming Supervisor	23	\$93	0	0	0	21
37	Gaming Dealer	24	\$93	0	0	0	21
38	Gaming Cage Worker	22	\$83	0	0	0	21
39	Security Guard	37	\$87	9	0	0	18
40	Coach	24	\$75	31	0	0	0
41	Travel Agent	8	\$300	0	0	0	0
42	Animal Control Officer	17	\$199	9	0	0	0
43	Bill Collector Agency	30	\$200	0	0	0	0
44	Milk Sampler	34	\$0	0	1	0	0
45	Fisher	41	\$150	0	0	0	0

Georgia

33

of 102 moderate-income occupations licensed

18th

most burdensome licensing laws

37th

most broadly and onerously licensed state

Georgia licenses only 33 of the 102 occupations studied here, but it imposes the 18th most burdensome requirements on workers wishing to enter those occupations. On average, these licensing schemes cost Georgians \$167 in fees and 324 days spent in training and require them to pass two exams.

Georgia is one of only two states that require landscape contractors to pass two examinations. And it is one of only 10 states that license landscape contractors at all. Georgia's license for teacher's assistant is among the most onerous in the nation. Of the 46 states that license the occupation, 19 have no education and experience requirements. Georgia is one of six states that require two years of

training for the occupation.

Georgia requires HVAC contractors to obtain more than four years of experience for a license compared to a national average of almost two-and-a-half years. Manicurists need 123 days of state-mandated training compared to a national average of 87 days. Skin care specialists need 233 days compared to a national average of 149.

To improve employment prospects for low- and middle-income Georgians, the state could reduce or repeal such barriers to entry.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$20	1,825	2	0	0
2	Athletic Trainer	46	\$350	1,460	2	0	0
3	HVAC Contractor (General/Commercial)	40	\$446	1,462	1	0	0
4	Optician	22	\$115	700	3	12	18
5	School Bus Driver	51	\$80	734	6	0	18
6	Teacher Assistant	29	\$45	730	1	12	0
7	Earth Driller	47	\$500	730	2	0	0
8	Veterinary Technologist	37	\$250	730	1	0	18
9	Midwife	29	\$240	730	1	0	0
10	Cosmetologist	51	\$125	350	2	12	17
11	Barber	50	\$95	350	2	7	16
12	Skin Care Specialist	50	\$119	233	2	12	17
13	Security Alarm Installer	34	\$72	365	0	0	0
14	Auctioneer	33	\$700	19	2	12	18
15	Massage Therapist	39	\$125	117	1	12	18
16	Manicurist	50	\$45	123	2	0	0
17	Bus Driver (City/Transit)	51	\$120	0	5	0	18
18	Child Care Worker	33	\$32	4	0	12	18
19	Truck Driver	51	\$115	0	4	0	18
20	Emergency Medical Technician	51	\$95	31	2	0	18
21	Animal Control Officer	17	\$495	0	1	0	0
22	Security Guard	37	\$70	6	0	0	18
23	Fire Alarm Installer	34	\$330	0	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Mobile Home Installer	39	\$270	1	1	0	0
25	Taxi Driver/Chauffeur	12	\$15	0	0	0	18
26	Landscape Contractor	10	\$75	0	2	0	0
27	Pest Control Applicator	51	\$70	0	2	0	0
28	Vegetation Pesticide Handler	51	\$70	0	2	0	0
29	Animal Breeder	26	\$200	0	0	0	0
30	Taxidermist	26	\$150	0	0	0	0
31	Milk Sampler	34	\$0	0	1	0	0
32	Fisher	41	\$50	0	0	0	0
33	Weigher	24	\$15	0	0	0	0

Hawaii

43

of 102 moderate-income occupations licensed

Most

burdensome licensing laws

6th

most broadly and onerously licensed state

Though Hawaii licenses only 43 of the 102 low- and middle-income occupations studied, the barriers to entry are extremely onerous, ranking as the most burdensome licensing laws in the nation. Overall, the state places in the top tier—number six—of most broadly and onerously licensed states. On average, Hawaiians wishing to enter these 43 occupations lose 724 days to education and experience mandates, pay \$367 in fees and must pass two exams.

Hawaii's high rank is driven by onerous licensing of construction trades. The state requires commercial contractors to obtain four years of experience prior to working in carpentry, floor sanding, HVAC, door repair and other specialties listed below. While many of these occupations are licensed widely (more than half the states license them), many states just require a fee and maybe an exam. For instance, 19 of the 34 states that license floor sander contractors

for commercial work have no education and experience requirement. Twenty-two of the 35 states that license commercial door repair contractors have no education and experience requirement.

Hawaii's licensing laws are also burdensome outside the construction trades. Teacher's assistants must train for two years compared to a national average of 152 days for the occupation. Cosmetologists must train for 420 days compared to a national average of 372 days. Fire alarm and security alarm installers must undergo four years of training compared to national averages of 486 days and 535 days, respectively.

To create job opportunities for low- and middle-income Hawaiians, restrictions like these could be loosened or eliminated.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$48	1,825	2	0	0
2	Cement Finishing Contractor (General/Commercial)	29	\$815	1,460	2	0	18
3	HVAC Contractor (General/Commercial)	40	\$815	1,460	2	0	18
4	Paving Equipment Operator Contractor	27	\$815	1,460	2	0	18
5	Drywall Installation Contractor (General/Commercial)	30	\$815	1,460	2	0	18
6	Pipelayer Contractor	29	\$815	1,460	2	0	18
7	Glazier Contractor (General/Commercial)	30	\$815	1,460	2	0	18
8	Door Repair Contractor	35	\$815	1,460	2	0	18
9	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$815	1,460	2	0	18
10	Painting Contractor (General/Commercial)	28	\$815	1,460	2	0	18
11	Iron/Steel Contractor (General/Commercial)	31	\$815	1,460	2	0	18
12	Insulation Contractor (General/Commercial)	29	\$815	1,460	2	0	18
13	Mason Contractor (General/Commercial)	29	\$815	1,460	2	0	18
14	Floor Sander Contractor (General/Commercial)	29	\$815	1,460	2	0	18
15	Sheet Metal Contractor (General/Commercial)	28	\$815	1,460	2	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
16	Terrazzo Contractor (General/Commercial)	29	\$740	1,460	1	0	18
17	Fire Alarm Installer	34	\$380	1,460	2	0	18
18	Security Alarm Installer	34	\$380	1,460	2	0	18
19	Earth Driller	47	\$250	1,460	1	0	18
20	Optician	22	\$75	700	2	12	18
21	Teacher Assistant	29	\$45	730	1	12	0
22	School Bus Driver	51	\$135	365	6	0	21
23	Barber	50	\$45	350	2	0	17
24	Cosmetologist	51	\$70	420	1	0	0
25	Skin Care Specialist	50	\$60	140	1	12	16
26	Child Care Worker	33	\$0	11	0	12	18
27	Massage Therapist	39	\$130	133	1	0	18
28	Crane Operator	18	\$715	0	3	0	21
29	Bus Driver (City/Transit)	51	\$130	0	5	0	21
30	Emergency Medical Technician	51	\$160	74	2	0	18
31	Truck Driver	51	\$125	0	4	0	21
32	Vegetation Pesticide Handler	51	\$50	0	2	0	18
33	Pest Control Applicator	51	\$50	0	2	0	18
34	Manicurist	50	\$200	82	1	0	0
35	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0
36	Milk Sampler	34	\$25	0	1	0	0
37	Weigher	24	\$25	0	1	0	0
38	Bill Collector Agency	30	\$160	0	0	0	0
39	Travel Agent	8	\$95	0	0	0	0
40	Fisher	41	\$50	0	0	0	0
41	Travel Guide	21	\$25	0	0	0	0
42	Animal Breeder	26	\$25	0	0	0	0
43	Auctioneer	33	\$15	0	0	0	0

Idaho licenses 47 of the occupations studied and has the 36th most burdensome licensing laws. On average, those seeking jobs in these occupations must pay \$122 in fees, lose 240 days to training mandates and must pass one exam.

Idaho's licensing rules present a heavy burden to people seeking to enter specific occupations. For instance, fire alarm and security alarm installers are required to obtain four years of education and experience before receiving a license. The national average for these occupations is 486 days and 535 days, respectively. Idaho is one of only eight states to require that truck drivers and city/transit bus drivers possess a driver's license for a year (or more) prior to licensure. It is also one of 20 states with a similar requirement for school bus drivers. Other states require only tests, fees, a minimum

age and in some states a short course or training session for these occupations.

Idaho forces would-be barbers to obtain 630 days training, would-be cosmetologists to obtain 467 days training and would-be HVAC contractors to obtain 1,494 days training. National average education and experience requirements for these occupations are 416 days, 372 days and 891 days, respectively.

Idaho is also one of only two states to license log scalers, who grade or estimate the value of logs, and they must pass two exams. Idaho is one of only nine states to license farm labor contractors, who must pay a hefty \$250 fee to the state.

Easing or eliminating barriers such as these could improve employment prospects in Idaho.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$115	1,825	1	0	0
2	HVAC Contractor (General/Commercial)	40	\$135	1,494	1	0	0
3	Athletic Trainer	46	\$420	1,460	1	0	0
4	Fire Alarm Installer	34	\$80	1,460	1	0	0
5	Security Alarm Installer	34	\$80	1,460	1	0	0
6	Barber	50	\$100	630	3	10	17
7	Veterinary Technologist	37	\$200	730	2	0	18
8	Cosmetologist	51	\$245	467	2	10	17
9	School Bus Driver	51	\$148	367	6	0	18
10	Bus Driver (City/Transit)	51	\$145	365	5	0	18
11	Truck Driver	51	\$142	365	4	0	18
12	Earth Driller	47	\$200	365	1	0	0
13	Skin Care Specialist	50	\$57	140	2	10	17
14	Makeup Artist	36	\$57	140	2	10	17
15	Manicurist	50	\$100	93	2	10	0
16	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
17	Massage Therapist	39	\$175	117	1	0	18
18	Backflow Prevention Assembly Tester	18	\$96	9	2	12	0
19	Emergency Medical Technician	51	\$70	26	2	0	18
20	Mobile Home Installer	39	\$220	0	1	0	18
21	Pest Control Applicator	51	\$130	0	1	0	18
22	Vegetation Pesticide Handler	51	\$40	0	1	0	18
23	Weigher	24	\$10	0	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Log Scaler	2	\$25	0	2	0	0
25	Farm Labor Contractor	9	\$250	0	0	0	0
26	Milk Sampler	34	\$25	0	1	0	0
27	Bill Collector Agency	30	\$150	0	0	0	0
28	Travel Guide	21	\$135	0	0	0	0
29	Fisher	41	\$110	0	0	0	0
30	Nursery Worker	2	\$100	0	0	0	0
31	Taxidermist	26	\$35	0	0	0	0
32	Insulation Contractor (General/Commercial)	29	\$30	0	0	0	0
33	Mason Contractor (General/Commercial)	29	\$30	0	0	0	0
34	Sheet Metal Contractor (General/Commercial)	28	\$30	0	0	0	0
35	Glazier Contractor (General/Commercial)	30	\$30	0	0	0	0
36	Iron/Steel Contractor (General/Commercial)	31	\$30	0	0	0	0
37	Painting Contractor (General/Commercial)	28	\$30	0	0	0	0
38	Terrazzo Contractor (General/Commercial)	29	\$30	0	0	0	0
39	Drywall Installation Contractor (General/Commercial)	30	\$30	0	0	0	0
40	Door Repair Contractor	35	\$30	0	0	0	0
41	Cement Finishing Contractor (General/Commercial)	29	\$30	0	0	0	0
42	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$30	0	0	0	0
43	Pipelayer Contractor	29	\$30	0	0	0	0
44	Floor Sander Contractor (General/Commercial)	29	\$30	0	0	0	0
45	Paving Equipment Operator Contractor	27	\$30	0	0	0	0
46	Auctioneer	33	\$20	0	0	0	0
47	Animal Breeder	26	\$15	0	0	0	0

Illinois

40

of 102 moderate-income occupations licensed

31st

most burdensome licensing laws

30th

most broadly and onerously licensed state

Illinois is the 30th most broadly and onerously licensed state in the country. It requires licenses for 40 of the 102 low- and middle-income occupations studied. On average, people seeking to enter these occupations can expect to spend \$249 in fees, lose 203 days to education and experience mandates and take one exam, the 31st most burdensome requirements.

Illinois' requirements are among the most burdensome in the nation for specific occupations, however. Illinois is one of only three states that require preschool teachers to pass three exams. The \$1,050 fee Illinois charges to become a gaming supervisor is the third highest among the 23 states that license the occupation. Illinois is

one of only two states that require locksmiths to pass two exams.

Illinois' education and experience requirements are also above average for some occupations. Security alarm installers, for instance, must obtain 1,099 days of training in Illinois compared to a national average of 535 days in that occupation. Of the 34 states that license security alarm installers, 14 do not even have an education and experience requirement. Pharmacy technicians must meet a two-year training requirement compared to a national average of just 194 days.

Illinois could improve job prospects for its low- and middle-income residents by reducing or eliminating barriers to employment like these.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$35	1,825	3	0	19
2	Athletic Trainer	46	\$500	1,460	1	0	0
3	Security Alarm Installer	34	\$832	1,099	1	0	0
4	Earth Driller	47	\$160	730	1	0	18
5	Pharmacy Technician	12	\$40	730	0	0	16
6	Veterinary Technologist	37	\$180	730	1	0	0
7	Barber	50	\$142	350	1	12	16
8	Cosmetologist	51	\$229	350	1	8	16
9	Makeup Artist	36	\$203	175	1	12	16
9	Skin Care Specialist	50	\$203	175	1	12	16
11	Pest Control Applicator	51	\$90	188	2	12	0
12	Massage Therapist	39	\$0	117	1	12	18
13	Auctioneer	33	\$671	45	1	12	18
14	Sign Language Interpreter	16	\$885	2	3	12	0
15	Emergency Medical Technician	51	\$20	26	1	12	18
16	School Bus Driver	51	\$36	0	6	0	21
17	Bus Driver (City/Transit)	51	\$110	0	5	0	21
18	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
19	Gaming Supervisor	23	\$1,050	0	0	0	21
20	Truck Driver	51	\$110	0	4	0	18
21	Manicurist	50	\$30	82	1	0	0
22	Teacher Assistant	29	\$45	7	1	12	0
23	Locksmith	13	\$165	4	2	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Tester, Tank	14	\$1,000	9	1	0	0
25	Child Care Worker	33	\$0	4	0	12	0
26	Slot Key Person	21	\$250	0	0	0	21
27	Animal Control Officer	17	\$0	0	1	0	18
28	Gaming Cage Worker	22	\$125	0	0	0	21
28	Gaming Dealer	24	\$125	0	0	0	21
30	Security Guard	37	\$55	5	0	0	18
31	Animal Trainer	20	\$70	0	0	0	18
32	Bill Collector Agency	30	\$750	0	0	0	0
33	Vegetation Pesticide Handler	51	\$80	0	2	0	0
34	Mobile Home Installer	39	\$150	2	1	0	0
35	Backflow Prevention Assembly Tester	18	\$0	7	1	0	0
36	Milk Sampler	34	\$10	0	1	0	0
37	Cross-connection Survey Inspector	4	\$0	7	0	0	0
38	Farm Labor Contractor	9	\$50	0	0	0	0
39	Fisher	41	\$35	0	0	0	0
40	Taxidermist	26	\$25	0	0	0	0

Indiana

28

of 102 moderate-income occupations licensed

26th

most burdensome licensing laws

49th

most broadly and onerously licensed state

Indiana licenses 28 of the 102 occupations studied, among the fewest of any state. Compared to other states, its licensing laws are moderately onerous—the 26th most burdensome. On average, those seeking to enter these 28 occupations must pay \$147 in fees, lose 251 days to education and experience requirements and pass one exam. Because Indiana licenses so few occupations, it is one of the least broadly and onerously licensed states.

However, Indiana places above-average barriers to entry on some occupations. Indiana is one of only eight states to require that

truck drivers possess a driver's license for one year (or longer) prior to working. Most states and the District of Columbia require only tests, fees and a minimum age. Mobile home installers also face above-average restrictions—366 days lost to education and experience requirements compared to a national average of 245. Some 23 other states that license mobile home installers require three days or fewer. Occupational restrictions like these show that there is room for improvement in Indiana's licensing regime.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$42	1,825	0	0	0
2	Athletic Trainer	46	\$355	1,460	1	0	0
3	Earth Driller	47	\$125	1,095	1	0	18
4	Veterinary Technologist	37	\$245	730	2	12	18
5	Cosmetologist	51	\$199	350	1	10	18
6	Truck Driver	51	\$146	365	4	0	18
7	Barber	50	\$90	350	2	0	18
8	Mobile Home Installer	39	\$150	366	0	0	18
9	Skin Care Specialist	50	\$99	163	2	10	18
9	Makeup Artist	36	\$99	163	2	10	18
11	Emergency Medical Technician	51	\$70	34	2	12	18
12	Manicurist	50	\$50	105	2	8	0
13	School Bus Driver	51	\$146	9	6	0	21
14	Sign Language Interpreter	16	\$710	2	3	0	0
15	Bus Driver (City/Transit)	51	\$146	0	5	0	21
16	Auctioneer	33	\$95	19	1	0	18
17	Gaming Dealer	24	\$250	0	0	0	21
17	Gaming Supervisor	23	\$250	0	0	0	21
17	Slot Key Person	21	\$250	0	0	0	21
17	Gaming Cage Worker	22	\$250	0	0	0	21
21	Taxi Driver/Chauffeur	12	\$27	0	1	0	18
22	Bartender	13	\$45	0	0	0	21
23	Pest Control Applicator	51	\$45	0	2	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Vegetation Pesticide Handler	51	\$45	0	2	0	0
25	Teacher Assistant	29	\$45	0	1	0	0
26	Bill Collector Agency	30	\$100	0	0	0	0
27	Fisher	41	\$25	0	0	0	0
28	Taxidermist	26	\$15	0	0	0	0

Iowa

54

of 102 moderate-income occupations licensed

46th

most burdensome licensing laws

20th

most broadly and onerously licensed state

Iowa licenses 54 of the 102 low- and middle-income occupations studied. Only six states license more. Iowa's licensing burdens are lighter than most states, ranking 46th, but because it licenses so many occupations, it ranks as the 20th most broadly and onerously licensed state. Iowans seeking to enter one of the 54 licensed occupations can expect, on average, to pay \$141 in fees, lose 181 days, or more than six months, to education and experience requirements and take one exam prior to licensure. Of the 54 occupations, 15 are licensed in fewer than half of the other states.

Though Iowa's licensing laws are among the least burdensome overall there are some glaring exceptions. Cathodic protection testers (those who inspect certain systems designed to protect buried or submerged metal piping and tanks) and tank testers face the most restrictive laws in the country to obtain a license. Of the 16 states that license cathodic protection testers, 15 require licensees to obtain

about eight days of training. Iowa requires 738—over two years—of education and experience. Tank testers lose 739 days to education and experience requirements—compared to a national average of 162 days. Iowa's cosmetology license is the second most difficult in the country to obtain—aspiring cosmetologists lose 490 days to training requirements compared to a national average of 372.

Emergency medical technicians can obtain a license in Iowa with about 28 days of training. Yet it takes 420 days to become a barber and 140 days to become a skin care specialist.

To improve employment prospects, Iowa policymakers should cut unnecessary licensing schemes and reduce licensing burdens, particularly those that are higher than other states or compared to actual threats to public health and safety.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$150	1,825	0	0	0
2	HVAC Contractor (General/Commercial)	40	\$135	1,460	1	0	18
3	Athletic Trainer	46	\$420	1,460	1	0	0
4	Tester, Cathodic Protection	16	\$1,850	738	2	0	18
5	Tester, Tank	14	\$350	739	1	0	18
6	Earth Driller	47	\$500	730	2	0	0
7	Veterinary Technologist	37	\$135	730	2	0	0
8	Cosmetologist	51	\$175	490	1	12	0
9	Barber	50	\$280	420	2	10	16
10	Dental Assistant	7	\$86	370	3	12	17
11	Mobile Home Installer	39	\$300	366	1	0	18
12	Makeup Artist	36	\$115	140	2	12	0
12	Skin Care Specialist	50	\$115	140	2	12	0
14	Massage Therapist	39	\$220	117	1	0	0
15	School Bus Driver	51	\$41	2	6	0	18
16	Bus Driver (City/Transit)	51	\$26	0	5	0	18
17	Sign Language Interpreter	16	\$780	2	3	0	0
18	Truck Driver	51	\$16	0	4	0	18
19	Emergency Medical Technician	51	\$20	28	2	0	17
20	Coach (School Sports)	24	\$85	13	0	0	18
21	Animal Control Officer	17	\$25	0	1	0	18
22	Gaming Supervisor	23	\$66	0	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
22	Slot Key Person	21	\$66	0	0	0	18
22	Gaming Dealer	24	\$66	0	0	0	18
22	Gaming Cage Worker	22	\$66	0	0	0	18
26	Taxi Driver/Chauffeur	12	\$40	0	0	0	18
27	Child Care Worker	33	\$0	7	0	0	16
28	Security Guard	37	\$10	0	0	0	18
29	Backflow Prevention Assembly Tester	18	\$43	7	2	0	0
30	Manicurist	50	\$180	9	1	0	0
31	Pest Control Applicator	51	\$75	0	2	0	0
31	Vegetation Pesticide Handler	51	\$75	0	2	0	0
33	Title Examiner	6	\$70	0	1	0	0
34	Milk Sampler	34	\$10	0	1	0	0
35	Fisher	41	\$200	0	0	0	0
36	Paving Equipment Operator Contractor	27	\$50	0	0	0	0
36	Painting Contractor (General/Commercial)	28	\$50	0	0	0	0
36	Drywall Installation Contractor (General/Commercial)	30	\$50	0	0	0	0
36	Cement Finishing Contractor (General/Commercial)	29	\$50	0	0	0	0
36	Terrazzo Contractor (General/Commercial)	29	\$50	0	0	0	0
36	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$50	0	0	0	0
36	Mason Contractor (General/Commercial)	29	\$50	0	0	0	0
36	Sheet Metal Contractor (General/Commercial)	28	\$50	0	0	0	0
36	Door Repair Contractor	35	\$50	0	0	0	0
36	Pipelayer Contractor	29	\$50	0	0	0	0
36	Insulation Contractor (General/Commercial)	29	\$50	0	0	0	0
36	Iron/Steel Contractor (General/Commercial)	31	\$50	0	0	0	0
36	Floor Sander Contractor (General/Commercial)	29	\$50	0	0	0	0
36	Glazier Contractor (General/Commercial)	30	\$50	0	0	0	0
50	Pharmacy Technician	12	\$44	0	0	0	0
51	Taxidermist	26	\$16	0	0	0	0
52	Animal Breeder	26	\$16	0	0	0	0
53	Travel Agent	8	\$15	0	0	0	0
54	Bill Collector Agency	30	\$10	0	0	0	0

Kansas

34

of 102 moderate-income occupations licensed

44th

most burdensome licensing laws

46th

most broadly and onerously licensed state

Kansas licenses 34 low- and moderate-income occupations and has the 44th most burdensome licensing laws. On average, Kansas requires job seekers in these occupations to pay \$88 in fees, obtain 166 days of education and experience and pass one exam. The relatively light burdens and few occupations licensed combine to make Kansas the 46th most broadly and onerously licensed state.

For the commercial/general contractor licenses, Kansas is the only state to require just registration. However, there are several occupations where Kansas imposes onerous burdens compared to other states. Kansas is one of only four states to license psychiatric technicians, who must obtain 210 days of education and experience. Animal breeders must pay a highest-in-the-nation fee of \$405. Skin

care specialists lose 233 days to training requirements compared to a national average of 149 days in that occupation.

Overly onerous requirements like these could be targets for reform. Kansas policy makers should also examine occupations with requirements that are out-of-line with health and safety concerns. For example, an emergency medical technician will spend 35 days training to earn a license in Kansas. Manicurists need more than twice that much training, 82 days, and barbers and cosmetologists need even more, 350 days.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$36	1825	2	0	0
2	Athletic Trainer	46	\$380	1460	1	0	0
3	Veterinary Technologist	37	\$220	730	1	0	0
4	Barber	50	\$180	350	3	12	16
5	Cosmetologist	51	\$95	350	2	12	17
6	School Bus Driver	51	\$49	367	6	0	21
7	Skin Care Specialist	50	\$135	233	2	12	17
8	Psychiatric Technician	4	\$70	210	1	12	0
9	Manicurist	50	\$140	82	2	12	0
10	Emergency Medical Technician	51	\$50	35	2	12	18
11	Mobile Home Installer	39	\$495	0	1	0	18
12	Bus Driver (City/Transit)	51	\$39	0	5	0	18
13	Truck Driver	51	\$29	0	4	0	18
14	Teacher Assistant	29	\$45	0	1	12	0
15	Animal Breeder	26	\$405	0	0	0	0
16	Animal Control Officer	17	\$0	2	1	0	16
17	Bartender	13	\$0	0	0	0	21
18	Vegetation Pesticide Handler	51	\$85	0	2	0	0
19	Pest Control Applicator	51	\$75	0	2	0	0
20	Tester, Tank	14	\$100	9	1	0	0
21	Earth Driller	47	\$110	0	1	0	0
22	Gaming Cage Worker	22	\$60	0	0	0	0
22	Slot Key Person	21	\$60	0	0	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
22	Gaming Supervisor	23	\$60	0	0	0	0
22	Gaming Dealer	24	\$60	0	0	0	0
26	Glazier Contractor (General/Commercial)	30	\$0	0	0	0	0
26	Cement Finishing Contractor (General/Commercial)	29	\$0	0	0	0	0
26	Insulation Contractor (General/Commercial)	29	\$0	0	0	0	0
26	HVAC Contractor (General/Commercial)	40	\$0	0	0	0	0
26	Drywall Installation Contractor (General/Commercial)	30	\$0	0	0	0	0
26	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$0	0	0	0	0
26	Terrazzo Contractor (General/Commercial)	29	\$0	0	0	0	0
26	Floor Sander Contractor (General/Commercial)	29	\$0	0	0	0	0
26	Painting Contractor (General/Commercial)	28	\$0	0	0	0	0

Kentucky

27

of 102 moderate-income occupations licensed

15th

most burdensome licensing laws

45th

most broadly and onerously licensed state

Kentucky licenses just 27 of the 102 occupations studied, fewer than any state but Wyoming. That accounts for its ranking as the 45th most broadly and onerously licensed state. However, Kentucky's licensing laws impose burdens that are well above average—the 15th most burdensome in the nation. Kentucky requires, on average, \$230 in fees, 336 days of education and training and two exams to obtain a license in these 27 occupations.

Kentucky's licensing requirements for several occupations are above-average. Of the 33 states that license auctioneers, Kentucky's laws are the third most stringent, requiring a full two years of experience compared to a national average of just about three months. Of the 50 states that license skin care specialists, Kentucky's licensing

laws are the third most restrictive—233 days, or nearly eight months, of training compared to a national average of about four-and-a-half months. Barbers in Kentucky also face above average restrictions—620 days compared to a national average of 416 days of required education and experience.

Requirements like these that far outstrip those of other states are candidates for reform, as are occupations whose entry restrictions are overly burdensome compared to others. For example, in Kentucky it takes four times as much training—140 days—to become a manicurist or massage therapist as it does to become an emergency medical technician.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$50	1,825	1	0	0
2	Athletic Trainer	46	\$400	1,460	1	0	0
3	Auctioneer	33	\$305	730	2	12	18
4	Optician	22	\$50	730	3	12	18
5	Barber	50	\$330	620	2	12	17.5
6	Earth Driller	47	\$65	730	3	0	0
7	HVAC Contractor (General/Commercial)	40	\$150	700	1	0	18
8	Veterinary Technologist	37	\$135	730	2	0	0
9	Cosmetologist	51	\$125	420	2	10	16
10	Skin Care Specialist	50	\$200	233	2	12	18
10	Makeup Artist	36	\$200	233	2	12	18
12	Manicurist	50	\$87	140	2	10	0
13	Massage Therapist	39	\$125	140	1	0	18
14	Sign Language Interpreter	16	\$1,070	2	3	12	0
15	Emergency Medical Technician	51	\$105	32	2	12	18
16	School Bus Driver	51	\$110	4	6	0	21
17	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
18	Bus Driver (City/Transit)	51	\$125	0	5	0	18
19	Truck Driver	51	\$125	0	4	0	18
20	Animal Control Officer	17	\$0	0	1	0	18
21	Fisher	41	\$625	0	0	0	0
22	Mobile Home Installer	39	\$100	3	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Milk Sampler	34	\$15	1	1	0	0
24	Vegetation Pesticide Handler	51	\$25	0	1	0	0
24	Pest Control Applicator	51	\$25		1	0	0
26	Taxidermist	26	\$150	0	0	0	0
27	Packager	7	\$20	0	0	0	0

Louisiana

71

of 102 moderate-income occupations licensed

43rd

most burdensome licensing laws

8th

most broadly and onerously licensed state

Louisiana licenses more lower-income occupations than any other state—71. For that reason, it is in the top tier of most broadly and onerously licensed states, ranking eighth. It imposes less onerous burdens than most states—on average, \$214 in fees, 163 days of education and experience and one exam—ranking 43rd.

Of the 71 occupations licensed in Louisiana, 29 are licensed in fewer than half of the other states. These occupations could be targets for reform. For example, Louisiana is the only state that licenses florists. Until 2010, aspiring florists had to pass a subjective test judged by other already licensed florists with a vested interest in limiting potential competition. That test was removed, but another test remains. Louisiana is also one of only four jurisdictions that require interior designers to spend six years in school and apprenticing and to pass an exam.

Aspiring workers in 59 of Louisiana's licensed occupations must pass at least one exam. Others face particularly onerous education/experience requirements. For instance, Louisiana's licensing of pest control workers is the second most burdensome of all the states,

requiring workers to obtain four years of education and experience compared to a national average of just over six months. Louisiana is one of only three states that license home entertainment installers. Applicants must obtain two years of education and experience and pass two exams; the other states have no training requirements. Louisiana is also one of only 12 states to license pharmacy technicians. Eight of those states have no training requirements. Aspiring Louisiana pharmacy techs, however, lose 140 days to education and experience requirements.

Like Louisiana's interior design law, many other licensing burdens appear disconnected from health and safety concerns. Barbers and cosmetologists, for example, are required to train for 350 days prior to licensure—more than eight times the mandated training for emergency medical technicians.

Louisiana could improve its ranking—and employment opportunities for its residents—by reducing such overly burdensome requirements and eliminating needless licensing schemes.

Burden Rank	Occupation	Number of States that License	Fees	Education/ Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Interior Designer	4	\$150	2,190	1	0	0
2	Preschool Teacher	49	\$50	1,825	1	0	0
3	Athletic Trainer	46	\$425	1,460	1	0	18
4	Pest Control Applicator	51	\$75	1,460	1	0	0
5	Midwife	29	\$450	730	2	12	21
6	Home Entertainment Installer	3	\$0	730	2	0	18
7	Earth Driller	47	\$110	730	1	0	18
8	Veterinary Technologist	37	\$265	730	1	0	0
9	Barber	50	\$90	350	1	12	18
10	Cosmetologist	51	\$75	350	2	10	16
11	Mobile Home Installer	39	\$271	366	1	0	0
12	Skin Care Specialist	50	\$75	175	2	10	16
13	Pharmacy Technician	12	\$100	140	0	12	18
14	Massage Therapist	39	\$175	117	2	12	0
15	Manicurist	50	\$75	117	2	10	0
16	Emergency Medical Technician	51	\$100	41	2	12	18
17	School Bus Driver	51	\$126	9	6	0	21
18	Security Guard	37	\$0	2	2	12	18
19	Bus Driver (City/Transit)	51	\$121	0	5	0	18
20	Auctioneer	33	\$475	19	1	0	18
21	Truck Driver	51	\$116	0	4	0	18
22	Makeup Artist	36	\$25	9	0	10	16
23	Teacher Assistant	29	\$45	0	1	12	0
24	Bill Collector Agency	30	\$400	0	0	0	19
25	Vegetation Pesticide Handler	51	\$70	0	2	0	18
26	Mason Contractor (General/Commercial)	29	\$340	0	2	0	0
26	Mason Contractor (Residential)	10	\$340	0	2	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/ Experience (Days)	Exams	Minimum Grade	Minimum Age
26	Iron/Steel Contractor (Residential)	11	\$340	0	2	0	0
26	Cement Finishing Contractor (General/Commercial)	29	\$340	0	2	0	0
26	Iron/Steel Contractor (General/Commercial)	31	\$340	0	2	0	0
26	Painting Contractor (General/Commercial)	28	\$340	0	2	0	0
26	Paving Equipment Operator Contractor	27	\$340	0	2	0	0
26	Pipelayer Contractor	29	\$340	0	2	0	0
26	Insulation Contractor (General/Commercial)	29	\$340	0	2	0	0
26	Terrazzo Contractor (General/Commercial)	29	\$340	0	2	0	0
26	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$340	0	2	0	0
26	Terrazzo Contractor (Residential)	8	\$340	0	2	0	0
26	Carpenter/Cabinet Maker (Residential)	10	\$340	0	2	0	0
26	Cement Finishing Contractor (Residential)	9	\$340	0	2	0	0
26	Drywall Installation Contractor (Residential)	9	\$340	0	2	0	0
26	Drywall Installation Contractor (General/Commercial)	30	\$340	0	2	0	0
26	Floor Sander Contractor (General/Commercial)	29	\$340	0	2	0	0
26	Floor Sander Contractor (Residential)	9	\$340	0	2	0	0
26	Glazier Contractor (Residential)	9	\$340	0	2	0	0
26	Glazier Contractor (General/Commercial)	30	\$340	0	2	0	0
46	Gaming Cage Worker	22	\$200	0	0	0	21
46	Gaming Supervisor	23	\$200	0	0	0	21
46	Gaming Dealer	24	\$200	0	0	0	21
46	Slot Key Person	21	\$200	0	0	0	21
50	HVAC Contractor (Residential)	5	\$340	0	1	0	0
50	Door Repair Contractor	35	\$340	0	1	0	0
50	Insulation Contractor (Residential)	10	\$340	0	1	0	0
50	Painting Contractor (Residential)	10	\$340	0	1	0	0
50	Sheet Metal Contractor (General/Commercial)	28	\$340	0	1	0	0
50	Sheet Metal Contractor (Residential)	7	\$340	0	1	0	0
50	HVAC Contractor (General/Commercial)	40	\$340	0	1	0	0
57	Security Alarm Installer	34	\$280	0	1	0	0
58	Fire Alarm Installer	34	\$230	0	1	0	0
59	Florist	1	\$225	0	1	0	0
60	Bartender	13	\$0	1	0	0	18
61	Tree Trimmer	7	\$125	0	1	0	0
61	Locksmith	13	\$125	0	1	0	0
61	Landscape Contractor	10	\$125	0	1	0	0
64	Weigher	24	\$75	0	1	0	0
65	Shampooer	5	\$0	9	1	0	0
66	Milk Sampler	34	\$0	0	1	0	0
66	Animal Control Officer	17	\$0	0	1	0	0
68	Fisher	41	\$55	0	0	0	0
69	Animal Breeder	26	\$30	0	0	0	0
70	Animal Trainer	20	\$25	0	0	0	0
70	Travel Guide	21	\$25	0	0	0	0

Maine

39

of 102 moderate-income occupations licensed

30th

most burdensome licensing laws

33rd

most broadly and onerously licensed state

Maine licenses 39 of the 102 low- and middle-income occupations studied. Residents seeking to enter these occupations can anticipate, on average, paying \$206 in fees, losing 226 days to training requirements and taking one exam, making Maine's the 30th most burdensome licensing laws.

A few occupations face significantly more burdensome entry requirements in Maine than in other states. For example, log scalers, who grade or estimate the value of logs, face no employment restrictions in any state save Maine and Idaho; each requires two exams, and Maine requires two years of experience. Similarly, Maine is one of only three states to license dietetic technicians. Its require-

ments are also the most onerous, requiring applicants to obtain 835 days—more than two years—of education and experience prior to licensure.

Occupations like these, where other states appear to get by with no licensing or far lower burdens, are possible targets for reform. Other possibilities include occupations that appear overly burdensome to enter compared to others with a greater connection to health and safety. For instance, Maine makes it more difficult to become a makeup artist, skin care specialist or massage therapist than an emergency medical technician. EMTs need only 33 days of training compared to more than 100 for the other occupations.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$155	1,825	2	0	0
2	Athletic Trainer	46	\$521	1,460	1	0	0
3	Fire Alarm Installer	34	\$200	996	1	0	0
4	Dietetic Technician	3	\$91	835	1	0	0
5	Barber	50	\$61	653	3	10	17
6	Log Scaler	2	\$25	730	2	0	18
7	Veterinary Technologist	37	\$271	730	1	0	0
8	Cosmetologist	51	\$131	350	3	10	17
9	School Bus Driver	51	\$76	365	6	0	21
10	Earth Driller	47	\$25	365	1	0	0
11	Skin Care Specialist	50	\$101	140	2	10	17
11	Makeup Artist	36	\$101	140	2	10	17
13	Massage Therapist	39	\$71	117	1	12	18
14	Sign Language Interpreter	16	\$981	2	3	12	0
15	Manicurist	50	\$55	47	2	10	0
16	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
17	Teacher Assistant	29	\$80	0	0	12	18
18	Bus Driver (City/Transit)	51	\$66	0	5	0	21
19	Truck Driver	51	\$63	0	4	0	16
20	Security Guard	37	\$400	0	0	0	18
21	Emergency Medical Technician	51	\$121	33	2	0	0
22	Mobile Home Installer	39	\$221	0	0	0	18
23	Taxidermist	26	\$89	0	3	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Electrical Helper	2	\$96	0	0	0	16
25	Tester, Tank	14	\$400	0	1	0	0
26	Auctioneer	33	\$396	0	1	0	0
27	Travel Guide	21	\$184	0	2	0	0
28	Pest Control Applicator	51	\$90	0	2	0	0
28	Vegetation Pesticide Handler	51	\$90	0	2	0	0
28	Tree Trimmer	7	\$90	0	2	0	0
31	Bill Collector Agency	30	\$400	0	0	0	0
32	Gaming Cage Worker	22	\$250	0	0	0	0
32	Gaming Dealer	24	\$250	0	0	0	0
34	Weigher	24	\$25	0	1	0	0
35	Fisher	41	\$145	0	0	0	0
36	Animal Control Officer	17	\$30	4	0	0	0
37	Animal Breeder	26	\$75	0	0	0	0
38	Funeral Attendant	9	\$71	0	0	0	0
39	Packager	7	\$50	0	0	0	0

Maryland

42

of 102 moderate-income occupations licensed

10th

most burdensome licensing laws

14th

most broadly and onerously licensed state

Maryland licenses 42 of the 102 low- and medium-income occupations studied and has some of the most burdensome licensing laws in the nation, ranking 10th for burden alone. Job seekers in licensed occupations can expect to pay \$198, lose 446 days to education and experience requirements and take one exam, on average.

Onerous burdens for home repair and improvement trades accounts for much of Maryland's poor showing in the rankings. Only 10 or fewer states even license residential contracting work; Maryland requires two years experience to obtain these licenses.

Of the 42 occupations Maryland licenses, 20 are also licensed in fewer than half of the other states. Maryland is one of a very few states that licenses social and human service assistants and

tree trimmers, who face training mandates of four years and three years, respectively. Every state licenses pest control applicators and vegetation pesticide handlers. Maryland's laws are among the most onerous, however, requiring prospective licensees to obtain a year's worth of experience compared to national averages of 191 days for pest control applicators and 93 days for vegetation pesticide workers.

Maryland's law restricting entry into massage therapy is the harshest of the 39 states that license the occupation. Aspiring massage therapists must obtain 327 days of education and experience compared to a national average of 139 days.

Maryland could improve job prospects for its residents by reducing or eliminating unnecessary barriers to earning a living.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Earth Driller	47	\$350	1,825	1	0	0
2	Preschool Teacher	49	\$10	1,825	2	0	0
3	Social and Human Service Assistant	7	\$100	1,460	1	0	18
4	HVAC Contractor (General/Commercial)	40	\$70	1,095	1	0	18
5	Tree Trimmer	7	\$30	1,095	1	0	18
6	Veterinary Technologist	37	\$260	730	2	0	0
7	Painting Contractor (Residential)	10	\$379	730	1	0	0
7	Mason Contractor (Residential)	10	\$379	730	1	0	0
7	Insulation Contractor (Residential)	10	\$379	730	1	0	0
7	Glazier Contractor (Residential)	9	\$379	730	1	0	0
7	Door Repair Contractor	35	\$379	730	1	0	0
7	Drywall Installation Contractor (Residential)	9	\$379	730	1	0	0
7	Iron/Steel Contractor (Residential)	11	\$379	730	1	0	0
7	Cement Finishing Contractor (Residential)	9	\$379	730	1	0	0
7	Terrazzo Contractor (Residential)	8	\$379	730	1	0	0
7	Sheet Metal Contractor (Residential)	7	\$379	730	1	0	0
7	Carpenter/Cabinet Maker (Residential)	10	\$379	730	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
7	Floor Sander Contractor (Residential)	9	\$379	730	1	0	0
19	Cosmetologist	51	\$100	350	2	9	17
20	Massage Therapist	39	\$775	327	2	0	18
21	Vegetation Pesticide Handler	51	\$75	365	2	0	18
21	Pest Control Applicator	51	\$75	365	2	0	18
23	Skin Care Specialist	50	\$100	140	2	9	17
24	Barber	50	\$60	280	2	0	0
25	Manicurist	50	\$100	58	2	9	0
26	School Bus Driver	51	\$90	2	6	0	21
27	Bus Driver (City/Transit)	51	\$90	0	5	0	18
28	Truck Driver	51	\$90	0	4	0	18
29	Crane Operator	18	\$165	0	3	0	18
30	Emergency Medical Technician	51	\$65	31	2	0	18
31	Security Alarm Installer	34	\$150	0	0	0	18
32	Child Care Worker	33	\$37	6	0	0	18
33	Bill Collector Agency	30	\$400	0	0	0	0
34	Travel Guide	21	\$50	0	0	0	16
35	Fisher	41	\$300	0	0	0	0
36	Security Guard	37	\$52	0	0	0	0
37	Milk Sampler	34	\$50	0	0	0	0
37	Upholsterer	7	\$50	0	0	0	0
39	Packager	7	\$30	0	0	0	0
40	Farm Labor Contractor	9	\$25	0	0	0	0
41	Coach (School Sports)	24	\$0	2	0	0	0
42	Animal Trainer	20	\$5	0	0	0	0

Massachusetts

37

of 102 moderate-income occupations licensed

25th

most burdensome licensing laws

34th

most broadly and onerously licensed state

Though Massachusetts licenses only 37 of the 102 low- and middle-income occupations studied, somewhat fewer than average, its laws are relatively onerous—the 25th most burdensome in the country. On average, Massachusetts requires license applicants to pay a fee of \$181, obtain 293 days of training and education and pass one exam.

Massachusetts imposes significantly more burdensome entry requirements than other states in a number of occupations. For instance, aspiring barbers face one of the lengthiest education and training requirements in the country—733 days, or more than two years, compared to a national average of 416 days. Likewise, commercial HVAC contractors and commercial sheet metal contractors must each train for more than three years (1,458 days and 1,225 days, respectively), compared to national averages of 891 and 507 days.

Massachusetts requires that school bus drivers possess a driver's license for three years prior to working. Most states have no such requirement; 22 states require a short course or training session instead, while eight states and the District of Columbia require only tests, fees and a minimum age.

Massachusetts also licenses 12 occupations that fewer than half of the other states license. For instance, Massachusetts is one of just three states that licenses home entertainment installers, one of 10 that licenses residential painting contractors and one of seven that licenses social and human services assistants. Barriers to becoming a social and human services assistant are particularly high—the state requires a full two years of education before licensure.

Massachusetts could ease the path to employment in the state by reducing—or doing away with entirely—such barriers to entry.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$125	1,825	2	0	0
2	Athletic Trainer	46	\$447	1,460	1	0	0
3	HVAC Contractor (General/Commercial)	40	\$155	1,458	0	0	0
4	School Bus Driver	51	\$175	1,099	6	0	18
5	Sheet Metal Contractor (General/Commercial)	28	\$155	1,225	0	0	0
6	Earth Driller	47	\$200	1,095	1	0	0
7	Barber	50	\$103	733	3	0	16
8	Optician	22	\$54	730	3	0	0
9	Social and Human Service Assistant	7	\$155	730	1	0	0
10	Massage Therapist	39	\$225	117	0	12	18
11	Cosmetologist	51	\$172	233	2	0	0
12	Fire Alarm Installer	34	\$330	0	1	12	0
12	Security Alarm Installer	34	\$330	0	1	12	0
14	Bus Driver (City/Transit)	51	\$165	0	5	0	18
15	Emergency Medical Technician	51	\$205	26	2	0	18
16	Truck Driver	51	\$155	0	4	0	18
17	Teacher Assistant	29	\$45	0	1	12	0
18	Home Entertainment Installer	3	\$212	0	2	0	18
19	Skin Care Specialist	50	\$57	70	0	0	16
20	Crane Operator	18	\$75	0	3	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
21	Fisher	41	\$260	0	0	0	17
22	Auctioneer	33	\$100	19	1	0	18
23	Vegetation Pesticide Handler	51	\$100	0	1	0	18
23	Pest Control Applicator	51	\$100	0	1	0	18
25	Bill Collector Agency	30	\$300	0	0	0	0
26	Insulation Contractor (Residential)	10	\$250	0	0	0	0
26	Mason Contractor (Residential)	10	\$250	0	0	0	0
26	Iron/Steel Contractor (Residential)	11	\$250	0	0	0	0
26	Drywall Installation Contractor (Residential)	9	\$250	0	0	0	0
26	Carpenter/Cabinet Maker (Residential)	10	\$250	0	0	0	0
26	Glazier Contractor (Residential)	9	\$250	0	0	0	0
26	Door Repair Contractor	35	\$250	0	0	0	0
26	Cement Finishing Contractor (Residential)	9	\$250	0	0	0	0
26	Painting Contractor (Residential)	10	\$250	0	0	0	0
35	Manicurist	50	\$0	23	2	0	0
36	Animal Breeder	26	\$28	0	0	0	0
37	Milk Sampler	34	\$20	0	0	0	0

Michigan

42

of 102 moderate-income occupations licensed

21st

most burdensome licensing laws

26th

most broadly and onerously licensed state

Michigan licenses 42 of the 102 low- and middle-income occupations studied. These laws are relatively burdensome, ranking 21st in the country. Applicants for a license in the 42 occupations can anticipate, on average, paying \$198 in fees, losing 256 days to education and experience requirements and taking one exam.

Michigan is the most difficult place in the country to become a security guard. Applicants must obtain three years of education and experience. The 37 other states that license security guards require 11 days or less, with the exception of North Dakota, which requires 241 days. Licensing requirements far exceed national averages for both security alarm installers, who must obtain four years of training, and fire alarm installers, who must obtain three years. National

averages for those occupations are 535 days and 486 days, respectively.

Of the 42 licensed occupations, 15 are licensed in fewer than half of the other states. Occupations that are unlicensed or face lower entry barriers elsewhere are candidates for reform. Other possible reform targets include occupations whose burdens appear overly onerous compared to others with a greater connection to public safety. For instance, barbers are required to obtain almost 18 times as much training as emergency medical technicians; cosmetologists must complete as almost 14 times as much training as EMTs. Reducing or eliminating overly burdensome requirements could open job opportunities in Michigan.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$125	1,825	2	0	0
2	Security Alarm Installer	34	\$200	1,460	1	12	25
3	Athletic Trainer	46	\$275	1,460	1	0	0
4	Security Guard	37	\$200	1,095	0	12	25
5	Fire Alarm Installer	34	\$200	1,095	1	0	20
6	HVAC Contractor (General/Commercial)	40	\$110	1,095	1	0	0
7	Earth Driller	47	\$40	730	2	12	18
8	Veterinary Technologist	37	\$235	730	2	0	0
9	Barber	50	\$20	467	2	10	17
10	Cosmetologist	51	\$40	350	2	9	17
11	Skin Care Specialist	50	\$64	93	2	9	17
11	Makeup Artist	36	\$64	93	2	9	17
13	Manicurist	50	\$39	93	2	9	0
14	Bill Collector Agency	30	\$273	0	1	12	18
15	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
16	School Bus Driver	51	\$70	3	6	0	18
17	Bus Driver (City/Transit)	51	\$65	0	5	0	18
18	Child Care Worker	33	\$0	3	0	12	18
19	Truck Driver	51	\$60	0	4	0	18
20	Slot Key Person	21	\$750	0	0	0	21
20	Gaming Supervisor	23	\$750	0	0	0	21
22	Emergency Medical Technician	51	\$110	26	2	0	18
23	Door Repair Contractor	35	\$235	14	2	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Carpenter/Cabinet Maker (Residential)	10	\$235	12	2	0	18
24	Mason Contractor (Residential)	10	\$235	12	2	0	18
24	Terrazzo Contractor (Residential)	8	\$235	12	2	0	18
24	Insulation Contractor (Residential)	10	\$235	12	2	0	18
24	Cement Finishing Contractor (Residential)	9	\$235	12	2	0	18
24	Painting Contractor (Residential)	10	\$235	12	2	0	18
30	Glazier Contractor (Residential)	9	\$215	12	1	0	18
30	Floor Sander Contractor (Residential)	9	\$215	12	1	0	18
32	Pest Control Applicator	51	\$75	0	2	0	18
32	Vegetation Pesticide Handler	51	\$75	0	2	0	18
34	Gaming Dealer	24	\$200	0	0	0	21
34	Gaming Cage Worker	22	\$200	0	0	0	21
36	Taxi Driver/Chauffeur	12	\$35	0	1	0	16
37	Fisher	41	\$200	0	0	0	17
38	Milk Sampler	34	\$50	0	1	0	0
39	Animal Control Officer	17	\$0	23	0	0	0
40	Mobile Home Installer	39	\$150	1	0	0	0
41	Taxidermist	26	\$50	0	0	0	0
42	Animal Breeder	26	\$18	0	0	0	0

Minnesota

36

of 102 moderate-income occupations licensed

24th

most burdensome licensing laws

36th

most broadly and generously licensed state

Thirty-six of the 102 occupations studied are licensed in Minnesota, and it has the 24th most burdensome licensing laws. On average, potential licensees can expect to pay \$164 in fees, lose 290 days to education and experience requirements and take two exams.

For a few occupations, Minnesota's laws are among the most burdensome in the country. For instance, fire alarm installers and security alarm installers each face education and experience requirements of three years compared to a national average of 486 days and 535 days, respectively. Animal trainers, specifically horse trainers, face the second most stringent requirements among the 20 states

that license the occupation—two years versus a national average of about three months. Barbers face above average barriers—700 days compared to a national average of 416 days of training prior to licensure.

Moreover, Minnesota licenses 10 occupations that are also licensed in fewer than half of the other states. Occupations like these that are either unlicensed or have lower barriers to entry in other states are candidates for reform. Minnesota could improve job prospects in the state by easing or eliminating these and other barriers to employment in low- and middle-income occupations.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$180	1,825	2	0	0
2	Athletic Trainer	46	\$450	1,460	1	0	0
3	Earth Driller	47	\$275	1,460	1	0	0
4	Security Alarm Installer	34	\$70	1,095	1	0	0
5	Fire Alarm Installer	34	\$35	1,095	1	0	0
6	Barber	50	\$125	700	4	10	0
7	Animal Trainer	20	\$74	730	2	0	18
8	Veterinary Technologist	37	\$200	730	2	0	0
9	Midwife	29	\$225	730	1	0	0
10	Cosmetologist	51	\$245	362	2	12	0
11	Skin Care Specialist	50	\$141	140	2	12	0
12	Manicurist	50	\$90	82	2	12	0
13	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
14	School Bus Driver	51	\$37	0	6	0	18
15	Bus Driver (City/Transit)	51	\$31	0	5	0	18
16	Teacher Assistant	29	\$45	0	1	12	0
17	Emergency Medical Technician	51	\$170	26	2	0	18
18	Truck Driver	51	\$0	0	4	0	18
19	Crane Operator	18	\$165	0	3	0	18
20	Iron/Steel Contractor (General/Commercial)	31	\$690	0	2	0	0
21	Mobile Home Installer	39	\$432	0	2	0	0
22	Security Guard	37	\$0	2	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Auctioneer	33	\$20	0	0	0	18
24	Electrical Helper	2	\$20	2	0	0	17
25	Pharmacy Technician	12	\$20	0	0	0	16
26	Vegetation Pesticide Handler	51	\$75	0	2	0	0
27	Dental Assistant	7	\$40	2	2	0	0
28	Pest Control Applicator	51	\$50	0	2	0	0
29	Title Examiner	6	\$95	0	1	0	0
30	Travel Guide	21	\$125	0	0	0	0
31	Fisher	41	\$120	0	0	0	0
32	Coach (School Sports)	24	\$35	1	0	0	0
33	Taxidermist	26	\$44	0	0	0	0
34	Packager	7	\$40	0	0	0	0
35	Bill Collector Agency	30	\$20	0	0	0	0
36	HVAC Contractor (General/Commercial)	40	\$15	0	0	0	0

Mississippi

55

of 102 moderate-income occupations licensed

45th

most burdensome licensing laws

18th

most broadly and onerously licensed state

Only four states license more occupations than Mississippi, which has erected barriers to entry in 55 of the 102 low- and middle-income occupations studied. That places Mississippi in the second tier of most broadly and onerously licensed states, ranking 18th.

Compared to other states, Mississippi's licensing burdens are fairly light, ranking 45th. However, the state places larger burdens on aspirants to a number of occupations. Every state licenses pest control applicators and vegetation pesticide handlers, but Mississippi's laws are among the most onerous—two years education compared to national averages of 191 days and 93 days in training, respectively. Some 37 states for pest control applicators and 42 states for vegetation pesticide handlers require 10 hours or less of training prior to licensure.

Of the 55 occupations, 20 are licensed in fewer than half of the

other states. Mississippi is one of only 10 states to license landscape contractors, and its licensing requirements are onerous—more than two years lost to education and experience. Seven states that license landscape workers have zero training requirements. Fire alarm installers also face above average education and experience requirements—two years versus a national average of 486 days.

Mississippi licenses nearly all of the construction trades studied. The lack of an education and experience requirements to obtain a license to work in construction accounts for some of Mississippi's good burden ranking. However, aspiring construction workers still must pass two exams and pay a fee.

Mississippi could ease the path to employment by reducing or eliminating such onerous barriers to entry.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$0	1,825	2	0	0
2	Athletic Trainer	46	\$400	1,460	1	0	0
3	Earth Driller	47	\$100	1,095	3	0	21
4	Vegetation Pesticide Handler	51	\$0	730	2	0	18
4	Pest Control Applicator	51	\$0	730	2	0	18
6	Landscape Contractor	10	\$0	783	1	0	0
7	Fire Alarm Installer	34	\$150	730	0	0	0
8	Cosmetologist	51	\$190	350	2	12	17
9	Barber	50	\$125	350	2	0	17
10	Massage Therapist	39	\$50	163	2	12	18
11	Skin Care Specialist	50	\$85	140	2	12	17
12	Teacher Assistant	29	\$555	21	0	12	18
13	Manicurist	50	\$85	82	2	12	0
14	Auctioneer	33	\$300	19	1	12	18
15	School Bus Driver	51	\$74	1	6	0	18
16	Child Care Worker	33	\$50	0	0	12	18
17	Bus Driver (City/Transit)	51	\$69	0	5	0	17
18	Emergency Medical Technician	51	\$105	28	2	0	18
19	Truck Driver	51	\$66	0	4	0	17
20	Paving Equipment Operator Contractor	27	\$400	0	2	0	0
20	Pipelayer Contractor	29	\$400	0	2	0	0
20	Cement Finishing Contractor (General/Commercial)	29	\$400	0	2	0	0
20	Terrazzo Contractor (General/Commercial)	29	\$400	0	2	0	0
20	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$400	0	2	0	0
20	Painting Contractor (General/Commercial)	28	\$400	0	2	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
20	HVAC Contractor (General/Commercial)	40	\$400	0	2	0	0
20	Glazier Contractor (General/Commercial)	30	\$400	0	2	0	0
20	Sheet Metal Contractor (General/Commercial)	28	\$400	0	2	0	0
29	Insulation Contractor (General/Commercial)	29	\$325	0	1	0	0
29	Iron/Steel Contractor (General/Commercial)	31	\$325	0	1	0	0
29	Mason Contractor (General/Commercial)	29	\$325	0	1	0	0
29	Floor Sander Contractor (General/Commercial)	29	\$325	0	1	0	0
29	Drywall Installation Contractor (General/Commercial)	30	\$325	0	1	0	0
34	Door Repair Contractor	35	\$200	0	2	0	0
34	Insulation Contractor (Residential)	10	\$200	0	2	0	0
34	HVAC Contractor (Residential)	5	\$200	0	2	0	0
34	Terrazzo Contractor (Residential)	8	\$200	0	2	0	0
34	Cement Finishing Contractor (Residential)	9	\$200	0	2	0	0
34	Mason Contractor (Residential)	10	\$200	0	2	0	0
34	Glazier Contractor (Residential)	9	\$200	0	2	0	0
34	Painting Contractor (Residential)	10	\$200	0	2	0	0
34	Carpenter/Cabinet Maker (Residential)	10	\$200	0	2	0	0
34	Sheet Metal Contractor (Residential)	7	\$200	0	2	0	0
34	Floor Sander Contractor (Residential)	9	\$200	0	2	0	0
34	Drywall Installation Contractor (Residential)	9	\$200	0	2	0	0
46	Weigher	24	\$25	0	0	0	21
47	Backflow Prevention Assembly Tester	18	\$50	9	2	0	0
48	Iron/Steel Contractor (Residential)	11	\$200	0	1	0	0
49	Mobile Home Installer	39	\$100	1	1	0	0
50	Fisher	41	\$200	0	0	0	0
51	Gaming Dealer	24	\$75	0	0	0	0
51	Gaming Cage Worker	22	\$75	0	0	0	0
51	Gaming Supervisor	23	\$75	0	0	0	0
51	Slot Key Person	21	\$75	0	0	0	0
55	Court Clerk	4	\$0	1	0	0	0

Missouri

31

of 102 moderate-income occupations licensed

35th

most burdensome licensing laws

47th

most broadly and onerously licensed state

Missouri licenses 31 of the 102 occupations studied in this report, fewer than most, yet one-third of those occupations are also licensed by fewer than half of the other states. That suggests many states do just fine without licensing many of the occupations Missouri does license.

Missouri's licensing laws are also less burdensome than most, ranking 35th, but still pose substantial barriers to entry that could be reduced. The average requirements for the state's low- to moderate-income occupations are \$100 in fees, 220 days lost to education and experience—more than seven months—and one exam.

Though Missouri is among the least broadly and onerously licensed states, it could remove or lower the burdens to occupations it currently licenses and make jobs more accessible for its low-income

workers. For example, Missouri is one of only two states that license psychiatric aides, requiring seven months of experience; 48 states and the District of Columbia impose no barriers on aspiring psychiatric aides at all. The state also imposes above-average experience requirements for pest control applicators, requiring two years, while the national average is 191 days; 32 states require no experience.

At the same time, Missouri imposes much higher burdens on some occupations than others with a more direct link to public safety. It takes only about 23 days of training to become an emergency medical technician, for example, but 117 to earn a license as a massage therapist, 175 for a skin care specialist license and 350 for cosmetologist and barber licenses.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$102	1,825	1	0	0
2	Athletic Trainer	46	\$400	1,460	1	0	0
3	Earth Driller	47	\$250	730	2	0	0
4	Pest Control Applicator	51	\$50	730	2	0	18
5	Veterinary Technologist	37	\$190	730	2	0	0
6	Barber	50	\$125	350	2	10	17
6	Cosmetologist	51	\$125	350	2	10	17
8	Skin Care Specialist	50	\$165	175	2	10	17
9	Psychiatric Aide	2	\$0	210	0	12	0
10	Massage Therapist	39	\$100	117	1	0	18
11	Manicurist	50	\$120	93	2	0	0
12	School Bus Driver	51	\$30	1	6	0	18
13	Bus Driver (City/Transit)	51	\$30	0	5	0	18
14	Emergency Medical Technician	51	\$70	23	2	0	18
15	Sign Language Interpreter	16	\$75	0	3	0	18
16	Truck Driver	51	\$0	0	4	0	18
17	Vegetation Pesticide Handler	51	\$50	0	2	0	18
18	Gaming Supervisor	23	\$125	0	0	0	18
18	Slot Key Person	21	\$125	0	0	0	18
18	Gaming Cage Worker	22	\$125	0	0	0	18
18	Gaming Dealer	24	\$125	0	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
22	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0
23	Animal Breeder	26	\$100	0	0	0	18
24	Coach (School Sports)	24	\$80	2	3	0	0
25	Mobile Home Installer	39	\$150	0	1	0	0
26	Taxi Driver/Chauffeur	12	\$18	0	0	0	18
27	Pharmacy Technician	12	\$87	0	0	0	0
28	Milk Sampler	34	\$3	0	1	0	0
29	Auctioneer	33	\$52	0	0	0	0
30	Taxidermist	26	\$30	0	0	0	0
31	Fisher	41	\$25	0	0	0	0

Montana

44

of 102 moderate-income occupations licensed

49th

most burdensome licensing laws

35th

most broadly and onerously licensed state

Montana ranks as the 35th most broadly and onerously licensed state. Of the 102 lower-income occupations studied, Montana licenses 44, and only two states have less burdensome licensing laws. These laws do impose real burdens on would-be workers, however: on average, \$131 in fees, 133 days—about four months—lost to education and experience and one exam.

Montana's average burdens appear low largely because 22 of the occupations have no training or exam requirements, only fees and some minimum age or grade requirements. Still, several of Montana's licenses have excessive requirements compared to the other licensed states. Montana is one of only two states to require that school bus drivers possess a driver's license for five years prior

to working. Most states have no such requirement; 22 states require a short course or training session instead, while eight states and the District of Columbia require only tests, fees and a minimum age. Aspiring crane operators lose 233 days to experience in Montana, while 12 of the 18 states that license crane operators do not require experience. Athletic trainers are charged \$1,050 in fees, more than twice the national average of \$443, and the most of all the states.

Montana could assist its workers by reducing or removing fees and other barriers in its licensed low- to moderate-income occupations.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	School Bus Driver	51	\$9	1,825	6	0	18
2	Athletic Trainer	46	\$1,050	1,460	1	0	0
3	Midwife	29	\$1,350	730	1	12	21
4	Cosmetologist	51	\$75	467	2	12	18
5	Barber	50	\$115	350	2	12	18
6	Earth Driller	47	\$300	365	2	0	0
7	Crane Operator	18	\$100	233	2	0	18
8	Makeup Artist	36	\$60	152	1	12	18
8	Skin Care Specialist	50	\$60	152	1	12	18
10	Emergency Medical Technician	51	\$100	31	2	12	18
11	Manicurist	50	\$45	82	1	12	0
12	Pharmacy Technician	12	\$60	0	1	12	18
13	Funeral Attendant	9	\$200	0	0	12	18
14	Bus Driver (City/Transit)	51	\$9	0	5	0	18
15	Truck Driver	51	\$9	0	4	0	18
16	Teacher Assistant	29	\$45	0	1	12	0
17	Security Alarm Installer	34	\$104	0	1	0	18
17	Fire Alarm Installer	34	\$104	0	1	0	18
19	Animal Trainer	20	\$50	0	1	0	18
20	Security Guard	37	\$57	0	0	0	18
21	Child Care Worker	33	\$0	4	0	0	16
22	Fisher	41	\$500	0	0	0	0
23	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Pest Control Applicator	51	\$55	0	2	0	0
24	Vegetation Pesticide Handler	51	\$55	0	2	0	0
26	Milk Sampler	34	\$5	0	1	0	0
27	Gaming Dealer	24	\$109	0	0	0	0
28	Travel Guide	21	\$100	0	0	0	0
29	Glazier Contractor (General/Commercial)	30	\$53	0	0	0	0
29	Mason Contractor (General/Commercial)	29	\$53	0	0	0	0
29	Terrazzo Contractor (General/Commercial)	29	\$53	0	0	0	0
29	Sheet Metal Contractor (General/Commercial)	28	\$53	0	0	0	0
29	Cement Finishing Contractor (General/Commercial)	29	\$53	0	0	0	0
29	Iron/Steel Contractor (General/Commercial)	31	\$53	0	0	0	0
29	Insulation Contractor (General/Commercial)	29	\$53	0	0	0	0
29	Painting Contractor (General/Commercial)	28	\$53	0	0	0	0
29	Pipelayer Contractor	29	\$53	0	0	0	0
29	Drywall Installation Contractor (General/Commercial)	30	\$53	0	0	0	0
29	Door Repair Contractor	35	\$53	0	0	0	0
29	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$53	0	0	0	0
29	Floor Sander Contractor (General/Commercial)	29	\$53	0	0	0	0
29	Paving Equipment Operator Contractor	27	\$53	0	0	0	0
29	HVAC Contractor (General/Commercial)	40	\$53	0	0	0	0
44	Taxidermist	26	\$50	0	0	0	0

Nebraska

45

of 102 moderate-income occupations licensed

50th

most burdensome licensing laws

31st

most broadly and onerously licensed state

Nebraska has only the 50th most burdensome licensing laws, but it ranks as the 31st most broadly and onerously licensed state because it licenses 45 of the 102 low- to moderate-income occupations studied. Moreover, the burdens Nebraska imposes, while lower than other states, are still substantial: on average, \$140 in fees, one exam and 147 days lost to education and experience.

Nebraska has a lower burden rank because for 22 of its licensed occupations, it does not require experience or examinations, only a license fee. Even so, Nebraska has a number of occupations that require far more experience than any other state. For example, the operator of a bill collection agency is required to have two years of experience; no other state requires even one day. Similarly, aspiring title examiners lose one year to experience. Only five other states even license title examiners, and none have experience require-

ments. Massage therapists are required to have 233 days of training; the average among licensed states is just 139 days.

In addition to examining licensing requirements that are high compared to other states, Nebraska policy makers should consider whether some requirements are too burdensome compared to other licenses that are more directly linked to public safety. For example, it takes more than a year to become a barber or cosmetologist and two to seven months to earn a license as a massage therapist, skin care specialist or manicurist. By contrast, emergency medical technicians learn their skills in just about four days.

To improve employment prospects for low- to moderate-income workers, Nebraska could remove unnecessary licenses or excessive barriers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$55	1,825	1	0	0
2	Athletic Trainer	46	\$417	1,460	1	0	19
3	Veterinary Technologist	37	\$300	730	1	0	19
4	Bill Collector Agency	30	\$400	730	0	0	0
5	Barber	50	\$110	490	2	12	17
6	Cosmetologist	51	\$165	490	1	12	17
7	Title Examiner	6	\$250	365	1	0	0
8	Massage Therapist	39	\$25	233	1	0	19
9	Skin Care Specialist	50	\$47	140	1	12	17
10	Sign Language Interpreter	16	\$1,005	2	3	12	18
11	Manicurist	50	\$30	72	2	12	0
12	Emergency Medical Technician	51	\$70	4	2	12	18
13	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
14	School Bus Driver	51	\$34	2	6	0	18
15	Teacher Assistant	29	\$325	3	1	12	0
16	Bus Driver (City/Transit)	51	\$26	0	5	0	18
17	Truck Driver	51	\$26	0	4	0	18
18	Earth Driller	47	\$150	0	2	0	19
19	Coach (School Sports)	24	\$85	42	0	0	0
20	Backflow Prevention Assembly Tester	18	\$170	7	2	0	0
21	Animal Trainer	20	\$40	0	0	0	16
22	Child Care Worker	33	\$0	3	0	0	16
23	Vegetation Pesticide Handler	51	\$90	0	2	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Pest Control Applicator	51	\$90	0	2	0	0
25	Milk Sampler	34	\$25	0	1	0	0
26	Animal Breeder	26	\$125	0	0	0	0
27	Fisher	41	\$99	0	0	0	0
28	Glazier Contractor (General/Commercial)	30	\$40	0	0	0	0
28	Cement Finishing Contractor (General/Commercial)	29	\$40	0	0	0	0
28	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$40	0	0	0	0
28	Sheet Metal Contractor (General/Commercial)	28	\$40	0	0	0	0
28	Mason Contractor (General/Commercial)	29	\$40	0	0	0	0
28	Iron/Steel Contractor (General/Commercial)	31	\$40	0	0	0	0
28	HVAC Contractor (General/Commercial)	40	\$40	0	0	0	0
28	Insulation Contractor (General/Commercial)	29	\$40	0	0	0	0
28	Painting Contractor (General/Commercial)	28	\$40	0	0	0	0
28	Drywall Installation Contractor (General/Commercial)	30	\$40	0	0	0	0
28	Door Repair Contractor	35	\$40	0	0	0	0
28	Pipelayer Contractor	29	\$40	0	0	0	0
28	Farm Labor Contractor	9	\$40	0	0	0	0
28	Paving Equipment Operator Contractor	27	\$40	0	0	0	0
28	Floor Sander Contractor (General/Commercial)	29	\$40	0	0	0	0
28	Terrazzo Contractor (General/Commercial)	29	\$40	0	0	0	0
44	Makeup Artist	36	\$10	0	0	0	0
45	Locksmith	13	\$5	0	0	0	0

Nevada

55

of 102 moderate-income occupations licensed

3rd

most burdensome licensing laws

4th

most broadly and onerously licensed state

Nevada is among the top tier of most broadly and onerously licensed states, ranking fourth. The state requires a license for 55 of the 102 occupations studied, more than all but five other states. Nevada is the most expensive state in which to work in a licensed lower- and moderate-income occupation, with average fees of \$505. It also requires an average of 601 days of education and experience and two exams, resulting in the third most burdensome licensing laws.

Nevada's ranking is heavily affected by its requirements on 15 construction contractor occupations. Aspiring contractors lose four years to an apprenticeship, \$1,030 to licensing fees and must pass two exams. Nevada charges the most of any state for a contractor's license. Numerous states require no experience for these licenses, and still others do not license them at all.

In many occupations, Nevada has by far the most expensive licensing fees. For example, to become an alarm installer requires \$1,036 in fees, whereas the national average is \$230 for fire and \$213 for security alarm installers. A license costs animal trainers \$770 in fees, compared to the national average of only \$93. Aspiring mobile home installers must pay \$566 in fees; the average is only \$336.

In a number of other cases, not only are the fees many times higher than other states, but the experience and education requirements are as well. Nevada is one of only four jurisdictions that license interior designers, requiring one exam, \$250 in fees and six years of education or experience; meanwhile 47 states do not license interior designers. On average, the 21 states that license travel guides require \$191 in fees and 58 days of education; Nevada requires \$1,500 in fees and two years of education.

Nevada also imposes burdens that appear out-of-line with concerns about protecting public safety. Emergency medical technicians can earn a license with just about 26 days of training. This is far less training than required of barbers, mobile home installers, cosmetologists, makeup artists, skin care specialists, manicurists and massage therapists.

If Nevada wants to improve job prospects for workers, it could start by drastically lowering the barriers to entry and removing excess fees and needless education and experience requirements—or remove unnecessary barriers all together.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Interior Designer	4	\$250	2,190	1	0	0
2	Preschool Teacher	49	\$161	1,825	2	0	0
3	Painting Contractor (General/Commercial)	28	\$1,030	1,460	2	0	0
3	Paving Equipment Operator Contractor	27	\$1,030	1,460	2	0	0
3	Floor Sander Contractor (General/Commercial)	29	\$1,030	1,460	2	0	0
3	Mason Contractor (General/Commercial)	29	\$1,030	1,460	2	0	0
3	Drywall Installation Contractor (General/Commercial)	30	\$1,030	1,460	2	0	0
3	Glazier Contractor (General/Commercial)	30	\$1,030	1,460	2	0	0
3	Insulation Contractor (General/Commercial)	29	\$1,030	1,460	2	0	0
3	Iron/Steel Contractor (General/Commercial)	31	\$1,030	1,460	2	0	0
3	Door Repair Contractor	35	\$1,030	1,460	2	0	0
3	Pipelayer Contractor	29	\$1,030	1,460	2	0	0
3	Sheet Metal Contractor (General/Commercial)	28	\$1,030	1,460	2	0	0
3	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$1,030	1,460	2	0	0
3	HVAC Contractor (General/Commercial)	40	\$1,030	1,460	2	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
3	Cement Finishing Contractor (General/Commercial)	29	\$1,030	1,460	2	0	0
3	Terrazzo Contractor (General/Commercial)	29	\$1,030	1,460	2	0	0
18	Athletic Trainer	46	\$600	1,460	1	0	0
19	Optician	22	\$350	1,128	3	12	18
20	Barber	50	\$140	890	4	10	18
21	Travel Guide	21	\$1,500	733	1	0	21
22	Earth Driller	47	\$100	730	1	0	18
23	Mobile Home Installer	39	\$566	730	1	0	0
24	Cosmetologist	51	\$325	420	2	10	18
25	Skin Care Specialist	50	\$90	210	2	12	18
26	Makeup Artist	36	\$90	210	2	10	18
27	Tester, Tank	14	\$250	365	1	0	0
28	Sign Language Interpreter	16	\$710	2	5	12	18
29	Veterinary Technologist	37	\$330	0	3	12	18
30	Manicurist	50	\$142	117	2	10	0
31	School Bus Driver	51	\$178	9	6	0	21
32	Massage Therapist	39	\$375	117	1	0	18
33	Bus Driver (City/Transit)	51	\$161	0	5	0	21
34	Truck Driver	51	\$144	0	4	0	18
35	Teacher Assistant	29	\$45	0	1	12	0
36	Emergency Medical Technician	51	\$176	26	2	0	18
37	Crane Operator	18	\$165	0	3	0	18
38	Animal Trainer	20	\$770	0	0	0	21
39	Gaming Supervisor	23	\$500	0	0	0	21
40	Security Alarm Installer	34	\$1,036	0	1	0	0
40	Fire Alarm Installer	34	\$1,036	0	1	0	0
42	Gaming Dealer	24	\$90	0	0	0	21
42	Gaming Cage Worker	22	\$90	0	0	0	21
44	Security Guard	37	\$0	2	0	0	21
45	Child Care Worker	33	\$0	2	0	0	16
46	Vegetation Pesticide Handler	51	\$50	0	2	0	0
46	Pest Control Applicator	51	\$50	0	2	0	0
48	Bill Collector Agency	30	\$675	0	0	0	0
49	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0
50	Fisher	41	\$500	0	0	0	0
51	Weigher	24	\$120	0	1	0	0
52	Landscape Contractor	10	\$130	0	0	0	0
53	Travel Agent	8	\$125	0	0	0	0
54	Locksmith	13	\$75	0	0	0	0
55	Taxidermist	26	\$64	0	0	0	0

New Hampshire

34

of 102 moderate-income occupations licensed

28th

most burdensome licensing laws

43rd

most broadly and onerously licensed state

New Hampshire requires a license to perform 34 of the 102 low- to moderate-income occupations studied. It ranks as the 43rd most broadly and onerously licensed state. On average, aspiring practitioners pay \$209 in fees, lose 230 days to training and take two exams—the 28th most burdensome licensing laws. Despite these better-than-average rankings, New Hampshire has room to improve.

New Hampshire imposes above-average barriers on some occupations. For example, it requires two years of training to become a mobile home installer, while the average across licensed states is just about eight months. Aspiring midwives must pay \$920 in fees,

whereas the average across licensed states is \$619.

Eleven of the occupations New Hampshire licenses are also licensed by less than half of the other states. For example, New Hampshire is one of only five states that license shampooers. Occupations like these, where other states are doing fine without licensing an occupation, are candidates for reform.

So are occupations whose burdens appear out-of-line with public safety concerns. For example, in New Hampshire, it takes months of training to become a licensed cosmetologist, barber, massage therapist, skin care specialist or manicurist, but only 26 days to earn a license as an emergency medical technician.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$130	1,825	2	0	0
2	Athletic Trainer	46	\$450	1,460	1	0	0
3	Earth Driller	47	\$260	1,095	1	0	0
4	Midwife	29	\$920	730	3	12	0
5	School Bus Driver	51	\$80	732	6	0	18
6	Mobile Home Installer	39	\$75	731	0	0	18
7	Cosmetologist	51	\$124	350	2	12	0
8	Barber	50	\$124	187	2	12	16
9	Massage Therapist	39	\$125	175	2	12	0
10	Makeup Artist	36	\$154	140	3	12	0
10	Skin Care Specialist	50	\$154	140	3	12	0
12	Manicurist	50	\$119	70	2	12	0
13	Sign Language Interpreter	16	\$860	2	3	0	18
14	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
15	Animal Trainer	20	\$0	90	0	0	18
16	Bus Driver (City/Transit)	51	\$70	0	5	0	18
17	Truck Driver	51	\$60	0	4	0	18
18	Emergency Medical Technician	51	\$70	26	2	0	18
19	Pest Control Applicator	51	\$20	0	3	0	18
19	Vegetation Pesticide Handler	51	\$20	0	3	0	18
21	Shampooer	5	\$25	35	0	0	16
22	Weigher	24	\$106	0	1	0	18
23	Travel Guide	21	\$60	0	1	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Pharmacy Technician	12	\$25	0	0	0	18
25	Child Care Worker	33	\$27	0	0	0	16
26	Auctioneer	33	\$115	19	1	0	0
27	Slot Key Person	21	\$510	0	0	0	0
27	Gaming Supervisor	23	\$510	0	0	0	0
29	Animal Breeder	26	\$200	0	0	0	0
30	Coach (School Sports)	24	\$45	1	0	0	0
31	Taxidermist	26	\$50	0	0	0	0
31	Fisher	41	\$50	0	0	0	0
33	Gaming Dealer	24	\$40	0	0	0	0
34	Security Guard	37	\$20	0	0	0	0

New Jersey

48

of 102 moderate-income occupations licensed

20th

most burdensome licensing laws

16th

most broadly and onerously licensed state

New Jersey is the 16th most broadly and onerously licensed state, placing it in the second tier of states. The average barriers for the 48 occupations licensed are \$179 in fees, 292 days lost to education and experience and one exam—the 20th most burdensome licensing requirements. For six occupations, New Jersey has the most burdensome requirements. The state also licenses 25 occupations that a majority of other states choose not to license.

New Jersey's poor ranking is from requiring training and fees for many of its licensed occupations beyond what other states require and from licensing more occupations than most states. For example, the state licenses 11 residential contractor occupations, for which only around 10 states require a license.

The state also has large barriers to entry in occupations that most other states do not even license. For example court clerks, only licensed by three other states, are required to have two years of experience. The other states do not require anything near that much time. Aspiring locksmiths lose more than three years to education, yet the 12 other states that license these workers do not require any

more than 16 days. Cathodic protection testers (those who inspect certain systems designed to protect buried or submerged metal piping and tanks) lose two years to training. Only one other state requires more than eight days.

New Jersey is the only state to require that city/transit bus drivers possess a driver's license for three years prior to working. Only eight states have any such requirement, and New Jersey's is the longest. Most states and the District of Columbia require only tests, fees and a minimum age. Animal control officers are required to pay \$749 in fees, the highest fee among the 17 states that license the occupation; average fees are \$116. School sports coaches must be licensed teachers, which requires earning a four-year degree. Only three other states require anything close to that; the national average is 254 days.

To encourage employment opportunities in these low- and moderate-income occupations, New Jersey could drastically reduce the higher burdens or eliminate some licenses all together.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Athletic Trainer	46	\$370	1,460	1	12	18
2	Preschool Teacher	49	\$190	1,460	1	0	0
3	Coach (School Sports)	24	\$0	1,460	0	0	0
4	Locksmith	13	\$228	1,176	1	12	18
5	School Bus Driver	51	\$171	1,095	6	0	21
6	Bus Driver (City/Transit)	51	\$169	1,095	5	0	21
7	Earth Driller	47	\$50	1,095	1	12	0
8	Optician	22	\$25	857	2	12	0
9	Court Clerk	4	\$50	754	1	12	21
10	Tester, Cathodic Protection	16	\$1,500	738	2	0	0
11	Midwife	29	\$125	730	1	0	18
12	Child Care Worker	33	\$0	730	0	0	0
13	Cosmetologist	51	\$110	280	2	12	17
13	Barber	50	\$110	280	2	12	17
15	Makeup Artist	36	\$110	140	2	12	17
15	Skin Care Specialist	50	\$110	140	2	12	17
17	Manicurist	50	\$110	70	2	12	0
18	Massage Therapist	39	\$270	117	1	0	0
19	Crane Operator	18	\$415	0	3	0	18
20	Truck Driver	51	\$167	0	4	0	18
21	Animal Control Officer	17	\$749	10	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
22	Emergency Medical Technician	51	\$70	28	2	0	18
23	Teacher Assistant	29	\$115	0	1	12	0
24	Gaming Supervisor	23	\$750	0	0	0	0
25	Security Guard	37	\$153	5	0	0	18
26	Taxi Driver/Chauffeur	12	\$73	0	0	0	21
27	Vegetation Pesticide Handler	51	\$175	10	2	0	0
27	Pest Control Applicator	51	\$175	10	2	0	0
29	Milk Sampler	34	\$0	0	2	0	0
30	Gaming Cage Worker	22	\$350	0	0	0	0
30	Gaming Dealer	24	\$350	0	0	0	0
32	Fisher	41	\$102	0	0	0	0
33	Slot Key Person	21	\$95	0	0	0	0
34	Iron/Steel Contractor (Residential)	11	\$90	0	0	0	0
34	Painting Contractor (Residential)	10	\$90	0	0	0	0
34	Sheet Metal Contractor (Residential)	7	\$90	0	0	0	0
34	Insulation Contractor (Residential)	10	\$90	0	0	0	0
34	Mason Contractor (Residential)	10	\$90	0	0	0	0
34	Carpenter/Cabinet Maker (Residential)	10	\$90	0	0	0	0
34	Terrazzo Contractor (Residential)	8	\$90	0	0	0	0
34	Door Repair Contractor	35	\$90	0	0	0	0
34	Cement Finishing Contractor (Residential)	9	\$90	0	0	0	0
34	Floor Sander Contractor (Residential)	9	\$90	0	0	0	0
34	Glazier Contractor (Residential)	9	\$90	0	0	0	0
34	Drywall Installation Contractor (Residential)	9	\$90	0	0	0	0
46	Animal Trainer	20	\$50	0	0	0	0
47	Animal Breeder	26	\$18	0	0	0	0
48	HVAC Contractor (General/Commercial)*	40	\$0	NA	0	0	0

*In 2007, the New Jersey legislature authorized the establishment of a new board to issue HVAC contractors' licenses, but the board has not yet completed all of the draft regulations or fully issued licenses.

New Mexico

52

of 102 moderate-income occupations licensed

12th

most burdensome licensing laws

9th

most broadly and onerously licensed state

As the ninth most broadly and onerously licensed state with the 12th most burdensome licensing laws, New Mexico has higher barriers for more occupations than most states. Fifty-two of the 102 low- to moderate-income occupations studied are licensed in New Mexico. Their average requirements are \$158 in fees, 413 days lost to education and experience and one exam.

New Mexico's most burdensome occupations are in construction. The state requires a two-year apprenticeship to become a general contractor. New Mexico is one among only a third of the licensed states that require any experience to work as a commercial or general contractor in this field. New Mexico also charges between \$168 and \$318 in fees to be licensed in the construction trades.

The state also has above-average education or experience requirements for other occupations. For example, aspiring pest control applicators and vegetation pesticide handlers lose two years to experience before receiving a license. Thirty-two states have no experience requirement for pest control applicators, and 39 states have none for vegetation pesticide handlers. Fire and security alarm installers lose two years to experience, compared to averages of less than a year-and-a-half among the 34 states that require licenses.

New Mexico can improve job opportunities in these and other low- to moderate-income occupations by reducing or removing excessive or needless barriers to entry.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$200	1,825	2	0	0
2	Athletic Trainer	46	\$590	1,460	2	0	0
3	Sheet Metal Contractor (General/Commercial)	28	\$213	730	2	0	18
3	HVAC Contractor (General/Commercial)	40	\$213	730	2	0	18
5	Crane Operator	18	\$194	730	2	0	18
6	Earth Driller	47	\$50	730	2	0	20
7	Paving Equipment Operator Contractor	27	\$318	730	2	0	0
7	Drywall Installation Contractor (General/Commercial)	30	\$318	730	2	0	0
7	Door Repair Contractor	35	\$318	730	2	0	0
7	Cement Finishing Contractor (General/Commercial)	29	\$318	730	2	0	0
7	Iron/Steel Contractor (General/Commercial)	31	\$318	730	2	0	0
12	Mason Contractor (General/Commercial)	29	\$168	730	2	0	0
13	Floor Sander Contractor (General/Commercial)	29	\$249	730	1	0	0
13	Painting Contractor (General/Commercial)	28	\$249	730	1	0	0
13	Insulation Contractor (General/Commercial)	29	\$249	730	1	0	0
13	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$249	730	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
13	Pipelayer Contractor	29	\$249	730	1	0	0
13	Glazier Contractor (General/Commercial)	30	\$249	730	1	0	0
13	Terrazzo Contractor (General/Commercial)	29	\$249	730	1	0	0
20	Vegetation Pesticide Handler	51	\$70	730	2	0	0
20	Pest Control Applicator	51	\$70	730	2	0	0
22	Veterinary Technologist	37	\$0	730	2	0	0
23	Midwife	29	\$100	730	1	0	0
24	Fire Alarm Installer	34	\$186	730	0	0	0
24	Security Alarm Installer	34	\$186	730	0	0	0
26	Cosmetologist	51	\$180	373	3	10	17
27	Barber	50	\$125	280	3	10	17
28	Massage Therapist	39	\$75	152	2	12	18
29	Skin Care Specialist	50	\$50	140	3	10	17
29	Makeup Artist	36	\$50	140	3	10	17
31	Animal Trainer	20	\$100	180	2	0	18
32	Manicurist	50	\$70	82	2	10	0
33	Funeral Attendant	9	\$300	1	1	12	0
34	School Bus Driver	51	\$33	5	6	0	18
35	Teacher Assistant	29	\$48	0	0	12	18
36	Emergency Medical Technician	51	\$65	42	2	0	18
37	Bus Driver (City/Transit)	51	\$18	0	5	0	18
38	Truck Driver	51	\$18	0	4	0	18
39	Coach (School Sports)	24	\$45	1	0	12	0
40	Bill Collector Agency	30	\$600	0	0	0	0
41	Security Guard	37	\$45	1	1	0	18
42	Slot Key Person	21	\$75	0	0	0	21
42	Gaming Supervisor	23	\$75	0	0	0	21
42	Gaming Dealer	24	\$75	0	0	0	21
42	Gaming Cage Worker	22	\$75	0	0	0	21
46	Mobile Home Installer	39	\$269	0	1	0	0
47	Child Care Worker	33	\$0	11	0	0	18
48	Bartender	13	\$30	1	0	0	19
49	Weigher	24	\$150	0	1	0	0
50	Packager	7	\$50	0	0	0	0
51	Fisher	41	\$25	0	0	0	0
52	Milk Sampler	34	\$0	1	0	0	0

New York

33

of 102 moderate-income occupations licensed

19th

most burdensome licensing laws

40th

most broadly and generously licensed state

New York licenses fewer lower-income occupations than most states, only 33, but for those it does license, it imposes substantial barriers. The state has the 19th most burdensome licensing laws, requiring, on average, \$145 in fees, 283 days lost to training and two exams. If New York wants to improve employment prospects for low- to moderate-income workers, it could reduce or eliminate these barriers to entry.

For a number of occupations, New York has above-average requirements. For example, aspiring crane operators lose three years to experience, but 12 of the 18 states that license the occupation do not require even one day. A barber is expected to have nearly two-and-a-half years of experience and education. The average training across the states in this occupation is just over a year—416 days.

Aspiring mobile home installers lose two years in New York compared to the national average of 245 days. Child care workers must have a year of training, outpacing every other state except for New Jersey. At most the other 31 states that license child care workers require two weeks.

In addition to examining barriers that are excessive compared to other states, New York policymakers should look at those that are higher than occupations with a more direct link to public safety. While one can become a licensed emergency medical technician with about 35 days of training, it takes four times that to become a makeup artist or skin care specialist. It takes even longer to earn a license as a massage therapist, cosmetologist, mobile home installer or barber.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$100	1,825	3	0	0
2	Athletic Trainer	46	\$450	1,460	1	0	21
3	Crane Operator	18	\$150	1,095	3	0	21
4	Barber	50	\$60	884	3	0	17
5	Midwife	29	\$305	730	1	12	21
6	Veterinary Technologist	37	\$358	730	1	0	0
7	Mobile Home Installer	39	\$200	732	1	0	0
8	Optician	22	\$100	560	3	12	18
9	Massage Therapist	39	\$115	233	1	12	18
10	Child Care Worker	33	\$0	366	0	0	18
11	Cosmetologist	51	\$70	233	2	0	17
12	Skin Care Specialist	50	\$55	140	2	0	17
12	Makeup Artist	36	\$55	140	2	0	17
14	Emergency Medical Technician	51	\$35	35	2	12	18
15	Security Alarm Installer	34	\$275	60	1	0	18
16	School Bus Driver	51	\$50	1	6	0	21
17	Vegetation Pesticide Handler	51	\$350	5	2	0	17
17	Pest Control Applicator	51	\$350	5	2	0	17
19	Bus Driver (City/Transit)	51	\$50	0	5	0	18
20	Fire Alarm Installer	34	\$275	14	1	0	18
21	Teacher Assistant	29	\$35	0	1	12	0
22	Truck Driver	51	\$40	0	4	0	18
23	Manicurist	50	\$35	58	2	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Earth Driller	47	\$275	0	2	0	0
25	Travel Guide	21	\$100	0	1	0	18
26	Security Guard	37	\$141	1	0	0	18
27	Backflow Prevention Assembly Tester	18	\$180	9	1	0	0
28	Fisher	41	\$250	0	0	0	0
29	Farm Labor Contractor	9	\$200	0	0	0	0
30	Animal Control Officer	17	\$50	0	1	0	0
31	Coach (School Sports)	24	\$0	17	0	0	0
32	Animal Breeder	26	\$62	0	0	0	0
33	Weigher	24	\$15	0	0	0	0

North Carolina

48

of 102 moderate-income occupations licensed

29th

most burdensome licensing laws

21st

most broadly and onerously licensed state

North Carolina is the 21st most broadly and onerously licensed state, placing it in the second tier of states. The state requires a license for 48 of the 102 occupations, with an average barrier of \$180 in fees, 250 days lost to education or experience and one exam—the 29th most burdensome licensing laws. North Carolina’s ranking is influenced by the number of occupations licensed as well as some of the more burdensome requirements.

A number of the licenses have higher-than-average barriers. For example, North Carolina requires almost two years to become a barber compared to the national average of just over a year—416 days. It takes three years to become a landscape contractor or a fire or security alarm installer, compared to national averages of one-and-a-half years or less. Aspiring pest control applicators lose two

years to experience requirements, despite 32 states not requiring experience at all.

It takes just 39 days of training to earn a license as an emergency medical technician in North Carolina, but substantially more to become a licensed manicurist (70 days), massage therapist (117), skin care specialist (140), cosmetologist (350) or barber (722). Occupations like these, where training required does not line up with public safety concerns, make possible targets for reform, as well as occupations that are more difficult to enter in North Carolina than elsewhere.

North Carolina could open more prospects for its low- to moderate-income workers by lowering or eliminating such high and unnecessary barriers to entry in licensed occupations.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$85	1,825	1	0	18
2	Athletic Trainer	46	\$400	1,460	1	0	0
3	Fire Alarm Installer	34	\$165	1,095	0	0	18
3	Security Alarm Installer	34	\$165	1,095	0	0	18
5	Landscape Contractor	10	\$75	1,095	2	0	0
6	Optician	22	\$250	910	1	12	18
7	Pest Control Applicator	51	\$175	730	1	0	18
8	Veterinary Technologist	37	\$270	730	2	0	0
9	HVAC Contractor (General/ Commercial)	40	\$260	730	2	0	0
10	Barber	50	\$120	722	3	0	0
11	Earth Driller	47	\$250	548	1	0	18
12	Cosmetologist	51	\$158	350	2	0	0
13	School Bus Driver	51	\$150	184	6	0	18
14	Massage Therapist	39	\$170	117	1	12	18
15	Auctioneer	33	\$614	19	2	12	18
16	Sign Language Interpreter	16	\$923	2	3	0	18
17	Emergency Medical Technician	51	\$0	39	2	12	0
18	Makeup Artist	36	\$129	140	2	0	0
19	Skin Care Specialist	50	\$119	140	2	0	0
20	Bus Driver (City/Transit)	51	\$135	0	5	0	18
21	Truck Driver	51	\$120	0	4	0	18
22	Crane Operator	18	\$165	0	3	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Bill Collector Agency	30	\$1,000	0	0	0	0
24	Manicurist	50	\$10	70	2	0	0
25	Locksmith	13	\$338	0	1	0	18
26	Vegetation Pesticide Handler	51	\$50	0	1	0	18
27	Security Guard	37	\$25	2	0	0	18
28	Weigher	24	\$25	0	0	0	18
29	Mobile Home Installer	39	\$265	0	1	0	0
30	Child Care Worker	33	\$0	4	0	0	16
31	Mason Contractor (General/Commercial)	29	\$135	0	1	0	0
31	Iron/Steel Contractor (General/Commercial)	31	\$135	0	1	0	0
31	Door Repair Contractor	35	\$135	0	1	0	0
31	Pipelayer Contractor	29	\$135	0	1	0	0
31	Sheet Metal Contractor (General/Commercial)	28	\$135	0	1	0	0
31	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$135	0	1	0	0
31	Insulation Contractor (General/Commercial)	29	\$135	0	1	0	0
31	Terrazzo Contractor (General/Commercial)	29	\$135	0	1	0	0
31	Paving Equipment Operator Contractor	27	\$135	0	1	0	0
31	Drywall Installation Contractor (General/Commercial)	30	\$135	0	1	0	0
31	Floor Sander Contractor (General/Commercial)	29	\$135	0	1	0	0
31	Glazier Contractor (General/Commercial)	30	\$135	0	1	0	0
43	Fisher	41	\$200	0	0	0	0
44	Milk Sampler	34	\$5	0	1	0	0
45	Cement Finishing Contractor (General/Commercial)	29	\$75	0	0	0	0
45	Painting Contractor (General/Commercial)	28	\$75	0	0	0	0
47	Animal Breeder	26	\$50	0	0	0	0
48	Taxidermist	26	\$10	0	0	0	0

North Dakota

40

of 102 moderate-income occupations licensed

47th

most burdensome licensing laws

42nd

most broadly and onerously licensed state

North Dakota is the 42nd most broadly and onerously licensed state. The state licenses 40 of the 102 low- to moderate-income occupations studied. With average requirements of \$107 in fees, 132 days—about four months—lost to training and one exam, North Dakota licensing laws are ranked as the 47th most burdensome.

North Dakota's low burden ranking is thanks to its light licensing of construction occupations: It only requires aspiring contractors to be 18 years old and pay a \$75 fee. Still, in a few occupations, North Dakota's licensing requirements are above-average. For example,

aspiring barbers lose almost two years to education and experience, whereas the average across the states is just over one year—416 days. It is one of two states that require anything over two weeks to become a security guard, requiring 241 days of training. Occupations like these could be candidates for reform to improve prospects for the states low- to moderate-income workers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Athletic Trainer	46	\$350	1,460	1	0	0
2	Barber	50	\$200	727	2	12	0
3	Preschool Teacher	49	\$152	730	2	0	0
4	Veterinary Technologist	37	\$155	730	1	0	0
5	Cosmetologist	51	\$0	420	2	12	0
6	Earth Driller	47	\$300	365	1	0	0
7	Security Guard	37	\$70	241	0	12	18
8	Massage Therapist	39	\$150	175	1	12	18
9	Makeup Artist	36	\$50	140	2	12	18
10	Skin Care Specialist	50	\$50	140	2	12	0
11	Manicurist	50	\$50	82	2	0	0
12	School Bus Driver	51	\$41	0	6	0	21
13	Bus Driver (City/Transit)	51	\$33	0	5	0	18
14	Emergency Medical Technician	51	\$70	26	2	0	18
15	Bill Collector Agency	30	\$700	0	0	0	0
16	Truck Driver	51	\$25	0	4	0	18
17	Mobile Home Installer	39	\$200	1	1	0	18
18	Vegetation Pesticide Handler	51	\$75	0	2	0	18
18	Pest Control Applicator	51	\$75	0	2	0	18
20	Auctioneer	33	\$35	19	0	0	18
21	Travel Guide	21	\$100	0	1	0	18
22	Sheet Metal Contractor (General/Commercial)	28	\$75	0	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
22	Iron/Steel Contractor (General/Commercial)	31	\$75	0	0	0	18
22	Pipelayer Contractor	29	\$75	0	0	0	18
22	Cement Finishing Contractor (General/Commercial)	29	\$75	0	0	0	18
22	Terrazzo Contractor (General/Commercial)	29	\$75	0	0	0	18
22	Glazier Contractor (General/Commercial)	30	\$75	0	0	0	18
22	Floor Sander Contractor (General/Commercial)	29	\$75	0	0	0	18
22	Mason Contractor (General/Commercial)	29	\$75	0	0	0	18
22	Insulation Contractor (General/Commercial)	29	\$75	0	0	0	18
22	Drywall Installation Contractor (General/Commercial)	30	\$75	0	0	0	18
22	Paving Equipment Operator Contractor	27	\$75	0	0	0	18
22	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$75	0	0	0	18
22	Painting Contractor (General/Commercial)	28	\$75	0	0	0	18
22	HVAC Contractor (General/Commercial)	40	\$75	0	0	0	18
22	Door Repair Contractor	35	\$75	0	0	0	18
37	Title Examiner	6	\$250	0	1	0	0
38	Child Care Worker	33	\$0	7	0	0	14
39	Milk Sampler	34	\$10	1	1	0	0
40	Taxidermist	26	\$25	0	0	0	0

Ohio

31

of 102 moderate-income occupations licensed

16th

most burdensome licensing laws

39th

most broadly and onerously licensed state

Ohio licenses 31 of the 102 low- to moderate-income occupations studied, fewer than most states, but it imposes substantial burdens on workers wishing to enter those occupations. Ohio has the 16th most burdensome licensing laws, with average requirements of \$137 in fees, 341 days and one exam.

In some of the 31 licensed occupations, Ohio has exceptionally high barriers compared to the other states. For example, aspiring commercial HVAC contractors lose five years to experience before getting a license, more than twice the national average. Ohio requires that school bus drivers possess a driver's license for two years prior to working. Thirty-one states have no such requirement, requiring instead tests, fees, a minimum age and in some states a short course or training session. Ohio is one of only five states that

require a year or more of training to become an auctioneer. Ohio is also one of only three states to license dietetic technicians and one of seven states to license social and human service assistants. The state requires two years of training to perform both of these jobs.

Some of Ohio's licensure requirements also appear excessive compared to those of other occupations licensed by the state. For example, Ohio requires aspiring emergency medical technicians to undertake only about one month of training. But skin care specialists must complete 140 days, massage therapists 175 days and cosmetologists 350 days, and auctioneers and barbers must train for more than a year.

Ohio could expand its low-income workers' job prospects by reducing or eliminating such burdensome licensing laws.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	HVAC Contractor (General/Commercial)	40	\$85	1,825	1	0	18
2	Preschool Teacher	49	\$80	1,825	1	0	0
3	Athletic Trainer	46	\$400	1,460	2	0	0
4	School Bus Driver	51	\$205	735	6	0	18
5	Veterinary Technologist	37	\$281	730	1	0	0
6	Dietetic Technician	3	\$0	730	1	0	0
7	Social and Human Service Assistant	7	\$40	730	0	0	0
8	Optician	22	\$96	467	2	12	18
9	Barber	50	\$120	420	2	8	18
10	Auctioneer	33	\$440	384	3	0	18
11	Cosmetologist	51	\$76	350	2	10	16
12	Mobile Home Installer	39	\$370	377	1	0	0
13	Massage Therapist	39	\$285	175	1	12	0
14	Skin Care Specialist	50	\$51	140	2	10	16
14	Makeup Artist	36	\$51	140	2	10	16
16	Emergency Medical Technician	51	\$70	30	2	12	18
17	Manicurist	50	\$76	47	2	10	0
18	Bus Driver (City/Transit)	51	\$162	0	5	0	18
19	Truck Driver	51	\$119	0	4	0	18
20	Gaming Dealer	24	\$250	0	0	0	21
20	Gaming Supervisor	23	\$250	0	0	0	21
20	Gaming Cage Worker	22	\$250	0	0	0	21

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
20	Slot Key Person	21	\$250	0	0	0	21
24	Teacher Assistant	29	\$25	0	0	12	0
25	Pest Control Applicator	51	\$35	0	2	0	0
25	Vegetation Pesticide Handler	51	\$35	0	2	0	0
27	Milk Sampler	34	\$15	0	1	0	0
28	Security Guard	37	\$50	0	0	0	0
28	Travel Guide	21	\$50	0	0	0	0
30	Weigher	24	\$10	0	0	0	0
30	Animal Breeder	26	\$10	0	0	0	0

Oklahoma

29

of 102 moderate-income occupations licensed

11th

most burdensome licensing laws

41st

most broadly and generously licensed state

Oklahoma licenses only 29 of the 102 occupations studied, but it has the 11th most burdensome licensing laws, requiring an average of \$116 in fees, 416 days—more than a year—lost to training and two exams.

The high burden ranking is largely accounted for by the number of exams required and the occupations with above-average training requirements. For example, aspiring social and human service assistants lose six years to education and experience, two more years than even the closest states. Forty-four states do not require a license to become a social and human service assistant at all. Oklahoma is also one of only four states to mandate that school

sports coaches also be licensed teachers, thus requiring a four-year degree. The national average of training for coaches is just 254 days. Aspiring security alarm installers lose almost four years to training compared to the national average of a year-and-a-half.

Though Oklahoma has a fairly low ranking, it could promote low-income jobs by reducing or removing some of the barriers. Not only do some of the current burdens exceed most of the other states, there are a number of occupations that are unlicensed in most other states. For example, Oklahoma is one of only six states to license title examiners and seven states to license packagers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Social and Human Service Assistant	7	\$325	2,190	1	0	0
2	Preschool Teacher	49	\$95	1,825	2	0	0
3	Athletic Trainer	46	\$475	1,460	2	0	0
4	Security Alarm Installer	34	\$50	1,400	1	12	0
5	Coach (School Sports)	24	\$0	1,465	0	0	0
6	HVAC Contractor (General/Commercial)	40	\$163	1,095	1	0	18
7	Veterinary Technologist	37	\$330	730	2	0	0
8	Earth Driller	47	\$350	730	1	0	0
9	Cosmetologist	51	\$40	350	2	12	17
10	Barber	50	\$70	350	2	0	16
11	Skin Care Specialist	50	\$40	140	2	8	16
11	Makeup Artist	36	\$40	140	2	8	16
13	Manicurist	50	\$40	140	2	8	0
14	School Bus Driver	51	\$47	4	6	0	18
15	Child Care Worker	33	\$0	3	0	12	16
16	Bus Driver (City/Transit)	51	\$47	0	5	0	18
17	Emergency Medical Technician	51	\$155	36	2	0	18
18	Truck Driver	51	\$47	0	4	0	18
19	Title Examiner	6	\$150	0	1	0	18
20	Locksmith	13	\$75	0	1	0	21
21	Security Guard	37	\$66	9	1	0	18
22	Animal Trainer	20	\$91	0	1	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Pest Control Applicator	51	\$150	0	3	0	0
24	Animal Control Officer	17	\$68	0	1	0	18
25	Vegetation Pesticide Handler	51	\$100	0	2	0	0
26	Mobile Home Installer	39	\$200	1	0	0	0
27	Fire Alarm Installer	34	\$75	0	0	0	0
28	Animal Breeder	26	\$48	0	0	0	0
29	Packager	7	\$35	0	0	0	0

Oregon

59

of 102 moderate-income occupations licensed

6th

most burdensome licensing laws

3rd

most broadly and onerously licensed state

Oregon is the third most broadly and onerously licensed state, placing it in the top tier just below Arizona and California. Oregon licenses 59 of the 102 low- to moderate-income occupations studied, more than all but three states. On average, these barriers cost \$267 in fees, 568 days lost to education and experience and one exam—the sixth most burdensome licensing laws.

Oregon ranks so poorly because of its licensing of the construction occupations. Oregon requires four years of experience plus a short course in 15 of the 27 contractor occupations it licenses, mainly for commercial work. For most of these occupations, about 20 states do not even require a license, and around 19 of the 30 that do require no experience at all. By contrast, Oregon's residential contractors have no experience requirement and need only take a short course.

The state has above-average fees and training requirements in numerous other occupations. For example, the state charges \$2,100 in fees to become a licensed midwife and \$900 to become an athletic trainer, while the average across the states is only \$619 and \$443, respectively. Aspiring fire alarm installers lose nearly four years to experience, but 18 of the 34 licensed states do not require any experience. Oregon is one of only eight states to require that city/transit bus drivers possess a driver's license for one year (or longer) prior to working. Most states and the District of Columbia require only tests, fees and a minimum age. Oregon is one of only four states to license cross-connection survey inspectors, and its requirements far exceed any other state, with \$415 in fees and five years of training.

Reducing or eliminating these and other barriers to entry could help Oregon improve job prospects for its low-income workers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Cross-connection Survey Inspector	4	\$415	1,834	2	12	18
2	Preschool Teacher	49	\$162	1,825	2	0	18
3	Athletic Trainer	46	\$900	1,460	2	0	18
4	Fire Alarm Installer	34	\$50	1,400	1	12	0
5	Glazier Contractor (General/Commercial)	30	\$345	1,462	1	0	18
5	Mason Contractor (General/Commercial)	29	\$345	1,462	1	0	18
5	Pipelayer Contractor	29	\$345	1,462	1	0	18
5	Paving Equipment Operator Contractor	27	\$345	1,462	1	0	18
5	Door Repair Contractor	35	\$345	1,462	1	0	18
5	Painting Contractor (General/Commercial)	28	\$345	1,462	1	0	18
5	HVAC Contractor (General/Commercial)	40	\$345	1,462	1	0	18
5	Sheet Metal Contractor (General/Commercial)	28	\$345	1,462	1	0	18
5	Cement Finishing Contractor (General/Commercial)	29	\$345	1,462	1	0	18
5	Terrazzo Contractor (General/Commercial)	29	\$345	1,462	1	0	18
5	Insulation Contractor (General/Commercial)	29	\$345	1,462	1	0	18
5	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$345	1,462	1	0	18
5	Drywall Installation Contractor (General/Commercial)	30	\$345	1,462	1	0	18
5	Floor Sander Contractor (General/Commercial)	29	\$345	1,462	1	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
19	Iron/Steel Contractor (General/Commercial)	31	\$325	1,462	1	0	18
20	Midwife	29	\$2,100	730	1	0	0
21	Veterinary Technologist	37	\$155	730	2	0	0
22	Security Alarm Installer	34	\$50	730	1	0	0
23	School Bus Driver	51	\$239	367	6	0	18
24	Bus Driver (City/Transit)	51	\$229	365	5	0	18
25	Truck Driver	51	\$155	365	4	0	18
26	Earth Driller	47	\$170	365	1	0	18
27	Mobile Home Installer	39	\$55	374	1	0	0
28	Cosmetologist	51	\$90	338	2	0	0
29	Barber	50	\$73	257	2	0	0
30	Backflow Prevention Assembly Tester	18	\$70	9	2	12	0
31	Manicurist	50	\$98	140	2	0	0
32	Makeup Artist	36	\$73	117	2	0	0
32	Skin Care Specialist	50	\$73	117	2	0	0
34	Emergency Medical Technician	51	\$70	35	2	0	18
35	Drywall Installation Contractor (Residential)	9	\$345	2	1	0	18
35	Painting Contractor (Residential)	10	\$345	2	1	0	18
35	Terrazzo Contractor (Residential)	8	\$345	2	1	0	18
35	Sheet Metal Contractor (Residential)	7	\$345	2	1	0	18
35	Cement Finishing Contractor (Residential)	9	\$345	2	1	0	18
35	HVAC Contractor (Residential)	5	\$345	2	1	0	18
35	Carpenter/Cabinet Maker (Residential)	10	\$345	2	1	0	18
35	Mason Contractor (Residential)	10	\$345	2	1	0	18
35	Floor Sander Contractor (Residential)	9	\$345	2	1	0	18
35	Insulation Contractor (Residential)	10	\$345	2	1	0	18
35	Glazier Contractor (Residential)	9	\$345	2	1	0	18
46	Iron/Steel Contractor (Residential)	11	\$325	2	1	0	18
47	Pest Control Applicator	51	\$50	0	2	0	18
47	Vegetation Pesticide Handler	51	\$50	0	2	0	18
49	Milk Sampler	34	\$25	0	2	0	18
50	Bartender	13	\$58	0	1	0	21
51	Security Guard	37	\$100	0	0	0	18
52	Animal Trainer	20	\$30	0	0	0	18
53	Landscape Contractor	10	\$135	0	1	0	0
54	Bill Collector Agency	30	\$350	0	0	0	0
55	Coach (School Sports)	24	\$65	1	1	0	0
56	Fisher	41	\$250	0	0	0	0
57	Farm Labor Contractor	9	\$100	0	0	0	0
58	Travel Guide	21	\$50	0	0	0	0
59	Taxidermist	26	\$6	0	0	0	0

Pennsylvania

44

of 102 moderate-income occupations licensed

51st

most burdensome licensing laws

38th

most broadly and onerously licensed state

Pennsylvania has the least burdensome licensing laws, but because it requires a license for 44 of the 102 low- to moderate-income occupations studied, it ranks as the 38th most broadly and onerously licensed state. Aspiring practitioners of these occupations pay \$176 in fees, lose 113 days to training and take one exam.

For 23 of the 44 occupations, the state requires only fees. In five of these occupations, Pennsylvania's fees are the highest in the nation. Pennsylvania charges \$2,500 in fees to become a gaming supervisor, more than five times the average of \$449. The state charges \$350 to become a gaming cage worker, gaming dealer, slot

key person or a travel agent, which all average around \$200 in the other states.

Twenty-one of the occupations Pennsylvania licenses are also licensed by less than half of the other states. This includes 12 contractor occupations, which require \$50 in fees. Upholsterers are licensed in only seven states and must pay \$50 to work in Pennsylvania.

Pennsylvania could assist low-income workers by reducing or eliminating barriers to entry, including fees.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$133	1,825	2	0	0
2	Athletic Trainer	46	\$320	1,460	1	0	0
3	Veterinary Technologist	37	\$235	730	1	0	0
4	Cosmetologist	51	\$149	292	2	10	16
5	Barber	50	\$159	292	2	8	16
6	Makeup Artist	36	\$159	70	2	10	16
6	Skin Care Specialist	50	\$159	70	2	10	16
8	Massage Therapist	39	\$300	117	3	0	18
9	Gaming Supervisor	23	\$2,500	0	0	0	18
10	School Bus Driver	51	\$42	3	6	0	18
11	Teacher Assistant	29	\$45	0	1	12	0
12	Bus Driver (City/Transit)	51	\$42	0	5	0	18
13	Emergency Medical Technician	51	\$0	33	2	0	16
14	Truck Driver	51	\$42	0	4	0	18
15	Manicurist	50	\$149	47	2	0	0
16	Crane Operator	18	\$0	0	3	0	18
17	Pest Control Applicator	51	\$60	0	2	0	18
17	Vegetation Pesticide Handler	51	\$60	0	2	0	18
19	Slot Key Person	21	\$350	0	0	0	18
19	Travel Agent	8	\$350	0	0	0	18
19	Gaming Cage Worker	22	\$350	0	0	0	18
19	Gaming Dealer	24	\$350	0	0	0	18
23	Weigher	24	\$60	0	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Auctioneer	33	\$220	5	1	0	0
25	Tester, Tank	14	\$0	9	1	0	0
26	Mobile Home Installer	39	\$350	2	0	0	0
27	Animal Breeder	26	\$295	0	0	0	0
28	Milk Sampler	34	\$5	0	1	0	0
29	Taxidermist	26	\$100	0	0	0	0
30	Earth Driller	47	\$85	0	0	0	0
31	Painting Contractor (Residential)	10	\$50	0	0	0	0
31	Glazier Contractor (Residential)	9	\$50	0	0	0	0
31	Carpenter/Cabinet Maker (Residential)	10	\$50	0	0	0	0
31	Sheet Metal Contractor (Residential)	7	\$50	0	0	0	0
31	Drywall Installation Contractor (Residential)	9	\$50	0	0	0	0
31	Upholsterer	7	\$50	0	0	0	0
31	Insulation Contractor (Residential)	10	\$50	0	0	0	0
31	Cement Finishing Contractor (Residential)	9	\$50	0	0	0	0
31	Mason Contractor (Residential)	10	\$50	0	0	0	0
31	Floor Sander Contractor (Residential)	9	\$50	0	0	0	0
31	Iron/Steel Contractor (Residential)	11	\$50	0	0	0	0
31	Terrazzo Contractor (Residential)	8	\$50	0	0	0	0
31	Door Repair Contractor	35	\$50	0	0	0	0
44	Animal Trainer	20	\$45	0	0	0	0

Rhode Island

49

of 102 moderate-income occupations licensed

37th

most burdensome licensing laws

22nd

most broadly and onerously licensed state

Rhode Island is the 22nd most broadly and onerously licensed state, placing it in the second tier of states. It licenses 49 of the 102 occupations studied. Rhode Island has the 37th most burdensome licensing laws, with an average of \$164 in fees, 211 days—about seven months—lost to education and experience and one exam.

A handful of Rhode Island occupations require excessive training requirements compared with other states. For example, Rhode Island has the most burdensome laws for HVAC contractors, requiring over five years of experience. The average across licensed states is less than two-and-a-half years. Rhode Island is one of only eight states to require that truck drivers and city/transit bus drivers possess a driver's license for a year or more prior to licensure. It is also one of 20 states with a similar requirement for school bus drivers,

and Rhode Island's is among the longest at three years. Other states require only tests, fees, a minimum age and in some states a short course or training session for these occupations.

Some of Rhode Island's requirements also appear overly burdensome compared to other occupations the state licenses. For example, it takes only 37 days of training to become an emergency medical technician, but nearly twice that time to earn a manicurist license. Barbers, cosmetologists, skin care specialists and massage therapists must undergo even more training.

Rhode Island could expand employment prospects for low-income workers by reducing or removing overly burdensome or needless barriers to low- and moderate-income jobs.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	HVAC Contractor (General/Commercial)	40	\$111	1,900	1	0	18
2	Preschool Teacher	49	\$50	1,825	2	0	0
3	Athletic Trainer	46	\$362	1,460	1	0	0
4	Optician	22	\$70	1,095	2	12	18
5	School Bus Driver	51	\$114	1,097	7	0	21
6	Bus Driver (City/Transit)	51	\$94	730	5	0	18
7	Midwife	29	\$130	730	1	0	0
8	Barber	50	\$75	350	2	12	18
9	Cosmetologist	51	\$50	350	2	12	18
10	Truck Driver	51	\$70	365	4	0	18
11	Skin Care Specialist	50	\$50	140	2	12	18
12	Manicurist	50	\$31	70	2	12	0
13	Auctioneer	33	\$725	19	1	0	18
14	Massage Therapist	39	\$50	117	1	0	18
15	Sign Language Interpreter	16	\$710	2	3	0	0
16	Emergency Medical Technician	51	\$180	37	2	0	18
17	Teacher Assistant	29	\$45	7	1	12	0
18	Security Guard	37	\$400	0	0	0	18
19	Taxi Driver/Chauffeur	12	\$110	0	2	0	18
20	Crane Operator	18	\$105	0	2	0	18
21	Pest Control Applicator	51	\$45	0	2	0	18
21	Vegetation Pesticide Handler	51	\$45	0	2	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Fire Alarm Installer	34	\$440	0	1	0	0
24	Security Alarm Installer	34	\$205	0	0	0	18
25	Pipelayer Contractor	29	\$200	0	0	0	18
25	Insulation Contractor (General/Commercial)	29	\$200	0	0	0	18
25	Terrazzo Contractor (General/Commercial)	29	\$200	0	0	0	18
25	Iron/Steel Contractor (General/Commercial)	31	\$200	0	0	0	18
25	Paving Equipment Operator Contractor	27	\$200	0	0	0	18
25	Glazier Contractor (General/Commercial)	30	\$200	0	0	0	18
25	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$200	0	0	0	18
25	Painting Contractor (General/Commercial)	28	\$200	0	0	0	18
25	Mason Contractor (General/Commercial)	29	\$200	0	0	0	18
25	Cement Finishing Contractor (General/Commercial)	29	\$200	0	0	0	18
25	Floor Sander Contractor (General/Commercial)	29	\$200	0	0	0	18
25	Door Repair Contractor	35	\$200	0	0	0	18
25	Drywall Installation Contractor (General/Commercial)	30	\$200	0	0	0	18
38	Animal Control Officer	17	\$10	0	1	0	18
39	Tree Trimmer	7	\$25	28	2	0	0
40	Bartender	13	\$0	1	0	0	18
41	Earth Driller	47	\$200	0	1	0	0
42	Bill Collector Agency	30	\$200	0	0	0	0
43	Tester, Tank	14	\$100	9	0	0	0
44	Gaming Supervisor	23	\$150	0	0	0	0
44	Upholsterer	7	\$150	0	0	0	0
44	Slot Key Person	21	\$150	0	0	0	0
47	Animal Breeder	26	\$100	0	0	0	0
48	Fisher	41	\$50	0	0	0	0
49	Coach (School Sports)	24	\$25	0	0	0	0

South Carolina

51

of 102 moderate-income occupations licensed

14th

most burdensome licensing laws

10th

most broadly and onerously licensed state

South Carolina is the 10th most broadly and onerously licensed state. The state licenses 51 of the 102 low- to moderate-income occupations, with an average licensing burden of \$166 in fees, 402 days—more than a year—lost to education and experience and one exam. These barriers make for the 14th most burdensome licensing laws in the nation.

The main reason for South Carolina's poor ranking is its high barriers to enter the construction trades. The state licenses 22 construction occupations, including both general and residential contractor licenses. Aspiring general contractors in 14 of the construction trades lose two years to experience, take one to two exams and pay fees between \$250 and \$325. A majority of these occupations are only licensed in around 30 states, 19 of which have no training requirement. Similarly, to obtain one of the eight residential contractor licenses, workers lose one year to experience and pay a \$50 fee. These occupations are generally licensed by just 10 states,

and South Carolina is one of only three to require any substantial amount of training.

South Carolina's poor ranking is also affected by the sheer number of licenses it issues. There are only 12 states that license more low- to moderate-income occupations.

Occupations that are not licensed or have lower barriers to entry elsewhere are candidates for reform, as well as those where requirements do not line up with public safety concerns. For example, emergency medical technicians in South Carolina undergo about one month of training. But those wishing to enter occupations like barber, cosmetologist and massage therapist face much longer training requirements.

South Carolina could promote job prospects for low- to moderate-income workers by reducing such barriers or removing them completely.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$159	1,825	1	0	18
2	Athletic Trainer	46	\$350	1,460	1	0	0
3	Optician	22	\$150	730	3	12	0
4	Midwife	29	\$400	730	2	0	0
5	Mobile Home Installer	39	\$150	731	1	0	18
6	Iron/Steel Contractor (General/Commercial)	31	\$325	730	2	0	0
6	Cement Finishing Contractor (General/Commercial)	29	\$325	730	2	0	0
6	Paving Equipment Operator Contractor	27	\$325	730	2	0	0
6	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$325	730	2	0	0
6	Pipelayer Contractor	29	\$325	730	2	0	0
11	HVAC Contractor (General/Commercial)	40	\$310	730	2	0	0
11	Glazier Contractor (General/Commercial)	30	\$310	730	2	0	0
13	Veterinary Technologist	37	\$25	730	1	0	18
14	Floor Sander Contractor (General/Commercial)	29	\$250	730	1	0	0
14	Drywall Installation Contractor (General/Commercial)	30	\$250	730	1	0	0
14	Terrazzo Contractor (General/Commercial)	29	\$250	730	1	0	0
14	Door Repair Contractor	35	\$250	730	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
14	Insulation Contractor (General/Commercial)	29	\$250	730	1	0	0
14	Painting Contractor (General/Commercial)	28	\$250	730	1	0	0
14	Mason Contractor (General/Commercial)	29	\$250	730	1	0	0
21	Cosmetologist	51	\$80	350	2	12	16
22	Barber	50	\$165	350	2	9	17
23	Iron/Steel Contractor (Residential)	11	\$325	365	2	0	0
24	HVAC Contractor (Residential)	5	\$150	365	1	0	0
25	Floor Sander Contractor (Residential)	9	\$50	365	0	0	0
25	Insulation Contractor (Residential)	10	\$50	365	0	0	0
25	Painting Contractor (Residential)	10	\$50	365	0	0	0
25	Carpenter/Cabinet Maker (Residential)	10	\$50	365	0	0	0
25	Drywall Installation Contractor (Residential)	9	\$50	365	0	0	0
25	Mason Contractor (Residential)	10	\$50	365	0	0	0
31	Massage Therapist	39	\$150	117	1	12	18
32	Makeup Artist	36	\$165	105	2	10	16
32	Skin Care Specialist	50	\$165	105	2	10	16
34	Auctioneer	33	\$870	19	2	0	18
35	Manicurist	50	\$120	70	2	10	0
36	School Bus Driver	51	\$34	5	6	0	18
37	Bus Driver (City/Transit)	51	\$32	0	5	0	18
38	Emergency Medical Technician	51	\$107	33	2	0	18
39	Truck Driver	51	\$20	0	4	0	18
40	Vegetation Pesticide Handler	51	\$100	0	2	0	18
40	Pest Control Applicator	51	\$100	0	2	0	18
42	Fire Alarm Installer	34	\$0	0	2	0	18
42	Security Alarm Installer	34	\$0	0	2	0	18
44	Security Guard	37	\$65	1	1	0	18
45	Backflow Prevention Assembly Tester	18	\$225	6	2	0	0
46	Earth Driller	47	\$50	0	1	0	18
47	Child Care Worker	33	\$0	4	0	0	16
48	Fisher	41	\$25	0	0	0	0
49	Weigher	24	\$5	0	0	0	0
50	Coach (School Sports)	24	\$0	0	0	0	0
50	Milk Sampler	34	\$0	0	0	0	0

South Dakota

28

of 102 moderate-income occupations licensed

22nd

most burdensome licensing laws

48th

most broadly and onerously licensed state

South Dakota is the 48th most broadly and onerously licensed state, just above Indiana, Colorado and Wyoming. However, it has the 22nd most burdensome licensing laws, requiring, on average, \$166 in fees, 271 days—about nine months—of education and experience and two exams. The state only licenses 28 of the 102 low- to moderate-income occupations studied, which accounts for its low overall ranking.

The state has several occupations with above-average barriers to entry. For example, a cosmetologist must pay \$80 in fees, spend 490 days in training and pass three exams—the most burdensome

requirements for cosmetologists in the nation. Title examiners are licensed in only six states at an average fee of \$269, but South Dakota charges \$800 in fees. Aspiring mobile home installers lose two years to experience in South Dakota, while the average in other states is 245 days. Barbers lose nearly two years to education and experience while the national average is just 416 days.

Though South Dakota is among the better states in terms of licensing, it could help its low- to moderate-income workers with job prospects by reducing or removing such barriers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Earth Driller	47	\$200	1,825	1	0	0
2	Athletic Trainer	46	\$400	1,460	1	0	0
3	Barber	50	\$200	715	3	10	18
4	Veterinary Technologist	37	\$210	730	2	12	0
5	Social and Human Service Assistant	7	\$345	730	1	0	0
6	Mobile Home Installer	39	\$100	730	1	0	0
7	Cosmetologist	51	\$80	490	3	12	18
8	Preschool Teacher	49	\$15	365	2	0	0
9	Skin Care Specialist	50	\$80	140	3	12	18
9	Makeup Artist	36	\$80	140	3	12	18
11	School Bus Driver	51	\$125	1	6	0	18
12	Massage Therapist	39	\$165	117	1	0	0
13	Sign Language Interpreter	16	\$735	2	3	0	0
14	Manicurist	50	\$75	93	2	0	0
15	Bus Driver (City/Transit)	51	\$115	0	5	0	16
16	Truck Driver	51	\$105	0	4	0	16
17	Title Examiner	6	\$800	0	1	0	0
18	Emergency Medical Technician	51	\$70	26	2	0	18
19	Gaming Dealer	24	\$100	0	0	0	21
19	Gaming Cage Worker	22	\$100	0	0	0	21
19	Slot Key Person	21	\$100	0	0	0	21
19	Gaming Supervisor	23	\$100	0	0	0	21
23	Auctioneer	33	\$245	19	1	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Child Care Worker	33	\$0	5	0	0	14
25	Pest Control Applicator	51	\$25	0	2	0	0
25	Vegetation Pesticide Handler	51	\$25	0	2	0	0
27	Milk Sampler	34	\$50	0	1	0	0
28	Taxidermist	26	\$15	0	0	0	0

Tennessee

53

of 102 moderate-income occupations licensed

34th

most burdensome licensing laws

13th

most broadly and onerously licensed state

Tennessee is the 13th most broadly and onerously licensed state, placing it in the second tier of states. It licenses 53 of the 102 low- to moderate-income occupations studied, more than 41 states. At an average cost of \$218 in fees, 222 days—more than seven months—lost to education and one exam, Tennessee has the 34th most burdensome licensing laws.

In several occupations, Tennessee charges around twice as much in fees as the average state. For example, auctioneers pay \$650, but the national average is \$307, and coaches are charged \$285, while the average in other states is \$54.

Tennessee also has a number of excessive training requirements compared to the average state. For example, pest control appli-

cators and vegetation pesticide handlers must have four years of education, while 32 and 39 states, respectively, find no need for any education requirement. Auctioneers lose two years to training, and Tennessee is one of only five states that even require a year or more of training. Aspiring manicurists lose 140 days to training, while the national average is 87 days.

Tennessee is also one of only five states to license shampooers, and it has the most burdensome requirements of 70 days lost to training, \$140 in fees and two exams just to wash somebody's hair.

Tennessee can help its low- to moderate-income workers flourish by reducing or completely eliminating such onerous or needless licensing barriers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$0	1,825	1	0	0
2	Pest Control Applicator	51	\$150	1,460	2	0	18
2	Vegetation Pesticide Handler	51	\$150	1,460	2	0	18
4	Athletic Trainer	46	\$460	1,460	2	0	0
5	Auctioneer	33	\$650	756	2	12	18
6	Optician	22	\$278	730	3	12	18
7	Midwife	29	\$1,000	730	1	0	0
8	Veterinary Technologist	37	\$333	730	1	0	0
9	Earth Driller	47	\$100	730	1	0	0
10	Barber	50	\$215	350	2	10	17
11	Security Alarm Installer	34	\$310	420	1	0	21
12	Cosmetologist	51	\$190	350	2	0	16
13	Skin Care Specialist	50	\$190	175	2	0	16
13	Makeup Artist	36	\$190	175	2	0	16
15	Emergency Medical Technician	51	\$118	46	2	12	18
16	Massage Therapist	39	\$110	117	2	0	18
17	Manicurist	50	\$190	140	2	0	0
18	School Bus Driver	51	\$59	0	6	0	21
19	Shampooer	5	\$140	70	2	0	16
20	Bus Driver (City/Transit)	51	\$57	0	5	0	21
21	Teacher Assistant	29	\$45	0	1	12	0
22	Truck Driver	51	\$54	0	4	0	18
23	Locksmith	13	\$185	16	2	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Fire Alarm Installer	34	\$310	0	1	0	21
25	Bill Collector Agency	30	\$750	0	0	0	0
26	HVAC Contractor (General/Commercial)	40	\$332	0	2	0	0
27	Security Guard	37	\$70	1	1	0	18
28	Bartender	13	\$55	1	1	0	18
29	Weigher	24	\$18	0	1	0	18
30	Taxi Driver/Chauffeur	12	\$4	0	1	0	18
31	Insulation Contractor (General/Commercial)	29	\$294	0	1	0	0
31	Door Repair Contractor	35	\$294	0	1	0	0
31	Cement Finishing Contractor (General/Commercial)	29	\$294	0	1	0	0
31	Glazier Contractor (General/Commercial)	30	\$294	0	1	0	0
31	Iron/Steel Contractor (General/Commercial)	31	\$294	0	1	0	0
31	Terrazzo Contractor (General/Commercial)	29	\$294	0	1	0	0
31	Painting Contractor (General/Commercial)	28	\$294	0	1	0	0
31	Sheet Metal Contractor (General/Commercial)	28	\$294	0	1	0	0
31	Floor Sander Contractor (General/Commercial)	29	\$294	0	1	0	0
31	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$294	0	1	0	0
31	Drywall Installation Contractor (General/Commercial)	30	\$294	0	1	0	0
31	Pipelayer Contractor	29	\$294	0	1	0	0
31	Mason Contractor (General/Commercial)	29	\$294	0	1	0	0
31	Paving Equipment Operator Contractor	27	\$294	0	1	0	0
45	Child Care Worker	33	\$5	4	0	0	16
46	Coach (School Sports)	24	\$285	1	0	0	0
47	Mobile Home Installer	39	\$25	2	1	0	0
48	Fisher	41	\$200	0	0	0	0
49	Court Clerk	4	\$0	23	0	0	0
50	Milk Sampler	34	\$8	0	1	0	0
51	Animal Breeder	26	\$125	0	0	0	0
52	Taxidermist	26	\$50	0	0	0	0
53	Dental Assistant	7	\$0	2	0	0	0

Texas licenses 34 lower-income occupations, fewer than most states, but has the 17th most burdensome licensing laws. These laws impose an average of \$304 in fees, 326 days of training and two exams on those wishing to enter licensed occupations. Texas can promote employment for low-income workers by reducing these high barriers—or eliminating them altogether.

Texas outpaces most other states' education and experience requirements for a few occupations. Because they must be licensed teachers, aspiring school sports coaches lose four years to education, one of only four states to require anything remotely close to that. Texas is the only state to require more than two weeks of training to become a backflow prevention assembly tester, and it requires two years.

Aspiring practitioners in Texas also face high fees. For example, fishers must pay fees of \$4,800—10 times higher than the average fee of \$403. Texas is also one of only five states to license shampooers, requiring a worker to pay \$128 in fees and to pass two exams in order to wash somebody's hair.

In Texas, it takes just 33 days of training to earn a license as an emergency medical technician. But it takes substantially more to become a licensed massage therapist (117 days), manicurist (140), skin care specialist (175), cosmetologist (350) or barber (350). Occupations like these, where training required does not line up with public safety concerns, make possible targets for reform, as well as occupations that are more difficult to enter in Texas than elsewhere.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$117	1,825	2	0	18
2	Athletic Trainer	46	\$669	1,460	3	0	0
3	Coach (School Sports)	24	\$0	1,460	0	0	0
4	HVAC Contractor (General/Commercial)	40	\$178	1,095	1	0	18
5	Backflow Prevention Assembly Tester	18	\$111	739	1	12	0
6	Fire Alarm Installer	34	\$58	733	1	0	18
6	Security Alarm Installer	34	\$58	733	1	0	18
8	Midwife	29	\$275	730	2	0	0
9	Earth Driller	47	\$270	730	1	0	0
10	Cosmetologist	51	\$178	350	2	12	17
11	Barber	50	\$70	350	2	0	16
12	Pest Control Applicator	51	\$115	381	1	0	0
13	Skin Care Specialist	50	\$181	175	2	12	17
14	Manicurist	50	\$53	140	2	12	0
15	Massage Therapist	39	\$204	117	3	0	18
16	Emergency Medical Technician	51	\$134	33	2	12	18
17	Auctioneer	33	\$175	19	1	12	18
18	School Bus Driver	51	\$76	3	6	0	18
19	Fisher	41	\$4,800	0	0	0	0
20	Child Care Worker	33	\$2	2	0	12	18
21	Bus Driver (City/Transit)	51	\$76	0	5	0	18
22	Truck Driver	51	\$61	0	4	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
23	Security Guard	37	\$58	7	2	0	18
24	Animal Trainer	20	\$87	0	2	0	18
25	Door Repair Contractor	35	\$500	0	0	0	18
25	Iron/Steel Contractor (General/Commercial)	31	\$500	0	0	0	18
27	Vegetation Pesticide Handler	51	\$204	0	3	0	0
28	Locksmith	13	\$45	0	0	0	18
29	Optician	22	\$105	1	2	0	0
30	Mobile Home Installer	39	\$600	3	1	0	0
31	Shampooer	5	\$128	0	2	0	0
32	Milk Sampler	34	\$0	1	1	0	0
33	Animal Control Officer	17	\$115	2	0	0	0
34	Travel Guide	21	\$125	0	0	0	0

Utah is the 12th most broadly and onerously licensed state and has the 13th most burdensome licensing laws. Its average barriers for the 46 occupations it licenses are \$269 in fees, 417 days lost to education and experience and two exams. This high ranking is the result of high barriers to entry for 15 construction occupations.

Utah requires most of its licensed construction contractors to take two exams, have two or four years of experience and pay fees between \$477 and \$549. These requirements exceed those of most of the other licensed states. Only about 30 states even license these occupations, and about 19 of them do not require any experience; most states require only one exam, and average fees are generally under \$300.

The state has other above-average licensing requirements. Utah is one of only eight states to require that city/transit bus drivers and truck drivers possess a driver's license for one year (or

longer) prior to working. Most states and the District of Columbia require only tests, fees and a minimum age. Utah is among only seven states to license social and human service assistants, dental assistants and upholsterers. The state charges \$1,000 to become a licensed fisher, but the average fees across the licensed states are only \$403.

While emergency medical technicians need only about one month of training, other occupations with less impact on public safety require much more, such as manicurist (70 days), massage therapist (140), skin care specialist (140), barber (233) and cosmetologist (467).

Utah's low- to moderate-income workers could enjoy better employment prospects if the state reduced onerous or needless barriers or removed them completely.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Iron/Steel Contractor (General/Commercial)	31	\$549	1,460	2	0	0
2	Mason Contractor (General/Commercial)	29	\$477	1,460	2	0	0
3	Athletic Trainer	46	\$370	1,460	1	0	0
4	Social and Human Service Assistant	7	\$85	1,460	1	0	0
5	Glazier Contractor (General/Commercial)	30	\$549	730	2	0	0
5	HVAC Contractor (General/Commercial)	40	\$549	730	2	0	0
5	Paving Equipment Operator Contractor	27	\$549	730	2	0	0
5	Sheet Metal Contractor (General/Commercial)	28	\$549	730	2	0	0
5	Insulation Contractor (General/Commercial)	29	\$549	730	2	0	0
5	Drywall Installation Contractor (General/Commercial)	30	\$549	730	2	0	0
5	Floor Sander Contractor (General/Commercial)	29	\$549	730	2	0	0
5	Mobile Home Installer	39	\$549	730	2	0	0
5	Painting Contractor (General/Commercial)	28	\$549	730	2	0	0
5	Pipelayer Contractor	29	\$549	730	2	0	0
15	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$477	730	2	0	0
15	Door Repair Contractor	35	\$477	730	2	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
17	Cement Finishing Contractor (General/Commercial)	29	\$477	730	1	0	0
17	Terrazzo Contractor (General/Commercial)	29	\$477	730	1	0	0
19	Midwife	29	\$100	730	1	0	0
20	School Bus Driver	51	\$114	365	6	0	21
21	Bus Driver (City/Transit)	51	\$107	365	5	0	21
22	Cosmetologist	51	\$90	467	2	0	0
23	Truck Driver	51	\$100	365	4	0	18
24	Barber	50	\$147	233	2	0	0
25	Earth Driller	47	\$100	183	1	0	18
26	Teacher Assistant	29	\$0	0	1	12	0
27	Massage Therapist	39	\$95	140	2	0	18
28	Skin Care Specialist	50	\$234	140	2	0	0
29	Emergency Medical Technician	51	\$145	28	2	0	18
30	Crane Operator	18	\$165	0	3	0	18
31	Manicurist	50	\$135	70	2	0	0
32	Fisher	41	\$1,000	0	0	0	0
33	Bartender	13	\$30	1	0	0	21
34	Child Care Worker	33	\$30	5	0	0	16
35	Security Guard	37	\$95	5	2	0	0
36	Tester, Tank	14	\$225	9	1	0	0
37	Pest Control Applicator	51	\$20	0	2	0	0
37	Vegetation Pesticide Handler	51	\$20	0	2	0	0
39	Security Alarm Installer	34	\$172	0	1	0	0
39	Fire Alarm Installer	34	\$172	0	1	0	0
41	Coach (School Sports)	24	\$50	1	1	0	0
42	Upholsterer	7	\$55	0	0	0	0
43	Milk Sampler	34	\$40	0	0	0	0
44	Bill Collector Agency	30	\$32	0	0	0	0
45	Dental Assistant	7	\$0	2	0	0	0
46	Taxi Driver/Chauffeur	12	\$7	0	0	0	0

Vermont

27

of 102 moderate-income occupations licensed

9th

most burdensome licensing laws

44th

most broadly and onerously licensed state

Vermont is the 44th most broadly and onerously licensed state. This ranking is primarily because Vermont licenses only 27 of the 102 low- to moderate-income occupations studied. On average, it requires these aspiring practitioners to pay \$174 in fees, lose 402 days to education and experience and take two exams. These requirements make for the ninth most burdensome licensing laws.

The most burdensome requirements are for fire and security alarm installers. These aspiring workers lose nearly five-and-a-half

years to experience while the average across the 34 states that license these occupations is less than a year and a half. Aspiring cosmetologists across the country pay average fees of \$142, but Vermont charges \$235 in fees. As one of only seven states that license entry-level dental assistants, Vermont charges the highest fees of \$110; the average in other states is \$50.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Fire Alarm Installer	34	\$250	2,001	1	0	0
1	Security Alarm Installer	34	\$250	2,001	1	0	0
3	Preschool Teacher	49	\$179	1,825	2	0	0
4	Athletic Trainer	46	\$400	1,460	1	0	0
5	Earth Driller	47	\$105	1,095	2	0	0
6	Optician	22	\$70	730	1	12	18
7	Midwife	29	\$100	730	1	12	0
8	Cosmetologist	51	\$235	350	3	12	18
9	Barber	50	\$120	233	3	12	18
10	Skin Care Specialist	50	\$185	140	3	12	18
10	Makeup Artist	36	\$185	140	3	12	18
12	Manicurist	50	\$70	93	2	12	0
13	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
14	School Bus Driver	51	\$132	0	6	0	18
15	Bus Driver (City/Transit)	51	\$122	0	5	0	18
16	Truck Driver	51	\$92	0	4	0	18
17	Emergency Medical Technician	51	\$0	26	2	0	18
18	Security Guard	37	\$50	9	0	0	18
19	Weigher	24	\$15	0	0	0	18
20	Bartender	13	\$0	1	0	0	18
21	Vegetation Pesticide Handler	51	\$75	0	2	0	0
21	Pest Control Applicator	51	\$75	0	2	0	0
23	Auctioneer	33	\$225	9	0	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Coach (School Sports)	24	\$100	2	0	0	0
25	Dental Assistant	7	\$110	0	0	0	0
26	Funeral Attendant	9	\$50	1	0	0	0
27	Animal Breeder	26	\$10	0	0	0	0

Virginia

46

of 102 moderate-income occupations licensed

8th

most burdensome licensing laws

11th

most broadly and onerously licensed state

Virginia is the 11th most broadly and onerously licensed state. It has the eighth most burdensome licensing laws, requiring aspiring practitioners to pay \$153 in fees, lose 462 days—more than 15 months—to education and experience and take one exam. Sixteen of the 46 low- to moderate-income occupations Virginia licenses are commercial construction contractors and account for much of the state's ranking.

To become a contractor in 14 of these construction trades, aspiring workers lose two years to experience and pay \$175 in fees. A majority of these occupations are licensed only in around 30 states, 19 of which have no training requirement. To obtain a license, an aspiring HVAC contractor loses more than four years to experience, takes two exams and pays \$190 in fees. The average experience requirement of the 40 states that license HVAC contractors is less than two-and-a-half years.

Virginia also has higher-than-average requirements for other occupations. For example, aspiring teacher assistants lose two years

to education, even though 19 of the 29 states that license the occupation mandate no training. Vegetation pesticide handlers are not required to have any experience in 39 states, yet Virginia requires one year. Virginia is one of only seven states to license upholsterers, charging them \$100 in fees.

Policy-makers looking to reduce or remove licensing barriers should start by examining occupations like these where Virginia imposes more or more onerous burdens than other states. Policy-makers should also examine occupations with more burdensome requirements than may be justified by public safety concerns. For example, in Virginia, it takes more than four times as long to earn a massage therapist license as it does to become an emergency medical technician—117 days versus 28. It takes even longer to earn barber, cosmetologist and skin care specialist licenses.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$50	1,825	1	0	0
2	HVAC Contractor (General/Commercial)	40	\$190	1,516	2	0	0
3	Athletic Trainer	46	\$435	1,460	1	0	0
4	Optician	22	\$300	730	3	12	18
5	Teacher Assistant	29	\$0	730	0	12	0
6	Earth Driller	47	\$235	730	1	0	18
7	Drywall Installation Contractor (General/Commercial)	30	\$175	731	0	0	18
7	Paving Equipment Operator Contractor	27	\$175	731	0	0	18
7	Pipelayer Contractor	29	\$175	731	0	0	18
7	Door Repair Contractor	35	\$175	731	0	0	18
7	Mobile Home Installer	39	\$175	731	0	0	18
7	Insulation Contractor (General/Commercial)	29	\$175	731	0	0	18
7	Iron/Steel Contractor (General/Commercial)	31	\$175	731	0	0	18
7	Mason Contractor (General/Commercial)	29	\$175	731	0	0	18
7	Floor Sander Contractor (General/Commercial)	29	\$175	731	0	0	18
7	Painting Contractor (General/Commercial)	28	\$175	731	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
7	Glazier Contractor (General/Commercial)	30	\$175	731	0	0	18
7	Cement Finishing Contractor (General/Commercial)	29	\$175	731	0	0	18
7	Terrazzo Contractor (General/Commercial)	29	\$175	731	0	0	18
7	Sheet Metal Contractor (General/Commercial)	28	\$175	731	0	0	18
7	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$175	731	0	0	18
22	Midwife	29	\$277	730	1	0	0
23	Veterinary Technologist	37	\$30	730	1	0	0
24	Vegetation Pesticide Handler	51	\$70	365	2	0	18
24	Pest Control Applicator	51	\$70	365	2	0	18
26	Barber	50	\$225	350	2	0	0
27	Cosmetologist	51	\$170	350	2	0	0
28	Skin Care Specialist	50	\$170	140	2	0	0
29	Massage Therapist	39	\$105	117	1	0	18
30	Sign Language Interpreter	16	\$760	2	3	0	0
31	School Bus Driver	51	\$35	10	6	0	18
32	Bus Driver (City/Transit)	51	\$35	5	5	0	18
33	Truck Driver	51	\$27	8	4	0	18
34	Emergency Medical Technician	51	\$0	28	2	0	18
35	Locksmith	13	\$234	4	1	0	18
36	Manicurist	50	\$55	35	2	0	0
37	Security Alarm Installer	34	\$100	3	0	0	18
38	Fire Alarm Installer	34	\$345	0	0	0	0
39	Security Guard	37	\$50	3	0	0	18
40	Weigher	24	\$35	0	0	0	18
41	Auctioneer	33	\$90	19	1	0	0
42	Fisher	41	\$190	0	0	0	0
43	Animal Control Officer	17	\$0	19	0	0	0
44	Upholsterer	7	\$100	0	0	0	0
45	Milk Sampler	34	\$0	0	1	0	0
46	Taxidermist	26	\$40	0	0	0	0

Washington

54

of 102 moderate-income occupations licensed

41st

most burdensome licensing laws

19th

most broadly and onerously licensed state

Washington licenses 54 of the 102 low- to moderate-income occupations studied and is the 19th most broadly and onerously licensed state, mostly because of the large number of occupations licensed. Washington's licensing burdens are lower than most states, ranking 41st, but still impose serious barriers: \$152 in fees, 199 days—more than six months—of training and one exam.

Most of Washington's licenses require only fees. However, for a few occupations, the state has above-average requirements. Aspiring fire and security alarm installers must acquire a full year more experience than the national average in other licensed states—and several states do not even have experience requirements. Crane operators must acquire 466 days of experience to earn a license, while 12 of the 18 licensed states do not require any. Washington is one of only two states that license still machine setters.

Washington also licenses some occupations more onerously than appears warranted by concern for public safety. Aspiring emergency medical technicians can earn a license with 26 days training, but massage therapists must undergo more than four times as much training. Manicurists and skin care specialists must undertake five times as much training, and even more is required of barbers and cosmetologists.

Washington could help promote job prospects for low-income workers by reducing or removing the fees of occupations that only require paying money in order to work in their chosen occupation. It could also assist them by reducing or eliminating other high or need-less barriers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$115	1,825	2	0	0
2	Athletic Trainer	46	\$475	1,460	1	0	0
3	Earth Driller	47	\$75	1,335	0	0	0
4	Midwife	29	\$750	730	2	12	21
5	Optician	22	\$200	731	3	12	18
6	Fire Alarm Installer	34	\$128	941	1	0	0
6	Security Alarm Installer	34	\$128	941	1	0	0
8	Veterinary Technologist	37	\$175	730	2	0	0
9	Crane Operator	18	\$165	466	3	0	18
10	School Bus Driver	51	\$170	365	6	0	21
11	Cosmetologist	51	\$70	373	2	0	17
12	Barber	50	\$0	233	2	0	17
13	Mobile Home Installer	39	\$200	182	1	0	0
14	Skin Care Specialist	50	\$30	140	2	0	17
15	Coach (School Sports)	24	\$0	5	0	12	21
16	Massage Therapist	39	\$280	117	2	0	0
17	Manicurist	50	\$0	140	2	0	0
18	Bus Driver (City/Transit)	51	\$160	5	5	0	18
19	Truck Driver	51	\$150	8	4	0	18
20	Emergency Medical Technician	51	\$70	26	2	0	18
21	Pest Control Applicator	51	\$215	0	2	0	18
21	Vegetation Pesticide Handler	51	\$215	0	2	0	18
23	Bill Collector Agency	30	\$665	0	0	0	0

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Fisher	41	\$630	0	0	0	0
25	Animal Control Officer	17	\$36	4	2	0	18
26	Auctioneer	33	\$255	0	0	0	18
27	Taxi Driver/Chauffeur	12	\$0	12	1	0	21
28	Security Guard	37	\$111	2	1	0	18
29	Bartender	13	\$35	1	1	0	21
30	Weigher	24	\$50	0	0	0	18
31	Gaming Dealer	24	\$202	0	0	0	0
31	Gaming Cage Worker	22	\$202	0	0	0	0
31	Gaming Supervisor	23	\$202	0	0	0	0
31	Travel Agent	8	\$202	0	0	0	0
35	Taxidermist	26	\$180	0	0	0	0
36	Painting Contractor (General/Commercial)	28	\$100	0	0	0	0
36	Terrazzo Contractor (General/Commercial)	29	\$100	0	0	0	0
36	HVAC Contractor (General/Commercial)	40	\$100	0	0	0	0
36	Sheet Metal Contractor (General/Commercial)	28	\$100	0	0	0	0
36	Cement Finishing Contractor (General/Commercial)	29	\$100	0	0	0	0
36	Mason Contractor (General/Commercial)	29	\$100	0	0	0	0
36	Paving Equipment Operator Contractor	27	\$100	0	0	0	0
36	Iron/Steel Contractor (General/Commercial)	31	\$100	0	0	0	0
36	Glazier Contractor (General/Commercial)	30	\$100	0	0	0	0
36	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$100	0	0	0	0
36	Floor Sander Contractor (General/Commercial)	29	\$100	0	0	0	0
36	Pipelayer Contractor	29	\$100	0	0	0	0
36	Door Repair Contractor	35	\$100	0	0	0	0
36	Insulation Contractor (General/Commercial)	29	\$100	0	0	0	0
36	Drywall Installation Contractor (General/Commercial)	30	\$100	0	0	0	0
51	Animal Trainer	20	\$76	0	0	0	0
52	Dental Assistant	7	\$40	1	0	0	0
53	Farm Labor Contractor	9	\$35	0	0	0	0
54	Still Machine Setter	2	\$10	0	0	0	0

West Virginia

49

of 102 moderate-income occupations licensed

27th

most burdensome licensing laws

17th

most broadly and onerously licensed state

West Virginia is the 17th most broadly and onerously licensed state, licensing 49 of the 102 low- to moderate-income occupations studied. On average, these workers are required to pay \$132 in fees, spend 247 days obtaining education or experience and pass two exams before they can become licensed to work in their chosen occupation—the 27th most burdensome licensing laws. These factors combine to limit opportunities for low-income workers.

West Virginia has above-average barriers to entry in a number of occupations. For example, aspiring auctioneers lose two years to experience requirements and must take three exams, while the average among the 33 licensed states is 100 days lost to experience

requirements and only one exam. West Virginia is one of only eight states to require that truck drivers and city/transit bus drivers possess a driver's license for a year or more prior to licensure; the state requires two years for both. It is also one of 20 states with a similar requirement for school bus drivers, and West Virginia's is among the longest at three years. Other states require only tests, fees, a minimum age and in some states a short course or training session for these occupations.

West Virginia could ease burdens on aspiring workers by lowering or removing needless licensing barriers.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$59	1,825	2	0	18
2	School Bus Driver	51	\$146	1,105	8	12	21
3	Security Alarm Installer	34	\$100	933	1	0	18
3	Fire Alarm Installer	34	\$100	933	1	0	18
5	Midwife	29	\$252	730	1	12	0
6	Bus Driver (City/Transit)	51	\$119	730	5	0	18
7	Truck Driver	51	\$137	730	4	0	18
8	Auctioneer	33	\$200	730	3	0	18
9	Veterinary Technologist	37	\$280	730	1	0	18
10	Teacher Assistant	29	\$45	730	1	12	0
11	Earth Driller	47	\$125	730	1	0	16
12	Cosmetologist	51	\$185	467	3	12	18
13	Barber	50	\$85	467	3	12	18
14	Pest Control Applicator	51	\$20	365	2	0	0
14	Vegetation Pesticide Handler	51	\$20	365	2	0	0
16	Makeup Artist	36	\$159	140	3	12	18
17	Skin Care Specialist	50	\$159	140	1	12	18
18	Manicurist	50	\$50	93	3	8	0
19	Massage Therapist	39	\$225	117	1	0	0
20	Coach (School Sports)	24	\$250	2	3	12	0
21	Mobile Home Installer	39	\$662	0	1	0	0
22	Crane Operator	18	\$240	0	3	0	18
23	Emergency Medical Technician	51	\$70	28	2	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Security Guard	37	\$150	0	0	0	18
25	Gaming Supervisor	23	\$100	0	0	0	21
26	Mason Contractor (General/Commercial)	29	\$163	0	2	0	0
26	Cement Finishing Contractor (General/Commercial)	29	\$163	0	2	0	0
28	Animal Trainer	20	\$25	0	1	0	18
29	Child Care Worker	33	\$0	5	0	0	18
30	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$127	0	1	0	0
30	Terrazzo Contractor (General/Commercial)	29	\$127	0	1	0	0
30	Painting Contractor (General/Commercial)	28	\$127	0	1	0	0
30	Paving Equipment Operator Contractor	27	\$127	0	1	0	0
30	Insulation Contractor (General/Commercial)	29	\$127	0	1	0	0
30	Sheet Metal Contractor (General/Commercial)	28	\$127	0	1	0	0
30	Pipelayer Contractor	29	\$127	0	1	0	0
30	HVAC Contractor (General/Commercial)	40	\$127	0	1	0	0
30	Iron/Steel Contractor (General/Commercial)	31	\$127	0	1	0	0
30	Drywall Installation Contractor (General/Commercial)	30	\$127	0	1	0	0
30	Door Repair Contractor	35	\$127	0	1	0	0
30	Floor Sander Contractor (General/Commercial)	29	\$127	0	1	0	0
30	Glazier Contractor (General/Commercial)	30	\$127	0	1	0	0
43	Funeral Attendant	9	\$145	1	0	0	0
44	Gaming Cage Worker	22	\$100	0	0	0	0
44	Gaming Dealer	24	\$100	0	0	0	0
44	Slot Key Person	21	\$100	0	0	0	0
47	Milk Sampler	34	\$10	0	1	0	0
48	Taxidermist	26	\$50	0	0	0	0
49	Animal Breeder	26	\$10	0	0	0	0

Wisconsin

47

of 102 moderate-income occupations licensed

48th

most burdensome licensing laws

28th

most broadly and onerously licensed state

Wisconsin is the 28th most broadly and onerously licensed state, licensing 47 of the 102 low- to moderate-income occupations studied. It has the 48th most burdensome licensing laws, requiring aspiring practitioners to pay \$209 in fees, lose 145 days to education and experience and take one exam.

Because Wisconsin's burdens are fairly low, its ranking is accounted for mostly in the number of occupations it licenses. Twelve of these occupations are construction contractors with a general fee of \$115. Wisconsin is the only state that licenses fire sprinkler system testers and pipelayers who are not contractors and one of four states to license cross-connection survey inspectors and court clerks.

Wisconsin could improve its low-income workers' prospects by addressing these barriers and those that are excessive compared to other states. For example, Wisconsin has the most burdensome

requirements for aspiring veterinary technologists, requiring two years of training, three exams and \$352 in fees. And it charges more than twice the average licensure fees for bill collector agencies and fishers—\$1,015 and \$899 respectively.

The state also imposes fairly high requirements on barbers and cosmetologists—costing them about 14 months in training—compared to other states. These requirements are also high relative to other occupations licensed in Wisconsin. It takes 15 times the amount of training to become a barber or cosmetologist than it does to become an emergency medical technician. Massage therapists, makeup artists, skin care specialists and manicurists must also undergo substantially more training than EMTs.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$118	1,825	2	0	0
2	Athletic Trainer	46	\$353	1,460	1	0	0
3	Veterinary Technologist	37	\$352	730	3	0	18
4	Midwife	29	\$753	730	1	0	0
5	Earth Driller	47	\$50	730	1	0	0
6	Barber	50	\$203	420	2	12	18
7	Cosmetologist	51	\$193	420	2	12	18
8	Massage Therapist	39	\$57	140	2	12	18
9	Skin Care Specialist	50	\$202	105	2	12	18
9	Makeup Artist	36	\$202	105	2	12	18
11	Tester, Cathodic Protection	16	\$1,570	8	2	0	0
12	School Bus Driver	51	\$129	0	6	0	18
13	Bus Driver (City/Transit)	51	\$129	0	5	0	18
14	Manicurist	50	\$174	70	2	0	0
15	Truck Driver	51	\$124	0	4	0	18
16	Emergency Medical Technician	51	\$70	28	2	0	18
17	Fisher	41	\$899	0	0	0	18
18	Bill Collector Agency	30	\$1,015	0	0	0	0
19	Mobile Home Installer	39	\$115	2	1	0	18
20	Auctioneer	33	\$135	0	1	0	18
21	Vegetation Pesticide Handler	51	\$99	0	1	0	16
21	Pest Control Applicator	51	\$99	0	1	0	16
23	Pipelayer Non-contractor	1	\$195	0	0	0	18

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
24	Child Care Worker	33	\$15	9	0	0	18
25	Security Guard	37	\$69	0	0	0	18
26	Bartender	13	\$25	1	0	0	18
27	Travel Guide	21	\$40	0	0	0	18
28	Fire Sprinkler System Tester	1	\$220	0	1	0	0
29	Backflow Prevention Assembly Tester	18	\$195	9	0	0	0
29	Cross-connection Survey Inspector	4	\$195	9	0	0	0
31	Milk Sampler	34	\$60	0	1	0	0
32	Tester, Tank	14	\$70	9	0	0	0
33	Pipelayer Contractor	29	\$195	0	0	0	0
34	HVAC Contractor (General/Commercial)	40	\$175	0	0	0	0
35	Sheet Metal Contractor (General/Commercial)	28	\$115	0	0	0	0
35	Iron/Steel Contractor (General/Commercial)	31	\$115	0	0	0	0
35	Carpenter/Cabinet Maker Contractor (General/Commercial)	30	\$115	0	0	0	0
35	Cement Finishing Contractor (General/Commercial)	29	\$115	0	0	0	0
35	Mason Contractor (General/Commercial)	29	\$115	0	0	0	0
35	Insulation Contractor (General/Commercial)	29	\$115	0	0	0	0
35	Drywall Installation Contractor (General/Commercial)	30	\$115	0	0	0	0
35	Terrazzo Contractor (General/Commercial)	29	\$115	0	0	0	0
35	Floor Sander Contractor (General/Commercial)	29	\$115	0	0	0	0
35	Glazier Contractor (General/Commercial)	30	\$115	0	0	0	0
35	Door Repair Contractor	35	\$115	0	0	0	0
46	Coach (School Sports)	24	\$80	2	0	0	0
47	Court Clerk	4	\$0	1	0	0	0

Wyoming

24

of 102 moderate-income occupations licensed

32nd

most burdensome licensing laws

51st

most broadly and onerously licensed state

Of all the states, Wyoming puts the fewest barriers in the way of those wishing to enter low- and moderate-income occupations. The state requires licenses for only 24 of the 102 low- and moderate-income occupations studied. However, the burdens imposed on would-be practitioners of these occupations are fairly high: on average, \$173 in fees, 196 days lost to education and experience and two exams, making the state's laws the 32nd most burdensome.

While Wyoming is the least broadly and onerously licensed state, it could ease the path to employment in the occupations it currently licenses by reducing or eliminating excessive require-

ments. For example, Wyoming demands above-average education and experience to become a cosmetologist—467 days lost versus a national average of 372. It is also one of only 21 states to license travel guides (usually for outdoor or hunting excursions) and one of only three with a training requirement, costing prospective guides a full year.

Burden Rank	Occupation	Number of States that License	Fees	Education/Experience (Days)	Exams	Minimum Grade	Minimum Age
1	Preschool Teacher	49	\$200	1,825	1	0	0
2	Athletic Trainer	46	\$300	1,460	1	0	0
3	Cosmetologist	51	\$102	467	2	10	16
4	Travel Guide	21	\$150	365	1	0	18
5	Barber	50	\$125	175	2	12	17
6	Makeup Artist	36	\$90	140	2	10	16
6	Skin Care Specialist	50	\$90	140	2	10	16
8	Manicurist	50	\$97	93	2	10	0
9	Tester, Cathodic Protection	16	\$1,500	8	2	0	0
10	School Bus Driver	51	\$85	0	6	0	18
11	Bus Driver (City/Transit)	51	\$85	0	5	0	18
12	Child Care Worker	33	\$0	1	0	12	18
13	Emergency Medical Technician	51	\$70	37	2	0	18
14	Truck Driver	51	\$85	0	4	0	18
15	Teacher Assistant	29	\$45	0	1	12	0
16	Earth Driller	47	\$250	0	1	0	18
17	Vegetation Pesticide Handler	51	\$25	0	2	0	16
17	Pest Control Applicator	51	\$25	0	2	0	16
19	Bill Collector Agency	30	\$500	0	0	0	0
20	Tester, Tank	14	\$75	0	1	0	0
21	Fire Alarm Installer	34	\$0	0	1	0	0
21	Security Alarm Installer	34	\$0	0	1	0	0
23	Fisher	41	\$182	0	0	0	0
24	Taxidermist	26	\$67	0	0	0	0

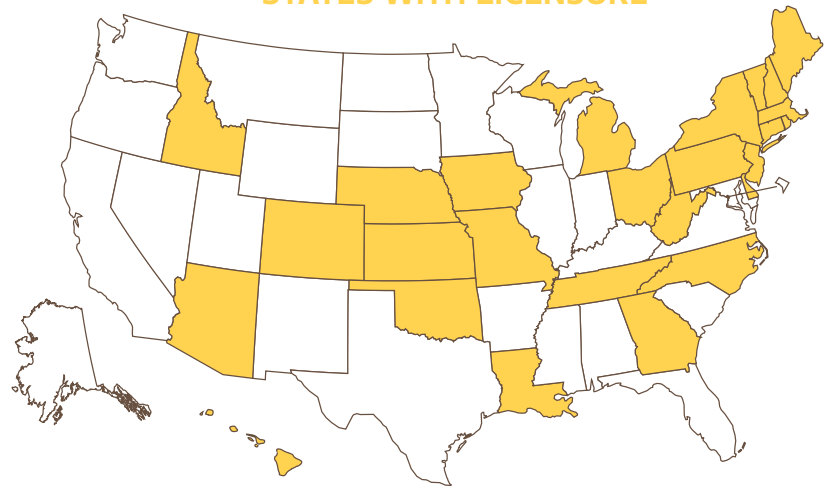
Occupation Profiles

Animal Breeder

- License required in 26 states
- 99th most burdensome licensing requirements
- 45th most widely and onerously licensed occupation

Animal breeders select and breed animals including cattle, goats, horses, sheep, swine, poultry, dogs, cats or pet birds according to their genealogy, characteristics and offspring. It may require knowledge of artificial insemination techniques and equipment use and involve keeping records on heats, birth intervals or pedigree.

STATES WITH LICENSURE



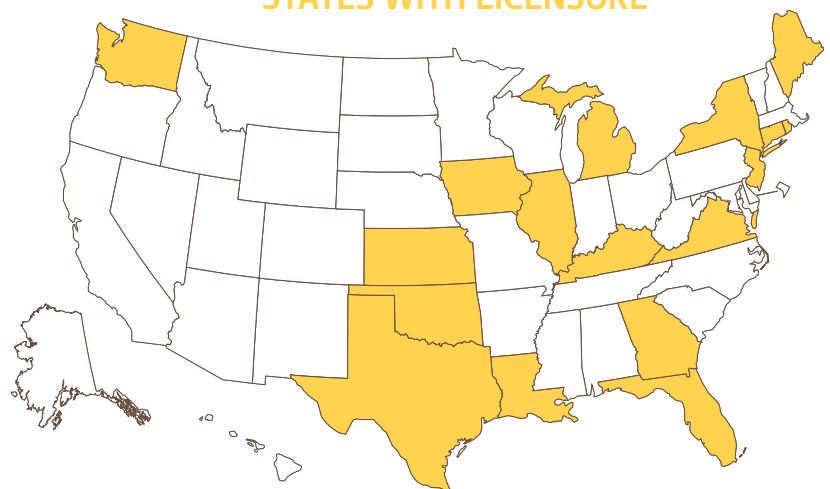
Twenty-six states require a license to work as an animal breeder. On average, these laws cost animal breeders \$92 in fees and require no exams, experience or education, making it one of the least onerously licensed of the 102 occupations studied. However, because animal breeders are licensed widely, it ranks as the 45th most widely and onerously licensed occupation. Licensing fees vary from \$405 in Kansas to \$10 in Ohio, Vermont and West Virginia. Licensing fees also vary within a handful of states based on the number of animals being bred.

Animal Control Officer

- License required in 17 states
- 88th most burdensome licensing requirements
- 58th most widely and onerously licensed occupation

Animal control officers handle animals for the purpose of investigations of mistreatment or control abandoned, dangerous or unattended animals.

STATES WITH LICENSURE



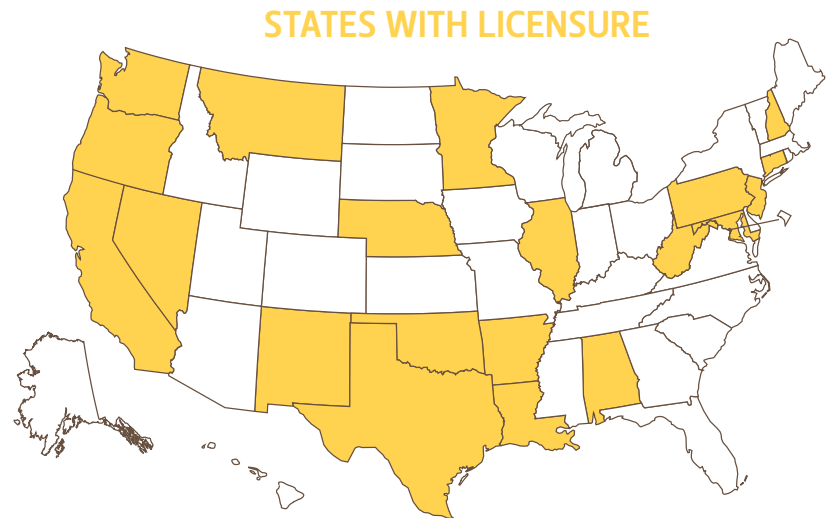
Seventeen states require a license to work as an animal control officer. On average, these laws require four days of education and training, \$116 in fees and one written exam—the 88th most burdensome requirements of the 102 occupations studied. However, because animal control officers are licensed in more than a dozen states, it ranks as the 58th most widely and onerously licensed occupation.

Nine states require two to 23 days of education or training, while the other states all require an exam. The fees associated with receiving a license can vary from \$749 in New Jersey to nothing in six of the states that license the occupation.

Animal Trainer

- License required in 20 states
- 70th most burdensome licensing requirements
- 53rd most widely and onerously licensed occupation

Animal trainers train animals for riding, harness, security, performance, obedience or assisting persons with disabilities; accustom animals to human voice and contact; and condition animals to respond to commands. They may train animals according to prescribed standards for show or competition and may train animals to carry pack loads or work as part of pack team.



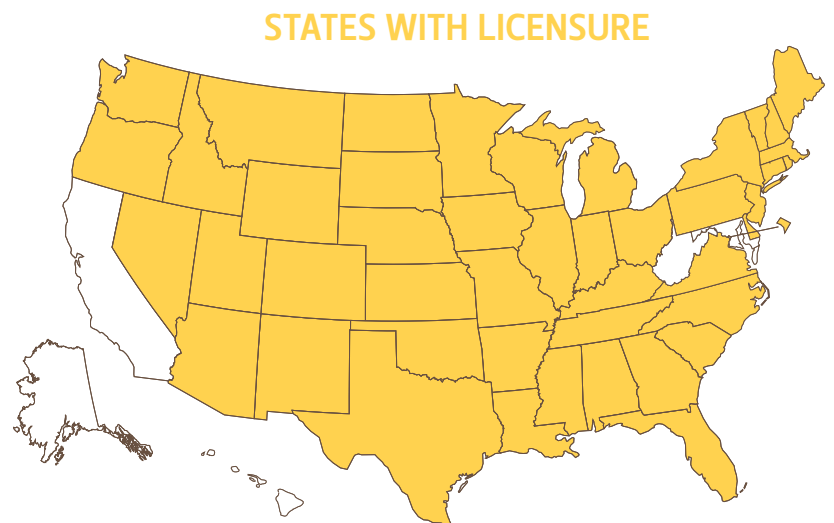
Twenty states require a license to work as an animal trainer. On average, these laws cost aspiring trainers 105 days of experience and \$93 in fees and require them to take one exam. Animal trainer ranks as the 53rd most widely and onerously licensed occupation of the 102 studied.

License requirements for animal trainers vary widely across states. California has the most burdensome requirements of three years lost to experience and \$250 in fees, while another three states require 90 days or more. Sixteen of the states require no experience. Alabama and Maryland only require a \$5 fee.

Athletic Trainer

- License required in 46 states
- 3rd most burdensome licensing requirements
- 2nd most widely and onerously licensed occupation

Athletic trainers, also known as sports medicine coordinators, evaluate, advise and treat athletes to assist recovery from injury, avoid injury or maintain peak physical fitness.



Forty-five states and the District of Columbia require a license to work as an athletic trainer. On average, these laws cost aspiring trainers four years in education and training and \$443 in fees and require them to take one exam—the 3rd most burdensome requirements of the 102 occupations studied.

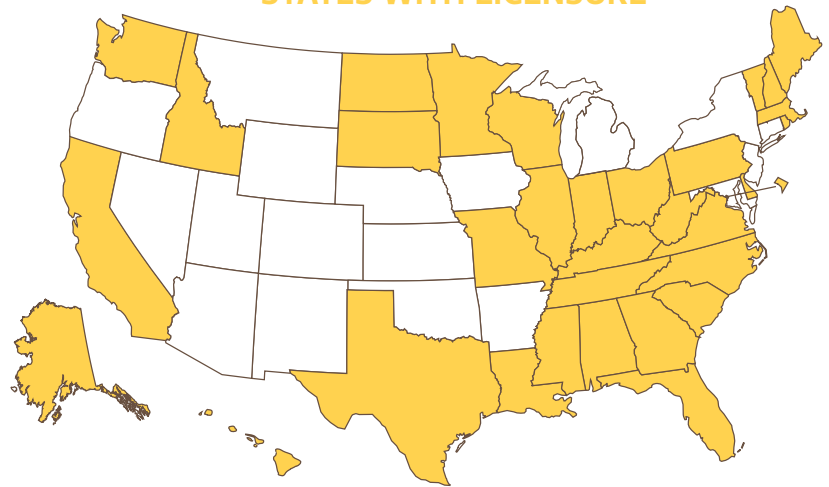
All licensed states require a four-year education and a national written exam to become an athletic trainer. The number of exams varies from three—one national written, one oral practical and one written simulation exam—in Texas and Alabama to none in Colorado, the only state that does not require the national written exam. Fees also vary widely from \$1,050 in Montana to nothing in Colorado.

Auctioneer

- License required in 33 states
- 60th most burdensome licensing requirements
- 31st most widely and onerously licensed occupation

Auctioneers appraise and estimate the value of items, such as paintings, antiques, jewelry, cameras, musical instruments, machinery and fixtures for loan, insurance or sale purposes and may sell merchandise at auction.

STATES WITH LICENSURE



Thirty-two states and the District of Columbia require a license to work as an auctioneer. On average, these laws cost aspiring auctioneers 100 days in education and training and \$307 in fees and require them to take one exam—the 60th most burdensome requirements of the 102 occupations studied. However, because auctioneers are licensed widely, it ranks as the 31st most widely and onerously licensed occupation.

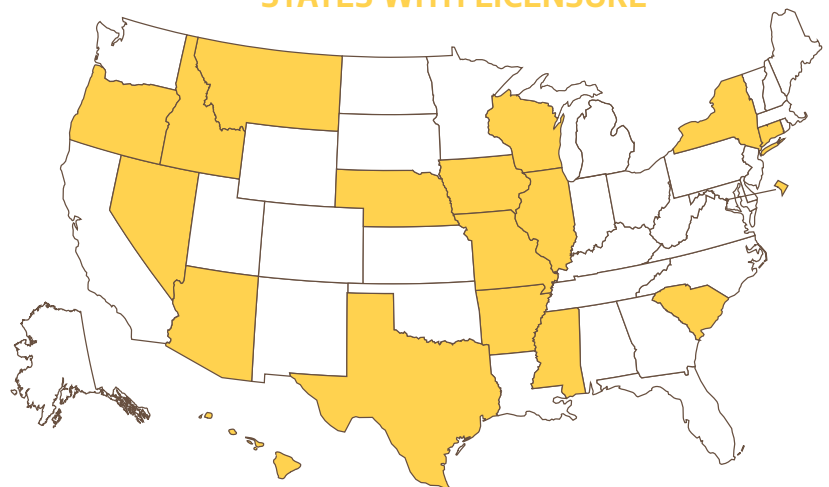
License requirements for auctioneers vary widely across states. Tennessee has the most burdensome requirements at 756 days lost to education and an apprenticeship, one written and one apprenticeship exam and \$650 in fees. At the other end of the spectrum, D.C. only requires an auctioneer to be 18 years old and Hawaii only has a \$15 fee. Twenty-eight of the 33 states require between zero and 45 days of education and no apprenticeship.

Backflow Prevention Assembly Tester

- License required in 18 states
- 75th most burdensome licensing requirements
- 55th most widely and onerously licensed occupation

Backflow prevention devices are needed on public water systems to contain contaminants from entering the public water system through back-siphonage or back-pressure of the water and contaminants. Backflow prevention assembly testers inspect containment devices, which include double-check valves and reduced pressure zone devices, to ensure that the devices meet the requirements of acceptable containment devices.¹

STATES WITH LICENSURE



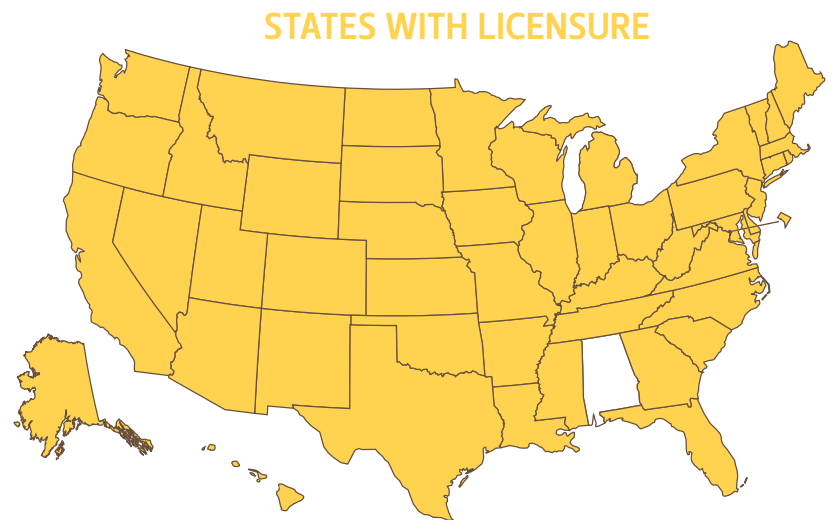
Seventeen states and the District of Columbia require licenses for backflow prevention assembly testers, and most require courses that take fewer than 10 days to complete, plus one or two exams and fees. Texas, the state with the most burdensome requirements, requires a 40-hour course as well as two years of experience in a water-related field. All licensed states except Wisconsin require either one or two exams.

¹ Definition adapted from description of New York's license at OneCareerStop at www.careerinfonet.org.

Barber

- License required in 50 states
- 13th most burdensome licensing requirements
- 5th most widely and onerously licensed occupation

Barbers or stylists provide barbering services, such as cutting, trimming, shampooing and styling hair, trimming beards or giving shaves.



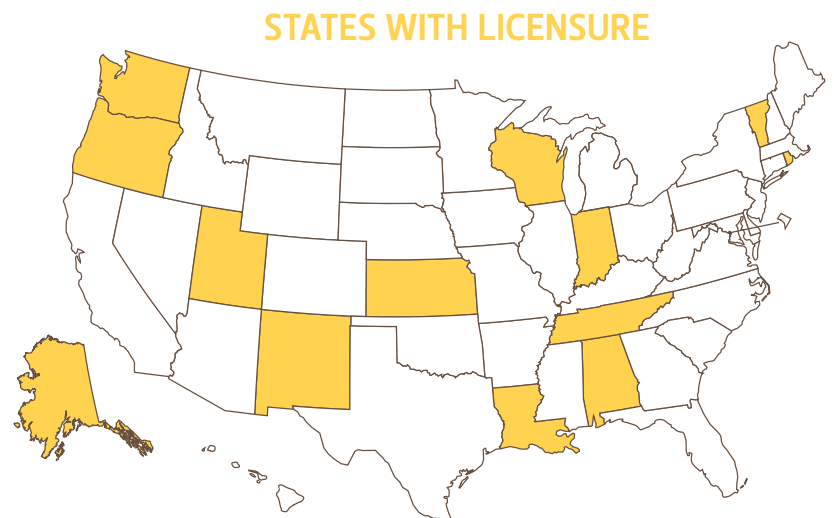
Forty-nine states and the District of Columbia require a license to work as a barber; only Alabama does not. On average, these laws cost aspiring barbers 416 days in education and training and \$130 in fees and require them to pass one written and one practical exam—the 13th most burdensome requirements of the 102 occupations studied. And, because barbers are licensed so widely, the occupation ranks as the fifth most widely and onerously licensed occupation.

License requirements for barbers vary widely across states. Nevada has the most burdensome requirements with nearly two-and-a-half years lost to education and an apprenticeship, four exams and \$140 in fees. At the other end of the spectrum, Wyoming requires 175 days of education, one written and one practical exam and \$125 in fees.

Bartender

- License required in 13 states
- 83rd most burdensome licensing requirements
- 62nd most widely and onerously licensed occupation

Bartenders or mixologists mix and serve drinks to patrons directly or through waitstaff.



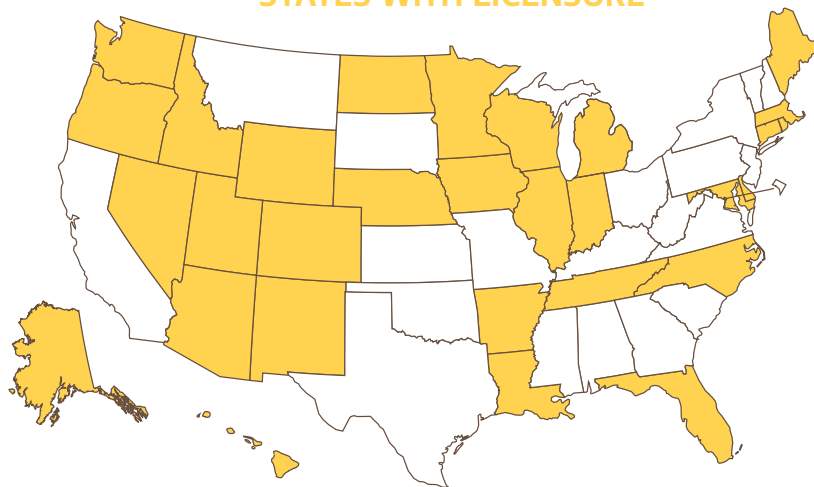
Thirteen states license bartenders. Seven states require a short course of a few hours, and four states require an exam. Bartenders rank 83rd for most burdensome licensing requirements, and the occupation is the 62nd most widely and onerously licensed of the 102 studied.

Bill Collection Agency

- License required in 30 states
- 78th most burdensome licensing requirements
- 43rd most widely and onerously licensed occupation

Bill collection agencies, also known as account representatives or debt collectors, locate and notify customers of delinquent accounts by mail, telephone or personal visit to solicit payment. Their duties include receiving payment and posting amount to a customer's account; preparing statements to a credit department if a customer fails to respond; initiating repossession proceedings or service disconnection; and keeping records of collection and status of accounts.

STATES WITH LICENSURE



Charging an average fee of \$471, 30 states require a license to operate a bill collection agency—the 43rd most widely and onerously licensed occupation of the 102 studied. Nebraska is the only state that requires bill collectors to have any experience, requiring two years, and Michigan is the only state with an exam. Fees range from \$10 in Iowa to \$1,524 in Arizona. States also require such things as a moral character certificate of good standing, a personal history statement and financial statements.

Bus Driver (City/Transit)

- License required in 51 states
- 54th most burdensome licensing requirements
- 10th most widely and onerously licensed occupation

Bus drivers, also known as motor coach operators, drive a bus or motor coach on regular route operations, charters and private carriages, may assist passengers with baggage and collect fares or tickets.

STATES WITH LICENSURE



Every state and the District of Columbia require a license to work as a city or transit bus driver. Each state requires five exams, fees ranging from nine dollars (Montana) to \$229 (Oregon) and a minimum age of 17, 18 or 21. Eight states require that applicants have previous driving experience in the form of possessing a driver's license for one, two or, in the case of New Jersey, three years. Two states, Virginia and Washington, instead require about five days of training. The other 41 states have no experience or training requirement. Altogether, these requirements are the 54th most burdensome of the occupations studied. Because bus drivers are universally licensed, the occupation ranks as the 10th most widely and onerously licensed.

Carpenter/Cabinet Maker Contractor

GENERAL/COMMERCIAL

- *License required in 30 states*
- *22nd most burdensome licensing requirements*
- *27th most widely and onerously licensed occupation*

Carpenter and cabinet maker contractors contract with clients to construct, erect, install or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studing and rafters; wood stairways, window and door frames and hardwood floors; and may also install cabinets, siding, drywall and batt or roll insulation. They include brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways to control the proper circulation of air through the passageways and to the working places.

Typically, only contractors require licenses, not carpenters who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to carpenters; the requirements are generally the same as a commercial license, and they are treated the same here.

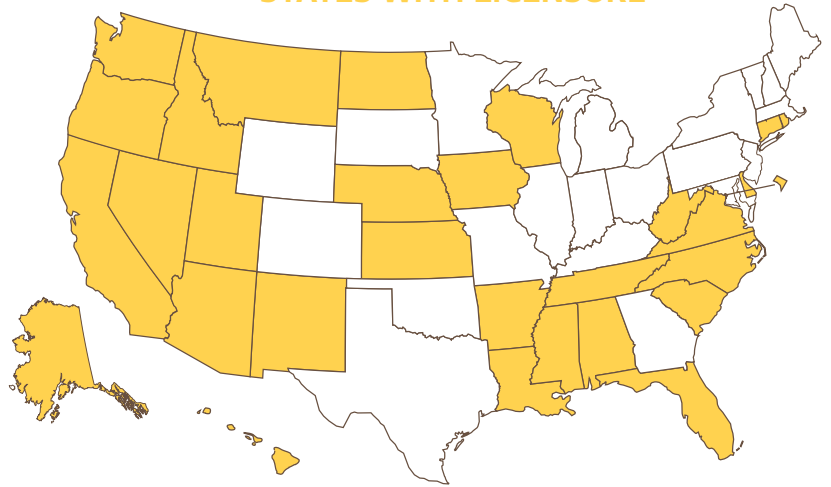
RESIDENTIAL

- *License required in 10 states*
- *57th most burdensome licensing requirements*
- *68th most widely and onerously licensed occupation*

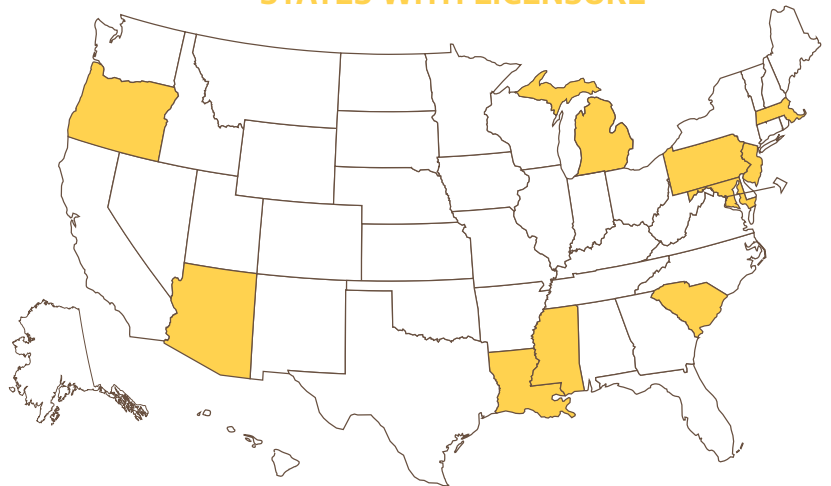
Twenty-nine states and the District of Columbia require a general contractor or commercial license for carpenter contractors working on commercial properties. Ten states require experience—effectively an apprenticeship working for an already-licensed contractor—ranging from two years in Utah, South Carolina and New Mexico to five years in Arkansas. Florida requires a four-year degree instead of an apprenticeship. With additional requirements of one to two exams and fees up to \$1,030 in the case of Nevada, carpenters are ranked as having the 22nd most burdensome licensing requirements. Kansas is the least burdensome state, requiring only registration.

Ten states license residential carpenter contractors; most of these states demand only fees or other minimal requirements. Three states impose substantial experience requirements, however: two years in Arizona and Maryland and one year in South Carolina. Five states require exams.

STATES WITH LICENSURE



STATES WITH LICENSURE



Cement Finishing Contractor

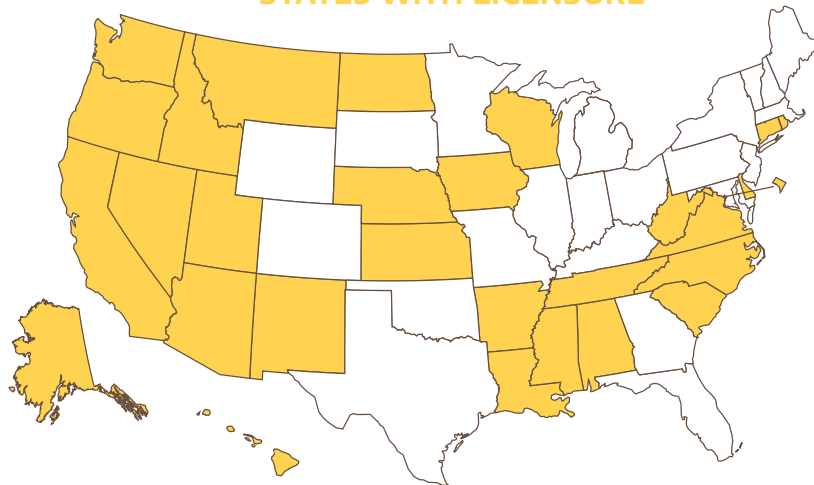
GENERAL/COMMERCIAL

- License required in 29 states
- 26th most burdensome licensing requirements
- 33rd most widely and onerously licensed occupation

Cement finishing contractors, also known as concrete mason contractors, contract with clients to smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads or curbs, using a variety of hand and power tools and align forms for sidewalks, curbs or gutters; patch voids; and use saws to cut expansion joints.

Typically, only contractors require licenses, not cement finishers who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to cement finishing; the requirements are generally the same as a commercial license, and they are treated the same here.

STATES WITH LICENSURE



STATES WITH LICENSURE



RESIDENTIAL

- License required in 9 states
- 42nd most burdensome licensing requirements
- 71st most widely and onerously licensed occupation

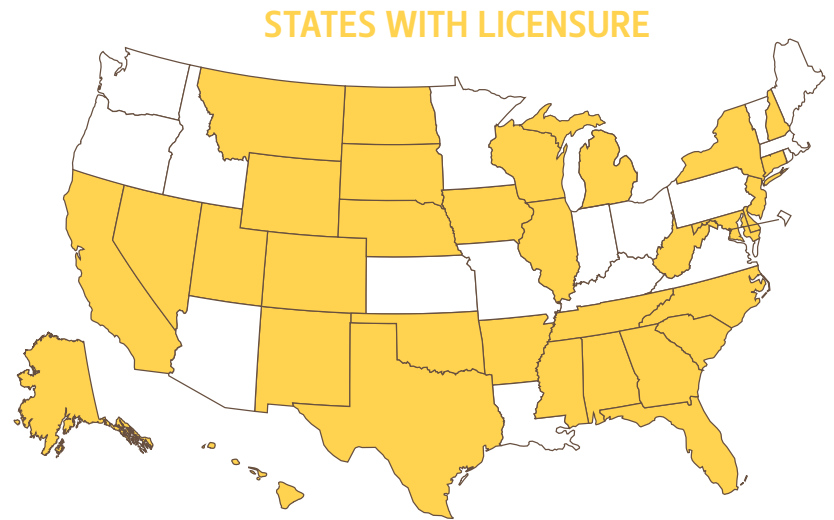
Twenty-eight states and the District of Columbia require a general contractor or commercial license for cement finishing contractors working on commercial properties. Ten states require experience—effectively an apprenticeship working for an already licensed contractor—ranging from two years in New Mexico, South Carolina and Utah to five years in Arkansas. With additional requirements of one to two exams and fees up to \$1,030 in the case of Nevada, cement finishing contractors are ranked as having the 26th most burdensome licensing requirements. Kansas is the least burdensome, only requiring registration.

Nine states license residential cement finisher contractors, and most of these states demand only fees or other minimal requirements. Two states impose substantial experience requirements, however: two years in Maryland and four years in Arizona. Five states require exams.

Child Care Worker

- License required in 33 states
- 71st most burdensome licensing requirements
- 37th most widely and onerously licensed occupation

Child care workers attend to children at schools, businesses, private households and child care institutions and perform a variety of tasks, such as dressing, feeding, bathing and overseeing play.

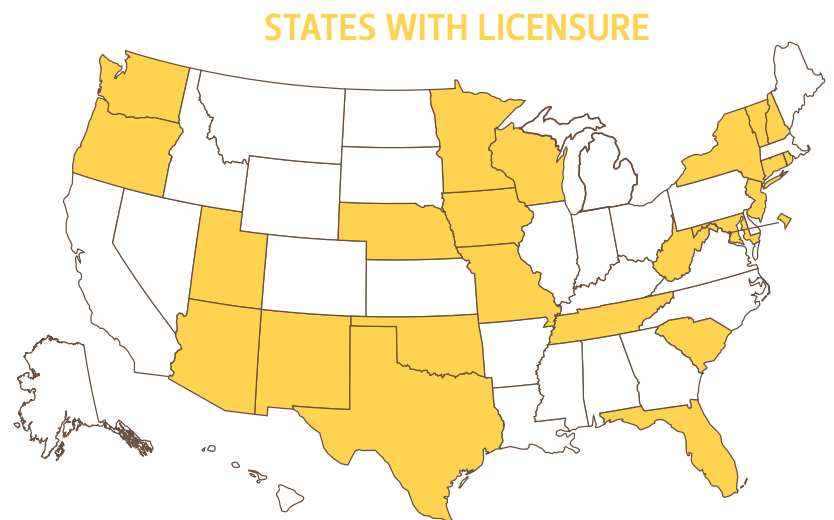


Thirty-three states require a license or registration for child care workers in day-care centers. On average, these laws cost aspiring child care workers 37 days in education and training and \$8 in fees. License requirements for entry-level child care workers vary across states. New Jersey and New York have the most burdensome requirements, with one to two years lost to education. Most states require minimal training in CPR and basic care and a background check.

Coach (School Sports)

- License required in 24 states
- 47th most burdensome licensing requirements
- 44th most widely and onerously licensed occupation

Coaches and directors of athletics instruct or coach groups or individuals in the fundamentals of sports, demonstrate techniques and methods of participation and may evaluate athletes' strengths and weaknesses as possible recruits or to improve the athletes' technique to prepare them for competition.



Twenty-three states and the District of Columbia require a license to coach high school sports; D.C., New Jersey, Oklahoma and Texas require that coaches be licensed teachers, thus requiring four years or more of training. Tennessee requires only that coaches of some sports be licensed teachers. On average, licensing laws for coaches require 254 days in education and training and \$54 in fees. South Carolina requires that the coach work at least half time at the school, and Rhode Island requires only a \$25 fee.

Conveyor Operator

- License required in **1** state
- **11th** most burdensome licensing requirements
- **98th** most widely and onerously licensed occupation

Conveyor operators control or tend conveyors or conveyor systems that move materials or products to and from stockpiles, processing stations, departments or vehicles and may control speed and routing of materials or products.

STATES WITH LICENSURE



Connecticut is the only state that licenses conveyor operators. The state mandates that candidates for licensure acquire two years experience, as well as demonstrate completion of an unspecified amount of related coursework, pass an exam and pay a \$142 fee.

Cosmetologist

- License required in **51** states
- **17th** most burdensome licensing requirements
- **4th** most widely and onerously licensed occupation

Cosmetologists and hairstylists provide beauty services, such as shampooing, cutting, coloring and styling hair and massaging and treating the scalp and may also apply makeup, dress wigs, perform hair removal and provide nail and skin care services.

STATES WITH LICENSURE



Every state and the District of Columbia require a license to work as a cosmetologist. On average, these laws cost aspiring cosmetologists 372 days in education and \$142 in fees and require them to take two exams—the 17th most burdensome requirements of the 102 occupations studied, making for the fourth most widely and onerously licensed occupation. Days of education range from 490 in South Dakota, Iowa and Nebraska to 233 in New York and Massachusetts. All states require at least one exam, and most require two or three. Fees range from zero in North Dakota to \$325 in Nevada.

Court Clerk

- License required in 4 states
- 55th most burdensome licensing requirements
- 90th most widely and onerously licensed occupation

Court clerks or deputy clerks perform clerical duties in courts of law; prepare docket of cases to be called; secure information for judges; and contact witnesses, attorneys and litigants to obtain information for the court.

STATES WITH LICENSURE



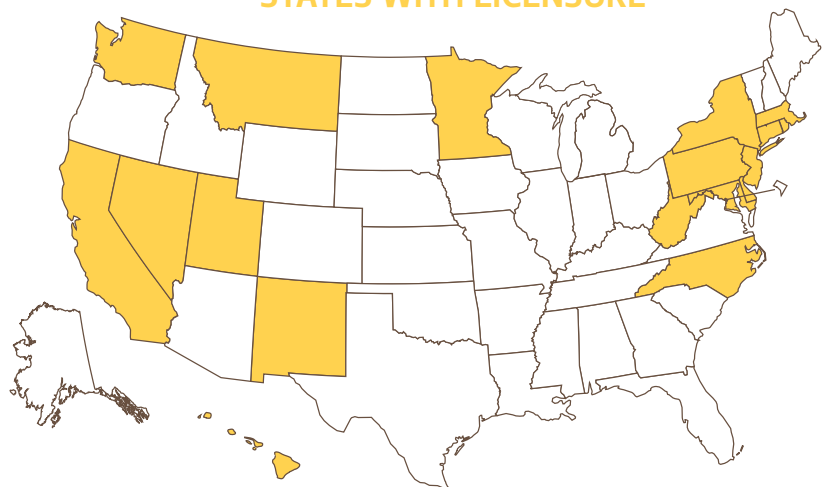
Four states require a license to work as a court clerk. New Jersey's requirements far exceed the other states, with a \$50 fee, two years lost to experience, one written exam and a minimum grade and age requirement. The other states only require one to 23 days of education.

Crane Operator

- License required in 18 states
- 37th most burdensome licensing requirements
- 54th most widely and onerously licensed occupation

Crane and heavy machine operators operate mechanical boom and cable equipment to lift and move materials, machines or products in many directions.

STATES WITH LICENSURE



Eighteen states require a license to work as a crane operator. On average, these laws cost aspiring crane operators 221 days in training and \$195 in fees and require them to take three exams—the 37th most burdensome requirements of the 102 occupations studied.

License requirements for crane operators vary widely across states. New York has the most burdensome requirements at three years lost to training, three exams and \$150 in fees, while another five states require between 233 days and two years. Most of the other states require no experience but rather three exams, fees and a minimum age of 18.

Cross-connection Survey Inspector

- License required in 4 states
- 19th most burdensome licensing requirements
- 88th most widely and onerously licensed occupation

These practitioners inspect and trace pipes in facilities and check protection against backflow to ensure that there are no possible sources of contamination to potable water.²

STATES WITH LICENSURE



Four states require a license for cross-connection survey inspectors. While three of those states, Connecticut, Illinois and Wisconsin, require fairly short courses, Oregon limits the trade to licensed contractors. This results in education and experience requirements that take more than five years to complete, as well as two exams. Due to these heavy burdens in Oregon, the occupation ranks as the 19th most burdensome, but because it is licensed in so few states, it ranks as the 88th most widely and onerously licensed in this study.

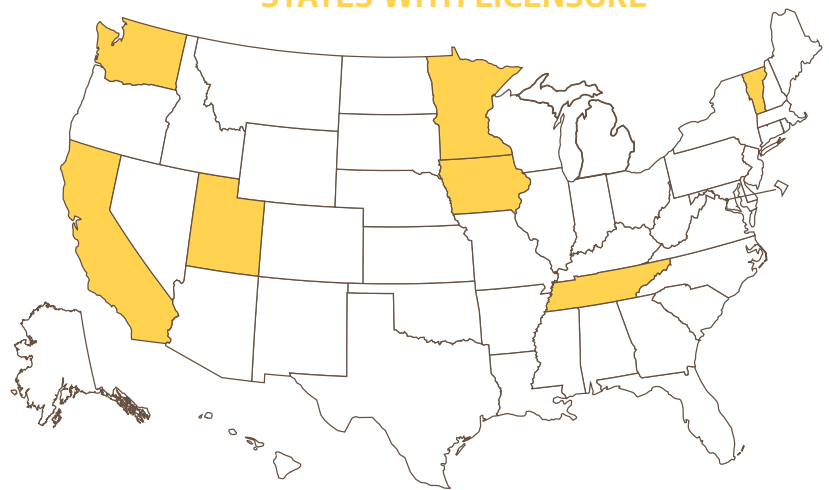
²Definition adapted from description of Connecticut's requirements at OneCareerStop at www.careerinfonet.org.

Dental Assistant

- License required in 7 states
- 76th most burdensome licensing requirements
- 82nd most widely and onerously licensed occupation

Dental assistants, also known as orthodontic assistants, assist dentists, set up patients and equipment and keep records.

STATES WITH LICENSURE



Seven states require a license or registration to work as a dental assistant. On average, these laws cost aspiring dental assistants 55 days in education and training and \$50 in fees. License requirements for dental assistants vary across states. Iowa has the most burdensome requirements, with one year lost to education and training, three exams and \$86 in fees. The other states that license dental assistants have modest or, as in the case of Vermont, no education requirements.

Dietetic Technician

- License required in 3 states
- 8th most burdensome licensing requirements
- 91st most widely and onerously licensed occupation

Dietetic technicians, also known as dietary managers and diet clerks, assist dietitians in the provision of food service and nutritional programs. Under the supervision of dietitians, they may plan and produce meals based on established guidelines, teach principles of food and nutrition or counsel individuals.

STATES WITH LICENSURE



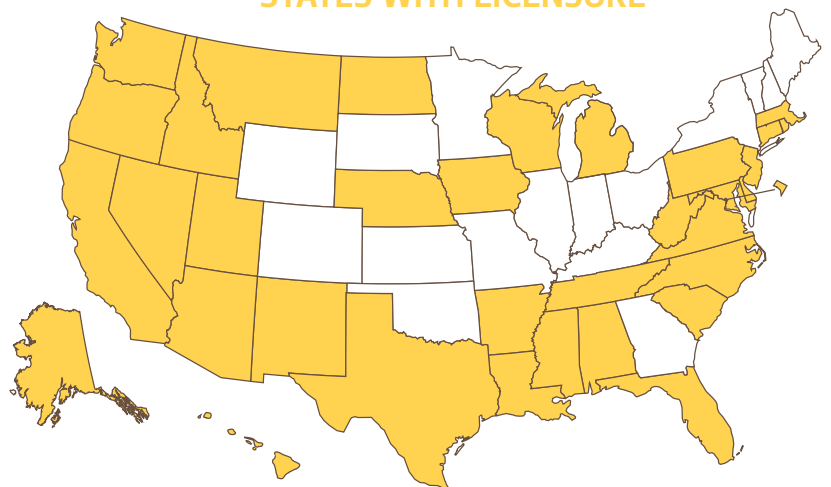
Three states require a license to work as a dietetic technician. All three states require two years of education and one exam. Only Maine charges a fee of \$91, and California has a minimum age of 18. Dietetic technicians are ranked as having the eighth most burdensome licensing requirements, but since only three states license the occupation, it is the 91st most widely and onerously licensed occupation of the 102 studied.

Door Repair Contractor

- License required in 35 states
- 27th most burdensome licensing requirements
- 20th most widely and onerously licensed occupation

Door repair contractors, also known as door installer contractors or garage door mechanics, contract with clients to install, service or repair opening and closing mechanisms of automatic doors and hydraulic doors.

STATES WITH LICENSURE



Thirty-four states and the District of Columbia require a license to work as a door repair contractor. On average, these laws cost door repair contractors 407 days of training and \$282 in fees and require them to take one exam—the 27th most burdensome requirements of the 102 occupations studied.

License requirements for door repair contractors vary widely across states. Arkansas has the most burdensome requirements at five years lost to training, one exam and \$175 in fees, while another 11 states require two years or more of experience. At the other end of the spectrum, Idaho only requires a \$30 fee and Nebraska a \$40 fee. Twenty-two of the states that license door repair contractors require no education or training.

Drywall Installation Contractor

GENERAL/COMMERCIAL

- License required in 30 states
- 24th most burdensome licensing requirements
- 28th most widely and onerously licensed occupation

Drywall installer or hanger contractors contract with clients to apply plasterboard or other wallboard to ceilings or interior walls of buildings and apply or mount acoustical tiles or blocks, strips or sheets of shock-absorbing materials to ceilings and walls of buildings to reduce or reflect sound. The materials may be of decorative quality and include lathers that fasten wooden, metal or rockboard lath to walls, ceilings or partitions of buildings to provide support base for plaster, fire-proofing or acoustical material.

Typically, only contractors require licenses, not drywall installers who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to drywall installing; the requirements are generally the same as a commercial license, and they are treated the same here.

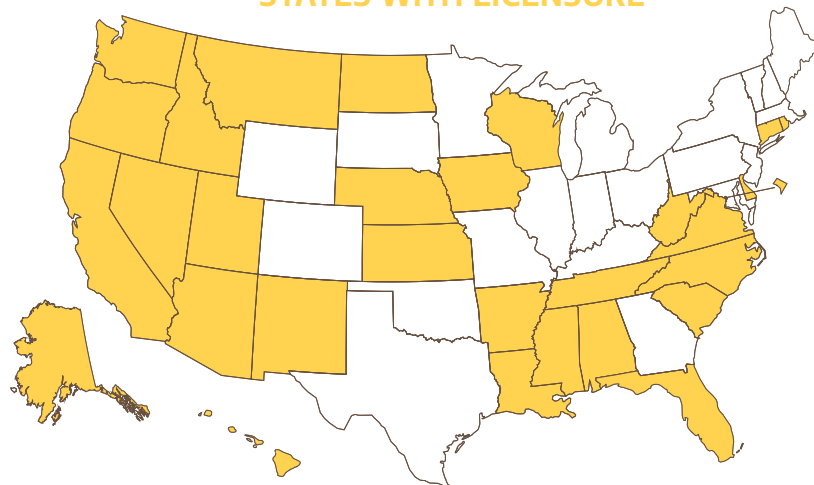
RESIDENTIAL

- License required in 9 states
- 53rd most burdensome licensing requirements
- 72nd most widely and onerously licensed occupation

Thirty states require a general contractor or commercial license for drywall installer contractors working on commercial properties. Ten states require experience—effectively an apprenticeship working for an already-licensed contractor—ranging from two years in Utah, South Carolina, Arizona and New Mexico to five years in Arkansas. Florida requires a four-year college degree instead of an apprenticeship. With additional requirements of one to two exams and fees up to \$1,030 in the case of Nevada, drywall contractors are ranked as having the 24th most burdensome licensing requirements. Kansas is the least burdensome, only requiring registration.

Nine states license residential drywall installer contractors, and most of these states demand only fees or other minimal requirements. Three states impose substantial experience requirements, however: two years in Arkansas and Maryland and one year in South Carolina. Five states require exams.

STATES WITH LICENSURE



STATES WITH LICENSURE

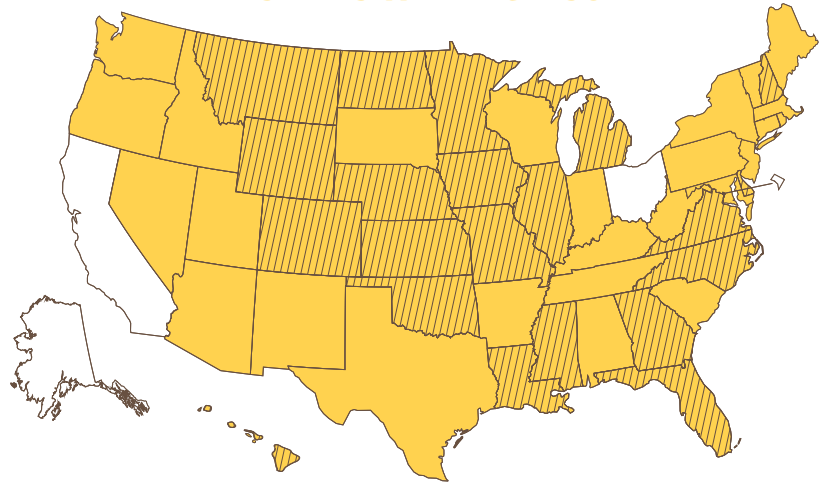


Earth Driller

- License required in 47 states
- 10th most burdensome licensing requirements
- 3rd most widely and onerously licensed occupation

Earth drillers operate a variety of drills such as rotary, churn and pneumatic to tap sub-surface water and salt deposits, to remove core samples during mineral exploration or soil testing and to facilitate the use of explosives in mining or construction. They may use explosives.

STATES WITH LICENSURE



Forty-seven states require earth drill operators to obtain licenses. The requirements are the 10th most burdensome of 102 occupations studied because 31 states require at least two years of education and training and two states—Maryland and South Dakota—require five. Almost every state requires that drill operators pass at least one exam (some as many as three) and pay a fee averaging \$177. Of the 47 states that license earth drillers, 21 require practitioners to be contractors (those states are indicated with stripes on the map), meaning individuals can work as a driller but only under the supervision of a licensed contractor. In the other 26 states, anyone doing the work of earth driller must be licensed.

Electrical Helper

- License required in 2 states
- 86th most burdensome licensing requirements
- 95th most widely and onerously licensed occupation

Electrical helpers help electricians by performing duties of lesser skill, which includes using, supplying or holding materials or tools and cleaning work area and equipment.

STATES WITH LICENSURE



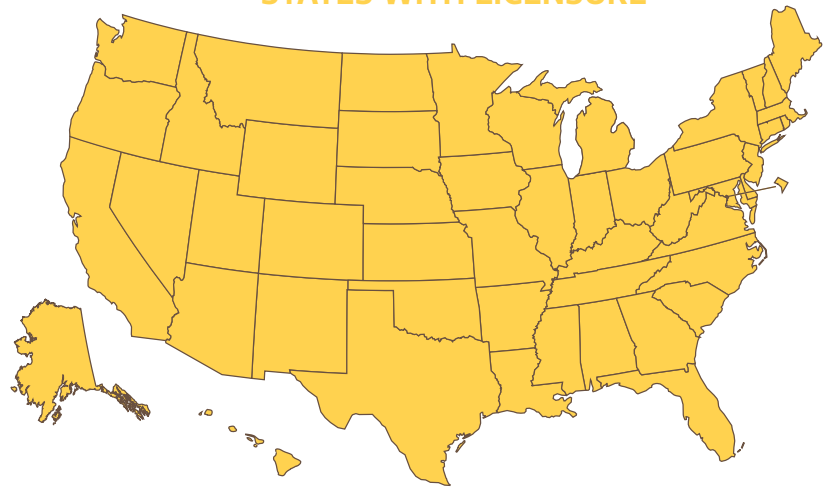
Two states license electrical helpers. Maine and Minnesota both have a licensing fee and a minimum age of 16 or 17. Because so few states license electrical inspectors, it is ranked as the 95th most widely and onerously licensed occupation of the 102 studied.

Emergency Medical Technician

- License required in 51 states
- 67th most burdensome licensing requirements
- 12th most widely and onerously licensed occupation

Emergency medical technicians, or EMTs, and paramedics assess injuries, administer emergency medical care, extricate trapped individuals and transport injured or sick persons to medical facilities.

STATES WITH LICENSURE



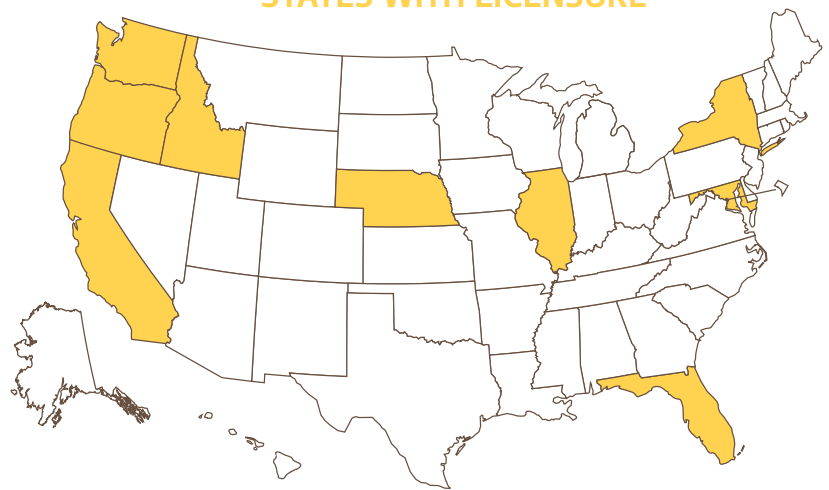
Every state and the District of Columbia require a license to work as an EMT. License requirements for EMTs vary slightly across states. Most states have a minimum age requirement of 18 (a couple of states allow those younger to be EMTs with parental consent), require one written and one practical exam and require about a month of education. Fees vary from zero to \$205, and education and training varies from 140 days of internship and coursework in Alaska to no education or training in D.C. EMTs face the 67th most burdensome licensing requirements, but because EMTs are licensed everywhere, it ranks as the 12th most widely and onerously licensed occupation.

Farm Labor Contractor

- License required in 9 states
- 95th most burdensome licensing requirements
- 77th most widely and onerously licensed occupation

Farm labor contractors recruit, hire, furnish and supervise seasonal or temporary agricultural laborers for a fee and may transport, house and provide meals for workers.

STATES WITH LICENSURE

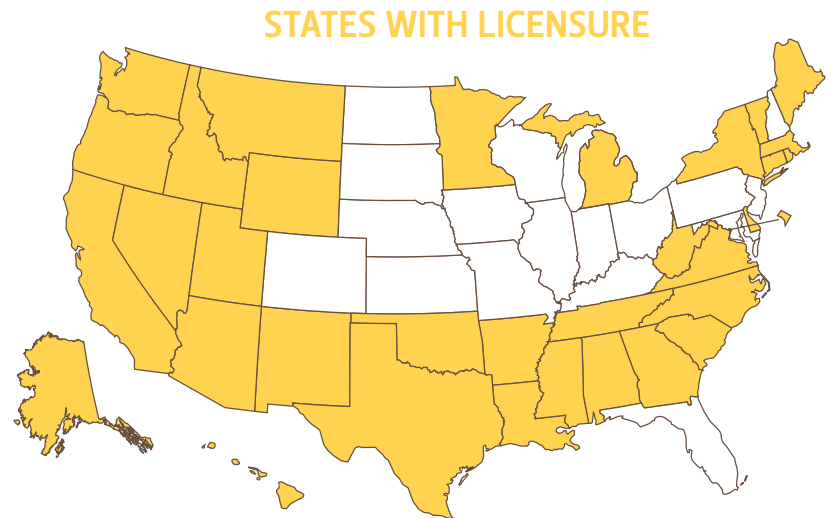


Nine states require a license to work as a farm labor contractor. On average, these laws cost farm labor contractors \$162 in fees. Two states require exams, and all of the states require a fee, giving farm labor contractor the 95th most burdensome licensing requirements.

Fire Alarm Installer

- License required in 34 states
- 18th most burdensome licensing requirements
- 19th most widely and onerously licensed occupation

Fire alarm installers, also known as fire alarm technicians, install, program, maintain and repair fire alarm wiring and equipment and ensure that work is in accordance with relevant codes.



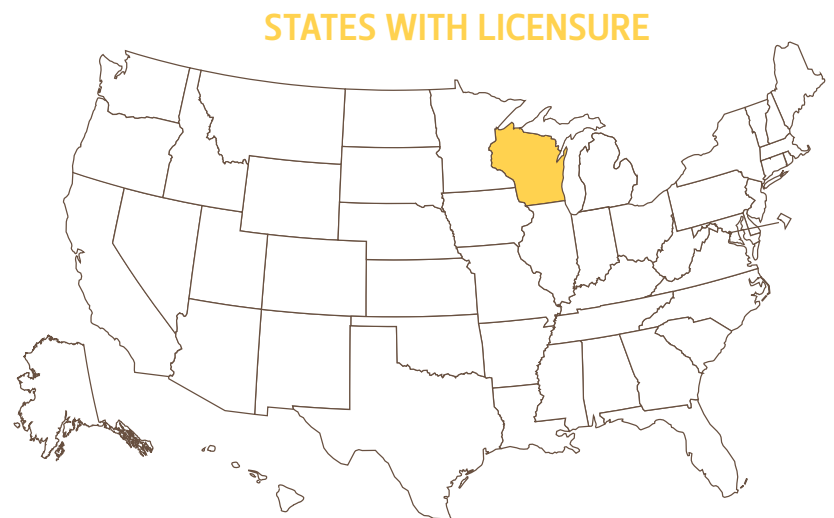
Thirty-three states and the District of Columbia require a license to work as a fire alarm installer. On average, these requirements cost aspiring fire alarm installers 486 days of education and training, \$230 in licensing fees and require them to take one exam—the 18th most burdensome requirements of the 102 occupations studied.

License requirements for fire alarm installers vary widely across states. For example, Wyoming only requires the installer to take one exam, and Oklahoma has only a \$75 fee, whereas Vermont has the most burdensome requirements at more than five years lost to experience, \$250 in fees and one exam. In 15 of the 34 states, alarm installers are required to have two or more years of experience, often to obtain a level of electrician's license, while another 18 states do not require any education or experience.

Fire Sprinkler System Tester

- License required in 1 state
- 91st most burdensome licensing requirements
- 101st most widely and onerously licensed occupation

Fire sprinkler system testers inspect and test fire sprinkler systems and their components.³



Only Wisconsin requires an exam and fees to earn a license as a fire sprinkler system tester.

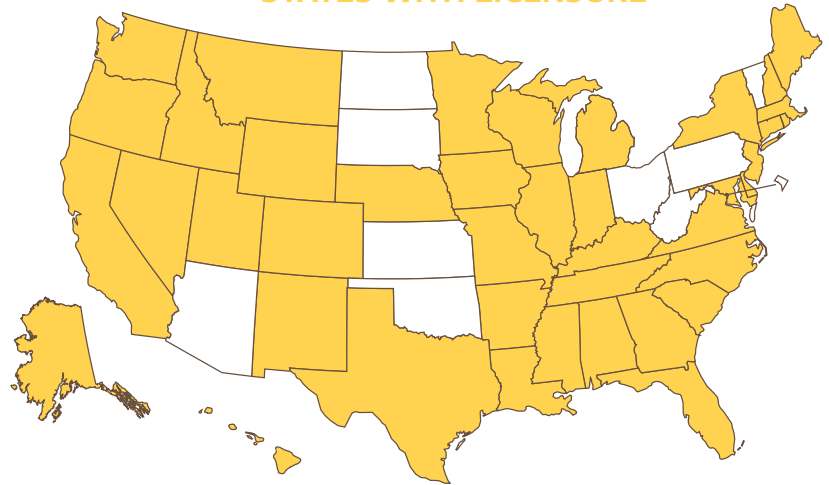
³Adapted from Wisconsin Department of Safety and Professional Services certification form, <http://dps.wi.gov/sb/docs/sb-FormCredAppAfsst.pdf>.

Fisher

- License required in 41 states
- 89th most burdensome licensing requirements
- 23rd most widely and onerously licensed occupation

Fishers, also known as captains, deckhands and crew members, use nets, fishing rods, traps or other equipment to catch and gather fish or other aquatic animals from rivers, lakes or oceans, for human consumption or other uses and may haul game onto ship.

STATES WITH LICENSURE



Forty-one states require a license to work as a fisher. A fee is generally the only requirement for a license, except for in a handful of states that have a minimum age. Fees range from \$25 to \$4,800 in Texas. The average fee is \$403, giving the occupation the 89th most burdensome licensing requirements.

Floor Sander Contractor

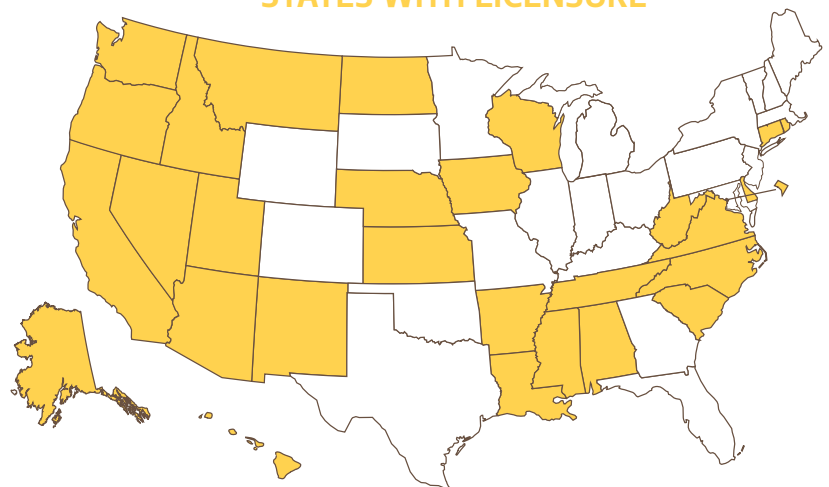
GENERAL/COMMERCIAL

- License required in 29 states
- 30th most burdensome licensing requirements
- 35th most widely and onerously licensed occupation

Floor sander and finisher contractors contract with clients to scrape and sand wooden floors to smooth surfaces using floor scraper and floor sanding machines, and they also apply coats of finish.

Typically, only contractors require licenses, not floor sanders who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to floor sanding; the requirements are generally the same as a commercial license, and they are treated the same here.

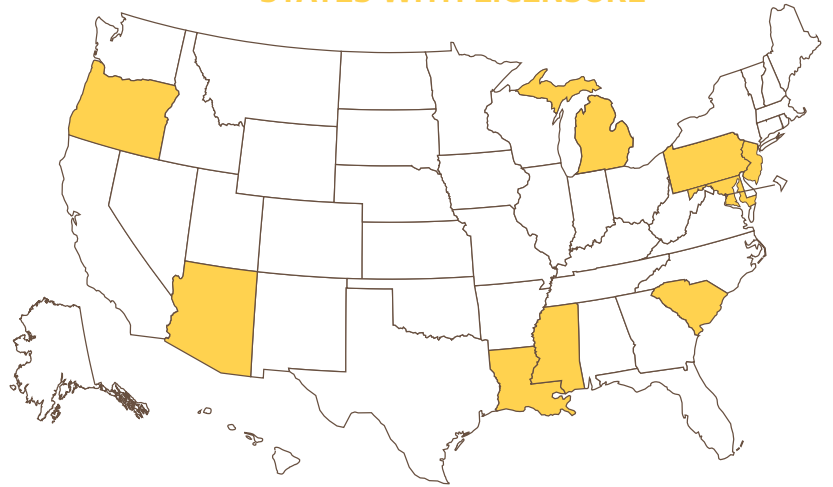
STATES WITH LICENSURE



RESIDENTIAL

- License required in 9 states
- 59th most burdensome licensing requirements
- 73rd most widely and onerously licensed occupation

STATES WITH LICENSURE



Twenty-eight states and the District of Columbia require a general contractor or commercial license for floor sander contractors working on commercial properties. Ten states require experience—effectively an apprenticeship working for an already-licensed contractor—ranging from two years in Utah, South Carolina, Arizona and New Mexico to five years in Arkansas. With additional requirements of one to two exams and fees up to \$1,030 in the case of Nevada, floor sander contractors are ranked as having the 30th most burdensome licensing requirements. Kansas is the least burdensome state, only requiring registration.

Nine states license residential floor sander contractors, and most of these states demand only fees or other minimal requirements. Three states impose substantial experience requirements, however: two years in Maryland and one year in Arizona and South Carolina. Four states require exams.

Florist

- License required in 1 state
- 90th most burdensome licensing requirements
- 100th most widely and onerously licensed occupation

Florists or floral designers design, cut and arrange live, dried or artificial flowers and foliage.

STATES WITH LICENSURE



One state requires a license to work as a florist. Louisiana requires a license fee of \$75 and one exam with a fee of \$150. These requirements rank as the 90th most burdensome out of the 102 occupations.

Forest Worker

- License required in **1** state
- **93rd** most burdensome licensing requirements
- **102nd** most widely and onerously licensed occupation

Forest and conservation workers perform manual labor necessary to develop, maintain or protect forests, forested areas and woodlands through such activities as raising and transporting tree seedlings; combating insects, pests and diseases harmful to trees; and building erosion and water control structures and leaching of forest soil. They include forester aides, seedling pullers and tree planters.

STATES WITH LICENSURE



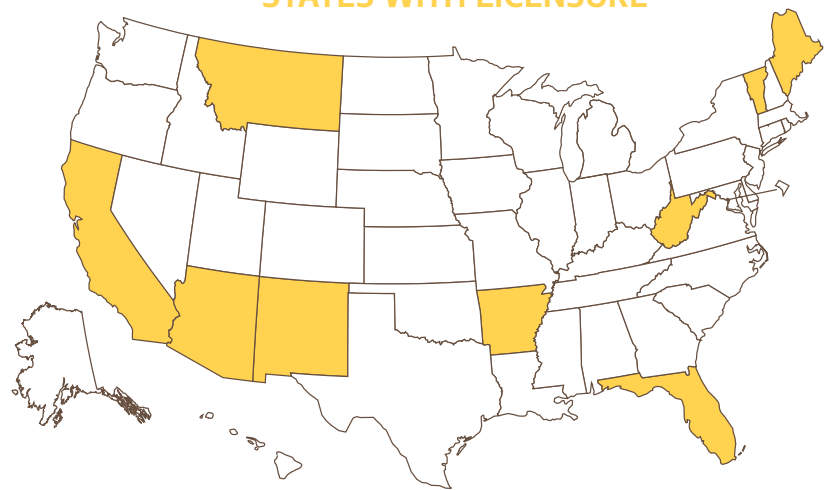
One state requires a license to work as a forest worker. Connecticut requires a \$103 application fee and one exam with a fee of \$26. These requirements rank as the 93rd most burdensome of the 102 occupations.

Funeral Attendant

- License required in **9** states
- **79th** most burdensome licensing requirements
- **75th** most widely and onerously licensed occupation

Funeral attendants or funeral home assistants perform a variety of tasks during a funeral, such as placing the casket in the parlor or chapel prior to service; arranging floral offerings or lights around the casket; directing or escorting mourners; closing the casket; and issuing and storing funeral equipment.

STATES WITH LICENSURE

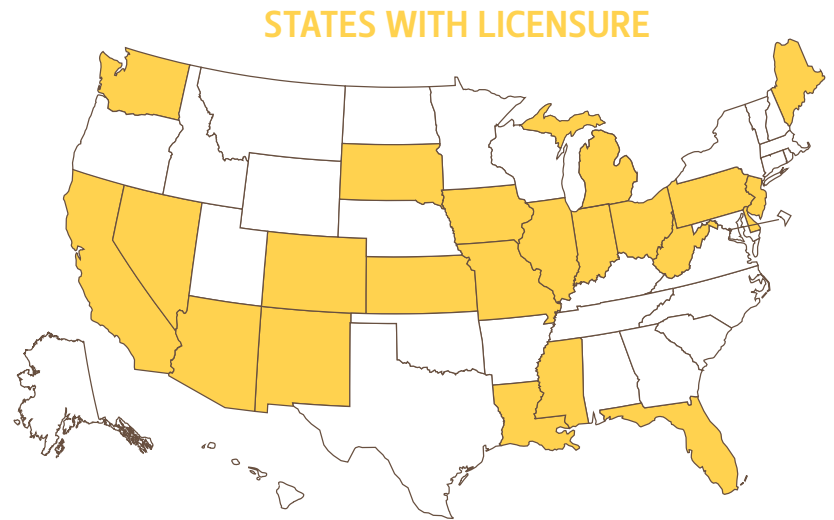


Nine states require a license to work as a funeral attendant. On average, these laws cost funeral attendants two days in education and \$167 in fees. Funeral attendant ranks as the 75th most widely and onerously licensed occupation. Requirements vary from \$305 in fees and 11 days of education in Florida to \$71 in fees in Maine.

Gaming Cage Worker

- License required in 22 states
- 85th most burdensome licensing requirements
- 50th most widely and onerously licensed occupation

Gaming cage workers, also known as casino cashiers or cage supervisors, conduct financial transactions for patrons in a gaming establishment. They may reconcile daily summaries of transactions to balance books, accept patrons' credit applications and verify credit references to provide check-cashing authorization or to establish house credit accounts. They may sell gambling chips, tokens or tickets to patrons or to other workers for resale to patrons. They may also convert gaming chips, tokens or tickets to currency upon a patron's request.

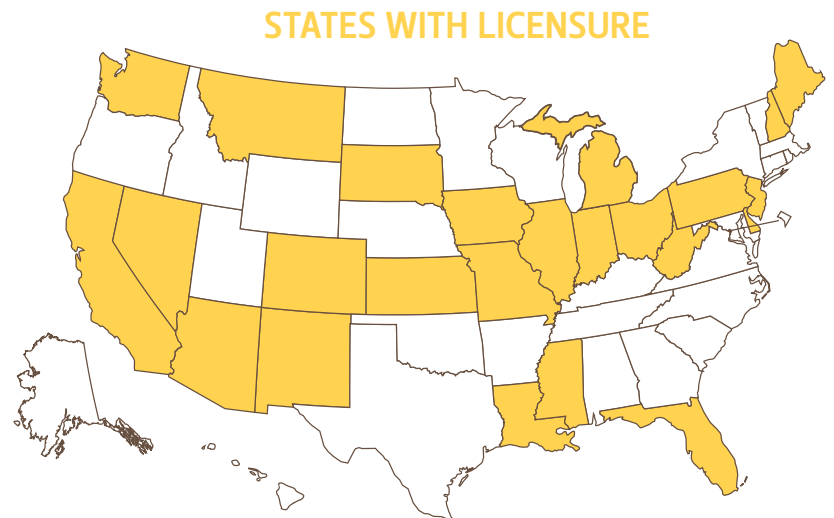


Twenty-two states require a license to work as a gaming cage worker. The requirement is generally a fee, which averages \$175, and may also include a minimum age of 18 or 21. Fees range from \$60 in Kansas to \$350 in New Jersey and Pennsylvania. Many states also require information such as a personal history statement, a background check and personal references. Gaming cage workers are the 50th most widely and onerously licensed occupation of the 102 studied.

Gaming Dealer

- License required in 24 states
- 87th most burdensome licensing requirements
- 47th most widely and onerously licensed occupation

Gaming dealers or card dealers operate table games; stand or sit behind a table and operate games of chance by dispensing the appropriate number of cards or blocks to players or operating other gaming equipment; and compare the house's hand against players' hands and pay off or collect players' money or chips.



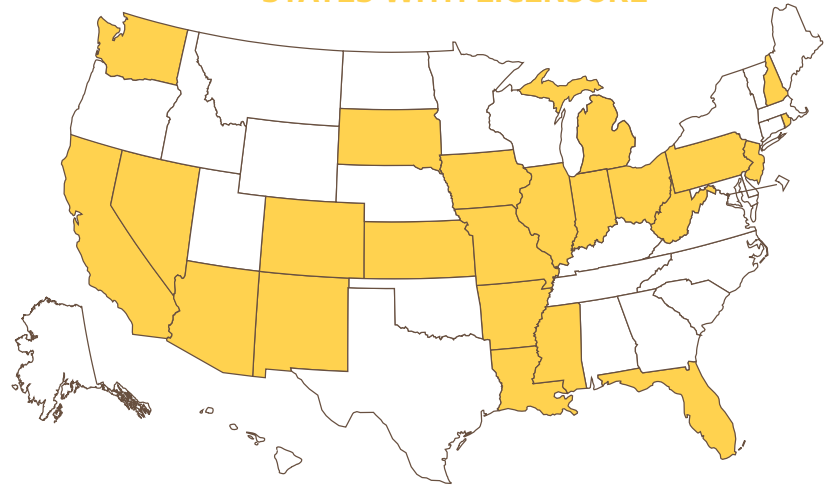
Twenty-four states require a license to work as a gaming dealer. The requirement is generally a fee, which averages \$167, and may also include a minimum age of 18 or 21. Fees range from \$40 in New Hampshire to \$350 in New Jersey and Pennsylvania. Many states also require information such as a personal history statement, a background check and personal references. Gaming dealers are the 47th most widely and onerously licensed occupation of the 102 studied.

Gaming Supervisor

- License required in 23 states
- 77th most burdensome licensing requirements
- 49th most widely and onerously licensed occupation

Gaming supervisors or pit bosses supervise gaming operations and personnel in an assigned area, circulate among tables and observe operations and ensure that stations and games are covered for each shift. They may also explain and interpret operating rules of the house to patrons, plan and organize activities, create a friendly atmosphere for guests in hotels/casinos and address service complaints.

STATES WITH LICENSURE



Twenty-three states require a license to work as a gaming supervisor. The requirement is generally a fee, which averages \$449, and may also include a minimum age of 18 or 21. Fees range from \$60 in Kansas to \$2,500 in Pennsylvania and \$1,950 in California. Many states also require information such as a personal history statement, a background check and personal references. Gaming supervisors are the 49th most widely and onerously licensed occupation of the 102 studied.

Glazier Contractor

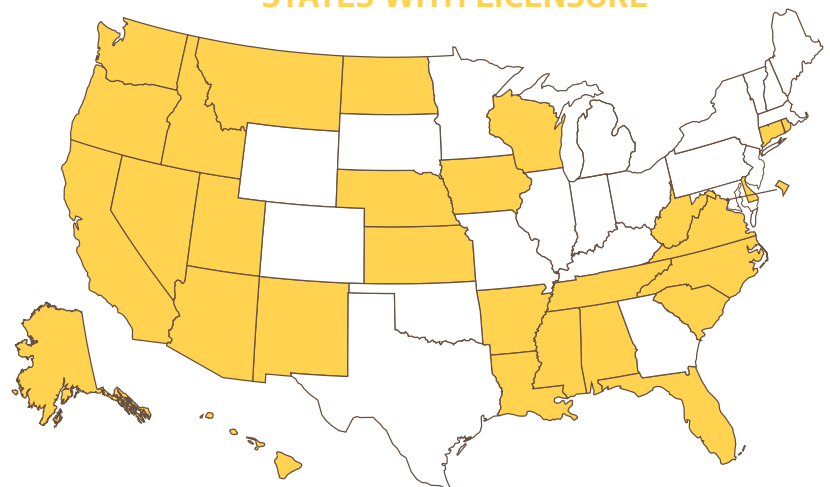
GENERAL/COMMERCIAL

- License required in 30 states
- 15th most burdensome licensing requirements
- 26th most widely and onerously licensed occupation

Glazier contractors contract with clients to install glass in windows, skylights, store fronts and display cases, or on surfaces, such as building fronts, interior walls, ceilings and tabletops.

Typically, only contractors require licenses, not glaziers who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to glazing; the requirements are generally the same as a commercial license, and they are treated the same here.

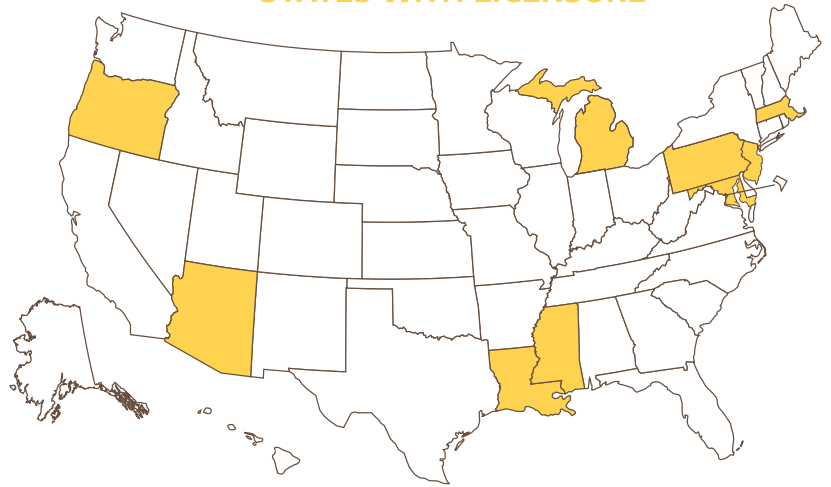
STATES WITH LICENSURE



RESIDENTIAL

- License required in 9 states
- 66th most burdensome licensing requirements
- 74th most widely and onerously licensed occupation

STATES WITH LICENSURE



Thirty states require a general contractor or commercial license for glaziers working on commercial properties. Twelve of those states require at least two years of experience; Connecticut and Arkansas require five. Seventeen states require would-be glaziers to pass one or two tests. In Nevada, it is illegal to install glass without completing a four-year apprenticeship, passing two exams and paying a highest-in-the-nation fee of \$1,030. Though nine states only impose a fee, the experience and exam requirements boost general contractor/commercial glaziers to a high burden rank of 15th among occupations studied. Kansas only requires glazier contractors to register with the state.

While only nine states require glaziers to have a license for residential work, two—Maryland and Arizona—require education/experience of a year or more. Six states require an exam. Louisiana and Mississippi require two.

Home Entertainment Installer

- License required in 3 states
- 39th most burdensome licensing requirements
- 92nd most widely and onerously licensed occupation

Home entertainment installers repair, adjust or install audio or television receivers, stereo systems, camcorders, video systems or other electronic home entertainment equipment.

STATES WITH LICENSURE



While only three states require home entertainment installers to obtain licenses, the restrictions rank a relatively burdensome 39th compared to other occupations studied. Each state requires applicants to pass an exam; Louisiana and Massachusetts require two. Louisiana also has a significant education and training requirement—a full two years.

HVAC Contractor

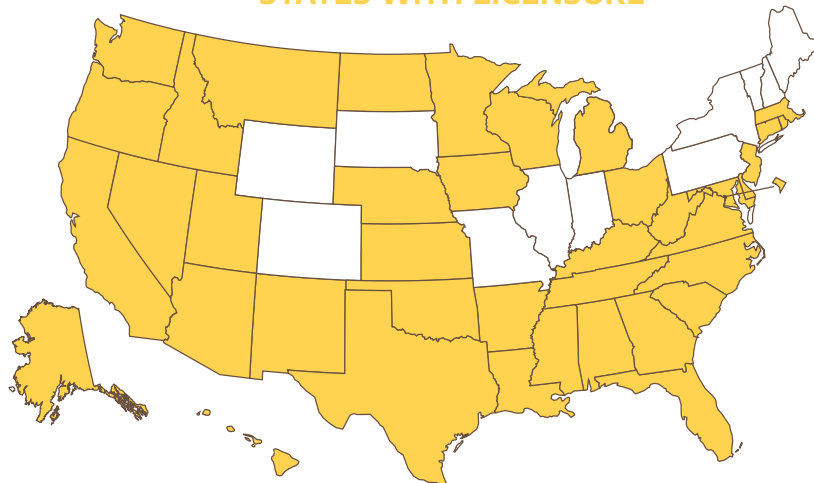
GENERAL/COMMERCIAL

- License required in 40 states
- 5th most burdensome licensing requirements
- 7th most widely and onerously licensed occupation

HVAC contractors contract with clients to install, service and repair heating and air conditioning systems in residences and commercial establishments.

Typically, only contractors require licenses, not those who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to HVAC work; the requirements are generally the same as a commercial license, and they are treated the same here.

STATES WITH LICENSURE



STATES WITH LICENSURE



RESIDENTIAL

- License required in 5 states
- 32nd most burdensome licensing requirements
- 86th most widely and onerously licensed occupation

Forty states require HVAC contractors to obtain a license to work on commercial sites. In addition to being widely licensed, states place the fifth most burdensome entry requirements on commercial HVAC contractors. Twenty-eight states impose significant education/experience requirements ranging from just under two years to a full seven years or more, as in Rhode Island and Ohio. Additionally, some 31 states require contractors to pass one or two exams. Kansas only requires HVAC contractors to register with the state. In 2007, the New Jersey legislature authorized the establishment of a new board to issue HVAC contractors' licenses, but the board has not yet completed all of the draft regulations or fully issued licenses.

While only five states require HVAC contractors to obtain a license to do residential work, those that do impose significant burdens, earning the occupation a relatively high rank of 32nd compared to other occupations studied. Arizona and South Carolina each impose education/experience requirements, four years and one year, respectively. Arizona and Mississippi require applicants to pass two tests, while applicants in Oregon, South Carolina and Louisiana must pass one.

Insulation Contractor

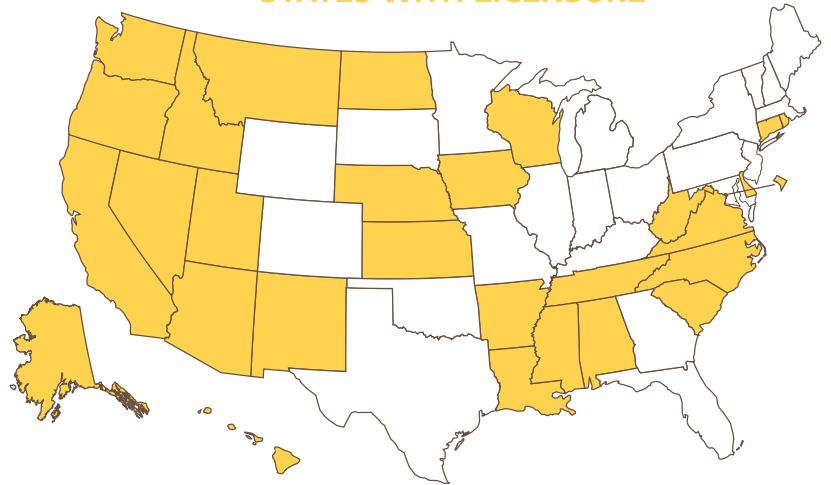
GENERAL/COMMERCIAL

- License required in 29 states
- 30th most burdensome licensing requirements
- 35th most widely and onerously licensed occupation

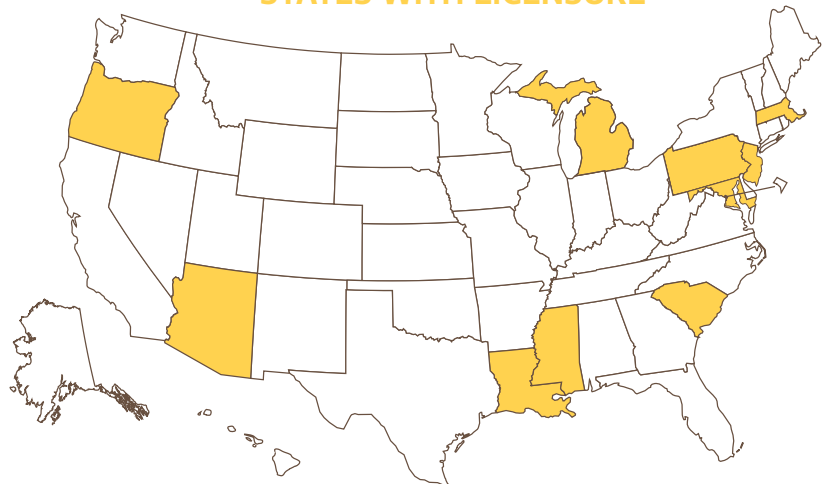
Insulation contractors contract with clients to line and cover structures with insulating materials. They may work with batt, roll or blown insulation materials.

Typically, only contractors require licenses, not insulators who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to insulation; the requirements are generally the same as a commercial license, and they are treated the same here.

STATES WITH LICENSURE



STATES WITH LICENSURE



RESIDENTIAL

- License required in 10 states
- 58th most burdensome licensing requirements
- 69th most widely and onerously licensed occupation

Twenty-nine states require a general contractor or commercial license for insulators who work on commercial properties. While many states only impose a fee on insulation contractors who work on commercial sites, 10 states require significant education and training, ranging from two to five years, and 15 states require at least one exam, which makes installing insulation the 30th most burdensome occupation of those studied.

Ten states require licenses for contractors who install insulation in residential properties. All 10 charge a fee, which averages \$277. Five states require contractors to pass at least one exam, and two establish a minimum of age of 18 for employment. Arizona, Maryland and South Carolina impose education and training requirements of at least one year.

Interior Designer

- License required in 4 states
- Most burdensome licensing requirements
- 78th most widely and onerously licensed occupation

Interior designers plan, design and furnish interiors of residential, commercial or industrial buildings. They formulate design that is practical, aesthetic and conducive to intended purposes, such as raising productivity, selling merchandise or improving life style.

STATES WITH LICENSURE



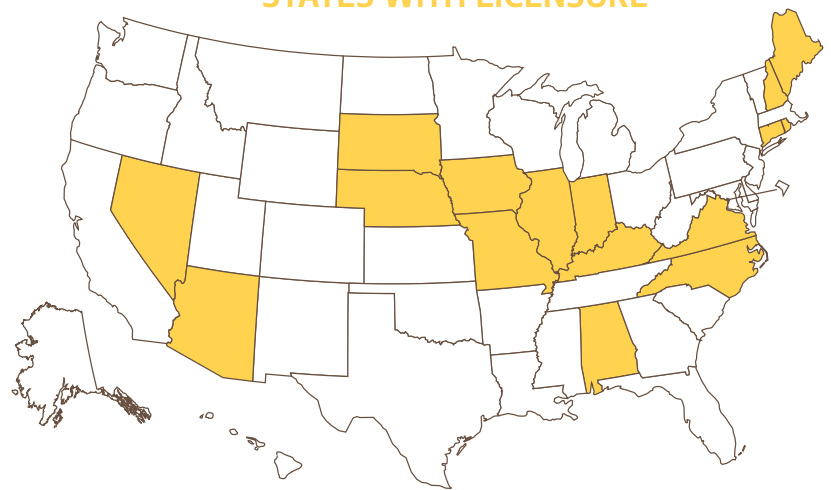
Only the District of Columbia and three states, Nevada, Louisiana and Florida, require interior designers to obtain licenses, and Florida's license is limited to interior designers working on commercial spaces. However, the process for obtaining a license in these jurisdictions is the most onerous of all the occupations studied. Applicants are forced to undergo six years of education and apprenticeship and pass an exam before they can go into business.

Interpreter, Sign Language

- License required in 16 states
- 62nd most burdensome licensing requirements
- 57th most widely and onerously licensed occupation

Sign language interpreters translate or interpret sign language into another language for others.

STATES WITH LICENSURE



Licensing requirements are very consistent across the 16 states that license sign language interpreters. Each state requires two days of training with the exception of Missouri, which has no education or experience requirement. Each state also requires applicants to pass three exams, except Nevada, which requires five. Average fees amount to \$772.

Iron/Steel Contractor

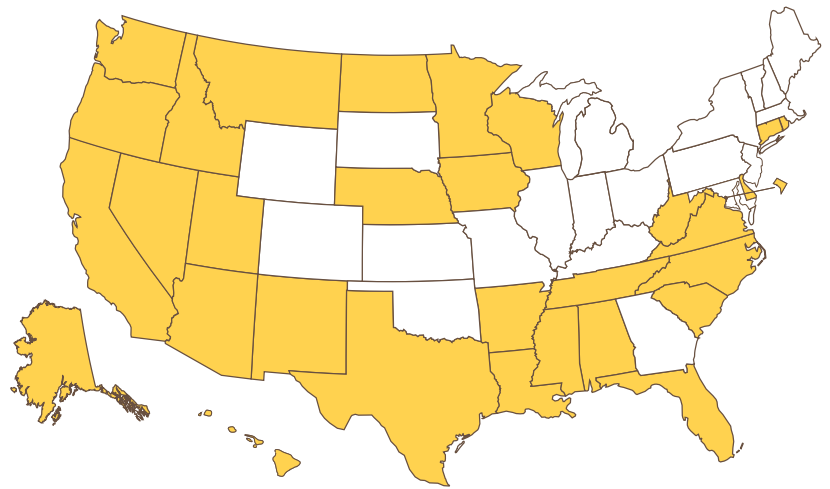
GENERAL/COMMERCIAL

- License required in 31 states
- 21st most burdensome licensing requirements
- 24th most widely and onerously licensed occupation

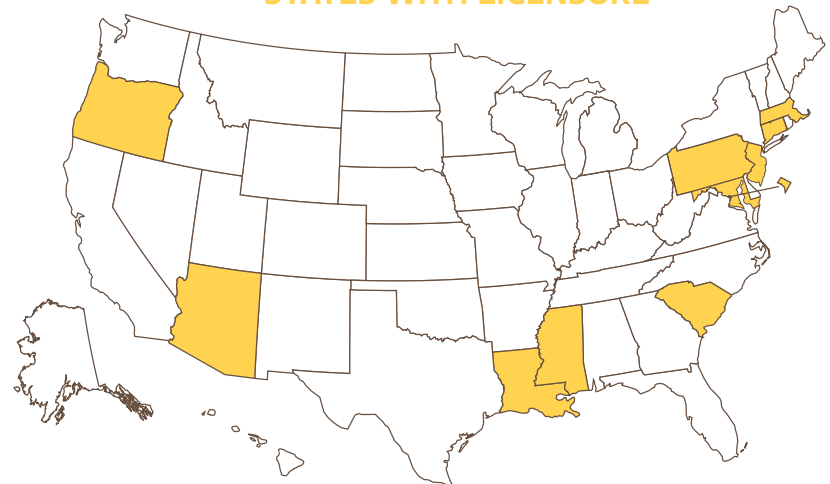
Iron and steel workers, also known as steel fabricators or welders, raise, place and unite iron or steel girders, columns and other structural members to form completed structures or structural frameworks. They may also erect metal storage tanks and assemble prefabricated metal buildings.

Typically, only contractors require licenses, not iron/steel workers who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to iron steel workers; the requirements are generally the same as a commercial license, and they are treated the same here.

STATES WITH LICENSURE



STATES WITH LICENSURE



RESIDENTIAL

- License required in 11 states
- 49th most burdensome licensing requirements
- 63rd most widely and onerously licensed occupation

Thirty states and the District of Columbia require a general contractor or commercial license for iron/steel contractors—the 24th most widely and onerously licensed occupation of those studied. The requirements vary widely across the states, with 13 states imposing only a fee and sometimes a minimum age and an additional seven states imposing a fee and an exam or two. However, 11 states impose experience requirements that take two to five years to satisfy. On average, states require a \$329 fee, 459 days of experience and one exam—the 21st most burdensome licensing requirements.

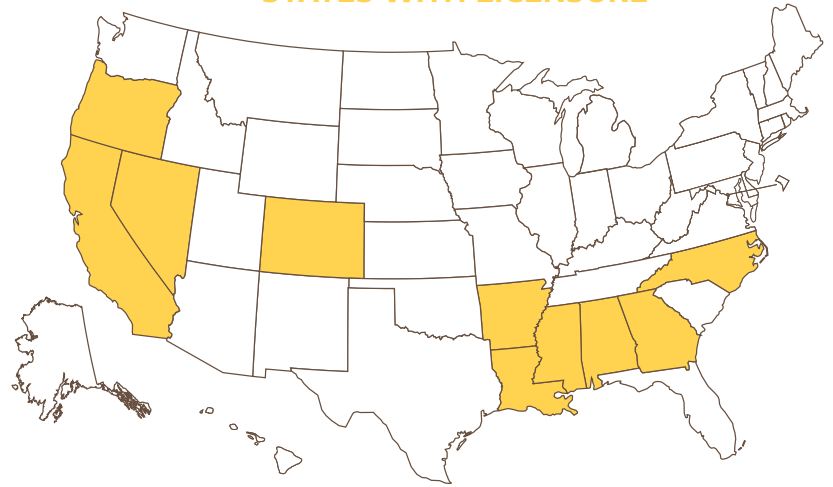
Eleven states license residential iron/steel contractors, and again, most of these demand only fees or other minimal requirements. Three states impose substantial experience requirements, however: four years in Arizona, two years in Maryland and one year in South Carolina. Six states require exams.

Landscape Contractor

- License required in 10 states
- 36th most burdensome licensing requirements
- 65th most widely and onerously licensed occupation

Landscape contractors landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation and installation of mortarless segmental concrete masonry wall units. Typically, only contractors require licenses, not those who work for them.

STATES WITH LICENSURE



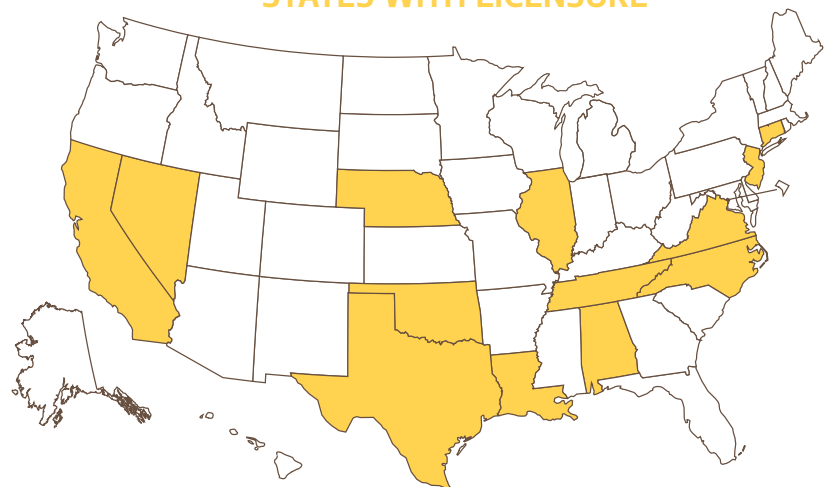
Requirements for a landscape contractors' license vary widely. Three states only require applicants to pay a fee. California, North Carolina and Mississippi require applicants to attain two to four years of education and apprenticeship, while the other seven states require no education or training. On average, states require would-be landscape contractors to pay an average fee of \$117 and pass one exam. The occupation has the 36th most burdensome licensing requirements of those studied.

Locksmith

- License required in 13 states
- 69th most burdensome licensing requirements
- 60th most widely and onerously licensed occupation

Locksmiths repair and open locks; make keys; change locks and safe combinations; and install and repair safes.

STATES WITH LICENSURE

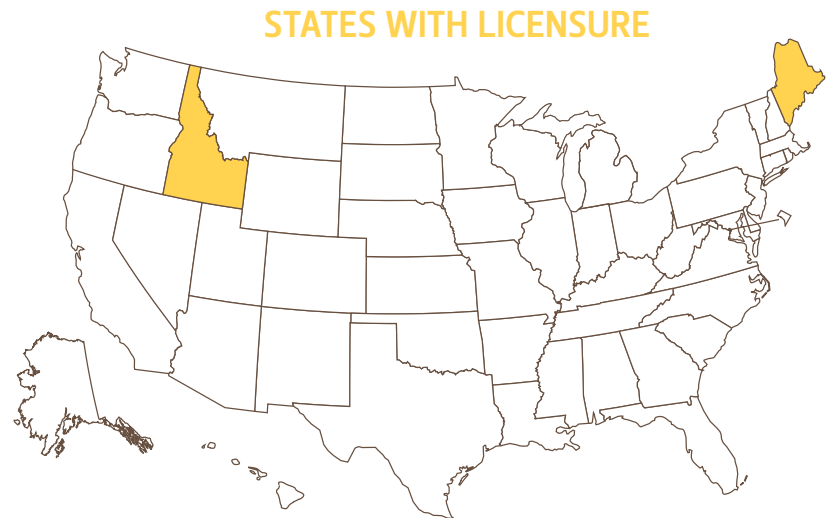


Thirteen states require locksmiths to obtain licenses. Save for New Jersey's lengthy three-year-plus education/experience requirement, requirements are relatively consistent across states. Only three other states impose any education/experience requirement and never for more than 16 days. On average, aspiring locksmiths must pay \$147 in fees and pass one exam.

Log Scaler

- License required in 2 states
- 34th most burdensome licensing requirements
- 93rd most widely and onerously licensed occupation

Log scalers grade logs or estimate the marketable content or value of logs or pulpwood in sorting yards, millpond, log deck or similar locations. They also inspect logs for defects or measure logs to determine volume.

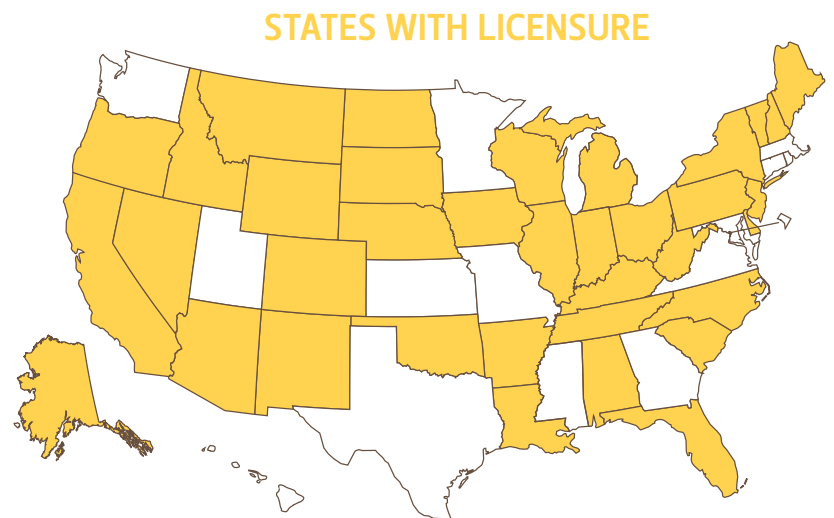


Though only Maine and Idaho license log scalers, the occupation ranks a relatively high 34th in terms of most burdensome requirements because both states require applicants to pass two exams, and Maine mandates two years of experience/education.

Makeup Artist

- License required in 36 states
- 40th most burdensome licensing requirements
- 22nd most widely and onerously licensed occupation

Makeup artists apply makeup to performers to reflect period, setting and situation of their roles.



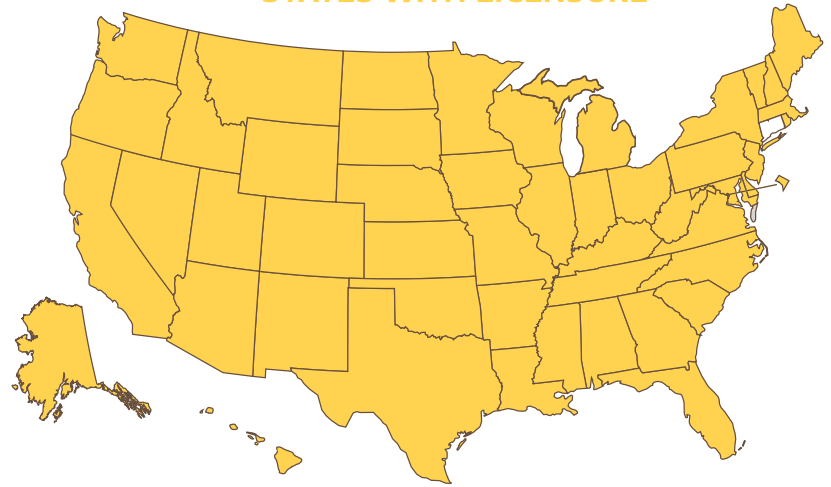
Thirty-six states license makeup artists. In most of these states, makeup or cosmetics clearly falls within the definition of “cosmetologist” or “esthetician,” and makeup artists in those states are required to earn those licenses. In other states, it is not clear that makeup artists fit the definition, but the exclusion of certain makeup artists (such as those working on theatrical productions or sellers of cosmetics) suggests that they do. Louisiana has a separate license for makeup artists. The occupation ranks a relatively high 40th among the occupations studied in terms of burdensome requirements because states consistently require three to nine months of education and experience, two exams and an average of \$116 in fees to get a license.

Manicurist

- License required in 50 states
- 65th most burdensome licensing requirements
- 14th most widely and onerously licensed occupation

Manicurists and pedicurists, also known as nail technicians, clean and shape customers' fingernails and toenails and may polish or decorate nails.

STATES WITH LICENSURE



Forty-nine states and the District of Columbia require a license to work as a manicurist; only Connecticut does not. On average, these laws cost aspiring manicurists 87 days in education and training and \$91 in fees and require them to take two exams—the 65th most burdensome requirements of the 102 occupations studied. However, because manicurists are licensed so widely, it ranks as the 14th most widely and onerously licensed occupation.

License requirements for manicurists vary widely across states. Alabama has the most burdensome requirements at 163 days lost to education and training, two exams and \$135 in fees, while another 13 states require 100 days or more. At the other end of the spectrum, Iowa requires only nine days and one exam and Alaska only about three days and two exams.

Mason Contractor

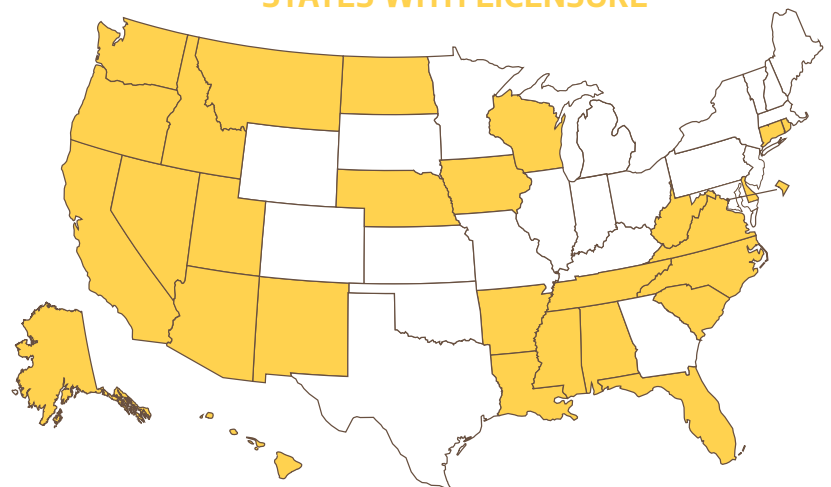
GENERAL/COMMERCIAL

- License required in 29 states
- 16th most burdensome licensing requirements
- 29th most widely and onerously licensed occupation

Mason contractors contract with clients to lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block and terra-cotta block, with mortar and other substances to construct or repair walls, partitions, arches, sewers and other structures.

Typically, only contractors require licenses, not masons who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to masonry; the requirements are generally the same as a commercial license, and they are treated the same here.

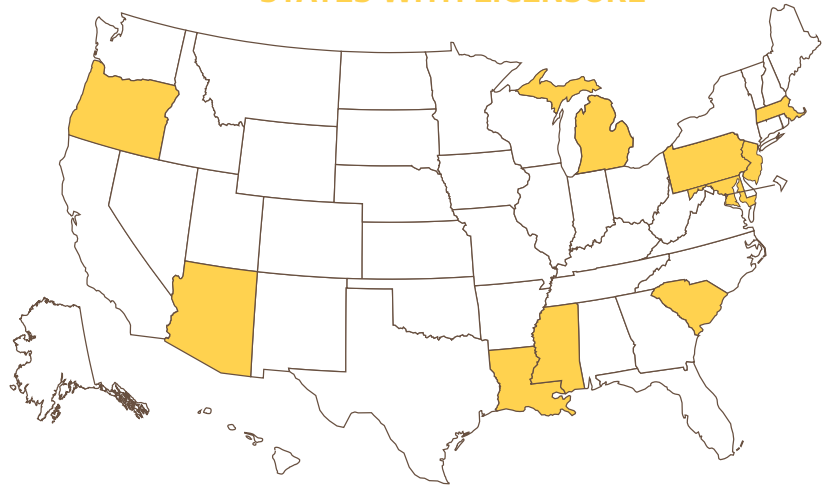
STATES WITH LICENSURE



RESIDENTIAL

- License required in 10 states
- 64th most burdensome licensing requirements
- 70th most widely and onerously licensed occupation

STATES WITH LICENSURE



Twenty-nine states require a general contractor or commercial license for masons, the 29th most widely and onerously licensed occupation of those studied. Though many states impose only a fee on would-be mason contractors, 10 states require two to five years of what amounts to an apprenticeship, and Florida requires a four-year degree, making the occupation the 16th most burdensome to enter.

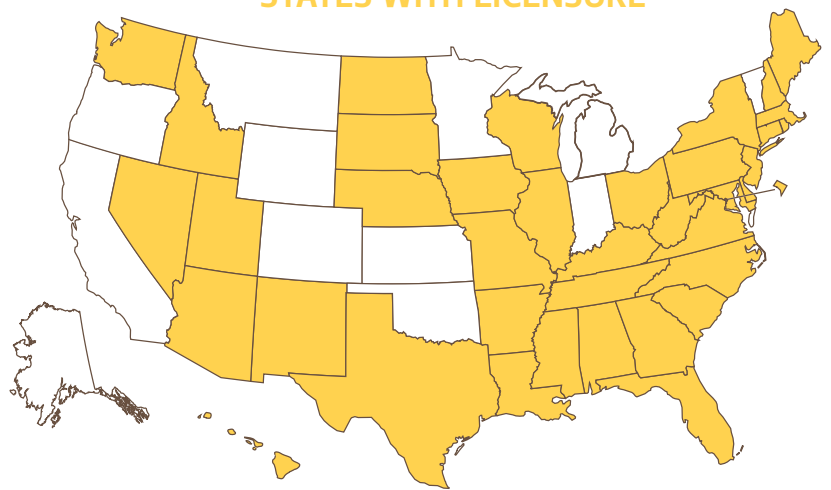
Ten states require mason contractors to obtain a license to do residential work. While some states only impose a fee, Maryland, Arizona and South Carolina require one to two years of education/experience. Michigan, Louisiana and Mississippi require two exams.

Massage Therapist

- License required in 39 states
- 50th most burdensome licensing requirements
- 18th most widely and onerously licensed occupation

Massage therapists massage customers for hygienic or remedial purposes.

STATES WITH LICENSURE



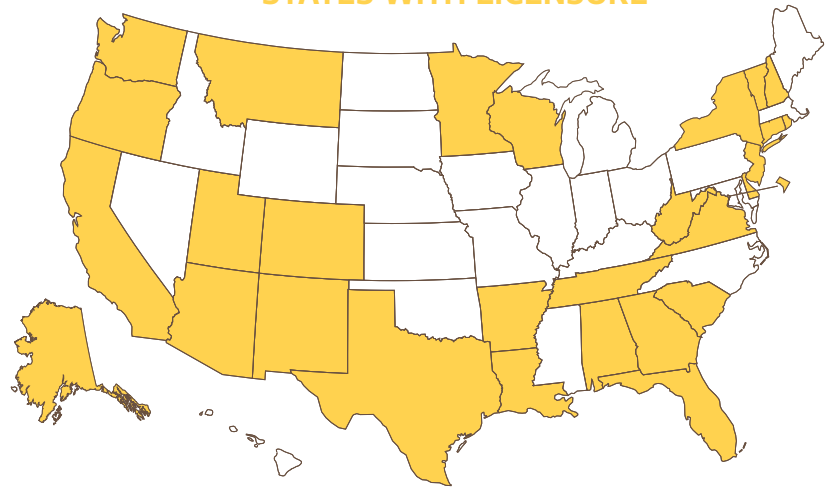
Thirty-nine states license massage therapists. Twenty-five states require nearly four months of education and training, while others require more, up to about 11 months in Maryland. Other requirements for massage therapists are fairly consistent across states, with all states requiring passage of at least one exam and nearly all states imposing a minimum age on practitioners. On average, licensure costs applicants \$181 in fees and 139 days of education/experience, the 50th most burdensome requirements. Because it is licensed in 39 states, it ranks as the 18th most widely and onerously licensed occupation.

Midwife

- License required in 29 states
- 7th most burdensome licensing requirements
- 21st most widely and onerously licensed occupation

Midwives provide prenatal care and childbirth assistance.

STATES WITH LICENSURE



Twenty-eight states and the District of Columbia require a license to work as a midwife. On average, these laws cost aspiring midwives 700 days in education and training, \$619 and require them to take an exam—the 7th most burdensome set of requirements among the occupations studied.

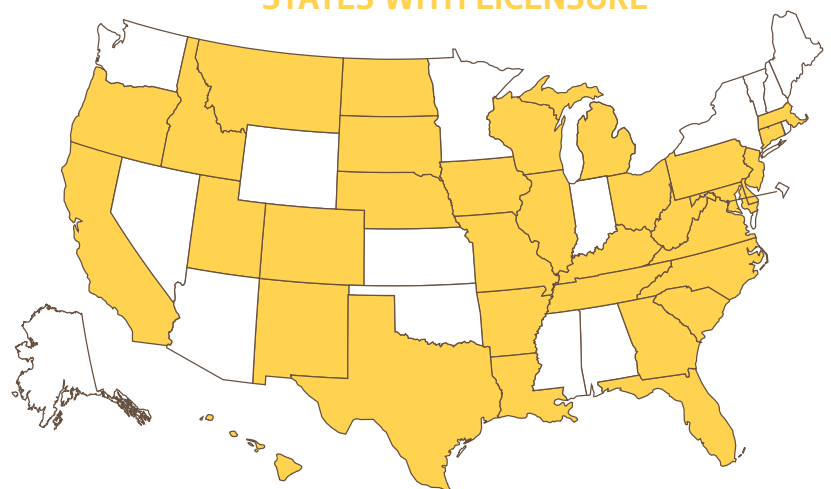
The education and experience requirements are relatively consistent among the states that license midwives: All but three require two years of education and experience. Florida requires three years, while California requires less than one year, and Arkansas has no requirement at all. Licensing fees, on the other hand, range from \$100 in several states to \$3,688 in Alaska. Ten states mandate a minimum age ranging from 18 to 21, while 13 states require aspiring midwives to pass 12th grade.

Milk Sampler

- License required in 34 states
- 97th most burdensome licensing requirements
- 39th most widely and onerously licensed occupation

Milk samplers collect milk samples from farms, dairy plants and tank cars and trucks for laboratory analysis. They remove samples from bulk tanks, tankers or milking machines, using dipper or pipette, and pour samples into sterile bottles. Workers weigh samples, label bottles with origin of sample and pack samples in dry ice. Milk samplers transport samples to laboratory for bacteriological and butterfat content analysis, contact potential customers to explain benefits of testing program to sell milk testing service and may assist customers in interpreting sample test results to maximize benefits to customers. Samplers may also maintain individual milk production records for each cow in a customer's herd.⁴

STATES WITH LICENSURE



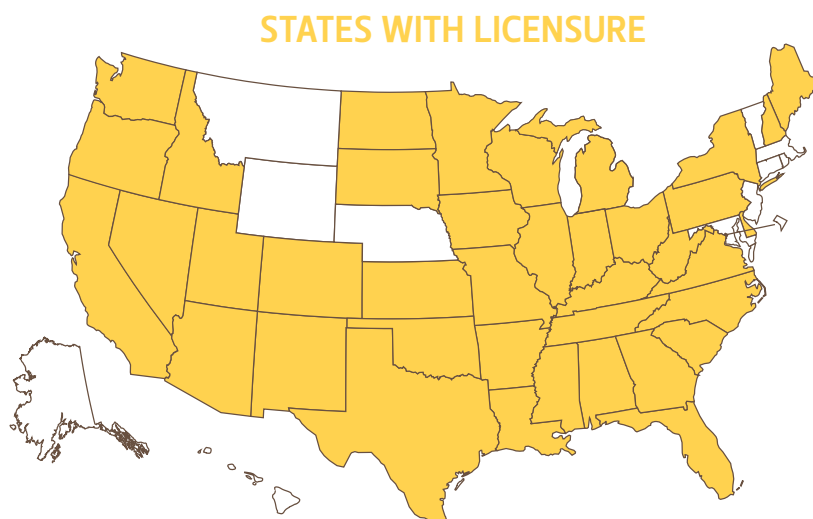
Thirty-four states require milk samplers to obtain licenses. Of those, 28 require milk samplers to pass a test and pay a fee averaging \$18. Kentucky, North Dakota, Texas and New Mexico each require a day of education and training. Only Oregon requires a minimum age of 18. South Carolina only requires milk samplers to register with the state. The occupation has some of the least burdensome entry requirements in the study, but because it is licensed in so many states, it ranks as the 39th most widely and onerously licensed occupation.

⁴Definition from occupationalinfo.org.

Mobile Home Installer

- License required in 39 states
- 41st most burdensome licensing requirements
- 16th most widely and onerously licensed occupation

Mobile home installers move or install mobile homes or prefabricated buildings.

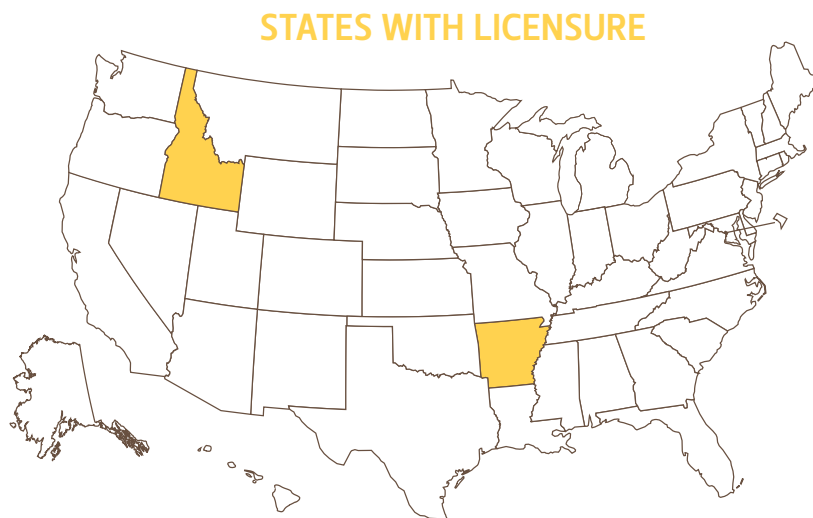


Thirty-nine states require mobile home installers to obtain licenses—making the occupation the 16th most widely and onerously licensed of the 102 studied. All but six of the 39 states require would-be installers to pass an exam. States levy an average fee of \$337, led by Arkansas, which demands \$2,750. California requires aspiring installers to acquire four years of experience; 15 states require six months to two years of education or training; 23 states require three days or fewer.

Nursery Worker

- License required in 2 states
- 101st most burdensome licensing requirements
- 97th most widely and onerously licensed occupation

Nursery workers work in nursery facilities or at customer location planting, cultivating, harvesting and transplanting trees, shrubs or plants.



Two states require nursery workers to obtain licenses, making it the 97th most widely and onerously licensed occupation of the 102 studied. Neither state requires more than a fee, however, which is \$10 in Arkansas to \$100 in Idaho.

Optician

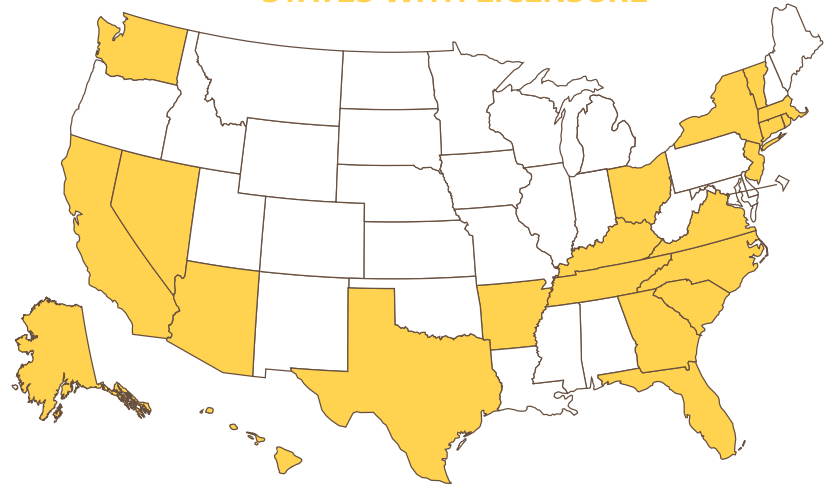
- License required in 22 states
- 6th most burdensome licensing requirements
- 42nd most widely and onerously licensed occupation

Opticians, also known as dispensing opticians and optical technicians, design, measure, fit and adapt lenses and frames for a client according to written optical prescription or specification, assist clients with selecting frames, measure customers for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Opticians also prepare work orders for optical laboratories containing instructions for grinding and mounting lenses in frames, verify exactness of finished lens spectacles, adjust frame and lens position to fit clients and may shape or reshape frames.

Twenty-two states require a license to work as an optician. On average, these laws cost aspiring opticians nearly two years in education and training and \$184 in fees and require them to take three exams—the sixth most burdensome requirements of the 102 occupations studied.

Many states require a minimum of 12th grade and 18 years of age, but otherwise, license requirements for opticians vary widely. Nevada has the most burdensome requirements at more than three years lost to education and training, three exams and \$350 in fees. At the other end of the spectrum, Texas requires only one day of training, two exams and \$105 in fees, and California requires two exams and \$141 in fees.

STATES WITH LICENSURE

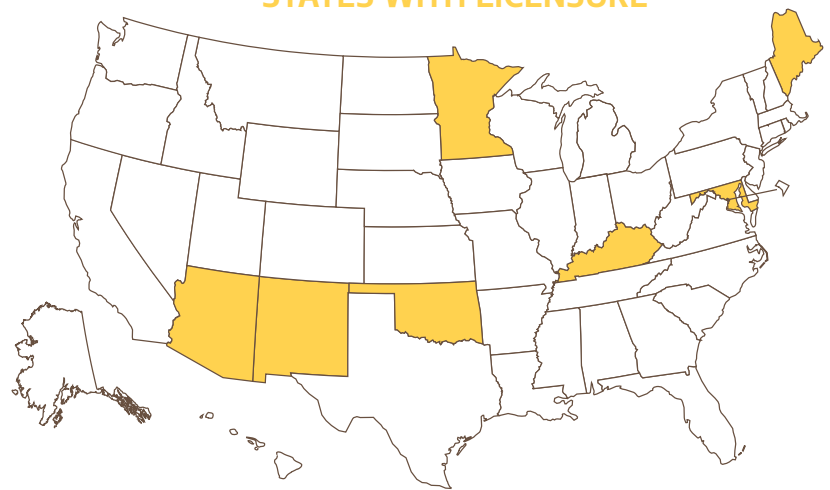


Packager

- License required in 7 states
- 102nd most burdensome licensing requirements
- 84th most widely and onerously licensed occupation

Packers pack or package by hand a wide variety of products and materials.

STATES WITH LICENSURE



Seven states require packagers to obtain licenses, and it is the least burdensome of the occupations studied. The laws require packagers to pay a fee ranging from \$20 in Kentucky to \$150 in Arizona, for an average of \$54.

Painting Contractor

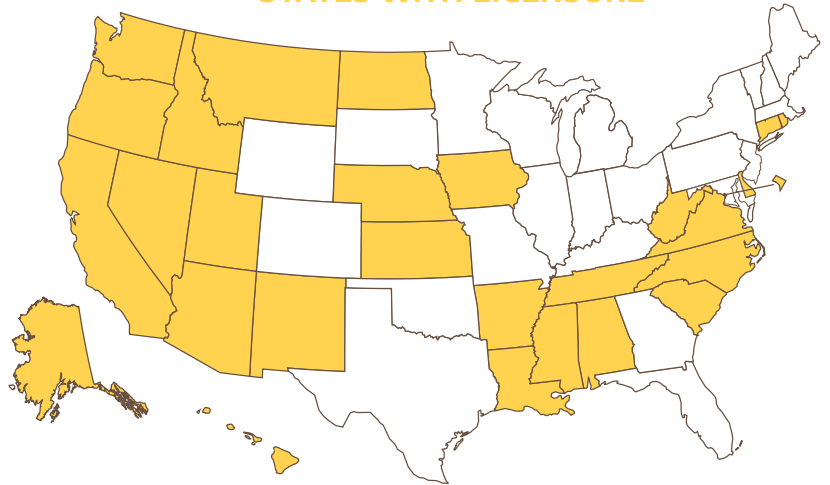
GENERAL/COMMERCIAL

- License required in 28 states
- 28th most burdensome licensing requirements
- 38th most widely and onerously licensed occupation

Painting contractors contract with clients to paint walls, equipment, buildings, bridges and other structural surfaces, using brushes, rollers and spray guns. They may remove old paint to prepare a surface prior to painting and may also mix colors or oils to obtain desired color or consistency.

Typically, only contractors require licenses, not painters who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to painting; the requirements are generally the same as a commercial license, and they are treated the same here.

STATES WITH LICENSURE



STATES WITH LICENSURE



RESIDENTIAL

- License required in 10 states
- 56th most burdensome licensing requirements
- 67th most widely and onerously licensed occupation

Twenty-seven states and the District of Columbia require a general contractor or commercial license for painting contractors working commercial properties, though most demand only fees or a minimum age. However, the 10 states that require experience—effectively an apprenticeship working for an already-licensed contractor—impose high burdens, ranging from two years in New Mexico and South Carolina to five years in Arkansas. Fourteen states require one or two exams. The experience and exam requirements account for the occupation's relatively high burden rank of 28th among occupations studied.

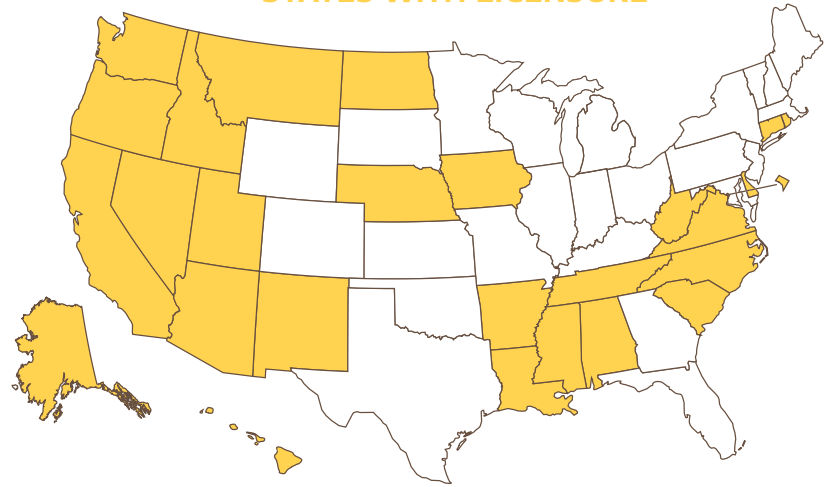
Ten states license residential painting contractors, and again most of these demand only fees or other minimal requirements. Three states impose substantial experience requirements, however: two years in Arizona and Maryland and one year in South Carolina. Five states require exams.

Paving Equipment Operator Contractor

- License required in 27 states
- 23rd most burdensome licensing requirements
- 40th most widely and onerously licensed occupation

Paving equipment operators operate equipment used for applying concrete, asphalt or other materials to road beds, parking lots or airport runways and taxiways, or equipment used for tamping gravel, dirt or other materials. Typically, only contractors require licenses, not operators who work for them.

STATES WITH LICENSURE



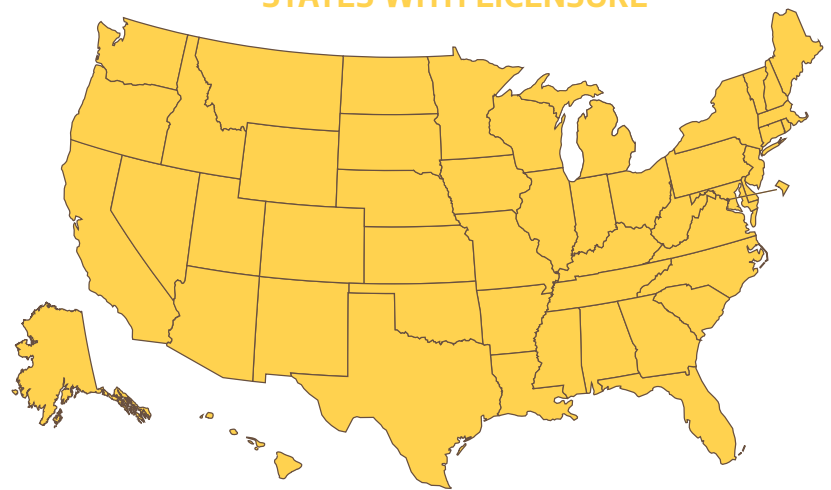
Twenty-six states and the District of Columbia license paving equipment operator contractors. The process to obtain a license is the 23rd most burdensome of the 102 occupations studied. Fifteen states require applicants to pass at least one exam. Average fees amount \$332. While most states do not stipulate that applicants acquire a specific amount of education and experience, the 10 that do require a significant amount. Arkansas requires five years, while Oregon, Nevada, Hawaii, Arizona and California each require four. Kansas only requires contractors to register with the state.

Pest Control Applicator

- License required in 51 states
- 51st most burdensome licensing requirements
- 9th most widely and onerously licensed occupation

Pest control workers spray or release chemical solutions or toxic gases and set traps to kill pests and vermin, such as mice, termites and roaches that infest buildings and surrounding areas.

STATES WITH LICENSURE



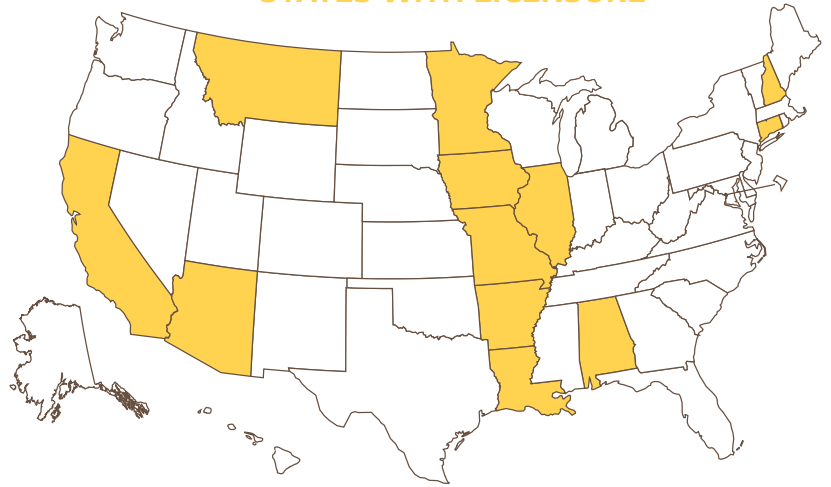
All 50 states and the District of Columbia license pest control workers, which accounts for the occupation's rank as the ninth most widely and onerously licensed of the 102 studied. Most states do not impose education and training requirements; however, the few that do place significant burdens on aspiring pest control workers, led by Tennessee and Louisiana, which require four years of education and training. Many states impose a minimum age of 16 to 18, and all states require applicants to pass at least one test.

Pharmacy Technician

- License required in 12 states
- 46th most burdensome licensing requirements
- 61st most widely and onerously licensed occupation

Pharmacy technicians prepare medications under the direction of a pharmacist. Workers may measure, mix, count out, label and record amounts and dosages of medications.

STATES WITH LICENSURE



Twelve states require pharmacy technicians to obtain a license, though most simply impose a fee averaging \$67. Seven states establish a minimum age of 16 to 18. Only Montana requires pharmacy techs to pass an exam. Three states—California, Arizona and Illinois—impose significant education and training requirements of two years.

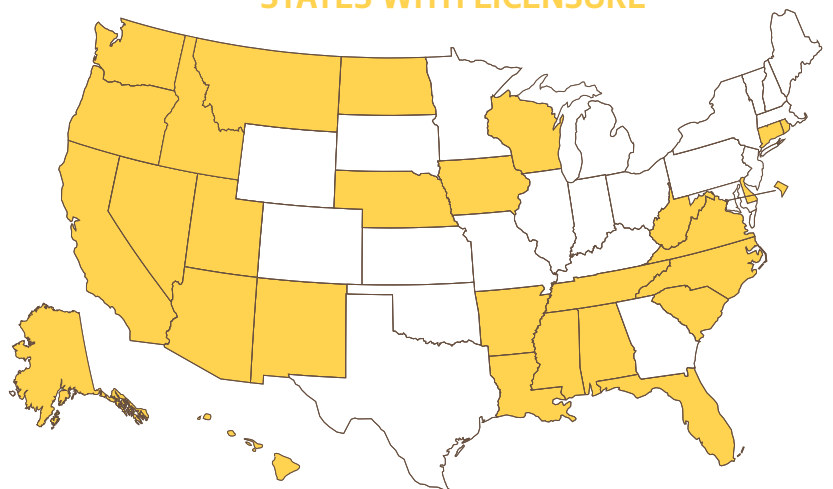
Pipelayer Contractor/Non-Contractor

CONTRACTOR

- License required in 29 states
- 20th most burdensome licensing requirements
- 30th most widely and onerously licensed occupation

Pipelayers lay pipe for storm or sanitation sewers, drains and water mains. They may perform any combination of the following tasks: grade trenches or culverts, position pipe or seal joints.

STATES WITH LICENSURE



continued next page

NON-CONTRACTOR

- License required in 1 state
- 81st most burdensome licensing requirements
- 99th most widely and onerously licensed occupation

STATES WITH LICENSURE



Twenty-eight states and the District of Columbia require pipelayer contractors to obtain a general contractor license. While many states do not require any education or training, the 11 that do impose high burdens ranging from two years in Virginia and Utah to five years in Arkansas. Sixteen states require pipelayer contractors to pass at least one test. Fees range from \$30 in Idaho to \$1,030 in Nevada. These rules account for the occupation's rank of 20th most burdensome licensing requirements among the 102 studied.

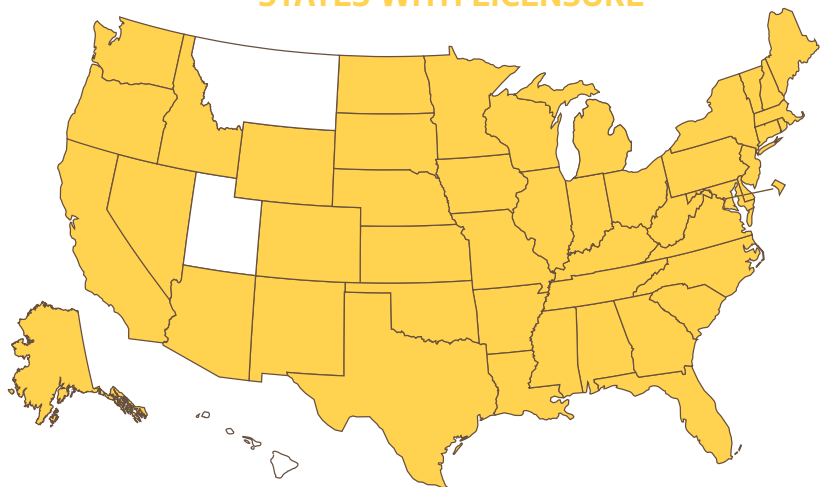
Wisconsin has a separate license for non-contractor pipelayers, which requires a fee and that the worker be 18 or older.

Preschool Teacher

- License required in 49 states
- 2nd most burdensome licensing requirements
- Most widely and onerously licensed occupation

Preschool teachers instruct children (normally up to five years of age) in activities designed to promote social, physical and intellectual growth needed for primary school in preschool, day care center or other child development facility.

STATES WITH LICENSURE



Preschool teaching is the most widely and onerously licensed of the 102 occupations studied. Forty-eight states and the District of Columbia require a license to work as a preschool teacher; only Montana and Utah do not. Moreover, the process of acquiring a license is consistently onerous: All but five of the 48 states require teachers to acquire five years of education and training. New Jersey and Florida require four years, North Dakota requires two, and South Dakota and California require one. Thirty-one states require teachers to pass at least two licensing exams, and 45 require at least one.

Psychiatric Aide

- License required in 2 states
- 45th most burdensome licensing requirements
- 94th most widely and onerously licensed occupation

Psychiatric aides assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff.

STATES WITH LICENSURE



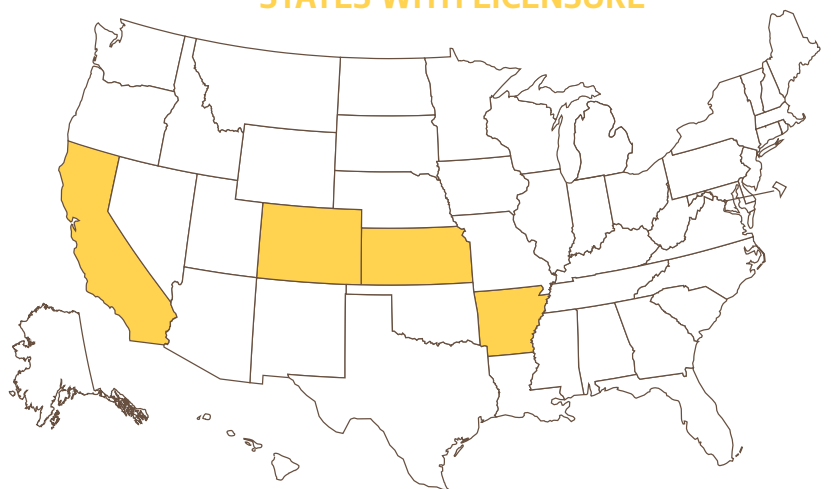
While only two states, California and Missouri, require psychiatric aides to obtain a license, the process is relatively onerous—45th out of 102 occupations studied. Each state mandates aides acquire more than 200 days of education and training. In California, aspiring psychiatric aides must pass an exam. In Missouri, they must have at least a 12th grade education.

Psychiatric Technician

- License required in 4 states
- 35th most burdensome licensing requirements
- 89th most widely and onerously licensed occupation

Psychiatric technicians care for mentally impaired or emotionally disturbed individuals, following physician instructions and hospital procedures. Workers monitor patients' physical and emotional well-being and report to medical staff. They may participate in rehabilitation and treatment programs, help with personal hygiene and administer oral medications and hypodermic injections.

STATES WITH LICENSURE



Only four states—California, Arkansas, Kansas and Colorado—require psychiatric technicians to obtain a license. However, the process is relatively difficult—35th most burdensome of the 102 occupations studied. Each state requires more than 200 days of education and the successful completion of a licensing exam. In these states, aspiring techs must pay a fee averaging \$162 and have a 12th grade education.

School Bus Driver

- License required in 51 states
- 25th most burdensome licensing requirements
- 6th most widely and onerously licensed occupation

School bus drivers transport students or special clients, such as the elderly or persons with disabilities. Drivers ensure adherence to safety rules and may assist passengers in boarding or exiting.

STATES WITH LICENSURE



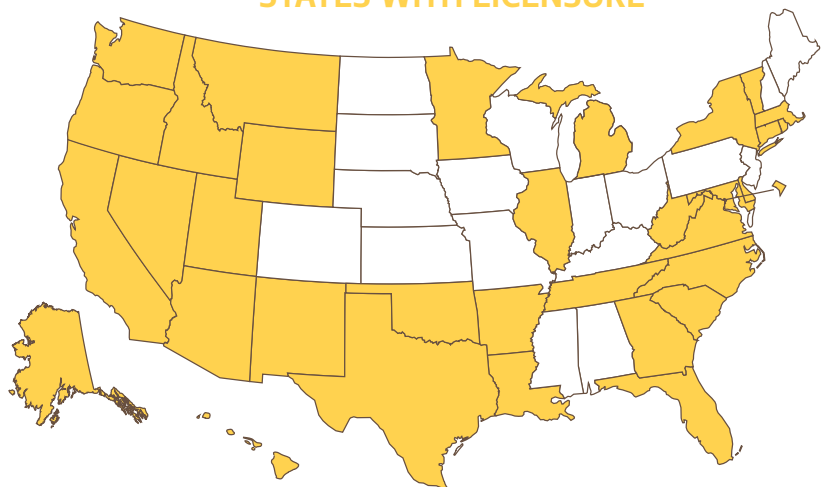
All 50 states and the District of Columbia require a license for school bus drivers. Every state requires at least six exams; Rhode Island requires seven, and West Virginia and Arizona require eight. Every state imposes fees ranging from nine dollars (Montana) to \$239 (Oregon) and minimum age requirements of 18 or 21. West Virginia also requires that applicants complete the 12th grade. Twenty states require that applicants have previous driving experience in the form of possessing a driver's license for anywhere from six months (North Carolina) to five years (Florida and Montana). Of those 20 states, 15 also require a short course or other form of training. Twenty-two states require only a short course or behind-the-wheel training ranging from one to 10 days. Eight states and D.C. have no experience or training requirement. These requirements rank as the 25th most burdensome among occupations studied. Because school bus drivers are licensed everywhere, the occupation ranks as the sixth most widely and onerously licensed.

Security Alarm Installer

- License required in 34 states
- 12th most burdensome licensing requirements
- 17th most widely and onerously licensed occupation

Security alarm installers, also known as security alarm technicians, install, program, maintain and repair security alarm wiring and equipment and ensure that work is in accordance with relevant codes.

STATES WITH LICENSURE



Thirty-three states and the District of Columbia require a license to work as a security alarm installer. On average, these requirements cost aspiring security alarm installers 535 days of education and training, \$213 in licensing fees and require them to take one exam—the 12th most burdensome requirements of the 102 occupations studied.

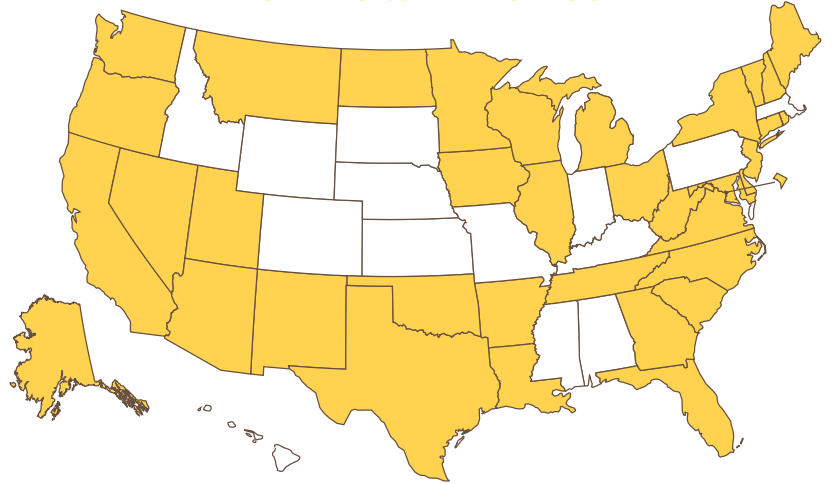
License requirements for security alarm installers vary widely across states. For example, Delaware only requires the installer to register, whereas Vermont has the most burdensome requirements at more than five years lost to experience, \$250 in fees and one exam. In 17 of the 34 states, security alarm installers are required to have a year or more of experience, often to obtain a level of electrician's license, while another 14 states do not require any education or experience.

Security Guard

- License required in 37 states
- 73rd most burdensome licensing requirements
- 25th most widely and onerously licensed occupation

Security guards guard, patrol or monitor premises to prevent theft, violence or infractions of rules.

STATES WITH LICENSURE



Thirty-six states and the District of Columbia require security guards to obtain licenses, making security guard the 25th most widely and onerously licensed occupation. Requirements are relatively consistent across states. Most states charge aspiring security guards a fee averaging \$89 and establish a minimum age of 18. Twenty-four states have some education and training requirement, usually fewer than 10 days, though North Dakota requires 241 days and Michigan three years.

Shampooer

- License required in 5 states
- 80th most burdensome licensing requirements
- 87th most widely and onerously licensed occupation

Shampooers shampoo and rinse customers' hair.

STATES WITH LICENSURE



Five states require shampooers to obtain a license to do their job. It ranks as the 87th most widely and onerously licensed occupation studied. Requirements vary widely by state. The most stringent state, Tennessee, requires 70 days of training, a \$140 fee, two exams and a minimum age of 16. On the other end of the spectrum, Alabama merely requires shampooers to pay a \$40 fee and be at least 16.

Sheet Metal Contractor

GENERAL/COMMERCIAL

- License required in 28 states
- 14th most burdensome licensing requirements
- 32nd most widely and onerously licensed occupation

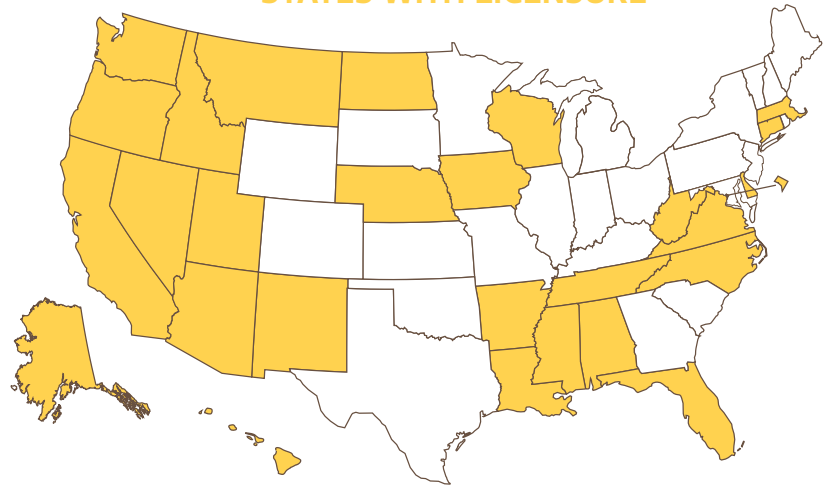
Sheet metal workers fabricate, assemble, install and repair sheet metal products and equipment, such as ducts, control boxes, drainpipes and furnace casings. Work may involve any of the following: setting up and operating fabricating machines to cut, bend and straighten sheet metal; shaping metal over anvils, blocks or forms using a hammer; operating soldering and welding equipment to join sheet metal parts; and inspecting, assembling and smoothing seams and joints of burred surfaces.

Typically, only contractors require licenses, not sheet metal workers who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to sheet metal working; the requirements are generally the same as a commercial license, and they are treated the same here.

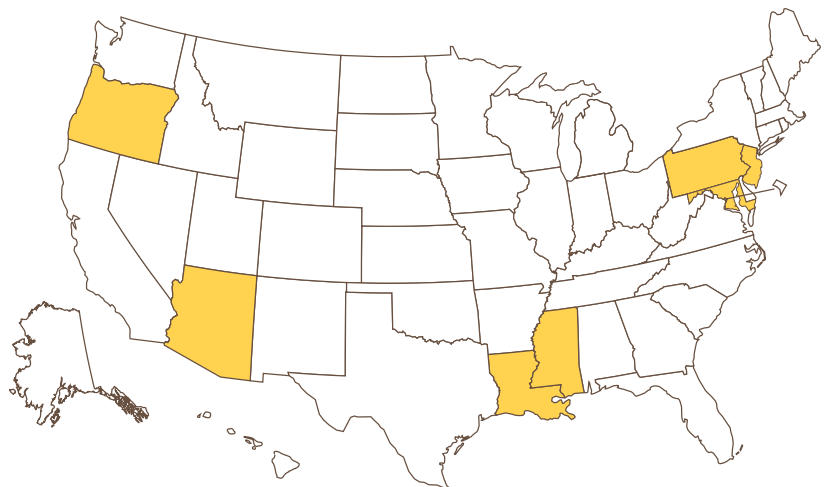
RESIDENTIAL

- License required in 7 states
- 52nd most burdensome licensing requirements
- 81st most widely and onerously licensed occupation

STATES WITH LICENSURE



STATES WITH LICENSURE



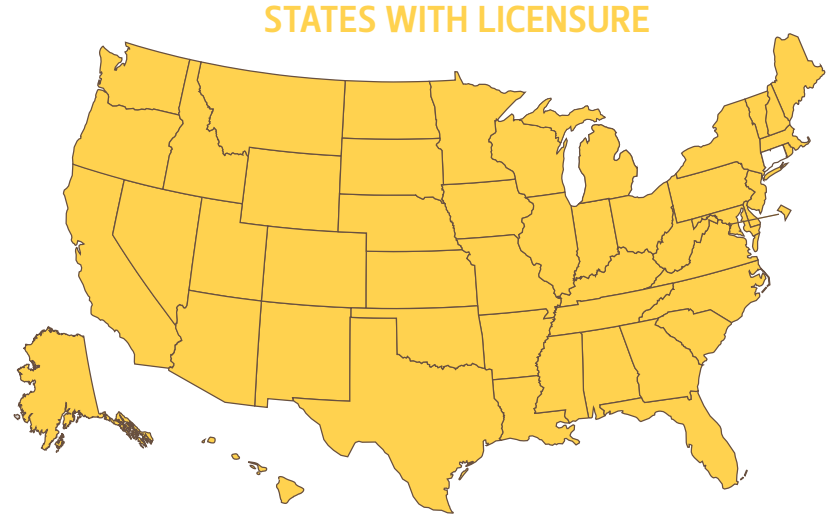
Twenty-seven states and the District of Columbia require a general contractor or commercial license for sheet metal work at commercial sites, making the occupation the 32nd most widely and onerously licensed of those studied. Twelve states require at least two years of education and training—led by Arkansas, which requires five years. States also charge hefty fees averaging \$292, led by Nevada, which charges \$1,030. Other states, like Idaho, Nebraska and Iowa, only require would-be contractors to pay a minimal fee. Commercial sheet metal contractors face the 14th most burdensome licensing requirements.

While only seven states require licenses for sheet metal work on residential properties, two of them—Arizona and Maryland—require a two-year apprenticeship and hefty fees. Four states require one exam, and Mississippi requires two. These requirements earn residential sheet metal contractors the rank of 52nd most burdensome licensing requirements among the 102 occupations studied.

Skin Care Specialist

- License required in 50 states
- 38th most burdensome licensing requirements
- 8th most widely and onerously licensed occupation

Skin care specialists, also known as estheticians, aestheticians, spa technicians and facialists, among other titles, provide skin care treatments to face and body to enhance an individual's appearance.



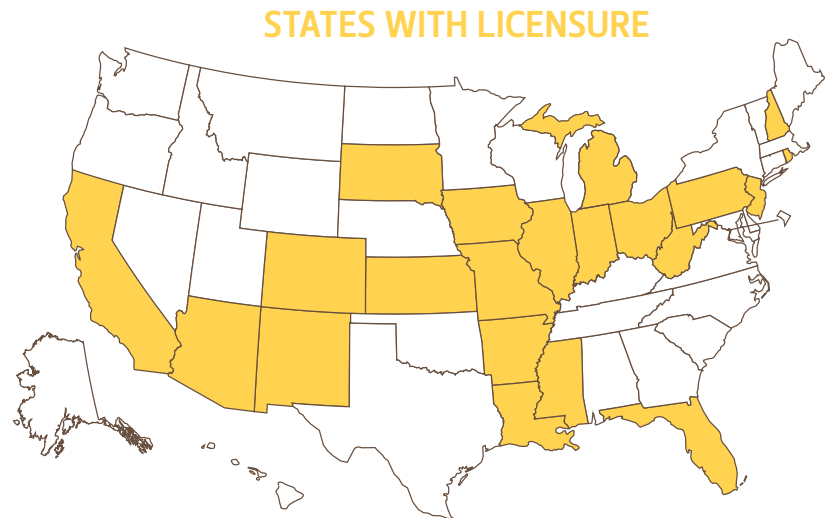
Except for Connecticut, every state and the District of Columbia require a license to work as a skin care specialist. On average, these laws cost those wishing to enter the occupation 149 days of education and training and \$120 in fees and require two exams, the 38th most burdensome requirements of those studied. Both because of the relatively high average burdens and because skin care specialists are licensed so widely, it is in the most widely and onerously licensed tier of occupations, ranking eighth overall.

Most states have minimum age and grade requirements for skin care specialists, as well as one or two exams. Education and experience requirements, however, show more variation. In Alabama and Florida, aspiring skin care specialists lose 280 days—more than nine months—to education and training, while those in Pennsylvania, Delaware and Massachusetts lose 70 days.

Slot Key Person

- License required in 21 states
- 84th most burdensome licensing requirements
- 52nd most widely and onerously licensed occupation

Slot key persons or slot supervisors coordinate/ supervise functions of slot department workers to provide service to patrons, handle and settle complaints of players and verify and payoff jackpots. They also reset slot machines after pay offs, make minor repairs or adjustments to slot machines, recommend removal of slot machines for repair, report hazards and enforce safety rules.



Twenty-one states require a license to work as a slot key person. The requirement is generally a fee, which averages \$199 and may also include a minimum age of 18 or 21. Fees range from \$60 in Kansas to \$750 in Michigan. Nevada's fees are set by the individual cities. Many states also require information such as a personal history statement, a background check and personal references. Slot key persons are the 52nd most widely and onerously licensed occupation of the 102 studied.

Social and Human Service Assistant

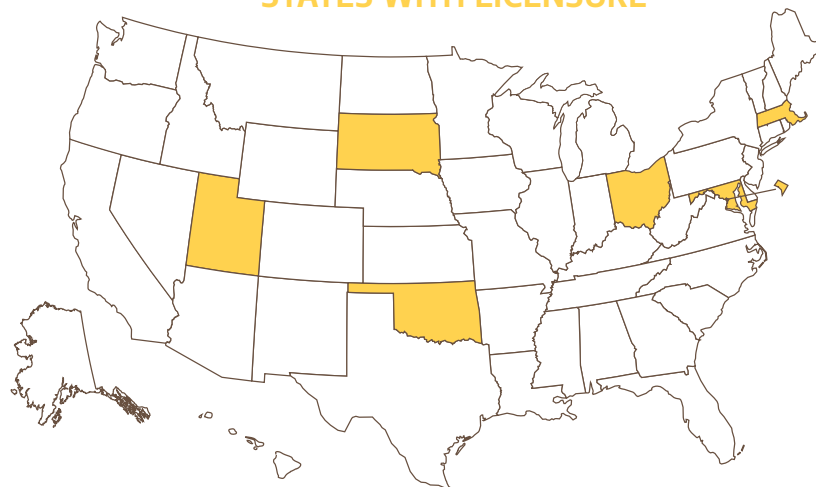
- License required in 7 states
- 4th most burdensome licensing requirements
- 66th most widely and onerously licensed occupation

Social and human service assistants assist professionals from a wide variety of fields, such as psychology, rehabilitation or social work, to provide client services, as well as support for families. They may assist clients in identifying available benefits and social and community services and help clients obtain them. They may also assist social workers with developing, organizing and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation or adult daycare.

Six states and the District of Columbia require a license for social service assistant work, generally regulated under social work licensing regimes. In Oklahoma, a licensed social work associate must earn a bachelor's degree in social work and have two years of post-graduate experience, costing those wishing to enter the occupation six years of study and training, in addition to passing a national exam. Three jurisdictions, D.C., Maryland and Utah, require a bachelor's degree and an exam, while three others, South Dakota, Massachusetts and Ohio, accept two years of study. Only Ohio does not require an exam.

These lengthy education and training requirements result in the occupation ranking as the fourth most difficult to enter among those studied. But because it is licensed in only seven jurisdictions, it is the 66th most widely and onerously licensed occupation overall.

STATES WITH LICENSURE



Still Machine Setter

- License required in 2 states
- 96th most burdensome licensing requirements
- 96th most widely and onerously licensed occupation

Still machine setters set up, operate or tend continuous flow or vat-type equipment; filter presses; shaker screens; centrifuges; condenser tubes; precipitating, fermenting or evaporating tanks; scrubbing towers; or batch stills. These machines extract, sort or separate liquids, gases or solids from other materials to recover a refined product. This may include dairy processing equipment operators.

Only two states license still machine setters, California and Washington, both for those operating pasteurizing equipment. The requirements are minimal—fees and two exams in California and just fees in Washington, making the occupation one of the least widely and onerously licensed among those studied.

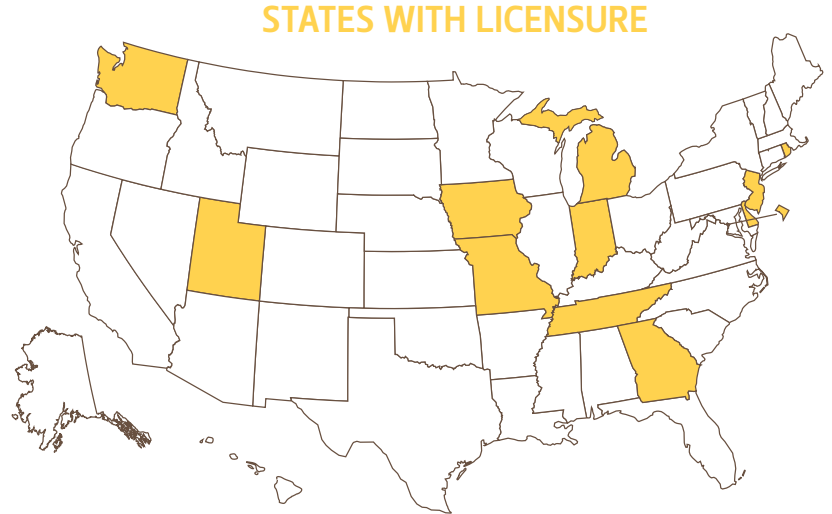
STATES WITH LICENSURE



Taxi Driver/Chauffeur

- License required in 12 states
- 82nd most burdensome licensing requirements
- 64th most widely and onerously licensed occupation

Taxi drivers and chauffeurs drive automobiles, vans or limousines to transport passengers and may occasionally carry cargo.

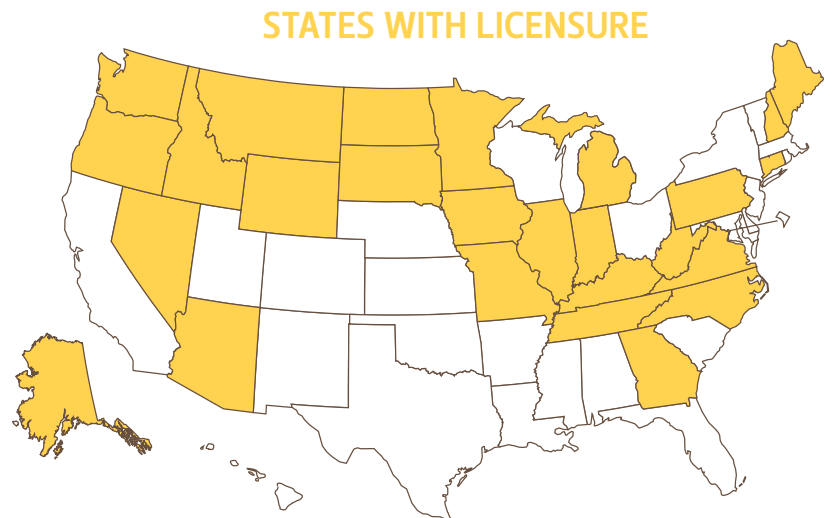


Eleven states and the District of Columbia require a special license for taxi drivers and chauffeurs. (Other regulations, such as caps on the number of available permits and discretionary permitting schemes, apply to this occupation in various cities. See page 27.) Two states and D.C. impose education and experience requirements costing prospective drivers about 12 days, and six states and D.C. require exams. Minimum age requirements are the most common.

Taxidermist

- License required in 26 states
- 100th most burdensome licensing requirements
- 46th most widely and onerously licensed occupation

Taxidermists prepare, stuff and mount skins of birds or animals in lifelike form.



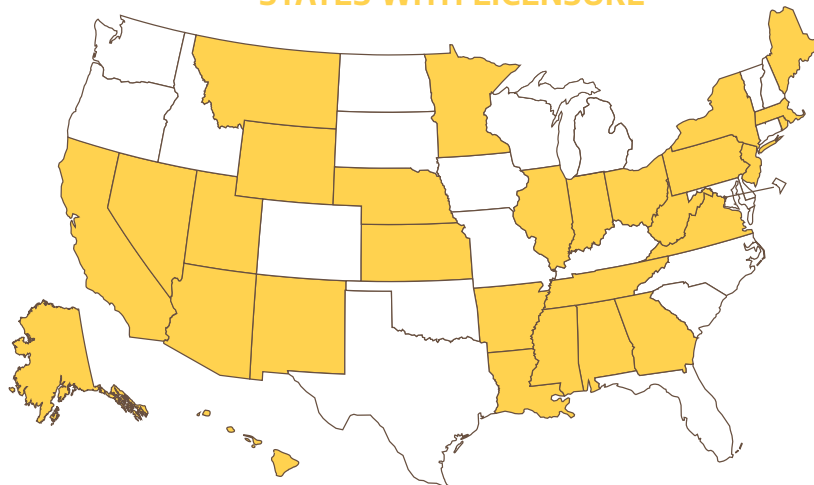
Twenty-six states require a license for taxidermists, though all but one require only an application and fees. Maine requires three exams. These light burdens result in the occupation ranking as one of the least difficult to enter in this study. Its ranking of 46th most widely and onerously licensed reflects the large number of states that require a license.

Teacher Assistant

- License required in 29 states
- 44th most burdensome licensing requirements
- 41st most widely and onerously licensed occupation

Teacher assistants, also known as teacher aides, paraprofessionals and paraeducators, perform duties that are instructional in nature or deliver direct services to students or parents. They serve in a position for which a teacher or another professional has ultimate responsibility for the design and implementation of educational programs and services.

STATES WITH LICENSURE



Teacher assistants require licenses in 29 states, though the requirements vary. (In addition, the federal No Child Left Behind Act sets special requirements for teaching assistants who work in schools that receive federal Title I funding.) Ten states require education or training, ranging from two years of coursework in Arkansas, California, Georgia and Hawaii or two years of training in Virginia and West Virginia, to less than three days of courses in Nebraska. Twenty-three states require an exam. The most common requirement, found in all regulated states but one, is completion of high school.

Teacher assistants face the 44th most burdensome average requirements, and the occupation ranks as the 41st most widely and onerously licensed.

Terrazzo Contractor

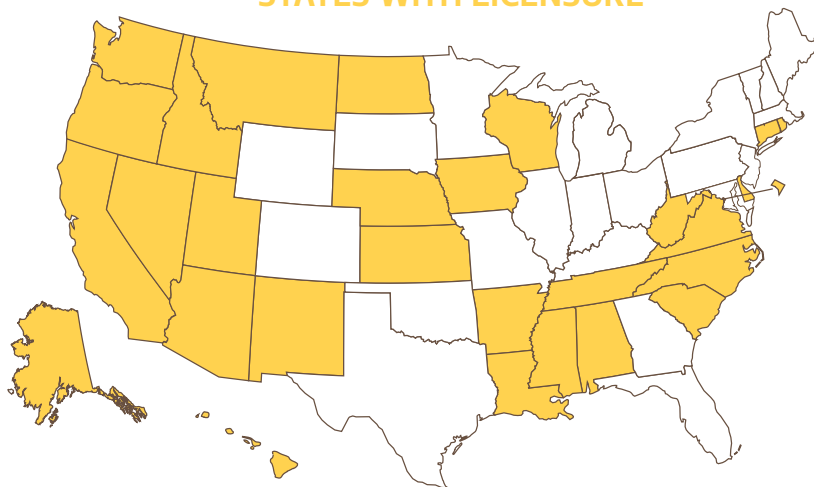
GENERAL/COMMERCIAL

- License required in 29 states
- 29th most burdensome licensing requirements
- 34th most widely and onerously licensed occupation

Terrazzo workers and finishers apply a mixture of cement, sand, pigment or marble chips to floors, stairways and cabinet fixtures to fashion durable and decorative surfaces.

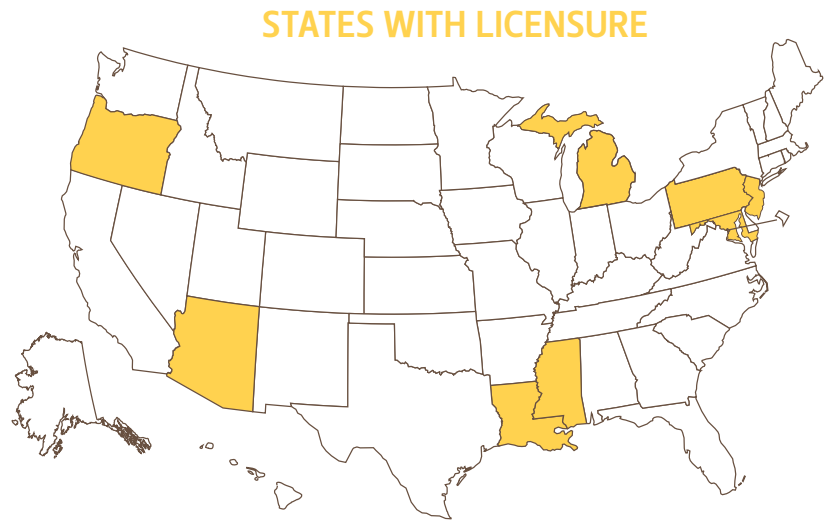
Typically, only terrazzo contractors require licenses, not those who work for them. Licensing requirements differ based on the scope of the work. Those with a residential license may work only on residential properties, while those with a commercial license may work on commercial properties. In some states, work on commercial properties requires a general contractor's license that is not specific to terrazzo finishing; the requirements are generally the same as a commercial license, and they are treated the same here.

STATES WITH LICENSURE



RESIDENTIAL

- License required in 8 states
- 43rd most burdensome licensing requirements
- 76th most widely and onerously licensed occupation



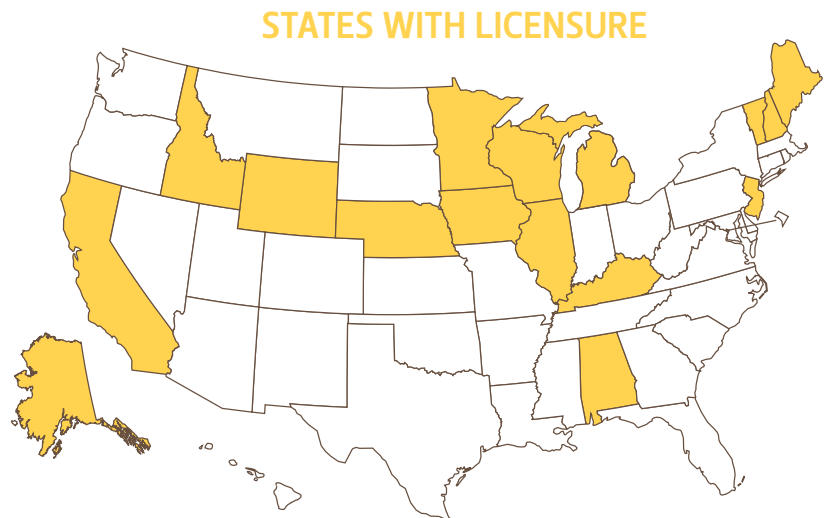
Twenty-eight states and the District of Columbia require a general contractor or commercial license or registration for terrazzo contractors working on commercial properties, though most demand only fees or a minimum age. Ten states, however, set experience requirements, ranging from two years in Virginia, Utah, South Carolina and New Mexico to five years in Arkansas. Fifteen states require one or two exams. The occupation has the 29th most burdensome entry requirements of those studied.

Eight states license residential terrazzo contractors, and again most of these demand only fees or other minimal requirements. Four states impose experience or training requirements that range from three years in Arizona to only two days in Oregon. Five states require exams.

Tester, Cathodic Protection

- License required in 16 states
- 48th most burdensome licensing requirements
- 56th most widely and onerously licensed occupation

Cathodic protection testers inspect cathodic protection systems of buried or submerged metal piping and tank systems. Cathodic protection is the utilization of the electrical properties of corrosion of metallic substances to provide a system for the protection of steel underground storage tanks, metallic piping or any other buried metallic structure, to extend their useful life (to prevent underground storage tanks from rusting).⁵



Sixteen states require cathodic protection testers to obtain licenses. All require about eight days of coursework; Iowa and New Jersey also require two years of experience. Nearly every state requires workers to pass two exams; Alaska requires only one.

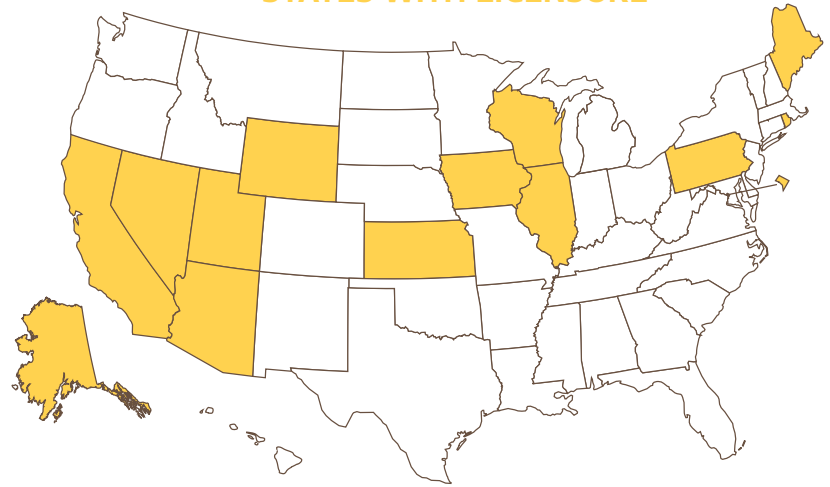
⁵ Definition adapted from http://www.michigan.gov/documents/deq/deq-std-opmemo18_250026_7.pdf.

Tester, Tank

- License required in 14 states
- 61st most burdensome licensing requirements
- 59th most widely and onerously licensed occupation

Tank testers test underground storage tanks and associated piping.⁶

STATES WITH LICENSURE



Fourteen states require licenses for those who test underground storage tanks. Iowa requires more than two years of education and training, while Alaska, Arizona, California and Nevada require one year. Maine and Wyoming have no education and training requirements. All but two states require exams.

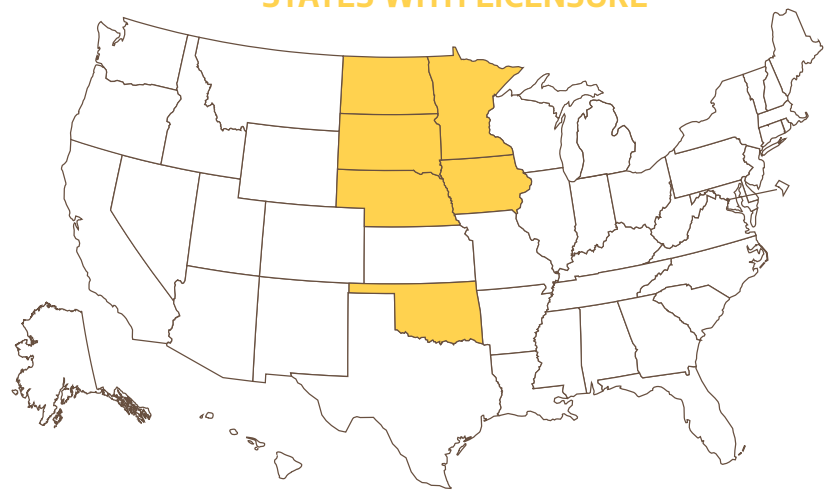
⁶Adapted from http://www.swrcb.ca.gov/ust/tank_testers/index.shtml.

Title Examiner

- License required in 6 states
- 72nd most burdensome licensing requirements
- 85th most widely and onerously licensed occupation

Title examiners search real estate records, examine titles or summarize pertinent legal or insurance details for a variety of purposes. They may compile lists of mortgages, contracts and other instruments pertaining to titles by searching public and private records for law firms, real estate agencies or title insurance companies.

STATES WITH LICENSURE

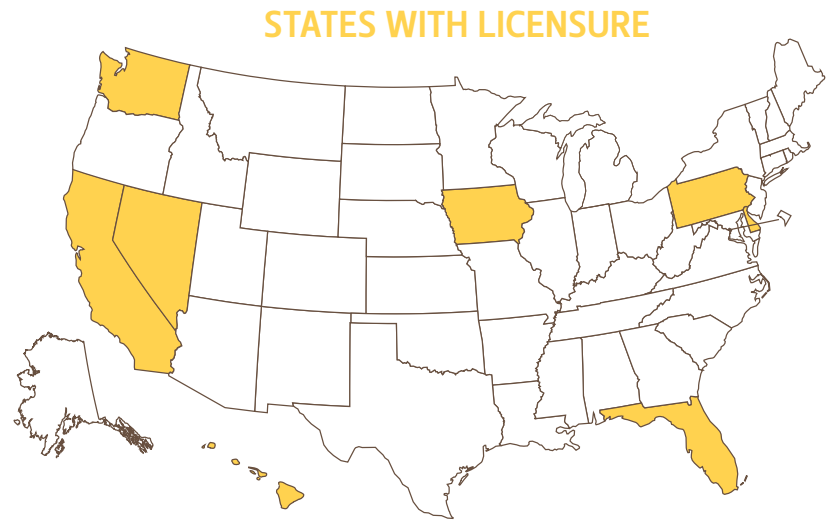


Six states require licenses for title examiners and all require an exam. Nebraska requires one year of experience before an aspiring examiner is eligible to sit for the exam.

Travel Agent

- License required in 8 states
- 94th most burdensome licensing requirements
- 80th most widely and onerously licensed occupation

Travel agents plan and sell transportation and accommodations for travel agency customers, including determining destination, modes of transportation, travel dates, costs and accommodations required.

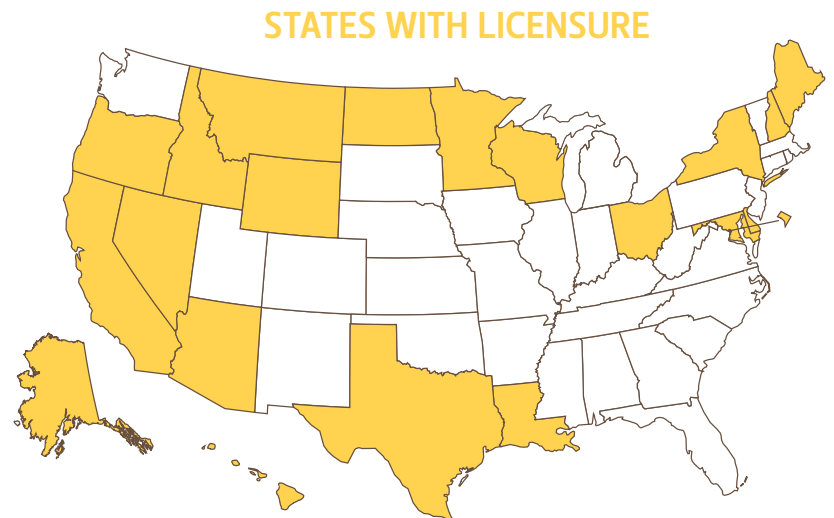


Eight states license travel agents; all require only registration and fees ranging from \$15 in Iowa to \$350 in Pennsylvania.

Travel Guide

- License required in 21 states
- 74th most burdensome licensing requirements
- 51st most widely and onerously licensed occupation

Travel guides plan, organize and conduct long distance cruises, tours and expeditions for individuals and groups.



Twenty states and the District of Columbia license travel guides. Most often, licenses are required for those leading groups on outdoor, hunting or fishing excursions. Nevada, Wyoming and Alaska have experience requirements, costing prospective guides two years, one year and 125 days, respectively. Nevada also requires a course. Nine states require exams. Most licensed states have only fees or minimum age requirements, typically age 18.

Tree Trimmer

- License required in 7 states
- 33rd most burdensome licensing requirements
- 79th most widely and onerously licensed occupation

Tree trimmers cut away dead or excess branches from trees or shrubs to maintain right-of-way for roads, sidewalks or utilities, or to improve appearance, health and value of trees.

STATES WITH LICENSURE



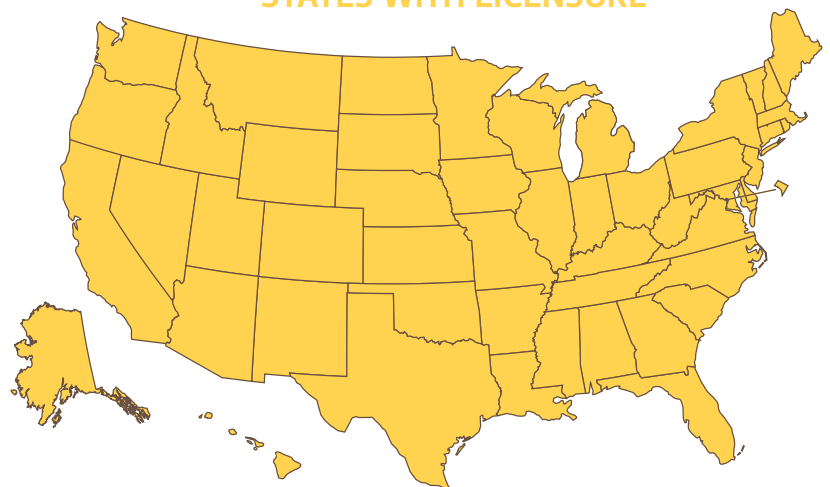
In seven states, a license is required for tree trimmers. These states require one or two exams, and three have education and training requirements. Rhode Island costs aspiring tree trimmers 28 days, and Maryland requires three years of training—two years of education and one year working in the field—for a “tree expert” license. California requires tree trimmers to earn a specialty contractor’s license, which requires four years of experience.

Truck Driver

- License required in 51 states
- 63rd most burdensome licensing requirements
- 11th most widely and onerously licensed occupation

Truck drivers drive a tractor-trailer combination or a large-capacity truck to transport and deliver goods, livestock or materials in liquid, loose or packaged form, and may be required to unload the truck.

STATES WITH LICENSURE

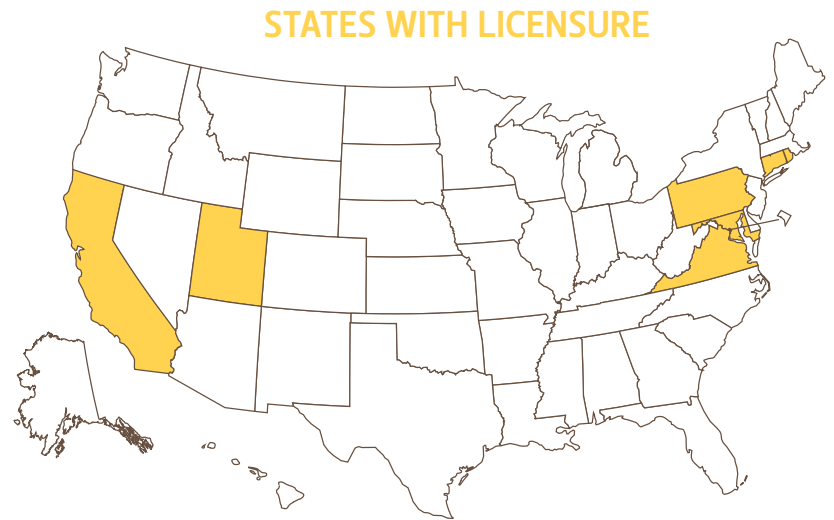


All 50 states and the District of Columbia license truck drivers. Every jurisdiction requires four written and skills tests (or more if seeking special certifications known as “endorsements”) and a minimum age ranging from 16 to 21. Eight states require that applicants have previous driving experience in the form of possessing a driver’s license for one or, in the case of West Virginia, two years. Two states, Washington and Virginia, instead require training of about eight days. The other 41 states have no experience or training requirement. Altogether, the requirements for truck drivers are the 63rd most burdensome among occupations studied. Because the occupation is universally licensed, it ranks as the 11th most widely and onerously licensed.

Upholsterer

- License required in 7 states
- 98th most burdensome licensing requirements
- 83rd most widely and onerously licensed occupation

Upholsterers make, repair or replace upholstery for household furniture or transportation vehicles.

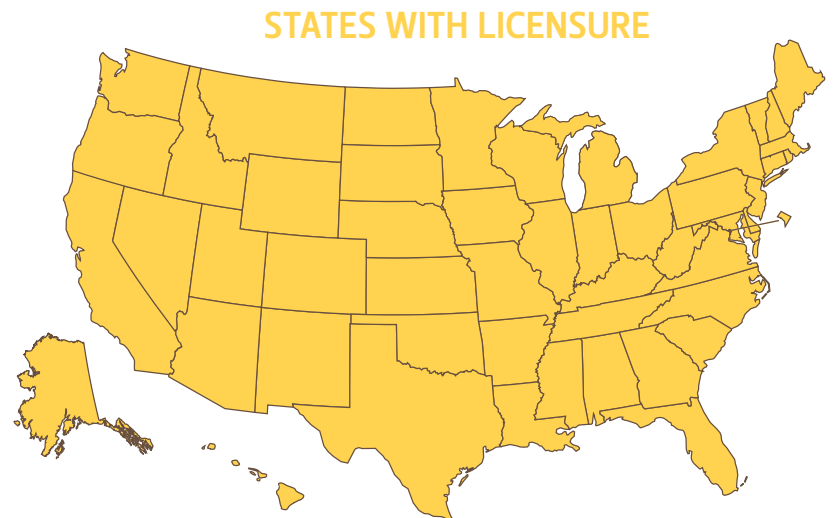


Seven states require that upholsterers register and pay a fee ranging from \$360 in California to \$50 in Pennsylvania.

Vegetation Pesticide Handler

- License required in 51 states
- 68th most burdensome licensing requirements
- 13th most widely and onerously licensed occupation

Vegetation pesticide handlers mix or apply pesticides, herbicides, fungicides or insecticides through sprays, dusts, vapors, soil incorporation or chemical application on trees, shrubs, lawns or botanical crops.



All 50 states and the District of Columbia require aspiring vegetation pesticide handlers to earn a license. The requirements are moderately burdensome on average: 93 days lost to education and training, two exams and \$83 in fees, making the occupation the 68th most burdensome. Because it is licensed in all states, it ranks as the 13th most widely and onerously licensed occupation.

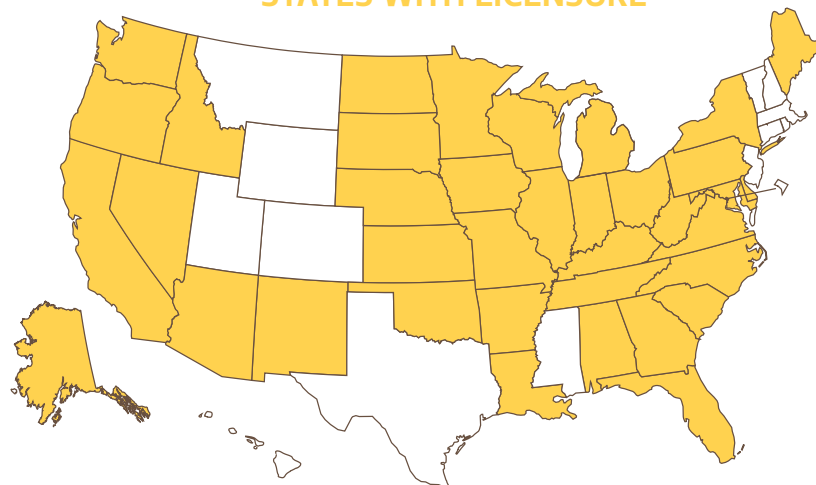
Requirements vary greatly across states. Tennessee requires a four-year degree and two exams, and Mississippi requires a two-year degree and two exams. Six states require a certain amount of experience—two years in New Mexico and one year in Alabama, D.C., Maryland, Virginia and West Virginia. Four other states, Alaska, Arizona, New Jersey and New York, require courses that cost those wishing to enter the trade up to 10 days. The other 39 states have no education or training requirements. All states require at least one exam, and several require three.

Veterinary Technologist

- License required in 37 states
- 9th most burdensome licensing requirements
- 15th most widely and onerously licensed occupation

Veterinary technologists and technicians perform medical tests in a laboratory environment for use in the treatment and diagnosis of diseases in animals. They prepare vaccines and serums for prevention of diseases, prepare tissue samples, take blood samples and execute laboratory tests, such as urinalysis and blood counts. They also clean and sterilize instruments and materials and maintain equipment and machines.

STATES WITH LICENSURE



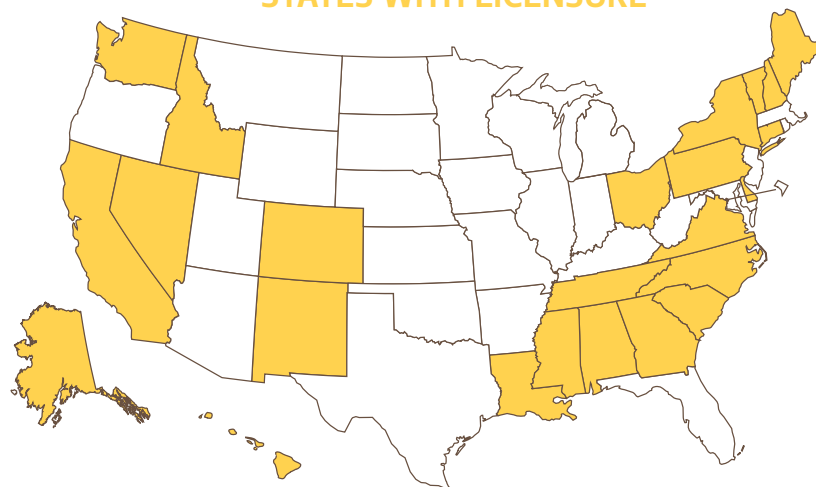
In 37 states, aspiring veterinary technologists and technicians must earn a license. All of these states but one require two years of veterinary school; Nevada has no education or training requirement but does require three tests. All 37 states require at least one test, and several require three. On average, the occupation is the ninth most difficult to enter in this study and 15th most widely and onerously licensed overall.

Weigher

- License required in 24 states
- 92nd most burdensome licensing requirements
- 48th most widely and onerously licensed occupation

Weighers, weighermasters or public weighers weigh or measure bulk commodities and issue certificates of accuracy.⁷

STATES WITH LICENSURE



Twenty-four states require those who verify the weight of bulk goods for sale to earn a license. Eight states require an exam, while the rest of the states require only fees or a minimum age. These relatively light requirements make for the 92nd most burdensome of the occupations studied. Because almost half the states license the trade, it ranks as the 48th most widely and onerously licensed.

⁷Adapted from <http://www.cdfa.ca.gov/dms/programs/wm/wm.html>.

Appendix—Methods

Sample and Data Collection

The 102 occupations included in this sample were identified by first downloading a list of licensed occupations from <http://www.careerinfonet.org/>, a career website sponsored by the United States Department of Labor. That list was then cross tabulated against occupational lists maintained by the BLS. Any occupation that did not appear in the BLS lists was excluded, thus creating a list of “recognized” occupations. Finally, the BLS-referenced list was rank ordered by average income. All occupations that fell above the national average income were excluded, resulting in a final list of low- and middle-income occupations.

Specific licensure requirements were collected from the following sources:

- .. State statutes and administrative codes
- .. <http://www.careerinfonet.org>
- .. State licensing boards
- .. State agencies (i.e., department of education, department of public safety, department of human services, etc.)
- .. Professional associations
- .. Direct correspondence with a licensing authority

All requirements were recorded for each occupation. To derive the requirements that would be part of the analyses, we chose those that were the most consistent across the occupations. Therefore, some requirements, such as surety bonds, character references or CPR training, were collected but not included in the analyses.

After gathering the occupational requirements, we also eliminated a few occupations that were originally included in the sample. A review of the requirements revealed that those entering a given occupation were limited only by age or grade level minimums and were not required to register with the state in any way, as one would have to do in a traditional licensure procedure. For example, many

states require that amusement ride attendants have to be at least 16, but those individuals do not have to prove their ages to a state agency or receive permission from the state to work. For that reason, we classified these occupations as unlicensed and eliminated them from the sample.

Likewise, within certain occupations there were some states that required only age or grade level minimums. In those cases, the states were not counted as licensing those occupations. However, in a few instances, states had no minimum requirements—such as fees, age or training—but required workers to register with the state. In such cases, the states were counted as licensed.

It is also worth noting that determining the exact requirements needed for a license, or even whether a particular activity is licensed, is not always clear cut. State statutes and regulations are often confusing or ambiguous and sometimes change. As we learn of clarifications, corrections and updates, we will update our data accordingly and post new information at www.ij.org/licensetowork/updates.

Measuring Burden

To derive a measure of burden across occupations and states, we combined the five licensure requirements—fees, education/experience, exams, minimum grade level and minimum age—in a multi-step process.

Occupations

Step 1: Each requirement’s sub-requirements were combined. Three of the requirement types—fees, education/experience and exam—had sub-requirements that needed combining. For fees, applicants are often required to pay fees of various types—application fees, processing fees, licensing fees, etc. These were summed to create an overall fee. Note that only fees associated with the initial license were included, which means continuing education fees, renewal fees and the like are not included. The final metric was dollars.

Likewise, discrete exams were summed across exam types, which commonly included written and practical exams. The final metric was number of exams.

Combining education/experience sub-requirements itself required a multi-step process. Some of the education/experience sub-requirements are reported in days, some in hours, some in years, some in degree completion and so forth. Therefore, we converted the sub-requirements into a common measurement of days.

- .. Hours were converted to days in training by first dividing hour requirements by six, which would be about how much time someone might spend in full-time training per day. This was converted to weeks by dividing by five, which represents a five-day work week. Weeks were then converted back to days by multiplying by seven. The final number represents the total number of calendar days someone is shut out of her/his chosen occupation as a result of education/experience requirements.

· Years were multiplied by 365.

· Degrees were converted to years, which were then multiplied by 365. Although completion times of degree programs vary, we chose standard completion times of: Associates=2 years, Bachelor's=4 years, Master's=2 years.

The final metric for education/experience was days. For grade level, it was a number representing the minimum grade (i.e., 10th grade=10, high school completion=12, etc.), and for age it was years.

Note that not all states had minimums in all requirements. For example, a fire alarm installer's license in Montana requires fees, an exam and a minimum age, but no education/experience. Oregon, however, requires fees, education/experience and an exam, but no age minimum. Thus, in any state with a license but no minimums in a given requirement, a zero value was assigned to the requirement. In states with no license, the cells in the spreadsheets were empty.

Step 2: Requirements were averaged across states.

Step 3: Because the different requirement types are measured in different units—dollars, years, days, grades, etc.—they could not simply be added or averaged to produce a single measure of burden for each occupation. Instead, requirements were converted into a common metric—known as standard scores—to facilitate combining. Specifically, requirements were converted into z-scores.

Step 4: Recognizing that some requirements are more burdensome than others, we applied weights to the requirements. This acknowledges that education/experience, for example, represents more of a barrier to entering an occupation than fees or age requirements. Specifically, we applied a weight of 20 to the education/experience requirement and 1.5 to the grade-level requirement.

Step 5: The weighted z-scores for each requirement were summed. This score was used for ranking in Table 3 above.

Step 6: The weighted z-scores were multiplied times the number of states that license. This score was used for the ranking in Table 4 above.

States

Step 1: The final requirement metrics created in Occupations—Step 1 above were averaged across all occupations for each state. This resulted in an average fee, education/experience, exam, grade level, and age requirement for each state.

Step 2: Requirements were converted into z-scores.

Step 3: Requirements were weighted as described above.

Step 4: The weighted z-scores for each requirement were summed. This score was used for the ranking in Table 7 above.

Step 5: The weighted z-scores were multiplied times the number of licensed occupations. This score was used for the ranking in Table 8 above.

Endnotes

1 Kleiner, M. M., & Krueger, A. B. (2010). The prevalence and effects of occupational licensing. *British Journal of Industrial Relations*, 48(4), 676–687.

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7 Ruger, W. P., & Sorens, J. (2009). *Freedom in the 50 states: An index of personal and economic freedom*. Arlington, VA: Mercatus Center.

8 Summers, A. (2007). *Occupational licensing: Ranking the states and exploring alternatives*. Los Angeles: Reason Foundation.

9 See, for example, Berliner, D. (1997a). *How Detroit drives out Motor City entrepreneurs*. Arlington, VA: Institute for Justice; Berliner, D. (1997b). *Running Boston's bureaucratic marathon*. Arlington, VA: Institute for Justice; Bindas, M. (2010). *L.A. vs. small business: City of angels no heaven for entrepreneurs*. Arlington, VA: Institute for Justice; Dranias, N. (2006). *The land of 10,000 lakes drowns entrepreneurs in regulations*. Minneapolis, MN: Institute for Justice; Hottot, W. (2010). *Houston, we have a problem: Space city regulations prevent entrepreneurs from taking off*. Arlington, VA: Institute for Justice; Sherman, P. (2010). *Miami's vice: Overregulating entrepreneurs*. Arlington, VA: Institute for Justice. For more studies like these, visit: <http://www.ij.org/citystudies>.

10 In addition, depending on the nature of the work and the setting in which it is performed, some occupations may be subject to additional or alternative licensing regimes not captured here. For example, the licensing requirements reported for social and human service assistants are those of social work assistants and social work associates. Some workers in this field, however, may need a psychology associate license or a similar license in another related field.

11 For both residential and general/commercial licenses, smaller projects or businesses that make under a fixed amount annually may

be exempt in some states. Also, in states with both residential and general/commercial licenses, joint licenses may be available for those who wish to work in both settings without obtaining two separate licenses.

12 <http://www.bls.gov/cps/>. Demographic numbers were extracted from the 2011 March CPS supplement, the most recent March supplement as of this report's writing. The numbers in Table 2 should be read as estimates. First, the CPS is based on a sample rather than a census. Second, not all of the occupations included in this report are measured separately by the CPS. Some are grouped together with similar occupations, such as auctioneers with other sales workers. In such cases, we elected not to include them in these estimates, as the numbers would include people in occupations not covered by this report. Thus, the final number of occupations from our report covered by the CPS was 55. Third, some of the occupations had rather small sub-group sizes in the CPS sample. Although we used the CPS March supplement sample weights in the calculations, some of the base sub-group sizes are still small, making for estimates that are less precise than occupations with larger group sizes. Fourth, even though we omitted occupations grouped with other similar occupations, there are still some occupational titles included that are "nested" within a larger category. For example, dietetic technicians are nested within the dietician category. This means some dieticians inevitably ended up in these demographic estimates. Finally, the estimates may be biased somewhat toward occupations that are more "established" or widely recognized. For example, "cross connection tester" was too arcane to be listed separately in the CPS, particularly as compared to, for example, contractor occupations or personal services, such as barbers, cosmetologists and the like. A manifestation of such biases may be evident in the gender percentages. Since traditionally male-dominated occupations represented a little more than half of the occupations in the list used for the demographic calculations, the striking difference in the gender distribution may be somewhat skewed.

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<http://www.myfloridahouse.gov/sections/Bills/billsdetail.aspx?BillId=46688>
- 28 <http://www.bizjournals.com/southflorida/news/2011/03/28/interior-designers-fight-deregulation.html>
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- 30 Spence, M. (1973). Job market signaling. *Quarterly Journal of Economics*, 87(3), 355-374.
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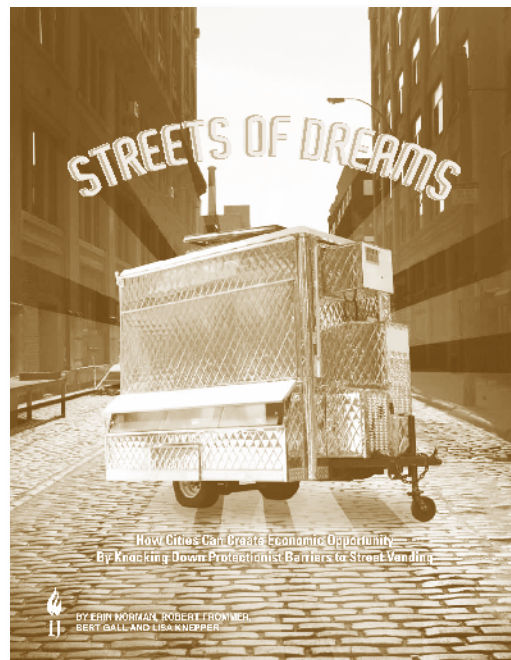
Streets of Dreams: How Cities Can Create Economic Opportunity By Knocking Down Protectionist Barriers to Street Vending

Erin Norman, Robert Frommer, Bert Gall and Lisa Knepper

July 2011

With the booming popularity of food trucks selling creative, cutting-edge cuisines, as well as a sagging economy, interest in street selling is perhaps greater than ever. Nonetheless, complicated webs of regulations in cities nationwide tie up would-be vendors, making it needlessly difficult or even impossible to set up shop in many cities.

This report assesses five common types of vending regulations in the 50 largest U.S. cities and examines how vending entrepreneurs, when free to do business, enliven city streets and enrich communities with a wide variety of often low-cost goods.

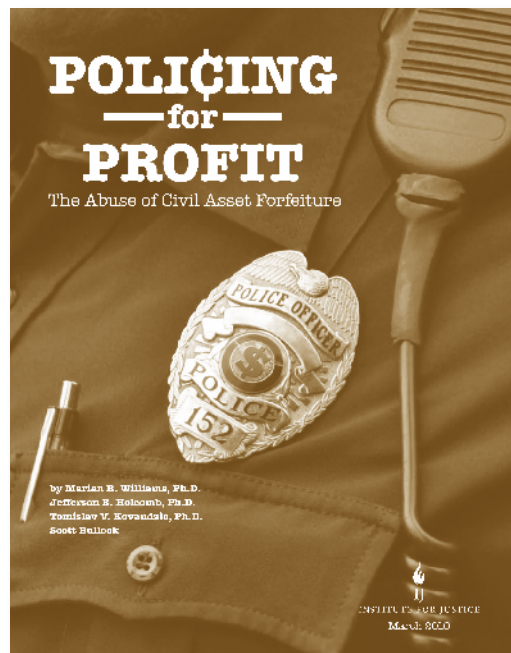


Policing for Profit: The Abuse of Civil Asset Forfeiture

Marian R. Williams, Ph.D., Jefferson E. Holcomb, Ph.D., Tomislav V. Kovandzic, Ph.D. and Scott Bullock

March 2010

Under civil forfeiture, police and prosecutors can seize property, sell it and use the proceeds to fund agency budgets—all without so much as charging the owner with a crime. This report chronicles how state and federal laws leave innocent property owners vulnerable to abuse. It finds that by giving law enforcement a direct financial stake in forfeiture efforts, most state and federal laws encourage policing for profit, not justice.

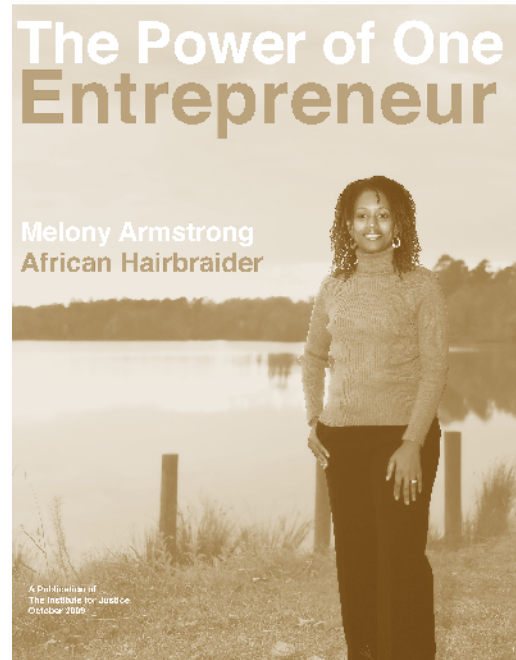


The Power of One Entrepreneur: Melony Armstrong

Dick M. Carpenter II, Ph.D. and John K. Ross

October 2009

As the experience of Melony Armstrong shows, the impact of a single entrepreneur on a community can be enormous. This report documents how Melony's African-style hairbraiding salon has provided far more than jobs to her Tupelo, Miss., community. Her example of entrepreneurship and breaking of cultural barriers have inspired others to form their own businesses, often with Melony's training and guidance. Her persistence in the political realm led to the removal of onerous and needless state licensing requirements, enabling 300 new braiders to enter the field statewide.

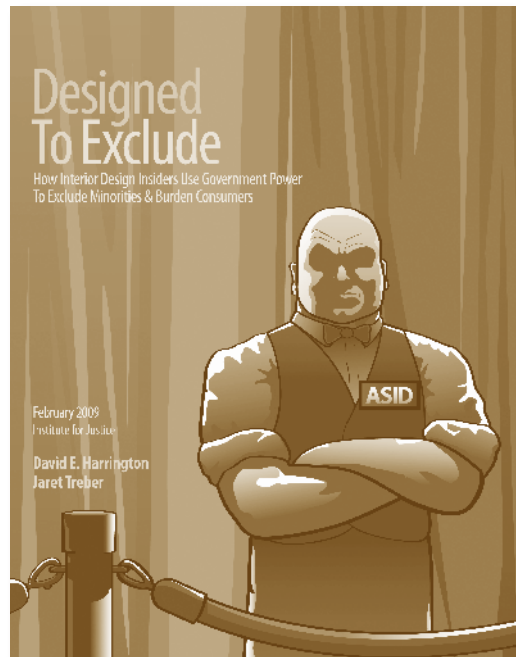


Designed to Exclude: How Interior Design Insiders Use Government Power To Exclude Minorities and Burden Consumers

David E. Harrington, Ph.D. and Jaret Treber, Ph.D.

February 2009

Drawing upon national census data, this report finds that state interior design regulations not only create serious barriers to entry for entrepreneurs, but also raise costs for consumers. The report finds evidence that in states where interior designers are regulated, consumers are paying higher prices for design services, fewer entrepreneurs are able to enter the market, and blacks, Hispanics and those wishing to switch careers later in life are being disproportionately excluded from the field.



Dick M. Carpenter II, Ph.D.

Dick M. Carpenter II, Ph.D., serves as a director of strategic research for the Institute for Justice. He works with IJ staff and attorneys to define, implement and manage social science research. Results of his work have appeared in academic journals such as *Economic Development Quarterly*, *Urban Studies*, *Regulation and Governance*, *Independent Review*, *Journal of Advanced Academics*, *Journal of Special Education*, *The Forum*, *Education and Urban Society*, *Journal of School Choice* and *Leadership*, as well as magazines including *Regulation*, *Phi Delta Kappan* and the *American School Board Journal*.



The results of his research are used by state education officials in accountability reporting, have been influential in crafting policy in state legislatures, and have been cited in briefs to state and federal courts, including the U.S. Supreme Court. Dr. Carpenter has served as an expert witness in several federal lawsuits and has been quoted in newspapers such as *The Wall Street Journal*, *New York Sun*, *Denver Post*, *Atlanta Journal-Constitution*, *Chronicle of Higher Education*, *Dallas Morning News*, *Education Week* and *The Washington Times*.

Before working with IJ, Carpenter worked as a high school teacher, elementary school principal, public policy analyst and university professor. He holds a Ph.D. from the University of Colorado.

Lisa Knepper

Lisa Knepper is a director of strategic research at the Institute for Justice, helping to manage and create policy and social science research on issues central to IJ's mission—school choice, private property rights, economic liberty and free speech.



Previously, Knepper served as the Institute's director of communications, securing news coverage in outlets nationwide, including *The New York Times*, *The Wall Street Journal*, *Newsweek*, *USA Today*, *CBS Evening News* and National Public Radio.

Before joining IJ, Knepper worked at Hill and Knowlton, served as a media relations and promotions adviser for entertainment and technology companies, and was a program coordinator at the Institute for Humane Studies. Knepper graduated from The Ohio State University with a degree in political science and economics.

Angela C. Erickson

Angela C. Erickson is a research analyst at the Institute for Justice, where she works with the strategic research team conducting original social science research.

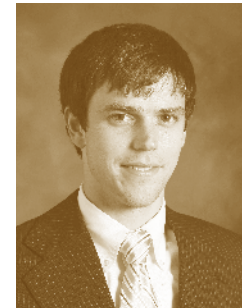
Before joining IJ, Erickson was a research assistant at the Cato Institute. She holds a Master's in Public Policy from the University of Chicago and received a Bachelor's degree in economics and political science from Beloit College.



John K. Ross

John K. Ross previously served as a research associate at the Institute for Justice, where he researched issues including eminent domain abuse and school choice. His writing has appeared in *Regulation* magazine, *The Washington Times*, *The Detroit News*, and *The Orange County Register*.

Ross graduated *magna cum laude* from Towson University's Honors College in 2005. An international studies major, Ross has published on US-EU economic relations in the *Towson Journal of International Affairs*.



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