
LICENSE TO WORK

A National Study of Burdens from Occupational Licensing

3rd Edition



By Lisa Knepper, Darwyyn Deyo, Ph.D.,
Kyle Sweetland, Jason Tiezzi and Alec Mena

LICENSE TO WORK

A National Study of Burdens from Occupational Licensing

3rd Edition

*By Lisa Knepper, Darwyn Deyo, Ph.D.,
Kyle Sweetland, Jason Tiezzi and Alec Mena*



INSTITUTE FOR JUSTICE

November 2022

Table of Contents

<i>Executive Summary</i>	4
<i>Introduction</i>	6
<i>Methods</i>	8
<i>Results</i>	11
<i>Licensing in Puerto Rico</i>	31
<i>Reform Spotlight: Contractor Trades Licensing</i>	35
<i>Do Licensing's Burdens Make Sense?</i>	37
<i>Licensing's Negative Effects</i>	46
<i>Alternatives to Licensing</i>	50
<i>Reform Spotlight: Barbering and Beauty Licensing</i>	52
<i>How to Reform Licensing</i>	56
<i>Conclusion</i>	59
<i>State Profiles</i>	61
<i>Occupation Profiles</i>	163
<i>Appendix A: General Methods</i>	218
<i>Appendix B: Explanation of Specific Occupations</i>	221
<i>Appendix C: Recent Research on Occupational Licensing</i>	227
<i>Endnotes</i>	233
<i>About the Authors</i>	242
<i>Acknowledgments</i>	244

Executive Summary

Millions of Americans in low- and middle-income jobs like barber, landscape contractor, interior designer and many others need a government permission slip—known as an occupational license—to work. Securing one can take months or even years of training, one or more exams, hefty fees, and more. Proponents claim these licenses are necessary to protect consumers from unsafe or otherwise poor service. Yet most evidence indicates licenses do no such thing and instead impose heavy costs on workers, consumers, and the economy and society at large.

This third edition of *License to Work* provides an updated snapshot of licensing’s extent and burdens by cataloging state licensing requirements for 102 lower-income occupations across all 50 states and the District of Columbia. It also provides, for the first time, a report on licensing requirements in Puerto Rico. In another first, this edition analyzes changes in licensing requirements since 2017. Key findings include:

Licensing Remains Widespread and Burdensome

- In all, this edition catalogs 2,749 licenses across the 50 states and the District of Columbia and our sample of 102 lower-income occupations.
- On average, the requirements to secure these licenses remain steep: 362 days lost to

education and experience, at least one exam, and \$295 in fees.

- Interior designer remains the most difficult occupation to enter, though it is licensed by only two states and the District of Columbia.
- Among universally licensed occupations, barber and cosmetologist continue, despite reforms, to rank as some of the most difficult to enter.
- Louisiana still licenses the most occupations of any state, 77 of 102. Hawaii’s licenses still rank as the nation’s most burdensome, while Nevada is the most widely and onerously licensed state.

Modest Reforms Have Removed and Reduced Some Licensing Barriers

- Between 2017 and 2022, states created 16 new licenses across the 102 occupations but eliminated 26. While small, this net reduction of 10 licenses represents a reversal of the prior five-year trend.
- Nearly 20% of licenses became less burdensome, including sizable reductions to mandatory education and experience—the most

burdensome type of licensing requirement. As a result, average days lost to education and experience requirements fell by 22 days across our sample.

- These burden reductions clustered in the contractor trades, particularly in Utah and Arkansas, as well as barbering and beauty occupations.

Questionable Licenses and Licensing Burdens Abound

- Just 12% of the 102 occupations are licensed universally, which means workers are likely practicing the other 88% safely in at least one state—and often many more than one—without a license.
- Despite having been delicensed by at least one state, 14 occupations continue to be licensed somewhere in the United States—by between three and 47 states.

- Licensing burdens do not always appear aligned with occupational risks: Workers in 71 occupations, including all the barbering and beauty occupations we study, face greater average burdens than entry-level emergency medical technicians.
- At least 13 occupations in our sample remain licensed in at least one state even though a majority of government studies have declined to endorse their licensure.

In short, there remains much room—and need—for licensing reform nationwide. Accordingly, this edition proposes five reform strategies for policymakers interested in slashing licensing red tape: (1) repealing and reducing licensing barriers, (2) preventing new licenses, (3) paring back broad “scopes of practice,” (4) removing barriers to mobility, and (5) easing licensure—and reentry—for people with criminal records.


Occupational licensing burdens remain widespread and burdensome, albeit a little less so than a few years ago. Five years after the second edition of *License to Work*, and 10 years after the first, this third edition makes the case, and provides a blueprint, for continuing the reform trajectory.

Introduction

Altagracia Yluminada Sanchez, who goes by Illumi, came to the United States from the Dominican Republic in 1995 in search of a better life. Today, she owns her own small business, a day care she runs out of her home in Northeast Washington, D.C. The day care serves nine children and their families. Despite her years of experience caring for children—both her own and other people’s—Illumi nearly had to close her day care and lose an important source of income for her family.

The problem was not unhappy customers. None of the families whose children Illumi cares for complained about the quality of her care.¹ Instead, the problem was that the District of Columbia’s Office of the State Superintendent of Education decided Illumi—and hundreds of other day care providers—needed an associate degree in an early childhood field to go on caring for young children.²

Illumi values education—she has a law degree from the Dominican Republic and a Child Development Associate credential from this country—but she does not have time to attend school while running her business. Nor can she afford college. Even if she



Illumi Sanchez nearly lost her livelihood thanks to the District of Columbia’s requirement that day care providers have an associate degree.

could, English is her second language. She speaks it well enough to do her job, but she cannot read or write it at a college level. It simply is not realistic for her to go back to school to earn an associate degree just to keep running a business she has run successfully for over a decade.³

Ilumi is not alone. The time, money and English-language skills required to obtain an associate degree are an insurmountable obstacle for many day care providers in the District of Columbia.⁴ These workers, mostly women,⁵ work full time on top of other responsibilities, such as caring for their own families.⁶ They earn low wages comparable to those of fast-food restaurant workers.⁷ Many are immigrant women whose first language is not English.⁸ Yet they stand to lose their jobs if they do not comply with the college requirement.

This is bad news not only for day care providers but also for the families they serve. Child care in the District of Columbia is already hard to find and expensive—the District has the highest child care costs in the nation⁹—and the college requirement will only make it even harder to find and more expensive.

The college requirement is also unnecessary. The majority of courses required to obtain an associate degree in an early childhood field are entirely unrelated to caring for young children.¹⁰ It makes no sense to force people to take classes in public speaking or statistics, especially people like Ilumi who already have what matters most—experience and passion for caring for children.

The parents of the District of Columbia broadly agree. Parents, day care providers and other concerned citizens submitted hundreds of comments to the Office of State Superintendent of Education opposing the college requirement.¹¹ One parent, Jill Homan, has teamed up with Ilumi, another day care provider and the Institute for Justice to challenge the college requirement in federal court.¹²

Shortly after the lawsuit was filed, OSSE changed its regulations to allow people like Ilumi and others with at least 10 years of experience to apply for a renewable waiver.¹³ This means Ilumi's business is safe for now, but many other day care providers' jobs are still at risk. In August 2022, the U.S. Court of Appeals for the District of Columbia Circuit ruled that the associate degree requirement could stand.¹⁴

This story is a microcosm of the problem of occupational licensing nationwide. Recognition is widespread and growing that licensing has steep costs, while the benefits to consumers are often elusive. Indeed, in decades of research, the most consistent findings have been that licensing (1) restricts employment by making it harder to enter licensed occupations and (2) increases costs for consumers by limiting competition. Recent studies continue to confirm these results.¹⁵

Scholars have also begun to explore other ill effects of licensing. Licensing reduces the rate of business employment and growth, curtailing the economic benefits of entrepreneurs starting new businesses.¹⁶ Licensing requirements make it harder for people to change occupations¹⁷ and shut out experienced workers who move to states that do not recognize their licenses.¹⁸ In addition, licensing reduces the likelihood of immigrants, racial and ethnic minorities, and women entering licensed occupations,¹⁹ and it often bars people with criminal records—even those involving long-past or irrelevant offenses—from occupations.²⁰

Against such costs, licensing's promised benefits largely fail to materialize. Though proponents claim licensing is necessary to protect the public and ensure quality, most research indicates licensing does not significantly or substantially increase quality.²¹

This third edition of *License to Work* provides an updated snapshot of licensing's extent and burdens by cataloguing licensing requirements—such as mandatory education and experience, exams and fees—for 102 low- and middle-income occupations across all 50 states and the District of Columbia. It also provides, for the first time, a report on licensing requirements for those same occupations in Puerto Rico.

In another first for this edition, we present an overview of major changes in licensing requirements for the 102 occupations we have tracked since the second edition, published in 2017. We also report on changes since the first edition, published in 2012, for a subset of occupations consistently observed across all three editions. The comparison dataset we prepared for this study is a unique resource for anyone interested in how the breadth and burdens of occupational licensing have changed over the past 10 years. It is available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Our comparison dataset reveals that, despite encouraging but modest trends toward delicensing and reducing licensing burdens over the past five years, licensing requirements overall continue to be steep and often irrational.

Between 2017 and 2022, states created 16 new licenses across our sample of 102 occupations but eliminated 26. This is a reversal of the prior five-year trend, which saw states create more licenses than they eliminated between 2012 and 2017.

Beyond new and eliminated licenses, licensing requirements mostly either remained the same or increased. Most increases were for fees. But in good news for aspiring workers, nearly 20% of licenses became less burdensome. And in even better news, reductions to mandatory education and experience—the most burdensome type of licensing requirement—represented nearly 22% of requirement decreases. Improvements clustered in the contractor trades, particularly in Utah and Arkansas, while barbering and beauty licenses also saw burdens drop.

Still, across all the occupations we study, average burdens remain high—362 days of education and experience, at least one exam, and \$295 in fees. Since 2017, education and experience requirements have decreased by 22 days on average, while average fees have risen by \$15.²²

In short, despite some notable improvements, licensing requirements for aspiring workers continue to be widespread and burdensome. There remains much room—and need—for licensing reform nationwide.

that in 2012 were licensed by at least one state and recognized by the U.S. Bureau of Labor Statistics as ones in which practitioners earned incomes below the national average. One of the 102 occupations, psychiatric aide, is no longer licensed by any state.

The occupations come from diverse industries, ranging from construction (e.g., carpenter and crane operator) to education (e.g., public preschool teacher and head coach for public high school sports). Many of the occupations are suited to people entering or reentering the economy, with some offering opportunities for entrepreneurship. Those offering entrepreneurial avenues include many of the construction trades, auctioneer, taxi driver and interior designer.

While they come from a range of industries and attract a variety of different workers, many of the occupations are ones members of the public come into contact with regularly. One example is transportation occupations, such as city and school bus drivers, taxi driver, and truck driver. Others are barber, cosmetologist and other beauty occupations. These occupations also tend to be licensed commonly and often universally—though requirements vary considerably.

Other occupations are more obscure, such as dairy equipment still machine setter, log scaler, milk sampler, packer and weigher. These less-familiar occupations also tend to be licensed less frequently.

Table 1 on pp. 12–13 provides a complete list of the 102 lower-income occupations included in this report, along with the number of states that license each.

Data Collection Timeframe

We collected the data for this report occupation by occupation over a period of two years—from February 2020 to March 2022. To allow time to prepare this report for publication in November 2022, we ended data collection on March 18, 2022.

We made every effort to ensure our data are current as of that date. However, as this report goes to press, we cannot guarantee our data are perfectly up to date. Over time, licensing requirements can change, meaning some data we collected earlier in the data collection period could have become outdated by the end. Some data could also have become outdated after we completed data collection.

To hedge against our data becoming outdated, we attempted to capture changes that occurred while data collection was still ongoing. Specifically, when we learned of pending legislation that would affect relevant licensing requirements, we made note of it and checked the status at the end of our data collection period. Though it is possible that some changes escaped our attention, our data are likely to be

Methods

Sampling Lower-Income Occupations

This third edition of *License to Work*, like the first and second, examines the burdens and scope of licensing. We continue to observe requirements across all 50 states and the District of Columbia for 102 lower-income occupations. The State and Occupation Profiles starting on pp. 61 and 163 summarize the results for each state and occupation. In addition to providing summary results, the Occupation Profiles also provide definitions for each occupation drawn from the U.S. Department of Labor-sponsored O*NET OnLine (www.onetonline.org), except where noted.²³

The 102 occupations are the same as in the second edition of *License to Work*, published in 2017. Originally drawn for the first edition, published in 2012, the sample comprises occupations

highly accurate overall given the slow-moving nature of the legislative and regulatory processes. Nevertheless, our data are best thought of as a snapshot of licensing requirements at one point in time.

Identifying Licenses

Every occupation in this report is licensed by at least one state. The one exception, as noted above, is psychiatric aide.

We consider an occupation to be licensed when people must get a permission slip from their state to legally practice it, regardless of what that permission slip is called. This means we count as licenses some permission slips that states refer to as “registrations” or “certifications” so long as people must hold them to legally work in an occupation. We do not count as licenses restrictions on the use of an occupational title, such as “certified interior designer,” as such restrictions still allow for open occupational entry. Nor do we count any of the voluntary certifications offered by many state governments.

Two occupations, direct entry midwife and optician, are treated somewhat differently in our data. In some states, these occupations can only be practiced with a higher-level license than we observe in this report (i.e., a nurse midwife license for midwives and an optometrist license for opticians). In these states, we treat the occupation as prohibited, and do not record license requirements in order to avoid conflating different license types. By contrast, other states do not require any license to practice these occupations; in these states, the occupations are treated as unlicensed.

Measuring Burdens

In addition to measuring how widespread licensing is, this report measures the burdens states impose on aspiring workers through licensing.

We measure licensing burdens by looking at five common types of licensing requirements: fees, education and experience, exams, minimum grade completed in school, and minimum age. States also impose many other types of requirements, such as bonding, insurance, character references and minimum net worth. Such requirements are not common enough to serve as consistent measures of burden across the 102 occupations, so we have not sought to capture them.

Education and experience requirements take many different forms—hours, years, college credits and so forth—making it difficult to compare across occupations and states. To make comparisons possible, we converted all education and experience requirements into a common measure of “estimated

calendar days lost.” For information on how we performed these conversions, see Appendix A starting on p. 218.

As many of the licenses we observe have multiple kinds of associated fees, education and experience requirements, and exams, we combined these requirements by type. For fees and exams, we simply summed the fee amounts and the number of exams.²⁴ For education and experience, we first converted each requirement into days lost and then added the days lost from each requirement together to get the total days lost to education and experience for licensure.

States sometimes require multiple licenses to fully practice an occupation.²⁵ In such cases, we recorded each license’s requirements separately and then summed them across licenses by requirement type.

States also sometimes offer multiple pathways to licensure. When this was the case, we favored the pathway with the least burdensome requirements.²⁶ This conservative approach helped us avoid overstating burdens. That said, because we are interested in the effects of licensing on entrepreneurship, we observed, wherever possible, the requirements to independently operate within an occupation, even though licenses for sole proprietors are typically stricter than those for employees.²⁷

Because we consistently collected a common set of licensing requirements, our data allow us to compare how difficult the 50 states and the District of Columbia make it for workers to enter the 102 occupations.

Data Improvements

This third edition of *License to Work* observes the same occupations and uses the same methodology as the second edition. However, to ensure our data would be comparable over time, we corrected errors in the data from the two prior editions.

For example, in the public preschool teacher occupation, we now observe SAT or ACT exam fees in states that allow aspirants to take those exams instead of more expensive ETS Praxis exams. This option was available when we collected data for prior editions. Not accounting for it was an oversight.

Importantly, because of these corrections, 2017 data presented in this edition may not match data presented in the second edition. Of note, corrected 2017 average burdens reported here are higher than those previously reported. Specifically, while the second edition reported averages of 360 days lost to education and experience and \$267 in fees across all 102 occupations, the 2017 figures from our corrected dataset are higher: 384 days lost and \$280 in fees. We urge readers to rely on the revised data in this edition.

The revised data for the three editions of *License to Work* can also be viewed side by side in our comparison dataset, available at <https://ij.org/report/license-to-work-3/ltw3-data/>. The data for the second and third editions are comparable across all 102 occupations. However, as indicated in the dataset, only 45 occupations are comparable across all three editions due to systemic differences in data collection methodology between the first and second editions.²⁸

Taken together, the three editions allow us to track licensing requirements for a broad array of low- and middle-income occupations over time—specifically, from 2012 to 2017 to 2022—making *License to Work* a one-of-a-kind resource.

Undercounting Licensure and its Burdens

While this third edition of *License to Work* provides a much-needed window into occupational licensing requirements, our approach undercounts licensing's scope and burdens. First, the 102 occupations we study are only a sample. Nationwide, there are many other occupations and job responsibilities that require a license.

Second, we consider only state licenses, not municipal, county or federal ones. In some states, certain occupations may be licensed by cities and counties, not state governments.²⁹ For example, Denver licenses contractors, but the state of Colorado does not.³⁰ We do not observe Denver's licenses. Other occupations are subject to federal regulations, such as mobile home installers. In states without a license for mobile home installation, installers must get a federal license. Because we count only state licenses, we treat those states as unlicensed.³¹ There are also some occupations that are licensed only or primarily at the federal level, though none of the 102 occupations we study fit that description.³²

Third, as noted above, there are many types of licensing requirements we do not record, such as bonding and insurance. In addition, we do not count the costs associated with required schooling or other forms of training, such as tuition or forgone income. These costs undoubtedly present hardships for lower-income workers hoping to find jobs in licensed occupations. However, these costs are highly variable and often indirect—and thus impractical to record.


For further details on our data collection and methods, please see Appendices A and B starting on pp. 218 and 221.

Results

Licensing Remains Widespread Despite Modest Delicensing

Among our sample of 102 occupations, licensing remains widespread, though a little less so than in 2017, when we published the second edition of *License to Work*. Out of a universe of 5,202 possible licenses (102 occupations x 51 jurisdictions), we count 2,749 total licenses, 10 fewer than five years ago.

Table 1 shows the number of states that license each of the 102 occupations we study. It also groups the occupations into eight categories for ease of analysis. Twelve of the 102 occupations are licensed by all 50 states and the District of Columbia, including four of the seven personal care service occupations: barbers, cosmetologists, manicurists and skin care specialists. Only one of the 10 health care occupations—emergency medical technicians—is universally licensed. Four of the remaining seven universally licensed occupations are in transportation and machinery-related occupations, two in occupations related to animals, agriculture and the outdoors and one in a construction and home services occupation.

A photograph of a man with grey hair, wearing a red t-shirt and blue jeans, kneeling in a wooden chicken coop. He is smiling and holding a bowl of feed in his left hand, with some feed in his right hand. The coop is filled with various breeds of chickens, including black, white, and brown ones. The background shows the wooden structure of the coop and a blue barrel.

Texas has used occupational licensing laws to stop Dr. Ron Hines, a state-licensed veterinarian, from using the internet to give advice to pet owners.

Table 1: Breadth of Licensing
Number of States That License 102 Lower-Income Occupations, 2022

Occupation	States Licensed (Change from 2017)	Occupation Group
Barber	51 – (0)	Personal Care Services
Bus Driver, City/Transit	51 – (0)	Transportation and Machinery
Cosmetologist	51 – (0)	Personal Care Services
Earth Driller, Water Well	51 – (0)	Construction and Home Services
Emergency Medical Technician	51 – (0)	Health
Manicurist	51 ▲ (1)	Personal Care Services
Pest Control Applicator	51 – (0)	Animals, Agriculture and Outdoors
School Bus Driver	51 – (0)	Transportation and Machinery
Skin Care Specialist	51 ▲ (1)	Personal Care Services
Truck Driver, Other	51 – (0)	Transportation and Machinery
Truck Driver, Tractor-Trailer	51 – (0)	Transportation and Machinery
Vegetation Pesticide Applicator	51 – (0)	Animals, Agriculture and Outdoors
Preschool Teacher, Public School	50 – (0)	Education
Athletic Trainer	49 – (0)	Health
Landscape Contractor (Residential)	48 – (0)	Construction and Home Services
Coach, Head (High School Sports)	47 ▼ (-1)	Education
Landscape Contractor (Commercial)	47 – (0)	Construction and Home Services
Massage Therapist	45 ▲ (1)	Personal Care Services
Child Care Home, Family	44 – (0)	Education
Pharmacy Technician	44 – (0)	Health
Fisher, Commercial	43 – (0)	Animals, Agriculture and Outdoors
Milk Sampler	43 ▲ (1)	Animals, Agriculture and Outdoors
Fire Alarm Installer	39 – (0)	Construction and Home Services
HVAC Contractor (Commercial)	37 – (0)	Construction and Home Services
Makeup Artist	37 ▼ (-4)	Personal Care Services
Midwife, Direct Entry	37 ▲ (7)	Health
Mobile Home Installer	37 ▼ (-2)	Construction and Home Services
Security Alarm Installer	37 – (0)	Construction and Home Services
Sheet Metal Contractor, HVAC (Commercial)	37 – (0)	Construction and Home Services
Travel Guide	37 – (0)	Entertainment and Hospitality
Sheet Metal Contractor, HVAC (Residential)	36 – (0)	Construction and Home Services
Veterinary Technician	36 – (0)	Animals, Agriculture and Outdoors
HVAC Contractor (Residential)	35 – (0)	Construction and Home Services
Security Guard, Unarmed	34 – (0)	Other
Shampooer	33 ▼ (-4)	Personal Care Services
Gaming Supervisor	31 ▲ (1)	Entertainment and Hospitality
Mason Contractor (Residential)	31 – (0)	Construction and Home Services
Sheet Metal Contractor, Other (Residential)	31 – (0)	Construction and Home Services
Carpenter/Cabinet Maker Contractor (Residential)	30 – (0)	Construction and Home Services
Cement Finishing Contractor (Residential)	30 – (0)	Construction and Home Services
Drywall Installation Contractor (Residential)	30 – (0)	Construction and Home Services
Gaming Cage Worker	30 ▲ (1)	Entertainment and Hospitality
Glazier Contractor (Residential)	30 – (0)	Construction and Home Services
Insulation Contractor (Residential)	30 – (0)	Construction and Home Services
Iron/Steel Contractor (Residential)	30 – (0)	Construction and Home Services
Animal Breeder	29 ▲ (1)	Animals, Agriculture and Outdoors
Bill Collection Agency	29 – (0)	Other
Door Repair Contractor (Residential)	29 – (0)	Construction and Home Services
Gaming Dealer	29 ▲ (1)	Entertainment and Hospitality
Slot Supervisor	29 ▲ (1)	Entertainment and Hospitality
Auctioneer	28 ▼ (-1)	Other

▲ Increase since 2017 ▼ Decrease since 2017

Table 1 continued on next page

Table 1 continued from previous page

Occupation	States Licensed (Change from 2017)	Occupation Group
Paving Contractor (Residential)	28 – (0)	Construction and Home Services
Taxidermist	28 – (0)	Animals, Agriculture and Outdoors
Terrazzo Contractor (Residential)	28 – (0)	Construction and Home Services
Floor Sander Contractor (Residential)	27 – (0)	Construction and Home Services
Painting Contractor (Residential)	27 ▼ (-1)	Construction and Home Services
Pipelay Contractor	27 – (0)	Construction and Home Services
Glazier Contractor (Commercial)	26 – (0)	Construction and Home Services
Iron/Steel Contractor (Commercial)	26 – (0)	Construction and Home Services
Mason Contractor (Commercial)	26 – (0)	Construction and Home Services
Sheet Metal Contractor, Other (Commercial)	26 – (0)	Construction and Home Services
Carpenter/Cabinet Maker Contractor (Commercial)	25 – (0)	Construction and Home Services
Drywall Installation Contractor (Commercial)	25 – (0)	Construction and Home Services
Cement Finishing Contractor (Commercial)	24 – (0)	Construction and Home Services
Door Repair Contractor (Commercial)	24 – (0)	Construction and Home Services
Insulation Contractor (Commercial)	24 – (0)	Construction and Home Services
Paving Contractor (Commercial)	24 – (0)	Construction and Home Services
Weigher	24 ▼ (-1)	Transportation and Machinery
Terrazzo Contractor (Commercial)	23 – (0)	Construction and Home Services
Wildlife Control Operator	23 – (0)	Animals, Agriculture and Outdoors
Floor Sander Contractor (Commercial)	22 – (0)	Construction and Home Services
Interpreter, Sign Language	22 – (0)	Other
Optician	22 – (0)	Health
Painting Contractor (Commercial)	22 – (0)	Construction and Home Services
Crane Operator	16 ▼ (-1)	Construction and Home Services
Taxi Driver/Chauffeur	13 ▼ (-2)	Transportation and Machinery
Bartender	12 – (0)	Entertainment and Hospitality
Locksmith	12 ▼ (-2)	Construction and Home Services
Farm Labor Contractor	10 – (0)	Animals, Agriculture and Outdoors
Upholsterer	9 – (0)	Construction and Home Services
Dental Assistant	8 – (0)	Health
Tree Trimmer	8 – (0)	Animals, Agriculture and Outdoors
Animal Control Officer	7 – (0)	Animals, Agriculture and Outdoors
Animal Trainer	7 ▼ (-2)	Animals, Agriculture and Outdoors
Packer	7 – (0)	Animals, Agriculture and Outdoors
Title Examiner	7 – (0)	Other
Teacher Assistant, Non-Instructional	5 – (0)	Education
Travel Agency	5 ▼ (-2)	Entertainment and Hospitality
Psychiatric Technician	4 ▼ (-1)	Health
Still Machine Setter, Dairy Equipment	4 – (0)	Animals, Agriculture and Outdoors
Electrical Helper	3 – (0)	Construction and Home Services
Funeral Attendant	3 – (0)	Other
Home Entertainment Installer	3 – (0)	Construction and Home Services
Interior Designer	3 ▼ (-1)	Construction and Home Services
Dietetic Technician	2 – (0)	Health
Log Scaler	2 – (0)	Animals, Agriculture and Outdoors
Nursery Worker	2 – (0)	Animals, Agriculture and Outdoors
Conveyor Operator	1 – (0)	Transportation and Machinery
Florist	1 – (0)	Animals, Agriculture and Outdoors
Forest Worker	1 – (0)	Animals, Agriculture and Outdoors
Social and Human Service Assistant	1 – (0)	Health
Psychiatric Aide	0 ▼ (-1)	Health

In addition to the 12 universally licensed occupations, 10 occupations are licensed by 40 to 50 states. Most of the 102 occupations in this report are licensed by fewer than 40 states, as shown in Figure 1, and almost a quarter are licensed by fewer than 10 states, including four that are licensed by only one state each: conveyor operator, florist, forest worker, and social and human service assistant. On average, the occupations are licensed by 27 states.

Figure 1: Inconsistent Licensing
Most occupations are licensed by fewer than 40 states

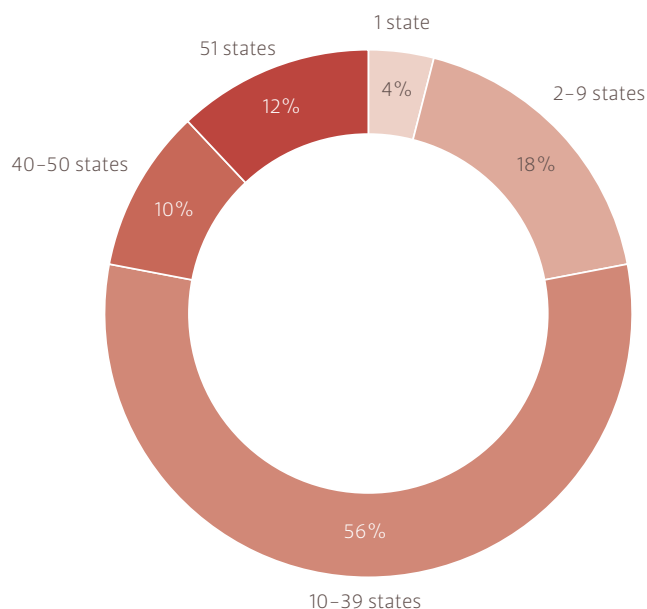


Table 2 shows how many of the 102 occupations each state licenses. As in the previous edition, Louisiana licenses the most occupations, 77, including all the personal care service and nearly all of the construction and home services occupations we study. It is followed by Washington (76); California and Nevada (75); Arkansas and Virginia (72); and Iowa (71). Licensing the fewest occupations are Wyoming (26); Vermont (31); and South Dakota and Montana (32). On average, states license 54 of the 102 occupations.

Since 2017, states have eliminated 26 licenses while adding 16 across our sample of 102 occupations, for a net decrease of 10. Not only is this an improvement, but it represents a reversal of the prior five-year period, which saw a net increase of 24 licenses among a smaller sample of occupations, as Table 3 shows. Even if we limit our comparison to the 45 occupations included in all three editions of *License to Work*, the result holds: 2017 to 2022 shows a net decrease of six licenses, compared to the net increase of 24 over the prior five years.³³

The 26 licenses eliminated since 2017 span 17 states and 15 unique occupations. Seven states delicensed more than one occupation. Missouri delicensed the most occupations—four—including psychiatric aide, making that occupation the only universally unlicensed occupation in our sample.

Two of the 15 unique occupations were delicensed by four states each, as Figure 2 illustrates. Makeup artists were delicensed by Florida, Minnesota, Mississippi and Nebraska, while shampooers were delicensed by Missouri, New Hampshire, Tennessee and West Virginia. Another five occupations were delicensed by two states each: animal trainers, locksmiths, mobile home installers, taxi drivers/chauffeurs and travel agencies. None of the occupations delicensed by one state were newly licensed by another.

Table 2: Licensing by State
Number of 102 Lower-Income Occupations Licensed by State, 2022

State	Number of Occupations Licensed (Change from 2017)	State	Number of Occupations Licensed (Change from 2017)
Louisiana	77 — (0)	Florida	55 ▼ (-2)
Washington	76 — (0)	New Jersey	54 — (0)
California	75 ▼ (-1)	Massachusetts	50 — (0)
Nevada	75 ▼ (-1)	Pennsylvania	50 ▼ (-1)
Arkansas	72 — (0)	Michigan	48 ▼ (-2)
Virginia	72 ▲ (4)	Maine	46 ▲ (1)
Iowa	71 ▼ (-1)	Delaware	42 — (0)
Rhode Island	70 ▼ (-2)	Oklahoma	42 ▲ (1)
Oregon	69 — (0)	Wisconsin	42 — (0)
Tennessee	69 ▼ (-2)	Georgia	41 — (0)
Arizona	68 — (0)	Illinois	41 ▲ (1)
West Virginia	67 ▼ (-2)	New York	41 — (0)
Idaho	66 ▼ (-1)	Ohio	40 — (0)
New Mexico	66 — (0)	Kentucky	38 ▲ (1)
North Carolina	66 — (0)	Texas	38 ▲ (1)
Connecticut	65 ▲ (2)	Indiana	37 — (0)
Mississippi	65 ▼ (-1)	New Hampshire	37 ▼ (-1)
North Dakota	65 — (0)	Kansas	35 — (0)
Alaska	64 — (0)	Minnesota	35 — (0)
Hawaii	64 ▲ (1)	Colorado	34 — (0)
Utah	64 ▼ (-1)	Missouri	33 ▼ (-4)
Alabama	63 — (0)	Montana	32 — (0)
D.C.	61 ▲ (1)	South Dakota	32 — (0)
Nebraska	61 ▼ (-2)	Vermont	31 ▲ (1)
South Carolina	60 — (0)	Wyoming	26 — (0)
Maryland	58 — (0)		

▲ Increase since 2017 ▼ Decrease since 2017

Table 3: New and Eliminated Licenses Over Time

	Number of Occupations in Comparison	New Licenses	Eliminated Licenses	Net Change
2012 to 2017	45*	32	8	24
2017 to 2022	45*	8	14	-6
2017 to 2022 (all occupations)	102	16	26	-10

*As noted in Methods, on p. 10, due to methodological changes between the first and second editions of *License to Work*, only 45 occupations are directly comparable between 2012 and 2017.

Fewer states added licenses than removed them. The 16 licenses created since 2017 span 12 states and 10 unique occupations. Of the 12 states that added licenses, only Connecticut and Virginia added more than one. Connecticut licensed two occupations, manicurists and skin care specialists, with the result that both occupations are now universally licensed. Virginia, meanwhile, licensed four occupations, all for gaming workers.

Direct entry midwifery, also known as non-nurse midwifery, accounted for seven new licenses, the most of any occupation. Rounding out the 16 total new licenses were new licenses for milk samplers in Minnesota, animal breeders in Texas and massage therapists in Vermont. Vermont's license mandates no specific education or other personal qualifications, only \$75 in fees, in keeping with a 2020 state report that recommended against regulating massage therapists' personal qualifications, as well as nine out of 12 state government reviews of the occupation between 1989 and 2016.³⁴

Figure 2: New and Eliminated Licenses

Makeup artist and shampooer were delicensed most often, while direct entry midwife accounted for seven new licenses

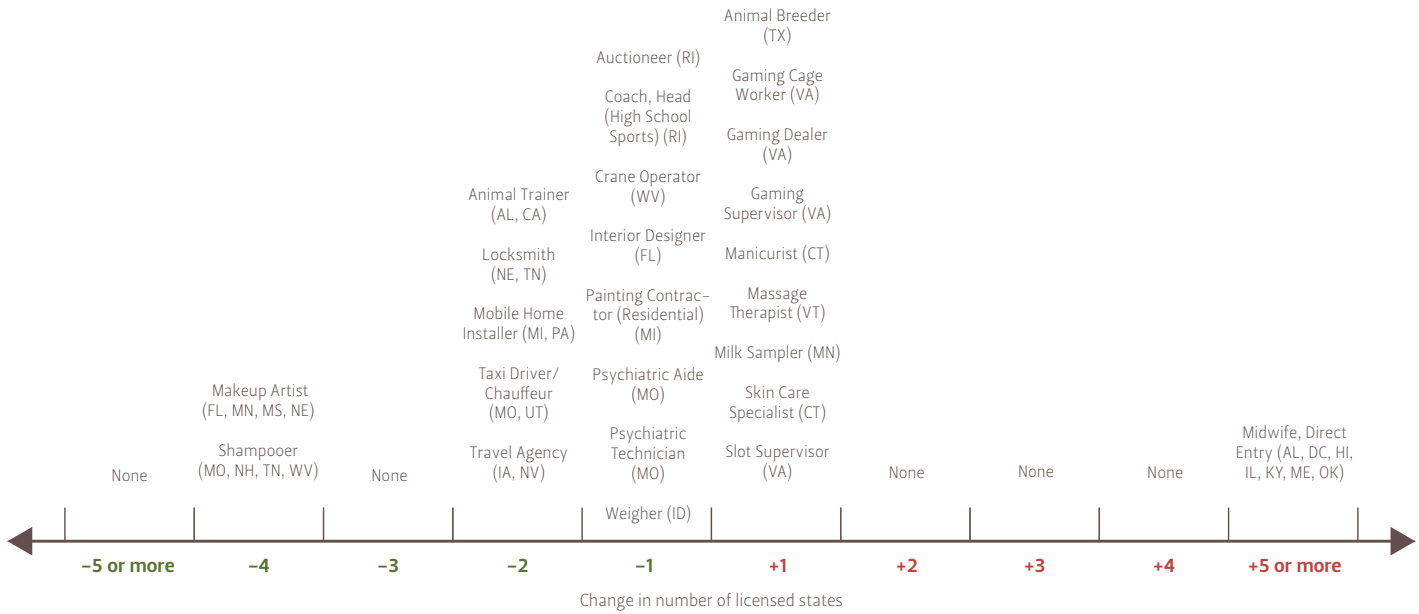
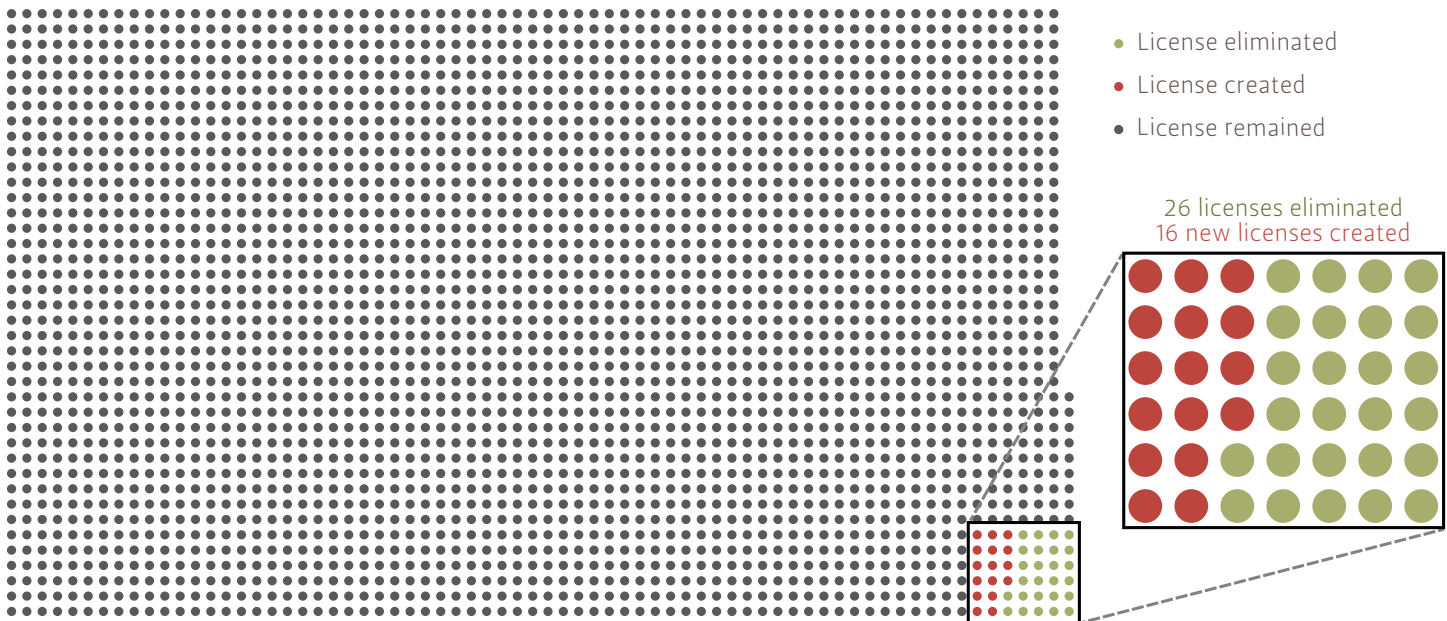


Figure 3: Modest Delicensing

Since 2017, more licenses were eliminated than created—but most stayed on the books



● Each dot represents one occupation licensed in one state

Seven of the 16 licenses added since 2017, affecting five occupations, arguably represent an improvement in occupational access. Specifically, in Virginia, the four newly licensed gaming occupations effectively did not exist until the state legalized casino gambling in 2020.³⁵ And in three of the seven states that newly licensed direct entry midwifery—Alabama, Illinois and Kentucky—only nurses could work as midwives previously.³⁶ These new licenses therefore opened up jobs that were previously illegal or allowed only under more restrictive licenses.

The trend toward delicensing since 2017 is promising though small. As Figure 3 illustrates, only a tiny fraction—about 1%—of the 2,759 licenses we observed in 2017 have been delicensed in the five years since. Looked at from another angle, 85% (87) of the 102 occupations and 71% (36) of the states either saw no change in the number of licenses or increases.

Licensing Remains Burdensome Despite Reforms

Across the 102 lower-income occupations, average licensing burdens remain high since the second edition of *License to Work*. On average, the 2,749 licenses we observe require 362 days—nearly a year—of education and experience, at least one exam, and \$295 in fees. Since 2017, education and experience requirements have decreased by 22 days on average, while fees have risen by \$15 on average.

Ranking Burdens by Occupation

Table 4 ranks the 102 occupations by how difficult they are to enter, on average, across the 50 states and the District of Columbia. As in the second edition, interior designer is the most difficult occupation to enter, with average burdens of 2,190 days—six years—lost to education and experience, an exam, \$1,492 in fees, and minimum grade and age requirements. It is closely followed by public preschool teacher, with average burdens of 2,051 days or over five years lost to education and experience, two exams, \$491 in fees, and a minimum age requirement.

As it is now unlicensed everywhere, psychiatric aide is the least burdensome occupation to enter. It is followed by packer. On average, the seven states that license the occupation (which involves packing or packaging by hand a wide variety of products and materials) require an average of \$43 in fees; none of the states impose any of the other four requirement types we track. Packer is followed by nursery worker (which involves working with plants in nursery facilities or at customer locations), taxidermist and upholsterer, which are also subject only to fees across the states that license them.

Two of the occupations we study, interior designer and public preschool teacher, require more than four years of education and experience—more time than it takes to complete a bachelor’s degree. Another 13 require two to four years, while 19 require one to just under two years. Almost a third (31) of the occupations require between three months to just under a year of education and experience (Figure 4). As for fees, average fees for 44 occupations exceed the all-occupation average of \$295.

Many occupations also have minimum grade or age requirements, as reflected in the averages in Table 4. Because these numbers are averages, they may be confusing. No license

requires a minimum age of 3 for example. More typical is 16, 18 or 21—or no minimum at all. A low average indicates that while a few states impose age minimums, more do not; the zeros for those states bring down the average. An average age of roughly 18, by contrast, indicates that licenses fairly consistently require a minimum age.

For a national perspective on licensing burdens, in Table 5, we rank the occupations according to a combined measure of how widely and onerously they are licensed. To create this combined rank, we multiplied the number of states that license an occupation (as shown in Table 1) by the occupation’s burden score (used to rank the occupations in Table 4). The occupations that top this ranking are licensed both widely and, on average, onerously.

As in 2017, public preschool teacher ranks first in the combined ranking as the most widely and onerously licensed occupation. It is licensed near universally—by 49 states and the District of Columbia—and ranks as the second most burdensomely licensed occupation. Apart from the now-unlicensed psychiatric aide occupation, florist ranks as the least widely and onerously licensed occupation. It is licensed by only one state, Louisiana, where it is subject to \$214 in fees and one exam.

Interior designer illustrates the contrast between the burden and combined ranks. The most difficult occupation to enter, it ranks as only the 87th most widely and onerously licensed because it is licensed by only two states and the District. In contrast, manicurist ranks as the 62nd most difficult occupation to enter but the 11th most widely and onerously licensed occupation because it is licensed by all 50 states and the District.

Figure 4: Days Lost to Education and Experience Mandates

About a third of occupations require at least a year, on average, to become licensed

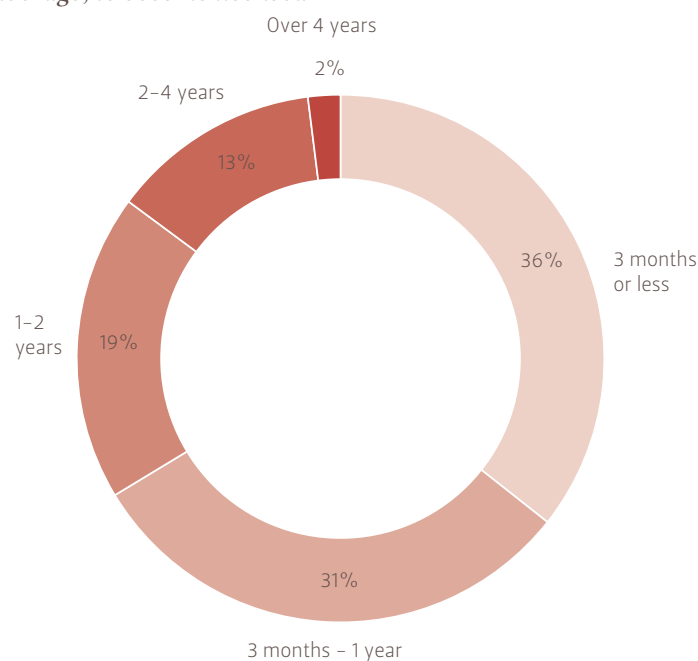


Table 4: Burdens by Occupation
Occupations Ranked by Average Burdens Across Licensed States, 2022

Rank (Change from 2017)	Occupation	States Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
1 — (0)	Interior Designer	3	\$1,492	2,190	1	4	6
2 — (0)	Preschool Teacher, Public School	50	\$491	2,051	2	0	5
3 — (0)	Athletic Trainer	49	\$546	1,460	1	0	4
4 ▲ (2)	Home Entertainment Installer	3	\$601	1,165	2	4	12
5 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$399	1,175	2	1	12
6 ▲ (1)	HVAC Contractor (Commercial)	37	\$399	1,155	2	1	12
7 ▼ (-3)	Midwife, Direct Entry	37	\$1,821	892	1	11	9
8 — (0)	HVAC Contractor (Residential)	35	\$383	1,045	2	0	11
9 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$373	1,016	1	1	12
10 — (0)	Fire Alarm Installer	39	\$604	877	2	1	12
11 — (0)	Optician	22	\$627	728	3	11	17
12 — (0)	Earth Driller, Water Well	51	\$362	811	2	1	10
13 ▲ (2)	Security Alarm Installer	37	\$533	747	2	2	12
14 ▲ (2)	Dietetic Technician	2	\$176	835	1	0	0
15 ▲ (2)	Veterinary Technician	36	\$428	730	2	1	7
16 ▼ (-3)	Interpreter, Sign Language	22	\$588	626	2	5	15
17 ▲ (1)	Social and Human Service Assistant	1	\$64	730	0	0	0
18 ▲ (8)	Tree Trimmer	8	\$306	502	1	0	11
19 — (0)	Glazier Contractor (Commercial)	26	\$360	497	1	0	8
20 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$348	483	1	0	8
21 — (0)	Pipelayer Contractor	27	\$356	479	1	0	9
22 ▲ (15)	School Bus Driver	51	\$124	350	6	0	19
23 ▼ (-1)	Iron/Steel Contractor (Commercial)	26	\$370	441	1	0	8
24 ▲ (6)	Cosmetologist	51	\$179	342	2	7	13
25 ▼ (-2)	Mason Contractor (Commercial)	26	\$352	441	1	0	8
26 ▼ (-1)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$359	429	1	0	7
27 — (0)	Cement Finishing Contractor (Commercial)	24	\$358	417	1	0	8
28 — (0)	Paving Contractor (Commercial)	24	\$361	417	1	0	8
29 — (0)	Door Repair Contractor (Commercial)	24	\$352	417	1	0	8
30 ▲ (4)	Barber	51	\$167	319	2	6	13
31 ▼ (-7)	Drywall Installation Contractor (Commercial)	25	\$345	400	1	0	8
32 ▼ (-1)	Painting Contractor (Commercial)	22	\$358	388	1	0	7
33 ▲ (2)	Insulation Contractor (Commercial)	24	\$338	386	1	0	8
34 ▼ (-1)	Terrazzo Contractor (Commercial)	23	\$344	387	1	0	7
35 ▼ (-3)	Floor Sander Contractor (Commercial)	22	\$334	385	1	0	7
36 ▲ (9)	Pest Control Applicator	51	\$293	329	2	0	12
37 ▼ (-1)	Psychiatric Technician	4	\$242	255	1	12	5
38 — (0)	Iron/Steel Contractor (Residential)	30	\$303	368	1	0	8
39 ▲ (5)	Log Scaler	2	\$25	365	2	0	9
40 ▼ (-1)	Mason Contractor (Residential)	31	\$300	356	1	0	8
41 ▼ (-1)	Glazier Contractor (Residential)	30	\$299	355	1	0	8
42 ▼ (-1)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$297	344	1	0	8
43 ▲ (5)	Mobile Home Installer	37	\$358	319	1	0	9
44 ▼ (-1)	Sheet Metal Contractor, Other (Residential)	31	\$288	333	1	0	8
45 ▼ (-3)	Drywall Installation Contractor (Residential)	30	\$292	319	1	0	8
46 ▲ (1)	Door Repair Contractor (Residential)	29	\$296	318	1	0	8
47 ▼ (-1)	Shampooer	33	\$124	207	2	7	12
48 ▲ (2)	Cement Finishing Contractor (Residential)	30	\$282	283	1	0	7
49 ▲ (6)	Insulation Contractor (Residential)	30	\$289	271	1	0	8
50 ▲ (3)	Coach, Head (High School Sports)	47	\$91	272	0	3	4
51 ▲ (1)	Terrazzo Contractor (Residential)	28	\$280	264	1	0	7

▲ Increase since 2017 ▼ Decrease since 2017

Table 4 continued on next page

Table 4 continued from previous page

Rank (Change from 2017)	Occupation	States Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
52 ▲ (2)	Floor Sander Contractor (Residential)	27	\$282	260	1	0	7
53 ▲ (4)	Skin Care Specialist	51	\$180	143	2	7	13
54 ▲ (2)	Painting Contractor (Residential)	27	\$287	260	1	0	6
55 ▼ (-4)	Crane Operator	16	\$243	196	2	0	17
56 ▼ (-7)	Paving Contractor (Residential)	28	\$279	250	1	0	7
57 ▲ (1)	Makeup Artist	37	\$173	128	2	8	13
58 ▲ (2)	Vegetation Pesticide Applicator	51	\$300	167	3	0	11
59 — (0)	Massage Therapist	45	\$369	141	1	5	14
60 ▲ (2)	Bus Driver, City/Transit	51	\$123	108	5	0	19
61 ▲ (7)	Taxi Driver/Chauffeur	13	\$66	183	0	0	18
62 ▼ (-1)	Manicurist	51	\$190	85	2	7	13
63 ▲ (2)	Truck Driver, Tractor-Trailer	51	\$118	79	5	0	18
64 — (0)	Bill Collection Agency	29	\$608	157	0	1	5
65 ▲ (1)	Truck Driver, Other	51	\$116	79	4	0	18
66 ▼ (-3)	Landscape Contractor (Commercial)	47	\$245	174	1	0	3
67 — (0)	Landscape Contractor (Residential)	48	\$214	175	0	0	4
68 ▲ (5)	Pharmacy Technician	44	\$144	77	1	8	9
69 ▲ (2)	Dental Assistant	8	\$154	87	1	5	9
70 — (0)	Child Care Home, Family	44	\$92	58	0	6	18
71 ▼ (-2)	Auctioneer	28	\$286	68	1	3	14
72 ▲ (2)	Emergency Medical Technician	51	\$140	36	2	3	18
73 ▲ (4)	Locksmith	12	\$225	92	1	1	9
74 ▲ (2)	Teacher Assistant, Non-Instructional	5	\$30	1	0	12	8
75 ▲ (3)	Travel Guide	37	\$340	78	0	0	8
76 ▼ (-4)	Title Examiner	7	\$346	52	1	0	8
77 ▲ (2)	Funeral Attendant	3	\$111	0	0	8	6
78 ▲ (8)	Wildlife Control Operator	23	\$83	32	1	0	10
79 ▲ (2)	Conveyor Operator	1	\$159	0	1	0	18
80 — (0)	Security Guard, Unarmed	34	\$92	10	1	1	14
81 ▲ (1)	Slot Supervisor	29	\$439	0	0	0	13
82 ▲ (2)	Bartender	12	\$8	0	1	0	19
83 — (0)	Gaming Supervisor	31	\$434	0	0	0	12
84 ▲ (1)	Gaming Cage Worker	30	\$153	0	0	0	13
85 ▲ (2)	Gaming Dealer	29	\$147	0	0	0	13
86 ▲ (7)	Travel Agency	5	\$262	0	0	0	7
87 ▲ (2)	Still Machine Setter, Dairy Equipment	4	\$75	0	1	0	5
88 — (0)	Forest Worker	1	\$300	0	1	0	0
89 ▼ (-14)	Animal Trainer	7	\$225	0	1	0	4
90 — (0)	Electrical Helper	3	\$43	0	0	0	11
91 ▲ (1)	Florist	1	\$214	0	1	0	0
92 ▼ (-1)	Weigher	24	\$68	0	0	0	8
93 ▲ (1)	Animal Control Officer	7	\$26	13	1	0	3
94 ▲ (2)	Farm Labor Contractor	10	\$193	0	0	0	2
95 — (0)	Milk Sampler	43	\$24	0	1	0	1
96 ▲ (2)	Animal Breeder	29	\$172	0	0	0	2
97 — (0)	Fisher, Commercial	43	\$146	0	0	0	2
98 ▲ (1)	Upholsterer	9	\$129	0	0	0	0
99 ▲ (1)	Taxidermist	28	\$77	0	0	0	0
100 ▲ (1)	Nursery Worker	2	\$55	0	0	0	0
101 ▲ (1)	Packer	7	\$43	0	0	0	0
102 ▼ (-88)	Psychiatric Aide	0	N/A	N/A	N/A	N/A	N/A

Table 5: Combined Occupation Rankings
Occupations Ranked by Breadth and Average Burdens, 2022

Rank (Change from 2017)	Occupation	States Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
1 – (0)	Preschool Teacher, Public School	50	\$491	2,051	2	0	5
2 – (0)	Athletic Trainer	49	\$546	1,460	1	0	4
3 – (0)	Earth Driller, Water Well	51	\$362	811	2	1	10
4 ▲ (2)	School Bus Driver	51	\$124	350	6	0	19
5 ▼ (-1)	Cosmetologist	51	\$179	342	2	7	13
6 ▼ (-1)	Barber	51	\$167	319	2	6	13
7 – (0)	Pest Control Applicator	51	\$293	329	2	0	12
8 ▲ (2)	Skin Care Specialist	51	\$180	143	2	7	13
9 ▼ (-1)	Vegetation Pesticide Applicator	51	\$300	167	3	0	11
10 ▼ (-1)	Bus Driver, City/Transit	51	\$123	108	5	0	19
11 ▲ (2)	Manicurist	51	\$190	85	2	7	13
12 ▼ (-1)	Truck Driver, Tractor-Trailer	51	\$118	79	5	0	18
13 ▼ (-1)	Truck Driver, Other	51	\$116	79	4	0	18
14 – (0)	Emergency Medical Technician	51	\$140	36	2	3	18
15 ▲ (1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$399	1,175	2	1	12
16 ▲ (1)	HVAC Contractor (Commercial)	37	\$399	1,155	2	1	12
17 ▼ (-2)	Coach, Head (High School Sports)	47	\$91	272	0	3	4
18 – (0)	Fire Alarm Installer	39	\$604	877	2	1	12
19 ▲ (10)	Midwife, Direct Entry	37	\$1,821	892	1	11	9
20 ▼ (-1)	Landscape Contractor (Residential)	48	\$214	175	0	0	4
21 ▼ (-1)	Landscape Contractor (Commercial)	47	\$245	174	1	0	3
22 – (0)	Massage Therapist	45	\$369	141	1	5	14
23 ▼ (-2)	Sheet Metal Contractor, HVAC (Residential)	36	\$373	1,016	1	1	12
24 ▼ (-1)	HVAC Contractor (Residential)	35	\$383	1,045	2	0	11
25 ▼ (-1)	Security Alarm Installer	37	\$533	747	2	2	12
26 – (0)	Pharmacy Technician	44	\$144	77	1	8	9
27 ▼ (-2)	Child Care Home, Family	44	\$92	58	0	6	18
28 ▼ (-1)	Veterinary Technician	36	\$428	730	2	1	7
29 ▲ (3)	Milk Sampler	43	\$24	0	1	0	1
30 ▲ (1)	Fisher, Commercial	43	\$146	0	0	0	2
31 ▼ (-1)	Mobile Home Installer	37	\$358	319	1	0	9
32 ▼ (-4)	Makeup Artist	37	\$173	128	2	8	13
33 ▲ (1)	Travel Guide	37	\$340	78	0	0	8
34 ▼ (-1)	Shampooer	33	\$124	207	2	7	12
35 – (0)	Mason Contractor (Residential)	31	\$300	356	1	0	8
36 – (0)	Sheet Metal Contractor, Other (Residential)	31	\$288	333	1	0	8
37 – (0)	Security Guard, Unarmed	34	\$92	10	1	1	14
38 – (0)	Iron/Steel Contractor (Residential)	30	\$303	368	1	0	8
39 – (0)	Glazier Contractor (Residential)	30	\$299	355	1	0	8
40 – (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$297	344	1	0	8
41 – (0)	Drywall Installation Contractor (Residential)	30	\$292	319	1	0	8
42 – (0)	Cement Finishing Contractor (Residential)	30	\$282	283	1	0	7
43 – (0)	Insulation Contractor (Residential)	30	\$289	271	1	0	8
44 – (0)	Door Repair Contractor (Residential)	29	\$296	318	1	0	8
45 – (0)	Pipelayer Contractor	27	\$356	479	1	0	9
46 ▲ (9)	Gaming Supervisor	31	\$434	0	0	0	12
47 ▲ (1)	Bill Collection Agency	29	\$608	157	0	1	5
48 ▲ (2)	Terrazzo Contractor (Residential)	28	\$280	264	1	0	7
49 ▼ (-3)	Paving Contractor (Residential)	28	\$279	250	1	0	7
50 ▼ (-3)	Glazier Contractor (Commercial)	26	\$360	497	1	0	8
51 ▼ (-2)	Sheet Metal Contractor, Other (Commercial)	26	\$348	483	1	0	8

▲ Increase since 2017 ▼ Decrease since 2017

Table 5 continued on next page

Table 5 continued from previous page

Rank (Change from 2017)	Occupation	States Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
52 ▲ (7)	Gaming Cage Worker	30	\$153	0	0	0	13
53 ▼ (-1)	Iron/Steel Contractor (Commercial)	26	\$370	441	1	0	8
54 ▼ (-1)	Mason Contractor (Commercial)	26	\$352	441	1	0	8
55 ▲ (1)	Floor Sander Contractor (Residential)	27	\$282	260	1	0	7
56 ▲ (5)	Slot Supervisor	29	\$439	0	0	0	13
57 ▼ (-6)	Painting Contractor (Residential)	27	\$287	260	1	0	6
58 ▼ (-4)	Auctioneer	28	\$286	68	1	3	14
59 ▲ (4)	Gaming Dealer	29	\$147	0	0	0	13
60 ▲ (8)	Animal Breeder	29	\$172	0	0	0	2
61 ▼ (-1)	Optician	22	\$627	728	3	11	17
62 ▼ (-4)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$359	429	1	0	7
63 ▼ (-6)	Drywall Installation Contractor (Commercial)	25	\$345	400	1	0	8
64 ▲ (5)	Taxidermist	28	\$77	0	0	0	0
65 ▼ (-3)	Interpreter, Sign Language	22	\$588	626	2	5	15
66 ▼ (-2)	Cement Finishing Contractor (Commercial)	24	\$358	417	1	0	8
67 ▼ (-2)	Paving Contractor (Commercial)	24	\$361	417	1	0	8
68 ▼ (-2)	Door Repair Contractor (Commercial)	24	\$352	417	1	0	8
69 ▼ (-2)	Insulation Contractor (Commercial)	24	\$338	386	1	0	8
70 – (0)	Terrazzo Contractor (Commercial)	23	\$344	387	1	0	7
71 – (0)	Painting Contractor (Commercial)	22	\$358	388	1	0	7
72 – (0)	Floor Sander Contractor (Commercial)	22	\$334	385	1	0	7
73 – (0)	Weigher	24	\$68	0	0	0	8
74 – (0)	Wildlife Control Operator	23	\$83	32	1	0	10
75 – (0)	Crane Operator	16	\$243	196	2	0	17
76 – (0)	Taxi Driver/Chauffeur	13	\$66	183	0	0	18
77 – (0)	Locksmith	12	\$225	92	1	1	9
78 – (0)	Bartender	12	\$8	0	1	0	19
79 – (0)	Farm Labor Contractor	10	\$193	0	0	0	2
80 – (0)	Tree Trimmer	8	\$306	502	1	0	11
81 ▲ (1)	Upholsterer	9	\$129	0	0	0	0
82 ▲ (1)	Dental Assistant	8	\$154	87	1	5	9
83 ▲ (1)	Title Examiner	7	\$346	52	1	0	8
84 ▼ (-3)	Animal Trainer	7	\$225	0	1	0	4
85 ▲ (1)	Animal Control Officer	7	\$26	13	1	0	3
86 ▲ (2)	Packer	7	\$43	0	0	0	0
87 – (0)	Interior Designer	3	\$1,492	2,190	1	4	6
88 ▲ (2)	Teacher Assistant, Non-Instructional	5	\$30	1	0	12	8
89 ▼ (-4)	Travel Agency	5	\$262	0	0	0	7
90 ▼ (-1)	Psychiatric Technician	4	\$242	255	1	12	5
91 – (0)	Home Entertainment Installer	3	\$601	1,165	2	4	12
92 – (0)	Still Machine Setter, Dairy Equipment	4	\$75	0	1	0	5
93 – (0)	Funeral Attendant	3	\$111	0	0	8	6
94 – (0)	Electrical Helper	3	\$43	0	0	0	11
95 – (0)	Dietetic Technician	2	\$176	835	1	0	0
96 – (0)	Log Scaler	2	\$25	365	2	0	9
97 – (0)	Nursery Worker	2	\$55	0	0	0	0
98 ▲ (1)	Social and Human Service Assistant	1	\$64	730	0	0	0
99 ▲ (1)	Conveyor Operator	1	\$159	0	1	0	18
100 ▲ (1)	Forest Worker	1	\$300	0	1	0	0
101 ▲ (1)	Florist	1	\$214	0	1	0	0
102 ▼ (-4)	Psychiatric Aide	0	N/A	N/A	N/A	N/A	N/A

Ranking Burdens by State

Table 6 ranks the states by how burdensome their licenses are, on average. As in 2017, Hawaii has the highest average burdens across the occupations it licenses—972 days or two and a half years of education and experience, two exams, \$506 in fees, and minimum grade and age requirements. Hawaii is again followed by Nevada, California, Arizona, Florida and Virginia.

Nebraska again has the lowest average burdens—requiring 114 days or almost four months of education and experience, one exam, \$92 in fees, and minimum grade and age requirements on average. Following Nebraska are Pennsylvania, Utah, North Dakota and Washington. Only Utah is new to this list of least burdensome states thanks to reforms to contractor specialty licenses detailed below.

In all, three states—Hawaii, Nevada and California—require more than two years of education and experience on average across the occupations they license. Another 14 states require one to just under two years. And even the least burdensome state, Nebraska, requires almost four months.

Table 7 ranks the states by a combined measure of breadth and burden. Similar to how we created the combined rank measure for the occupations, we created this rank by multiplying the number of occupations a state licenses (as shown in Table 2) by the state's burden score (used to rank the states in Table 6). The states that top this ranking license a lot of occupations and do so very onerously on average.

Nevada remains the most widely and onerously licensed state. It licenses a large number of occupations—75—and does so very onerously, ranking as the second most burdensome state. California is a close second in our combined rankings, followed by Virginia, Hawaii and Arizona. California, Nevada and Virginia all rank in the top 10 for most occupations licensed and for most burdensome licenses, and all three are in the top five for most widely and onerously licensed. Hawaii and Arizona license somewhat fewer occupations, though still more than average, and rank as the first and fourth most burdensome states. Wyoming ranks as the least widely and onerously licensed state. Though it is the 22nd most burdensome state—mandating almost nine months of education and experience, two exams, \$373 in fees, and minimum grade and age requirements on average—it licenses the fewest occupations of any state.

Wyoming is not the only state that ranks low in Table 7 but substantially higher in Table 6, reflecting the fact that it licenses relatively few occupations but does so onerously. For example, Kentucky and Texas rank 13th and 18th for burden. But because they license fewer occupations than average, they rank 40th and 41st for breadth and burden combined.

Conversely, some states impose relatively light burdens but license a large number of occupations and so rank high in Table 7 but quite a bit lower in Table 6. Such states include Washington (76 occupations, 47th most burdensome), Tennessee (69 occupations, 37th most burdensome), West Virginia (67 occupations, 41st most burdensome) and Mississippi (65 occupations, 44th most burdensome).

Table 6: Burdens by State
States Ranked by Average Burdens for Licensed Occupations, 2022

Rank (Change from 2017)	State	Number of 102 Lower-Income Occupations Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
1 — (0)	Hawaii	64	\$506	972	2	2	16
2 — (0)	Nevada	75	\$727	883	2	1	15
3 — (0)	California	75	\$517	837	2	1	15
4 — (0)	Arizona	68	\$481	689	2	1	16
5 — (0)	Florida	55	\$300	658	1	1	13
6 — (0)	Virginia	72	\$319	580	1	1	14
7 ▲ (2)	Oregon	69	\$311	530	1	1	13
8 ▲ (3)	Massachusetts	50	\$331	511	1	3	11
9 ▲ (1)	Maryland	58	\$295	532	1	1	11
10 ▼ (-2)	New Mexico	66	\$273	495	2	1	14
11 ▲ (1)	Delaware	42	\$230	495	1	2	10
12 ▲ (3)	Georgia	41	\$197	472	2	3	13
13 ▲ (1)	Kentucky	38	\$281	404	2	4	12
14 ▲ (2)	New Jersey	54	\$279	422	1	3	10
15 ▲ (2)	South Carolina	60	\$243	428	2	1	7
16 ▲ (2)	Oklahoma	42	\$307	405	2	2	10
17 ▲ (5)	Connecticut	65	\$290	374	1	1	6
18 ▲ (1)	Texas	38	\$264	329	2	3	10
19 ▲ (5)	New Hampshire	37	\$209	326	2	2	8
20 ▲ (6)	Michigan	48	\$281	308	1	3	12
21 — (0)	Montana	32	\$316	295	2	4	11
22 ▲ (5)	Wyoming	26	\$373	259	2	4	11
23 ▲ (2)	Indiana	37	\$162	306	1	2	12
24 ▲ (5)	Idaho	66	\$187	330	1	1	7
25 ▲ (5)	Rhode Island	70	\$236	297	1	2	14
26 ▲ (6)	Maine	46	\$226	323	1	1	5
27 ▼ (-4)	South Dakota	32	\$244	281	2	2	11
28 ▼ (-8)	Missouri	33	\$192	281	1	2	12
29 ▼ (-22)	Arkansas	72	\$267	282	1	2	8
30 ▲ (4)	New York	41	\$275	275	2	1	11
31 ▼ (-3)	Vermont	31	\$194	266	2	3	6
32 ▲ (1)	Ohio	40	\$145	269	1	3	10
33 ▲ (3)	D.C.	61	\$434	275	1	1	6
34 ▲ (1)	Colorado	34	\$355	257	2	1	11
35 ▲ (2)	Illinois	41	\$281	234	1	3	14
36 ▼ (-5)	Minnesota	35	\$243	266	2	1	7
37 ▲ (2)	Tennessee	69	\$339	245	1	2	7
38 — (0)	Iowa	71	\$152	269	1	2	5
39 ▲ (3)	North Carolina	66	\$231	228	1	1	14
40 ▲ (1)	Kansas	35	\$160	199	2	3	9
41 ▲ (5)	West Virginia	67	\$200	214	2	1	8
42 ▼ (-2)	Alaska	64	\$439	230	1	1	5
43 — (0)	Wisconsin	42	\$258	197	1	1	10
44 ▲ (1)	Mississippi	65	\$343	169	2	2	6
45 ▼ (-1)	Louisiana	77	\$333	175	1	1	7
46 ▲ (1)	Alabama	63	\$374	154	2	2	5
47 ▲ (1)	Washington	76	\$230	171	1	1	6
48 ▲ (1)	North Dakota	65	\$151	113	1	1	13
49 ▼ (-36)	Utah	64	\$321	130	1	0	4
50 — (0)	Pennsylvania	50	\$116	120	1	1	8
51 — (0)	Nebraska	61	\$92	114	1	2	6

▲ Increase since 2017 ▼ Decrease since 2017

Table 7: Combined State Rankings
States Ranked by Number of Licenses and Average Burdens, 2022

Rank (Change from 2017)	State	Number of 102 Lower-Income Occupations Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
1 — (0)	Nevada	75	\$727	883	2	1	15
2 — (0)	California	75	\$517	837	2	1	15
3 ▲ (4)	Virginia	72	\$319	580	1	1	14
4 ▲ (1)	Hawaii	64	\$506	972	2	2	16
5 ▼ (-1)	Arizona	68	\$481	689	2	1	16
6 — (0)	Louisiana	77	\$333	175	1	1	7
7 ▲ (1)	Oregon	69	\$311	530	1	1	13
8 ▲ (1)	Washington	76	\$230	171	1	1	6
9 ▼ (-6)	Arkansas	72	\$267	282	1	2	8
10 ▲ (1)	New Mexico	66	\$273	495	2	1	14
11 ▼ (-1)	Rhode Island	70	\$236	297	1	2	14
12 — (0)	Iowa	71	\$152	269	1	2	5
13 — (0)	Tennessee	69	\$339	245	1	2	7
14 ▲ (1)	Idaho	66	\$187	330	1	1	7
15 ▲ (4)	Connecticut	65	\$290	374	1	1	6
16 — (0)	West Virginia	67	\$200	214	2	1	8
17 — (0)	North Carolina	66	\$231	228	1	1	14
18 — (0)	Mississippi	65	\$343	169	2	2	6
19 ▲ (2)	Alaska	64	\$439	230	1	1	5
20 ▲ (2)	South Carolina	60	\$243	428	2	1	7
21 ▲ (2)	Maryland	58	\$295	532	1	1	11
22 ▲ (2)	North Dakota	65	\$151	113	1	1	13
23 ▼ (-3)	Florida	55	\$300	658	1	1	13
24 ▲ (2)	D.C.	61	\$434	275	1	1	6
25 — (0)	Alabama	63	\$374	154	2	2	5
26 ▼ (-12)	Utah	64	\$321	130	1	0	4
27 — (0)	Nebraska	61	\$92	114	1	2	6
28 — (0)	New Jersey	54	\$279	422	1	3	10
29 — (0)	Massachusetts	50	\$331	511	1	3	11
30 — (0)	Michigan	48	\$281	308	1	3	12
31 — (0)	Pennsylvania	50	\$116	120	1	1	8
32 — (0)	Maine	46	\$226	323	1	1	5
33 — (0)	Delaware	42	\$230	495	1	2	10
34 ▲ (1)	Oklahoma	42	\$307	405	2	2	10
35 ▼ (-1)	Georgia	41	\$197	472	2	3	13
36 ▲ (1)	New York	41	\$275	275	2	1	11
37 ▼ (-1)	Wisconsin	42	\$258	197	1	1	10
38 ▲ (1)	Illinois	41	\$281	234	1	3	14
39 ▼ (-1)	Ohio	40	\$145	269	1	3	10
40 — (0)	Kentucky	38	\$281	404	2	4	12
41 ▲ (1)	Texas	38	\$264	329	2	3	10
42 ▼ (-1)	New Hampshire	37	\$209	326	2	2	8
43 ▲ (1)	Indiana	37	\$162	306	1	2	12
44 ▲ (1)	Minnesota	35	\$243	266	2	1	7
45 ▲ (1)	Kansas	35	\$160	199	2	3	9
46 ▲ (1)	Colorado	34	\$355	257	2	1	11
47 ▼ (-4)	Missouri	33	\$192	281	1	2	12
48 — (0)	Montana	32	\$316	295	2	4	11
49 — (0)	South Dakota	32	\$244	281	2	2	11
50 — (0)	Vermont	31	\$194	266	2	3	6
51 — (0)	Wyoming	26	\$373	259	2	4	11

▲ Increase since 2017 ▼ Decrease since 2017

How Rankings Shuffled Between 2017 and 2022

License to Work's occupation and state rankings shuffled considerably between 2017 and 2022, as indicated in Tables 4–7 and in the State and Occupation Profiles starting on pp. 61 and 163. These shifts should be interpreted with caution. While our rankings provide a useful point-in-time snapshot for comparing the extent and magnitude of licensing burdens across occupations and states, at least two factors can cloud the picture when looking at changes in the rankings over time.

First, rankings are relative, so changes to a single occupation (or state) can affect how others rank, even if they did not change at all. For example, because psychiatric aide was entirely delicensed, it improved in Table 4 from the 14th most burdensome occupation on average to the 102nd, becoming the least burdensome. As a result, every occupation ranked as less burdensome in 2017—88 occupations in all—automatically shifted up a spot, appearing to be a bit more burdensome, regardless of whether or how their average requirements changed.

Similarly, in the state rankings, Utah improved by 36 spots for average burdens (Table 6) and by 12 spots in the combined ranking (Table 7), necessarily making many states look a bit worse regardless of how their average burdens or number of licenses did (or did not) change. Arkansas' large improvements of 22 spots in burden rank and 6 spots in combined rank had a similar effect.

The rankings' relative nature also means that occupations and states with reduced average burdens may not see the expected improvement in their ranks—or may even get worse—because others improved more. Wyoming, for instance, saw its burden ranking worsen 5 spots despite an improvement in the most heavily weighted burden category, days lost to education and experience. Although Wyoming reduced its average days lost by 13 days, other states made bigger improvements: not only Utah (366 days) and Arkansas (345 days) but also Missouri (58 days) and South Dakota (28 days).

Second, our burden rankings are based on averages among licensed states and occupations, so adding or removing licenses occasionally affects them in surprising ways. The clearest example is Michigan, whose burden rank worsened by 6 spots, tied for the largest such shift. For the most part, this shift resulted not from Michigan raising requirements (though it did for some occupations) but rather from its delicensing of two occupations—mobile home installers and residential painting contractors—with relatively light burdens. The somewhat heavier burdens that remain are averaged across fewer licenses, resulting in higher averages and a worse burden rank. The combined ranks, by contrast, account for the number of licenses, and on this ranking Michigan held steady.

Increases and Decreases in Average Burdens

Despite these caveats, our rankings often reflect real changes to average licensing burdens between 2017 and 2022, particularly education and experience requirements as these are heavily weighted in our rankings. And these requirements saw significant and frequently positive change, with reductions for most occupations and states.

Among occupations, average days lost to education and experience fell for 54 occupations, mostly in the construction trades, and most of these occupations' ranks (both burden and combined) either stayed the same or improved. As shown in Table 8, the occupation with the largest improvement in days lost—269 days—is direct entry midwife. At the same time, the occupation was newly licensed by seven states. Accordingly, its burden rank improved by 3 spots, while its combined rank worsened by 10. Still, as discussed above, three of the seven new licenses opened the occupation to those without a nursing degree, representing an improvement in access. Moreover, its average burdens fell because 21 states reduced education mandates, usually by a year or more. As a result, the occupation is easier to enter than it was in 2017, as reflected in its improved burden rank.

Table 8: Occupations With the Largest Increases and Decreases in Average Days Lost

Six Largest Decreases	
Midwife, Direct Entry	-269
Interpreter, Sign Language	-123
Animal Trainer	-122
Drywall Installation Contractor (Commercial)	-117
Painting Contractor (Commercial)	-100
Floor Sander Contractor (Commercial)	-100

Six Largest Increases	
School Bus Driver	50
Pharmacy Technician	36
Wildlife Control Operator	32
Athletic Trainer	30
Taxi Driver/Chauffeur	25
Preschool Teacher, Public School	22

Meanwhile, 14 occupations saw average education and experience requirements increase. As Table 8 shows, the largest of these was 50 days for school bus driver, which caused the occupation’s burden rank to worsen by 15 spots and its combined rank by 2 spots. This was almost entirely driven by large increases in just three states, Connecticut, Tennessee and, to a lesser extent, Washington. By contrast, increases for pharmacy technician, which saw the second largest rise in average days lost, were more widespread, with 15 states increasing days lost by more than 50 days. As a result, its burden rank worsened 5 spots.

Among states, 33 reduced average days lost by anywhere from one day to more than a year (Table 9). About half of their ranks stayed the same or improved. As noted above, the biggest improvements by far came from Utah and Arkansas, and their reforms largely affected specialty contractors, which are discussed in greater detail in a Reform Spotlight on p. 35.

Fifteen states moved in the other direction, increasing average days lost by as much as 44 days. With rare exception, these states’ burden and combined ranks either stayed the same or worsened. Most notably, Connecticut worsened by 5 spots on burden rank and 4 spots on combined rank because it newly licensed manicurists and skin care specialists.

Table 9: Average Increases and Decreases in States’ Days Lost

State	Increase/Decrease from 2017	State	Increase/Decrease from 2017
Utah	-366	Delaware	-3
Arkansas	-345	Louisiana	-3
Arizona	-76	New Hampshire	-3
Missouri	-58	Idaho	-2
Kentucky	-40	Massachusetts	-2
Virginia	-40	Texas	-2
New Mexico	-31	Kansas	-1
Vermont	-31	Mississippi	0
South Dakota	-28	New York	0
Minnesota	-22	South Carolina	0
Florida	-18	Pennsylvania	3
Montana	-17	Iowa	6
Wisconsin	-17	Washington	6
Indiana	-16	Michigan	7
Wyoming	-13	Rhode Island	7
California	-9	Oklahoma	8
North Carolina	-9	Connecticut	9
Ohio	-8	Georgia	9
North Dakota	-7	Nevada	11
Oregon	-7	Alabama	12
Colorado	-6	D.C.	14
Maryland	-6	Tennessee	19
New Jersey	-6	Illinois	21
Alaska	-5	Maine	26
Hawaii	-4	West Virginia	44
Nebraska	-4		

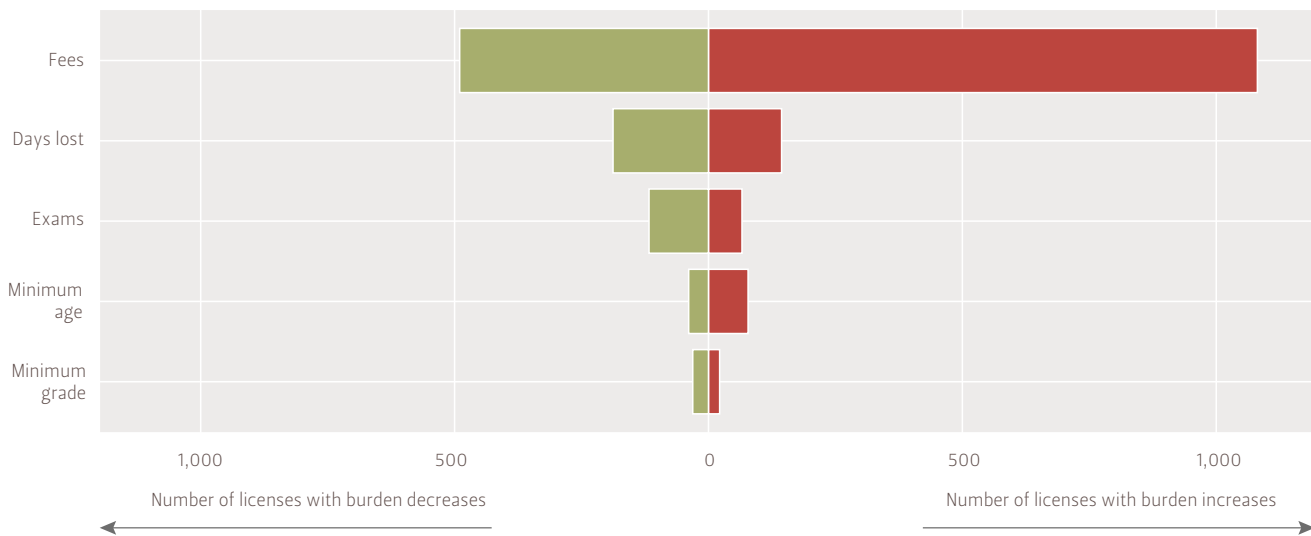
Most Common Licensing Changes: Higher Fees, Lower Education and Experience

Looking beyond occupation and state averages, the most common changes to license requirements between 2017 and 2022 were to fees and days lost to education and experience, as shown in Figure 5. Fees were by far the most likely burden category to change, as 1,571 licenses saw a change in fees and more than 1,000 of those changes were increases. By contrast, days lost were more likely to decrease: 188 decreases vs. 144 increases. Moreover, in terms of magnitude, reductions to days lost were larger than increases to fees, as Figure 6 illustrates. Across all the licenses present in both the second and third editions of *License to Work*, average fees rose 3.5% from 2017 to 2022, but average days lost fell by nearly 6%, by far the largest change across our five burden categories.

To be sure, higher fees can present real hurdles, especially for aspiring workers of modest means, and we found increases were particularly pronounced in certain occupations and states. Seventy-two percent of health care licenses saw increased fees, while average fees rose by 10% or more—even after accounting for inflation—in Nebraska, New Jersey, Oklahoma and South Dakota. Still, education and experience mandates likely represent more challenging obstacles, so the frequency and magnitude of reductions to this burden category is notable.

Figure 5: Fees More Often Increased

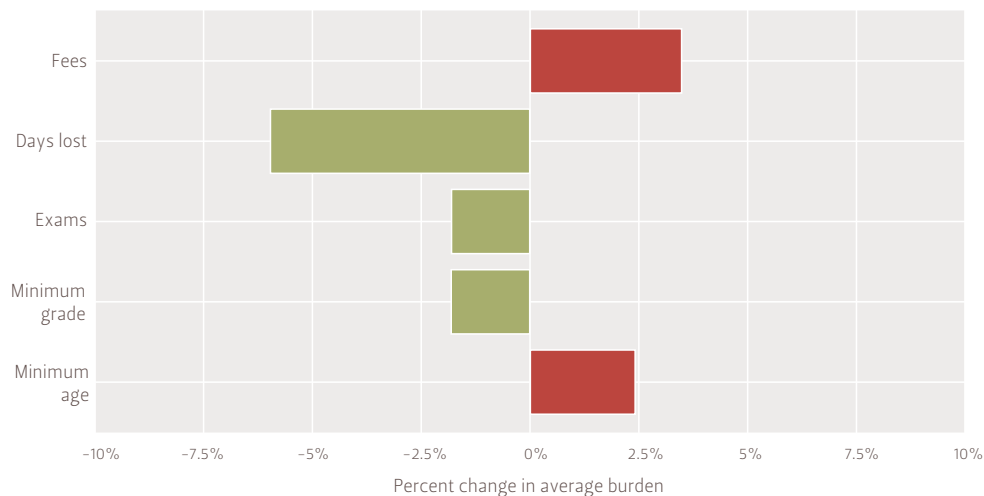
Most licensing burden changes from 2017 to 2022 were fee increases, but education and experience mandates fell more often than they rose



Note: Calculated from the 2,733 licenses present in both the second and third editions of *License to Work*.

Figure 6: Average Days Lost Declined the Most

Since 2017, average education and experience mandates fell by 6%, the largest change to any burden category



Note: Calculated from the 2,733 licenses present in both the second and third editions of *License to Work*.

Such reductions were most common among personal care service and health occupations (Figure 7). Roughly 19% of personal care licenses saw a decrease to required education and experience, including licenses for barbers and cosmetologists (15 states each) and shampooers (14 states). (Barbering and beauty reforms are discussed in greater detail in a Reform Spotlight on p. 52.) Burdens were reduced for about 15% of health care licenses, most especially direct entry midwives, as noted above.

In terms of magnitude, construction and home services saw the largest declines in average days lost, as shown in Figure 8. While only 6% of such licenses saw a decrease, many decreases were large, most notably two years for 34 licenses in Utah and four years for 15 licenses in Arkansas. (These reforms and others in the contracting trades are detailed in a Reform Spotlight on p. 35.)

Figure 7: Barriers to Personal Care Services More Often Fell
 Between 2017 and 2022, reductions in education and experience mandates were most common among personal care service licenses

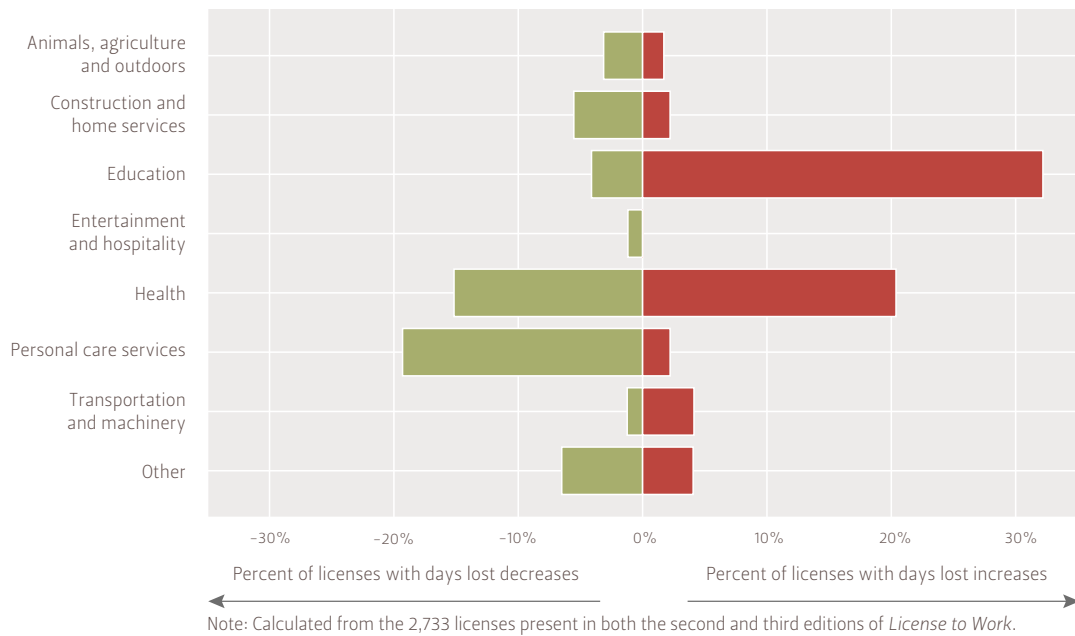
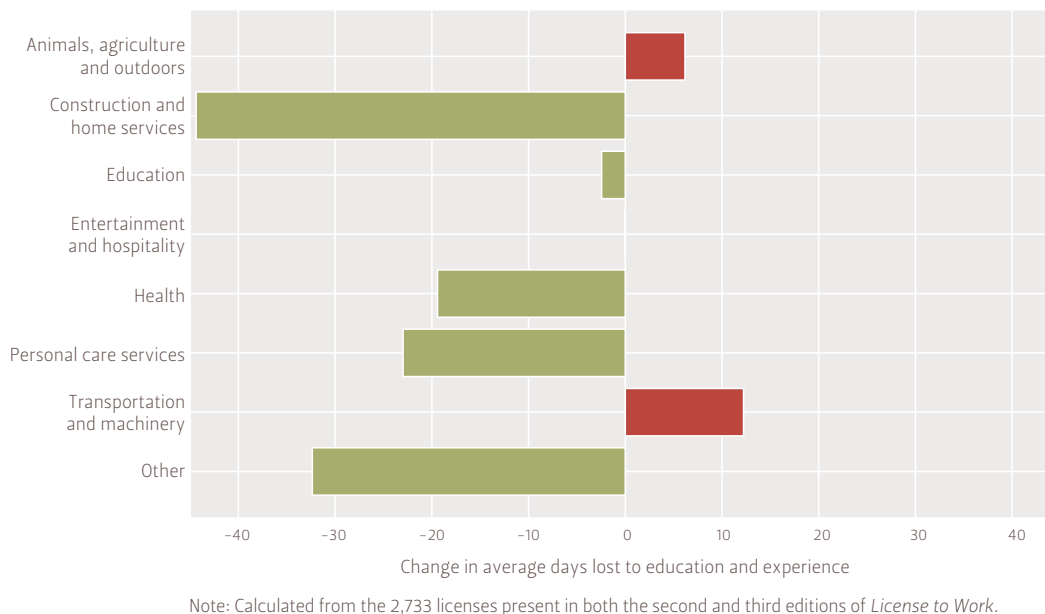


Figure 8: Construction Trades’ Average Days Lost Declined the Most
 Construction and home services licenses saw the largest reductions in average education and experience burdens since 2017

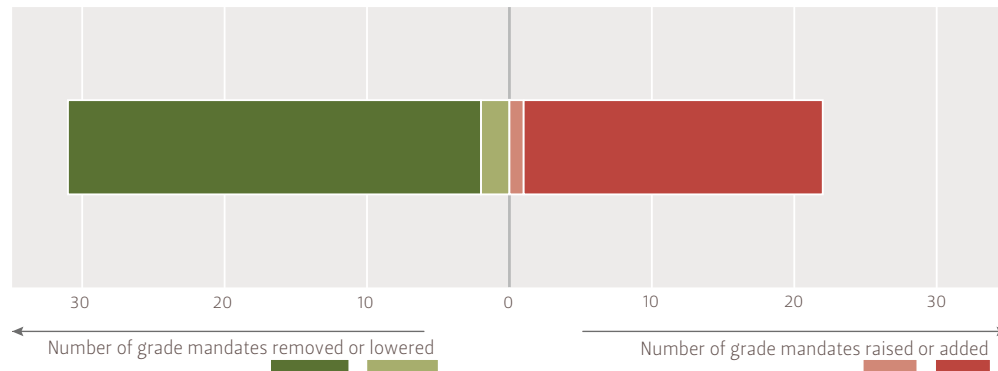


Exam and minimum grade requirements changed less frequently, but like days lost, they decreased more often than they increased. Nearly all minimum grade decreases involved simply eliminating the requirement, while a handful reduced the grade required from, for example, 12th to 10th (Figure 9). Personal care services accounted for 28 reductions, or nearly all of them, including seven states that reduced or removed grade mandates for manicurists, six states for cosmetologists and five states for barbers.

Finally, minimum age requirements changed infrequently since 2017, and like fees, they more often increased. Most often, these were new requirements of age 18 that did not exist in 2017, but about 25% were increases from, for example, age 16 to 18, or from 18 to 21 (Figure 10).

Figure 9: Fewer Minimum Grade Mandates

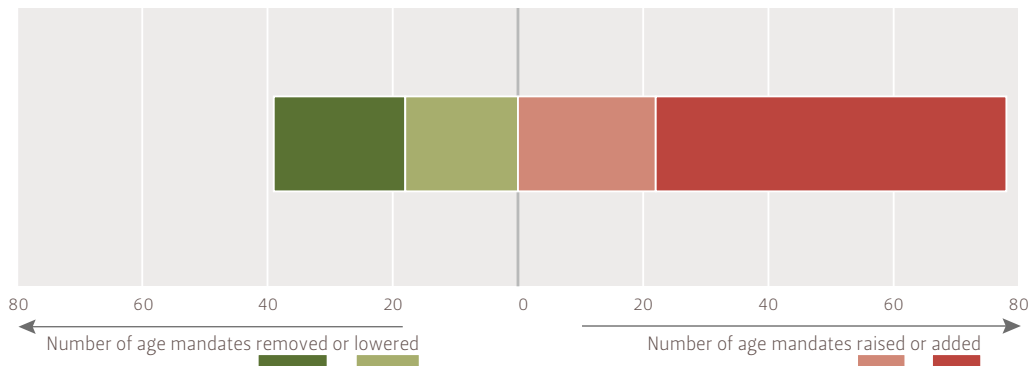
Since 2017, minimum grade mandates were lowered or removed more often than they were raised or added



Note: Calculated from the 2,733 licenses present in both the second and third editions of *License to Work*.

Figure 10: More Minimum Age Mandates

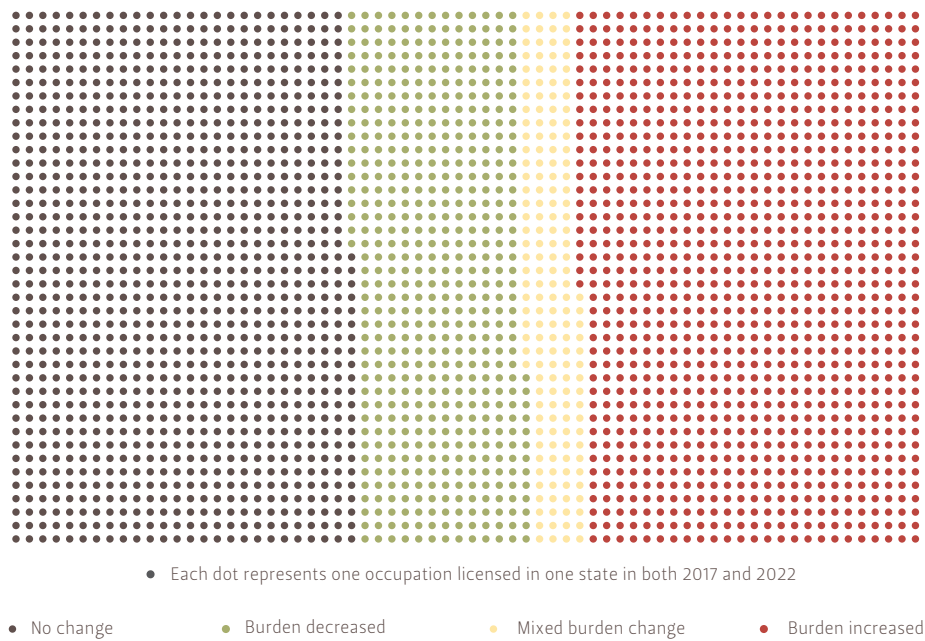
Since 2017, minimum age mandates were raised or added more often than they were lowered or removed



Note: Calculated from the 2,733 licenses present in both the second and third editions of *License to Work*.

Figure 11 helps put these changes to the different license burdens we track into context. Each dot represents one of the 2,733 licenses in both the second and third editions of *License to Work*. For 37% of them, nothing changed between 2017 and 2022. For 38%, requirements became more burdensome, but, as just discussed, most burden increases were to fees. Nineteen percent of licenses became less burdensome, while the remaining 6% saw at least one requirement increase and at least one other decrease. In short, most licenses stayed the same or became somewhat more burdensome, while a sizable share saw modest—but promising—improvement.

Figure 11: Burden Changes
Since 2017, 19% of licenses became less burdensome, but most saw increased or unchanged burdens



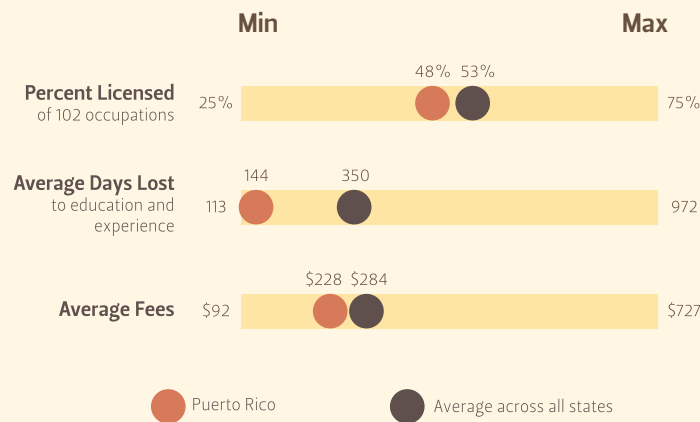
Licensing in Puerto Rico

This edition of *License to Work* is the first to capture licensing requirements for the Commonwealth of Puerto Rico, thanks to data collected by researchers at the University of Puerto Rico. To keep our rankings comparable between the second and third editions, we have not included Puerto Rico in them. However, here we summarize Puerto Rico’s licensing requirements and show how its licensing burdens for *License to Work*’s sample of occupations compare to those of the 50 states and the District of Columbia.

Puerto Rico requires a license to work in 49 of the 102 occupations in our sample, five fewer than the average state. It is the only U.S. jurisdiction not to license water well drillers, pest control applicators or vegetation pesticide applicators. It is one of only two that does not license public preschool teachers and one of five that does not license head coaches for public high school sports. The 49 *License to Work* occupations the Commonwealth *does* license are far from the only occupations it regulates, however. Like the 50 states and the District, Puerto Rico licenses many occupations that are not part of our sample. Not counting “sporting occupation licenses” (such as boxing, wrestling and horseracing), Puerto Rico licenses a total of at least 129 occupations according to the University of Puerto Rico researchers.³⁷

On average, the 49 licenses require 144 days of education and experience, about one exam, and \$228 in fees. While the Commonwealth’s average exam and fee requirements are close to the other jurisdictions’ averages, its average education and experience requirements are substantially lower than the 350 days required by the 50 states and D.C., as shown in Figure 12. Indeed, these average requirements are some of the lowest across the jurisdictions we study.

Figure 12: How Puerto Rico Compares



To put them in perspective, if we included Puerto Rico in our rankings, its licenses would be on the lower end of the burden ranking, as the 46th most burdensome in the nation, between Louisiana’s and Alabama’s. Taking both the number of occupations it licenses and its average burdens into account, Puerto Rico would rank between Michigan and Pennsylvania as 31st on combined rank, as shown in Table 10. Table 11 ranks the 49 occupations Puerto Rico licenses according to how burdensomely the Commonwealth licenses them.

Table 10: Puerto Rico’s Burden and Combined Rankings
Puerto Rico and Select States Ranked by Average Burdens for Licensed Occupations, 2022

Rank	State	Number of 102 Lower-Income Occupations Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
43	Wisconsin	42	\$258	197	1	1	10
44	Mississippi	65	\$343	169	2	2	6
45	Louisiana	77	\$333	175	1	1	7
46	Puerto Rico	49	\$228	144	1	3	17
47	Alabama	63	\$374	154	2	2	5
48	Washington	76	\$230	171	1	1	6
49	North Dakota	65	\$151	113	1	1	13

Puerto Rico and Select States Ranked by Number of Licenses and Average Burdens, 2022

Rank	State	Number of 102 Lower-Income Occupations Licensed	Average Fees	Average Estimated Calendar Days Lost	Average Exams	Average Min. Grade	Average Min. Age
28	New Jersey	54	\$279	422	1	3	10
29	Massachusetts	50	\$331	511	1	3	11
30	Michigan	48	\$281	308	1	3	12
31	Puerto Rico	49	\$228	144	1	3	17
32	Pennsylvania	50	\$116	120	1	1	8
33	Maine	46	\$226	323	1	1	5
34	Delaware	42	\$230	495	1	2	10

While Puerto Rico’s average burdens compare favorably with those of other jurisdictions, many of its licenses do not. Most notably, among Puerto Rico’s 49 licenses, the most burdensome is that for pharmacy technician, and its requirements exceed those of all other jurisdictions. Aspirants must earn an associate degree and complete a 1,000-hour supervised internship, for a total of 905 days lost to education and experience. These burdens look especially steep considering that 15 of the 44 states that license the occupation do not require any education or experience.

Unlike most other jurisdictions, Puerto Rico also requires aspiring dental assistants and dispensing opticians to earn an associate degree, contributing to their ranks as the 3rd and 4th most burdensome licenses among the 49 examined here. Dental assistants are licensed by only eight states, and Puerto Rico’s is the only license to require an associate degree. By contrast, four states require no education or experience at all, including

Washington, which recently eliminated all required training. As for dispensing opticians, most states do not license them, and of those that do, two do not require any education or experience.

Puerto Rico’s sixth most burdensome occupation is interior designer, licensed by only three other jurisdictions. Aspiring interior designers must earn 24 credits in general subjects and another 60 in specialized study, amounting to 588 days lost to education and experience. Though less burdensome than other interior design licenses—Louisiana, Nevada and the District of Columbia each require six years of education or experience—Puerto Rico’s requirements still appear needlessly onerous given that 48 states do not license interior designers, including Florida, which recently eliminated its license.

Table 11: Licensing in Puerto Rico

Burden Rank	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min Age
1	Pharmacy Technician	44	\$305	905	2 years	1000 clock hours	1	12	18
2	Travel Guide	37	\$105	803	315 clock hours	2 years	2	12	18
3	Dental Assistant	8	\$40	730	2 years	None	1	12	18
4	Optician	22	\$295	730	2 years	None	1	0	21
5	Veterinary Technician	36	\$185	730	2 years	None	1	0	21
6	Interior Designer	3	\$310	588	84 credit hours	None	2	12	18
7	Massage Therapist	45	\$429	233	1000 clock hours	None	1	12	18
8	Barber	51	\$320	273	9 months	None	2	0	18
9	Cosmetologist	51	\$310	233	1000 clock hours	None	2	8	16
9	Makeup Artist	37	\$310	233	1000 clock hours	None	2	8	16
9	Manicurist	51	\$310	233	1000 clock hours	None	2	8	16
9	Shampooer	33	\$310	233	1000 clock hours	None	2	8	16
9	Skin Care Specialist	51	\$310	233	1000 clock hours	None	2	8	16
14	HVAC Contractor (Residential)	35	\$300	187	800 clock hours	None	1	12	18
14	HVAC Contractor (Commercial)	37	\$300	187	800 clock hours	None	1	12	18
16	Emergency Medical Technician	51	\$425	93	400 clock hours	None	2	12	18
17	Athletic Trainer	49	\$650	129	105 clock hours	450 clock hours	1	0	18
18	Electrical Helper	3	\$165	117	500 clock hours	None	1	12	18
19	Gaming Dealer	29	\$85	35	150 clock hours	None	1	0	18
20	Gaming Supervisor	31	\$165	35	150 clock hours	None	0	0	18
20	Slot Supervisor	29	\$165	35	150 clock hours	None	0	0	18
22	Security Guard, Unarmed	34	\$107	28	None	4 weeks	0	0	21
23	Gaming Cage Worker	30	\$85	35	150 clock hours	None	0	0	18
24	Weigher	24	\$125	0	None	None	1	0	18
25	Carpenter/Cabinet Maker Contractor (Residential)	30	\$240	0	None	None	0	0	18
25	Cement Finishing Contractor (Residential)	30	\$240	0	None	None	0	0	18
25	Door Repair Contractor (Residential)	29	\$240	0	None	None	0	0	18
25	Drywall Installation Contractor (Residential)	30	\$240	0	None	None	0	0	18
25	Floor Sander Contractor (Residential)	27	\$240	0	None	None	0	0	18
25	Glazier Contractor (Residential)	30	\$240	0	None	None	0	0	18
25	Insulation Contractor (Residential)	30	\$240	0	None	None	0	0	18
25	Iron/Steel Contractor (Residential)	30	\$240	0	None	None	0	0	18
25	Landscape Contractor (Residential)	48	\$240	0	None	None	0	0	18
25	Mason Contractor (Residential)	31	\$240	0	None	None	0	0	18
25	Painting Contractor (Residential)	27	\$240	0	None	None	0	0	18
25	Paving Contractor (Residential)	28	\$240	0	None	None	0	0	18
25	Sheet Metal Contractor, HVAC (Residential)	36	\$240	0	None	None	0	0	18
25	Sheet Metal Contractor, Other (Residential)	31	\$240	0	None	None	0	0	18
25	Terrazzo Contractor (Residential)	28	\$240	0	None	None	0	0	18
40	Truck Driver, Tractor-Trailer	51	\$120	0	None	None	0	0	21
41	Bus Driver, City/Transit	51	\$110	0	None	None	0	0	21
41	School Bus Driver	51	\$110	0	None	None	0	0	21
43	Travel Agency	5	\$200	0	None	None	0	0	18
44	Child Care Home, Family	44	\$25	0	None	None	0	0	21
45	Taxi Driver/Chauffeur	13	\$100	0	None	None	0	0	18
46	Truck Driver, Other	51	\$85	0	None	None	0	0	18
47	Fisher, Commercial	43	\$25	0	None	None	0	0	18
48	Bill Collection Agency	29	\$450	0	None	None	0	0	0
49	Pipelayer Contractor	27	\$240	0	None	None	0	0	0

Other licensing burdens that stand out as uncommonly steep include those for electrical helpers and travel guides. Only three states license electrical helpers and none require education or experience, but Puerto Rico mandates 500 hours of accredited vocational education, amounting to 117 days lost, the result of legislation enacted in 2016.³⁸ Of the 37 states that license travel guides, the majority do not require any education or experience, yet Puerto Rico requires 803 days, including specialized coursework and two years of experience, giving it the second most burdensome licensing requirements in the Commonwealth.

Some of Puerto Rico's requirements also far outstrip national minimums. For example, the Commonwealth requires 1,000 hours of education, amounting to 233 days lost, for manicurists, while Alaska recently reduced its requirement to just 12 hours. Similarly, aspiring skin care specialists must also undergo 1,000 hours of education in Puerto Rico, while Florida requires only 220 hours. Puerto Rico's training requirements for entry-level emergency medical technicians, 400 hours of accredited coursework, amounting to about three months, are triple the requirements of most states.

Other requirements appear too burdensome in light of the risks they pose to the public. Most notably, Puerto Rico requires almost eight months (233 days) of training for cosmetologists compared to three months for EMTs (which itself is far higher than average). And because makeup artists and shampooers must be fully licensed cosmetologists, workers in these occupations, too, need more than twice as much training as EMTs.

Finally, not only does Puerto Rico license occupations other jurisdictions do not—sometimes quite onerously—but it also imposes several licenses recently eliminated elsewhere, such as makeup artists, shampooers, residential painting contractors, taxi drivers, travel agencies and weighers, as well as interior designers.

Despite Puerto Rico's low average burdens overall, comparisons to other jurisdictions show there is likely room for reform. To rein in licensing burdens, Puerto Rico can follow the steps outlined in *How to Reform Licensing* starting on p. 56. In so doing, it will make the Commonwealth a freer, fairer place to live, work and do business.

Reform Spotlight: Contractor Trades Licensing

Specialty contractor licenses account for about a third of the occupations we study in *License to Work*—33 occupations in all—as well as a third of the changes in licensing requirements observed since 2017.³⁹ The changes in these fields were widespread, with 35 states changing at least one contractor license. And yet the most substantial improvements, as previewed above, were concentrated in two states: Utah and Arkansas.

These two states made education and experience reductions to 50 licenses, representing more than a quarter of such improvements across all licenses. And their reductions were sizable as Utah eliminated yearslong experience requirements and Arkansas substantially reduced them. As a result, their reforms were significant drivers of the reductions in days lost observed since 2017, accounting for nearly 60% of the decrease across all 102 occupations.

Specifically, in 2017, Utah eliminated a two-year experience requirement as well as all exam requirements for 33 specialty contractor licenses.⁴⁰ At the same time, it added five hours to an existing 20-hour business and law course.⁴¹ These reforms brought Utah closer to states like Washington that (as discussed in *Alternatives to Licensing* starting on p. 50) require only registration for specialty contractors and have no education, experience or testing requirement. They are also the reason for the state's large improvements from 13th to 49th in our burden ranking and from 14th to 26th in our combined ranking.

Arkansas' reforms involved larger decreases but still left sizable burdens in place. As part of the Arkansas Contractors Licensing Board's ongoing review of contractor license requirements, the state in 2017 reduced its five-year experience requirements to one year for 15 specialty contractor occupations and to two years for two others.⁴² These requirements still exceed those of other states, including Utah, but they represent large burden reductions and helped improve Arkansas' burden ranking from 7th to 29th and its combined ranking from 3rd to 9th.

Outside of these two states, Arizona eliminated experience requirements for four specialty contractor licenses for aspirants who pass a new trade skills exam.⁴³ The exam option is reflected

in our data as it is now the least burdensome route to licensure in the state.⁴⁴

Since 2017, a few states have moved in the opposite direction. West Virginia added one-year experience requirements to four HVAC contractor licenses. Massachusetts added three years of experience for residential insulation contractors.⁴⁵ And Georgia raised the experience requirement to become a pipelayer contractor from three to four years.

Aside from education and experience, several states eliminated exams. In addition to Utah, Louisiana removed one exam for 14 licenses, Florida for 11, Michigan for seven and Mississippi for one.⁴⁶ Utah legislator Mike Schultz, who sponsored his state's reforms, explained the rationale for eliminating trade exams: "All the trade exam was," he said, "was a way to kind of keep people out of the industry and make it hard because it was a hard test. . . . I don't think government should be in the business of picking winners and losers. I think that ought to be the consumer."⁴⁷ However, other states elected to add exams. For example, in addition to Arizona, Alabama and West Virginia added one exam for three licenses each, and Nevada for two licenses.⁴⁸

As with our overall findings, the requirement type that saw the most change by far was fees, and these generally increased. Fees increased for 325 contractor licenses while falling for 189. Most notably, Oregon raised fees for commercial and residential landscape contractors by \$335, to \$1,065. On the other hand, Arizona, Louisiana and Utah made large fee reductions, as did Oregon for contractors other than landscapers, resulting in a small overall decline in average fees for contractors of about \$7.

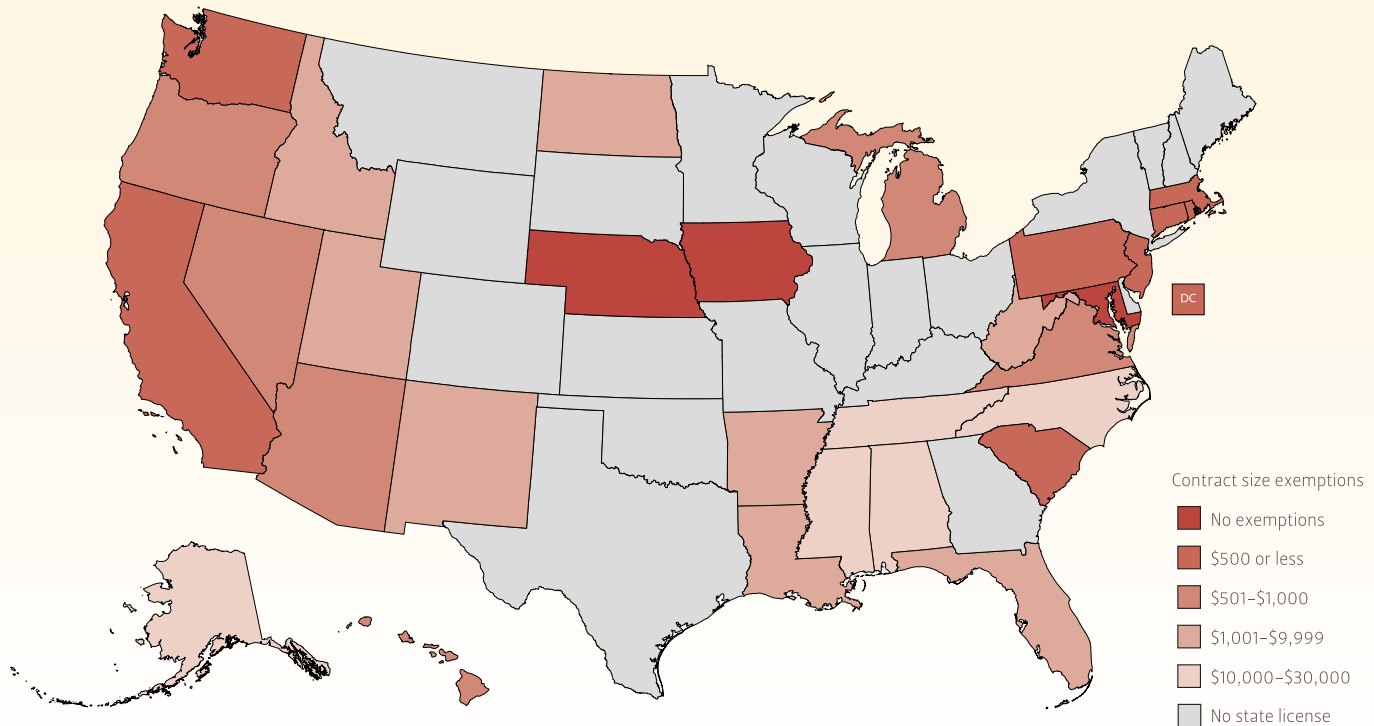
While specialty contractors saw a great deal of change to license requirements, they saw very little in the way of delicensing. Since 2017, one contractor license has been eliminated: a license for residential painting contractors in Michigan. In 2018, the state removed "painting and decorating" from the definition of its "maintenance and alteration contractor" license, thus sparing residential painting contractors from 14 days of training (a 60-hour course), an exam and \$294 in fees.⁴⁹ No new contractor licenses have been created.

The changes of the past five years illustrate that reform is possible. In addition to reducing and removing licensing requirements, another avenue for trades reform involves exempting some contractors from licensure. In many states, contractors only need a license for jobs worth more than a minimum contract size set by law. Lower-value jobs are exempt. Such contract size thresholds are illustrated for residential contractors in Figure 13. Appendix B starting on p. 221 offers greater detail, including for commercial contractors, who typically have higher thresholds.

Since 2017, two states have substantially changed their exemption thresholds.⁵⁰ As part of a sweeping licensing reform effort in 2020, the Florida Legislature raised the threshold for 17 of its 19 contractor licenses from \$1,000 to \$2,500.⁵¹ Although a welcome improvement, this is still a very low threshold of which few contractors can likely take advantage. Better is West Virginia's 2021 reform, which raised the state's residential contractor threshold from \$2,500 to \$5,000 and its commercial threshold from \$2,500 to \$25,000.⁵²

Figure 13: Residential Contractor Exemptions

Most states that license residential specialty contractors exempt jobs below a set—often small—contract value



Note: Excludes pipelayer, landscape, HVAC and HVAC sheet metal contractors. States vary in how many and which residential specialties they license. Commercial contractor license exemptions sometimes differ from residential. See Appendix B and the State Profiles for details.

Do Licensing's Burdens Make Sense?

This report's data do more than highlight the breadth and burden of occupational licenses nationwide and show how they have changed over time. The data also provide evidence that many licensing requirements, despite some positive reforms, are too steep or even entirely unnecessary.

Questionable Licenses

Like the data from the last edition of *License to Work*, the data from this edition cast doubt on the need for licensing in many occupations. Most of the 102 occupations we study are not licensed universally, as shown in Figure 14, which means workers are safely practicing them in at least one state—and often many more than one—without a government permission slip. Thus, when any occupation is licensed less than universally, it is worth asking whether the states that do license it are doing so unnecessarily.

Particularly suspect are licenses found in one or only a few states. If licensure were truly necessary to protect the public, we would expect to see greater consistency. Yet 22 of the occupations (listed in Figure 15) require licenses in fewer than 10 states, 13 in fewer than five and four in just one state.

Figure 14: Licensing Is Not Universal

Most occupations are unlicensed by at least one state

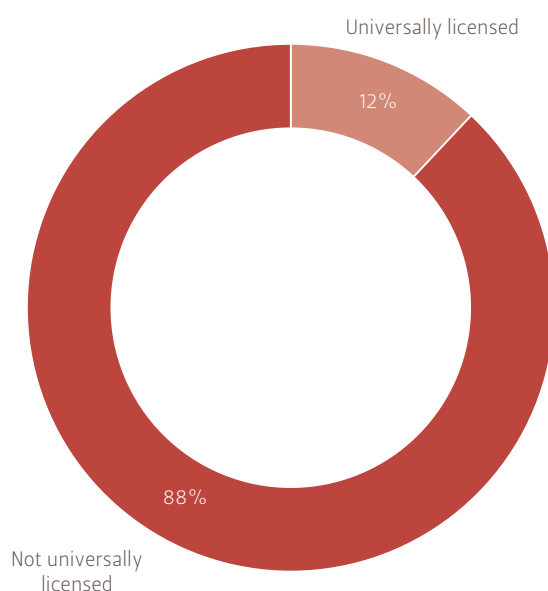


Figure 15: Rarely Licensed Occupations
 Twenty-two occupations are licensed by fewer than 10 states

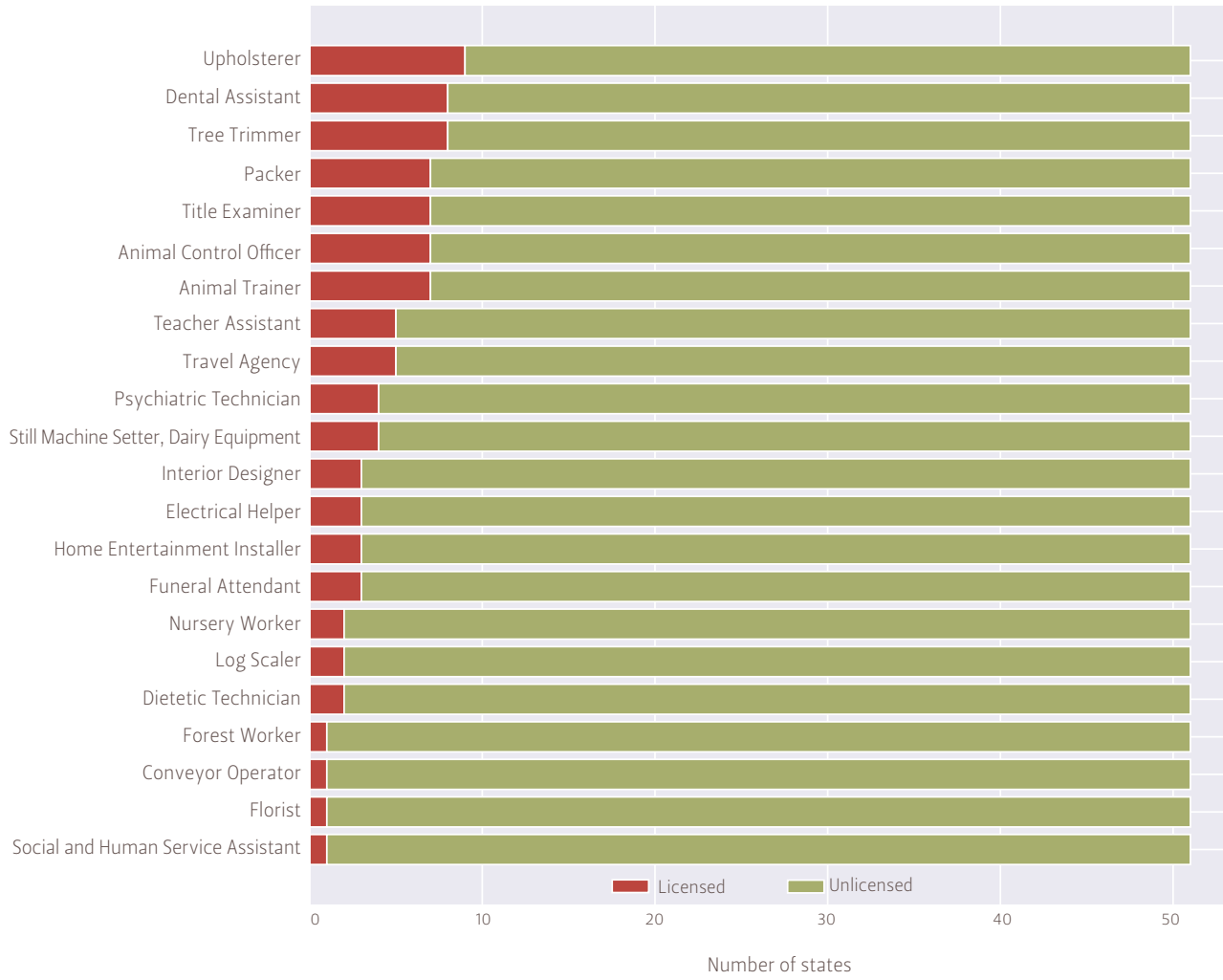
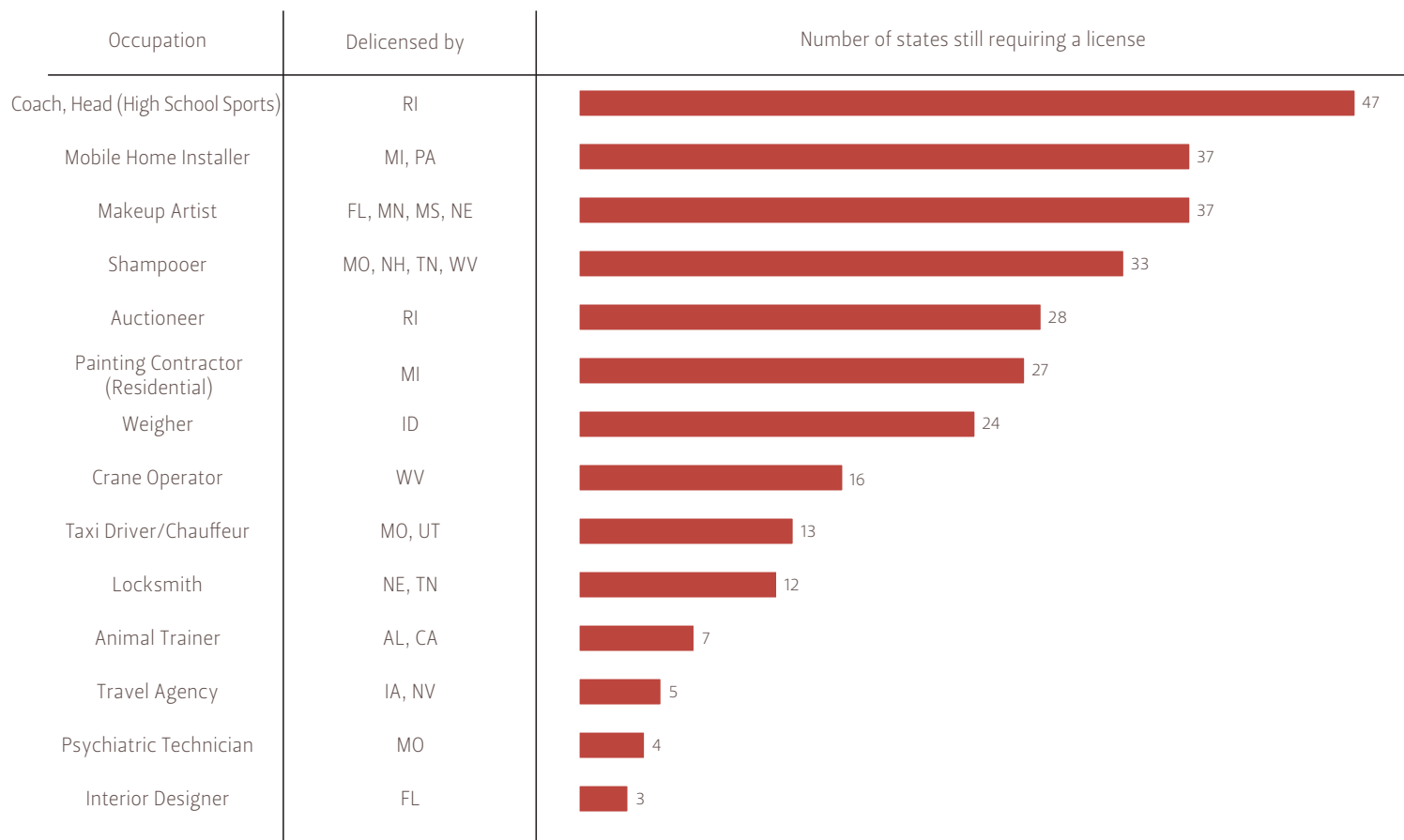


Figure 16: Opportunities to Delicense

Since 2017, 14 occupations have been delicensed by at least one state, yet many other states still license the same jobs



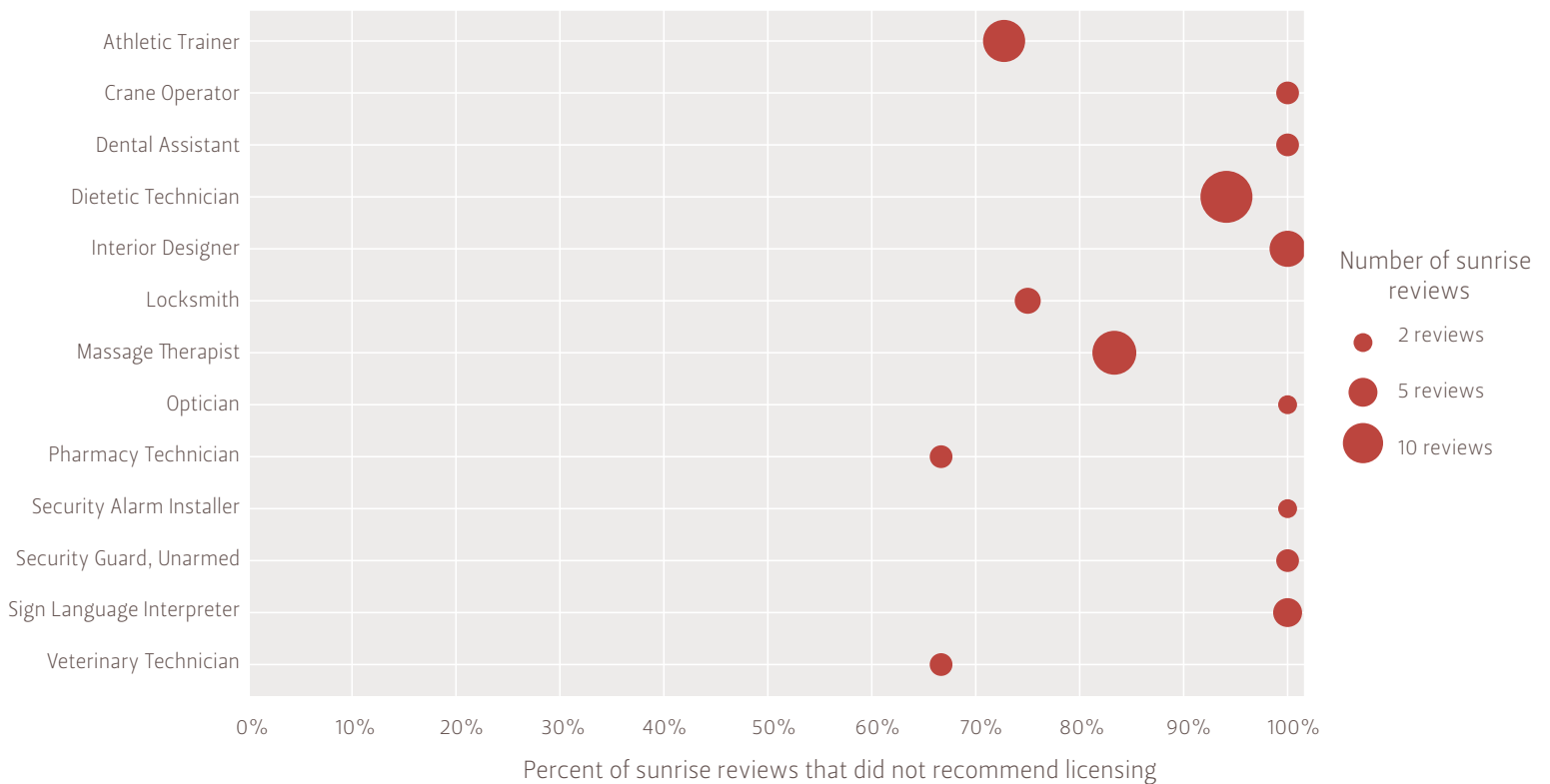
Also highly suspect are licenses that other states have eliminated. If a state has gone to the trouble of delicensing an occupation, states that continue licensing it should reconsider. For instance, Nebraska and Tennessee repealed their locksmith licenses in 2021,⁵³ yet 12 states continue to license the occupation. Likewise, West Virginia delicensed crane operators effective January 1, 2022.⁵⁴ Meanwhile, 16 states still license them.⁵⁵ Figure 16 lists 14 such delicensed occupations that continue to be licensed by anywhere from three to 47 states.

Other licenses that are likely unnecessary are ones government studies, prepared by nonpartisan research staff, have recommended against. In a number of states, proposed licenses and other occupational regulations are subject to “sunrise review,” a process intended to give lawmakers objective information about the need—or lack thereof—for new regulations.

Sunrise reviews inquire into occupational harms, regulations’ costs and benefits, and regulatory alternatives. They typically include a recommendation as to whether the proposed regulation, or any new regulation, is warranted. As a 2022 IJ study of nearly 500 sunrise reviews spanning 15 states and over 200 occupations found, these independent government studies usually recommend against licensure—or any new regulation.⁵⁶

Sunrise reviews of proposed licenses for dietitians, for example, overwhelmingly (9 of 10) recommend against licensure.⁵⁷ And if sunrise reviews find dietitians do not need licenses, it stands to reason that dietetic technicians, who assist dietitians in the provision of food service and nutritional programs, do not need licenses either. Nevertheless, dietetic technicians' average licensing requirements rank as more burdensome than those of 87 other occupations, requiring an average of 835 days of education and experience, along with an exam and \$176. As Figure 17 illustrates, for several occupations covered in *License to Work*, the majority of sunrise reviews have *not* recommended licensure.

Figure 17: Few Government-Issued Reports Recommend Licensing
 For 13 occupations in *License to Work*, the majority of government sunrise reviews have not recommended licensing



Note: Reviews for dietetic technician encompass the broader categories of dietitians, nutritionists and medical nutrition therapists. Athletic trainer excludes two reviews that considered distinct licenses as exemptions from broader ones. Figure excludes other occupations for which distinct licenses were sought, occupations with only one review, and those with similar titles but substantially different definitions or scopes of work.

Perhaps the most suspect are licenses that are both rare and onerous. In the previous edition of *License to Work*, we highlighted the irrationality of Missouri's licensing scheme for psychiatric aides. Missouri was the only state to license the occupation, and it did so very onerously, requiring two years of experience in mental health, a high school diploma and a minimum age of 18 years. At the time, these requirements were the 14th most burdensome among the 102 occupations studied.

Though Missouri eliminated its psychiatric aide license in 2020,⁵⁸ a number of rare yet onerous licenses remain on the books. For instance, only four states (Arkansas, California, Colorado and Kansas) license psychiatric technicians, yet those four states require, on average, eight and a half months of

specialized coursework. Specific education requirements range from seven months (210 days in Arkansas and Kansas) to nearly a year (357 days in California).

Figure 18 highlights several such rarely but onerously licensed occupations. Perhaps the most striking example is interior designer. Licensed by only two states and the District of Columbia, and recently delicensed by Florida, interior design has been the most burdensome of the 102 occupations going back to the first edition of *License to Work*. On average, the three states that license the occupation require six years of education and experience, an exam, and \$1,492 in fees.

Figure 18: Rarely Licensed, High Burdens

Seven occupations stand out for high average education and experience burdens despite being licensed by few states



Questionable Burdens

Our data also suggest many licenses are, if not unnecessary, unnecessarily burdensome. First, many licensing requirements do not appear rationally related to public health and safety—the ostensible justification for imposing these burdens on workers. Some occupations pose little risk to consumers or the public at large and yet are subject to onerous licensing requirements.

Makeup artist licenses, for example, require an average of 128 days of education and experience, two exams, and over \$173 in fees. Licenses for shampooers, also known as salon or shampoo assistants, require an average of 207 days of education and experience, two exams, and over \$124 in fees. Often, these licenses are not specific to makeup artists or shampooers. Rather, they are often full cosmetology, barbering, hair dressing or esthetician licenses. For example, seven states require full cosmetology licensure for shampooers.⁵⁹ This means aspiring makeup artists and shampooers are spending large amounts of time and money learning how to provide services that are irrelevant to the jobs they want to do.

Some of these occupations are subject to more onerous requirements than others that pose greater risks to the public. Workers in 71 occupations face greater average burdens than entry-level emergency medical technicians even though EMTs' work is often a matter of life and death. As Figure 19 shows, the occupations include makeup artist, shampooer, and all the other barbering and beauty occupations in our sample, along with auctioneer, residential painting contractor and taxi driver/chauffeur—all low-risk occupations.

For perspective, the average cosmetologist must complete nearly 10 times as much training as the average EMT (342 days vs. 36 days), while the average manicurist (the least burdensome beauty occupation we study) must complete more than twice as much (85 days vs. 36 days). Given that there is no reason to believe EMTs are underregulated, this suggests these other occupations are overregulated.

Second, states often impose wildly different licensing requirements on the same occupations even though occupational risks are unlikely to vary much across states.

The most egregious differences often occur with education and experience requirements. Fifty-one of the 102 occupations studied see differences of more than 1,000 estimated calendar days lost between the minimum and maximum education and experience requirements, as Figure 20 shows. Another eight see differences of more than 700 days.

The largest differences amount to several years. For example, while five states require no education or experience for commercial HVAC contractors, Rhode Island requires aspirants to spend eight years working under a licensed contractor before it will give them their own license—a difference of 2,920 days. The other 31 states that license the occupation require between less than a day and six years of education and experience, including Louisiana, which requires only a brief online course.

Figure 19: Health and Safety?

Several low-risk occupations face higher average education and experience burdens than emergency medical technicians

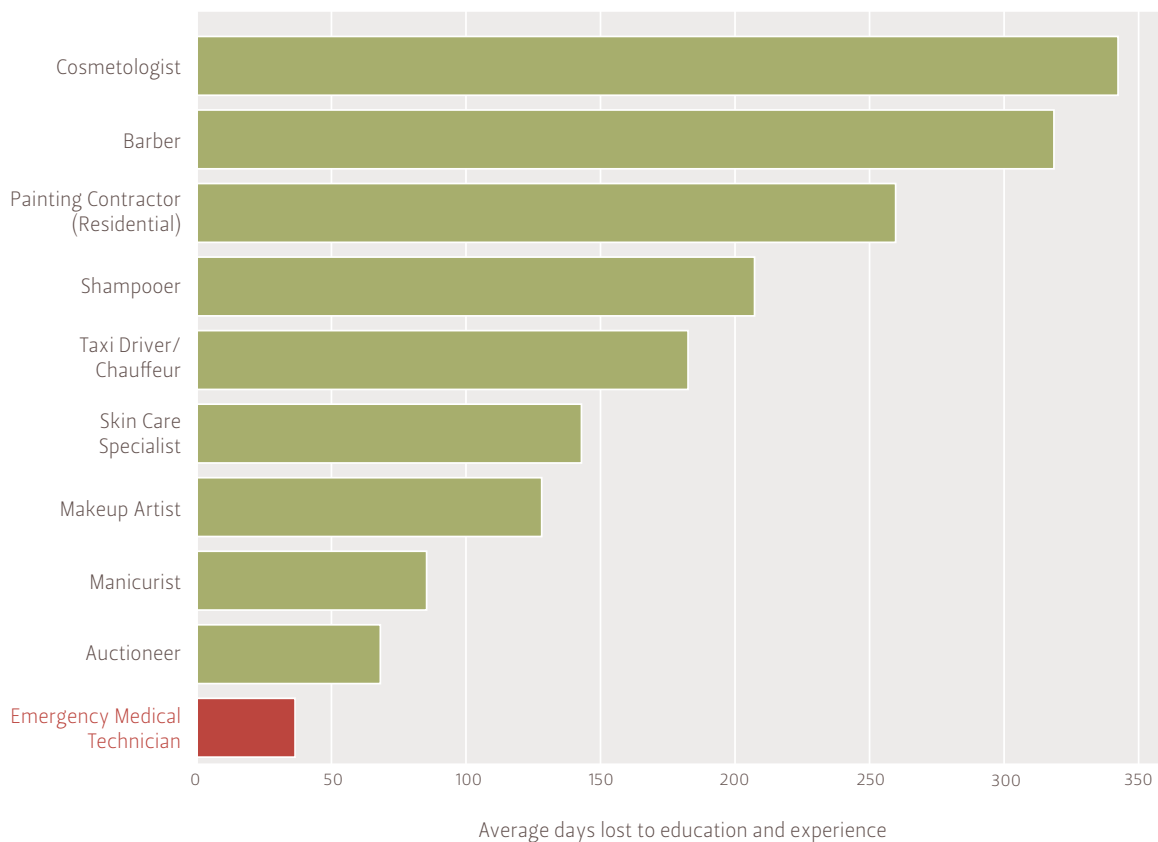
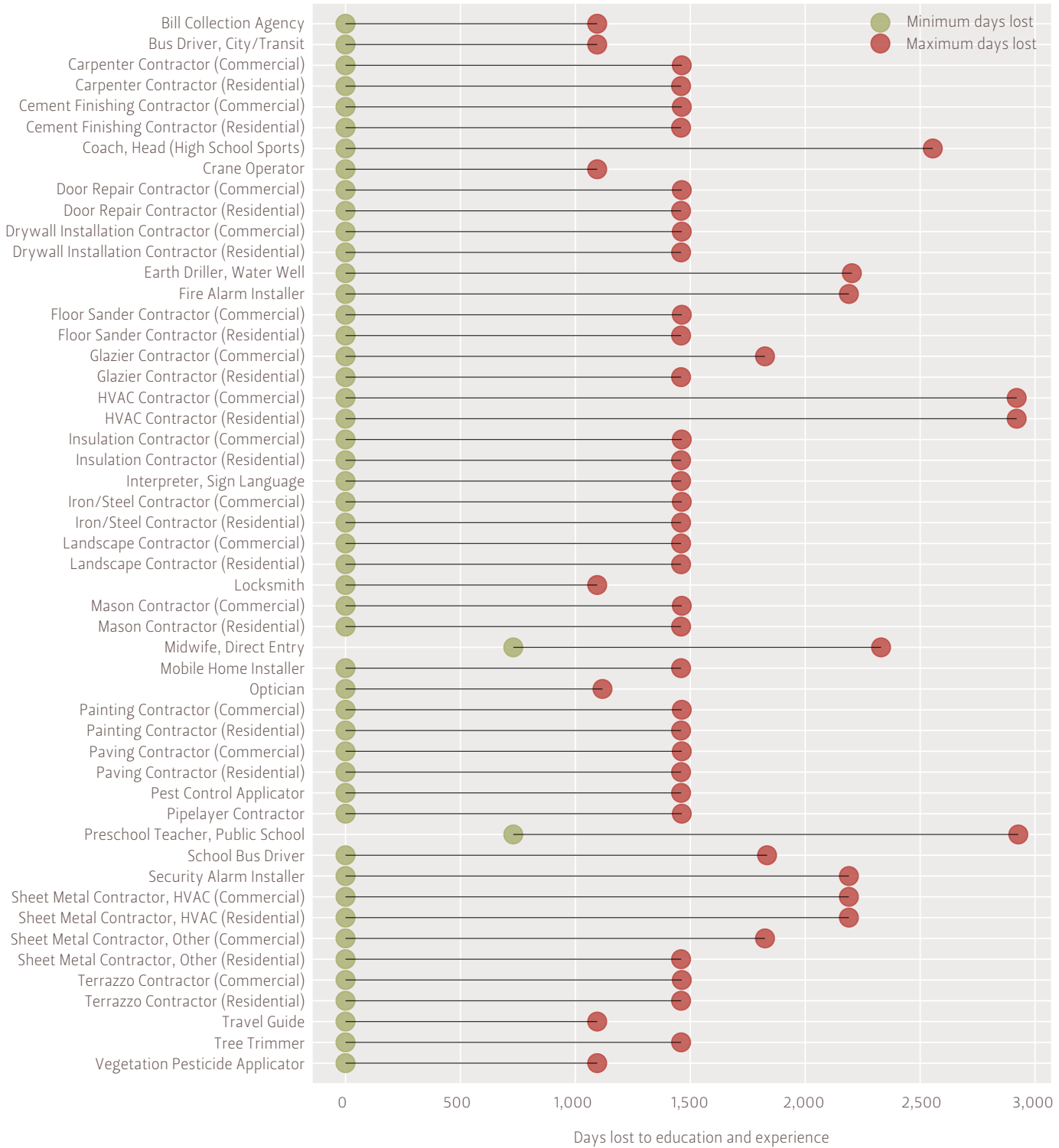


Figure 20: Widely Varied Licensing Burdens

For 51 occupations, days lost to education and experience mandates varies by 1,000 days or more



College Degrees

Several of the large discrepancies in days lost shown in Figure 20 reflect very different educational regimes for the same occupation—states that require college degrees and others that require less or even no education. For example, Georgia requires a bachelor’s degree for head coaches for public high school sports, while Delaware requires only one hour of education. In addition to coach, occupations for which some states require a bachelor’s degree and others do not include public preschool teacher, interior designer, sign language interpreter and midwife. In other occupations, at least one state requires an associate degree and others do not. These include family child care home, fire alarm installer, massage therapist, optician, security alarm installer and tree trimmer.⁶⁰

Recognition is growing that too many jobs require a college degree. Requiring a college degree reduces the labor pool, which, like licensing in general, raises prices for consumers and reduces access to services. And it especially burdens people on the first few rungs of the economic ladder, including people from lower-income backgrounds, racial and ethnic minorities, and other historically disadvantaged groups.⁶¹

Since the second edition of *License to Work*, some states have repealed college degree requirements. For instance, four states—Arizona, Kentucky, New Mexico and Wisconsin—that previously required a bachelor’s degree for sign language interpreters now allow aspirants to choose an alternate pathway requiring only an associate degree.⁶² While this still represents a substantial and likely unnecessary burden given that eight states require no college degree for the occupation, it is an improvement over the seven states that continue to require a bachelor’s degree.

Minimum Grade Requirements

States sometimes require a high school diploma, or a minimum grade level short of high school graduation, for licensure. Unlike college degree requirements, these requirements are not reflected in days lost to education and experience, but they can still present substantial burdens for aspiring workers. And when such requirements are not rationally related to health and safety, these burdens are unnecessary.

Take cosmetologists and barbers, both universally licensed occupations. Though high school does not teach beauty service sanitation techniques, let alone haircutting techniques, 15 states require high school graduation for cosmetologists, while 14 require the same for barbers. Nineteen states require some high school short of graduation for cosmetologist licensure, and 12 require the same for barbers. All told, for 40% of the occupations we study, at least one state sets a minimum grade for licensure, while at least one state does not (Figure 21), calling into question whether such requirements are needed.

States are starting to recognize the irrationality of such requirements, though it has sometimes taken a lawsuit to spur reform. California repealed a law prohibiting vocational schools from enrolling people without a high school education only after IJ sued and won a victory before the 9th U.S. Circuit Court of Appeals.⁶³ And in 2020, the Beacon Center of Tennessee won a lawsuit challenging the state’s high school graduation requirement for barbers.⁶⁴ Maine, Vermont and New Mexico have also eliminated high school grade requirements for various beauty occupations in recent years.

Figure 21: Questionable Grade Mandates
 For 40% of occupations, at least one state imposes a minimum grade requirement, while other licensed states do not

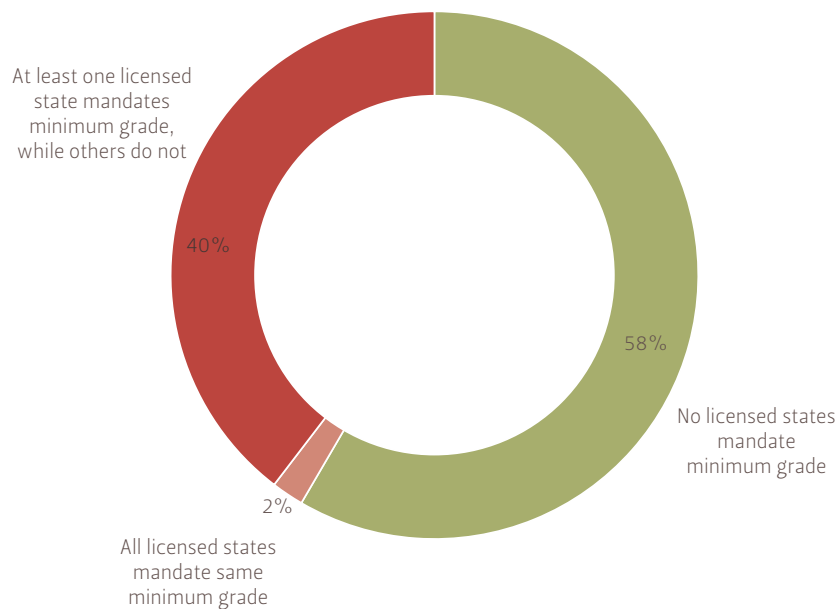
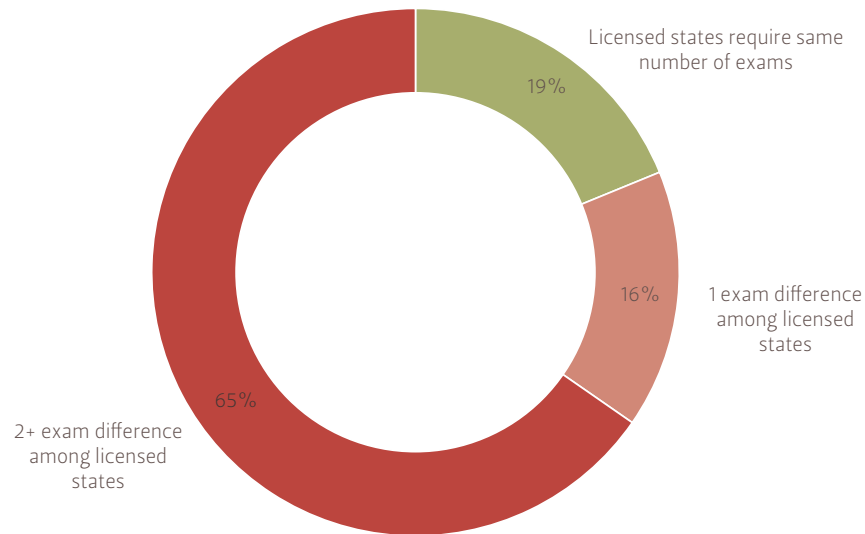


Figure 22: Questionable Exam Mandates
 For 65% of occupations, the number of required exams differs by two or more



Exams

States also vary in terms of how many exams they require to practice the same occupation. For example, Nevada requires aspiring opticians to pass seven exams for licensure, while New Hampshire requires none. That is an extreme example, but discrepancies of at least two exams are not at all uncommon: For 65% of the 102 occupations, we see differences of two or more exams between the state with the fewest exams and the state with the most (Figure 22).

Licensing exams generally fall into two categories, written and practical, both of which can pose unique difficulties. Written exams can be challenging for people, such as immigrants, who face a language barrier.⁶⁵ But they can also pose a problem for those who know the material but who have poor test-taking skills. For example, in 2015, the written trade skills exams required for eight different Florida contractor occupations had failure rates for first-time test-takers of 40% or more. Perhaps daunted by the exam or other requirements, only three people applied for Florida's sheet metal trade knowledge exam that year, and they all failed it on their first try.⁶⁶ In 2016, the state's fire alarm contractor exam had a 65% failure rate, and its residential construction contractor exam had a 75% failure rate.⁶⁷ Florida has since made the exam optional for all these trades.⁶⁸

Practical exams can be even more burdensome for some aspirants. In contrast to written exams, which can sometimes be completed online at a time of the test-taker's choosing, practical exams often require the test-taker to appear in person at a prescribed time and place. Test-takers must sometimes bring their own equipment and supplies⁶⁹—even, as in the case of cosmetology, their own live models or mannequin heads.⁷⁰ Practical exams also tend to be offered less frequently than written exams.

In recent years, several states have reduced exam requirements. In 2017, Missouri eliminated the three written exams it required of aspiring head coaches for public high school sports,⁷¹ bringing the state in line with the 34 other states with no exams for the occupation. Georgia, New Jersey, Virginia and West Virginia, meanwhile, each still require aspiring coaches to pass three separate tests. The other eight states that license coaches require one or two exams. Similarly, Alaska removed its written exam for manicurists.

In 2022, California eliminated practical exams for all six beauty occupations we study in this report.⁷² Yet many states still require practical exams for these occupations.

Licensing's Negative Effects

Our results from this third edition of *License to Work* provide some reason for optimism, especially compared to the previous editions—but they also highlight the extent and frequent irrationality of licensing barriers that remain.

A large body of research has shed light on the ill effects of such barriers to entry, documenting the costs to workers and entrepreneurs, to consumers, and to society and the economy at large. (See Appendix C starting on p. 227 for a compilation of recent studies.) Meanwhile, there is a lack of hard evidence that licensing works to protect the public to a degree that would justify these costs—and a mounting body of evidence suggesting that licensing delivers no such benefit and instead serves primarily to protect private interests.

Heavy Costs for Workers

Licensing's most direct and obvious negative effects are the costs imposed on workers, both those in and those aspiring to licensed occupations. These costs can include not only the time and money we document here but also tuition—and often student debt—for required schooling; reduced employment and entrepreneurial opportunities; and even curtailed free speech rights.

As we found, not all licenses require expensive schooling, but many do, and the costs can be steep. A recent IJ study using federal data found that cosmetology school tuition costs more than \$16,000 on average⁷³—almost half the price of a four-year degree at a public university, even though programs are supposed to last just one year.⁷⁴ Most students require federal loans to pay tuition, but schools' poor graduation rates and low incomes in the field may make repayment difficult.⁷⁵ Beyond cosmetology, other recent research estimated that, among student loan borrowers, licensed graduates owe about 43% more in student loan debt than unlicensed graduates, suggesting education required for licensure is associated with greater student debt.⁷⁶ Moreover, new research has found licensees do not make back the full

costs of their licenses through higher wages.⁷⁷ In short, licensing can be a bad deal for the licensed.

Licensing also reduces employment and entrepreneurial opportunities, and it does so by design. Aspirants who cannot meet requirements or who cannot afford—or choose not to spend—the time or money to get licensed are simply shut out. The effects can be significant. A 2018 IJ study co-authored by licensing expert Morris Kleiner estimated that licensing costs the national economy 2 million jobs each year.⁷⁸ As for entrepreneurs, recent research indicates more burdensome licensing requirements make for a less attractive business climate as firms are more likely to locate in states whose licensing laws are less restrictive.⁷⁹ Licensing also serves as a barrier to workers moving across state lines⁸⁰ and to those changing occupations⁸¹—findings that come as little surprise given the wide variation in licensing requirements documented here.

In addition to these broad effects, certain groups' occupational prospects are particularly impacted by licensing. Immigrants, for example, are 30 to 35% less likely than nonimmigrants to be licensed.⁸² In part, this may be due to English-ability requirements⁸³ or exams not being offered in applicants' native languages. Another problem is that licensing boards often do not recognize foreign credentials or experience.⁸⁴

Licensing may also reduce employment for racial and ethnic minorities and women in licensed fields. Research has found licensing decreases the labor supply of Black men in licensed occupations by up to 19%; of Black women by up to 22%; and of white women by up to 27%.⁸⁵ Minorities and women who do become licensed and find employment earn more than unlicensed peers.⁸⁶ But these higher wages for a few come at the price of restricted occupational access for others (as well as higher costs for consumers, discussed below).

In addition, those trying to reenter society after a conviction face limited employment opportunities thanks to licensing. Beyond struggling with the ordinary costs of licensure, former offenders often encounter special restrictions that bar or limit people



Despite a track record of success, Rudy Carey is ineligible to work as a substance abuse counselor in Virginia because of the state's cruel barrier crime law.

with criminal records—even records involving irrelevant or long-ago violations—from becoming licensed.⁸⁷ Research suggests limiting this population's ability to get licensed can be counterproductive, as states with these burdens also have increasing rates of recidivism.⁸⁸

As perverse, licensing restrictions targeting those with criminal records can keep people out of fields even when they are well qualified. Rudy Carey, for example, was a successful substance abuse counselor in Virginia for five years. His employer, a treatment facility in Fredericksburg, was untroubled by his past as an addict with a criminal record; indeed, his life experience, as well as training, likely made him better at his job. Nevertheless, once his employment came to the state's attention, the facility was forced to let him go. In Virginia, anyone convicted of certain crimes is flatly prohibited from ever working in a "direct-care position" like Rudy's.⁸⁹

Similarly, Dario Gurrola first learned to fight fires while serving time as a juvenile offender in a California state fire camp. Now he works as a firefighter seasonally, but he is barred from doing so full time. Because of his criminal past, he cannot get the emergency medical technician license (termed a "certification"



The state of California trained Dario Gurrola to fight fires but won't let him work as a full-time firefighter because of mistakes he made as a young man.

in the state) required of full-time firefighters, even though he has successfully completed EMT training and passed the national EMT exam.⁹⁰

In a perhaps surprising cost imposed on workers, licensing can even threaten their First Amendment rights, as well as their livelihoods. Overzealous licensing boards from coast to coast have tried to stifle speech that they claim falls under a licensed occupation's "scope of practice." Engineering boards have gone after people for speaking about math in North Carolina⁹¹ and Oregon⁹²; dietetics and nutrition boards have silenced people who want to give diet advice in Florida⁹³ and North Carolina⁹⁴; and surveying boards have tried to stop people from making maps in Mississippi⁹⁵ and North Carolina.⁹⁶ In most of these cases, the boards' actions threatened not only to silence workers and entrepreneurs but to prevent them from working at all.

Steep Consumer and Economic Costs With Limited Benefits

Licensing's negative effects are not limited to workers. They also impact consumers and the wider economy, though these effects operate indirectly and thus can be harder to see. They stem, however, from the direct effects of limiting opportunities for workers. Indeed, one of the most consistent findings in licensing research is that by limiting entry, and thus competition, licensing leads to higher earnings for licensees⁹⁷ (earnings that, as noted above, nevertheless may not fully cover the costs of becoming licensed). And ultimately, consumers pay the price for those higher earnings through higher costs, limited access to services or both.

In just one example, researchers studied Colorado's 1983 delicensing of funeral directors, an occupation still licensed by every other state. They found that licensing artificially inflated funeral directors' wages by 11% to 12% and increased prices for consumers by 15%. In part, these higher prices appeared to result from licensed funeral directors pushing consumers toward more expensive burial options and away from cheaper alternatives like cremation, likely so they could recoup the costs of maintaining expensive embalming rooms, which licensing laws often require.⁹⁸ In this way, funeral director licensing subtly and almost invisibly makes consumers worse off.

The 2018 IJ study co-authored by Morris Kleiner used the methods of economics to tally up inefficiencies like these across the entire U.S. economy. He and his co-author estimated licensing may cost the American economy between \$184 billion and \$197 billion annually. Despite such costs, study after study has found that licensing does not necessarily improve services or otherwise make consumers better off, including several studies of occupations included in or similar to those in *License to Work*.

To give a few examples, researchers have found that certain types of child care center licensing may reduce access to care for poorer families as it leads to fewer establishments in lower-income markets. Meanwhile, families in higher-income markets who can afford higher costs have access to higher-quality establishments, including more accredited child care centers.⁹⁹ Scholars have also found optician licensing has no discernible effects on quality, let alone public health and safety.¹⁰⁰ Studies of public school teachers have found licensing may not improve teacher quality or student outcomes.¹⁰¹ And while there is evidence that early 20th-century licensing of midwives reduced maternal and infant mortality,¹⁰² there is also evidence that restricting the supply of midwives reduces access to medical care.¹⁰³

Studies across multiple occupations have used consumer ratings as a measure of service quality and found that licensing (or stricter forms of it) does not improve quality.¹⁰⁴ This includes a 2022 IJ study of six occupations in *License to Work*—barber, cosmetologist, interior designer, locksmith, manicurist and tree trimmer. None of the study's comparisons showed a quality improvement from licensing or stricter licensing, and the only statistically significant results found the opposite: Cosmetologist quality was higher in less burdensomely licensed New York than in more burdensomely licensed Connecticut and New Jersey.¹⁰⁵

Why Licensing Fails

How to explain why licensing largely fails to promote safe, quality service and can even lead to worse outcomes? There are a few possible reasons.

First, licensing may not lead to better quality in some occupations because it shuts out high-ability candidates as well as low-ability ones. Not all aspirants can afford the time or money it costs to fulfill licensing requirements, especially when the economic returns are in doubt. Others can perhaps afford to become licensed but opt not to because their opportunity cost is too high—that is, because they have other opportunities available to them at a lower cost. This may be a particular problem with respect to high-ability aspirants, who are likely to have an abundance of other career choices.

For example, when an additional year of education is required for certified public accountant licensing, recent research has found a 15% reduction in first-time candidates for CPA exams but no difference in CPA quality. The research found the higher burdens deterred high-ability candidates (as measured by exam passage rates) from pursuing the career path alongside low-ability ones—possibly because of the high-ability candidates' opportunity cost of having to spend another year in school.¹⁰⁶

Second, higher prices from licensing may force some consumers to go without services for which providers are subject to licensure or force them to settle for second-best options.¹⁰⁷ Third, other factors—such as businesses' desire to keep their customers and win new ones—may already be working to promote safe, quality service. And fourth, it is possible that many licensing requirements simply are not attuned to quality—in other words, that many licensing requirements do not make workers better at their jobs.¹⁰⁸

Another possibility is “grandfathering,” where established workers get to keep practicing without having to meet new licensing requirements. Researchers have found that, thanks

to reduced competition, grandfathered workers benefit from the same higher wages as workers who must meet the new requirements.¹⁰⁹ This, of course, means consumers are paying more for the exact same services. Such outcomes make a mockery of the purported rationale for most licenses—the need to protect the public from workers who have not met certain minimum standards.

Indeed, this study provides evidence that licensing requirements are not rationally related to promoting safe, quality service. If they were, we would expect to see greater uniformity among licensing requirements for the same occupations.

One explanation for such discrepancies is that licensing requirements may be driven more by occupations' professional and economic interests in maintaining high barriers than by the public interest. And in fact, one study has found that licensing requirements for private security personnel tend to be stricter when people actively working in the occupation control licensing requirements.¹¹⁰ Other research has found that when physicians have more control over licensing requirements, immigrant physicians face even steeper barriers, exacerbating physician shortages.¹¹¹ And, as IJ's 2022 study of nearly 500 state sunrise reviews found, industry insiders are behind most licensing proposals—83% compared to only 4% for consumers.¹¹²

Alternatives to Licensing

Occupational regulation is often thought of as an either-or choice between licensing and no regulation. But there is, in fact, a whole range of alternatives that can keep the public safe without licensing’s high costs. Stretching back to the 1970s, states with sunrise programs have recognized that less restrictive alternatives should be preferred to licensing, often explicitly listing them in guiding statutes and regulations.¹¹³

Such alternatives can be thought of as an inverted pyramid with less restrictive alternatives at the top and more restrictive alternatives—culminating in the most restrictive option, licensing—at the bottom, as in Figure 23.¹¹⁴ As it shows, the top four options are voluntary or “non-regulatory,” while the bottom seven options involve government interventions. Here, we highlight a few alternatives, using examples of *unlicensed* occupations from *License to Work* to illustrate how they can work in practice. After all, as we found, despite licensing’s prevalence, most occupations we study are unlicensed in at least one state.

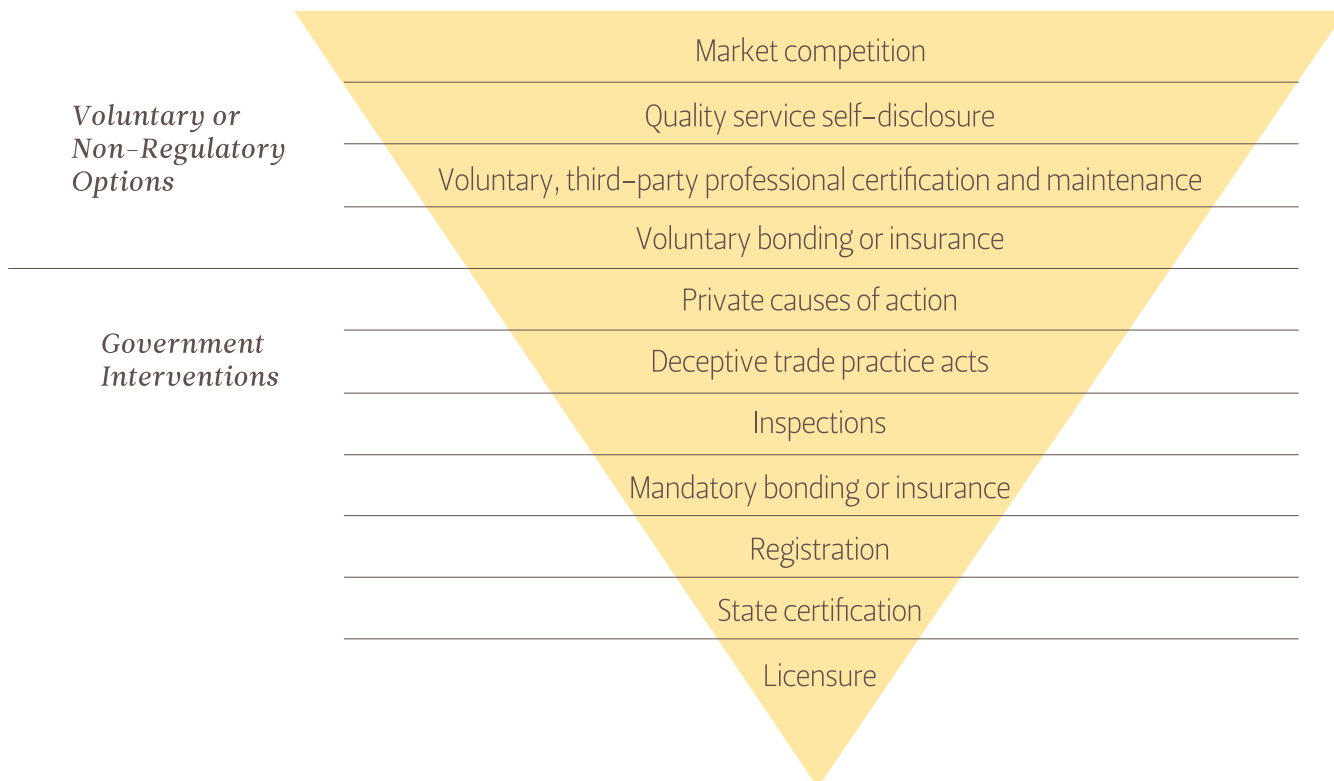
Market competition

Service providers who fail to deliver safe, quality service generally do not stay in business very long. Consumers will deny them repeat business and, often, tell others about their negative experiences. Thanks to social media and consumer review websites, consumers can share information more easily and more widely than ever before. And these reviews often offer far more detailed and useful information about service quality than a provider’s licensure status.

Recent research backs this up. In home improvement occupations—like painter and many of the other residential contractor occupations covered in this study—licensure plays little part in consumers’ decisions to hire tradespeople. Instead, consumers care more about hiring those who have received high praise from other consumers.¹¹⁵

Michigan’s experience licensing residential painting contractors offers a helpful illustration. The state started

Figure 23: A Hierarchy of Alternatives to Licensing



requiring a license for the occupation purportedly to protect consumers from painting scams. But it eliminated the license in 2019 after it became clear the license was not doing anything: Most consumers and even painters did not even realize a license was required.¹¹⁶ Something else must have been working to protect consumers and keep quality high—and that something was likely consumer reviews. In fact, while noting that delicensure would not change much in the state, the Better Business Bureau said, “The best way to make sure you’re dealing with somebody that’s trustworthy and a good painter is to look them up and do your research. . . . See what kind of reviews do they have.”¹¹⁷

Voluntary certification

Service providers can also take various actions, as shown in the pyramid, to signal to consumers that they take safety and quality seriously. Among those actions is obtaining and maintaining voluntary certifications. For example, as this study documents, tree trimmers are licensed by just eight states, including Connecticut, Maine and Rhode Island. New Hampshire, New York and Vermont, also in the Northeast, do not license tree trimmers even though they are among the top 10 most forested states in the country.¹¹⁸ Instead, these states rely on voluntary certification.¹¹⁹ Voluntary certification is also widespread for various other occupations not covered in this study, including lactation consultants,¹²⁰ music therapists¹²¹ and perfusionists, who operate heart–lung machines during surgeries.¹²²

Inspections

When an occupation poses risks that voluntary options alone cannot mitigate, less restrictive government interventions may be able to protect consumers effectively. Inspections, for example, are a more tailored solution when sanitation, fire safety, and certain other health and safety issues are concerned. Inspections are already common in settings like food preparation as well as construction trades and personal care services, including those covered in this study. Indeed, for years, Connecticut was the only state that did not license manicurists or skin care specialists.¹²³ Instead, it relied on salon inspections to keep the public safe.¹²⁴

Registration and mandatory bonding/insurance

Depending on the risks associated with an occupation, mandatory bonding or insurance or registration may be appropriate. For example, while most states impose onerous licensing requirements on contractors, Alaska and Washington generally just require contractors to be bonded and insured as well as registered with the state.¹²⁵ Consumers who have problems with registered contractors can file a complaint and potentially claim against the contractors’ bond or insurance.

State certification

Finally, restricting the use of a particular occupational title to workers with certain credentials is a possibility. Called state certification, though states sometimes outsource certifications to private providers, this option is more burdensome than the others we have discussed, including voluntary certification. However, it is still less burdensome than licensing because it restricts only the use of a title, not the practice of the occupation. Another advantage of state certification over licensing is that it can provide evidence of credentials to public and private health insurers for reimbursement purposes without restricting practice by those not seeking payment through third parties.

State certification is in place for a number of the occupations in this report, including interior designer. The most difficult of the 102 occupations to enter, it is licensed by just two states and the District of Columbia. Meanwhile, other states offer state certification instead.¹²⁶ In another example, while 48 states and the District license athletic trainers, New York allows anyone to work in the occupation but permits only state–certified workers to use the title. However, even this may go too far as the remaining state, California, does not regulate the occupation at all.¹²⁷

As these examples show, occupational regulation is hardly a binary choice between licensing or no regulation. And even when the government is not involved, this does not mean occupations are “unregulated.” Instead, ordinary market forces create strong incentives for practitioners to provide safe, quality service.

Reform Spotlight: Barbering and Beauty Licensing

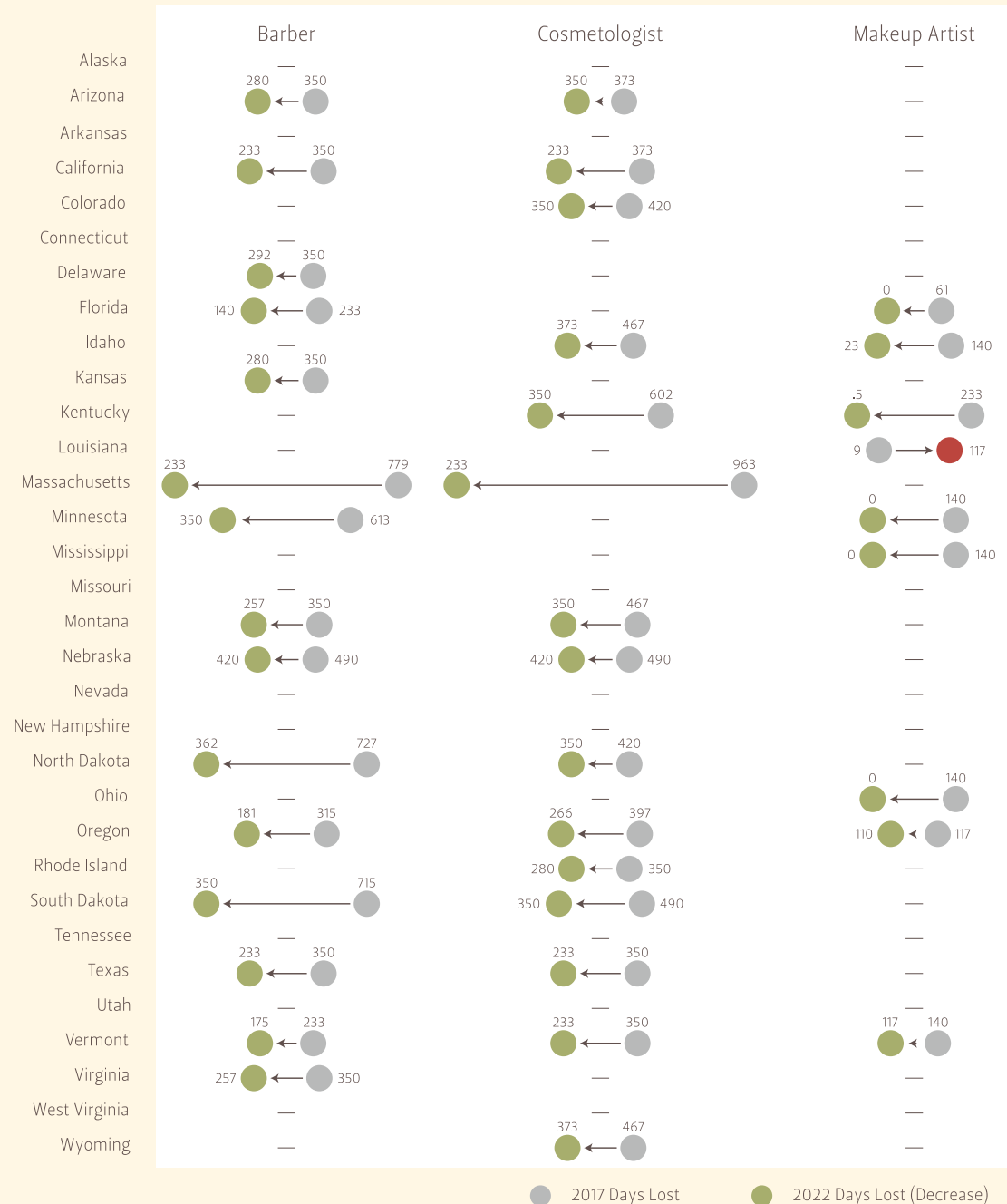
Along with specialty contractors, barber, cosmetologist and the other four beauty occupations in *License to Work*—makeup artist, manicurist (or nail technician), shampooer and skin care specialist (or esthetician)—saw perhaps the most numerous and extensive reforms since 2017. Roughly 30% of eliminated licenses across our entire dataset—eight out of 26—were in the beauty fields: four each for makeup artists and shampooers. And these six occupations accounted for 60 reductions in education and experience requirements, or 32% of such reductions across all our data, as well as 28 minimum grade reductions (90%).

And, as illustrated in Figure 24, reductions to days lost were far more common than increases. In addition to the eight eliminated licenses, 15 states reduced days lost to education

and experience for barbers; 15 for cosmetologists; five for makeup artists; five for manicurists; 14 for shampooers; and six for skin care specialists.¹²⁸ Some of these reductions were quite substantial. Massachusetts, for example, eliminated an 18-month apprenticeship for barbers as well as a two-year experience requirement for cosmetologists; both occupations now require 1,000 hours of schooling, bringing their days lost down to 233. Alaska lowered education hours for manicurists from 250 to just 12, or about two days lost, a reform discussed further below.

For makeup artists and shampooers, several education and experience reductions resulted from states creating less burdensome specialty licenses to replace more onerous ones.¹²⁹

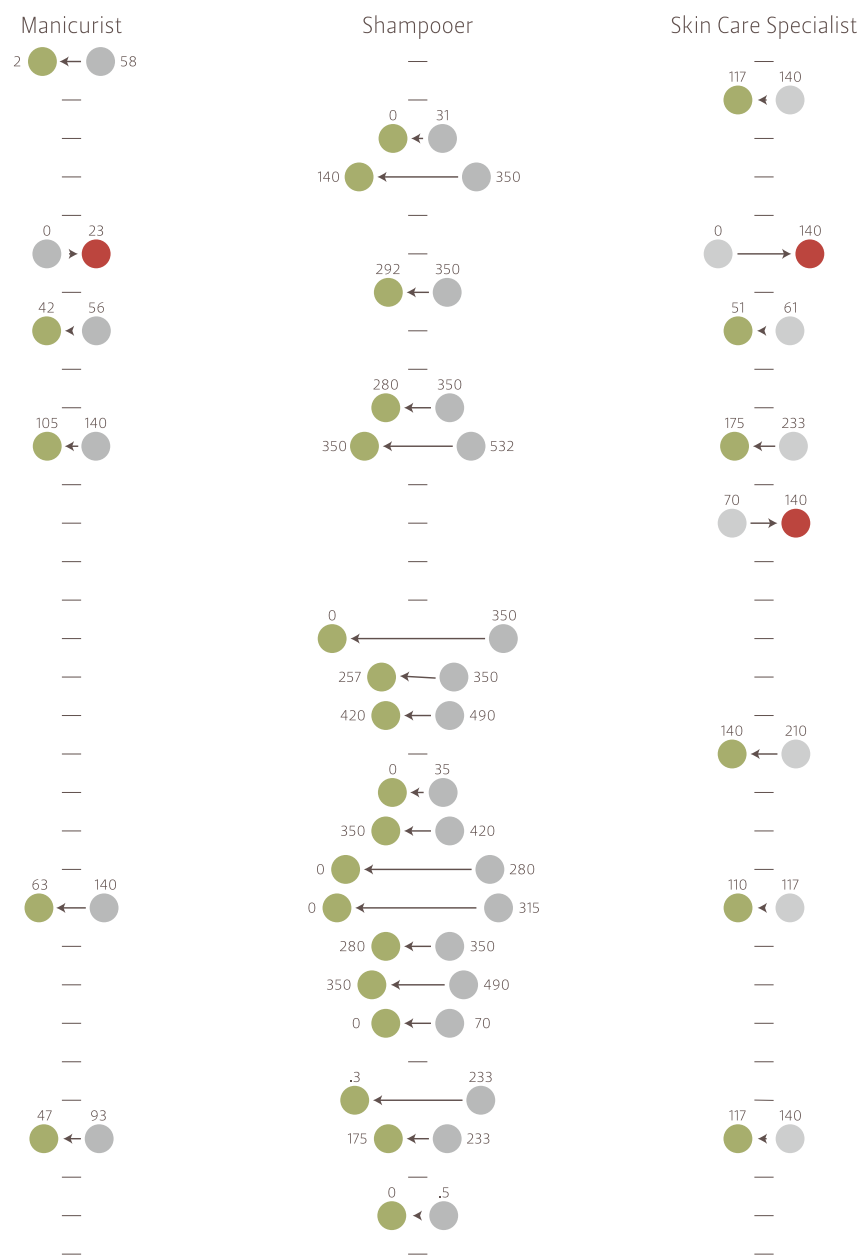
Figure 24: Reducing Barriers for Barbering and Beauty
Since 2017, 32 states have changed mandated days lost to education and experience for



Ohio now offers a “boutique services registration” that covers both makeup artists and shampooers and requires training or apprenticeship but does not specify length.¹³⁰ Kentucky created a makeup artist permit that requires only three hours of education, while Idaho’s mandatory “makeup artist certificate” requires 100 hours.¹³¹ Utah now has a “hair safety permit” for shampooers (and other workers who do not cut hair or use chemicals) requiring only two hours of education.¹³² Arkansas and Oregon created hairstylist and natural hair care licenses that cover shampooers and require no formal education or experience, though Oregon’s natural hair care license does mandate a self-paced hair care training in the form of a PowerPoint slide deck that aspirants must download and attest to having read.¹³³

Before these specialty licenses took effect, makeup artists and shampooers were typically subject to broader and far more onerous licenses, such as those for skin care specialists, barbers or cosmetologists; and, as explained in Appendix B starting on p. 221, they still are in many states. Thus, new specialty licenses can represent substantial improvement. That said, it is worth remembering that since 2017 four states—Florida, Minnesota, Mississippi and Nebraska—have entirely exempted makeup artists from licensure, while another four—Missouri, Tennessee, New Hampshire and West Virginia—have done the same for shampooers. As of 2022, makeup artists are free to practice without a license in 14 states and shampooers in 18 states.

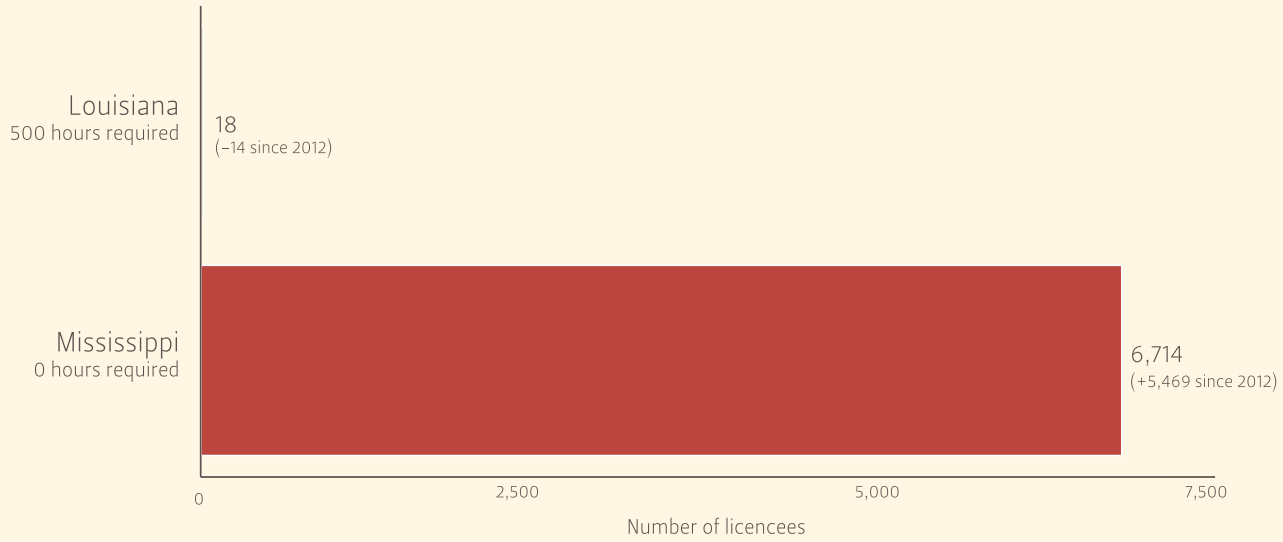
barbering and beauty fields—and nearly all of them were decreases



● 2022 Days Lost (Increase)

Note: Includes new and eliminated licenses, except for Nebraska’s eliminated makeup artist license, which required no education or experience.

Figure 25: Creating Jobs and Opportunity
With no education mandate, braiding has boomed in Mississippi while stagnating under Louisiana’s 500-hour license



In addition to reforms to these six occupations, as of 2022, five states have created exemptions for blow-dry stylists, seven states for eyelash extension technicians, 17 states for eyebrow threaders and 32 states for African-style hair braiders, including, most recently, Florida, Idaho, Massachusetts and Wisconsin.¹³⁴ In addition, Alabama allows barbers who do not use chemicals to work without a license.¹³⁵

Such reforms can have a dramatic impact, as Figure 25 illustrates: Mississippi, which since 2005 has required only simple registration for hair braiders, has upwards of 6,700 registered braiders.¹³⁶ Neighboring Louisiana, which requires a 500-hour license, had only 18 licensed braiders as of July 2021—despite being home to a much larger Black population.¹³⁷

There are, however, a few exceptions to the trend toward less onerous licensing in barbering and beauty occupations. Most notably, Connecticut, previously the only state not to license manicurists or skin care specialists, enacted licenses for both in recent years.¹³⁸ Massachusetts doubled its training requirement for skin care specialists from 300 to 600 hours.¹³⁹ And Louisiana eliminated a 40-hour makeup artist permit, subjecting makeup artists instead to a more burdensome esthetician license.¹⁴⁰

These exceptions aside, the barbering and beauty occupations have seen notable improvement.

There are likely a few reasons these occupations have been the focus of reform efforts in recent years: (1) the high cost of required training compared to expected returns on investment, (2) overly broad regulations that sweep niche beauty occupations into their domain, and (3) requirements misaligned with the public interest.

First, even with reforms documented here, barbering, cosmetology and other beauty fields remain heavily licensed and a poor financial investment for aspiring workers. To become a licensed cosmetologist, for example, every state requires at least 1,000 hours or roughly 233 days of education—and most require much more.¹⁴¹ This is in addition to exams and fees.

As noted, cosmetology school is quite expensive: \$16,000 on average. And because schools typically fail to graduate students on time, it often takes far longer to complete required training than the days lost we estimate based on statutes and regulations. In practice, most students take at least 18 months, if they graduate at all. Successful graduates earn \$26,000 a year on average, less than workers in unlicensed occupations



Minnesotan Cristina Ziemer went to cosmetology school hoping to learn how to become a makeup artist, but the one-year program spent only about a week on makeup skills.

like restaurant cooks, janitors and concierges and likely a sum too small to ease student loan repayment.¹⁴² In fact, a recent study concluded that among nearly 17,000 associate degree and certificate programs, those for barbers, hair stylists, makeup artists and manicurists had the worst median return on investment, yielding a negative return 86% of the time.¹⁴³

Second, overly broad license definitions—sometimes interpreted by overzealous licensing boards—often saddle perfectly safe niche beauty services with needless red tape. Two examples are highlighted by our data: makeup artists and shampooers. But the safe beauty services swept up by onerous licensing also include blow-dry stylists, eyelash extension technicians, eyebrow threaders and African-style hair braiders.¹⁴⁴

The growing popularity of such niche services—and the growing recognition of licensing barriers to their availability—has focused reformers' attention on beauty licensing.

Third, it is increasingly clear that licensing requirements for these fields are not well aligned with the public interest that justifies licensing—public health and safety. This is easiest to see with niche services. Not only do these services pose little risk to the public, but required training barely teaches them, if it does so at all.

For example, Cristina Ziemer, of the Twin Cities area in Minnesota, spent \$20,000 on a one-year cosmetology program to prepare for a career in makeup. The program spent about a week on makeup skills—so little that an instructor advised her to take an additional course if she intended to specialize in makeup artistry.¹⁴⁵

Beyond niche services, there remains a large gap between required training and legitimate health and safety concerns. As observed above, all six barbering and beauty occupations in *License to Work* face higher average burdens than entry-level emergency medical technicians.

The gap is also illustrated by Alaska's manicurist reform. For years, Alaska required only 12 hours of safety and sanitation education for manicurists.¹⁴⁶ But in 2016, legislators decided to increase required education to 250 hours.¹⁴⁷ This created a furor among manicurists, many of whom complained that it was impossible for them to take six weeks off work and pay \$3,500 to take classes at one of the only two schools in the entire state offering the training.¹⁴⁸ Plus, they had operated safely for years. Chastened, legislators dropped the education requirement back down to 12 hours the following year.¹⁴⁹ Alaska's remains, by far, the lowest education requirement in the nation for manicurists.

If safe techniques can be taught in just 12 hours, a lot of licensing requirements look excessive. (International comparisons make the picture worse: The United Kingdom does not license manicurists or any of the other barbering or beauty occupations we study.¹⁵⁰ In fact, much of students' time in barbering or beauty school is spent learning styling techniques and business practices—things consumers can (and do) judge for themselves. Relatively little is spent on topics related to keeping consumers safe. A 2021 study found that, on average, only about 25% of barber and cosmetologist curricula and 40% of manicurist curricula teach about health and safety.¹⁵¹

For these reasons—high costs, overly broad regulations and misalignment with public safety—barbering and beauty reforms have taken off in recent years. But for these same reasons, much room for improvement remains.

How to Reform Licensing

This study—and copious other research—suggests many licenses are unnecessary or unnecessarily burdensome. To rein in licensing, or at least mitigate some of its negative effects, there are several strategies policymakers can employ: (1) repeal and reduce licensing barriers, (2) prevent new licenses, (3) pare back broad “scopes of practice,” (4) remove barriers to mobility, and (5) ease licensure for people with criminal records. Importantly, while this report focuses on a sample of lower-income occupations, these strategies can help states implement evidence-based reforms for occupational licenses beyond those we study here.

(1) Repeal and Reduce Licensing Barriers

The most direct way to free workers and entrepreneurs from licensing red tape is to repeal and reduce needless barriers. A good example comes from Tennessee’s experience with locksmith licensing. In 2006, the state had about 5,000 locksmiths. That same year, the state started requiring locksmiths to be licensed. By 2016, the number of locksmiths in the state had declined to less than 1,000. Recognizing that the locksmith license was needlessly shutting workers out, Tennessee repealed it in 2021.¹⁵²

How to know which licenses to target? One way policymakers can identify candidates for reform is by searching our *License to Work* data and other licensing databases for occupations licensed by their state but not others, as well as licenses with overly steep requirements, including excessive education and experience mandates and needless high school graduation requirements. (The “Compare States” feature on our website makes this easy to do.) The Occupational Regulation Database from the Knee Center for the Study of Occupational Regulation¹⁵³ and the National Occupational Licensing Database from the National Conference of State Legislatures¹⁵⁴ are other great resources created since we published the first edition of *License to Work* in 2012. Together with our data, they provide important insight into the breadth and burden of licensing in the United States.

Another resource is IJ’s online archive of sunrise reports.¹⁵⁵ Policymakers can easily search 200-plus occupations and find sunrise reports prepared by state governments. Most of these gather extensive evidence and conduct in-depth analysis to determine whether occupations should be licensed, regulated less restrictively or not regulated at all. They can provide policymakers facing questions about what to license—and what not to license—with valuable information and insight.

For example, Massachusetts licensed dental assistants in 2015.¹⁵⁶ But searching our archive, lawmakers would find that Nebraska has twice rejected proposals to license the occupation. In its most recent review, from 2009, Nebraska found dental assistant licensure would limit access to care and the public could be protected by less costly means.¹⁵⁷ Nebraska’s sunrise findings suggest Massachusetts should reconsider its license.

Additional resources for policymakers looking to eliminate or lessen licensure burdens are IJ’s inverted pyramid of less restrictive alternatives to licensing (see Figure 23 on p. 50) and the Council on Licensure, Enforcement and Regulation’s

Questions a Legislator Should Ask.¹⁵⁸ These resources provide frameworks and practical guidance for exploring whether an occupation presents a real threat of harm—and whether licensing or a less restrictive alternative is the most appropriate regulatory tool to address that harm. CLEAR’s questions are framed as ones legislators should ask when considering the need for proposed licenses, but they are also pertinent when considering the need for existing licenses.

To illustrate, CLEAR recommends that legislators ask: “Do other states regulate this profession? If not, why not? If so, what regulatory models do the other states employ?”¹⁵⁹ For most occupations, legislators will be able to find at least one unlicensed state, and they should ask why that is. They may conclude that their own state’s license is unnecessary. For example, only 16 states license crane operators because the occupation is already subject to federal OSHA standards.¹⁶⁰ This realization prompted West Virginia legislators to repeal their state’s crane operator license effective January 1, 2022.¹⁶¹

Assiduous use of these resources will likely suggest numerous candidates for repeal. But if policymakers decide a license is necessary to protect the public, their work is only half done. They must also carefully examine whether the license’s requirements are narrowly focused on protecting against substantial and substantiated threats to public health and safety. Anything beyond that may serve only to restrict competition.

Utah illustrated this approach when it loosened requirements for general contractors—which we do not observe in this study¹⁶²—in 2019. Recognizing that its trade exam was not tied to a legitimate public health or safety outcome, the state eliminated it.¹⁶³ Now, applicants must pass only the business and law exam. It does appear the trade exam was a significant hurdle for many aspirants: In the first four months following its elimination, more people took the business and law exam than in the entirety of 2018.¹⁶⁴

(2) Prevent New Licenses

Outside of repealing licenses, the best way to mitigate licensing’s negative effects is to stop adopting new licenses unless they are shown, with high-quality evidence, to protect public health and safety. When confronted with licensing proposals, lawmakers can use the same resources outlined above to critically examine whether they are truly necessary. To help in their review, they can also create a formal sunrise program.

As described above, sunrise reviews help legislatures evaluate whether proposals for new (and sometimes expanded) licenses and other occupational regulations are essential to protect the public or instead are needless barriers that serve only to restrict competition. And, indeed, when done well, sunrise reviews can slow, if not stop, licensing’s growth. IJ’s 2022 study of nearly 500 sunrise reviews found that when reviews did not recommend a new license, legislatures usually followed their lead—especially in the short term.¹⁶⁵

But not all sunrise reviews are well done. Before enacting or reforming sunrise laws, legislators should understand what makes for good sunrise reviews. IJ’s study points to several core characteristics of sunrise processes that result in rigorous

reviews. The sunrise processes that produce the most in-depth reviews examine three key questions:

- (1) Is the harm to public health and safety well documented, significant and widespread, not merely anecdotal, potential or even likely?
- (2) What are the probable costs and benefits of the proposed regulations, and do the benefits outweigh the costs?
- (3) Where harms exist, what is the least restrictive voluntary or regulatory option available to best address them?

Answering these questions helps sunrise reviewers appropriately balance the competing government interests underlying all occupational regulation: public health and safety and open occupational entry. And doing so properly requires that review offices be shielded from political pressure with ample time and resources to conduct thorough, unbiased inquiries.¹⁶⁶

Importantly, *sunrise* reviews should not be confused with *sunset* reviews. *Sunset* programs review existing regulations and related government bodies, such as licensing laws and boards, to determine whether they are still (or were ever) necessary. The jury is out on *sunset*'s efficacy, but *sunrise* is generally preferable because it can keep unnecessary licenses off the books in the first place. However, policymakers interested in *sunset* or other formal licensing reviews can draw on the same best practices for successful *sunrise* programs.

(3) Pare Back Broad “Scopes of Practice”

In addition to considering whether occupations should be licensed, and, if so, how burdensomely, policymakers should pay close attention to “scope of practice.” Scope of practice refers to the legally defined duties of any licensed occupation, from doctors and dentists to barbers and cosmetologists.

When a license’s scope of practice is overly broad, the listed duties may overlap with those of other occupations not explicitly covered by the license. In such cases, licensing boards may, in a phenomenon known as “license creep,” interpret rules and regulations as applying to those other occupations and use their powers to shut workers in those other occupations out of work or force them to become licensed. As detailed in the Reform Spotlight on p. 52, many examples of license creep come from the beauty industry, but the phenomenon is by no means unique to it. License creep can be found in various other industries, such as veterinary medicine,¹⁶⁷ dentistry,¹⁶⁸ and funeral goods and services.¹⁶⁹

The easiest way to beat back license creep is for policymakers to revise and clarify overly broad scopes of practice. They should carefully tailor occupational definitions to explicitly exempt distinct occupations for which licensing is unnecessary, such as Idaho did when it exempted African-style hair braiders from cosmetology licensure.¹⁷⁰ They can also revise occupational definitions to explicitly permit lower-cost practitioners to provide services they are trained for, such as allowing registered nurses to prescribe some medicines and paralegals to prepare standard legal documents.¹⁷¹

Policymakers can also beat back license creep by repealing regulations that allow licensed occupations to monopolize harmless practices or stifle innovation. For example, Oklahoma allows only licensed funeral directors to sell caskets even though there is no health and safety rationale for such a restriction.¹⁷² And in the eye care industry, licensing laws have been used to ban online eye exams.¹⁷³

(4) Remove Barriers to Mobility

As *License to Work* amply illustrates, licensing requirements vary widely across states. And even when they do not, boards are often reluctant to recognize credentials issued by other states. As a result, licensees who wish to move (or merely practice) across state lines face a conundrum: If their new state will not recognize their license, they must either complete costly and time-consuming additional or repetitive requirements (sometimes including starting over entirely) to become licensed anew or they must choose a different career. Workers from unlicensed states are at a particular disadvantage as they have no state-issued credentials to be recognized.

Licensing’s effects on worker mobility are well established and significant, driving down interstate mobility by up to 7% overall for long-distance moves, with occupations including teachers, electricians, pharmacists and pest control workers especially impacted.¹⁷⁴

The best strategy to improve mobility is to remove licensing barriers. After all, the most portable license is the one that does not exist. By removing barriers, states can more easily welcome workers from out of state *and* improve occupational access for their own residents.

The second-best strategy is universal licensing recognition. In the best version, a state simply recognizes other states’ licenses as valid for practice *regardless of whether their requirements are more, less, or equally burdensome*, so long as a licensee has practiced in good standing for a set amount of time, such as one year. This makes recognition administratively easy, as officials do not need to scrutinize other states’ licensing regimes, and it makes intuitive sense. If a worker has a clean record of practice, additional training or testing is unnecessary. Even better, for workers moving from states that do not license a given occupation, states can accept years of experience as a substitute.

To date, 18 states have passed some form of recognition,¹⁷⁵ and four of them recognize the experience of workers moving from unlicensed states.¹⁷⁶ New research finds that universal licensing recognition can increase migration to states that recognize out-of-state licenses with large benefits for those states.¹⁷⁷ But not all recognition reforms are created equal. Some undermine their core purpose by requiring workers to establish residency, delaying entry into the workforce and deterring cross-state practice. Others add administrative burden—and limit opportunity—by only recognizing licenses with “substantially similar” or “substantially equivalent” requirements to their own. And still others apply only to veterans and military spouses. While these groups are particularly hampered by licensing restrictions, they are by no means alone.¹⁷⁸

In 2020, Idaho, Missouri and Utah passed universal licensing recognition reforms that avoid many such pitfalls, containing no residency requirement and requiring only that an out-of-state license have a “similar scope of practice” rather than substantially equivalent requirements.¹⁷⁹ Vermont’s reform, passed in 2020, also demands neither residency nor substantially equivalent requirements, and it recognizes experience as a substitute for an out-of-state license.¹⁸⁰ And in 2022, New Mexico updated its 2016 recognition reform to no longer require applicants to establish residency.¹⁸¹

Arizona’s reform, passed in 2019,¹⁸² shows how universal licensing recognition can grow a state’s workforce: In just a few years, it has already resulted in 4,700 licenses being issued to workers moving from out of state.¹⁸³

As a reform strategy, universal recognition offers important benefits over other tools for addressing mobility: reciprocity agreements and interstate compacts. Both require that states reach agreement about licensing standards, so they often entail complicated negotiations, including agreements to *raise* burdens to be comparable to those of other states. They also risk freezing licensing requirements in place, as agreements can be hard to exit, thus serving as a barrier to future reform. They also must be negotiated for each specific occupation. And so far, research about how compacts affect mobility is limited and conflicting.¹⁸⁴

By contrast, with universal recognition, states maintain their legislative autonomy while easing the moving process for workers. They can unilaterally welcome newcomers without having to reach agreement with other states, and they maintain the authority and flexibility to enact future reforms.

(5) *Ease Licensure—and Reentry—for People With Criminal Records*

A final reform strategy targets a population particularly disadvantaged by licensing restrictions: people with criminal records. As with other strategies, the most straightforward approach is to repeal and reduce licensing burdens for all.

But for licenses that remain in place, policymakers should go further to ensure people are not unfairly denied access to occupations—or are not deterred from even trying to become licensed—based on old or irrelevant offenses. Strong reforms include a few key elements:

- (1) They limit disqualifications to convictions directly related to the specific license, instead of allowing blanket bans that deny licenses for any conviction (or even arrest) or vague, arbitrary “good moral character” provisions that are difficult to enforce fairly and leave aspirants unsure of whether they will be denied.
- (2) They give former offenders the opportunity to petition a licensing board at any time, including before they invest in required education and training, for a determination of whether their criminal record will be disqualifying.
- (3) They put the burden on the government to prove a person should be excluded from an occupation to protect public health and safety, rather than requiring former offenders to prove why they should not be excluded.

Since 2015, 39 states have enacted some form of reform aiming to ease licensure for people with criminal records. This includes 18 states that ban licensing boards from using “good moral character” requirements to deny licenses.¹⁸⁵

Resources for Licensing Reform

Comparing licensing across states

- **License to Work, 3rd ed., online “Compare States” tool**
<https://ij.org/report/license-to-work-3/compare-states>
- **The Knee Center for the Study of Occupational Regulation’s online database**
<https://csorwvu.com/find-occupations/>
- **National Conference of State Legislatures’ National Occupational Licensing Database**
<https://www.ncsl.org/research/labor-and-employment/occupational-licensing-statute-database.aspx>

Evaluating existing and proposed licenses

- **Searchable archive of government-issued sunrise reports evaluating 200+ occupations**
<https://ij.org/report/too-many-licenses/report/reports-and-data-downloads/>
- **Council on Licensure, Enforcement & Regulation’s Questions a Legislator Should Ask, 3rd ed.**
<https://www.clearhq.org/page-1721424>

Model legislation

- **Exempting niche beauty services**
<https://ij.org/legislation/niche-beauty-services-opportunity-act/>
- **Creating occupational licensing review programs**
<https://ij.org/legislation/occupational-licensing-review-act/>
- **Recognizing out-of-state licenses**
<https://ij.org/legislation/universal-recognition-of-occupational-licenses-act/>
- **Removing barriers for former offenders**
<https://ij.org/legislation/collateral-consequences-in-occupational-licensing-act/>

Conclusion

Five years after the second edition of *License to Work*, and 10 years after the first, the licensing landscape for lower-income occupations has seen modest—but encouraging—improvement. This third edition makes the case for continuing the reform trajectory. Nationwide, too many licensing burdens are excessively onerous or entirely unnecessary. This red tape forces aspiring workers to waste time and money or, worse yet, shuts them out of work. It forces consumers to pay higher prices or do without licensed services. And these costs to workers and consumers have effects on the wider economy as well. These are substantial harms, well documented by scholarly research. In comparison, the evidence for licensing’s benefits is slim.

These harms fall hardest on people like Ilumi Sanchez from our introduction. Ilumi’s business is safe for now, but many other day care providers in our nation’s capital are set to lose their livelihoods if they cannot comply with the District of Columbia’s senseless associate degree requirement.

Licensing’s harms demand urgent redress. Governments must take seriously the right of every American to earn an honest living; they must rein in occupational licensing run rampant. Fortunately, helpful resources for targeting reforms abound, not least of them this third edition of *License to Work*.



Ilumi Sanchez was able to get a waiver, but the District of Columbia’s associate degree requirement stands to shut many other day care providers out of work.

State Profiles

Alabama

Licenses

63

of 102 low-income occupations

Burden Rank

46th

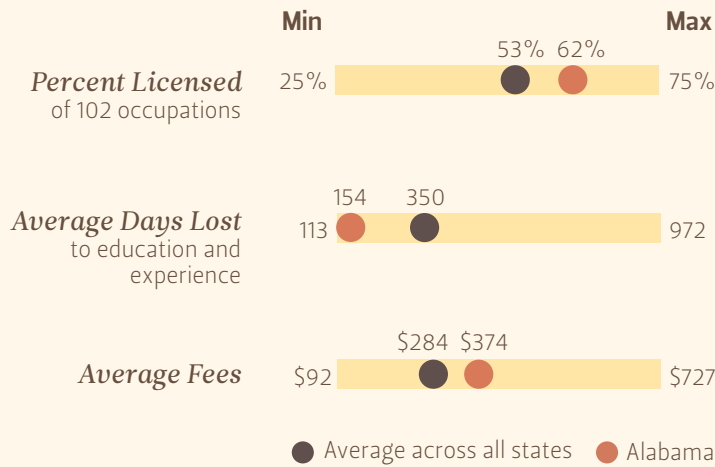
for average burdens
1st is worst

Combined Rank

= 25th

for number of licenses x average burdens
1st is worst

How Alabama Compares in 2022



Changes Since 2017

- 1 license created for direct entry midwives; 1 removed for animal trainers
- Fees changed most often and usually increased; education increased for security alarm installer and head coach for high school sports but fell for bartender
- Burden rank worsened 1 spot and combined rank stayed the same, largely because other states improved more

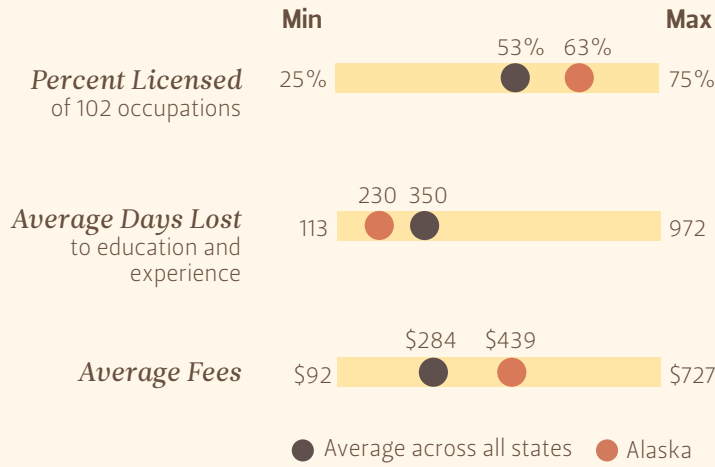
Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$664	1460	4 years	None	3	0	0
2 — (0)	Athletic Trainer	49	\$565	1460	4 years	None	1	0	0
3 — (N)	Midwife, Direct Entry	37	\$2,100	730	2 years	None	1	12	21
4 ✓ (-1)	Veterinary Technician	36	\$425	730	2 years	None	2	0	18
5 ✓ (-1)	Earth Driller, Water Well	51	\$275	730	None	2 years	1	0	0
6 ✓ (-1)	HVAC Contractor (Commercial)	37	\$340	700	None	3000 clock hours	1	0	0
6 ✓ (-1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$340	700	None	3000 clock hours	1	0	0
8 ✓ (-1)	Auctioneer	28	\$540	385	85 clock hours	1 year	3	0	19
9 ✓ (-1)	Cosmetologist	51	\$255	350	1500 clock hours	None	2	10	16
10 ✓ (-1)	Pest Control Applicator	51	\$395	365	None	1 year	1	0	0
11 ✓ (-1)	Barber	51	\$255	233	1000 clock hours	None	2	10	16
11 ✓ (-1)	Skin Care Specialist	51	\$255	233	1000 clock hours	None	2	10	16
13 ✓ (-3)	Makeup Artist	37	\$235	233	1000 clock hours	None	2	10	16
14 ✓ (-1)	Manicurist	51	\$255	175	750 clock hours	None	2	10	16
15 ✓ (-1)	Massage Therapist	45	\$345	152	650 clock hours	None	1	0	18
16 ▲ (17)	Emergency Medical Technician	51	\$110	42	180 clock hours	None	2	12	18
17 ✓ (-2)	Interpreter, Sign Language	22	\$750	0	None	None	2	12	18
18 ✓ (-2)	Landscape Contractor (Commercial)	47	\$721	67	None	3 jobs, contractors	3	0	0
19 ✓ (-1)	School Bus Driver	51	\$118	3	16 clock hours	None	8	0	21
20 ✓ (-1)	Paving Contractor (Commercial)	24	\$502	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Cement Finishing Contractor (Commercial)	24	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Door Repair Contractor (Commercial)	24	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Drywall Installation Contractor (Commercial)	25	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Floor Sander Contractor (Commercial)	22	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Glazier Contractor (Commercial)	26	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Insulation Contractor (Commercial)	24	\$492	67	None	3 jobs, contractors	2	0	0

- ▲ Increase since 2017
- ✓ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
21 ✓ (-1)	Iron/Steel Contractor (Commercial)	26	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Mason Contractor (Commercial)	26	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Painting Contractor (Commercial)	22	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-4)	Pipelayer Contractor	27	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Sheet Metal Contractor, Other (Commercial)	26	\$492	67	None	3 jobs, contractors	2	0	0
21 ✓ (-1)	Terrazzo Contractor (Commercial)	23	\$492	67	None	3 jobs, contractors	2	0	0
34 ✓ (-2)	Child Care Home, Family	44	\$47	4	26 clock hours	None	0	12	18
35 ^ (10)	Security Guard, Unarmed	34	\$88	1	8 clock hours	None	0	12	18
36 ✓ (-1)	Bus Driver, City/Transit	51	\$118	0	None	None	5	0	21
37 ✓ (-3)	Truck Driver, Tractor-Trailer	51	\$148	0	None	None	5	0	18
38 ✓ (-2)	Truck Driver, Other	51	\$138	0	None	None	4	0	21
39 ✓ (-2)	Security Alarm Installer	37	\$324	8	36 clock hours	None	2	0	0
40 ^ (2)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$448	0	None	None	2	0	0
40 ^ (2)	Iron/Steel Contractor (Residential)	30	\$448	0	None	None	2	0	0
40 ^ (2)	Mason Contractor (Residential)	31	\$448	0	None	None	2	0	0
43 ✓ (-3)	Bartender	12	\$0	0.5	3 clock hours	None	1	0	19
44 ✓ (-6)	Landscape Contractor (Residential)	48	\$325	0	None	None	2	0	0
45 ^ (1)	Pharmacy Technician	44	\$104	0	None	None	0	0	17
46 ✓ (-7)	Fire Alarm Installer	39	\$465	0	None	None	1	0	0
47 ✓ (-6)	Mobile Home Installer	37	\$400	2	12 clock hours	None	1	0	0
48 — (0)	Vegetation Pesticide Applicator	51	\$295	0	None	None	1	0	0
49 ^ (10)	Locksmith	12	\$213	0	None	None	1	0	0
50 ✓ (-1)	Cement Finishing Contractor (Residential)	30	\$350	0	None	None	0	0	0
50 ✓ (-1)	Door Repair Contractor (Residential)	29	\$350	0	None	None	0	0	0
50 ✓ (-1)	Drywall Installation Contractor (Residential)	30	\$350	0	None	None	0	0	0
50 ✓ (-1)	Floor Sander Contractor (Residential)	27	\$350	0	None	None	0	0	0
50 ✓ (-1)	Glazier Contractor (Residential)	30	\$350	0	None	None	0	0	0
50 ✓ (-1)	Insulation Contractor (Residential)	30	\$350	0	None	None	0	0	0
50 ✓ (-1)	Painting Contractor (Residential)	27	\$350	0	None	None	0	0	0
50 ✓ (-1)	Paving Contractor (Residential)	28	\$350	0	None	None	0	0	0
50 ✓ (-1)	Sheet Metal Contractor, Other (Residential)	31	\$350	0	None	None	0	0	0
50 ✓ (-1)	Terrazzo Contractor (Residential)	28	\$350	0	None	None	0	0	0
60 — (0)	Fisher, Commercial	43	\$100	0	None	None	0	0	0
61 ✓ (-14)	Shampooer	33	\$75	0	None	None	0	0	0
62 ✓ (-1)	Coach, Head (High School Sports)	47	\$40	2	11 clock hours	None	0	0	0
63 ✓ (-1)	Weigher	24	\$20	0	None	None	0	0	0
—	Averages	—	\$374	154	—	—	1.5	1.7	5.5

How Alaska Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; education increased for 4 occupations, including massage therapist, but fell for direct entry midwife and manicurist
- Burden rank improved 2 spots because of small reductions to education and experience burdens; combined rank worsened 2 spots, largely because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$740	2232	6 credit hours and 4 years	2 years	2	0	0
2 ^ (2)	HVAC Contractor (Commercial)	37	\$850	1460	None	4 years	1	0	0
2 ^ (2)	Sheet Metal Contractor, HVAC (Commercial)	37	\$850	1460	None	4 years	1	0	0
4 v (-1)	Athletic Trainer	49	\$690	1460	4 years	None	1	0	0
5 v (-3)	Midwife, Direct Entry	37	\$5600	1095	2 years	1 year	1	12	18
6 — (0)	School Bus Driver	51	\$208	1097	10 clock hours	3 years	6	0	21
7 — (0)	Optician	22	\$850	730	2 years	None	1	12	18
8 — (0)	Fire Alarm Installer	39	\$880	730	None	2 years	2	0	18
9 — (0)	HVAC Contractor (Residential)	35	\$850	730	None	2 years	1	0	0
9 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$850	730	None	2 years	1	0	0
11 — (0)	Veterinary Technician	36	\$525	730	2 years	None	1	0	0
12 — (0)	Bus Driver, City/Transit	51	\$160	365	None	1 year	5	0	18
12 ^ (1)	Truck Driver, Tractor-Trailer	51	\$160	365	None	1 year	5	0	18
14 — (0)	Truck Driver, Other	51	\$160	365	None	1 year	4	0	18
15 — (0)	Cosmetologist	51	\$450	385	1650 clock hours	None	2	0	0
16 — (0)	Barber	51	\$390	385	1650 clock hours	None	2	0	0
17 — (0)	Massage Therapist	45	\$745	146	627 clock hours	None	1	0	18
18 — (0)	Bill Collection Agency	29	\$100	0	None	None	0	12	19
19 — (0)	Pharmacy Technician	44	\$150	0	None	None	0	12	18
20 ^ (2)	Emergency Medical Technician	51	\$123	33	140 clock hours	None	2	0	18
21 v (-1)	Makeup Artist	37	\$450	82	350 clock hours	None	1	0	0
22 v (-2)	Skin Care Specialist	51	\$390	82	350 clock hours	None	1	0	0
23 — (0)	Child Care Home, Family	44	\$40	28	120 clock hours	None	0	0	21
24 ^ (1)	Pest Control Applicator	51	\$25	0	None	None	2	0	18
24 ^ (1)	Vegetation Pesticide Applicator	51	\$25	0	None	None	2	0	18
26 ^ (1)	Bartender	12	\$0	0.7	4 clock hours	None	1	0	21
27 ^ (1)	Security Guard, Unarmed	34	\$98	11	48 clock hours	None	0	0	18
28 ^ (1)	Wildlife Control Operator	23	\$100	0	None	None	0	0	18

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ▼ (-5)	Manicurist	51	\$390	2	12 clock hours	None	0	0	0
30 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$350	0	None	None	0	0	0
30 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$350	0	None	None	0	0	0
30 — (0)	Cement Finishing Contractor (Commercial)	24	\$350	0	None	None	0	0	0
30 — (0)	Cement Finishing Contractor (Residential)	30	\$350	0	None	None	0	0	0
30 — (0)	Door Repair Contractor (Commercial)	24	\$350	0	None	None	0	0	0
30 — (0)	Door Repair Contractor (Residential)	29	\$350	0	None	None	0	0	0
30 — (0)	Drywall Installation Contractor (Commercial)	25	\$350	0	None	None	0	0	0
30 — (0)	Drywall Installation Contractor (Residential)	30	\$350	0	None	None	0	0	0
30 — (0)	Earth Driller, Water Well	51	\$350	0	None	None	0	0	0
30 — (0)	Floor Sander Contractor (Commercial)	22	\$350	0	None	None	0	0	0
30 — (0)	Floor Sander Contractor (Residential)	27	\$350	0	None	None	0	0	0
30 — (0)	Glazier Contractor (Commercial)	26	\$350	0	None	None	0	0	0
30 — (0)	Glazier Contractor (Residential)	30	\$350	0	None	None	0	0	0
30 — (0)	Insulation Contractor (Commercial)	24	\$350	0	None	None	0	0	0
30 — (0)	Insulation Contractor (Residential)	30	\$350	0	None	None	0	0	0
30 — (0)	Iron/Steel Contractor (Commercial)	26	\$350	0	None	None	0	0	0
30 — (0)	Iron/Steel Contractor (Residential)	30	\$350	0	None	None	0	0	0
30 — (0)	Landscape Contractor (Commercial)	47	\$350	0	None	None	0	0	0
30 — (0)	Landscape Contractor (Residential)	48	\$350	0	None	None	0	0	0
30 — (0)	Mason Contractor (Commercial)	26	\$350	0	None	None	0	0	0
30 — (0)	Mason Contractor (Residential)	31	\$350	0	None	None	0	0	0
30 — (0)	Painting Contractor (Commercial)	22	\$350	0	None	None	0	0	0
30 — (0)	Painting Contractor (Residential)	27	\$350	0	None	None	0	0	0
30 — (0)	Paving Contractor (Commercial)	24	\$350	0	None	None	0	0	0
30 — (0)	Paving Contractor (Residential)	28	\$350	0	None	None	0	0	0
30 — (0)	Pipelayer Contractor	27	\$350	0	None	None	0	0	0
30 — (0)	Security Alarm Installer	37	\$350	0	None	None	0	0	0
30 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$350	0	None	None	0	0	0
30 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$350	0	None	None	0	0	0
30 — (0)	Terrazzo Contractor (Commercial)	23	\$350	0	None	None	0	0	0
30 — (0)	Terrazzo Contractor (Residential)	28	\$350	0	None	None	0	0	0
61 — (0)	Taxidermist	28	\$200	0	None	None	0	0	0
62 — (0)	Coach, Head (High School Sports)	47	\$85	3	15 clock hours	None	0	0	0
63 — (0)	Fisher, Commercial	43	\$109	0	None	None	0	0	0
64 — (0)	Travel Guide	37	\$29	0	None	None	0	0	0
—	Averages	—	\$439	230	—	—	0.7	0.8	4.9

Licenses

68

of 102 low-income occupations

Burden Rank

4th

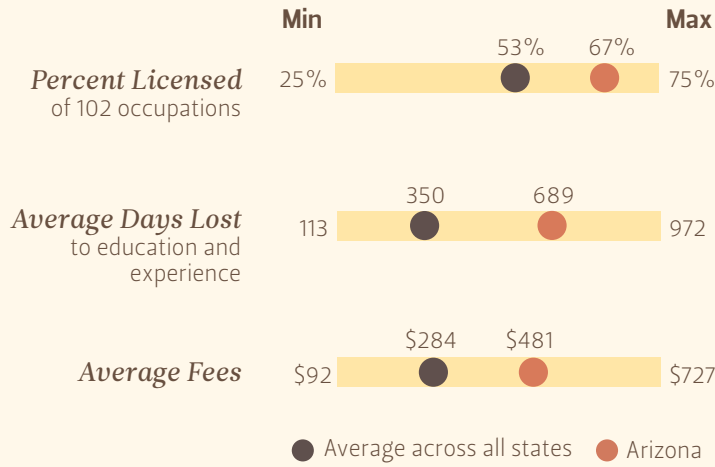
for average burdens
1st is worst

Combined Rank

= 5th

for number of licenses x average burdens
1st is worst

How Arizona Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience decreased for 10 occupations, including barber, cosmetologist, massage therapist and skin care specialist, but rose for head coach for high school sports and emergency medical technician
- Burden rank stayed the same despite small net education and experience reductions because average burdens remained high; combined rank improved 1 spot, likely because the state made those small net reductions and created no new licenses

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$431	2190	4 years	2 years	2	0	0
2 ^ (5)	Iron/Steel Contractor (Commercial)	26	\$896	1460	None	4 years	2	0	18
2 ^ (5)	Pipelayer Contractor	27	\$896	1460	None	4 years	2	0	18
4 ^ (5)	Cement Finishing Contractor (Commercial)	24	\$696	1460	None	4 years	2	0	18
5 ^ (10)	Paving Contractor (Commercial)	24	\$846	1460	None	4 years	1	0	18
6 v (-3)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$596	1460	None	4 years	2	0	18
6 ^ (4)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$596	1460	None	4 years	2	0	18
6 v (-3)	Door Repair Contractor (Commercial)	24	\$596	1460	None	4 years	2	0	18
6 ^ (4)	Door Repair Contractor (Residential)	29	\$596	1460	None	4 years	2	0	18
6 v (-3)	Fire Alarm Installer	39	\$596	1460	None	4 years	2	0	18
6 ^ (4)	Landscape Contractor (Commercial)	47	\$596	1460	None	4 years	2	0	18
6 ^ (4)	Landscape Contractor (Residential)	48	\$596	1460	None	4 years	2	0	18
6 v (-3)	Mason Contractor (Commercial)	26	\$596	1460	None	4 years	2	0	18
6 ^ (4)	Mason Contractor (Residential)	31	\$596	1460	None	4 years	2	0	18
15 ^ (1)	Cement Finishing Contractor (Residential)	30	\$466	1460	None	4 years	2	0	18
15 ^ (1)	Iron/Steel Contractor (Residential)	30	\$466	1460	None	4 years	2	0	18
17 ^ (2)	Athletic Trainer	49	\$712	1460	4 years	None	1	0	0
18 ^ (3)	Optician	22	\$500	1095	None	3 years	3	12	18
19 ^ (5)	Earth Driller, Water Well	51	\$871	1095	None	3 years	5	0	18
20 ^ (2)	Glazier Contractor (Commercial)	26	\$596	1095	None	3 years	2	0	18
20 ^ (5)	Glazier Contractor (Residential)	30	\$596	1095	None	3 years	2	0	18
20 ^ (2)	Terrazzo Contractor (Commercial)	23	\$596	1095	None	3 years	2	0	18
20 ^ (5)	Terrazzo Contractor (Residential)	28	\$596	1095	None	3 years	2	0	18
24 v (-4)	Midwife, Direct Entry	37	\$1,450	730	2 years	None	2	12	21
25 ^ (2)	Mobile Home Installer	37	\$454	1096	3 clock hours	3 years	1	0	0
26 ^ (3)	HVAC Contractor (Commercial)	37	\$696	730	None	2 years	2	0	18
26 ^ (3)	Sheet Metal Contractor, HVAC (Commercial)	37	\$696	730	None	2 years	2	0	18

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
28 ^ (7)	HVAC Contractor (Residential)	35	\$596	730	None	2 years	2	0	18
28 — (0)	Painting Contractor (Commercial)	22	\$596	730	None	2 years	2	0	18
28 ^ (7)	Painting Contractor (Residential)	27	\$596	730	None	2 years	2	0	18
28 ^ (7)	Sheet Metal Contractor, HVAC (Residential)	36	\$596	730	None	2 years	2	0	18
32 v (-1)	Floor Sander Contractor (Commercial)	22	\$546	730	None	2 years	1	0	18
32 ^ (6)	Floor Sander Contractor (Residential)	27	\$546	730	None	2 years	1	0	18
32 v (-1)	Insulation Contractor (Commercial)	24	\$546	730	None	2 years	1	0	18
32 v (-1)	Sheet Metal Contractor, Other (Commercial)	26	\$546	730	None	2 years	1	0	18
32 ^ (6)	Sheet Metal Contractor, Other (Residential)	31	\$546	730	None	2 years	1	0	18
37 ^ (5)	Veterinary Technician	36	\$150	730	2 years	None	2	0	18
38 v (-36)	Interpreter, Sign Language	22	\$365	420	60 credit hours	None	2	12	18
39 ^ (4)	Pest Control Applicator	51	\$625	449	12 credit hours	1 year	4	0	18
39 ^ (4)	Vegetation Pesticide Applicator	51	\$625	449	12 credit hours	1 year	4	0	18
41 ^ (5)	School Bus Driver	51	\$35	371	34 clock hours	1 year	7	0	18
42 ^ (3)	Cosmetologist	51	\$247	350	1500 clock hours	None	2	10	16
43 ^ (5)	Truck Driver, Tractor-Trailer	51	\$50	365	None	1 year	5	0	18
44 ^ (5)	Bus Driver, City/Transit	51	\$35	365	None	1 year	5	0	18
45 ^ (2)	Barber	51	\$300	280	1200 clock hours	None	2	10	16
46 ^ (4)	Truck Driver, Other	51	\$50	365	None	1 year	4	0	18
47 ^ (5)	Pharmacy Technician	44	\$326	140	600 clock hours	None	1	12	18
48 ^ (3)	Massage Therapist	45	\$412	117	500 clock hours	None	1	12	18
49 ^ (4)	Manicurist	51	\$247	140	600 clock hours	None	2	10	16
50 ^ (3)	Skin Care Specialist	51	\$247	117	500 clock hours	None	2	10	16
51 v (-20)	Drywall Installation Contractor (Commercial)	25	\$546	0	None	None	2	0	18
51 v (-13)	Drywall Installation Contractor (Residential)	30	\$546	0	None	None	2	0	18
51 v (-13)	Insulation Contractor (Residential)	30	\$546	0	None	None	2	0	18
54 ^ (1)	Coach, Head (High School Sports)	47	\$127	165	12 clock hours and 15 credit hours	250 clock hours	0	0	0
55 v (-37)	Paving Contractor (Residential)	28	\$416	0	None	None	2	0	18
56 ^ (1)	Emergency Medical Technician	51	\$98	30	130 clock hours	None	2	0	18
57 v (-1)	Bill Collection Agency	29	\$1,675	0	None	None	0	0	0
58 — (0)	Travel Guide	37	\$337	0	None	None	1	0	18
59 ^ (5)	Security Alarm Installer	37	\$410	0	None	None	0	0	18
60 v (-1)	Weigher	24	\$48	0	None	None	1	0	18
61 v (-1)	Gaming Cage Worker	30	\$250	0	None	None	0	0	18
61 v (-1)	Gaming Dealer	29	\$250	0	None	None	0	0	18
61 v (-1)	Gaming Supervisor	31	\$250	0	None	None	0	0	18
61 v (-1)	Slot Supervisor	29	\$250	0	None	None	0	0	18
65 — (0)	Security Guard, Unarmed	34	\$72	1	8 clock hours	None	0	0	18
66 — (0)	Taxidermist	28	\$100	0	None	None	0	0	0
67 — (0)	Animal Breeder	29	\$75	0	None	None	0	0	0
68 — (0)	Milk Sampler	43	\$50	0	None	None	0	0	0
—	Averages	—	\$481	689	—	—	1.8	1.5	15.8

Arkansas

Licenses

72

of 102 low-income occupations

Burden Rank

29th

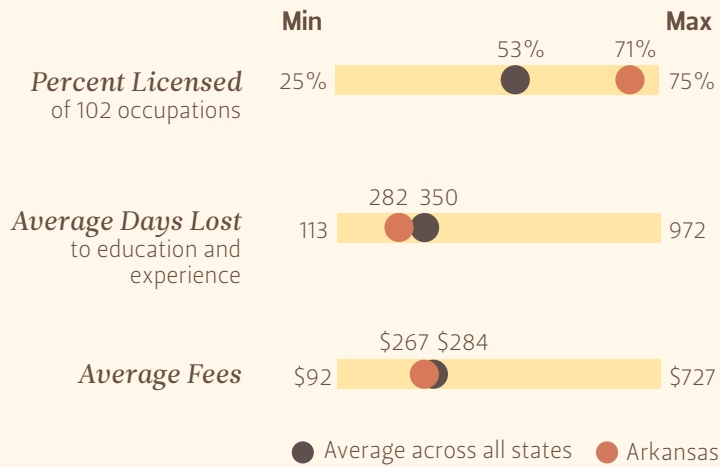
for average burdens
1st is worst

Combined Rank

9th

for number of licenses x average burdens
1st is worst

How Arkansas Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; experience decreased for 18 occupations, mostly contractor trades, while education and experience requirements were eliminated for shampooer; however, education for 4 other occupations rose
- Burden rank improved 22 spots and combined rank improved 6 spots, largely because of experience reductions for contractors

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 ▲ (19)	Coach, Head (High School Sports)	47	\$363	1464	22.5 clock hours and 4 years	None	2	0	0
2 ▲ (17)	Preschool Teacher, Public School	50	\$429	1460	4 years	None	2	0	0
3 ▲ (18)	Athletic Trainer	49	\$515	1460	4 years	None	1	0	0
4 ▲ (18)	Optician	22	\$310	1095	None	3 years	2	12	21
5 ▲ (18)	Midwife, Direct Entry	37	\$1,100	800	None	40 births	2	12	21
6 ▲ (18)	Fire Alarm Installer	39	\$1,724	737	43 clock hours	2 years	4	0	18
7 ▲ (18)	Security Alarm Installer	37	\$1,165	730	None	2 years	2	0	18
8 ▼ (-7)	Earth Driller, Water Well	51	\$750	730	None	2 years	2	0	18
9 ▼ (-7)	HVAC Contractor (Commercial)	37	\$535	730	None	2 years	2	0	18
9 ▼ (-6)	Sheet Metal Contractor, HVAC (Commercial)	37	\$535	730	None	2 years	2	0	18
11 ▲ (15)	HVAC Contractor (Residential)	35	\$305	730	None	2 years	1	0	18
11 ▲ (15)	Sheet Metal Contractor, HVAC (Residential)	36	\$305	730	None	2 years	1	0	18
13 ▲ (15)	Veterinary Technician	36	\$365	730	2 years	None	1	0	0
14 ▲ (40)	Interpreter, Sign Language	22	\$365	420	60 credit hours	None	2	12	18
15 ▲ (14)	Barber	51	\$125	350	1500 clock hours	None	3	8	16.5
16 ▲ (14)	Cosmetologist	51	\$125	350	1500 clock hours	None	2	10	16
17 ▲ (14)	Pest Control Applicator	51	\$380	365	None	1 year	3	0	18
18 ▲ (14)	Title Examiner	7	\$50	365	None	1 year	1	0	18
19 ▼ (-15)	Landscape Contractor (Commercial)	47	\$330	365	None	1 year	1	0	0
20 ▼ (-15)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Cement Finishing Contractor (Commercial)	24	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Door Repair Contractor (Commercial)	24	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Drywall Installation Contractor (Commercial)	25	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Floor Sander Contractor (Commercial)	22	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Glazier Contractor (Commercial)	26	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Insulation Contractor (Commercial)	24	\$180	365	None	1 year	1	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
20 ▼ (-15)	Iron/Steel Contractor (Commercial)	26	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Mason Contractor (Commercial)	26	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Painting Contractor (Commercial)	22	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Paving Contractor (Commercial)	24	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Pipelayer Contractor	27	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Sheet Metal Contractor, Other (Commercial)	26	\$180	365	None	1 year	1	0	0
20 ▼ (-15)	Terrazzo Contractor (Commercial)	23	\$180	365	None	1 year	1	0	0
34 ▲ (3)	Psychiatric Technician	4	\$51	210	900 clock hours	None	1	12	0
35 ▼ (-2)	Massage Therapist	45	\$375	117	500 clock hours	None	2	12	18
36 ▼ (-2)	Manicurist	51	\$175	140	600 clock hours	None	2	10	16
37 ▼ (-3)	Skin Care Specialist	51	\$110	140	600 clock hours	None	2	10	16
37 ▼ (-3)	Makeup Artist	37	\$110	140	600 clock hours	None	2	10	16
39 ▼ (-1)	Mobile Home Installer	37	\$2,790	92	1 day	3 jobs, mobile home installers	1	0	0
40 ▲ (7)	Emergency Medical Technician	51	\$118	35	150 clock hours	None	2	12	18
41 ▼ (-2)	School Bus Driver	51	\$92	4	24 clock hours	None	6	0	19
42 ▼ (-2)	Child Care Home, Family	44	\$176	3	16 clock hours	None	0	12	18
43 ▼ (-2)	Vegetation Pesticide Applicator	51	\$700	0	None	None	4	0	18
44 ▼ (-1)	Bus Driver, City/Transit	51	\$92	0	None	None	5	0	18
44 ▼ (-1)	Truck Driver, Tractor-Trailer	51	\$92	0	None	None	5	0	18
46 ▼ (-1)	Truck Driver, Other	51	\$92	0	None	None	4	0	18
47 ▼ (-1)	Pharmacy Technician	44	\$106	0	None	None	0	12	0
48 — (0)	Auctioneer	28	\$334	0	None	None	2	0	18
49 — (0)	Security Guard, Unarmed	34	\$76	1	6 clock hours	None	1	0	18
50 — (0)	Bill Collection Agency	29	\$145	0	None	None	0	0	21
51 — (0)	Gaming Cage Worker	30	\$125	0	None	None	0	0	21
51 — (0)	Gaming Supervisor	31	\$125	0	None	None	0	0	21
51 — (0)	Slot Supervisor	29	\$125	0	None	None	0	0	21
54 ▲ (1)	Milk Sampler	43	\$10	0	None	None	1	0	0
55 ▲ (1)	Landscape Contractor (Residential)	48	\$200	0	None	None	0	0	0
56 ▲ (1)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$50	0	None	None	0	0	0
56 ▲ (1)	Cement Finishing Contractor (Residential)	30	\$50	0	None	None	0	0	0
56 ▲ (1)	Door Repair Contractor (Residential)	29	\$50	0	None	None	0	0	0
56 ▲ (1)	Drywall Installation Contractor (Residential)	30	\$50	0	None	None	0	0	0
56 ▲ (1)	Floor Sander Contractor (Residential)	27	\$50	0	None	None	0	0	0
56 ▲ (1)	Glazier Contractor (Residential)	30	\$50	0	None	None	0	0	0
56 ▲ (1)	Insulation Contractor (Residential)	30	\$50	0	None	None	0	0	0
56 ▲ (1)	Iron/Steel Contractor (Residential)	30	\$50	0	None	None	0	0	0
56 ▲ (1)	Mason Contractor (Residential)	31	\$50	0	None	None	0	0	0
56 ▲ (1)	Painting Contractor (Residential)	27	\$50	0	None	None	0	0	0
56 ▲ (1)	Paving Contractor (Residential)	28	\$50	0	None	None	0	0	0
56 ▲ (1)	Sheet Metal Contractor, Other (Residential)	31	\$50	0	None	None	0	0	0
56 ▲ (1)	Terrazzo Contractor (Residential)	28	\$50	0	None	None	0	0	0
69 ▲ (1)	Fisher, Commercial	43	\$36	0	None	None	0	0	0
70 — (0)	Travel Guide	37	\$25	0	None	None	0	0	0
71 ▲ (1)	Nursery Worker	2	\$10	0	None	None	0	0	0
71 ▼ (-29)	Shampooer	33	\$10	0	None	None	0	0	0
—	Averages	—	\$267	282	—	—	1.3	2.0	7.9

California

Licenses

75

of 102 low-income occupations

Burden Rank

3rd

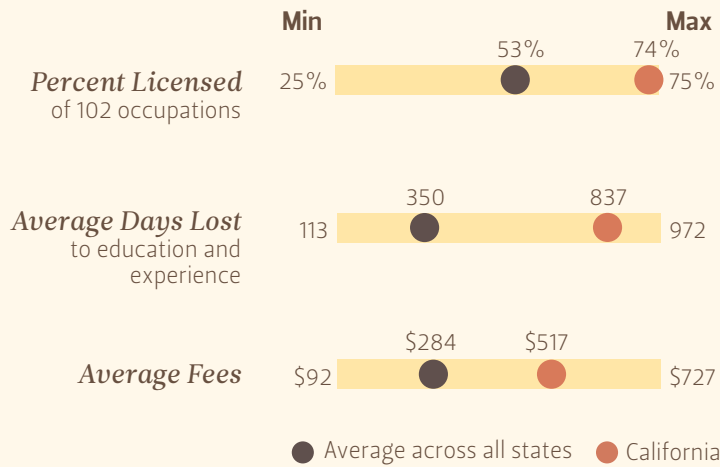
for average burdens
1st is worst

Combined Rank

= 2nd

for number of licenses x average burdens
1st is worst

How California Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for animal trainers
- Fees changed most often and usually increased; education decreased for 4 occupations, including barber, cosmetologist and shampooer, but rose for 4 others
- Burden rank and combined rank stayed the same despite an eliminated license, largely because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$149	1825	4 years	1 year	0	0	0
2 ▲ (38)	Home Entertainment Installer	3	\$579	1460	None	4 years	3	0	18
2 ▲ (36)	Mobile Home Installer	37	\$579	1460	None	4 years	3	0	18
2 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$579	1460	None	4 years	3	0	18
2 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$579	1460	None	4 years	3	0	18
2 — (0)	Cement Finishing Contractor (Commercial)	24	\$579	1460	None	4 years	3	0	18
2 — (0)	Cement Finishing Contractor (Residential)	30	\$579	1460	None	4 years	3	0	18
2 — (0)	Drywall Installation Contractor (Commercial)	25	\$579	1460	None	4 years	3	0	18
2 — (0)	Drywall Installation Contractor (Residential)	30	\$579	1460	None	4 years	3	0	18
2 — (0)	Earth Driller, Water Well	51	\$579	1460	None	4 years	3	0	18
2 — (0)	Fire Alarm Installer	39	\$579	1460	None	4 years	3	0	18
2 — (0)	Floor Sander Contractor (Commercial)	22	\$579	1460	None	4 years	3	0	18
2 — (0)	Floor Sander Contractor (Residential)	27	\$579	1460	None	4 years	3	0	18
2 — (0)	Glazier Contractor (Commercial)	26	\$579	1460	None	4 years	3	0	18
2 — (0)	Glazier Contractor (Residential)	30	\$579	1460	None	4 years	3	0	18
2 — (0)	HVAC Contractor (Commercial)	37	\$579	1460	None	4 years	3	0	18
2 — (0)	HVAC Contractor (Residential)	35	\$579	1460	None	4 years	3	0	18
2 — (0)	Insulation Contractor (Commercial)	24	\$579	1460	None	4 years	3	0	18
2 — (0)	Insulation Contractor (Residential)	30	\$579	1460	None	4 years	3	0	18
2 — (0)	Iron/Steel Contractor (Commercial)	26	\$579	1460	None	4 years	3	0	18
2 — (0)	Iron/Steel Contractor (Residential)	30	\$579	1460	None	4 years	3	0	18
2 — (0)	Landscape Contractor (Commercial)	47	\$579	1460	None	4 years	3	0	18
2 — (0)	Landscape Contractor (Residential)	48	\$579	1460	None	4 years	3	0	18
2 — (0)	Mason Contractor (Commercial)	26	\$579	1460	None	4 years	3	0	18
2 — (0)	Mason Contractor (Residential)	31	\$579	1460	None	4 years	3	0	18
2 — (0)	Painting Contractor (Commercial)	22	\$579	1460	None	4 years	3	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
2 — (0)	Painting Contractor (Residential)	27	\$579	1460	None	4 years	3	0	18
2 — (0)	Paving Contractor (Commercial)	24	\$579	1460	None	4 years	3	0	18
2 — (0)	Paving Contractor (Residential)	28	\$579	1460	None	4 years	3	0	18
2 — (0)	Pipelayer Contractor	27	\$579	1460	None	4 years	3	0	18
2 — (0)	Security Alarm Installer	37	\$579	1460	None	4 years	3	0	18
2 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$579	1460	None	4 years	3	0	18
2 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$579	1460	None	4 years	3	0	18
2 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$579	1460	None	4 years	3	0	18
2 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$579	1460	None	4 years	3	0	18
2 — (0)	Terrazzo Contractor (Commercial)	23	\$579	1460	None	4 years	3	0	18
2 — (0)	Terrazzo Contractor (Residential)	28	\$579	1460	None	4 years	3	0	18
38 — (0)	Tree Trimmer	8	\$579	1460	None	4 years	2	0	18
38 ✓ (-2)	Door Repair Contractor (Commercial)	24	\$579	1460	None	4 years	2	0	18
38 ✓ (-2)	Door Repair Contractor (Residential)	29	\$579	1460	None	4 years	2	0	18
41 — (0)	Midwife, Direct Entry	37	\$1,449	1095	3 years	None	1	0	0
42 ^ (2)	Veterinary Technician	36	\$1,076	730	2 years	None	1	0	18
43 — (0)	Pest Control Applicator	51	\$436	741	10 clock hours	40 clock hours and 2 years	2	0	18
44 ^ (1)	Psychiatric Technician	4	\$519	357	1530 clock hours	None	1	12	18
45 ^ (2)	Barber	51	\$125	233	1000 clock hours	None	1	10	17
45 ^ (1)	Cosmetologist	51	\$125	233	1000 clock hours	None	1	10	17
47 ^ (2)	Skin Care Specialist	51	\$115	140	600 clock hours	None	1	10	17
47 ^ (2)	Makeup Artist	37	\$115	140	600 clock hours	None	1	10	17
49 ✓ (-2)	Shampooer	33	\$50	140	600 clock hours	None	1	10	17
50 ^ (2)	Optician	22	\$974	0	None	None	1	12	18
51 — (0)	Manicurist	51	\$110	93	400 clock hours	None	1	10	17
52 ^ (1)	Gaming Supervisor	31	\$3,150	0	None	None	0	0	21
52 ^ (1)	Slot Supervisor	29	\$3,150	0	None	None	0	0	21
54 ^ (1)	School Bus Driver	51	\$98	7	40 clock hours	None	6	0	18
55 ^ (1)	Pharmacy Technician	44	\$249	56	240 clock hours	None	0	12	0
56 ^ (2)	Bus Driver, City/Transit	51	\$98	0	None	None	5	0	18
57 — (0)	Truck Driver, Tractor-Trailer	51	\$83	0	None	None	5	0	18
58 ^ (1)	Truck Driver, Other	51	\$83	0	None	None	4	0	18
59 ^ (1)	Emergency Medical Technician	51	\$147	40	170 clock hours	None	2	0	18
60 ^ (1)	Crane Operator	16	\$240	0	None	None	2	0	18
61 ^ (1)	Security Guard, Unarmed	34	\$104	1	8 clock hours	None	1	0	18
62 ^ (1)	Gaming Cage Worker	30	\$250	0	None	None	0	0	21
62 ^ (1)	Gaming Dealer	29	\$250	0	None	None	0	0	21
64 ^ (1)	Child Care Home, Family	44	\$284	4	22.5 clock hours	None	0	0	18
65 ^ (1)	Fisher, Commercial	43	\$149	0	None	None	0	0	16
66 ^ (1)	Farm Labor Contractor	10	\$843	0	None	None	1	0	0
67 ^ (1)	Vegetation Pesticide Applicator	51	\$340	0	None	None	2	0	0
68 ^ (1)	Still Machine Setter, Dairy Equipment	4	\$100	0	None	None	2	0	0
69 ^ (1)	Milk Sampler	43	\$75	0	None	None	2	0	0
70 ^ (2)	Upholsterer	9	\$420	0	None	None	0	0	0
71 — (0)	Travel Agency	5	\$375	0	None	None	0	0	0
72 ^ (1)	Travel Guide	37	\$235	0	None	None	0	0	0
73 ^ (2)	Locksmith	12	\$104	0	None	None	0	0	0
74 — (0)	Weigher	24	\$75	0	None	None	0	0	0
75 ^ (1)	Coach, Head (High School Sports)	47	\$59	0.9	5.5 clock hours	None	0	0	0
—	Averages	—	\$517	837	—	—	2.1	1.3	14.9

Colorado

Licenses

34

of 102 low-income occupations

Burden Rank

34th

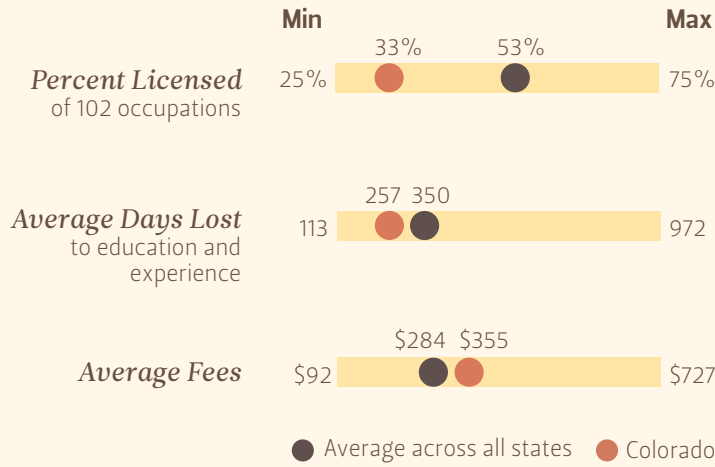
for average burdens
1st is worst

Combined Rank

= 46th

for number of licenses x average burdens
1st is worst

How Colorado Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience increased for family child care home, mobile home installer and psychiatric technician but fell for cosmetologist and direct entry midwife
- Burden rank and combined rank worsened 1 spot, largely because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$350	1825	4 years	1 year	1	0	0
2 ▲ (1)	Athletic Trainer	49	\$540	1460	4 years	None	1	0	0
3 ▼ (-1)	Midwife, Direct Entry	37	\$1,600	830	2 years	5 births	1	12	19
4 — (0)	Earth Driller, Water Well	51	\$230	730	None	2 years	3	0	21
5 — (0)	Bill Collection Agency	29	\$1,500	730	None	2 years	0	0	0
6 — (0)	Pest Control Applicator	51	\$513	728	None	24 months	2	0	0
7 ▲ (5)	Mobile Home Installer	37	\$150	366	8 clock hours	1 year	1	0	18
8 ▼ (-1)	Cosmetologist	51	\$177	350	1500 clock hours	None	2	0	16
9 ▼ (-1)	Barber	51	\$152	350	1500 clock hours	None	2	0	16
10 ▼ (-1)	Psychiatric Technician	4	\$260	242	34.5 credit hours	None	1	12	0
11 ▼ (-1)	Shampooer	33	\$177	280	1200 clock hours	None	2	0	16
12 ▼ (-1)	Vegetation Pesticide Applicator	51	\$576	243	None	8 months	4	0	0
13 — (0)	Manicurist	51	\$169	140	600 clock hours	None	2	0	16
14 ▼ (-1)	Skin Care Specialist	51	\$152	140	600 clock hours	None	2	0	16
14 ▼ (-1)	Makeup Artist	37	\$152	140	600 clock hours	None	2	0	16
16 — (0)	Massage Therapist	45	\$395	117	500 clock hours	None	1	0	0
17 — (0)	School Bus Driver	51	\$161	0	None	None	6	0	18
18 — (0)	Bus Driver, City/Transit	51	\$311	0	None	None	5	0	18
18 — (0)	Truck Driver, Tractor-Trailer	51	\$311	0	None	None	5	0	18
20 ▲ (1)	Gaming Supervisor	31	\$1,275	0	None	None	0	0	21
20 ▲ (1)	Slot Supervisor	29	\$1,275	0	None	None	0	0	21
22 ▼ (-2)	Truck Driver, Other	51	\$311	0	None	None	4	0	18
23 — (0)	Emergency Medical Technician	51	\$150	35	150 clock hours	None	2	0	18
24 — (0)	Child Care Home, Family	44	\$100	4	21.5 clock hours	None	1	0	18
25 — (0)	Travel Guide	37	\$100	12	50 clock hours	None	0	0	18
26 — (0)	Gaming Cage Worker	30	\$115	0	None	None	0	0	21
26 — (0)	Gaming Dealer	29	\$115	0	None	None	0	0	21
28 — (0)	Coach, Head (High School Sports)	47	\$100	0.8	5 clock hours	None	1	0	0
29 — (0)	Milk Sampler	43	\$50	0	None	None	1	0	0
30 — (0)	Weigher	24	\$25	0	None	None	1	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 — (0)	Animal Breeder	29	\$209	0	None	None	0	0	0
32 — (0)	Landscape Contractor (Commercial)	47	\$170	0	None	None	0	0	0
32 — (0)	Landscape Contractor (Residential)	48	\$170	0	None	None	0	0	0
34 — (0)	Fisher, Commercial	43	\$40	0	None	None	0	0	0
—	Averages	—	\$355	257	—	—	1.6	0.7	10.7

Connecticut

Licenses

65

of 102 low-income occupations

Burden Rank

17th

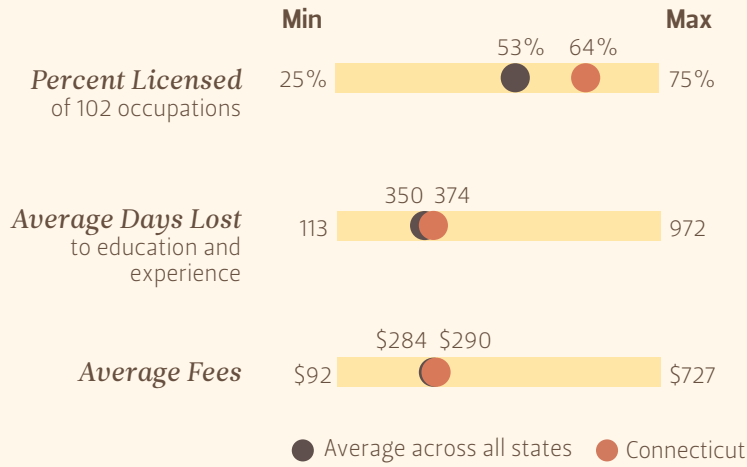
for average burdens
1st is worst

Combined Rank

= 15th

for number of licenses x average burdens
1st is worst

How Connecticut Compares in 2022



Changes Since 2017

- 2 licenses created for manicurists and skin care specialists; none removed
- Fees changed most often and usually increased; days lost to education and experience increased for massage therapist and school bus driver and did not fall for any occupation
- Burden rank worsened 5 spots and combined rank worsened 4 spots, largely because the state created 2 new licenses

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$1,010	2673	4 years	40 months	2	0	0
2 — (0)	Fire Alarm Installer	39	\$435	2190	None	6 years	3	8	18
2 — (0)	Security Alarm Installer	37	\$435	2190	None	6 years	3	8	18
4 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$705	2190	None	6 years	3	0	18
5 — (0)	Glazier Contractor (Commercial)	26	\$705	1825	None	5 years	3	0	0
6 — (0)	Earth Driller, Water Well	51	\$433	1825	None	5 years	3	0	0
7 — (0)	Interpreter, Sign Language	22	\$885	1460	4 years	None	2	0	18
8 — (0)	HVAC Contractor (Commercial)	37	\$705	1460	None	4 years	3	0	18
8 — (0)	HVAC Contractor (Residential)	35	\$705	1460	None	4 years	3	0	18
8 ▲ (2)	Sheet Metal Contractor, HVAC (Residential)	36	\$705	1460	None	4 years	3	0	18
11 — (0)	Athletic Trainer	49	\$580	1460	4 years	None	1	0	0
12 ▲ (6)	School Bus Driver	51	\$224	1097	10 clock hours	3 years	6	0	21
13 ▼ (-1)	Optician	22	\$800	730	2 years	None	5	12	18
14 ▼ (-1)	Crane Operator	16	\$150	730	None	2 years	2	0	18
15 ▼ (-1)	Home Entertainment Installer	3	\$185	575	900 clock hours	1 year	1	12	0
16 ▼ (-1)	Cosmetologist	51	\$100	350	1500 clock hours	None	1	9	0
17 ▼ (-1)	Barber	51	\$100	233	1000 clock hours	None	1	8	0
18 ▼ (-1)	Coach, Head (High School Sports)	47	\$375	11	45 clock hours	None	0	12	18
19 ▲ (1)	Massage Therapist	45	\$575	186	750 clock hours	60 clock hours	1	0	0
20 ▲ (1)	Bus Driver, City/Transit	51	\$219	0	None	None	5	0	21
21 ▼ (-2)	Tree Trimmer	8	\$725	0	None	None	2	0	18
22 — (0)	Truck Driver, Tractor-Trailer	51	\$131	0	None	None	5	0	18
23 — (0)	Truck Driver, Other	51	\$126	0	None	None	4	0	18
24 — (0)	Vegetation Pesticide Applicator	51	\$263	0	None	None	3	0	18
25 — (0)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	16
26 — (N)	Skin Care Specialist	51	\$100	140	600 clock hours	None	0	0	0
27 ▼ (-1)	Pest Control Applicator	51	\$221	0	None	None	1	0	18
28 ▼ (-1)	Fisher, Commercial	43	\$385	0	None	None	0	0	16
29 ▼ (-1)	Security Guard, Unarmed	34	\$228	1	8 clock hours	None	0	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 ▼ (-1)	Child Care Home, Family	44	\$40	0	None	None	0	0	20
31 — (0)	Bill Collection Agency	29	\$600	0	None	None	0	0	0
32 ▲ (3)	Taxi Driver/Chauffeur	13	\$88	0	None	None	0	0	18
33 ▼ (-3)	Weigher	24	\$40	0	None	None	0	0	18
34 ▼ (-3)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$500	0	None	None	0	0	0
34 ▼ (-3)	Iron/Steel Contractor (Commercial)	26	\$500	0	None	None	0	0	0
34 ▼ (-3)	Mason Contractor (Commercial)	26	\$500	0	None	None	0	0	0
37 ▼ (-1)	Forest Worker	1	\$300	0	None	None	1	0	0
38 ▼ (-1)	Wildlife Control Operator	23	\$250	1	8.5 clock hours	None	1	0	0
39 ▼ (-1)	Locksmith	12	\$293	0	None	None	0	0	0
40 — (N)	Manicurist	51	\$100	23	100 clock hours	None	0	0	0
41 ▼ (-2)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$220	0	None	None	0	0	0
41 ▼ (-2)	Cement Finishing Contractor (Residential)	30	\$220	0	None	None	0	0	0
41 ▼ (-2)	Door Repair Contractor (Residential)	29	\$220	0	None	None	0	0	0
41 ▼ (-2)	Drywall Installation Contractor (Residential)	30	\$220	0	None	None	0	0	0
41 ▼ (-2)	Floor Sander Contractor (Residential)	27	\$220	0	None	None	0	0	0
41 ▼ (-2)	Glazier Contractor (Residential)	30	\$220	0	None	None	0	0	0
41 ▼ (-2)	Insulation Contractor (Residential)	30	\$220	0	None	None	0	0	0
41 ▼ (-2)	Iron/Steel Contractor (Residential)	30	\$220	0	None	None	0	0	0
41 ▼ (-2)	Mason Contractor (Residential)	31	\$220	0	None	None	0	0	0
41 ▼ (-2)	Painting Contractor (Residential)	27	\$220	0	None	None	0	0	0
41 ▼ (-2)	Paving Contractor (Residential)	28	\$220	0	None	None	0	0	0
41 ▼ (-2)	Sheet Metal Contractor, Other (Residential)	31	\$220	0	None	None	0	0	0
41 ▼ (-2)	Terrazzo Contractor (Residential)	28	\$220	0	None	None	0	0	0
54 ▼ (-1)	Milk Sampler	43	\$20	0	None	None	1	0	0
55 ▼ (-1)	Taxidermist	28	\$105	0	None	None	0	0	0
56 ▼ (-1)	Pharmacy Technician	44	\$100	0	None	None	0	0	0
56 ▼ (-1)	Travel Guide	37	\$100	0	None	None	0	0	0
58 ▼ (-1)	Upholsterer	9	\$75	0	None	None	0	0	0
59 ▼ (-1)	Animal Breeder	29	\$50	0	None	None	0	0	0
60 ▼ (-1)	Gaming Cage Worker	30	\$0	0	None	None	0	0	0
60 ▼ (-1)	Gaming Dealer	29	\$0	0	None	None	0	0	0
60 ▼ (-1)	Gaming Supervisor	31	\$0	0	None	None	0	0	0
60 ▼ (-8)	Animal Trainer	7	\$0	0	None	None	0	0	0
60 ▼ (-1)	Landscape Contractor (Residential)	48	\$0	0	None	None	0	0	0
60 ▼ (-1)	Slot Supervisor	29	\$0	0	None	None	0	0	0
—	Averages	—	\$290	374	—	—	1.1	1.1	6.4

Delaware

Licenses

42

of 102 low-income occupations

Burden Rank

11th

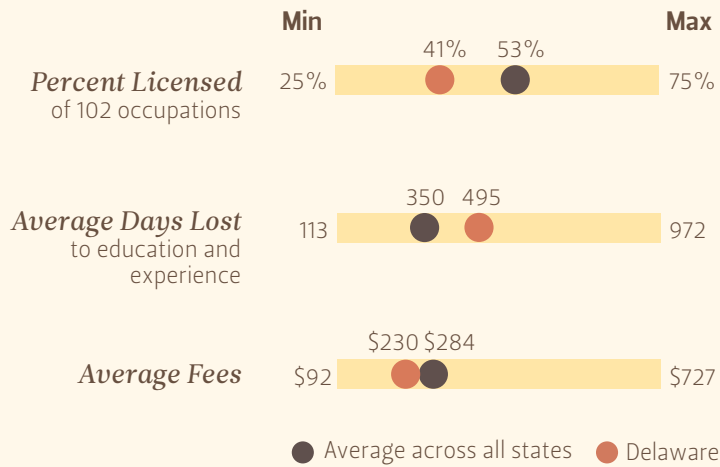
for average burdens
1st is worst

Combined Rank

= 33rd

for number of licenses x average burdens
1st is worst

How Delaware Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience decreased for 4 occupations, including barber and shampooer, but rose for head coach for high school sports, emergency medical technician and public school preschool teacher
- Burden rank worsened 1 spot because burden increases largely offset reductions, leaving little improvement compared to other states; combined rank stayed the same

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$156	2920	4 years	4 years	1	0	0
2 — (0)	HVAC Contractor (Commercial)	37	\$153	2190	None	6 years	1	0	16
2 — (0)	HVAC Contractor (Residential)	35	\$153	2190	None	6 years	1	0	16
2 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$153	2190	None	6 years	1	0	16
2 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$153	2190	None	6 years	1	0	16
6 ▲ (1)	Athletic Trainer	49	\$628	1460	4 years	None	1	0	0
7 ▼ (-1)	Midwife, Direct Entry	37	\$1,582	730	2 years	None	1	12	21
8 — (0)	Fire Alarm Installer	39	\$616	730	None	2 years	3	0	18
9 — (0)	Earth Driller, Water Well	51	\$180	730	None	2 years	1	0	18
10 — (0)	Veterinary Technician	36	\$427	730	2 years	None	1	0	0
11 — (0)	Pest Control Applicator	51	\$105	730	None	2 years	2	0	0
11 — (0)	Vegetation Pesticide Applicator	51	\$105	730	None	2 years	2	0	0
13 — (0)	Cosmetologist	51	\$225	350	1500 clock hours	None	2	10	16
14 ▲ (2)	School Bus Driver	51	\$58	368	16 clock hours	1 year	6	0	18
15 ▲ (2)	Bus Driver, City/Transit	51	\$53	365	None	1 year	5	0	18
16 ▲ (2)	Truck Driver, Tractor-Trailer	51	\$48	365	None	1 year	5	0	18
17 ▼ (-2)	Barber	51	\$218	292	1250 clock hours	None	2	10	16
17 ▼ (-4)	Shampooer	33	\$218	292	1250 clock hours	None	2	10	16
19 — (0)	Truck Driver, Other	51	\$48	365	None	1 year	4	0	18
20 — (0)	Taxi Driver/Chauffeur	13	\$68	366	6 clock hours	1 year	0	0	18
21 ▲ (1)	Skin Care Specialist	51	\$276	140	600 clock hours	None	2	10	16
21 — (0)	Makeup Artist	37	\$276	140	600 clock hours	None	2	10	16
23 — (0)	Manicurist	51	\$313	70	300 clock hours	None	2	10	16
24 — (0)	Massage Therapist	45	\$344	117	500 clock hours	None	1	0	18
25 — (0)	Child Care Home, Family	44	\$65	3	18 clock hours	None	0	12	18
26 — (0)	Emergency Medical Technician	51	\$173	42	180 clock hours	None	2	0	18
27 — (0)	Teacher Assistant, Non-Instructional	5	\$0	0	None	None	0	12	0
28 — (0)	Mobile Home Installer	37	\$330	2	12 clock hours	None	1	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 — (0)	Security Guard, Unarmed	34	\$134	3	16 clock hours	None	1	0	18
30 — (0)	Security Alarm Installer	37	\$195	0	None	None	0	0	18
31 — (0)	Travel Guide	37	\$160	0	None	None	0	0	18
32 — (0)	Gaming Supervisor	31	\$565	0	None	None	0	0	0
32 — (0)	Slot Supervisor	29	\$565	0	None	None	0	0	0
34 — (0)	Gaming Cage Worker	30	\$265	0	None	None	0	0	0
34 — (0)	Gaming Dealer	29	\$265	0	None	None	0	0	0
36 — (0)	Animal Breeder	29	\$190	0	None	None	0	0	0
37 — (0)	Milk Sampler	43	\$5	0	None	None	1	0	0
38 — (0)	Fisher, Commercial	43	\$150	0	None	None	0	0	0
39 — (0)	Weigher	24	\$25	0	None	None	0	0	0
40 — (0)	Coach, Head (High School Sports)	47	\$0	0.2	1 clock hour	None	0	0	0
41 — (0)	Landscape Contractor (Commercial)	47	\$0	0	None	None	0	0	0
41 — (0)	Landscape Contractor (Residential)	48	\$0	0	None	None	0	0	0
NA	Optician	22	Prohibited without a higher-level license						
—	Averages	—	\$230	495	—	—	1.3	2.3	10.3

District of Columbia

Licenses

61

of 102 low-income occupations

Burden Rank

33rd

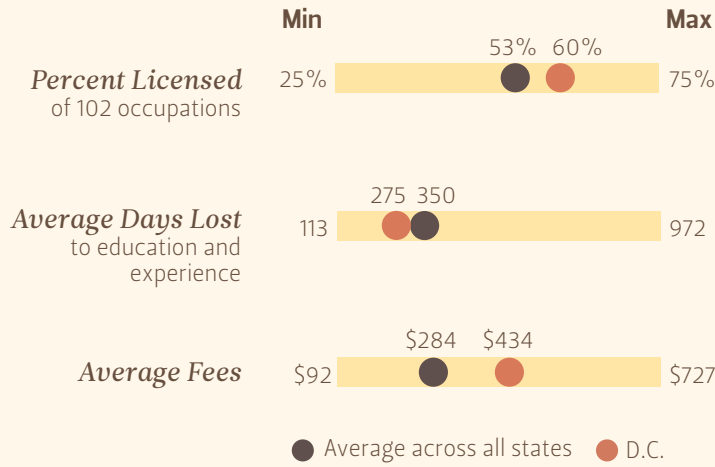
for average burdens
1st is worst

Combined Rank

= 24th

for number of licenses x average burdens
1st is worst

How D.C. Compares in 2022



Changes Since 2017

- 1 license created for direct entry midwives; none removed
- Fees changed most often and usually increased; days lost to education and experience increased for head coach for high school sports and did not fall for any occupation
- Burden rank worsened 3 spots and combined rank worsened 2 spots, largely because the District created 1 new license

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Interior Designer	3	\$1,505	2190	None	6 years	1	0	18
2 — (0)	HVAC Contractor (Commercial)	37	\$45	1825	None	5 years	1	0	0
2 — (0)	HVAC Contractor (Residential)	35	\$45	1825	None	5 years	1	0	0
2 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$45	1825	None	5 years	1	0	0
2 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$45	1825	None	5 years	1	0	0
6 — (0)	Athletic Trainer	49	\$390	1460	4 years	None	1	0	18
7 — (0)	Preschool Teacher, Public School	50	\$409	1460	4 years	None	3	0	0
8 — (N)	Midwife, Direct Entry	37	\$1,300	1095	3 years	None	1	12	21
9 ▼ (-1)	Crane Operator	16	\$435	730	None	2 years	1	0	18
10 ▼ (-1)	Barber	51	\$230	350	1500 clock hours	None	2	10	18
11 ▼ (-2)	Cosmetologist	51	\$175	350	1500 clock hours	None	2	10	18
12 — (0)	Vegetation Pesticide Applicator	51	\$350	365	1 year	None	4	0	0
13 ▲ (1)	Taxi Driver/Chauffeur	13	\$275	365	None	1 year	1	0	18
14 ▼ (-3)	Pest Control Applicator	51	\$413	365	None	1 year	3	0	0
15 ▼ (-2)	Dental Assistant	8	\$190	211	900 clock hours and 1 day	None	0	12	18
16 ▼ (-1)	Skin Care Specialist	51	\$175	140	600 clock hours	None	2	10	18
16 ▼ (-1)	Makeup Artist	37	\$175	140	600 clock hours	None	2	10	18
18 ▼ (-1)	Manicurist	51	\$230	82	350 clock hours	None	2	10	18
19 — (0)	Child Care Home, Family	44	\$300	2	13 clock hours	None	1	12	18
20 ▼ (-2)	Massage Therapist	45	\$457	117	500 clock hours	None	1	0	18
21 ▼ (-1)	School Bus Driver	51	\$275	0	None	None	6	0	21
22 — (0)	Bus Driver, City/Transit	51	\$245	0	None	None	5	0	21
23 ▼ (-2)	Truck Driver, Tractor-Trailer	51	\$225	0	None	None	5	0	21
24 ▼ (-1)	Truck Driver, Other	51	\$215	0	None	None	4	0	21
25 ▼ (-1)	Emergency Medical Technician	51	\$143	28	4 credit hours	None	2	0	18
26 — (0)	Auctioneer	28	\$740	0	None	None	0	0	18
27 ▼ (-2)	Security Guard, Unarmed	34	\$190	8	48 clock hours	None	1	0	18
28 ▼ (-1)	Wildlife Control Operator	23	\$50	0.2	1 clock hour	None	1	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$655	0	None	None	0	0	0
29 — (0)	Cement Finishing Contractor (Commercial)	24	\$655	0	None	None	0	0	0
29 — (0)	Door Repair Contractor (Commercial)	24	\$655	0	None	None	0	0	0
29 — (0)	Drywall Installation Contractor (Commercial)	25	\$655	0	None	None	0	0	0
29 — (0)	Earth Driller, Water Well	51	\$655	0	None	None	0	0	0
29 — (0)	Floor Sander Contractor (Commercial)	22	\$655	0	None	None	0	0	0
29 — (0)	Glazier Contractor (Commercial)	26	\$655	0	None	None	0	0	0
29 — (0)	Insulation Contractor (Commercial)	24	\$655	0	None	None	0	0	0
29 — (0)	Iron/Steel Contractor (Commercial)	26	\$655	0	None	None	0	0	0
29 ✓ (-1)	Landscape Contractor (Commercial)	47	\$655	0	None	None	0	0	0
29 — (0)	Mason Contractor (Commercial)	26	\$655	0	None	None	0	0	0
29 — (0)	Painting Contractor (Commercial)	22	\$655	0	None	None	0	0	0
29 — (0)	Paving Contractor (Commercial)	24	\$655	0	None	None	0	0	0
29 — (0)	Pipelayer Contractor	27	\$655	0	None	None	0	0	0
29 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$655	0	None	None	0	0	0
29 — (0)	Terrazzo Contractor (Commercial)	23	\$655	0	None	None	0	0	0
45 ✓ (-1)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$442	0	None	None	0	0	0
45 ✓ (-1)	Cement Finishing Contractor (Residential)	30	\$442	0	None	None	0	0	0
45 ✓ (-1)	Door Repair Contractor (Residential)	29	\$442	0	None	None	0	0	0
45 ✓ (-1)	Drywall Installation Contractor (Residential)	30	\$442	0	None	None	0	0	0
45 ✓ (-1)	Floor Sander Contractor (Residential)	27	\$442	0	None	None	0	0	0
45 ✓ (-1)	Glazier Contractor (Residential)	30	\$442	0	None	None	0	0	0
45 ✓ (-1)	Insulation Contractor (Residential)	30	\$442	0	None	None	0	0	0
45 ✓ (-1)	Iron/Steel Contractor (Residential)	30	\$442	0	None	None	0	0	0
45 ✓ (-1)	Landscape Contractor (Residential)	48	\$442	0	None	None	0	0	0
45 ✓ (-1)	Mason Contractor (Residential)	31	\$442	0	None	None	0	0	0
45 ✓ (-1)	Painting Contractor (Residential)	27	\$442	0	None	None	0	0	0
45 ✓ (-1)	Paving Contractor (Residential)	28	\$442	0	None	None	0	0	0
45 ✓ (-1)	Sheet Metal Contractor, Other (Residential)	31	\$442	0	None	None	0	0	0
45 ✓ (-1)	Terrazzo Contractor (Residential)	28	\$442	0	None	None	0	0	0
59 ✓ (-1)	Fire Alarm Installer	39	\$266	0	None	None	0	0	0
59 ✓ (-1)	Security Alarm Installer	37	\$266	0	None	None	0	0	0
61 ✓ (-1)	Coach, Head (High School Sports)	47	\$0	0.3	2 clock hours	None	1	0	0
—	Averages	—	\$434	275	—	—	0.9	1.4	6.4

Florida

Licenses

55

of 102 low-income occupations

Burden Rank

5th

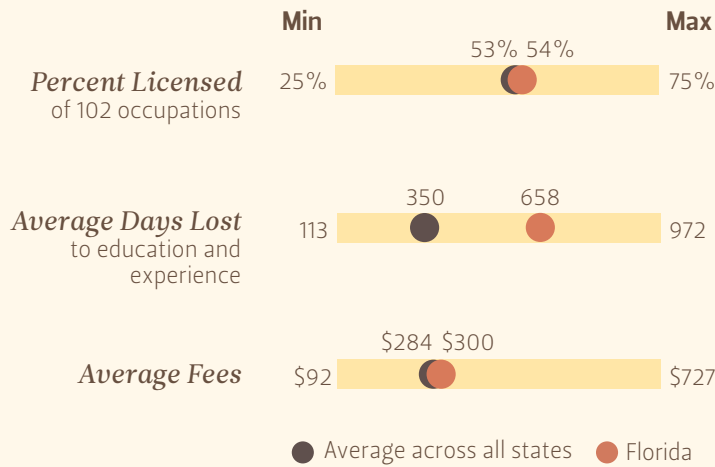
for average burdens
1st is worst

Combined Rank

= 23rd

for number of licenses x average burdens
1st is worst

How Florida Compares in 2022



Changes Since 2017

- No licenses created; 2 removed for interior designers and makeup artists
- Fees changed most often and usually increased; education decreased for barber, manicurist and skin care specialist
- Burden rank stayed the same and combined rank improved 3 spots, largely because the state eliminated 2 licenses

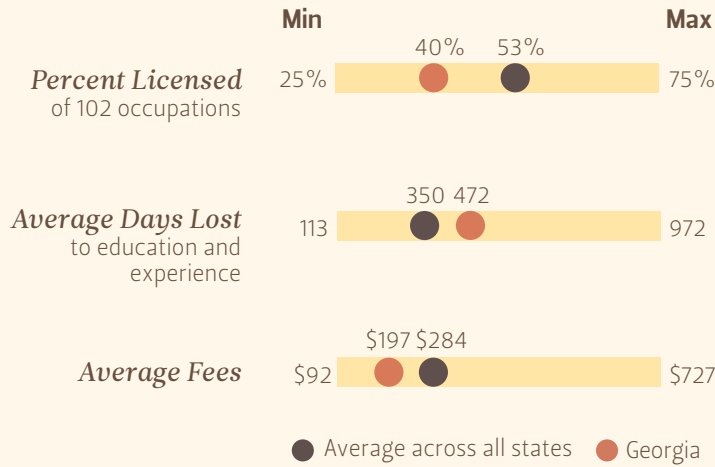
Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 ^ (1)	School Bus Driver	51	\$62	1834	40 clock hours	5 years	6	0	21
2 ^ (1)	Preschool Teacher, Public School	50	\$505	1460	4 years	None	3	0	18
3 ^ (19)	Midwife, Direct Entry	37	\$1,805	1095	3 years	None	1	12	21
4 ^ (12)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$364	1460	None	4 years	1	0	18
4 ^ (12)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$364	1460	None	4 years	1	0	18
4 ^ (1)	Drywall Installation Contractor (Commercial)	25	\$364	1460	4 years	None	1	0	18
4 ^ (1)	Drywall Installation Contractor (Residential)	30	\$364	1460	4 years	None	1	0	18
4 ^ (1)	Glazier Contractor (Commercial)	26	\$364	1460	4 years	None	1	0	18
4 ^ (1)	Glazier Contractor (Residential)	30	\$364	1460	4 years	None	1	0	18
4 ^ (1)	HVAC Contractor (Commercial)	37	\$364	1460	4 years	None	1	0	18
4 ^ (1)	HVAC Contractor (Residential)	35	\$364	1460	4 years	None	1	0	18
4 ^ (12)	Iron/Steel Contractor (Commercial)	26	\$364	1460	None	4 years	1	0	18
4 ^ (12)	Iron/Steel Contractor (Residential)	30	\$364	1460	None	4 years	1	0	18
4 ^ (12)	Mason Contractor (Commercial)	26	\$364	1460	None	4 years	1	0	18
4 ^ (12)	Mason Contractor (Residential)	31	\$364	1460	None	4 years	1	0	18
4 ^ (1)	Pipelayer Contractor	27	\$364	1460	4 years	None	1	0	18
4 ^ (1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$364	1460	4 years	None	1	0	18
4 ^ (1)	Sheet Metal Contractor, HVAC (Residential)	36	\$364	1460	4 years	None	1	0	18
4 ^ (1)	Sheet Metal Contractor, Other (Commercial)	26	\$364	1460	4 years	None	1	0	18
4 ^ (1)	Sheet Metal Contractor, Other (Residential)	31	\$364	1460	4 years	None	1	0	18
21 v (-17)	Athletic Trainer	49	\$595	1460	4 years	None	1	0	0
22 ^ (1)	Fire Alarm Installer	39	\$695	1095	None	3 years	2	0	18
22 ^ (1)	Security Alarm Installer	37	\$695	1095	None	3 years	2	0	18
24 ^ (1)	Optician	22	\$943	731	4 clock hours and 2 years	None	3	12	18

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
25 ^ (1)	Pest Control Applicator	51	\$610	533	24 credit hours	1 year	1	12	18
25 ^ (1)	Vegetation Pesticide Applicator	51	\$610	533	24 credit hours	1 year	1	12	18
27 ^ (1)	Earth Driller, Water Well	51	\$150	732	12 clock hours	2 years	1	0	18
28 ^ (1)	Cosmetologist	51	\$64	280	1200 clock hours	None	2	0	16
29 ^ (3)	Massage Therapist	45	\$350	117	500 clock hours	None	1	0	18
30 — (0)	Barber	51	\$174	140	602 clock hours	None	1	0	16
31 ^ (2)	Bus Driver, City/Transit	51	\$82	0	None	None	5	0	18
32 ^ (2)	Truck Driver, Tractor-Trailer	51	\$75	0	None	None	5	0	18
33 ^ (2)	Truck Driver, Other	51	\$75	0	None	None	4	0	18
34 ^ (2)	Auctioneer	28	\$445	19	80 clock hours	None	1	0	18
35 ^ (2)	Security Guard, Unarmed	34	\$98	9	40 clock hours	None	2	0	18
36 v (-5)	Emergency Medical Technician	51	\$133	26	110 clock hours	None	1	0	18
37 ^ (1)	Mobile Home Installer	37	\$300	2	12 clock hours	None	1	0	18
38 ^ (1)	Skin Care Specialist	51	\$75	51	220 clock hours	None	0	0	16
39 ^ (3)	Farm Labor Contractor	10	\$160	0	None	None	1	0	18
40 ^ (3)	Pharmacy Technician	44	\$105	37	160 clock hours	None	0	0	17
41 ^ (6)	Child Care Home, Family	44	\$87	8	35 clock hours	None	1	0	18
42 v (-1)	Manicurist	51	\$75	42	180 clock hours	None	0	0	16
43 ^ (5)	Coach, Head (High School Sports)	47	\$75	63	9 credit hours	None	1	0	0
44 ^ (5)	Animal Control Officer	7	\$0	9	40 clock hours	None	1	0	0
45 ^ (5)	Travel Agency	5	\$300	0	None	None	0	0	0
46 ^ (5)	Milk Sampler	43	\$0	0	None	None	1	0	0
47 ^ (5)	Bill Collection Agency	29	\$200	0	None	None	0	0	0
48 v (-4)	Gaming Cage Worker	30	\$137	0	None	None	0	0	0
48 ^ (5)	Gaming Dealer	29	\$137	0	None	None	0	0	0
48 v (-4)	Gaming Supervisor	31	\$137	0	None	None	0	0	0
48 v (-4)	Slot Supervisor	29	\$137	0	None	None	0	0	0
52 ^ (2)	Packer	7	\$100	0	None	None	0	0	0
53 ^ (2)	Landscape Contractor (Commercial)	47	\$35	0	None	None	0	0	0
53 ^ (2)	Landscape Contractor (Residential)	48	\$35	0	None	None	0	0	0
55 — (0)	Fisher, Commercial	43	\$25	0	None	None	0	0	0
—	Averages	—	\$300	658	—	—	1.2	0.9	13.4

How Georgia Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience increased for emergency medical technician, family child care home and pipelayer contractor and did not fall for any occupation
- Burden rank worsened 3 spots because of large increases in burdens; combined rank improved 1 spot because the state did not add any licenses, while a similarly ranked state did

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 ▲ (1)	Coach, Head (High School Sports)	47	\$281	2555	4 years	3 years	3	0	0
1 — (0)	Preschool Teacher, Public School	50	\$281	2555	4 years	3 years	3	0	0
3 — (0)	HVAC Contractor (Commercial)	37	\$297	1829	24 clock hours	5 years	1	0	18
3 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$297	1829	24 clock hours	5 years	1	0	18
5 ▲ (2)	Athletic Trainer	49	\$440	1460	4 years	None	1	0	18
6 ▲ (2)	Pipelayer Contractor	27	\$317	1462	12 clock hours	4 years	1	0	18
7 ▼ (-2)	HVAC Contractor (Residential)	35	\$297	1463	16 clock hours	4 years	1	0	18
7 ▼ (-2)	Sheet Metal Contractor, HVAC (Residential)	36	\$297	1463	16 clock hours	4 years	1	0	18
9 — (0)	School Bus Driver	51	\$90	734	24 clock hours	2 years	6	0	18
10 — (0)	Earth Driller, Water Well	51	\$525	730	None	2 years	3	0	0
11 — (0)	Veterinary Technician	36	\$375	730	2 years	None	1	0	18
12 — (0)	Optician	22	\$715	365	1 year	None	4	12	18
13 — (0)	Cosmetologist	51	\$139	350	1500 clock hours	None	2	12	17
14 — (0)	Barber	51	\$30	350	1500 clock hours	None	2	12	16
15 ▲ (2)	Fire Alarm Installer	39	\$237	365	None	1 year	1	0	18
15 ▲ (2)	Security Alarm Installer	37	\$237	365	None	1 year	1	0	18
17 ▼ (-2)	Skin Care Specialist	51	\$139	233	1000 clock hours	None	2	12	17
17 ▼ (-2)	Makeup Artist	37	\$139	233	1000 clock hours	None	2	12	17
19 — (0)	Massage Therapist	45	\$320	117	500 clock hours	None	1	12	18
20 — (0)	Manicurist	51	\$139	123	525 clock hours	None	2	12	17
21 — (0)	Auctioneer	28	\$420	19	80 clock hours	None	1	12	18
22 ▲ (7)	Child Care Home, Family	44	\$50	7	30 clock hours	None	1	12	21
23 ▼ (-1)	Bus Driver, City/Transit	51	\$100	0	None	None	5	0	18
24 ▼ (-1)	Truck Driver, Tractor-Trailer	51	\$95	0	None	None	5	0	18
25 — (0)	Emergency Medical Technician	51	\$225	35	150 clock hours	None	2	0	18
26 ▼ (-2)	Truck Driver, Other	51	\$95	0	None	None	4	0	18
27 ▼ (-1)	Teacher Assistant, Non-Instructional	5	\$0	0	None	None	0	12	0
28 — (0)	Wildlife Control Operator	23	\$45	0	None	None	1	0	18
29 ▲ (2)	Vegetation Pesticide Applicator	51	\$190	0	None	None	3	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 ▼ (-3)	Mobile Home Installer	37	\$375	1	1 day	None	1	0	0
31 ▼ (-1)	Pharmacy Technician	44	\$100	0	None	None	0	0	17
32 — (0)	Landscape Contractor (Commercial)	47	\$75	0	None	None	0	0	18
32 — (0)	Landscape Contractor (Residential)	48	\$75	0	None	None	0	0	18
34 — (0)	Pest Control Applicator	51	\$190	0	None	None	2	0	0
35 — (0)	Travel Guide	37	\$25	0	None	None	0	0	18
36 — (0)	Fisher, Commercial	43	\$20	0	None	None	0	0	18
37 — (0)	Taxi Driver/Chauffeur	13	\$15	0	None	None	0	0	18
38 — (0)	Animal Breeder	29	\$210	0	None	None	0	0	0
39 — (0)	Taxidermist	28	\$155	0	None	None	0	0	0
40 — (0)	Milk Sampler	43	\$0	0	None	None	1	0	0
41 — (0)	Weigher	24	\$15	0	None	None	0	0	0
NA	Midwife, Direct Entry	37	Prohibited without a higher-level license						
—	Averages	—	\$197	472	—	—	1.6	2.9	13.1

Hawaii

Licenses

64

of 102 low-income occupations

Burden Rank

1st

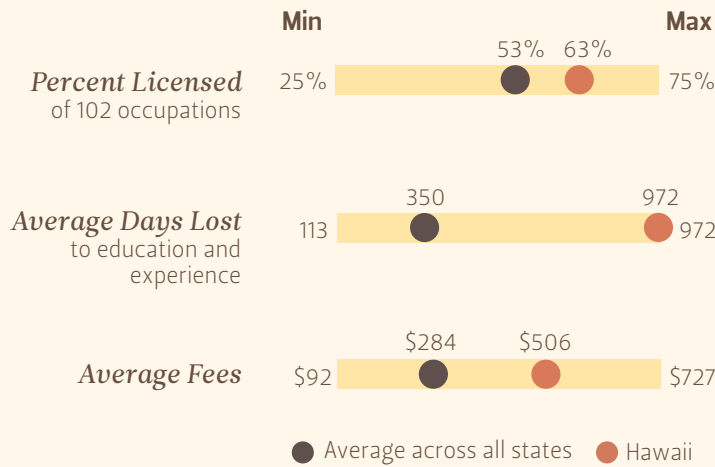
for average burdens
1st is worst

Combined Rank

= 4th

for number of licenses x average burdens
1st is worst

How Hawaii Compares in 2022



Changes Since 2017

- 1 license created for direct entry midwives; none removed
- Fees changed most often and usually increased; education and experience decreased for emergency medical technician
- Burden rank remained the worst and combined rank worsened 1 spot, largely because the state created 1 new license

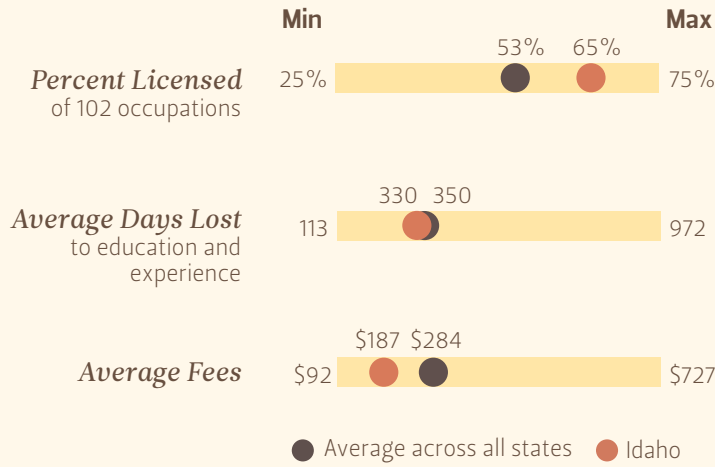
Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$256	2555	4 years	3 years	2	0	0
2 — (0)	Tree Trimmer	8	\$694	1460	None	4 years	2	0	18
2 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$694	1460	None	4 years	2	0	18
2 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$694	1460	None	4 years	2	0	18
2 — (0)	Cement Finishing Contractor (Commercial)	24	\$694	1460	None	4 years	2	0	18
2 — (0)	Cement Finishing Contractor (Residential)	30	\$694	1460	None	4 years	2	0	18
2 — (0)	Drywall Installation Contractor (Commercial)	25	\$694	1460	None	4 years	2	0	18
2 — (0)	Drywall Installation Contractor (Residential)	30	\$694	1460	None	4 years	2	0	18
2 — (0)	Earth Driller, Water Well	51	\$694	1460	None	4 years	2	0	18
2 — (0)	Fire Alarm Installer	39	\$694	1460	None	4 years	2	0	18
2 — (0)	Floor Sander Contractor (Commercial)	22	\$694	1460	None	4 years	2	0	18
2 — (0)	Floor Sander Contractor (Residential)	27	\$694	1460	None	4 years	2	0	18
2 — (0)	Glazier Contractor (Commercial)	26	\$694	1460	None	4 years	2	0	18
2 — (0)	Glazier Contractor (Residential)	30	\$694	1460	None	4 years	2	0	18
2 — (0)	HVAC Contractor (Commercial)	37	\$694	1460	None	4 years	2	0	18
2 — (0)	HVAC Contractor (Residential)	35	\$694	1460	None	4 years	2	0	18
2 — (0)	Insulation Contractor (Commercial)	24	\$694	1460	None	4 years	2	0	18
2 — (0)	Insulation Contractor (Residential)	30	\$694	1460	None	4 years	2	0	18
2 — (0)	Iron/Steel Contractor (Commercial)	26	\$694	1460	None	4 years	2	0	18
2 — (0)	Iron/Steel Contractor (Residential)	30	\$694	1460	None	4 years	2	0	18
2 — (0)	Landscape Contractor (Commercial)	47	\$694	1460	None	4 years	2	0	18
2 — (0)	Landscape Contractor (Residential)	48	\$694	1460	None	4 years	2	0	18
2 — (0)	Mason Contractor (Commercial)	26	\$694	1460	None	4 years	2	0	18
2 — (0)	Mason Contractor (Residential)	31	\$694	1460	None	4 years	2	0	18
2 — (0)	Painting Contractor (Commercial)	22	\$694	1460	None	4 years	2	0	18
2 — (0)	Painting Contractor (Residential)	27	\$694	1460	None	4 years	2	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
2 — (0)	Paving Contractor (Commercial)	24	\$694	1460	None	4 years	2	0	18
2 — (0)	Paving Contractor (Residential)	28	\$694	1460	None	4 years	2	0	18
2 — (0)	Pipelayer Contractor	27	\$694	1460	None	4 years	2	0	18
2 — (0)	Security Alarm Installer	37	\$694	1460	None	4 years	2	0	18
2 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$694	1460	None	4 years	2	0	18
2 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$694	1460	None	4 years	2	0	18
2 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$694	1460	None	4 years	2	0	18
2 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$694	1460	None	4 years	2	0	18
35 — (0)	Door Repair Contractor (Commercial)	24	\$619	1460	None	4 years	1	0	18
35 — (0)	Door Repair Contractor (Residential)	29	\$619	1460	None	4 years	1	0	18
35 — (0)	Terrazzo Contractor (Commercial)	23	\$619	1460	None	4 years	1	0	18
35 — (0)	Terrazzo Contractor (Residential)	28	\$619	1460	None	4 years	1	0	18
39 — (0)	Athletic Trainer	49	\$525	1460	4 years	None	1	0	18
40 — (N)	Midwife, Direct Entry	37	\$2,130	730	2 years	None	1	12	0
41 ✓ (-1)	Optician	22	\$548	730	2 years	None	2	12	18
42 ✓ (-1)	Pest Control Applicator	51	\$530	730	None	2 years	3	0	18
43 ✓ (-1)	Cosmetologist	51	\$92	420	1800 clock hours	None	1	12	16
44 ✓ (-1)	School Bus Driver	51	\$110	365	None	1 year	6	0	21
45 ✓ (-1)	Shampooer	33	\$182	292	1250 clock hours	None	1	12	16
46 ✓ (-1)	Barber	51	\$45	350	1500 clock hours	None	1	0	17
47 ✓ (-1)	Skin Care Specialist	51	\$182	140	600 clock hours	None	1	12	16
47 ✓ (-1)	Makeup Artist	37	\$182	140	600 clock hours	None	1	12	16
49 ✓ (-1)	Manicurist	51	\$182	82	350 clock hours	None	1	12	16
50 ✓ (-1)	Security Guard, Unarmed	34	\$132	1	8 clock hours	None	1	12	18
51 ▲ (1)	Massage Therapist	45	\$245	133	570 clock hours	None	1	0	18
52 ✓ (-2)	Bus Driver, City/Transit	51	\$105	0	None	None	5	0	21
52 ✓ (-1)	Truck Driver, Tractor-Trailer	51	\$105	0	None	None	5	0	21
54 ✓ (-1)	Truck Driver, Other	51	\$100	0	None	None	4	0	21
55 — (0)	Crane Operator	16	\$390	0	None	None	2	0	21
56 ✓ (-2)	Emergency Medical Technician	51	\$200	35	150 clock hours	None	2	0	18
57 ✓ (-1)	Vegetation Pesticide Applicator	51	\$200	0	None	None	2	0	18
58 ✓ (-1)	Weigher	24	\$25	0	None	None	1	0	18
59 ✓ (-1)	Travel Agency	5	\$85	0	None	None	0	0	18
60 ✓ (-1)	Child Care Home, Family	44	\$22	0	None	None	0	0	18
61 ▲ (2)	Travel Guide	37	\$35	2	12 clock hours	None	1	0	0
62 ✓ (-2)	Bill Collection Agency	29	\$167	0	None	None	0	0	0
63 ✓ (-2)	Auctioneer	28	\$100	0	None	None	0	0	0
63 ✓ (-1)	Fisher, Commercial	43	\$100	0	None	None	0	0	0
—	Averages	—	\$506	972	—	—	1.8	1.5	16.4

How Idaho Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for weighers
- Fees changed most often and usually increased; education decreased for cosmetologist, direct entry midwife and makeup artist but rose for head coach for high school sports, mobile home installer and pharmacy technician
- Burden rank worsened 5 spots and combined rank worsened 1 spot despite an eliminated license and education and experience reductions, largely because other states improved more

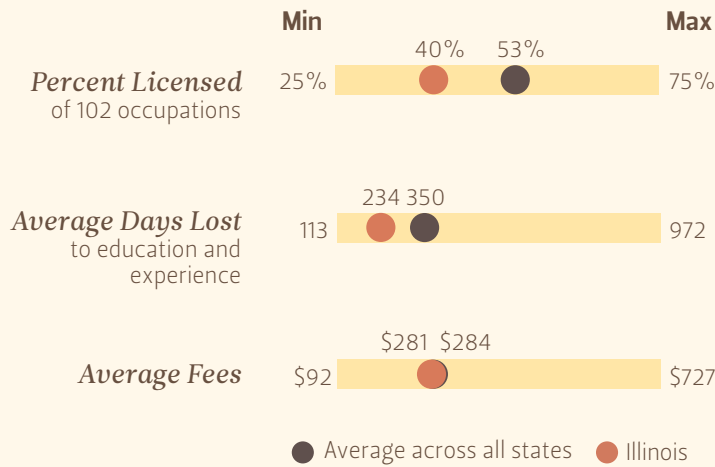
Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$363	2555	4 years	3 years	2	0	18
2 — (0)	HVAC Contractor (Commercial)	37	\$385	2190	None	6 years	2	0	18
3 ✓ (-1)	HVAC Contractor (Residential)	35	\$355	2190	None	6 years	2	0	18
3 ✓ (-1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$355	2190	None	6 years	2	0	18
3 ✓ (-1)	Sheet Metal Contractor, HVAC (Residential)	36	\$355	2190	None	6 years	2	0	18
6 — (0)	Fire Alarm Installer	39	\$390	1460	None	4 years	2	0	16
6 — (0)	Security Alarm Installer	37	\$390	1460	None	4 years	2	0	16
8 — (0)	Athletic Trainer	49	\$540	1460	4 years	None	1	0	0
9 — (0)	Midwife, Direct Entry	37	\$2,300	730	2 years	None	1	12	0
10 — (0)	Bill Collection Agency	29	\$150	1095	None	3 years	0	0	0
11 — (0)	Veterinary Technician	36	\$525	730	2 years	None	2	0	18
12 — (0)	Earth Driller, Water Well	51	\$275	730	None	2 years	1	0	0
13 — (0)	Cosmetologist	51	\$109	373	1600 clock hours	None	2	10	16.5
14 — (0)	School Bus Driver	51	\$193	367	10 clock hours	1 year	6	0	18
15 — (0)	Truck Driver, Tractor-Trailer	51	\$201	365	None	1 year	5	0	18
16 — (0)	Bus Driver, City/Transit	51	\$190	365	None	1 year	5	0	18
17 — (0)	Truck Driver, Other	51	\$191	365	None	1 year	4	0	18
18 — (0)	Barber	51	\$60	210	900 clock hours	None	3	10	16.5
19 — (0)	Shampooer	33	\$186	210	900 clock hours	None	2	10	16.5
20 ▲ (1)	Skin Care Specialist	51	\$214	140	600 clock hours	None	2	10	16.5
21 ✓ (-1)	Massage Therapist	45	\$310	117	500 clock hours	None	1	12	18
22 ▲ (2)	Pharmacy Technician	44	\$192	117	500 clock hours	None	1	12	18
23 — (0)	Manicurist	51	\$214	93	400 clock hours	None	2	10	16.5
24 ✓ (-3)	Makeup Artist	37	\$214	23	100 clock hours	None	2	10	16.5
25 — (0)	Travel Guide	37	\$960	0	None	None	1	0	18
26 — (0)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	16
27 — (0)	Vegetation Pesticide Applicator	51	\$90	0	None	None	3	0	18
28 ▲ (1)	Pest Control Applicator	51	\$80	0	None	None	2	0	18
29 ✓ (-1)	Mobile Home Installer	37	\$220	1	8 clock hours	None	1	0	18

- ▲ Increase since 2017
- ✓ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 ^ (1)	Log Scaler	2	\$25	0	None	None	2	0	0
31 ^ (1)	Farm Labor Contractor	10	\$250	0	None	None	0	0	0
32 ^ (1)	Milk Sampler	43	\$25	0	None	None	1	0	0
33 ^ (1)	Landscape Contractor (Commercial)	47	\$150	0	None	None	0	0	0
33 ^ (1)	Landscape Contractor (Residential)	48	\$150	0	None	None	0	0	0
35 ^ (1)	Fisher, Commercial	43	\$112	0	None	None	0	0	0
36 ^ (1)	Nursery Worker	2	\$100	0	None	None	0	0	0
37 ^ (4)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$50	0	None	None	0	0	0
37 ^ (4)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$50	0	None	None	0	0	0
37 ^ (4)	Cement Finishing Contractor (Commercial)	24	\$50	0	None	None	0	0	0
37 ^ (4)	Cement Finishing Contractor (Residential)	30	\$50	0	None	None	0	0	0
37 ^ (4)	Door Repair Contractor (Commercial)	24	\$50	0	None	None	0	0	0
37 ^ (4)	Door Repair Contractor (Residential)	29	\$50	0	None	None	0	0	0
37 ^ (4)	Drywall Installation Contractor (Commercial)	25	\$50	0	None	None	0	0	0
37 ^ (4)	Drywall Installation Contractor (Residential)	30	\$50	0	None	None	0	0	0
37 ^ (4)	Floor Sander Contractor (Commercial)	22	\$50	0	None	None	0	0	0
37 ^ (4)	Floor Sander Contractor (Residential)	27	\$50	0	None	None	0	0	0
37 ^ (4)	Glazier Contractor (Commercial)	26	\$50	0	None	None	0	0	0
37 ^ (4)	Glazier Contractor (Residential)	30	\$50	0	None	None	0	0	0
37 ^ (4)	Insulation Contractor (Commercial)	24	\$50	0	None	None	0	0	0
37 ^ (4)	Insulation Contractor (Residential)	30	\$50	0	None	None	0	0	0
37 ^ (4)	Iron/Steel Contractor (Commercial)	26	\$50	0	None	None	0	0	0
37 ^ (4)	Iron/Steel Contractor (Residential)	30	\$50	0	None	None	0	0	0
37 ^ (4)	Mason Contractor (Commercial)	26	\$50	0	None	None	0	0	0
37 ^ (4)	Mason Contractor (Residential)	31	\$50	0	None	None	0	0	0
37 ^ (4)	Painting Contractor (Commercial)	22	\$50	0	None	None	0	0	0
37 ^ (4)	Painting Contractor (Residential)	27	\$50	0	None	None	0	0	0
37 ^ (2)	Paving Contractor (Commercial)	24	\$50	0	None	None	0	0	0
37 ^ (2)	Paving Contractor (Residential)	28	\$50	0	None	None	0	0	0
37 ^ (4)	Pipelayer Contractor	27	\$50	0	None	None	0	0	0
37 ^ (4)	Sheet Metal Contractor, Other (Commercial)	26	\$50	0	None	None	0	0	0
37 ^ (4)	Sheet Metal Contractor, Other (Residential)	31	\$50	0	None	None	0	0	0
37 ^ (27)	Terrazzo Contractor (Commercial)	23	\$50	0	None	None	0	0	0
37 ^ (27)	Terrazzo Contractor (Residential)	28	\$50	0	None	None	0	0	0
64 v (-26)	Taxidermist	28	\$40	0	None	None	0	0	0
65 ^ (1)	Animal Breeder	29	\$19	0	None	None	0	0	0
66 ^ (1)	Coach, Head (High School Sports)	47	\$0	1	8.5 clock hours	None	0	0	0
—	Averages	—	\$187	330	—	—	1.0	1.5	6.6

How Illinois Compares in 2022



Changes Since 2017

- 1 license created for direct entry midwives; none removed
- Fees changed most often, increasing as often as they decreased; days lost to education and experience increased for 3 occupations but fell for bill collection agency and emergency medical technician
- Burden rank worsened 2 spots and combined rank worsened 1 spot, largely because the state created 1 new license and increased education and experience burdens; other states also improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$685	1460	4 years	None	3	0	0
2 — (0)	Athletic Trainer	49	\$590	1460	4 years	None	1	0	0
3 — (0)	Security Alarm Installer	37	\$317	1095	None	3 years	1	0	21
4 — (0)	Fire Alarm Installer	39	\$288	1095	None	3 years	1	0	21
5 — (N)	Midwife, Direct Entry	37	\$1,300	730	2 years	None	1	12	21
6 ▲ (10)	Interpreter, Sign Language	22	\$470	730	2 years	None	2	12	18
7 ▼ (-2)	Earth Driller, Water Well	51	\$50	730	None	2 years	1	0	18
8 ▼ (-2)	Veterinary Technician	36	\$375	730	2 years	None	1	0	0
9 ▼ (-1)	Barber	51	\$156	350	1500 clock hours	None	1	12	16
10 ▼ (-3)	Cosmetologist	51	\$230	350	1500 clock hours	None	1	0	16
11 ▼ (-1)	Makeup Artist	37	\$191	175	750 clock hours	None	1	12	16
12 ▼ (-2)	Skin Care Specialist	51	\$157	175	750 clock hours	None	1	12	16
13 — (0)	Pest Control Applicator	51	\$375	112	16 credit hours	None	2	12	18
14 ▼ (-2)	Pharmacy Technician	44	\$157	140	600 clock hours	None	1	12	18
15 ▼ (-1)	Massage Therapist	45	\$370	140	600 clock hours	None	1	0	18
16 ▲ (1)	Emergency Medical Technician	51	\$65	35	150 clock hours	None	1	12	18
17 ▼ (-2)	Manicurist	51	\$215	82	350 clock hours	None	1	0	16
18 — (0)	Auctioneer	28	\$271	0	None	None	1	12	18
19 — (0)	School Bus Driver	51	\$69	0.3	2 clock hours	None	6	0	21
20 ▲ (4)	Bus Driver, City/Transit	51	\$55	0	None	None	5	0	21
21 ▼ (-1)	Gaming Supervisor	31	\$1,078	0	None	None	0	0	21
21 ▼ (-1)	Slot Supervisor	29	\$1,078	0	None	None	0	0	21
23 — (0)	Child Care Home, Family	44	\$28	4	23 clock hours	None	0	12	18
24 ▼ (-2)	Truck Driver, Tractor-Trailer	51	\$50	0	None	None	5	0	18
25 ▲ (1)	Truck Driver, Other	51	\$50	0	None	None	4	0	18
26 ▼ (-1)	Locksmith	12	\$550	3	20 clock hours	None	1	0	18
27 ▼ (-18)	Bill Collection Agency	29	\$750	0	None	None	0	0	18
28 ▼ (-1)	Gaming Cage Worker	30	\$278	0	None	None	0	0	21
28 ▼ (-1)	Gaming Dealer	29	\$278	0	None	None	0	0	21
30 ▼ (-1)	Mobile Home Installer	37	\$150	2	10 clock hours	None	1	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 ▼ (-1)	Vegetation Pesticide Applicator	51	\$180	0	None	None	4	0	0
32 ▲ (1)	Coach, Head (High School Sports)	47	\$0	0.7	4 clock hours	None	1	0	19
33 ▼ (-2)	Wildlife Control Operator	23	\$0	0	None	None	1	0	18
34 ▼ (-2)	Security Guard, Unarmed	34	\$55	0	None	None	0	0	18
35 ▼ (-1)	Milk Sampler	43	\$25	0.1	0.75 clock hours	None	2	0	0
36 ▲ (4)	Animal Breeder	29	\$350	0	None	None	0	0	0
37 ▼ (-2)	Fisher, Commercial	43	\$61	0	None	None	0	0	0
38 ▼ (-2)	Landscape Contractor (Commercial)	47	\$50	0	None	None	0	0	0
38 ▼ (-2)	Landscape Contractor (Residential)	48	\$50	0	None	None	0	0	0
38 ▼ (-2)	Travel Guide	37	\$50	0	None	None	0	0	0
41 ▼ (-2)	Taxidermist	28	\$26	0	None	None	0	0	0
—	Averages	—	\$281	234	—	—	1.3	2.9	13.6

Indiana

Licenses

37

of 102 low-income occupations

Burden Rank

23rd

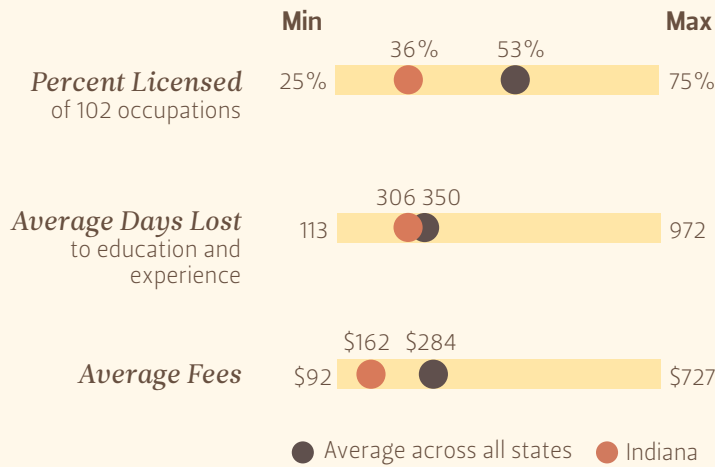
for average burdens
1st is worst

Combined Rank

= 43rd

for number of licenses x average burdens
1st is worst

How Indiana Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and more often decreased; days lost to education and experience decreased for 4 occupations but rose for head coach for high school sports and pharmacy technician
- Burden rank worsened 2 spots and combined rank worsened 1 spot despite education and experience reductions, largely because other states improved more

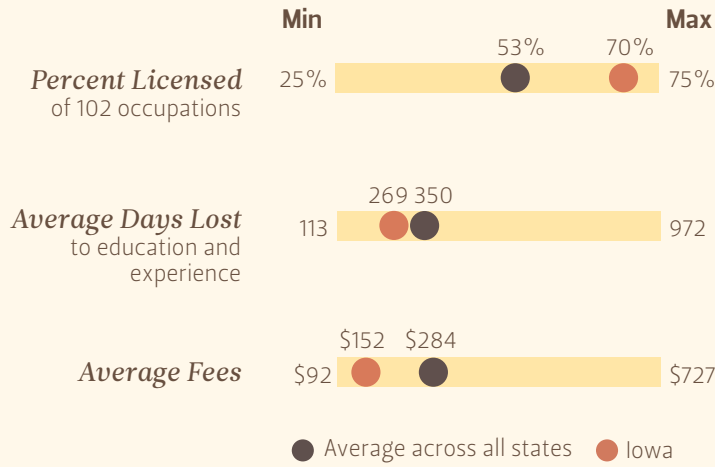
Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Midwife, Direct Entry	37	\$1,300	2330	2 years	80 births	1	12	21
2 — (0)	Preschool Teacher, Public School	50	\$441	2190	1 clock hour and 4 years	2 years	2	0	0
3 — (0)	Interpreter, Sign Language	22	\$885	1460	4 years	None	2	0	18
4 — (0)	Athletic Trainer	49	\$498	1460	4 years	None	1	0	0
5 — (0)	Veterinary Technician	36	\$393	730	2 years	None	2	12	18
6 ^ (1)	Bus Driver, City/Transit	51	\$171	365	None	1 year	5	0	21
7 ^ (2)	Truck Driver, Tractor-Trailer	51	\$152	365	None	1 year	5	0	18
8 — (0)	Cosmetologist	51	\$88	350	1500 clock hours	None	1	10	17
9 ^ (1)	Truck Driver, Other	51	\$152	365	None	1 year	4	0	18
10 ^ (1)	Barber	51	\$84	350	1500 clock hours	None	2	0	18
11 ^ (1)	Taxi Driver/Chauffeur	13	\$19	365	None	1 year	1	0	18
12 ^ (1)	Mobile Home Installer	37	\$150	366	8 clock hours	1 year	0	0	18
13 ^ (1)	Skin Care Specialist	51	\$88	163	700 clock hours	None	1	10	17
13 ^ (1)	Makeup Artist	37	\$88	163	700 clock hours	None	1	10	17
15 ^ (2)	Pharmacy Technician	44	\$192	117	500 clock hours	None	1	12	18
16 — (0)	Manicurist	51	\$80	105	450 clock hours	None	1	8	18
17 v (-11)	School Bus Driver	51	\$190	5	32 clock hours	None	6	0	21
18 — (0)	Emergency Medical Technician	51	\$98	37	160 clock hours	None	2	0	18
19 — (0)	Child Care Home, Family	44	\$39	1	7.5 clock hours	None	0	12	0
20 — (0)	Auctioneer	28	\$105	19	80 clock hours	None	1	0	18
21 — (0)	Earth Driller, Water Well	51	\$125	0	None	None	1	0	18
22 — (0)	Bartender	12	\$45	0.3	2 clock hours	None	1	0	19
23 ^ (1)	Bill Collection Agency	29	\$200	0	None	None	0	0	18
24 v (-1)	Vegetation Pesticide Applicator	51	\$90	2	2 days	None	3	0	0
25 — (0)	Gaming Cage Worker	30	\$0	0	None	None	0	0	21
25 — (0)	Gaming Dealer	29	\$0	0	None	None	0	0	21
25 — (0)	Gaming Supervisor	31	\$0	0	None	None	0	0	21
25 — (0)	Slot Supervisor	29	\$0	0	None	None	0	0	21
29 — (0)	Pest Control Applicator	51	\$90	0	None	None	2	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 — (0)	Milk Sampler	43	\$0	1	0.5 clock hours	1 day	2	0	0
31 — (0)	Wildlife Control Operator	23	\$0	0	None	None	1	0	0
32 — (0)	Travel Guide	37	\$100	0	None	None	0	0	0
33 — (0)	Landscape Contractor (Commercial)	47	\$50	0	None	None	0	0	0
33 — (0)	Landscape Contractor (Residential)	48	\$50	0	None	None	0	0	0
35 — (0)	Fisher, Commercial	43	\$20	0	None	None	0	0	0
36 — (0)	Taxidermist	28	\$15	0	None	None	0	0	0
37 — (0)	Coach, Head (High School Sports)	47	\$0	0.5	3 clock hours	None	0	0	0
—	Averages	—	\$162	306	—	—	1.3	2.3	12.2

How Iowa Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for travel agencies
- Fees changed most often and usually increased; education increased for emergency medical technician and pharmacy technician but fell for head coach for high school sports
- Burden rank and combined rank stayed the same despite an eliminated license, largely because that license required only a small fee; other states also improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	HVAC Contractor (Commercial)	37	\$434	2190	None	6 years	2	12	18
1 — (0)	HVAC Contractor (Residential)	35	\$434	2190	None	6 years	2	12	18
1 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$434	2190	None	6 years	2	12	18
1 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$434	2190	None	6 years	2	12	18
5 — (0)	Preschool Teacher, Public School	50	\$507	2190	4 years	2 years	2	0	0
6 — (0)	Fire Alarm Installer	39	\$1,270	1825	None	5 years	3	0	0
7 — (0)	Athletic Trainer	49	\$510	1460	4 years	None	1	0	0
8 — (0)	Security Alarm Installer	37	\$915	730	None	2 years	2	0	0
9 — (0)	Veterinary Technician	36	\$370	730	2 years	None	2	0	0
10 — (0)	Earth Driller, Water Well	51	\$225	730	None	2 years	2	0	0
11 — (0)	Barber	51	\$135	490	2100 clock hours	None	2	10	16
12 — (0)	Cosmetologist	51	\$118	490	2100 clock hours	None	1	12	0
12 — (0)	Shampooer	33	\$118	490	2100 clock hours	None	1	12	0
14 — (0)	Mobile Home Installer	37	\$300	366	8 clock hours	1 year	1	0	18
15 — (0)	Dental Assistant	8	\$86	182	2 clock hours	6 months	2	12	17
16 — (0)	Skin Care Specialist	51	\$118	140	600 clock hours	None	1	12	0
17 ▼ (-1)	Makeup Artist	37	\$115	140	600 clock hours	None	1	12	0
18 ▲ (5)	Pharmacy Technician	44	\$169	117	500 clock hours	None	1	12	0
19 ▼ (-1)	Manicurist	51	\$115	76	325 clock hours	None	1	12	0
20 ▲ (8)	Coach, Head (High School Sports)	47	\$160	13	56 clock hours	None	0	12	18
21 ▼ (-2)	School Bus Driver	51	\$96	3	15 clock hours	None	6	0	18
22 — (0)	Bus Driver, City/Transit	51	\$86	0	None	None	5	0	18
23 ▼ (-3)	Truck Driver, Tractor-Trailer	51	\$76	0	None	None	5	0	18
24 ▼ (-3)	Massage Therapist	45	\$315	117	500 clock hours	None	1	0	0
25 — (0)	Emergency Medical Technician	51	\$178	35	150 clock hours	None	2	0	18
26 ▼ (-2)	Truck Driver, Other	51	\$76	0	None	None	4	0	18
27 ▼ (-1)	Wildlife Control Operator	23	\$25	0	None	None	2	0	18
28 ▼ (-1)	Milk Sampler	43	\$20	1	1 day	None	2	0	16

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ^ (7)	Interpreter, Sign Language	22	\$470	0	None	None	1	0	0
30 v (-1)	Vegetation Pesticide Applicator	51	\$100	0	None	None	3	0	0
31 ^ (3)	Taxi Driver/Chauffeur	13	\$64	0	None	None	0	0	18
32 v (-2)	Gaming Cage Worker	30	\$58	0	None	None	0	0	18
32 v (-2)	Gaming Dealer	29	\$58	0	None	None	0	0	18
32 v (-2)	Gaming Supervisor	31	\$58	0	None	None	0	0	18
32 v (-2)	Slot Supervisor	29	\$58	0	None	None	0	0	18
36 v (-2)	Security Guard, Unarmed	34	\$40	0	None	None	0	0	18
37 — (0)	Pest Control Applicator	51	\$100	0	None	None	2	0	0
38 — (0)	Fisher, Commercial	43	\$202	0	None	None	0	0	0
39 — (0)	Animal Breeder	29	\$175	0	None	None	0	0	0
40 — (0)	Landscape Contractor (Commercial)	47	\$75	0	None	None	0	0	0
40 — (0)	Landscape Contractor (Residential)	48	\$75	0	None	None	0	0	0
42 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$50	0	None	None	0	0	0
42 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$50	0	None	None	0	0	0
42 — (0)	Cement Finishing Contractor (Commercial)	24	\$50	0	None	None	0	0	0
42 — (0)	Cement Finishing Contractor (Residential)	30	\$50	0	None	None	0	0	0
42 — (0)	Door Repair Contractor (Commercial)	24	\$50	0	None	None	0	0	0
42 — (0)	Door Repair Contractor (Residential)	29	\$50	0	None	None	0	0	0
42 — (0)	Drywall Installation Contractor (Commercial)	25	\$50	0	None	None	0	0	0
42 — (0)	Drywall Installation Contractor (Residential)	30	\$50	0	None	None	0	0	0
42 — (0)	Floor Sander Contractor (Commercial)	22	\$50	0	None	None	0	0	0
42 — (0)	Floor Sander Contractor (Residential)	27	\$50	0	None	None	0	0	0
42 — (0)	Glazier Contractor (Commercial)	26	\$50	0	None	None	0	0	0
42 — (0)	Glazier Contractor (Residential)	30	\$50	0	None	None	0	0	0
42 — (0)	Insulation Contractor (Commercial)	24	\$50	0	None	None	0	0	0
42 — (0)	Insulation Contractor (Residential)	30	\$50	0	None	None	0	0	0
42 — (0)	Iron/Steel Contractor (Commercial)	26	\$50	0	None	None	0	0	0
42 — (0)	Iron/Steel Contractor (Residential)	30	\$50	0	None	None	0	0	0
42 — (0)	Mason Contractor (Commercial)	26	\$50	0	None	None	0	0	0
42 — (0)	Mason Contractor (Residential)	31	\$50	0	None	None	0	0	0
42 — (0)	Painting Contractor (Commercial)	22	\$50	0	None	None	0	0	0
42 — (0)	Painting Contractor (Residential)	27	\$50	0	None	None	0	0	0
42 — (0)	Paving Contractor (Commercial)	24	\$50	0	None	None	0	0	0
42 — (0)	Paving Contractor (Residential)	28	\$50	0	None	None	0	0	0
42 — (0)	Pipelayer Contractor	27	\$50	0	None	None	0	0	0
42 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$50	0	None	None	0	0	0
42 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$50	0	None	None	0	0	0
42 — (0)	Terrazzo Contractor (Commercial)	23	\$50	0	None	None	0	0	0
42 — (0)	Terrazzo Contractor (Residential)	28	\$50	0	None	None	0	0	0
69 ^ (3)	Bill Collection Agency	29	\$50	0	None	None	0	0	0
70 v (-1)	Electrical Helper	3	\$20	0	None	None	0	0	0
70 — (0)	Taxidermist	28	\$20	0	None	None	0	0	0
NA	Midwife, Direct Entry	37	Prohibited without a higher-level license						
—	Averages	—	\$152	269	—	—	0.9	2.2	5.3

Kansas

Licenses

35

of 102 low-income occupations

Burden Rank

40th

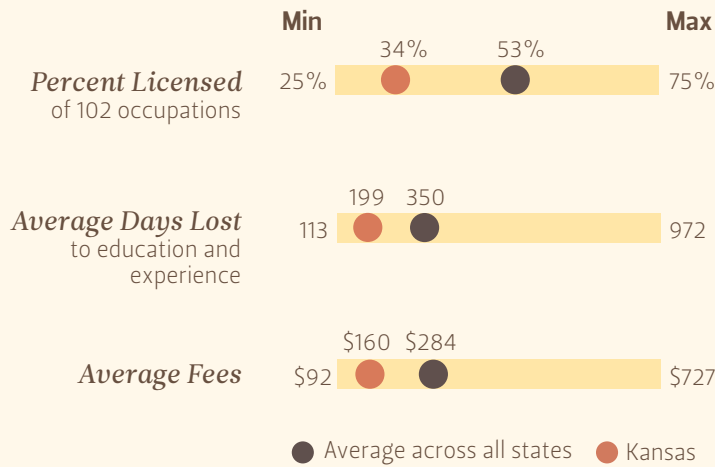
for average burdens
1st is worst

Combined Rank

= 45th

for number of licenses x average burdens
1st is worst

How Kansas Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience decreased for barber, emergency medical technician, milk sampler and shampooer but rose for pharmacy technician
- Burden rank and combined rank worsened 1 spot despite education and experience reductions, largely because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$456	1825	4 years	1 year	2	0	0
2 — (0)	Athletic Trainer	49	\$473	1460	4 years	None	1	0	0
3 — (0)	Mobile Home Installer	37	\$375	731	8 clock hours	2 years	2	0	18
4 — (0)	Veterinary Technician	36	\$345	730	2 years	None	2	0	0
5 ^ (2)	Cosmetologist	51	\$210	350	1500 clock hours	None	2	12	17
6 ^ (2)	School Bus Driver	51	\$60	367	12 clock hours	1 year	6	0	21
7 v (-2)	Barber	51	\$180	280	1200 clock hours	None	3	12	16
7 v (-2)	Shampooer	33	\$180	280	1200 clock hours	None	3	12	16
9 — (0)	Skin Care Specialist	51	\$195	233	1000 clock hours	None	2	12	17
10 v (-1)	Makeup Artist	37	\$180	233	1000 clock hours	None	2	12	17
11 — (0)	Psychiatric Technician	4	\$138	210	900 clock hours	None	1	12	0
12 — (0)	Manicurist	51	\$270	82	350 clock hours	None	2	12	17
13 — (0)	Emergency Medical Technician	51	\$148	70	10 credit hours	None	2	12	17
14 ^ (15)	Pharmacy Technician	44	\$243	117	500 clock hours	None	1	0	0
15 v (-1)	Funeral Attendant	3	\$200	0	None	None	1	12	17
16 v (-1)	Vegetation Pesticide Applicator	51	\$320	0	None	None	4	0	18
17 v (-1)	Child Care Home, Family	44	\$85	3	16 clock hours	None	0	12	18
18 — (0)	Bus Driver, City/Transit	51	\$50	0	None	None	5	0	18
19 v (-2)	Truck Driver, Tractor-Trailer	51	\$40	0	None	None	5	0	18
20 v (-1)	Pest Control Applicator	51	\$230	0	None	None	2	0	18
21 v (-1)	Truck Driver, Other	51	\$40	0	None	None	4	0	18
22 ^ (3)	Animal Breeder	29	\$450	0	None	None	0	0	0
23 v (-2)	Wildlife Control Operator	23	\$0	1	8 clock hours	None	1	0	16
24 v (-2)	Bartender	12	\$0	0	None	None	0	0	21
25 v (-2)	Title Examiner	7	\$150	0	None	None	1	0	0
26 v (-2)	Earth Driller, Water Well	51	\$145	0	None	None	1	0	0
27 v (-1)	Milk Sampler	43	\$35	0.2	1 clock hour	None	1	0	0
28 v (-1)	Landscape Contractor (Commercial)	47	\$85	0	None	None	0	0	0
28 v (-1)	Landscape Contractor (Residential)	48	\$85	0	None	None	0	0	0
30 — (0)	Gaming Cage Worker	30	\$60	0	None	None	0	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 — (0)	Gaming Dealer	29	\$60	0	None	None	0	0	0
30 — (0)	Gaming Supervisor	31	\$60	0	None	None	0	0	0
30 — (0)	Slot Supervisor	29	\$60	0	None	None	0	0	0
34 — (0)	Coach, Head (High School Sports)	47	\$0	0.7	4 clock hours	None	0	0	0
35 — (0)	Fire Alarm Installer	39	\$0	0	None	None	0	0	0
—	Averages	—	\$160	199	—	—	1.6	3.4	9.1

Kentucky

Licenses

38

of 102 low-income occupations

Burden Rank

13th

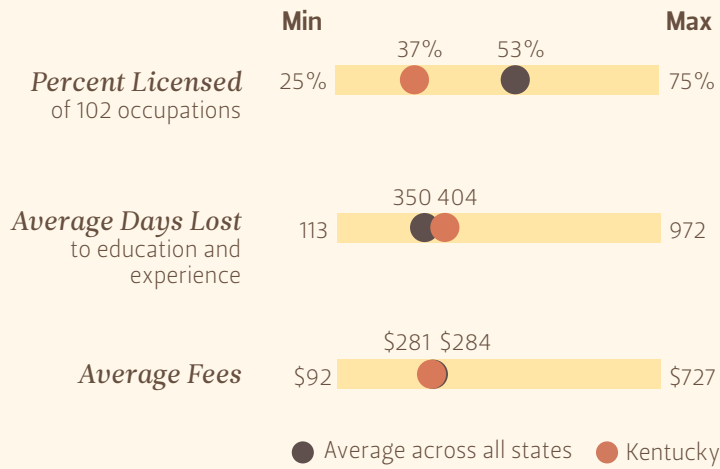
for average burdens
1st is worst

Combined Rank

= 40th

for number of licenses x average burdens
1st is worst

How Kansas Compares in 2022



Changes Since 2017

- 1 license created for direct entry midwives; none removed
- Fees changed most often and usually increased; days lost to education and experience decreased for 6 occupations, including cosmetologist and 4 other beauty occupations, but rose for emergency medical technician and head coach for high school sports
- Burden rank worsened 1 spot and combined rank stayed the same despite net education and experience reductions, largely because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$403	1825	4 years	1 year	2	0	0
2 ^ (1)	HVAC Contractor (Commercial)	37	\$406	1460	None	4 years	2	0	18
2 ^ (1)	HVAC Contractor (Residential)	35	\$406	1460	None	4 years	2	0	18
2 ^ (1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$406	1460	None	4 years	2	0	18
2 ^ (1)	Sheet Metal Contractor, HVAC (Residential)	36	\$406	1460	None	4 years	2	0	18
6 ^ (1)	Athletic Trainer	49	\$490	1460	4 years	None	1	0	0
7 — (N)	Midwife, Direct Entry	37	\$2,351	731	3 clock hours and 2 years	None	1	12	0
8 — (0)	Optician	22	\$500	730	2 years	None	3	12	18
9 — (0)	Earth Driller, Water Well	51	\$480	730	None	2 years	3	0	18
10 ^ (1)	Pest Control Applicator	51	\$250	730	None	2 years	2	0	18
11 ^ (1)	Veterinary Technician	36	\$350	730	2 years	None	1	0	0
12 ^ (1)	Barber	51	\$500	532	1500 clock hours	6 months	2	12	17.5
13 v (-11)	Interpreter, Sign Language	22	\$415	420	60 credit hours	None	2	12	18
14 ^ (1)	Auctioneer	28	\$560	386	92 clock hours	1 year	2	12	18
15 v (-5)	Cosmetologist	51	\$200	350	1500 clock hours	None	2	12	18
15 v (-2)	Shampooer	33	\$200	350	1500 clock hours	None	2	12	18
17 v (-1)	Skin Care Specialist	51	\$200	175	750 clock hours	None	2	12	18
18 — (0)	Manicurist	51	\$125	105	450 clock hours	None	2	12	18
19 — (0)	Massage Therapist	45	\$370	140	600 clock hours	None	1	0	18
20 — (0)	Emergency Medical Technician	51	\$163	35	150 clock hours	None	2	12	18
21 — (0)	School Bus Driver	51	\$70	4	21 clock hours	None	6	0	21
22 — (0)	Coach, Head (High School Sports)	47	\$25	4	26.33 clock hours	None	1	12	21
23 ^ (1)	Truck Driver, Tractor-Trailer	51	\$125	0	None	None	5	0	18
24 v (-1)	Bus Driver, City/Transit	51	\$65	0	None	None	5	0	18
25 — (0)	Child Care Home, Family	44	\$40	1	6 clock hours	None	0	12	18
26 — (0)	Truck Driver, Other	51	\$110	0	None	None	4	0	18
27 ^ (1)	Mobile Home Installer	37	\$8	87	15 clock hours	60 days	1	0	0
28 v (-1)	Travel Guide	37	\$217	0.5	3 clock hours	None	1	0	18

- ^ ● Increase since 2017
- v ● Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ^ (1)	Vegetation Pesticide Applicator	51	\$230	0	None	None	4	0	0
30 v (-14)	Makeup Artist	37	\$50	0.5	3 clock hours	None	0	12	0
31 v (-2)	Wildlife Control Operator	23	\$100	0	None	None	1	0	18
32 v (-1)	Pharmacy Technician	44	\$25	0	None	None	0	0	16
33 v (-1)	Milk Sampler	43	\$15	1	6.75 clock hours	None	1	0	0
34 v (-1)	Taxidermist	28	\$150	0	None	None	0	0	0
34 v (-1)	Fisher, Commercial	43	\$150	0	None	None	0	0	0
36 v (-1)	Landscape Contractor (Commercial)	47	\$40	0	None	None	0	0	0
36 v (-1)	Landscape Contractor (Residential)	48	\$40	0	None	None	0	0	0
38 v (-1)	Packer	7	\$20	0	None	None	0	0	0
—	Averages	—	\$281	404	—	—	1.8	4.1	11.9

Louisiana

Licenses **77** *of 102 low-income occupations*

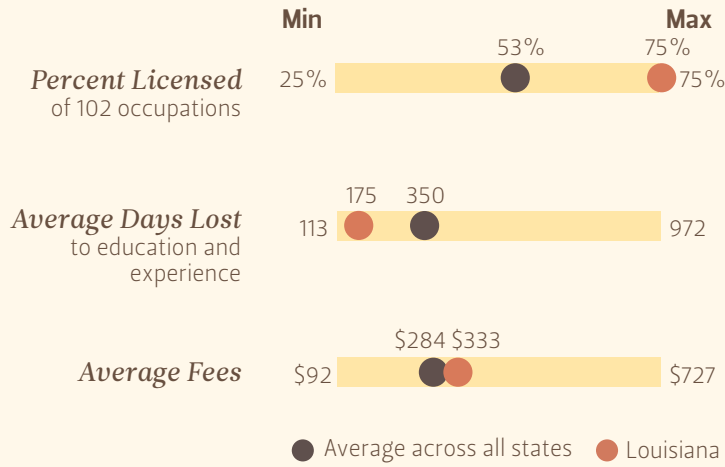
X

Burden Rank **45th** *for average burdens 1st is worst*

=

Combined Rank **6th** *for number of licenses x average burdens 1st is worst*

How Louisiana Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually decreased; education increased slightly for 18 occupations, mostly contractor trades, but fell slightly for fire alarm installer and by much more for direct entry midwife
- Burden rank improved 1 spot because the large education reduction for midwife outweighed the same, largely because other states improved more

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$486	2555	4 years	3 years	3	0	0
2 — (0)	Interior Designer	3	\$1,485	2190	5 years	1 year	1	12	0
3 — (0)	Fire Alarm Installer	39	\$1,673	1825	1 clock hour	5 years	4	0	18
4 — (0)	Athletic Trainer	49	\$561	1460	4 years	None	1	0	18
5 — (0)	Pest Control Applicator	51	\$210	1460	4 years	None	1	0	0
6 — (0)	Midwife, Direct Entry	37	\$1,796	730	2 years	None	1	12	21
7 — (0)	Veterinary Technician	36	\$420	730	2 years	None	2	12	0
8 — (0)	Earth Driller, Water Well	51	\$510	730	None	2 years	2	0	18
9 — (0)	Barber	51	\$72	350	1500 clock hours	None	2	12	18
10 — (0)	Cosmetologist	51	\$75	350	1500 clock hours	None	2	10	16
11 — (0)	Mobile Home Installer	37	\$251	366	1 day	1 year	1	0	0
12 — (0)	Skin Care Specialist	51	\$100	175	750 clock hours	None	2	10	16
13 — (0)	Pharmacy Technician	44	\$281	140	None	600 clock hours	1	12	18
14 — (0)	Manicurist	51	\$75	117	500 clock hours	None	2	10	16
14 ▲ (8)	Makeup Artist	37	\$75	117	500 clock hours	None	2	10	16
16 ▼ (-1)	School Bus Driver	51	\$192	9	44 clock hours	None	6	0	21
17 ▼ (-1)	Teacher Assistant, Non-Instructional	5	\$55	0	None	None	1	12	20
18 ▼ (-1)	Security Alarm Installer	37	\$1,574	5	29 clock hours	None	3	0	0
19 ▼ (-1)	Massage Therapist	45	\$431	117	500 clock hours	None	1	0	0
20 ▼ (-1)	Bus Driver, City/Transit	51	\$184	0	None	None	5	0	18
21 ▼ (-1)	Truck Driver, Tractor-Trailer	51	\$177	0	None	None	5	0	18
22 ▼ (-1)	Landscape Contractor (Commercial)	47	\$614	0	None	None	3	0	18
23 — (0)	Truck Driver, Other	51	\$177	0	None	None	4	0	18
24 — (0)	Emergency Medical Technician	51	\$209	35	150 clock hours	None	2	0	18
25 ▲ (2)	Auctioneer	28	\$300	19	80 clock hours	None	1	0	18
26 ▼ (-1)	Vegetation Pesticide Applicator	51	\$270	0	None	None	2	0	18
27 ▼ (-1)	Security Guard, Unarmed	34	\$78	3	16 clock hours	None	2	0	18
28 ▲ (17)	Wildlife Control Operator	23	\$40	2	10 clock hours	None	2	0	18
29 ▼ (-1)	Locksmith	12	\$264	0	None	None	1	0	18
30 ▼ (-1)	Landscape Contractor (Residential)	48	\$214	0	None	None	1	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 ^ (20)	Taxi Driver/Chauffeur	13	\$155	0	None	None	1	0	17
32 v (-2)	Door Repair Contractor (Commercial)	24	\$750	0	None	None	1	0	0
33 ^ (14)	Gaming Cage Worker	30	\$200	0	None	None	0	0	21
33 ^ (14)	Gaming Dealer	29	\$200	0	None	None	0	0	21
33 ^ (14)	Gaming Supervisor	31	\$200	0	None	None	0	0	21
33 ^ (14)	Slot Supervisor	29	\$200	0	None	None	0	0	21
37 ^ (15)	Bartender	12	\$0	0.3	2 clock hours	None	1	0	18
38 v (-7)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Cement Finishing Contractor (Commercial)	24	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Drywall Installation Contractor (Commercial)	25	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Floor Sander Contractor (Commercial)	22	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Glazier Contractor (Commercial)	26	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	HVAC Contractor (Commercial)	37	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Insulation Contractor (Commercial)	24	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Iron/Steel Contractor (Commercial)	26	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Mason Contractor (Commercial)	26	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Painting Contractor (Commercial)	22	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Paving Contractor (Commercial)	24	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Sheet Metal Contractor, HVAC (Commercial)	37	\$400	0.2	1 clock hour	None	2	0	0
38 v (-7)	Terrazzo Contractor (Commercial)	23	\$400	0.2	1 clock hour	None	2	0	0
51 v (-5)	HVAC Contractor (Residential)	35	\$400	0	None	None	2	0	0
51 v (-20)	Pipelayer Contractor	27	\$400	0	None	None	2	0	0
53 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$400	0.2	1 clock hour	None	1	0	0
54 ^ (15)	Florist	1	\$214	0	None	None	1	0	0
54 ^ (14)	Tree Trimmer	8	\$214	0	None	None	1	0	0
56 ^ (15)	Weigher	24	\$100	0	None	None	1	0	0
57 ^ (16)	Travel Guide	37	\$310	0	None	None	0	0	0
58 ^ (14)	Milk Sampler	43	\$0	1	1 day	None	1	0	0
59 v (-5)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$255	0	None	None	0	0	0
59 v (-5)	Cement Finishing Contractor (Residential)	30	\$255	0	None	None	0	0	0
59 v (-5)	Door Repair Contractor (Residential)	29	\$255	0	None	None	0	0	0
59 v (-5)	Drywall Installation Contractor (Residential)	30	\$255	0	None	None	0	0	0
59 v (-5)	Floor Sander Contractor (Residential)	27	\$255	0	None	None	0	0	0
59 v (-5)	Glazier Contractor (Residential)	30	\$255	0	None	None	0	0	0
59 v (-5)	Insulation Contractor (Residential)	30	\$255	0	None	None	0	0	0
59 v (-5)	Iron/Steel Contractor (Residential)	30	\$255	0	None	None	0	0	0
59 v (-5)	Mason Contractor (Residential)	31	\$255	0	None	None	0	0	0
59 v (-5)	Painting Contractor (Residential)	27	\$255	0	None	None	0	0	0
59 v (-5)	Paving Contractor (Residential)	28	\$255	0	None	None	0	0	0
59 v (-5)	Sheet Metal Contractor, HVAC (Residential)	36	\$255	0	None	None	0	0	0
59 v (-5)	Sheet Metal Contractor, Other (Residential)	31	\$255	0	None	None	0	0	0
59 v (-5)	Terrazzo Contractor (Residential)	28	\$255	0	None	None	0	0	0
73 ^ (4)	Coach, Head (High School Sports)	47	\$140	3	15 clock hours	None	0	0	0
74 v (-4)	Shampooer	33	\$0	9	40 clock hours	None	0	0	0
75 v (-1)	Fisher, Commercial	43	\$55	0	None	None	0	0	0
76 v (-1)	Bill Collection Agency	29	\$25	0	None	None	0	0	0
77 v (-1)	Animal Breeder	29	\$23	0	None	None	0	0	0
—	Averages	—	\$333	175	—	—	1.4	1.5	6.9

Maine

Licenses

46

of 102 low-income occupations

Burden Rank

26th

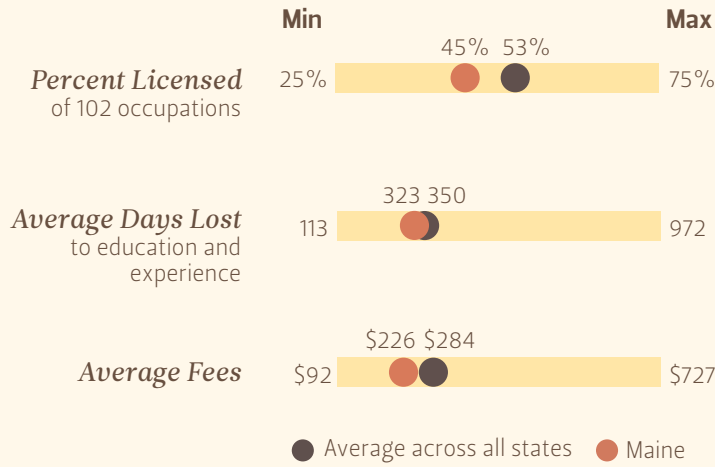
for average burdens
1st is worst

Combined Rank

= 32nd

for number of licenses x average burdens
1st is worst

How Maine Compares in 2022



Changes Since 2017

- 1 license created for direct entry midwives; none removed
- Fees changed most often and usually increased; days lost to education and experience increased for 3 occupations but fell for family child care home
- Burden rank worsened 6 spots, largely because of education and experience increases; combined rank stayed the same despite a new license because of burden changes by similarly ranked states

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 ▲ (1)	Preschool Teacher, Public School	50	\$421	2190	4 years	2 years	2	0	0
2 ▼ (-1)	Interpreter, Sign Language	22	\$1,256	1460	4 years	None	2	12	18
3 — (0)	Athletic Trainer	49	\$501	1460	4 years	None	1	0	0
4 — (0)	Earth Driller, Water Well	51	\$268	1460	None	4 years	2	0	0
5 — (0)	Travel Guide	37	\$235	1095	None	3 years	2	0	18
6 ▲ (1)	Fire Alarm Installer	39	\$256	996	270 clock hours	4000 clock hours	1	0	0
6 — (0)	Security Alarm Installer	37	\$256	996	270 clock hours	4000 clock hours	1	0	0
8 — (N)	Midwife, Direct Entry	37	\$1,596	730	2 years	None	1	12	0
9 ▼ (-1)	Dietetic Technician	2	\$171	835	2 years	450 clock hours	1	0	0
10 ▼ (-1)	Mobile Home Installer	37	\$121	731	5 clock hours	2 years	1	0	18
11 ▼ (-1)	Log Scaler	2	\$25	730	None	2 years	1	0	18
12 ▼ (-1)	Veterinary Technician	36	\$366	730	2 years	None	1	0	0
13 — (0)	School Bus Driver	51	\$164	365	None	1 year	6	0	21
14 ▼ (-2)	Cosmetologist	51	\$150	350	1500 clock hours	None	2	0	0
15 ▼ (-1)	Barber	51	\$41	350	1500 clock hours	None	2	0	0
16 ▲ (2)	Massage Therapist	45	\$256	0	None	None	1	12	18
17 ▼ (-2)	Skin Care Specialist	51	\$231	140	600 clock hours	None	2	0	0
17 ▼ (-2)	Makeup Artist	37	\$231	140	600 clock hours	None	2	0	0
19 — (0)	Bus Driver, City/Transit	51	\$124	0	None	None	5	0	21
20 — (0)	Truck Driver, Tractor-Trailer	51	\$104	0	None	None	5	0	16
21 ▲ (3)	Coach, Head (High School Sports)	47	\$0	1	7 clock hours	None	0	12	0
22 ▼ (-1)	Emergency Medical Technician	51	\$119	39	5.5 credit hours	None	2	0	16
23 ▼ (-1)	Truck Driver, Other	51	\$104	0	None	None	4	0	16
24 ▼ (-1)	Vegetation Pesticide Applicator	51	\$195	0	None	None	6	0	0
25 — (0)	Tree Trimmer	8	\$130	0	None	None	2	0	18
26 ▼ (-9)	Manicurist	51	\$131	47	200 clock hours	None	2	0	0
27 ▼ (-1)	Pest Control Applicator	51	\$175	0	None	None	4	0	0
28 ▼ (-1)	Child Care Home, Family	44	\$160	0	None	None	0	0	18
29 — (0)	Electrical Helper	3	\$96	0	None	None	0	0	16
30 ▼ (-2)	Auctioneer	28	\$421	0	None	None	1	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 ▼ (-1)	Taxidermist	28	\$127	0	None	None	2	0	0
32 ▲ (4)	Animal Control Officer	7	\$50	11	45 clock hours	None	1	0	0
33 ▼ (-2)	Bill Collection Agency	29	\$300	0	None	None	0	0	0
34 ▼ (-2)	Gaming Cage Worker	30	\$299	0	None	None	0	0	0
34 ▼ (-2)	Gaming Dealer	29	\$299	0	None	None	0	0	0
34 ▼ (-2)	Gaming Supervisor	31	\$299	0	None	None	0	0	0
34 ▼ (-2)	Slot Supervisor	29	\$299	0	None	None	0	0	0
38 ▼ (-1)	Animal Breeder	29	\$108	0	None	None	0	0	0
39 ▼ (-1)	Funeral Attendant	3	\$101	0	None	None	0	0	0
40 ▼ (-1)	Packer	7	\$50	0	None	None	0	0	0
41 ▼ (-1)	Fisher, Commercial	43	\$48	0	None	None	0	0	0
42 ▼ (-1)	Pharmacy Technician	44	\$41	0	None	None	0	0	0
43 ▲ (1)	Weigher	24	\$25	0	None	None	0	0	0
43 ▼ (-1)	Landscape Contractor (Commercial)	47	\$25	0	None	None	0	0	0
43 ▼ (-1)	Landscape Contractor (Residential)	48	\$25	0	None	None	0	0	0
46 ▼ (-1)	Milk Sampler	43	\$1	0	None	None	0	0	0
—	Averages	—	\$226	323	—	—	1.4	1.0	5.0

Maryland

Licenses

58

of 102 low-income occupations

Burden Rank

9th

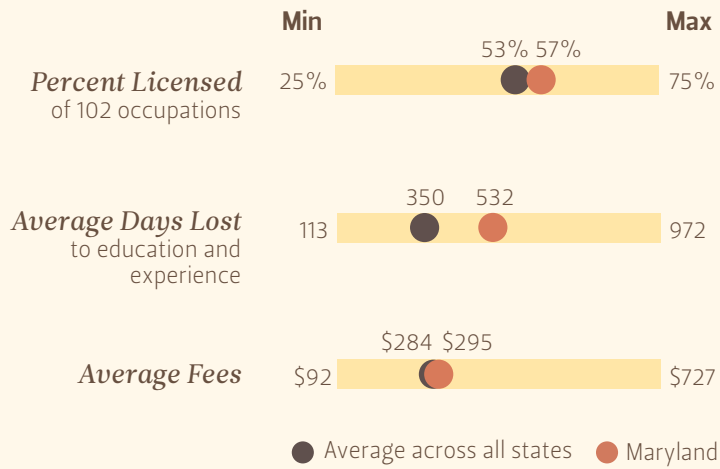
for average burdens
1st is worst

Combined Rank

= 21st

for number of licenses x average burdens
1st is worst

How Maryland Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; education increased for head coach for high school sports and family child care home but fell for direct entry midwife
- Burden rank worsened 1 spot and combined rank worsened 2 spots, largely because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$517	2555	4 years	3 years	4	0	0
2 — (0)	Earth Driller, Water Well	51	\$525	2190	None	6 years	3	0	18
3 — (0)	HVAC Contractor (Commercial)	37	\$405	2190	None	6 years	2	0	0
3 — (0)	HVAC Contractor (Residential)	35	\$405	2190	None	6 years	2	0	0
5 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$155	2190	None	6 years	2	0	0
5 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$155	2190	None	6 years	2	0	0
7 — (0)	Athletic Trainer	49	\$741	1460	4 years	None	1	0	18
8 — (0)	Midwife, Direct Entry	37	\$2,231	730	2 years	None	1	12	21
9 — (0)	Tree Trimmer	8	\$30	1095	2 years	1 year	1	0	18
10 — (0)	Coach, Head (High School Sports)	47	\$0	735	30 clock hours	2 years	0	12	23
11 — (0)	Veterinary Technician	36	\$410	730	2 years	None	2	0	18
12 — (0)	Landscape Contractor (Residential)	48	\$533	730	None	2 years	1	0	18
13 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$433	730	None	2 years	1	0	18
13 — (0)	Cement Finishing Contractor (Residential)	30	\$433	730	None	2 years	1	0	18
13 — (0)	Door Repair Contractor (Residential)	29	\$433	730	None	2 years	1	0	18
13 — (0)	Drywall Installation Contractor (Residential)	30	\$433	730	None	2 years	1	0	18
13 — (0)	Floor Sander Contractor (Residential)	27	\$433	730	None	2 years	1	0	18
13 — (0)	Glazier Contractor (Residential)	30	\$433	730	None	2 years	1	0	18
13 — (0)	Insulation Contractor (Residential)	30	\$433	730	None	2 years	1	0	18
13 — (0)	Iron/Steel Contractor (Residential)	30	\$433	730	None	2 years	1	0	18
13 — (0)	Mason Contractor (Residential)	31	\$433	730	None	2 years	1	0	18
13 — (0)	Painting Contractor (Residential)	27	\$433	730	None	2 years	1	0	18
13 — (0)	Paving Contractor (Residential)	28	\$433	730	None	2 years	1	0	18
13 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$433	730	None	2 years	1	0	18
13 — (0)	Terrazzo Contractor (Residential)	28	\$433	730	None	2 years	1	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
26 — (0)	Massage Therapist	45	\$745	560	600 clock hours and 60 credit hours	None	2	0	18
27 — (0)	Cosmetologist	51	\$104	350	1500 clock hours	None	2	9	17
28 — (0)	Vegetation Pesticide Applicator	51	\$225	365	None	1 year	4	0	18
29 — (0)	Pest Control Applicator	51	\$225	365	None	1 year	2	0	18
30 — (0)	Skin Care Specialist	51	\$104	140	600 clock hours	None	2	9	17
31 ^ (1)	Manicurist	51	\$104	58	250 clock hours	None	2	9	17
32 v (-1)	Barber	51	\$50	280	1200 clock hours	None	2	0	0
33 ^ (4)	Taxi Driver/Chauffeur	13	\$53	182	None	6 months	0	0	18
34 — (0)	School Bus Driver	51	\$140	3	17 clock hours	None	6	0	21
35 — (0)	Bus Driver, City/Transit	51	\$140	0	None	None	5	0	18
35 — (0)	Truck Driver, Tractor-Trailer	51	\$140	0	None	None	5	0	18
37 ^ (1)	Truck Driver, Other	51	\$140	0	None	None	4	0	18
38 ^ (1)	Emergency Medical Technician	51	\$85	39	165 clock hours	None	2	0	16
39 ^ (1)	Pharmacy Technician	44	\$83	37	None	160 clock hours	1	0	17
40 ^ (10)	Wildlife Control Operator	23	\$50	0	None	None	1	0	18
41 — (0)	Security Alarm Installer	37	\$113	0	None	None	0	0	18
42 v (-9)	Child Care Home, Family	44	\$51	6	36 clock hours	None	0	0	18
43 — (0)	Milk Sampler	43	\$50	1	None	1 day	2	0	0
44 — (0)	Crane Operator	16	\$0	0	None	None	2	0	0
45 — (0)	Gaming Cage Worker	30	\$437	0	None	None	0	0	0
45 — (0)	Gaming Dealer	29	\$437	0	None	None	0	0	0
45 — (0)	Gaming Supervisor	31	\$437	0	None	None	0	0	0
45 — (0)	Slot Supervisor	29	\$437	0	None	None	0	0	0
49 v (-7)	Bill Collection Agency	29	\$350	0	None	None	0	0	0
50 v (-1)	Fisher, Commercial	43	\$300	0	None	None	0	0	0
51 v (-1)	Taxidermist	28	\$50	0	None	None	1	0	0
52 — (0)	Landscape Contractor (Commercial)	47	\$100	0	None	None	0	0	0
53 ^ (4)	Security Guard, Unarmed	34	\$66	0	None	None	0	0	0
54 v (-1)	Animal Breeder	29	\$62	0	None	None	0	0	0
55 v (-1)	Travel Guide	37	\$41	0	None	None	0	0	0
56 v (-1)	Packer	7	\$30	0	None	None	0	0	0
57 v (-1)	Farm Labor Contractor	10	\$25	0	None	None	0	0	0
58 — (0)	Animal Trainer	7	\$5	0	None	None	0	0	0
—	Averages	—	\$295	532	—	—	1.4	0.9	11.3

Massachusetts

Licenses

50

of 102 low-income occupations

Burden Rank

8th

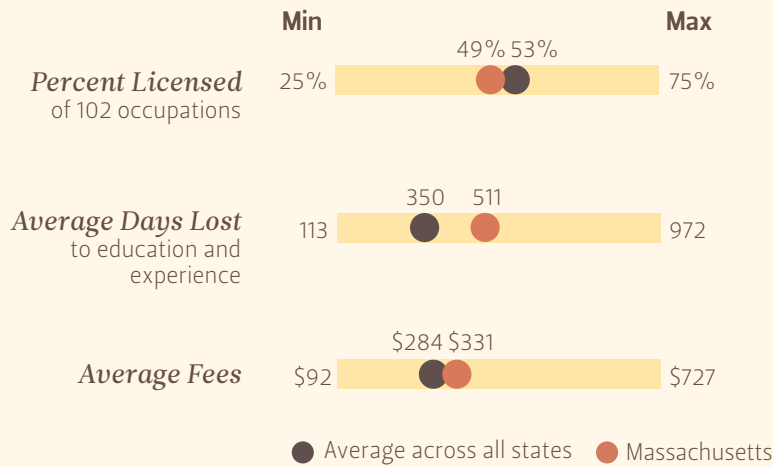
for average burdens
1st is worst

Combined Rank

= 29th

for number of licenses x average burdens
1st is worst

How Massachusetts Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience increased for 6 occupations, including residential insulation contractor and skin care specialist, but fell for barber, cosmetologist and dental assistant
- Burden rank worsened 3 spots and combined rank stayed the same despite net education and experience reductions, largely because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$376	2555	4 years	3 years	2	0	0
2 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$400	1825	None	5 years	1	12	17
2 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$400	1825	None	5 years	1	12	17
4 — (0)	Athletic Trainer	49	\$599	1460	4 years	None	1	0	0
5 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$400	1095	None	3 years	1	12	17
5 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$400	1095	None	3 years	1	12	17
7 — (0)	School Bus Driver	51	\$175	1107	60 clock hours	3 years	6	0	18
8 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$500	1095	None	3 years	1	0	18
8 — (0)	Door Repair Contractor (Residential)	29	\$500	1095	None	3 years	1	0	18
8 — (0)	Drywall Installation Contractor (Residential)	30	\$500	1095	None	3 years	1	0	18
8 — (0)	Glazier Contractor (Residential)	30	\$500	1095	None	3 years	1	0	18
8 ▲ (34)	Insulation Contractor (Residential)	30	\$500	1095	None	3 years	1	0	18
8 — (0)	Iron/Steel Contractor (Residential)	30	\$500	1095	None	3 years	1	0	18
8 — (0)	Mason Contractor (Residential)	31	\$500	1095	None	3 years	1	0	18
15 ▼ (-1)	Earth Driller, Water Well	51	\$325	1095	None	3 years	2	0	0
16 — (0)	Optician	22	\$739	730	2 years	None	3	12	18
17 ▲ (5)	Security Alarm Installer	37	\$630	803	315 clock hours	2 years	2	12	0
18 ▼ (-1)	Fire Alarm Installer	39	\$330	800	300 clock hours	2 years	2	12	0
19 ▼ (-1)	Vegetation Pesticide Applicator	51	\$800	730	None	2 years	4	0	18
20 — (0)	HVAC Contractor (Commercial)	37	\$115	700	1000 clock hours	2000 clock hours	1	12	18
21 — (0)	Pest Control Applicator	51	\$500	730	None	2 years	2	0	18
22 ▲ (1)	Child Care Home, Family	44	\$135	190	33 clock hours	6 months	0	12	18
23 ▲ (1)	Massage Therapist	45	\$345	152	650 clock hours	None	0	12	18
24 ▼ (-5)	Barber	51	\$164	233	1000 clock hours	None	2	0	16
25 ▼ (-10)	Cosmetologist	51	\$218	233	1000 clock hours	None	2	0	0
26 ▼ (-1)	Shampooer	33	\$170	233	1000 clock hours	None	2	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
27 ^ (7)	Skin Care Specialist	51	\$218	140	600 clock hours	None	2	0	0
28 v (-2)	Bus Driver, City/Transit	51	\$150	0	None	None	5	0	18
29 v (-2)	Truck Driver, Tractor-Trailer	51	\$140	0	None	None	5	0	18
30 v (-2)	Gaming Supervisor	31	\$1,000	0	None	None	0	0	18
30 v (-2)	Slot Supervisor	29	\$1,000	0	None	None	0	0	18
32 v (-1)	Emergency Medical Technician	51	\$248	35	150 clock hours	None	2	0	18
33 v (-3)	Truck Driver, Other	51	\$140	0	None	None	4	0	18
34 v (-2)	Pharmacy Technician	44	\$150	56	240 clock hours	None	1	0	18
35 v (-2)	Bill Collection Agency	29	\$1,351	0	None	None	0	0	0
36 — (0)	Auctioneer	28	\$100	19	83 clock hours	None	1	0	18
37 v (-2)	Funeral Attendant	3	\$31	0.2	1 clock hour	None	0	12	0
38 ^ (1)	Dental Assistant	8	\$60	0.3	2 clock hours	None	2	0	18
39 v (-1)	Manicurist	51	\$286	23	100 clock hours	None	2	0	0
40 v (-3)	Crane Operator	16	\$75	0	None	None	1	0	18
41 v (-1)	Gaming Cage Worker	30	\$0	0	None	None	0	0	18
41 v (-1)	Gaming Dealer	29	\$0	0	None	None	0	0	18
43 — (0)	Wildlife Control Operator	23	\$141	2	11 clock hours	None	2	0	0
44 — (0)	Cement Finishing Contractor (Residential)	30	\$250	0	None	None	0	0	0
44 — (0)	Painting Contractor (Residential)	27	\$250	0	None	None	0	0	0
46 — (0)	Fisher, Commercial	43	\$130	0	None	None	0	0	0
47 — (0)	Travel Guide	37	\$65	0	None	None	0	0	0
48 — (0)	Animal Breeder	29	\$32	0	None	None	0	0	0
49 — (0)	Milk Sampler	43	\$20	0	None	None	0	0	0
50 — (0)	Coach, Head (High School Sports)	47	\$0	2	12 clock hours	None	0	0	0
—	Averages	—	\$331	511	—	—	1.4	2.6	11.0

Michigan

Licenses

48

of 102 low-income occupations

Burden Rank

20th

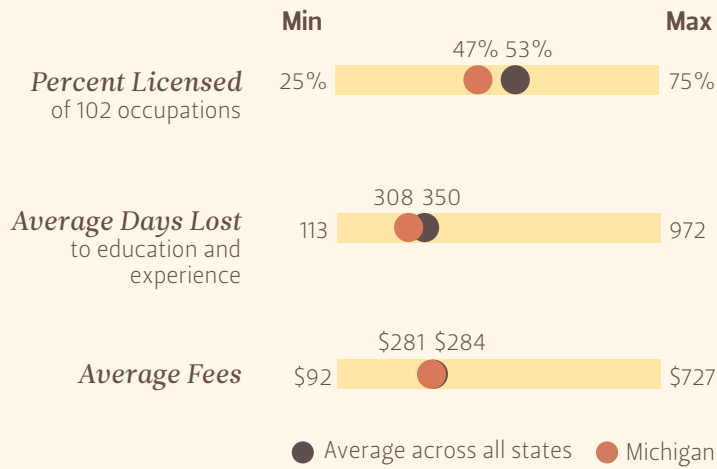
for average burdens
1st is worst

Combined Rank

= 30th

for number of licenses x average burdens
1st is worst

How Michigan Compares in 2022



Changes Since 2017

- No licenses created; 2 removed for mobile home installers and residential painting contractors
- Fees changed most often and usually increased; education decreased for direct entry midwife but rose for pharmacy technician
- Burden rank worsened 6 spots, largely because the state eliminated 2 licenses with few days lost to education and experience, raising the average burden among the remaining occupations; combined rank stayed the same

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$549	2555	4 years	3 years	2	0	18
2 — (0)	Athletic Trainer	49	\$628	1460	4 years	None	1	0	0
3 ▲ (1)	HVAC Contractor (Commercial)	37	\$200	1095	None	3 years	1	0	0
3 ▲ (1)	HVAC Contractor (Residential)	35	\$200	1095	None	3 years	1	0	0
3 ▲ (1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$200	1095	None	3 years	1	0	0
3 ▲ (1)	Sheet Metal Contractor, HVAC (Residential)	36	\$200	1095	None	3 years	1	0	0
7 ▼ (-4)	Midwife, Direct Entry	37	\$1,783	730	2 clock hours and 2 years	None	1	12	0
8 — (0)	Fire Alarm Installer	39	\$1,095	730	None	2 years	4	0	20
9 — (0)	Earth Driller, Water Well	51	\$40	730	None	2 years	2	12	18
10 — (0)	Vegetation Pesticide Applicator	51	\$340	730	None	2 years	3	0	18
11 — (0)	Pest Control Applicator	51	\$285	730	None	2 years	2	0	18
12 — (0)	Veterinary Technician	36	\$463	730	2 years	None	1	0	0
13 — (0)	Barber	51	\$247	420	1800 clock hours	None	2	10	17
14 — (0)	Cosmetologist	51	\$200	350	1500 clock hours	None	2	9	17
14 — (0)	Shampooer	33	\$200	350	1500 clock hours	None	2	9	17
16 — (0)	Bill Collection Agency	29	\$264	182	None	6 months	1	12	18
17 — (0)	Manicurist	51	\$230	93	400 clock hours	None	2	9	17
17 — (0)	Skin Care Specialist	51	\$230	93	400 clock hours	None	2	9	17
17 — (0)	Makeup Artist	37	\$230	93	400 clock hours	None	2	9	17
20 — (0)	Massage Therapist	45	\$298	117	500 clock hours	None	1	12	0
21 ▲ (7)	Pharmacy Technician	44	\$264	117	501 clock hours	None	1	12	0
22 ▼ (-1)	Security Alarm Installer	37	\$628	0	None	None	1	12	21
23 ▼ (-1)	School Bus Driver	51	\$70	3	18 clock hours	None	6	0	18
24 ▼ (-1)	Child Care Home, Family	44	\$50	1	6 clock hours	None	0	12	18
25 ▼ (-1)	Bus Driver, City/Transit	51	\$65	0	None	None	5	0	18
26 — (0)	Emergency Medical Technician	51	\$138	45	194 clock hours	None	2	0	18
27 — (0)	Truck Driver, Other	51	\$60	0	None	None	4	0	18
27 ▼ (-2)	Truck Driver, Tractor-Trailer	51	\$60	0	None	None	4	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ^ (8)	Gaming Supervisor	31	\$750	0	None	None	0	0	21
29 ^ (8)	Slot Supervisor	29	\$750	0	None	None	0	0	21
31 v (-2)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$294	14	60 clock hours	None	1	0	18
31 v (-2)	Cement Finishing Contractor (Residential)	30	\$294	14	60 clock hours	None	1	0	18
31 v (-2)	Door Repair Contractor (Residential)	29	\$294	14	60 clock hours	None	1	0	18
31 v (-2)	Insulation Contractor (Residential)	30	\$294	14	60 clock hours	None	1	0	18
31 v (-2)	Mason Contractor (Residential)	31	\$294	14	60 clock hours	None	1	0	18
31 v (-2)	Sheet Metal Contractor, Other (Residential)	31	\$294	14	60 clock hours	None	1	0	18
31 v (-2)	Terrazzo Contractor (Residential)	28	\$294	14	60 clock hours	None	1	0	18
38 ^ (1)	Gaming Cage Worker	30	\$200	0	None	None	0	0	21
38 ^ (1)	Gaming Dealer	29	\$200	0	None	None	0	0	21
40 ^ (1)	Taxi Driver/Chauffeur	13	\$35	0	None	None	1	0	18
41 ^ (1)	Coach, Head (High School Sports)	47	\$0	1	7 clock hours	None	0	0	18
42 ^ (1)	Milk Sampler	43	\$25	0	None	None	2	0	0
43 ^ (2)	Animal Control Officer	7	\$0	23	100 clock hours	None	0	0	0
44 ^ (2)	Taxidermist	28	\$100	0	None	None	0	0	0
45 ^ (2)	Fisher, Commercial	43	\$76	0	None	None	0	0	0
46 ^ (2)	Landscape Contractor (Commercial)	47	\$35	0	None	None	0	0	0
46 ^ (2)	Landscape Contractor (Residential)	48	\$35	0	None	None	0	0	0
48 ^ (2)	Animal Breeder	29	\$18	0	None	None	0	0	0
—	Averages	—	\$281	308	—	—	1.4	2.9	12.2

Minnesota

Licenses

35

of 102 low-income occupations

Burden Rank

36th

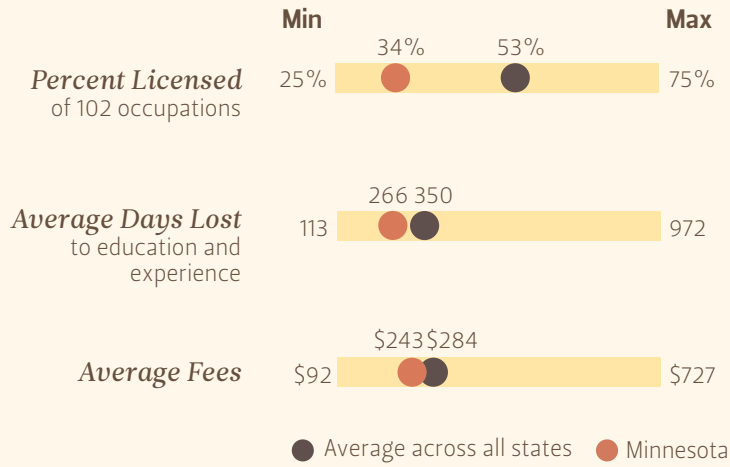
for average burdens
1st is worst

Combined Rank

= 44th

for number of licenses x average burdens
1st is worst

How Minnesota Compares in 2022



Changes Since 2017

- 1 license created for milk samplers; 1 removed for makeup artists
- Fees changed most often and usually increased; education and experience decreased for 4 occupations, including barber, but rose for family child care home
- Burden rank improved 5 spots, largely because the state eliminated 1 license with a relatively high burden; combined rank worsened 1 spot because the state also added 1 license

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$393	1460	4 years	None	3	0	0
2 ^ (1)	Athletic Trainer	49	\$578	1460	4 years	None	1	0	0
3 v (-1)	Earth Driller, Water Well	51	\$325	1460	None	4 years	1	0	0
4 ^ (1)	Fire Alarm Installer	39	\$316	1092	None	36 months	1	0	0
4 ^ (1)	Security Alarm Installer	37	\$316	1092	None	36 months	1	0	0
6 v (-2)	Midwife, Direct Entry	37	\$1,500	730	2 years	None	1	12	0
7 — (0)	Pest Control Applicator	51	\$400	730	None	2 years	2	0	0
8 — (0)	Barber	51	\$160	350	1500 clock hours	None	3	10	0
9 — (0)	Cosmetologist	51	\$280	362	1550 clock hours	None	3	0	17
10 — (0)	Dental Assistant	8	\$659	305	43.5 credit hours	None	3	0	0
11 — (0)	Skin Care Specialist	51	\$285	140	600 clock hours	None	3	0	17
12 ^ (1)	Manicurist	51	\$280	82	350 clock hours	None	3	0	17
13 ^ (2)	Pharmacy Technician	44	\$50	0	None	None	0	12	18
14 ^ (2)	School Bus Driver	51	\$56	0	None	None	6	0	18
15 ^ (2)	Bus Driver, City/Transit	51	\$49	0	None	None	5	0	18
16 ^ (2)	Truck Driver, Tractor-Trailer	51	\$42	0	None	None	5	0	18
17 v (-3)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	18
18 ^ (1)	Truck Driver, Other	51	\$54	0	None	None	4	0	18
19 ^ (1)	Crane Operator	16	\$240	0	None	None	2	0	18
20 ^ (1)	Bill Collection Agency	29	\$1,010	0	None	None	0	0	0
21 ^ (2)	Child Care Home, Family	44	\$90	2	10 clock hours	None	0	0	18
22 ^ (2)	Auctioneer	28	\$20	0	None	None	0	0	18
23 ^ (2)	Electrical Helper	3	\$14	0	None	None	0	0	17
24 v (-2)	Mobile Home Installer	37	\$230	0	None	None	2	0	0
25 ^ (1)	Vegetation Pesticide Applicator	51	\$75	0	None	None	2	0	0
26 — (N)	Milk Sampler	43	\$60	0	None	None	2	0	0
27 — (0)	Title Examiner	7	\$89	0	None	None	1	0	0
28 ^ (2)	Landscape Contractor (Commercial)	47	\$225	0	None	None	0	0	0
28 ^ (2)	Landscape Contractor (Residential)	48	\$225	0	None	None	0	0	0
30 v (-1)	Coach, Head (High School Sports)	47	\$0	14	60 clock hours	None	0	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 ✓ (-3)	Animal Breeder	29	\$175	0	None	None	0	0	0
32 — (0)	Fisher, Commercial	43	\$120	0	None	None	0	0	0
33 — (0)	Taxidermist	28	\$44	0	None	None	0	0	0
34 — (0)	Packer	7	\$40	0	None	None	0	0	0
35 — (0)	Tree Trimmer	8	\$25	0	None	None	0	0	0
—	Averages	—	\$243	266	—	—	1.6	1.0	6.6

Mississippi

Licenses

65

of 102 low-income occupations

Burden Rank

44th

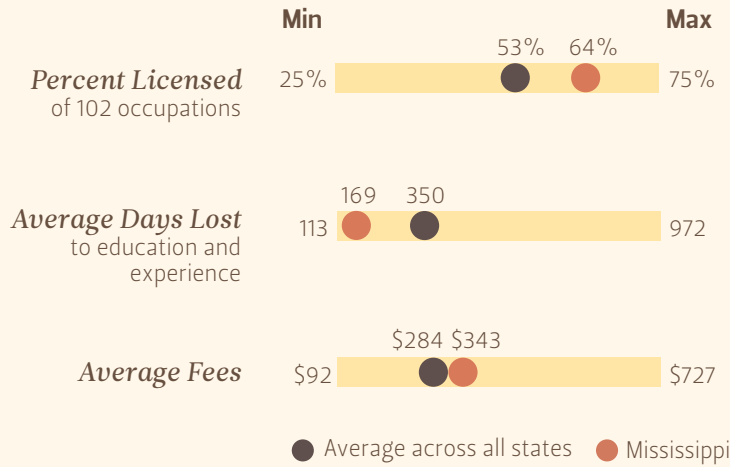
for average burdens
1st is worst

Combined Rank

= 18th

for number of licenses x average burdens
1st is worst

How Mississippi Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for makeup artists
- Fees changed most often and usually increased; days lost to education and experience increased for emergency medical technician and head coach for high school sports and did not fall for any occupation
- Burden rank worsened 1 spot, largely because of education and experience and minimum grade increases; combined rank stayed the same despite an eliminated license because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$367	1460	4 years	None	3	0	0
2 — (0)	Athletic Trainer	49	\$490	1460	4 years	None	1	0	0
3 — (0)	Earth Driller, Water Well	51	\$620	1095	None	3 years	4	0	21
4 — (0)	Child Care Home, Family	44	\$190	732	9 clock hours and 2 years	None	0	12	21
5 — (0)	Veterinary Technician	36	\$425	730	2 years	None	2	0	18
6 — (0)	Pest Control Applicator	51	\$0	730	2 years	None	2	0	18
7 — (0)	Landscape Contractor (Commercial)	47	\$640	432	None	3 jobs, contractors and 1 year	3	12	0
8 — (0)	Vegetation Pesticide Applicator	51	\$0	365	None	1 year	4	12	18
9 — (0)	Cosmetologist	51	\$245	350	1500 clock hours	None	2	12	17
10 — (0)	Barber	51	\$100	350	1500 clock hours	None	2	12	0
10 — (0)	Shampooer	33	\$100	350	1500 clock hours	None	2	12	0
12 — (0)	Landscape Contractor (Residential)	48	\$0	365	None	1 year	1	12	0
13 — (0)	Massage Therapist	45	\$445	163	700 clock hours	None	2	12	18
14 — (0)	Skin Care Specialist	51	\$245	140	600 clock hours	None	2	12	17
15 ^ (1)	Manicurist	51	\$335	82	350 clock hours	None	2	12	17
16 ^ (1)	Fire Alarm Installer	39	\$1,290	72	28 clock hours	3 jobs, contractors	2	0	0
16 ^ (1)	Security Alarm Installer	37	\$1,290	72	28 clock hours	3 jobs, contractors	2	0	0
18 ^ (1)	Emergency Medical Technician	51	\$138	39	165 clock hours	None	2	12	18
19 ^ (1)	Auctioneer	28	\$300	11	7.5 days	None	1	12	18
20 ^ (1)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Cement Finishing Contractor (Commercial)	24	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Drywall Installation Contractor (Commercial)	25	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Glazier Contractor (Commercial)	26	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	HVAC Contractor (Commercial)	37	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Iron/Steel Contractor (Commercial)	26	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Painting Contractor (Commercial)	22	\$640	67	None	3 jobs, contractors	2	0	0

- ^ Increase since 2017
- ✓ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
20 ^ (1)	Paving Contractor (Commercial)	24	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Pipelayer Contractor	27	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Sheet Metal Contractor, Other (Commercial)	26	\$640	67	None	3 jobs, contractors	2	0	0
20 ^ (1)	Terrazzo Contractor (Commercial)	23	\$640	67	None	3 jobs, contractors	2	0	0
32 ^ (2)	School Bus Driver	51	\$106	1	8 clock hours	None	6	0	18
33 ^ (2)	Door Repair Contractor (Commercial)	24	\$520	67	None	3 jobs, contractors	1	0	0
33 v (-12)	Insulation Contractor (Commercial)	24	\$520	67	None	3 jobs, contractors	1	0	0
33 ^ (2)	Mason Contractor (Commercial)	26	\$520	67	None	3 jobs, contractors	1	0	0
36 ^ (1)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Cement Finishing Contractor (Residential)	30	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Door Repair Contractor (Residential)	29	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Drywall Installation Contractor (Residential)	30	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Floor Sander Contractor (Residential)	27	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Glazier Contractor (Residential)	30	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	HVAC Contractor (Residential)	35	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Insulation Contractor (Residential)	30	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Iron/Steel Contractor (Residential)	30	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Mason Contractor (Residential)	31	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Painting Contractor (Residential)	27	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Paving Contractor (Residential)	28	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Sheet Metal Contractor, HVAC (Residential)	36	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Sheet Metal Contractor, Other (Residential)	31	\$290	67	None	3 jobs, contractors	2	0	0
36 ^ (1)	Terrazzo Contractor (Residential)	28	\$290	67	None	3 jobs, contractors	2	0	0
51 ^ (1)	Bus Driver, City/Transit	51	\$101	0	None	None	5	0	17
52 ^ (1)	Truck Driver, Tractor-Trailer	51	\$96	0	None	None	5	0	17
53 ^ (1)	Pharmacy Technician	44	\$90	0	None	None	0	12	18
54 ^ (1)	Truck Driver, Other	51	\$96	0	None	None	4	0	17
55 ^ (1)	Gaming Cage Worker	30	\$125	0	None	None	0	0	21
55 ^ (1)	Gaming Dealer	29	\$125	0	None	None	0	0	21
55 ^ (1)	Gaming Supervisor	31	\$125	0	None	None	0	0	21
55 ^ (1)	Slot Supervisor	29	\$125	0	None	None	0	0	21
59 ^ (1)	Interpreter, Sign Language	22	\$225	0	None	None	2	0	0
60 ^ (1)	Weigher	24	\$25	0	None	None	0	0	21
61 ^ (1)	Mobile Home Installer	37	\$100	0	None	None	1	0	0
62 ^ (1)	Milk Sampler	43	\$0	0	None	None	1	0	0
63 ^ (2)	Coach, Head (High School Sports)	47	\$75	2	14 clock hours	None	0	0	0
64 — (0)	Fisher, Commercial	43	\$30	0	None	None	0	0	0
65 ^ (1)	Taxidermist	28	\$12	0	None	None	0	0	0
—	Averages	—	\$343	169	—	—	1.8	2.4	6.0

Missouri

Licenses

33

of 102 low-income occupations

Burden Rank

28th

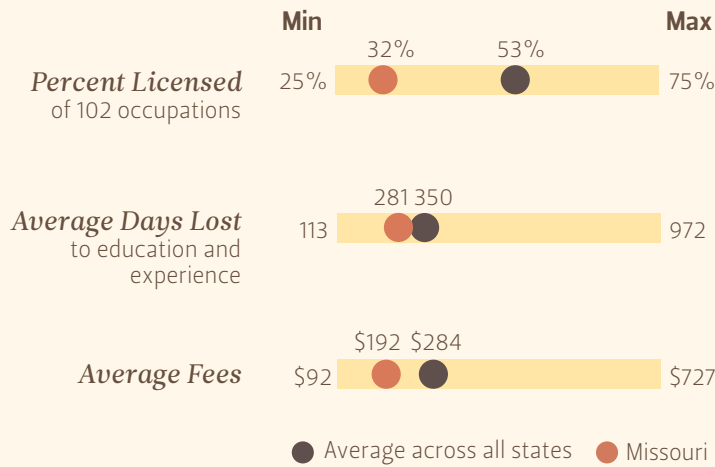
for average burdens
1st is worst

Combined Rank

= 47th

for number of licenses x average burdens
1st is worst

How Missouri Compares in 2022



Changes Since 2017

- No licenses created; 4 removed for psychiatric aides, psychiatric technicians, taxi drivers/chauffeurs and shampooers
- Fees changed most often and usually increased; days lost to education and experience decreased for head coach for high school sports but rose for emergency medical technician and family child care home
- Burden rank improved 8 spots because education and experience reductions for coach more than offset increases; combined rank improved 4 spots, largely because the state eliminated 4 licenses

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$196	2927	30 contact hours and 4 years	4 years	3	0	0
2 ^ (1)	Athletic Trainer	49	\$415	1460	4 years	None	1	0	0
3 v (-1)	Coach, Head (High School Sports)	47	\$0	1462	13 clock hours and 4 years	None	0	0	0
4 ^ (2)	Earth Driller, Water Well	51	\$110	730	None	2 years	2	0	18
5 ^ (2)	Veterinary Technician	36	\$375	730	2 years	None	2	0	0
6 ^ (3)	Cosmetologist	51	\$138	350	1500 clock hours	None	2	10	17
7 ^ (3)	Interpreter, Sign Language	22	\$442	420	60 credit hours	None	2	0	18
8 ^ (3)	Pest Control Applicator	51	\$155	365	None	1 year	2	0	18
9 ^ (5)	Barber	51	\$158	233	1000 clock hours	None	2	10	17
10 ^ (2)	Skin Care Specialist	51	\$168	175	750 clock hours	None	2	10	17
11 ^ (1)	Makeup Artist	37	\$135	175	750 clock hours	None	2	10	17
12 ^ (3)	Manicurist	51	\$168	93	400 clock hours	None	2	10	17
13 ^ (3)	Massage Therapist	45	\$363	117	500 clock hours	None	1	0	18
14 ^ (3)	Gaming Supervisor	31	\$1,000	0	None	None	0	0	18
14 ^ (3)	Slot Supervisor	29	\$1,000	0	None	None	0	0	18
16 ^ (3)	School Bus Driver	51	\$86	0	None	None	6	0	18
17 ^ (3)	Bus Driver, City/Transit	51	\$86	0	None	None	5	0	18
17 ^ (3)	Truck Driver, Tractor-Trailer	51	\$86	0	None	None	5	0	18
19 ^ (3)	Truck Driver, Other	51	\$86	0	None	None	4	0	18
20 ^ (3)	Emergency Medical Technician	51	\$140	26	110 clock hours	None	2	0	18
21 ^ (3)	Vegetation Pesticide Applicator	51	\$155	0	None	None	2	0	18
22 ^ (3)	Mobile Home Installer	37	\$150	1	8 clock hours	None	1	0	18
23 ^ (3)	Animal Breeder	29	\$125	0	None	None	0	0	18
23 ^ (3)	Gaming Cage Worker	30	\$125	0	None	None	0	0	18
23 ^ (3)	Gaming Dealer	29	\$125	0	None	None	0	0	18
26 ^ (4)	Child Care Home, Family	44	\$42	0.2	1 clock hour	None	0	0	18
27 ^ (4)	Milk Sampler	43	\$25	0	None	None	1	0	0
28 ^ (4)	Pharmacy Technician	44	\$78	0	None	None	0	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ^ (4)	Auctioneer	28	\$52	0	None	None	0	0	0
30 ^ (4)	Landscape Contractor (Commercial)	47	\$50	0	None	None	0	0	0
30 ^ (4)	Landscape Contractor (Residential)	48	\$50	0	None	None	0	0	0
32 ^ (4)	Taxidermist	28	\$30	0	None	None	0	0	0
33 ^ (4)	Fisher, Commercial	43	\$25	0	None	None	0	0	0
—	Averages	—	\$192	281	—	—	1.5	1.5	11.8

Montana

Licenses

32

of 102 low-income occupations

Burden Rank

21st

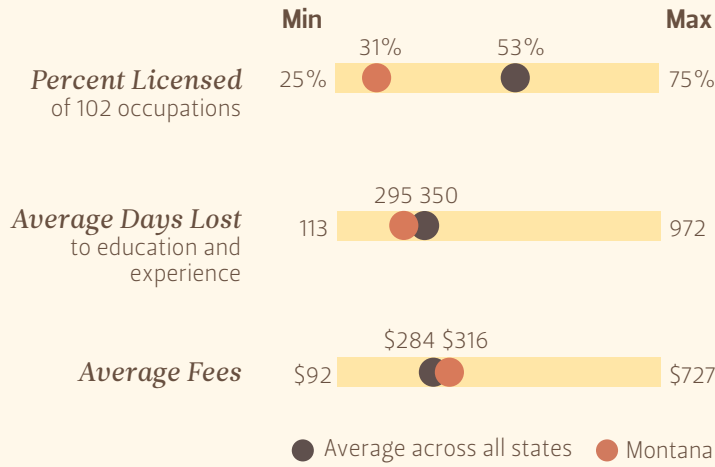
for average burdens
1st is worst

Combined Rank

= 48th

for number of licenses x average burdens
1st is worst

How Montana Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; education increased for 5 occupations but fell for barber, cosmetologist, direct entry midwife and shampooer
- Burden rank and combined rank stayed the same, largely because of burden changes by similarly ranked states

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	School Bus Driver	51	\$27	1825	None	5 years	6	0	18
2 ^ (1)	Athletic Trainer	49	\$565	1460	4 years	None	1	0	0
3 ^ (1)	Preschool Teacher, Public School	50	\$66	1460	2 clock hours and 4 years	None	0	0	0
4 v (-2)	Midwife, Direct Entry	37	\$2,400	930	2 years	10 births	1	12	21
5 — (0)	Security Alarm Installer	37	\$475	730	None	2 years	1	0	18
6 — (0)	Fire Alarm Installer	39	\$655	730	None	2 years	2	0	0
7 — (0)	Cosmetologist	51	\$269	350	1500 clock hours	None	2	12	18
8 — (0)	Shampooer	33	\$269	257	1100 clock hours	None	2	12	18
9 v (-1)	Barber	51	\$129	257	1100 clock hours	None	2	12	18
10 — (0)	Earth Driller, Water Well	51	\$375	365	None	1 year	1	0	0
11 — (0)	Travel Guide	37	\$1,950	182	None	100 days and 6 weeks	1	0	18
12 — (0)	Makeup Artist	37	\$284	152	650 clock hours	None	2	12	18
13 v (-1)	Skin Care Specialist	51	\$230	152	650 clock hours	None	2	12	18
14 — (0)	Crane Operator	16	\$100	233	None	1000 clock hours	1	0	18
15 — (0)	Massage Therapist	45	\$335	117	500 clock hours	None	1	12	18
16 ^ (2)	Pharmacy Technician	44	\$164	117	500 clock hours	None	1	12	18
17 v (-1)	Manicurist	51	\$284	93	400 clock hours	None	2	12	18
18 v (-1)	Emergency Medical Technician	51	\$148	35	150 clock hours	None	2	12	18
19 — (0)	Bus Driver, City/Transit	51	\$27	0	None	None	5	0	18
19 — (0)	Truck Driver, Tractor-Trailer	51	\$27	0	None	None	5	0	18
21 — (0)	Truck Driver, Other	51	\$27	0	None	None	4	0	18
22 — (0)	Security Guard, Unarmed	34	\$130	3	16 clock hours	None	0	0	18
23 — (0)	Child Care Home, Family	44	\$0	4	25 clock hours	None	0	0	18
24 — (0)	Pest Control Applicator	51	\$85	0	None	None	2	0	0
24 — (0)	Vegetation Pesticide Applicator	51	\$85	0	None	None	2	0	0
26 — (0)	Fisher, Commercial	43	\$500	0	None	None	0	0	0
27 — (0)	Milk Sampler	43	\$5	0	None	None	1	0	0
28 ^ (2)	Landscape Contractor (Commercial)	47	\$175	0	None	None	0	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
28 ^ (2)	Landscape Contractor (Residential)	48	\$175	0	None	None	0	0	0
30 v (-2)	Gaming Dealer	29	\$105	0	None	None	0	0	0
31 ^ (1)	Coach, Head (High School Sports)	47	\$0	2	14 clock hours	None	0	0	0
32 v (-3)	Taxidermist	28	\$50	0	None	None	0	0	0
—	Averages	—	\$316	295	—	—	1.5	3.8	10.8

Nebraska

Licenses

61

of 102 low-income occupations

Burden Rank

51st

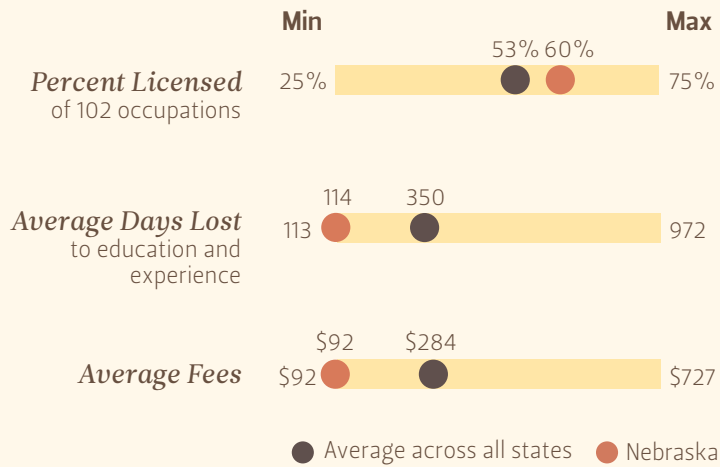
for average burdens
1st is worst

Combined Rank

= 27th

for number of licenses x average burdens
1st is worst

How Nebraska Compares in 2022



Changes Since 2017

- No licenses created; 2 removed for locksmiths and makeup artists
- Fees changed most often and usually increased; days lost to education and experience decreased for barber, cosmetologist, shampooer and title examiner but rose for pharmacy technician
- Burden rank remained the least burdensome and combined rank stayed the same because Nebraska still licenses a relatively large number of occupations and because of burden changes by similarly ranked states

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Athletic Trainer	49	\$419	1460	4 years	None	1	0	19
2 — (0)	Preschool Teacher, Public School	50	\$361	1460	4 years	None	2	0	0
3 — (0)	Veterinary Technician	36	\$470	730	2 years	None	1	0	19
4 — (0)	Bill Collection Agency	29	\$400	730	None	2 years	0	0	0
5 — (0)	Fire Alarm Installer	39	\$105	730	None	2 years	1	0	0
6 — (0)	Barber	51	\$200	420	1800 clock hours	None	2	12	17
7 — (0)	Cosmetologist	51	\$78	420	1800 clock hours	None	1	12	17
7 — (0)	Shampooer	33	\$78	420	1800 clock hours	None	1	12	17
9 ^ (1)	Massage Therapist	45	\$305	233	1000 clock hours	None	1	0	19
10 ^ (1)	Skin Care Specialist	51	\$83	140	600 clock hours	None	1	12	17
11 ^ (3)	Pharmacy Technician	44	\$154	117	500 clock hours	None	1	12	18
12 — (0)	Manicurist	51	\$83	70	300 clock hours	None	2	12	17
13 — (0)	Interpreter, Sign Language	22	\$395	0	None	None	2	12	18
14 v (-5)	Title Examiner	7	\$725	0	None	None	1	0	19
15 — (0)	Child Care Home, Family	44	\$95	0.2	1 clock hour	None	0	12	19
16 — (0)	School Bus Driver	51	\$52	2	11 clock hours	None	6	0	18
17 — (0)	Emergency Medical Technician	51	\$143	35	150 clock hours	None	2	0	18
18 — (0)	Bus Driver, City/Transit	51	\$52	0	None	None	5	0	18
18 — (0)	Truck Driver, Tractor-Trailer	51	\$52	0	None	None	5	0	18
20 — (0)	Truck Driver, Other	51	\$52	0	None	None	4	0	18
21 — (0)	Pest Control Applicator	51	\$90	0	None	None	2	0	18
21 — (0)	Vegetation Pesticide Applicator	51	\$90	0	None	None	2	0	18
23 — (0)	Earth Driller, Water Well	51	\$0	0	None	None	2	0	19
24 ^ (5)	Fisher, Commercial	43	\$500	0	None	None	0	0	0
25 — (0)	Milk Sampler	43	\$25	0	None	None	2	0	0
26 ^ (5)	Farm Labor Contractor	10	\$250	0	None	None	0	0	0
27 v (-1)	Animal Breeder	29	\$125	0	None	None	0	0	0
28 v (-1)	Landscape Contractor (Commercial)	47	\$98	0	None	None	0	0	0
28 v (-1)	Landscape Contractor (Residential)	48	\$98	0	None	None	0	0	0
30 — (0)	Coach, Head (High School Sports)	47	\$55	2	12 clock hours	None	0	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 ^ (2)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$0	0	None	None	0	0	0
31 ^ (2)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$0	0	None	None	0	0	0
31 ^ (2)	Cement Finishing Contractor (Commercial)	24	\$0	0	None	None	0	0	0
31 ^ (2)	Cement Finishing Contractor (Residential)	30	\$0	0	None	None	0	0	0
31 ^ (2)	Door Repair Contractor (Commercial)	24	\$0	0	None	None	0	0	0
31 ^ (2)	Door Repair Contractor (Residential)	29	\$0	0	None	None	0	0	0
31 ^ (2)	Drywall Installation Contractor (Commercial)	25	\$0	0	None	None	0	0	0
31 ^ (2)	Drywall Installation Contractor (Residential)	30	\$0	0	None	None	0	0	0
31 ^ (2)	Floor Sander Contractor (Commercial)	22	\$0	0	None	None	0	0	0
31 ^ (2)	Floor Sander Contractor (Residential)	27	\$0	0	None	None	0	0	0
31 ^ (2)	Glazier Contractor (Commercial)	26	\$0	0	None	None	0	0	0
31 ^ (2)	Glazier Contractor (Residential)	30	\$0	0	None	None	0	0	0
31 ^ (2)	HVAC Contractor (Commercial)	37	\$0	0	None	None	0	0	0
31 ^ (2)	HVAC Contractor (Residential)	35	\$0	0	None	None	0	0	0
31 ^ (2)	Insulation Contractor (Commercial)	24	\$0	0	None	None	0	0	0
31 ^ (2)	Insulation Contractor (Residential)	30	\$0	0	None	None	0	0	0
31 ^ (2)	Iron/Steel Contractor (Commercial)	26	\$0	0	None	None	0	0	0
31 ^ (2)	Iron/Steel Contractor (Residential)	30	\$0	0	None	None	0	0	0
31 ^ (2)	Mason Contractor (Commercial)	26	\$0	0	None	None	0	0	0
31 ^ (2)	Mason Contractor (Residential)	31	\$0	0	None	None	0	0	0
31 ^ (2)	Painting Contractor (Commercial)	22	\$0	0	None	None	0	0	0
31 ^ (2)	Painting Contractor (Residential)	27	\$0	0	None	None	0	0	0
31 ^ (2)	Paving Contractor (Commercial)	24	\$0	0	None	None	0	0	0
31 ^ (2)	Paving Contractor (Residential)	28	\$0	0	None	None	0	0	0
31 ^ (2)	Pipelayer Contractor	27	\$0	0	None	None	0	0	0
31 ^ (2)	Sheet Metal Contractor, HVAC (Commercial)	37	\$0	0	None	None	0	0	0
31 ^ (2)	Sheet Metal Contractor, HVAC (Residential)	36	\$0	0	None	None	0	0	0
31 ^ (2)	Sheet Metal Contractor, Other (Commercial)	26	\$0	0	None	None	0	0	0
31 ^ (2)	Sheet Metal Contractor, Other (Residential)	31	\$0	0	None	None	0	0	0
31 ^ (2)	Terrazzo Contractor (Commercial)	23	\$0	0	None	None	0	0	0
31 ^ (2)	Terrazzo Contractor (Residential)	28	\$0	0	None	None	0	0	0
NA	Midwife, Direct Entry	37	Prohibited without a higher-level license						
—	Averages	—	\$92	114	—	—	0.8	1.6	5.9

Nevada

Licenses

75

of 102 low-income occupations

Burden Rank

2nd

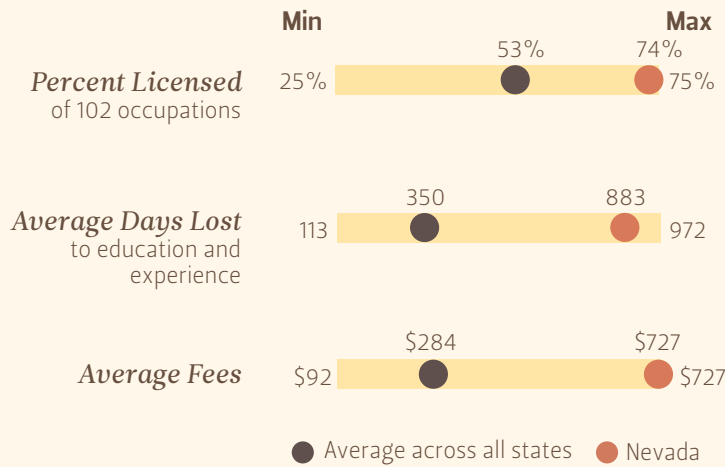
for average burdens
1st is worst

Combined Rank

1st

for number of licenses x average burdens
1st is worst

How Nevada Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for travel agencies
- Fees changed most often and usually decreased; education increased for emergency medical technician, family child care home and massage therapist but fell for skin care specialist
- Burden rank remained the second worst and combined rank remained the worst, despite small net reductions to burdens

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Earth Driller, Water Well	51	\$1,140	2190	None	6 years	3	0	18
2 — (0)	Interior Designer	3	\$1,485	2190	4 years	2 years	1	0	0
3 — (0)	Interpreter, Sign Language	22	\$885	1460	4 years	None	2	12	18
4 — (0)	Fire Alarm Installer	39	\$1,608	1460	None	4 years	2	0	18
5 ▲ (1)	Landscape Contractor (Commercial)	47	\$1,215	1460	None	4 years	2	0	18
5 — (0)	Landscape Contractor (Residential)	48	\$1,215	1460	None	4 years	2	0	18
7 ▲ (23)	Home Entertainment Installer	3	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Cement Finishing Contractor (Commercial)	24	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Cement Finishing Contractor (Residential)	30	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Door Repair Contractor (Commercial)	24	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Door Repair Contractor (Residential)	29	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Floor Sander Contractor (Commercial)	22	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Floor Sander Contractor (Residential)	27	\$1,040	1460	None	4 years	2	0	18
7 — (0)	HVAC Contractor (Commercial)	37	\$1,040	1460	None	4 years	2	0	18
7 — (0)	HVAC Contractor (Residential)	35	\$1,040	1460	None	4 years	2	0	18
7 ▲ (24)	Insulation Contractor (Commercial)	24	\$1,040	1460	None	4 years	2	0	18
7 ▲ (24)	Insulation Contractor (Residential)	30	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Iron/Steel Contractor (Commercial)	26	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Iron/Steel Contractor (Residential)	30	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Mason Contractor (Commercial)	26	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Mason Contractor (Residential)	31	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Painting Contractor (Commercial)	22	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Painting Contractor (Residential)	27	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Paving Contractor (Commercial)	24	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Paving Contractor (Residential)	28	\$1,040	1460	None	4 years	2	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
7 — (0)	Pipelayer Contractor	27	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$1,040	1460	None	4 years	2	0	18
7 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$1,040	1460	None	4 years	2	0	18
33 ✓ (-2)	Drywall Installation Contractor (Commercial)	25	\$995	1460	None	4 years	1	0	18
33 ✓ (-2)	Drywall Installation Contractor (Residential)	30	\$995	1460	None	4 years	1	0	18
33 ✓ (-2)	Glazier Contractor (Commercial)	26	\$995	1460	None	4 years	1	0	18
33 ✓ (-2)	Glazier Contractor (Residential)	30	\$995	1460	None	4 years	1	0	18
33 ✓ (-2)	Terrazzo Contractor (Commercial)	23	\$995	1460	None	4 years	1	0	18
33 ✓ (-2)	Terrazzo Contractor (Residential)	28	\$995	1460	None	4 years	1	0	18
39 ^ (2)	Optician	22	\$1,250	1118	2 years	100 clock hours and 1 year	7	12	18
40 ✓ (-1)	Preschool Teacher, Public School	50	\$642	1460	4 years	None	3	0	0
41 ✓ (-1)	Athletic Trainer	49	\$730	1460	4 years	None	1	0	0
42 — (0)	Barber	51	\$165	896	1500 clock hours	18 months	4	0	18
43 — (0)	Bill Collection Agency	29	\$1,010	730	None	2 years	1	0	21
44 — (0)	Veterinary Technician	36	\$425	730	2 years	None	2	0	0
45 — (0)	Mobile Home Installer	37	\$515	730	None	2 years	1	0	0
46 — (0)	Cosmetologist	51	\$195	373	1600 clock hours	None	3	10	18
47 — (0)	Child Care Home, Family	44	\$481	499	2142 clock hours	None	0	0	21
48 — (0)	Vegetation Pesticide Applicator	51	\$650	294	16 credit hours	6 months	7	0	18
49 ✓ (-1)	Pest Control Applicator	51	\$550	294	16 credit hours	6 months	5	0	18
50 ^ (1)	Pharmacy Technician	44	\$100	222	600 clock hours	350 clock hours	0	12	18
51 ^ (1)	Manicurist	51	\$195	140	600 clock hours	None	3	10	18
51 ✓ (-1)	Skin Care Specialist	51	\$195	140	600 clock hours	None	3	10	18
53 — (0)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	12	18
54 — (0)	Travel Guide	37	\$2,250	0	None	None	2	0	21
55 ^ (1)	Massage Therapist	45	\$675	128	550 clock hours	None	1	0	18
56 ^ (1)	Shampooer	33	\$115	12	50 clock hours	None	1	10	16
57 ✓ (-2)	School Bus Driver	51	\$176	3	20 clock hours	None	6	0	21
58 — (0)	Animal Trainer	7	\$1,408	0	None	None	2	0	21
59 ^ (1)	Makeup Artist	37	\$25	0	None	None	0	10	18
60 ✓ (-1)	Bus Driver, City/Transit	51	\$162	0	None	None	5	0	21
61 — (0)	Truck Driver, Tractor-Trailer	51	\$148	0	None	None	5	0	18
62 — (0)	Truck Driver, Other	51	\$148	0	None	None	4	0	18
63 — (0)	Crane Operator	16	\$240	0	None	None	2	0	18
64 — (0)	Security Guard, Unarmed	34	\$85	0	None	None	1	0	18
65 — (0)	Gaming Cage Worker	30	\$85	0	None	None	0	0	21
65 — (0)	Gaming Dealer	29	\$85	0	None	None	0	0	21
65 — (0)	Gaming Supervisor	31	\$85	0	None	None	0	0	21
65 — (0)	Slot Supervisor	29	\$85	0	None	None	0	0	21
69 — (0)	Fisher, Commercial	43	\$500	0	None	None	0	0	0
70 — (0)	Weigher	24	\$120	0	None	None	1	0	0
71 — (0)	Milk Sampler	43	\$20	0	None	None	1	0	0
72 — (0)	Wildlife Control Operator	23	\$250	0	None	None	0	0	0
73 ^ (1)	Locksmith	12	\$66	0	None	None	0	0	0
74 ^ (1)	Taxidermist	28	\$44	0	None	None	0	0	0
75 ^ (1)	Coach, Head (High School Sports)	47	\$0	0.8	5 clock hours	None	0	0	0
NA	Midwife, Direct Entry	37	Prohibited without a higher-level license						
—	Averages	—	\$727	883	—	—	1.9	1.3	15.5

New Hampshire

Licenses

37

of 102 low-income occupations

Burden Rank

19th

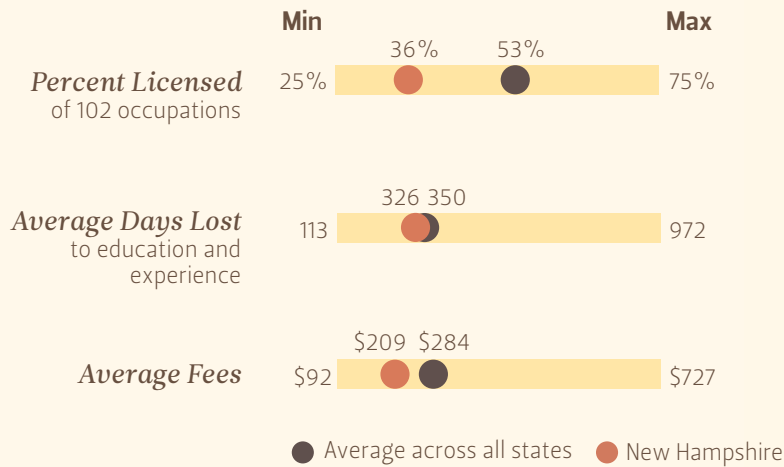
for average burdens
1st is worst

Combined Rank

= 42nd

for number of licenses x average burdens
1st is worst

How New Hampshire Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for shampooers
- Fees changed most often and usually increased; days lost to education and experience decreased for direct entry midwife and pharmacy technician but rose for head coach for high school sports
- Burden rank worsened 5 spots despite education and experience reductions because other states improved more; combined rank improved 1 spot, largely because the state eliminated 1 license

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$566	2555	4 years	3 years	2	0	0
2 — (0)	Interpreter, Sign Language	22	\$1,085	1460	4 years	None	2	0	18
3 — (0)	Athletic Trainer	49	\$560	1460	4 years	None	1	0	0
4 ^ (1)	Vegetation Pesticide Applicator	51	\$95	1095	None	3 years	11	0	18
5 ^ (1)	Pest Control Applicator	51	\$75	1095	None	3 years	7	0	18
6 ^ (1)	Earth Driller, Water Well	51	\$185	1095	None	3 years	1	0	0
7 v (-3)	Midwife, Direct Entry	37	\$1,430	730	2 years	None	2	12	0
8 — (0)	School Bus Driver	51	\$100	732	10 clock hours	2 years	6	0	18
9 — (0)	Mobile Home Installer	37	\$75	731	6 clock hours	2 years	0	0	18
10 — (0)	Cosmetologist	51	\$218	350	1500 clock hours	None	2	12	0
11 ^ (1)	Barber	51	\$233	187	800 clock hours	None	2	12	16
12 v (-1)	Massage Therapist	45	\$305	175	750 clock hours	None	1	12	18
13 — (0)	Makeup Artist	37	\$223	140	600 clock hours	None	2	12	0
14 v (-1)	Skin Care Specialist	51	\$174	140	600 clock hours	None	2	12	0
15 — (0)	Manicurist	51	\$218	70	300 clock hours	None	2	12	0
16 — (0)	Truck Driver, Tractor-Trailer	51	\$80	0	None	None	6	0	18
17 ^ (2)	Emergency Medical Technician	51	\$146	35	150 clock hours	None	2	0	18
18 v (-1)	Bus Driver, City/Transit	51	\$90	0	None	None	5	0	18
19 v (-1)	Truck Driver, Other	51	\$80	0	None	None	5	0	18
20 — (0)	Auctioneer	28	\$275	19	80 clock hours	None	1	0	18
21 — (0)	Travel Guide	37	\$100	0	None	None	2	0	18
22 ^ (1)	Weigher	24	\$116	0	None	None	1	0	18
23 ^ (8)	Animal Breeder	29	\$100	0	None	None	0	0	18
24 ^ (1)	Child Care Home, Family	44	\$43	0	None	None	0	0	18
25 v (-1)	Pharmacy Technician	44	\$100	0	None	None	0	0	16
26 — (0)	Gaming Supervisor	31	\$510	0	None	None	0	0	0
27 — (0)	Animal Trainer	7	\$39	3	15 clock hours	None	2	0	0
28 ^ (1)	Wildlife Control Operator	23	\$139	1	6 clock hours	None	0	0	0
29 v (-1)	Milk Sampler	43	\$5	0	None	None	1	0	0
30 — (0)	Optician	22	\$110	0	None	None	0	0	0

- ^ ● Increase since 2017
- v ● Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 ^ (2)	Taxidermist	28	\$50	0	None	None	0	0	0
31 ^ (2)	Fisher, Commercial	43	\$50	0	None	None	0	0	0
33 ^ (3)	Coach, Head (High School Sports)	47	\$25	2	14 clock hours	None	0	0	0
34 v (-2)	Gaming Dealer	29	\$40	0	None	None	0	0	0
34 ^ (1)	Security Guard, Unarmed	34	\$40	0	None	None	0	0	0
36 ^ (1)	Landscape Contractor (Commercial)	47	\$25	0	None	None	0	0	0
36 ^ (1)	Landscape Contractor (Residential)	48	\$25	0	None	None	0	0	0
—	Averages	—	\$209	326	—	—	1.8	2.3	8.2

New Jersey

Licenses

54

of 102 low-income occupations

Burden Rank

14th

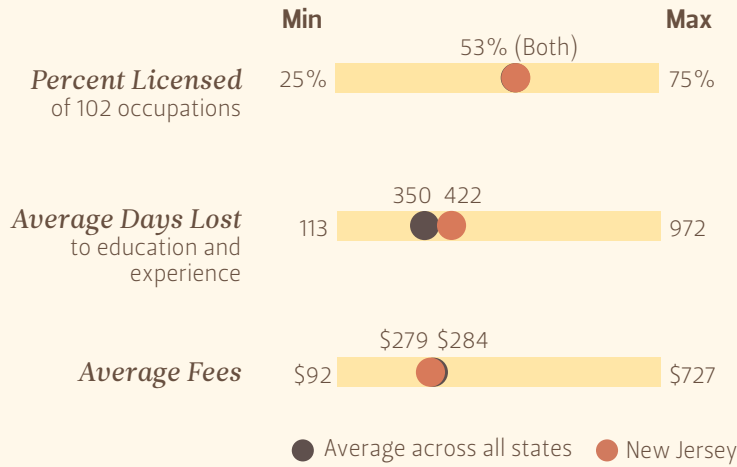
for average burdens
1st is worst

Combined Rank

= 28th

for number of licenses x average burdens
1st is worst

How New Jersey Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience decreased for direct entry midwife and also fell slightly for emergency medical technician but rose for animal control officer and head coach for high school sports
- Burden rank worsened 2 spots because other states improved more; combined rank stayed the same

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 ▲ (1)	Preschool Teacher, Public School	50	\$752	2190	4 years	2 years	3	12	18
2 ▼ (-1)	Coach, Head (High School Sports)	47	\$712	2192	14 clock hours and 4 years	2 years	3	12	18
3 — (0)	HVAC Contractor (Commercial)	37	\$331	1825	None	5 years	2	0	21
3 — (0)	HVAC Contractor (Residential)	35	\$331	1825	None	5 years	2	0	21
3 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$331	1825	None	5 years	2	0	21
3 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$331	1825	None	5 years	2	0	21
7 — (0)	Athletic Trainer	49	\$530	1460	4 years	None	1	12	18
8 — (0)	Security Alarm Installer	37	\$271	1460	None	4 years	1	12	18
9 ▲ (4)	Earth Driller, Water Well	51	\$725	1095	None	3 years	6	12	0
10 ▲ (1)	Locksmith	12	\$348	1095	None	3 years	1	12	18
11 ▼ (-1)	School Bus Driver	51	\$171	1095	None	3 years	6	0	21
12 — (0)	Bus Driver, City/Transit	51	\$169	1095	None	3 years	5	0	21
13 ▲ (1)	Optician	22	\$899	851	2 years	4 months	5	12	17
14 ▼ (-5)	Midwife, Direct Entry	37	\$1610	730	2 years	None	1	0	18
15 — (0)	Fire Alarm Installer	39	\$605	730	None	2 years	2	0	18
16 — (0)	Cosmetologist	51	\$179	280	1200 clock hours	None	2	12	17
17 — (0)	Barber	51	\$95	210	900 clock hours	None	2	12	17
18 ▼ (-1)	Shampooer	33	\$90	210	900 clock hours	None	2	12	17
19 — (0)	Crane Operator	16	\$540	233	None	1000 clock hours	2	0	18
20 — (0)	Makeup Artist	37	\$179	140	600 clock hours	None	2	12	17
21 ▼ (-1)	Skin Care Specialist	51	\$95	140	600 clock hours	None	2	12	17
22 — (0)	Manicurist	51	\$140	70	300 clock hours	None	2	12	17
23 — (0)	Vegetation Pesticide Applicator	51	\$690	29	4.5 clock hours	120 clock hours	4	0	18
24 — (0)	Pharmacy Technician	44	\$85	0	None	None	0	12	18
25 ▲ (3)	Pest Control Applicator	51	\$460	10	4.5 clock hours	40 clock hours	2	0	18
26 ▼ (-1)	Truck Driver, Other	51	\$167	0	None	None	4	0	18
26 ▼ (-1)	Truck Driver, Tractor-Trailer	51	\$167	0	None	None	4	0	18
28 ▼ (-1)	Emergency Medical Technician	51	\$163	26	110 clock hours	None	2	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 — (0)	Massage Therapist	45	\$195	117	500 clock hours	None	0	0	0
30 ^ (2)	Security Guard, Unarmed	34	\$141	4	24 clock hours	None	0	0	18
31 v (-1)	Gaming Supervisor	31	\$750	0	None	None	0	0	0
31 v (-1)	Slot Supervisor	29	\$750	0	None	None	0	0	0
33 — (0)	Taxi Driver/Chauffeur	13	\$53	0	None	None	0	0	21
34 — (0)	Animal Control Officer	7	\$0	15	65 clock hours	None	0	0	18
35 — (0)	Milk Sampler	43	\$0	0	None	None	2	0	0
36 — (0)	Landscape Contractor (Residential)	48	\$185	0	None	None	0	0	0
37 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$110	0	None	None	0	0	0
37 — (0)	Cement Finishing Contractor (Residential)	30	\$110	0	None	None	0	0	0
37 — (0)	Door Repair Contractor (Residential)	29	\$110	0	None	None	0	0	0
37 — (0)	Drywall Installation Contractor (Residential)	30	\$110	0	None	None	0	0	0
37 — (0)	Floor Sander Contractor (Residential)	27	\$110	0	None	None	0	0	0
37 — (0)	Glazier Contractor (Residential)	30	\$110	0	None	None	0	0	0
37 — (0)	Insulation Contractor (Residential)	30	\$110	0	None	None	0	0	0
37 — (0)	Iron/Steel Contractor (Residential)	30	\$110	0	None	None	0	0	0
37 — (0)	Mason Contractor (Residential)	31	\$110	0	None	None	0	0	0
37 — (0)	Painting Contractor (Residential)	27	\$110	0	None	None	0	0	0
37 — (0)	Paving Contractor (Residential)	28	\$110	0	None	None	0	0	0
37 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$110	0	None	None	0	0	0
37 — (0)	Terrazzo Contractor (Residential)	28	\$110	0	None	None	0	0	0
50 — (0)	Fisher, Commercial	43	\$102	0	None	None	0	0	0
51 — (0)	Gaming Cage Worker	30	\$95	0	None	None	0	0	0
51 — (0)	Gaming Dealer	29	\$95	0	None	None	0	0	0
53 — (0)	Landscape Contractor (Commercial)	47	\$75	0	None	None	0	0	0
54 — (0)	Animal Breeder	29	\$18	0	None	None	0	0	0
—	Averages	—	\$279	422	—	—	1.4	3.1	10.3

New Mexico

Licenses

66

of 102 low-income occupations

Burden Rank

10th

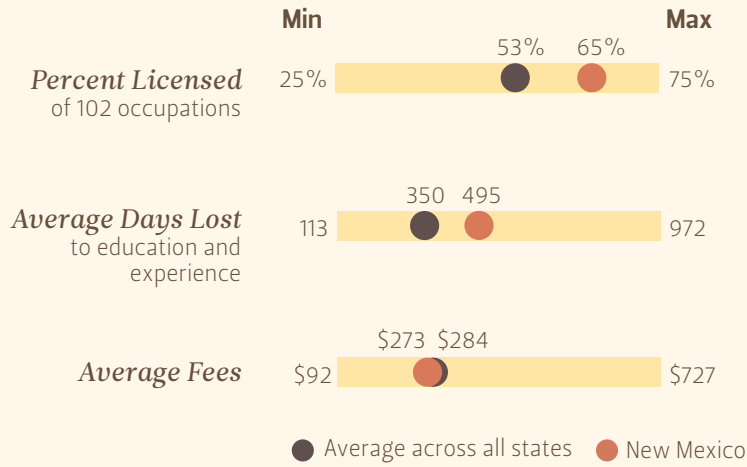
for average burdens
1st is worst

Combined Rank

= 10th

for number of licenses x
average burdens
1st is worst

How New Mexico Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience decreased for 6 occupations but rose for family child care home, head coach for high school sports and mobile home installer
- Burden rank improved 2 spots, largely because of education and experience reductions; combined rank worsened 1 spot because other states made bigger improvements

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$944	2555	4 years	3 years	2	0	18
2 ^ (1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$537	1460	None	4 years	4	0	18
2 ^ (1)	Sheet Metal Contractor, HVAC (Residential)	36	\$537	1460	None	4 years	4	0	18
4 ^ (1)	HVAC Contractor (Commercial)	37	\$324	1460	None	4 years	2	0	18
4 ^ (1)	HVAC Contractor (Residential)	35	\$324	1460	None	4 years	2	0	18
6 ^ (1)	Athletic Trainer	49	\$680	1460	4 years	None	2	0	0
7 ^ (2)	Travel Guide	37	\$550	1095	None	3 years	1	0	21
8 — (0)	Midwife, Direct Entry	37	\$1,370	730	2 years	None	2	12	0
9 ^ (1)	Bill Collection Agency	29	\$800	730	None	2 years	1	12	18
10 ^ (2)	Fire Alarm Installer	39	\$503	730	None	2 years	3	0	18
10 ^ (1)	Security Alarm Installer	37	\$503	730	None	2 years	3	0	18
12 ^ (1)	Pipelayer Contractor	27	\$324	730	None	2 years	3	0	18
13 ^ (13)	Earth Driller, Water Well	51	\$200	730	None	2 years	3	0	20
14 ^ (1)	Dietetic Technician	2	\$180	835	2 years	450 clock hours	1	0	0
15 ^ (1)	Cement Finishing Contractor (Commercial)	24	\$324	730	None	2 years	2	0	18
15 ^ (1)	Cement Finishing Contractor (Residential)	30	\$324	730	None	2 years	2	0	18
15 ^ (1)	Drywall Installation Contractor (Commercial)	25	\$324	730	None	2 years	2	0	18
15 ^ (1)	Drywall Installation Contractor (Residential)	30	\$324	730	None	2 years	2	0	18
15 ^ (1)	Iron/Steel Contractor (Commercial)	26	\$324	730	None	2 years	2	0	18
15 ^ (1)	Iron/Steel Contractor (Residential)	30	\$324	730	None	2 years	2	0	18
15 ^ (1)	Mason Contractor (Commercial)	26	\$324	730	None	2 years	2	0	18
15 ^ (1)	Mason Contractor (Residential)	31	\$324	730	None	2 years	2	0	18
15 ^ (1)	Paving Contractor (Commercial)	24	\$324	730	None	2 years	2	0	18
15 ^ (1)	Paving Contractor (Residential)	28	\$324	730	None	2 years	2	0	18
25 ^ (2)	Door Repair Contractor (Commercial)	24	\$255	730	None	2 years	1	0	18
25 ^ (2)	Door Repair Contractor (Residential)	29	\$255	730	None	2 years	1	0	18

- ^ Increase since 2017
- ✓ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
25 ^ (2)	Glazier Contractor (Commercial)	26	\$255	730	None	2 years	1	0	18
25 ^ (2)	Glazier Contractor (Residential)	30	\$255	730	None	2 years	1	0	18
25 ^ (2)	Insulation Contractor (Commercial)	24	\$255	730	None	2 years	1	0	18
25 ^ (2)	Insulation Contractor (Residential)	30	\$255	730	None	2 years	1	0	18
25 ^ (2)	Sheet Metal Contractor, Other (Commercial)	26	\$255	730	None	2 years	1	0	18
25 ^ (2)	Sheet Metal Contractor, Other (Residential)	31	\$255	730	None	2 years	1	0	18
33 ^ (2)	Veterinary Technician	36	\$450	730	2 years	None	2	0	0
34 v (-32)	Interpreter, Sign Language	22	\$305	420	60 credit hours	None	2	12	18
35 ^ (1)	Cosmetologist	51	\$263	373	1600 clock hours	None	3	0	17
36 ^ (3)	Mobile Home Installer	37	\$269	422	12 clock hours	1800 clock hours	1	0	0
37 — (0)	Barber	51	\$325	280	1200 clock hours	None	3	0	17
38 v (-1)	Shampooer	33	\$150	280	1200 clock hours	None	3	0	17
39 ^ (1)	Massage Therapist	45	\$275	152	650 clock hours	None	2	12	18
40 ^ (4)	Pharmacy Technician	44	\$162	140	600 clock hours	None	1	12	0
41 v (-27)	Crane Operator	16	\$438	117	None	500 clock hours	4	0	18
42 v (-1)	Skin Care Specialist	51	\$225	140	600 clock hours	None	3	0	17
42 v (-1)	Makeup Artist	37	\$225	140	600 clock hours	None	3	0	17
44 v (-1)	Manicurist	51	\$225	93	400 clock hours	None	3	0	17
45 ^ (1)	Teacher Assistant, Non-Instructional	5	\$94	0	None	None	0	12	18
46 v (-1)	School Bus Driver	51	\$18	7	30.5 clock hours	None	6	0	18
47 ^ (1)	Bus Driver, City/Transit	51	\$18	0	None	None	5	0	18
47 ^ (1)	Truck Driver, Tractor-Trailer	51	\$18	0	None	None	5	0	18
49 v (-2)	Emergency Medical Technician	51	\$207	35	150 clock hours	None	2	0	17
50 — (0)	Truck Driver, Other	51	\$18	0	None	None	4	0	18
51 — (0)	Coach, Head (High School Sports)	47	\$79	3	17 clock hours	None	0	12	0
52 — (0)	Vegetation Pesticide Applicator	51	\$240	21	3 credit hours	None	3	0	0
53 — (0)	Security Guard, Unarmed	34	\$94	1	8 clock hours	None	1	0	18
54 — (0)	Bartender	12	\$0	0.8	4.5 clock hours	None	1	0	21
55 — (0)	Pest Control Applicator	51	\$185	21	3 credit hours	None	2	0	0
56 — (0)	Gaming Cage Worker	30	\$75	0	None	None	0	0	21
56 — (0)	Gaming Dealer	29	\$75	0	None	None	0	0	21
56 — (0)	Gaming Supervisor	31	\$75	0	None	None	0	0	21
56 — (0)	Slot Supervisor	29	\$75	0	None	None	0	0	21
60 — (0)	Child Care Home, Family	44	\$59	11	45 clock hours	None	0	0	18
61 — (0)	Milk Sampler	43	\$0	1	1 day	None	1	0	0
62 — (0)	Weigher	24	\$150	0	None	None	0	0	0
63 — (0)	Landscape Contractor (Commercial)	47	\$75	0	None	None	0	0	0
63 — (0)	Landscape Contractor (Residential)	48	\$75	0	None	None	0	0	0
65 — (0)	Packer	7	\$25	0	None	None	0	0	0
65 — (0)	Fisher, Commercial	43	\$25	0	None	None	0	0	0
—	Averages	—	\$273	495	—	—	1.8	1.3	14.1

New York

Licenses

41

of 102 low-income occupations

Burden Rank

30th

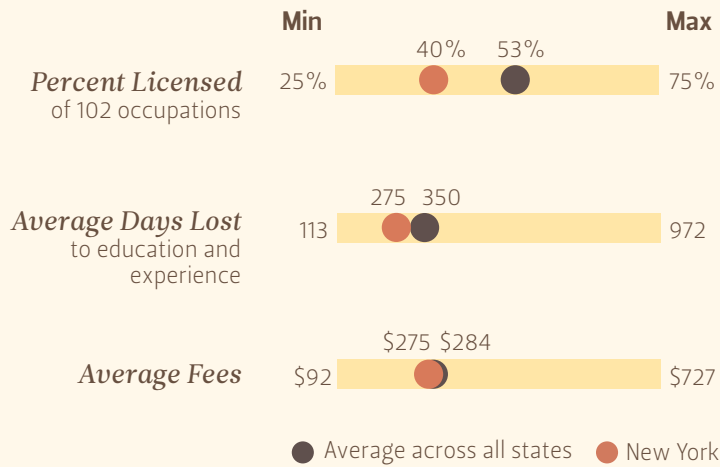
for average burdens
1st is worst

Combined Rank

= 36th

for number of licenses x average burdens
1st is worst

How New York Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often, increasing as often as they decreased; education increased for emergency medical technician and school bus driver but fell for vegetation pesticide applicator
- Burden rank worsened 4 spots and combined rank worsened 1 spot, largely because some similarly ranked states reduced average days lost to education and experience, while New York increased days lost

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$743	2555	4 years	3 years	3	0	0
2 — (0)	Midwife, Direct Entry	37	\$822	2190	6 years	None	1	0	21
3 — (0)	Crane Operator	16	\$150	1095	None	3 years	2	0	21
4 — (0)	Coach, Head (High School Sports)	47	\$302	1112	75 clock hours	3 years	0	0	0
5 — (0)	Optician	22	\$1,033	730	2 years	None	2	12	18
6 — (0)	Mobile Home Installer	37	\$200	733	16 clock hours	2 years	1	12	0
7 — (0)	Veterinary Technician	36	\$502	730	2 years	None	1	0	0
8 — (0)	Vegetation Pesticide Applicator	51	\$2,250	374	42 clock hours	1 year	5	0	17
9 — (0)	Pest Control Applicator	51	\$2,000	374	42 clock hours	1 year	4	0	17
10 — (0)	Massage Therapist	45	\$303	233	1000 clock hours	None	1	12	18
11 — (0)	Child Care Home, Family	44	\$25	369	21 clock hours	1 year	0	0	18
12 — (0)	Cosmetologist	51	\$70	233	1000 clock hours	None	2	0	17
13 — (0)	Skin Care Specialist	51	\$70	140	601 clock hours	None	2	0	17
14 ▼ (-1)	Makeup Artist	37	\$70	140	600 clock hours	None	2	0	17
15 — (0)	Fire Alarm Installer	39	\$289	19	81 clock hours	None	6	0	18
15 ▲ (9)	Security Alarm Installer	37	\$289	19	81 clock hours	None	6	0	18
17 ▼ (-1)	School Bus Driver	51	\$50	0.7	4 clock hours	None	6	0	21
18 ▼ (-1)	Barber	51	\$75	68	291 clock hours	None	2	0	17
19 ▼ (-2)	Shampooer	33	\$60	68	291 clock hours	None	2	0	17
20 ▼ (-1)	Manicurist	51	\$70	58	250 clock hours	None	2	0	17
21 ▼ (-1)	Truck Driver, Tractor-Trailer	51	\$50	0	None	None	5	0	21
22 ▼ (-1)	Bus Driver, City/Transit	51	\$50	0	None	None	5	0	18
23 ▼ (-1)	Truck Driver, Other	51	\$50	0	None	None	4	0	18
24 ▼ (-1)	Emergency Medical Technician	51	\$0	35	150 clock hours	None	2	0	17
25 — (0)	Security Guard, Unarmed	34	\$138	1	8 clock hours	None	1	0	18
26 — (0)	Travel Guide	37	\$100	0	None	None	1	0	18
27 — (0)	Fisher, Commercial	43	\$250	0	None	None	0	0	16
28 — (0)	Taxi Driver/Chauffeur	13	\$0	0	None	None	0	0	18
29 — (0)	Earth Driller, Water Well	51	\$160	0	None	None	2	0	0
30 — (0)	Wildlife Control Operator	23	\$50	0	None	None	1	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 — (0)	Upholsterer	9	\$150	0	None	None	0	0	0
32 — (0)	Gaming Cage Worker	30	\$105	0	None	None	0	0	0
32 — (0)	Gaming Dealer	29	\$105	0	None	None	0	0	0
32 — (0)	Gaming Supervisor	31	\$105	0	None	None	0	0	0
32 — (0)	Slot Supervisor	29	\$105	0	None	None	0	0	0
36 ^ (1)	Animal Breeder	29	\$100	0	None	None	0	0	0
36 ^ (1)	Landscape Contractor (Commercial)	47	\$100	0	None	None	0	0	0
36 ^ (1)	Landscape Contractor (Residential)	48	\$100	0	None	None	0	0	0
39 ^ (1)	Animal Trainer	7	\$88	0	None	None	0	0	0
40 v (-4)	Farm Labor Contractor	10	\$87	0	None	None	0	0	0
41 — (0)	Weigher	24	\$15	0	None	None	0	0	0
—	Averages	—	\$275	275	—	—	1.7	0.9	10.6

North Carolina

Licenses

66

of 102 low-income occupations

Burden Rank

39th

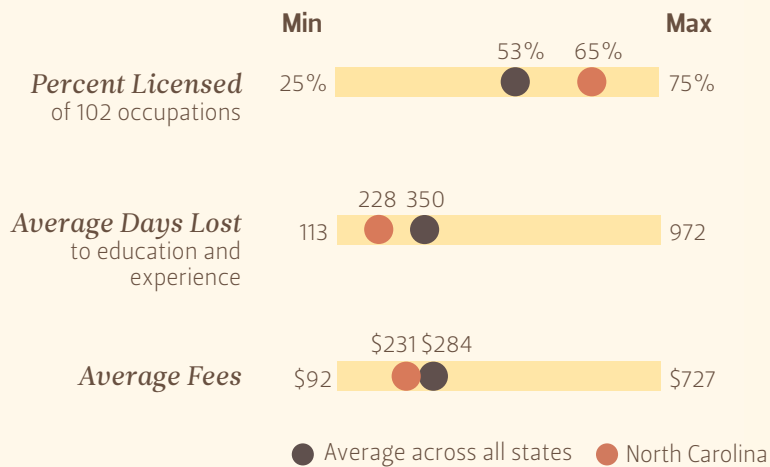
for average burdens
1st is worst

Combined Rank

= 17th

for number of licenses x average burdens
1st is worst

How North Carolina Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience increased for 4 occupations but fell by much more for fire alarm installer and security alarm installer
- Burden rank worsened 3 spots despite education and experience reductions, largely because of increased age and grade requirements, mostly in the contractor trades; combined rank stayed the same because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$580	2555	4 years	3 years	2	0	18
2 — (0)	Interpreter, Sign Language	22	\$1,148	1460	4 years	None	2	0	18
3 — (0)	Athletic Trainer	49	\$590	1460	4 years	None	1	0	0
4 ^ (2)	Optician	22	\$560	912	2 years	6 months	4	12	18
5 ^ (2)	Pest Control Applicator	51	\$350	735	8 clock hours	24 clock hours and 2 years	3	0	18
6 ^ (2)	Veterinary Technician	36	\$425	730	2 years	None	2	0	18
7 ^ (3)	HVAC Contractor (Commercial)	37	\$280	730	None	2 years	2	0	18
7 ^ (3)	HVAC Contractor (Residential)	35	\$280	730	None	2 years	2	0	18
7 ^ (3)	Sheet Metal Contractor, HVAC (Commercial)	37	\$280	730	None	2 years	2	0	18
7 ^ (3)	Sheet Metal Contractor, HVAC (Residential)	36	\$280	730	None	2 years	2	0	18
11 v (-7)	Fire Alarm Installer	39	\$185	730	None	2 years	1	0	18
11 v (-6)	Security Alarm Installer	37	\$185	730	None	2 years	1	0	18
13 v (-4)	Barber	51	\$355	721	1528 clock hours	12 months	3	0	0
14 — (0)	Earth Driller, Water Well	51	\$250	546	None	18 months	1	0	18
15 — (0)	Child Care Home, Family	44	\$154	375	50 clock hours	1 year	0	12	21
16 — (0)	Cosmetologist	51	\$222	350	1500 clock hours	None	2	0	0
17 ^ (1)	School Bus Driver	51	\$138	185	3 days	6 months	6	0	18
18 v (-1)	Massage Therapist	45	\$345	117	500 clock hours	None	1	12	18
19 ^ (17)	Pharmacy Technician	44	\$159	117	500 clock hours	None	1	12	0
20 v (-1)	Auctioneer	28	\$338	19	80 clock hours	None	1	12	18
21 v (-1)	Skin Care Specialist	51	\$193	140	600 clock hours	None	2	0	0
21 v (-1)	Makeup Artist	37	\$193	140	600 clock hours	None	2	0	0
23 v (-1)	Bus Driver, City/Transit	51	\$177	0	None	None	5	0	18
24 v (-1)	Truck Driver, Tractor-Trailer	51	\$172	0	None	None	5	0	18
25 v (-1)	Truck Driver, Other	51	\$172	0	None	None	4	0	18
26 — (0)	Emergency Medical Technician	51	\$106	56	240 clock hours	None	1	0	18
27 — (0)	Manicurist	51	\$193	70	300 clock hours	None	2	0	0
28 — (0)	Locksmith	12	\$438	0	None	None	1	0	18

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ▼ (-4)	Bill Collection Agency	29	\$1,048	0	None	None	0	0	0
30 — (0)	Landscape Contractor (Commercial)	47	\$325	0	None	None	1	0	18
31 ▼ (-2)	Vegetation Pesticide Applicator	51	\$145	0	None	None	2	0	18
32 ▼ (-2)	Landscape Contractor (Residential)	48	\$285	0	None	None	1	0	18
33 ▲ (4)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$154	0	None	None	1	0	18
33 ▲ (4)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$154	0	None	None	1	0	18
33 ▲ (4)	Cement Finishing Contractor (Commercial)	24	\$154	0	None	None	1	0	18
33 ▲ (4)	Cement Finishing Contractor (Residential)	30	\$154	0	None	None	1	0	18
33 ▲ (4)	Door Repair Contractor (Commercial)	24	\$154	0	None	None	1	0	18
33 ▲ (4)	Door Repair Contractor (Residential)	29	\$154	0	None	None	1	0	18
33 ▲ (4)	Drywall Installation Contractor (Commercial)	25	\$154	0	None	None	1	0	18
33 ▲ (4)	Drywall Installation Contractor (Residential)	30	\$154	0	None	None	1	0	18
33 ▲ (4)	Floor Sander Contractor (Commercial)	22	\$154	0	None	None	1	0	18
33 ▲ (4)	Floor Sander Contractor (Residential)	27	\$154	0	None	None	1	0	18
33 ▲ (4)	Glazier Contractor (Commercial)	26	\$154	0	None	None	1	0	18
33 ▲ (4)	Glazier Contractor (Residential)	30	\$154	0	None	None	1	0	18
33 ▲ (4)	Insulation Contractor (Commercial)	24	\$154	0	None	None	1	0	18
33 ▲ (4)	Insulation Contractor (Residential)	30	\$154	0	None	None	1	0	18
33 ▲ (4)	Iron/Steel Contractor (Commercial)	26	\$154	0	None	None	1	0	18
33 ▲ (4)	Iron/Steel Contractor (Residential)	30	\$154	0	None	None	1	0	18
33 ▲ (4)	Mason Contractor (Commercial)	26	\$154	0	None	None	1	0	18
33 ▲ (4)	Mason Contractor (Residential)	31	\$154	0	None	None	1	0	18
33 ▲ (4)	Paving Contractor (Commercial)	24	\$154	0	None	None	1	0	18
33 ▲ (4)	Paving Contractor (Residential)	28	\$154	0	None	None	1	0	18
33 ▲ (4)	Pipelayer Contractor	27	\$154	0	None	None	1	0	18
33 ▲ (4)	Sheet Metal Contractor, Other (Commercial)	26	\$154	0	None	None	1	0	18
33 ▲ (4)	Sheet Metal Contractor, Other (Residential)	31	\$154	0	None	None	1	0	18
33 ▲ (4)	Terrazzo Contractor (Commercial)	23	\$154	0	None	None	1	0	18
33 ▲ (4)	Terrazzo Contractor (Residential)	28	\$154	0	None	None	1	0	18
58 ▼ (-26)	Security Guard, Unarmed	34	\$46	3	16 clock hours	None	0	0	18
59 ▼ (-26)	Weigher	24	\$25	0	None	None	0	0	18
60 ▼ (-26)	Mobile Home Installer	37	\$250	0	None	None	1	0	0
61 ▼ (-26)	Fisher, Commercial	43	\$400	0	None	None	0	0	0
62 — (0)	Milk Sampler	43	\$5	0	None	None	1	0	0
63 — (0)	Animal Breeder	29	\$75	0	None	None	0	0	0
64 ▲ (1)	Taxidermist	28	\$52	0	None	None	0	0	0
65 ▲ (1)	Coach, Head (High School Sports)	47	\$0	2	14 clock hours	None	0	0	0
66 ▼ (-2)	Travel Guide	37	\$18	0	None	None	0	0	0
NA	Midwife, Direct Entry	37	Prohibited without a higher-level license						
—	Averages	—	\$231	228	—	—	1.4	0.9	14.0

North Dakota

Licenses

65

of 102 low-income occupations

Burden Rank

48th

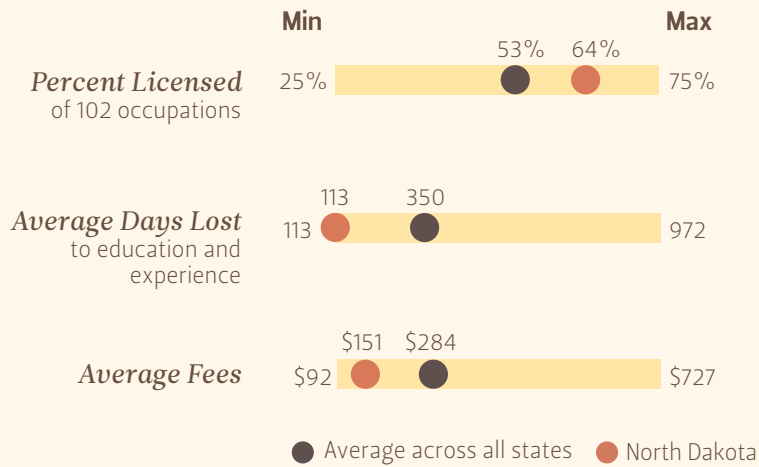
for average burdens
1st is worst

Combined Rank

= 22nd

for number of licenses x average burdens
1st is worst

How North Dakota Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually decreased; days lost to education and experience decreased for barber, cosmetologist and shampooer but rose for head coach for high school sports and pharmacy technician
- Burden rank worsened 1 spot and combined rank worsened 2 spots despite reductions in days lost to education and experience because other states made bigger improvements

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Interpreter, Sign Language	22	\$935	1460	4 years	None	2	0	18
2 — (0)	Athletic Trainer	49	\$490	1460	4 years	None	1	0	0
3 — (0)	Preschool Teacher, Public School	50	\$721	1276	2 years	18 months	3	0	18
4 ▲ (1)	Veterinary Technician	36	\$350	730	2 years	None	1	0	0
5 ▼ (-1)	Barber	51	\$100	362	1550 clock hours	None	2	12	18
6 — (0)	Cosmetologist	51	\$145	350	1500 clock hours	None	3	12	0
6 — (0)	Shampooer	33	\$145	350	1500 clock hours	None	3	12	0
8 — (0)	Earth Driller, Water Well	51	\$300	365	None	1 year	1	0	0
9 — (0)	Security Guard, Unarmed	34	\$91	243	44 clock hours	1000 clock hours	0	12	18
10 — (0)	Massage Therapist	45	\$345	175	750 clock hours	None	1	12	18
11 — (0)	Makeup Artist	37	\$197	140	600 clock hours	None	3	12	0
12 ▼ (-1)	Skin Care Specialist	51	\$165	140	600 clock hours	None	3	12	0
13 — (0)	Pharmacy Technician	44	\$162	140	600 clock hours	None	1	12	0
14 — (0)	Manicurist	51	\$205	82	350 clock hours	None	3	0	0
15 — (0)	School Bus Driver	51	\$31	0	None	None	6	0	21
16 — (0)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	16
17 — (0)	Bus Driver, City/Transit	51	\$28	0	None	None	5	0	18
18 — (0)	Truck Driver, Tractor-Trailer	51	\$25	0	None	None	5	0	18
19 — (0)	Truck Driver, Other	51	\$25	0	None	None	4	0	18
20 — (0)	Vegetation Pesticide Applicator	51	\$125	0	None	None	3	0	18
21 — (0)	Bill Collection Agency	29	\$851	0	None	None	0	0	0
22 — (0)	Mobile Home Installer	37	\$225	1	8 clock hours	None	1	0	18
23 — (0)	Pest Control Applicator	51	\$100	0	None	None	2	0	18
24 ▲ (1)	Auctioneer	28	\$50	14	60 clock hours	None	0	0	18
25 ▲ (1)	Landscape Contractor (Commercial)	47	\$150	0	None	None	0	0	18
25 ▼ (-1)	Landscape Contractor (Residential)	48	\$150	0	None	None	0	0	18
27 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$100	0	None	None	0	0	18
27 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$100	0	None	None	0	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
27 — (0)	Cement Finishing Contractor (Commercial)	24	\$100	0	None	None	0	0	18
27 — (0)	Cement Finishing Contractor (Residential)	30	\$100	0	None	None	0	0	18
27 — (0)	Door Repair Contractor (Commercial)	24	\$100	0	None	None	0	0	18
27 — (0)	Door Repair Contractor (Residential)	29	\$100	0	None	None	0	0	18
27 — (0)	Drywall Installation Contractor (Commercial)	25	\$100	0	None	None	0	0	18
27 — (0)	Drywall Installation Contractor (Residential)	30	\$100	0	None	None	0	0	18
27 — (0)	Floor Sander Contractor (Commercial)	22	\$100	0	None	None	0	0	18
27 — (0)	Floor Sander Contractor (Residential)	27	\$100	0	None	None	0	0	18
27 — (0)	Glazier Contractor (Commercial)	26	\$100	0	None	None	0	0	18
27 — (0)	Glazier Contractor (Residential)	30	\$100	0	None	None	0	0	18
27 — (0)	HVAC Contractor (Commercial)	37	\$100	0	None	None	0	0	18
27 — (0)	HVAC Contractor (Residential)	35	\$100	0	None	None	0	0	18
27 — (0)	Insulation Contractor (Commercial)	24	\$100	0	None	None	0	0	18
27 — (0)	Insulation Contractor (Residential)	30	\$100	0	None	None	0	0	18
27 — (0)	Iron/Steel Contractor (Commercial)	26	\$100	0	None	None	0	0	18
27 — (0)	Iron/Steel Contractor (Residential)	30	\$100	0	None	None	0	0	18
27 — (0)	Mason Contractor (Commercial)	26	\$100	0	None	None	0	0	18
27 — (0)	Mason Contractor (Residential)	31	\$100	0	None	None	0	0	18
27 — (0)	Painting Contractor (Commercial)	22	\$100	0	None	None	0	0	18
27 — (0)	Painting Contractor (Residential)	27	\$100	0	None	None	0	0	18
27 — (0)	Paving Contractor (Commercial)	24	\$100	0	None	None	0	0	18
27 — (0)	Paving Contractor (Residential)	28	\$100	0	None	None	0	0	18
27 — (0)	Pipelayer Contractor	27	\$100	0	None	None	0	0	18
27 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$100	0	None	None	0	0	18
27 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$100	0	None	None	0	0	18
27 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$100	0	None	None	0	0	18
27 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$100	0	None	None	0	0	18
27 — (0)	Terrazzo Contractor (Commercial)	23	\$100	0	None	None	0	0	18
27 — (0)	Terrazzo Contractor (Residential)	28	\$100	0	None	None	0	0	18
27 ^ (31)	Travel Guide	37	\$100	0	None	None	0	0	18
59 ^ (1)	Title Examiner	7	\$260	0	None	None	1	0	0
60 ^ (1)	Milk Sampler	43	\$10	1	1 day	None	1	0	0
61 ^ (4)	Coach, Head (High School Sports)	47	\$35	2	13 clock hours	None	0	0	0
62 — (0)	Taxidermist	28	\$25	0	None	None	0	0	0
63 v (-4)	Child Care Home, Family	44	\$20	0	None	None	0	0	0
64 v (-1)	Fisher, Commercial	43	\$15	0	None	None	0	0	0
65 v (-1)	Animal Trainer	7	\$10	0	None	None	0	0	0
NA	Midwife, Direct Entry	37	Prohibited without a higher-level license						
—	Averages	—	\$151	113	—	—	0.9	1.5	13.3

Licenses

40

of 102 low-income occupations

Burden Rank

32nd

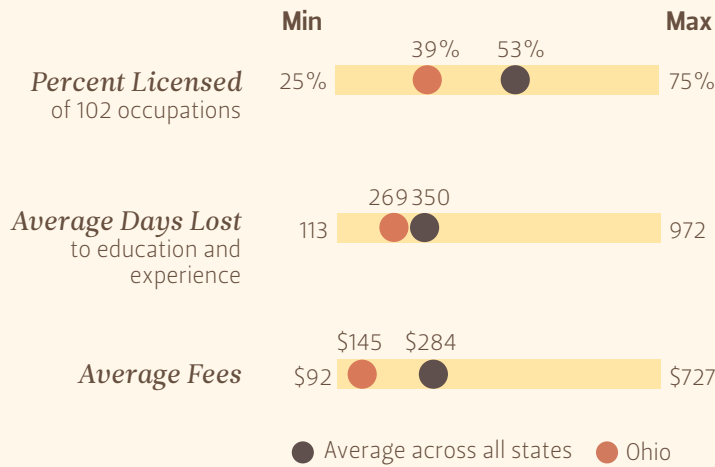
for average burdens
1st is worst

Combined Rank

= 39th

for number of licenses x average burdens
1st is worst

How Ohio Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience increased substantially for 4 occupations and fell by less for makeup artist and shampooer
- Burden rank worsened 1 spot because other states improved more; combined rank improved 1 spot because of burden changes by similarly ranked states

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	HVAC Contractor (Commercial)	37	\$210	1825	None	5 years	2	0	18
1 ^ (1)	Sheet Metal Contractor, HVAC (Commercial)	37	\$210	1825	None	5 years	2	0	18
3 — (0)	Athletic Trainer	49	\$537	1460	4 years	None	2	0	0
4 — (0)	Optician	22	\$279	730	None	2 years	1	12	18
5 — (0)	School Bus Driver	51	\$211	735	27 clock hours	2 years	6	0	21
6 — (0)	Veterinary Technician	36	\$378	730	2 years	None	1	0	0
7 — (0)	Preschool Teacher, Public School	50	\$305	730	2 years	None	1	0	0
8 — (0)	Social and Human Service Assistant	1	\$64	730	0.5 clock hours and 2 years	None	0	0	0
9 — (0)	Barber	51	\$120	420	1800 clock hours	None	2	8	18
10 — (0)	Auctioneer	28	\$240	379	10 days	1 year	3	0	18
11 — (0)	Cosmetologist	51	\$77	350	1500 clock hours	None	2	10	16
12 — (0)	Mobile Home Installer	37	\$369	367	12 clock hours	1 year	1	0	18
13 ^ (1)	Massage Therapist	45	\$391	175	750 clock hours	None	1	12	18
14 ^ (1)	Skin Care Specialist	51	\$120	140	600 clock hours	None	2	10	16
15 ^ (4)	Pharmacy Technician	44	\$97	70	None	300 clock hours	1	12	18
16 ^ (1)	Manicurist	51	\$205	47	200 clock hours	None	2	10	16
17 ^ (1)	Child Care Home, Family	44	\$250	8	37 clock hours	None	0	12	18
18 ^ (2)	Bus Driver, City/Transit	51	\$167	0	None	None	5	0	18
19 ^ (2)	Truck Driver, Tractor-Trailer	51	\$122	0	None	None	5	0	18
20 ^ (5)	Emergency Medical Technician	51	\$98	36	155.5 clock hours	None	2	0	18
21 ^ (3)	Truck Driver, Other	51	\$122	0	None	None	4	0	18
22 v (-7)	Makeup Artist	37	\$0	0	None	None	0	10	16
22 v (-9)	Shampooer	33	\$0	0	None	None	0	10	16
24 ^ (4)	Vegetation Pesticide Applicator	51	\$70	0	None	None	5	0	0
25 ^ (4)	Animal Breeder	29	\$410	0	None	None	0	0	0
26 — (0)	Gaming Cage Worker	30	\$0	0	None	None	0	0	21
26 — (0)	Gaming Dealer	29	\$0	0	None	None	0	0	21
26 v (-4)	Gaming Supervisor	31	\$0	0	None	None	0	0	21

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
26 ▾ (-4)	Slot Supervisor	29	\$0	0	None	None	0	0	21
30 ▲ (1)	Earth Driller, Water Well	51	\$250	0	None	None	0	0	0
31 ▾ (-1)	Pest Control Applicator	51	\$70	0	None	None	2	0	0
32 ▲ (1)	Landscape Contractor (Commercial)	47	\$125	0	None	None	0	0	0
32 ▲ (1)	Landscape Contractor (Residential)	48	\$125	0	None	None	0	0	0
34 ▾ (-2)	Wildlife Control Operator	23	\$40	0	None	None	1	0	0
35 — (0)	Milk Sampler	43	\$15	0	None	None	1	0	0
36 — (0)	Upholsterer	9	\$50	0	None	None	0	0	0
37 — (0)	Security Guard, Unarmed	34	\$40	0	None	None	0	0	0
38 — (0)	Fisher, Commercial	43	\$20	0	None	None	0	0	0
39 ▲ (1)	Coach, Head (High School Sports)	47	\$0	2	13.5 clock hours	None	0	0	0
40 ▾ (-1)	Weigher	24	\$10	0	None	None	0	0	0
—	Averages	—	\$145	269	—	—	1.4	2.7	10.5

Oklahoma

Licenses

42

of 102 low-income occupations

Burden Rank

16th

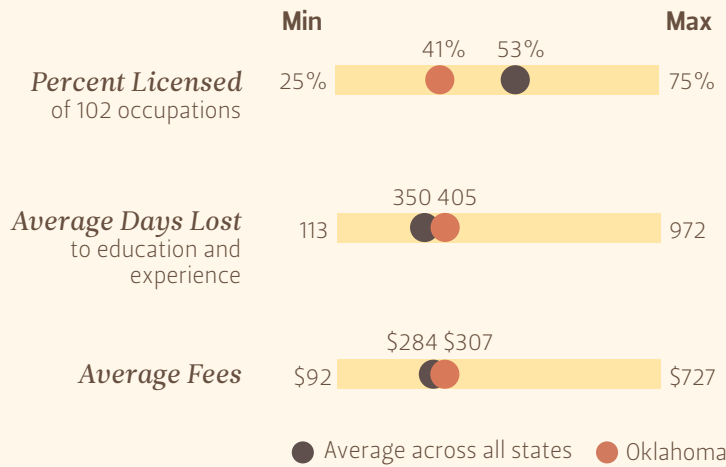
for average burdens
1st is worst

Combined Rank

= 34th

for number of licenses x average burdens
1st is worst

How Oklahoma Compares in 2022



Changes Since 2017

- 1 license created for direct entry midwives; none removed
- Fees changed most often and usually increased; days lost to education and experience increased for emergency medical technician and did not fall for any occupation
- Burden rank worsened 2 spots and combined rank worsened 1 spot because of large education and experience increases owing to a new license

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	HVAC Contractor (Commercial)	37	\$615	1460	None	4 years	2	0	19
1 — (0)	HVAC Contractor (Residential)	35	\$615	1460	None	4 years	2	0	19
1 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$615	1460	None	4 years	2	0	19
1 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$615	1460	None	4 years	2	0	19
5 — (0)	Security Alarm Installer	37	\$510	1460	None	4 years	2	0	18
6 — (0)	Fire Alarm Installer	39	\$469	1460	None	4 years	2	0	18
7 — (0)	Preschool Teacher, Public School	50	\$340	1460	4 years	None	2	0	0
8 ✓ (-1)	Coach, Head (High School Sports)	47	\$328	1460	4 years	None	2	0	0
9 — (0)	Athletic Trainer	49	\$557	1460	4 years	None	1	0	0
10 — (N)	Midwife, Direct Entry	37	\$2,300	730	2 years	None	1	12	18
11 ✓ (-1)	Veterinary Technician	36	\$455	730	2 years	None	2	0	0
12 ✓ (-1)	Earth Driller, Water Well	51	\$550	730	None	2 years	1	0	0
13 ✓ (-1)	Barber	51	\$60	350	1500 clock hours	None	2	8	16
13 ✓ (-1)	Cosmetologist	51	\$60	350	1500 clock hours	None	2	8	16
13 ✓ (-1)	Shampooer	33	\$60	350	1500 clock hours	None	2	8	16
16 — (0)	Manicurist	51	\$60	140	600 clock hours	None	2	8	16
16 — (0)	Skin Care Specialist	51	\$60	140	600 clock hours	None	2	8	16
16 — (0)	Makeup Artist	37	\$60	140	600 clock hours	None	2	8	16
19 ✓ (-4)	Pharmacy Technician	44	\$40	140	None	600 clock hours	1	12	0
20 ✓ (-1)	Child Care Home, Family	44	\$64	0	None	None	0	12	21
21 ✓ (-1)	School Bus Driver	51	\$123	4	24 clock hours	None	6	0	18
22 ▲ (1)	Emergency Medical Technician	51	\$183	59	252 clock hours	None	2	0	18
23 ✓ (-2)	Truck Driver, Tractor-Trailer	51	\$163	0	None	None	5	0	18
24 ✓ (-2)	Bus Driver, City/Transit	51	\$123	0	None	None	5	0	18
25 — (0)	Truck Driver, Other	51	\$143	0	None	None	4	0	18
26 — (0)	Vegetation Pesticide Applicator	51	\$680	0	None	None	4	0	0
27 ✓ (-3)	Title Examiner	7	\$550	0	None	None	1	0	18
28 ▲ (1)	Wildlife Control Operator	23	\$275	3	16 clock hours	None	1	0	18
29 ✓ (-2)	Security Guard, Unarmed	34	\$131	9	40 clock hours	None	1	0	18

- ▲ Increase since 2017
- ✓ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 — (0)	Pest Control Applicator	51	\$385	0	None	None	3	0	0
31 ✓ (-3)	Animal Breeder	29	\$365	0	None	None	0	0	14
32 ▲ (1)	Mobile Home Installer	37	\$400	1	8 clock hours	None	0	0	0
33 ✓ (-1)	Locksmith	12	\$109	0	None	None	1	0	0
34 — (0)	Gaming Cage Worker	30	\$166	0	None	None	0	0	0
34 — (0)	Gaming Supervisor	31	\$166	0	None	None	0	0	0
34 — (0)	Slot Supervisor	29	\$166	0	None	None	0	0	0
37 ▲ (2)	Travel Guide	37	\$90	0	None	None	0	0	0
38 ✓ (-7)	Fisher, Commercial	43	\$75	0	None	None	0	0	0
39 ▲ (1)	Dental Assistant	8	\$50	0	None	None	0	0	0
40 ✓ (-3)	Landscape Contractor (Commercial)	47	\$38	0	None	None	0	0	0
40 ✓ (-3)	Landscape Contractor (Residential)	48	\$38	0	None	None	0	0	0
42 ✓ (-1)	Packer	7	\$35	0	None	None	0	0	0
—	Averages	—	\$307	405	—	—	1.6	2	9.6

Licenses

69

of 102 low-income occupations

Burden Rank

7th

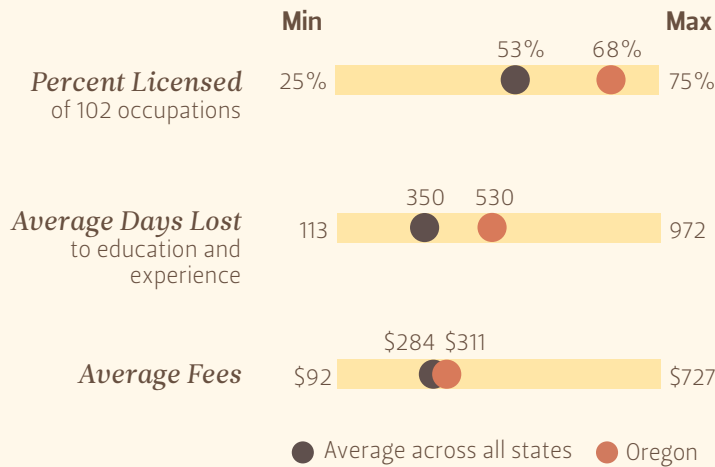
for average burdens
1st is worst

Combined Rank

7th

for number of licenses x average burdens
1st is worst

How Oregon Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually decreased; education decreased for barber, cosmetologist and all 4 other beauty occupations but rose for family child care home, head coach for high school sports and pharmacy technician
- Burden rank worsened 2 spots and combined rank worsened 1 spot despite small net education and experience reductions because other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$812	2920	4 years	4 years	2	0	18
2 — (0)	Athletic Trainer	49	\$615	1460	4 years	None	1	0	18
3 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$310	1463	16 clock hours	4 years	1	0	18
3 — (0)	Cement Finishing Contractor (Commercial)	24	\$310	1463	16 clock hours	4 years	1	0	18
3 — (0)	Door Repair Contractor (Commercial)	24	\$310	1463	16 clock hours	4 years	1	0	18
3 — (0)	Drywall Installation Contractor (Commercial)	25	\$310	1463	16 clock hours	4 years	1	0	18
3 — (0)	Floor Sander Contractor (Commercial)	22	\$310	1463	16 clock hours	4 years	1	0	18
3 — (0)	Glazier Contractor (Commercial)	26	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	HVAC Contractor (Commercial)	37	\$310	1463	16 clock hours	4 years	1	0	18
3 — (0)	Insulation Contractor (Commercial)	24	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Iron/Steel Contractor (Commercial)	26	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Mason Contractor (Commercial)	26	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Painting Contractor (Commercial)	22	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Paving Contractor (Commercial)	24	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Pipelayer Contractor	27	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Sheet Metal Contractor, HVAC (Commercial)	37	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Sheet Metal Contractor, Other (Commercial)	26	\$310	1463	16 clock hours	4 years	1	0	18
3 ^ (7)	Terrazzo Contractor (Commercial)	23	\$310	1463	16 clock hours	4 years	1	0	18
19 — (0)	Midwife, Direct Entry	37	\$1,950	1095	3 years	None	2	12	0
20 — (0)	Fire Alarm Installer	39	\$425	1095	None	3 years	1	12	18
20 — (0)	Security Alarm Installer	37	\$425	1095	None	3 years	1	12	18
22 — (0)	Landscape Contractor (Commercial)	47	\$1,065	730	None	2 years	1	0	0
22 — (0)	Landscape Contractor (Residential)	48	\$1,065	730	None	2 years	1	0	0
24 — (0)	Veterinary Technician	36	\$360	730	2 years	None	2	0	0
25 — (0)	School Bus Driver	51	\$198	368	15 clock hours	1 year	6	0	18
26 — (0)	Bus Driver, City/Transit	51	\$188	365	None	1 year	5	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
26 ^ (1)	Truck Driver, Tractor-Trailer	51	\$188	365	None	1 year	5	0	18
28 — (0)	Truck Driver, Other	51	\$178	365	None	1 year	4	0	18
29 — (0)	Mobile Home Installer	37	\$440	376	16 clock hours	1600 clock hours	2	0	18
30 ^ (1)	Earth Driller, Water Well	51	\$170	365	None	1 year	1	0	18
31 ^ (5)	Pharmacy Technician	44	\$288	117	500 clock hours	None	1	12	18
32 v (-2)	Cosmetologist	51	\$90	266	1150 clock hours	None	3	0	0
33 ^ (1)	Massage Therapist	45	\$336	146	625 clock hours	None	2	0	18
34 ^ (1)	Security Guard, Unarmed	34	\$106	2	14 clock hours	None	1	12	18
35 v (-3)	Barber	51	\$120	181	786 clock hours	None	3	0	0
36 ^ (2)	Skin Care Specialist	51	\$90	110	484 clock hours	None	3	0	0
36 ^ (2)	Makeup Artist	37	\$90	110	484 clock hours	None	3	0	0
38 ^ (2)	Emergency Medical Technician	51	\$253	35	150 clock hours	None	2	0	18
39 ^ (2)	Vegetation Pesticide Applicator	51	\$264	0	None	None	3	0	18
40 v (-3)	Manicurist	51	\$90	63	281 clock hours	None	3	0	0
41 ^ (16)	Pest Control Applicator	51	\$206	0	None	None	2	0	18
42 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Cement Finishing Contractor (Residential)	30	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Door Repair Contractor (Residential)	29	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Drywall Installation Contractor (Residential)	30	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Floor Sander Contractor (Residential)	27	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Glazier Contractor (Residential)	30	\$310	3	16 clock hours	None	1	0	18
42 — (0)	HVAC Contractor (Residential)	35	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Insulation Contractor (Residential)	30	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Iron/Steel Contractor (Residential)	30	\$310	3	16 clock hours	None	1	0	18
42 ^ (10)	Mason Contractor (Residential)	31	\$310	3	16 clock hours	None	1	0	18
42 ^ (10)	Painting Contractor (Residential)	27	\$310	3	16 clock hours	None	1	0	18
42 ^ (10)	Paving Contractor (Residential)	28	\$310	3	16 clock hours	None	1	0	18
42 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$310	3	16 clock hours	None	1	0	18
42 ^ (10)	Sheet Metal Contractor, Other (Residential)	31	\$310	3	16 clock hours	None	1	0	18
42 ^ (10)	Terrazzo Contractor (Residential)	28	\$310	3	16 clock hours	None	1	0	18
57 ^ (1)	Still Machine Setter, Dairy Equipment	4	\$50	0	None	None	2	0	18
58 ^ (1)	Milk Sampler	43	\$28	0	None	None	2	0	18
59 ^ (1)	Bartender	12	\$29	0.6	3.75 clock hours	None	1	0	21
60 ^ (1)	Child Care Home, Family	44	\$88	2	10.5 clock hours	None	1	0	18
61 ^ (1)	Fisher, Commercial	43	\$454	0	None	None	0	0	0
62 ^ (1)	Locksmith	12	\$180	0	None	None	1	0	0
63 ^ (1)	Bill Collection Agency	29	\$401	0	None	None	0	0	0
64 ^ (1)	Farm Labor Contractor	10	\$150	0	None	None	1	0	0
65 ^ (1)	Wildlife Control Operator	23	\$90	0	None	None	1	0	0
66 v (-34)	Shampooer	33	\$65	0	None	None	1	0	0
67 — (0)	Travel Guide	37	\$150	0	None	None	0	0	0
68 — (0)	Taxidermist	28	\$111	0	None	None	0	0	0
69 — (0)	Coach, Head (High School Sports)	47	\$50	3	15 clock hours	None	0	0	0
—	Averages	—	\$311	530	—	—	1.5	0.9	13.3

Pennsylvania

Licenses

50

of 102 low-income occupations

Burden Rank

50th

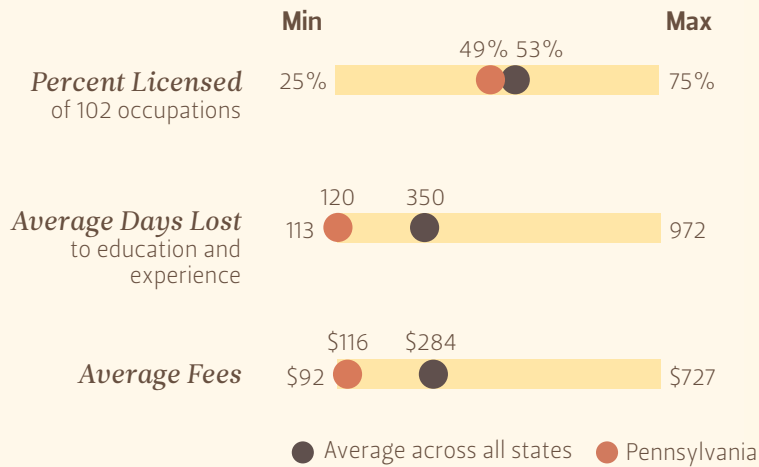
for average burdens
1st is worst

Combined Rank

= 31st

for number of licenses x average burdens
1st is worst

How Pennsylvania Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for mobile home installers
- Only fees changed and they usually increased
- Burden rank remained the second least burdensome and combined rank stayed the same despite an eliminated license because that license had relatively light burdens and other states reduced burdens more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$700	2555	4 years	3 years	2	0	18
2 — (0)	Athletic Trainer	49	\$410	1461	3 clock hours and 4 years	None	1	0	20
3 — (0)	Veterinary Technician	36	\$365	730	2 years	None	1	0	0
4 — (0)	Barber	51	\$200	292	1250 clock hours	None	2	8	16
5 — (0)	Cosmetologist	51	\$104	292	1250 clock hours	None	1	10	16
6 — (0)	Massage Therapist	45	\$295	140	600 clock hours	None	1	12	0
7 — (0)	Child Care Home, Family	44	\$59	140	600 clock hours	None	0	12	18
8 — (0)	Makeup Artist	37	\$121	70	300 clock hours	None	1	10	16
9 ✓ (-1)	Skin Care Specialist	51	\$103	70	300 clock hours	None	1	10	16
10 — (0)	Manicurist	51	\$121	47	200 clock hours	None	1	10	16
11 — (0)	Auctioneer	28	\$277	140	20 credit hours	None	1	0	0
12 — (0)	School Bus Driver	51	\$37	3	20 clock hours	None	6	0	18
13 — (0)	Crane Operator	16	\$340	0	None	None	2	0	18
14 — (0)	Vegetation Pesticide Applicator	51	\$155	0	None	None	4	0	18
15 — (0)	Bus Driver, City/Transit	51	\$37	0	None	None	5	0	18
16 — (0)	Truck Driver, Tractor-Trailer	51	\$32	0	None	None	5	0	18
17 — (0)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	16
18 — (0)	Truck Driver, Other	51	\$32	0	None	None	4	0	18
19 — (0)	Travel Agency	5	\$350	0	None	None	0	0	18
20 — (0)	Pest Control Applicator	51	\$135	0	None	None	2	0	18
21 ▲ (1)	Animal Breeder	29	\$371	0	None	None	0	0	0
22 ▲ (1)	Weigher	24	\$60	0	None	None	0	0	18
23 ▲ (1)	Gaming Cage Worker	30	\$0	0	None	None	0	0	18
23 ▲ (1)	Gaming Dealer	29	\$0	0	None	None	0	0	18
23 ▲ (1)	Gaming Supervisor	31	\$0	0	None	None	0	0	18
23 ▲ (1)	Slot Supervisor	29	\$0	0	None	None	0	0	18
27 ▲ (1)	Wildlife Control Operator	23	\$75	0	None	None	1	0	0
28 ▲ (1)	Milk Sampler	43	\$55	0	None	None	1	0	0
29 ▲ (4)	Upholsterer	9	\$110	0	None	None	0	0	0

- ▲ Increase since 2017
- ✓ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 — (0)	Travel Guide	37	\$100	1	8 clock hours	None	0	0	0
31 — (0)	Taxidermist	28	\$100	0	None	None	0	0	0
32 — (0)	Earth Driller, Water Well	51	\$88	0	None	None	0	0	0
33 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$50	0	None	None	0	0	0
33 — (0)	Cement Finishing Contractor (Residential)	30	\$50	0	None	None	0	0	0
33 — (0)	Door Repair Contractor (Residential)	29	\$50	0	None	None	0	0	0
33 — (0)	Drywall Installation Contractor (Residential)	30	\$50	0	None	None	0	0	0
33 — (0)	Floor Sander Contractor (Residential)	27	\$50	0	None	None	0	0	0
33 — (0)	Glazier Contractor (Residential)	30	\$50	0	None	None	0	0	0
33 — (0)	HVAC Contractor (Residential)	35	\$50	0	None	None	0	0	0
33 — (0)	Insulation Contractor (Residential)	30	\$50	0	None	None	0	0	0
33 — (0)	Iron/Steel Contractor (Residential)	30	\$50	0	None	None	0	0	0
33 — (0)	Mason Contractor (Residential)	31	\$50	0	None	None	0	0	0
33 — (0)	Painting Contractor (Residential)	27	\$50	0	None	None	0	0	0
33 — (0)	Paving Contractor (Residential)	28	\$50	0	None	None	0	0	0
33 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$50	0	None	None	0	0	0
33 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$50	0	None	None	0	0	0
33 — (0)	Terrazzo Contractor (Residential)	28	\$50	0	None	None	0	0	0
48 ^ (1)	Landscape Contractor (Commercial)	47	\$40	0	None	None	0	0	0
48 ^ (1)	Landscape Contractor (Residential)	48	\$40	0	None	None	0	0	0
50 ^ (1)	Farm Labor Contractor	10	\$25	0	None	None	0	0	0
NA	Midwife, Direct Entry	37	Prohibited without a higher-level license						
—	Averages	—	\$116	120	—	—	0.9	1.4	7.7

Rhode Island

Licenses

70

of 102 low-income occupations

Burden Rank

25th

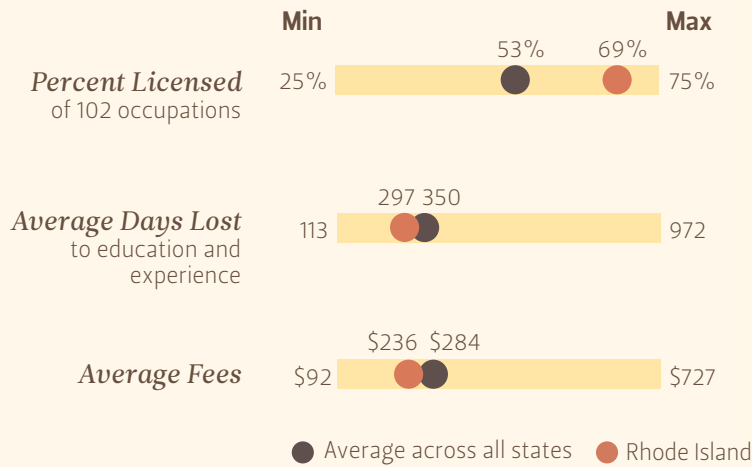
for average burdens
1st is worst

Combined Rank

= 11th

for number of licenses x average burdens
1st is worst

How Rhode Island Compares in 2022



Changes Since 2017

- No licenses created; 2 removed for auctioneers and head coaches for high school sports
- Fees changed most often and usually increased; days lost to education and experience increased for city/transit bus driver, emergency medical technician and massage therapist but fell for cosmetologist, direct entry midwife and shampooer
- Burden rank worsened 5 spots, largely because the state eliminated 2 licenses with few days lost to education and experience, raising the average burden among the remaining occupations; combined rank improved 1 spot, largely because of 2 eliminated licenses

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	HVAC Contractor (Commercial)	37	\$660	2920	None	8 years	4	0	18
1 — (0)	HVAC Contractor (Residential)	35	\$660	2920	None	8 years	4	0	18
3 — (0)	Preschool Teacher, Public School	50	\$586	2555	4 years	3 years	2	0	0
4 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$510	1825	None	5 years	2	0	18
5 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$468	1825	None	5 years	2	0	18
6 — (0)	Athletic Trainer	49	\$450	1460	4 years	None	1	0	0
7 — (0)	Optician	22	\$330	1095	2 years	1 year	2	12	18
8 — (0)	School Bus Driver	51	\$168	1097	10 clock hours	3 years	7	0	21
9 ^ (1)	Bus Driver, City/Transit	51	\$158	1095	None	3 years	5	0	21
10 v (-1)	Midwife, Direct Entry	37	\$1,380	730	2 years	None	1	12	0
11 v (-1)	Truck Driver, Tractor-Trailer	51	\$168	730	None	2 years	6	0	18
12 — (0)	Truck Driver, Other	51	\$148	730	None	2 years	4	0	18
13 ^ (1)	Barber	51	\$100	350	1500 clock hours	None	2	12	18
14 v (-1)	Cosmetologist	51	\$100	280	1200 clock hours	None	2	12	18
14 — (0)	Shampooer	33	\$100	280	1200 clock hours	None	2	12	18
16 — (0)	Taxi Driver/Chauffeur	13	\$33	365	None	1 year	0	0	21
17 — (0)	Skin Care Specialist	51	\$100	140	600 clock hours	None	2	12	18
18 — (0)	Manicurist	51	\$100	70	300 clock hours	None	2	12	18
19 — (0)	Emergency Medical Technician	51	\$223	35	150 clock hours	None	2	12	18
20 ^ (1)	Massage Therapist	45	\$295	152	650 clock hours	None	1	0	18
21 v (-1)	Child Care Home, Family	44	\$110	4	24 clock hours	None	0	12	21
22 ^ (1)	Pharmacy Technician	44	\$25	140	None	600 clock hours	0	0	18
23 v (-1)	Interpreter, Sign Language	22	\$455	0	None	None	2	0	18
24 ^ (2)	Vegetation Pesticide Applicator	51	\$45	0	None	None	4	0	18
25 — (0)	Teacher Assistant, Non-Instructional	5	\$0	7	30 clock hours	None	0	12	0
26 — (0)	Pest Control Applicator	51	\$45	0	None	None	2	0	18
27 ^ (41)	Bill Collection Agency	29	\$801	0	None	None	0	0	0
28 ^ (1)	Conveyor Operator	1	\$159	0	None	None	1	0	18

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ▾ (-1)	Fire Alarm Installer	39	\$462	0	None	None	2	0	0
30 ▾ (-1)	Crane Operator	16	\$75	0	None	None	1	0	18
31 ▲ (1)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Cement Finishing Contractor (Residential)	30	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Door Repair Contractor (Residential)	29	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Drywall Installation Contractor (Residential)	30	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Floor Sander Contractor (Residential)	27	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Glazier Contractor (Residential)	30	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Insulation Contractor (Residential)	30	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Iron/Steel Contractor (Residential)	30	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Mason Contractor (Residential)	31	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Painting Contractor (Residential)	27	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Paving Contractor (Residential)	28	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Sheet Metal Contractor, Other (Residential)	31	\$200	0.8	5 clock hours	None	0	0	18
31 ▲ (1)	Terrazzo Contractor (Residential)	28	\$200	0.8	5 clock hours	None	0	0	18
44 ▲ (1)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$200	0	None	None	0	0	18
44 ▲ (1)	Cement Finishing Contractor (Commercial)	24	\$200	0	None	None	0	0	18
44 ▲ (1)	Door Repair Contractor (Commercial)	24	\$200	0	None	None	0	0	18
44 ▲ (1)	Drywall Installation Contractor (Commercial)	25	\$200	0	None	None	0	0	18
44 ▲ (1)	Floor Sander Contractor (Commercial)	22	\$200	0	None	None	0	0	18
44 ▲ (1)	Glazier Contractor (Commercial)	26	\$200	0	None	None	0	0	18
44 ▲ (1)	Insulation Contractor (Commercial)	24	\$200	0	None	None	0	0	18
44 ▲ (1)	Iron/Steel Contractor (Commercial)	26	\$200	0	None	None	0	0	18
44 ▲ (1)	Mason Contractor (Commercial)	26	\$200	0	None	None	0	0	18
44 ▲ (1)	Painting Contractor (Commercial)	22	\$200	0	None	None	0	0	18
44 ▲ (1)	Paving Contractor (Commercial)	24	\$200	0	None	None	0	0	18
44 ▲ (1)	Pipelayer Contractor	27	\$200	0	None	None	0	0	18
44 ▲ (1)	Sheet Metal Contractor, Other (Commercial)	26	\$200	0	None	None	0	0	18
44 ▲ (1)	Terrazzo Contractor (Commercial)	23	\$200	0	None	None	0	0	18
58 ▲ (1)	Wildlife Control Operator	23	\$25	0	None	None	1	0	18
59 ▾ (-28)	Security Alarm Installer	37	\$505	0	None	None	1	0	0
60 — (0)	Bartender	12	\$0	0.3	2 clock hours	None	1	0	18
61 — (0)	Earth Driller, Water Well	51	\$380	0	None	None	1	0	0
62 — (0)	Gaming Supervisor	31	\$300	0	None	None	0	0	0
62 — (0)	Slot Supervisor	29	\$300	0	None	None	0	0	0
64 ▲ (2)	Tree Trimmer	8	\$50	0	None	None	1	0	0
65 ▾ (-1)	Gaming Cage Worker	30	\$185	0	None	None	0	0	0
66 ▾ (-1)	Upholsterer	9	\$180	0	None	None	0	0	0
67 ▲ (1)	Animal Breeder	29	\$100	0	None	None	0	0	0
67 ▲ (4)	Travel Guide	37	\$100	0	None	None	0	0	0
69 ▲ (1)	Fisher, Commercial	43	\$50	0	None	None	0	0	0
70 ▲ (2)	Security Guard, Unarmed	34	\$5	0	None	None	0	0	0
—	Averages	—	\$236	297	—	—	1	1.7	13.8

South Carolina

Licenses

60

of 102 low-income occupations

Burden Rank

15th

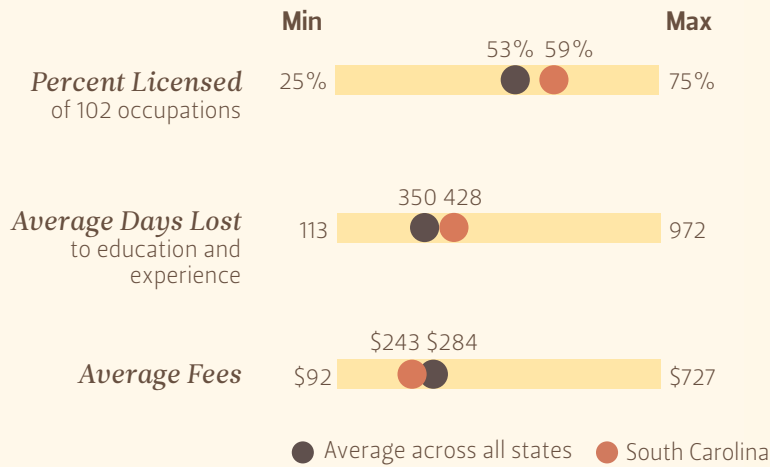
for average burdens
1st is worst

Combined Rank

= 20th

for number of licenses x average burdens
1st is worst

How South Carolina Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; education increased for emergency medical technician and did not fall for any occupation
- Burden rank and combined rank worsened 2 spots, largely because education increased for emergency medical technician and other states improved more

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$594	1460	4 years	None	3	0	18
2 — (0)	Athletic Trainer	49	\$440	1460	4 years	None	1	0	0
3 — (0)	Midwife, Direct Entry	37	\$1,500	1095	2 years	1 year	2	12	0
4 — (0)	Optician	22	\$420	730	2 years	None	2	12	18
5 — (0)	Earth Driller, Water Well	51	\$417	730	None	2 years	3	0	18
6 — (0)	Veterinary Technician	36	\$375	730	2 years	None	2	0	18
6 ▲ (1)	Pest Control Applicator	51	\$375	730	None	2 years	2	0	18
8 — (0)	HVAC Contractor (Commercial)	37	\$385	730	None	2 years	3	0	0
9 — (0)	Mobile Home Installer	37	\$175	731	8 clock hours	2 years	1	0	18
10 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$325	730	None	2 years	2	0	0
10 — (0)	Cement Finishing Contractor (Commercial)	24	\$325	730	None	2 years	2	0	0
12 — (0)	Glazier Contractor (Commercial)	26	\$310	730	None	2 years	2	0	0
12 — (0)	Iron/Steel Contractor (Commercial)	26	\$310	730	None	2 years	2	0	0
12 — (0)	Paving Contractor (Commercial)	24	\$310	730	None	2 years	2	0	0
12 — (0)	Pipelayer Contractor	27	\$310	730	None	2 years	2	0	0
12 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$310	730	None	2 years	2	0	0
12 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$310	730	None	2 years	2	0	0
18 — (0)	Door Repair Contractor (Commercial)	24	\$250	730	None	2 years	1	0	0
18 — (0)	Drywall Installation Contractor (Commercial)	25	\$250	730	None	2 years	1	0	0
18 — (0)	Floor Sander Contractor (Commercial)	22	\$250	730	None	2 years	1	0	0
18 — (0)	Insulation Contractor (Commercial)	24	\$250	730	None	2 years	1	0	0
18 — (0)	Mason Contractor (Commercial)	26	\$250	730	None	2 years	1	0	0
18 — (0)	Painting Contractor (Commercial)	22	\$250	730	None	2 years	1	0	0
18 — (0)	Terrazzo Contractor (Commercial)	23	\$250	730	None	2 years	1	0	0
25 ▲ (1)	Barber	51	\$175	350	1500 clock hours	None	2	9	17
26 ▼ (-1)	Cosmetologist	51	\$100	350	1500 clock hours	None	2	10	16

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
27 — (0)	HVAC Contractor (Residential)	35	\$280	365	None	1 year	2	0	0
27 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$280	365	None	1 year	2	0	0
29 — (0)	Glazier Contractor (Residential)	30	\$270	365	None	1 year	2	0	0
29 — (0)	Iron/Steel Contractor (Residential)	30	\$270	365	None	1 year	2	0	0
31 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$50	365	None	1 year	0	0	0
31 — (0)	Cement Finishing Contractor (Residential)	30	\$50	365	None	1 year	0	0	0
31 — (0)	Drywall Installation Contractor (Residential)	30	\$50	365	None	1 year	0	0	0
31 — (0)	Floor Sander Contractor (Residential)	27	\$50	365	None	1 year	0	0	0
31 — (0)	Insulation Contractor (Residential)	30	\$50	365	None	1 year	0	0	0
31 — (0)	Mason Contractor (Residential)	31	\$50	365	None	1 year	0	0	0
31 — (0)	Painting Contractor (Residential)	27	\$50	365	None	1 year	0	0	0
31 — (0)	Paving Contractor (Residential)	28	\$50	365	None	1 year	0	0	0
31 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$50	365	None	1 year	0	0	0
31 — (0)	Terrazzo Contractor (Residential)	28	\$50	365	None	1 year	0	0	0
41 — (0)	Massage Therapist	45	\$345	117	500 clock hours	None	1	12	18
42 — (0)	Makeup Artist	37	\$210	105	450 clock hours	None	2	10	16
43 ✓ (-1)	Skin Care Specialist	51	\$100	105	450 clock hours	None	2	10	16
44 — (0)	Manicurist	51	\$335	70	300 clock hours	None	2	10	16
45 ^ (5)	Fire Alarm Installer	39	\$744	4	22 clock hours	None	3	0	18
45 ^ (5)	Security Alarm Installer	37	\$744	4	22 clock hours	None	3	0	18
47 ✓ (-2)	School Bus Driver	51	\$36	5	30 clock hours	None	7	0	18
48 ✓ (-1)	Emergency Medical Technician	51	\$135	35	150 clock hours	None	2	0	18
49 ✓ (-1)	Bus Driver, City/Transit	51	\$34	0	None	None	5	0	18
49 ✓ (-1)	Truck Driver, Tractor-Trailer	51	\$34	0	None	None	5	0	18
51 ✓ (-5)	Auctioneer	28	\$435	19	80 clock hours	None	1	0	18
52 — (0)	Shampooer	33	\$90	42	None	6 weeks	1	0	16
53 — (0)	Truck Driver, Other	51	\$32	0	None	None	4	0	18
54 — (0)	Vegetation Pesticide Applicator	51	\$175	0	None	None	2	0	18
55 — (0)	Security Guard, Unarmed	34	\$65	0.7	4 clock hours	None	1	0	18
56 ^ (1)	Milk Sampler	43	\$0	0	None	None	1	0	0
57 ✓ (-1)	Travel Guide	37	\$150	0	None	None	0	0	0
58 — (0)	Pharmacy Technician	44	\$56	0	None	None	0	0	0
59 — (0)	Fisher, Commercial	43	\$25	0	None	None	0	0	0
60 — (0)	Weigher	24	\$5	0	None	None	0	0	0
—	Averages	—	\$243	428	—	—	1.6	1.4	6.7

South Dakota

Licenses

32

of 102 low-income occupations

Burden Rank

27th

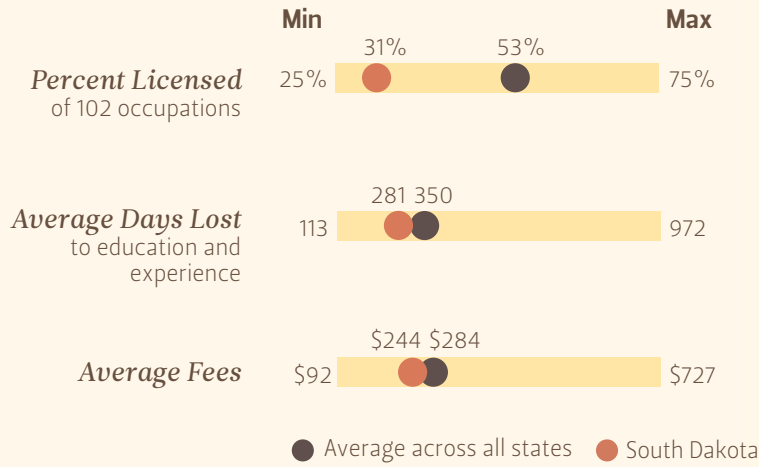
for average burdens
1st is worst

Combined Rank

= 49th

for number of licenses x average burdens
1st is worst

How South Dakota Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience decreased for barber, cosmetologist, direct entry midwife and shampooer but rose for head coach for high school sports, pharmacy technician and school bus driver
- Burden rank improved 4 spots, mainly because of large net education and experience reductions; combined rank stayed the same, making the state the third least widely and onerously licensed state

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Earth Driller, Water Well	51	\$200	1825	None	5 years	1	0	0
2 ^ (1)	Preschool Teacher, Public School	50	\$346	1460	4 years	None	2	0	0
3 v (-1)	Athletic Trainer	49	\$490	1460	4 years	None	1	0	0
4 ^ (1)	Mobile Home Installer	37	\$435	1095	None	3 years	2	0	0
5 v (-1)	Midwife, Direct Entry	37	\$2,343	730	2 years	None	1	12	0
6 ^ (1)	Veterinary Technician	36	\$345	730	2 years	None	2	12	0
7 v (-1)	Barber	51	\$150	350	1500 clock hours	None	2	0	18
8 — (0)	Cosmetologist	51	\$100	350	1500 clock hours	None	2	0	18
8 — (0)	Shampooer	33	\$100	350	1500 clock hours	None	2	0	18
10 ^ (2)	Massage Therapist	45	\$360	117	500 clock hours	None	1	12	18
11 ^ (8)	Pharmacy Technician	44	\$154	117	500 clock hours	None	1	12	0
12 v (-2)	Skin Care Specialist	51	\$100	140	600 clock hours	None	2	0	18
12 v (-2)	Makeup Artist	37	\$100	140	600 clock hours	None	2	0	18
14 v (-1)	Manicurist	51	\$100	93	400 clock hours	None	2	0	18
15 v (-1)	School Bus Driver	51	\$186	0.7	4 clock hours	None	6	0	18
16 — (0)	Bus Driver, City/Transit	51	\$171	0	None	None	5	0	18
17 v (-2)	Truck Driver, Tractor-Trailer	51	\$156	0	None	None	5	0	18
18 v (-1)	Truck Driver, Other	51	\$156	0	None	None	4	0	18
19 v (-1)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	18
20 ^ (7)	Pest Control Applicator	51	\$35	0	None	None	2	0	18
20 ^ (7)	Vegetation Pesticide Applicator	51	\$35	0	None	None	2	0	18
22 v (-1)	Gaming Cage Worker	30	\$111	0	None	None	0	0	21
22 v (-1)	Gaming Dealer	29	\$111	0	None	None	0	0	21
22 v (-1)	Gaming Supervisor	31	\$111	0	None	None	0	0	21
22 v (-1)	Slot Supervisor	29	\$111	0	None	None	0	0	21
26 v (-6)	Title Examiner	7	\$600	0	None	None	1	0	0
27 v (-2)	Interpreter, Sign Language	22	\$400	0	None	None	1	0	0
28 v (-2)	Milk Sampler	43	\$50	0	None	None	2	0	0
29 — (0)	Landscape Contractor (Commercial)	47	\$70	0	None	None	0	0	0
29 — (0)	Landscape Contractor (Residential)	48	\$70	0	None	None	0	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
31 (1)	Coach, Head (High School Sports)	47	\$0	2	13 clock hours	None	0	0	0
32 (-1)	Taxidermist	28	\$15	0	None	None	0	0	0
—	Averages	—	\$244	281	—	—	1.7	1.5	10.5

Tennessee

Licenses

69

of 102 low-income occupations

Burden Rank

37th

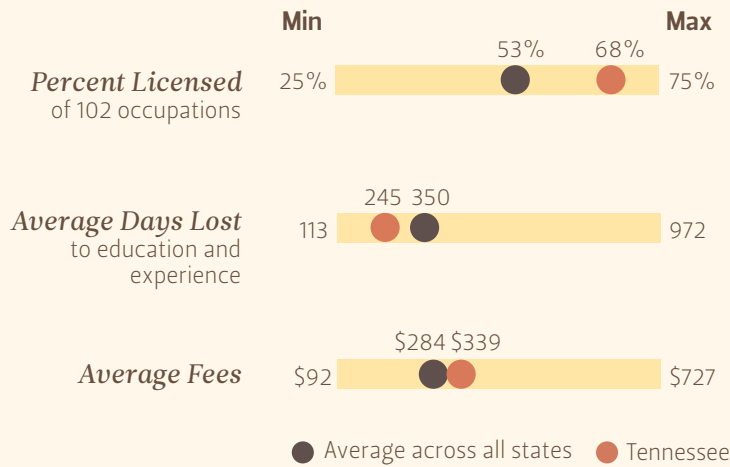
for average burdens
1st is worst

Combined Rank

= 13th

for number of licenses x average burdens
1st is worst

How Tennessee Compares in 2022



Changes Since 2017

- No licenses created; 2 removed for locksmiths and shampooers
- Fees changed most often and usually increased; days lost to education and experience decreased for 4 occupations but rose for 3 others
- Burden rank worsened 2 spots, largely because education and experience increases more than offset reductions; combined rank stayed the same because of burden changes by similarly ranked states

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$827	2555	4 years	3 years	5	0	18
2 — (0)	Fire Alarm Installer	39	\$978	2190	2 years	4 years	1	0	18
2 ▲ (1)	Security Alarm Installer	37	\$978	2190	2 years	4 years	1	0	18
4 ▲ (16)	School Bus Driver	51	\$97	1825	None	5 years	6	0	25
5 ▼ (-1)	Athletic Trainer	49	\$600	1460	4 years	None	2	0	0
6 ▼ (-1)	Midwife, Direct Entry	37	\$2,345	730	2 years	None	1	12	0
7 — (0)	Optician	22	\$755	730	2 years	None	3	12	18
8 — (0)	Earth Driller, Water Well	51	\$557	730	None	2 years	3	10	18
9 — (0)	Vegetation Pesticide Applicator	51	\$615	730	None	2 years	3	0	18
10 — (0)	Pest Control Applicator	51	\$440	730	None	2 years	2	0	18
11 — (0)	Taxi Driver/Chauffeur	13	\$5	730	None	2 years	1	0	18
12 — (0)	Veterinary Technician	36	\$445	730	2 years	None	1	0	0
13 ▲ (1)	Cosmetologist	51	\$200	350	1501 clock hours	None	2	10	16
14 ▼ (-8)	Auctioneer	28	\$800	193	50 clock hours	6 months	2	12	18
15 ▼ (-2)	Barber	51	\$200	350	1501 clock hours	None	2	0	16
16 — (0)	Skin Care Specialist	51	\$200	175	751 clock hours	None	2	10	16
16 — (0)	Makeup Artist	37	\$200	175	751 clock hours	None	2	10	16
18 ▼ (-3)	Manicurist	51	\$200	140	601 clock hours	None	2	10	16
19 ▼ (-1)	Emergency Medical Technician	51	\$160	35	150 clock hours	None	2	12	18
20 ▼ (-1)	Massage Therapist	45	\$510	117	500 clock hours	None	1	0	18
21 — (0)	Dental Assistant	8	\$75	0	None	None	1	12	18
22 ▲ (1)	Bus Driver, City/Transit	51	\$71	0	None	None	5	0	21
23 ▲ (1)	Truck Driver, Tractor-Trailer	51	\$70	0	None	None	5	0	19
24 ▲ (1)	Truck Driver, Other	51	\$62	0	None	None	4	0	18
25 ▲ (2)	Security Guard, Unarmed	34	\$105	0.7	4 clock hours	None	1	0	18
26 ▲ (2)	Bartender	12	\$20	0.6	3.5 clock hours	None	1	0	18
27 ▲ (2)	HVAC Contractor (Residential)	35	\$364	0	None	None	2	0	0
27 ▲ (2)	Sheet Metal Contractor, HVAC (Commercial)	37	\$364	0	None	None	2	0	0
27 ▲ (2)	Sheet Metal Contractor, HVAC (Residential)	36	\$364	0	None	None	2	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 ▾ (-1)	HVAC Contractor (Commercial)	37	\$360	0	None	None	2	0	0
31 ▲ (2)	Bill Collection Agency	29	\$750	0	None	None	0	0	0
32 ▲ (5)	Weigher	24	\$25	0	None	None	0	0	18
33 ▲ (3)	Child Care Home, Family	44	\$5	0.3	2 clock hours	None	0	0	18
34 ▲ (6)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$307	0	None	None	1	0	0
34 ▲ (6)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$307	0	None	None	1	0	0
34 ▲ (6)	Cement Finishing Contractor (Commercial)	24	\$307	0	None	None	1	0	0
34 ▲ (6)	Cement Finishing Contractor (Residential)	30	\$307	0	None	None	1	0	0
34 ▲ (6)	Door Repair Contractor (Commercial)	24	\$307	0	None	None	1	0	0
34 ▲ (6)	Door Repair Contractor (Residential)	29	\$307	0	None	None	1	0	0
34 ▲ (6)	Drywall Installation Contractor (Commercial)	25	\$307	0	None	None	1	0	0
34 ▲ (6)	Drywall Installation Contractor (Residential)	30	\$307	0	None	None	1	0	0
34 ▲ (6)	Floor Sander Contractor (Commercial)	22	\$307	0	None	None	1	0	0
34 ▲ (6)	Floor Sander Contractor (Residential)	27	\$307	0	None	None	1	0	0
34 ▲ (6)	Glazier Contractor (Commercial)	26	\$307	0	None	None	1	0	0
34 ▲ (6)	Glazier Contractor (Residential)	30	\$307	0	None	None	1	0	0
34 ▲ (6)	Insulation Contractor (Commercial)	24	\$307	0	None	None	1	0	0
34 ▲ (6)	Insulation Contractor (Residential)	30	\$307	0	None	None	1	0	0
34 ▲ (6)	Iron/Steel Contractor (Commercial)	26	\$307	0	None	None	1	0	0
34 ▲ (6)	Iron/Steel Contractor (Residential)	30	\$307	0	None	None	1	0	0
34 — (0)	Landscape Contractor (Commercial)	47	\$307	0	None	None	1	0	0
34 — (0)	Landscape Contractor (Residential)	48	\$307	0	None	None	1	0	0
34 ▲ (6)	Mason Contractor (Commercial)	26	\$307	0	None	None	1	0	0
34 ▲ (6)	Mason Contractor (Residential)	31	\$307	0	None	None	1	0	0
34 ▲ (6)	Painting Contractor (Commercial)	22	\$307	0	None	None	1	0	0
34 ▲ (6)	Painting Contractor (Residential)	27	\$307	0	None	None	1	0	0
34 ▲ (6)	Paving Contractor (Commercial)	24	\$307	0	None	None	1	0	0
34 ▲ (6)	Paving Contractor (Residential)	28	\$307	0	None	None	1	0	0
34 ▲ (6)	Pipelayer Contractor	27	\$307	0	None	None	1	0	0
34 ▲ (6)	Sheet Metal Contractor, Other (Commercial)	26	\$307	0	None	None	1	0	0
34 ▲ (6)	Sheet Metal Contractor, Other (Residential)	31	\$307	0	None	None	1	0	0
34 ▲ (4)	Terrazzo Contractor (Commercial)	23	\$307	0	None	None	1	0	0
34 ▲ (4)	Terrazzo Contractor (Residential)	28	\$307	0	None	None	1	0	0
63 ▲ (2)	Mobile Home Installer	37	\$25	3	15 clock hours	None	1	0	0
64 ▲ (2)	Milk Sampler	43	\$25	0	None	None	1	0	0
65 ▲ (2)	Fisher, Commercial	43	\$244	0	None	None	0	0	0
66 ▲ (2)	Travel Guide	37	\$150	0	None	None	0	0	0
67 ▲ (2)	Pharmacy Technician	44	\$130	0	None	None	0	0	0
68 ▲ (2)	Taxidermist	28	\$122	0	None	None	0	0	0
69 ▲ (2)	Coach, Head (High School Sports)	47	\$75	2	12 clock hours	None	0	0	0
—	Averages	—	\$339	245	—	—	1.4	1.6	6.5

Licenses

38

of 102 low-income occupations

Burden Rank

18th

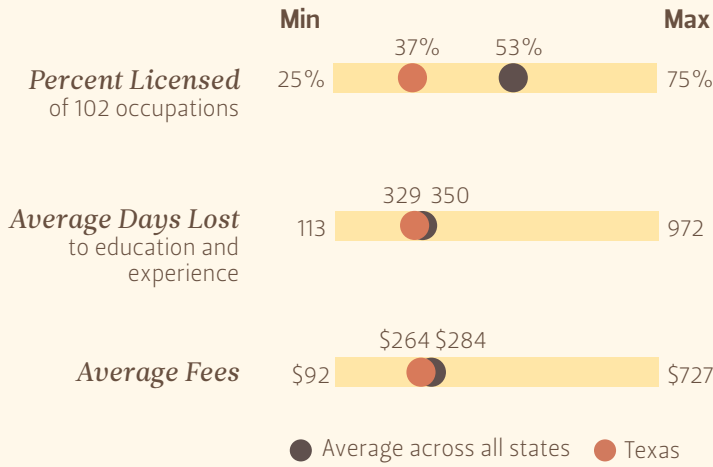
for average burdens
1st is worst

Combined Rank

= 41st

for number of licenses x average burdens
1st is worst

How Texas Compares in 2022



Changes Since 2017

- 1 license created for animal breeders; none removed
- Fees changed most often and usually increased; education decreased for barber, cosmetologist and milk sampler but rose for direct entry midwife, head coach for high school sports and pharmacy technician
- Burden rank and combined rank worsened 1 spot, largely because education increases more than offset reductions and the state created 1 new license

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$377	1460	4 years	None	2	0	18
2 — (0)	HVAC Contractor (Commercial)	37	\$209	1460	None	4 years	1	0	18
2 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$209	1460	None	4 years	1	0	18
4 — (0)	HVAC Contractor (Residential)	35	\$195	1460	None	4 years	1	0	18
4 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$195	1460	None	4 years	1	0	18
6 — (0)	Athletic Trainer	49	\$584	1460	4 years	None	2	0	0
7 ▲ (2)	Midwife, Direct Entry	37	\$1,420	730	2 years	None	2	12	0
8 ▼ (-1)	Security Alarm Installer	37	\$478	730	None	2 years	1	0	18
9 ▼ (-1)	Earth Driller, Water Well	51	\$267	730	None	2 years	1	0	0
10 ▲ (1)	Pest Control Applicator	51	\$742	379	28 clock hours	40 clock hours and 1 year	3	0	0
11 ▼ (-1)	Cosmetologist	51	\$172	233	1000 contact hours	None	2	12	17
12 ▲ (1)	Skin Care Specialist	51	\$172	175	750 clock hours	None	2	12	17
13 ▲ (1)	Manicurist	51	\$172	140	600 clock hours	None	2	12	17
14 ▼ (-2)	Barber	51	\$50	233	1000 clock hours	None	2	0	16
15 ▲ (8)	Pharmacy Technician	44	\$212	117	500 clock hours	None	1	12	0
16 — (0)	Emergency Medical Technician	51	\$162	35	150 clock hours	None	3	12	18
17 ▼ (-2)	Massage Therapist	45	\$295	117	500 clock hours	None	2	0	18
18 ▼ (-1)	Shampooer	33	\$172	70	300 clock hours	None	2	7	16
19 ▼ (-1)	Auctioneer	28	\$152	19	80 clock hours	None	1	12	18
20 ▼ (-1)	School Bus Driver	51	\$144	3	20 clock hours	None	7	0	18
21 ▼ (-1)	Child Care Home, Family	44	\$112	7	32 clock hours	None	0	12	21
22 — (0)	Bus Driver, City/Transit	51	\$133	0	None	None	6	0	18
23 ▼ (-2)	Truck Driver, Tractor-Trailer	51	\$122	0	None	None	6	0	18
24 — (0)	Truck Driver, Other	51	\$122	0	None	None	5	0	18
25 — (0)	Fire Alarm Installer	39	\$708	0	None	None	2	0	0
26 — (N)	Animal Breeder	29	\$400	0	None	None	0	0	18
27 ▼ (-1)	Vegetation Pesticide Applicator	51	\$392	0	None	None	3	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
28 — (0)	Security Guard, Unarmed	34	\$62	1	6 clock hours	None	1	0	18
29 ✓ (-2)	Mobile Home Installer	37	\$590	2	12 clock hours	None	1	0	0
30 ✓ (-1)	Locksmith	12	\$58	0	None	None	0	0	18
31 ✓ (-1)	Weigher	24	\$500	0	None	None	0	0	0
32 ✓ (-1)	Animal Control Officer	7	\$75	2	12 clock hours	None	2	0	0
33 ✓ (-1)	Milk Sampler	43	\$0	0	None	None	2	0	0
34 ✓ (-1)	Travel Guide	37	\$132	0	None	None	0	0	0
35 ✓ (-1)	Landscape Contractor (Commercial)	47	\$75	0	None	None	0	0	0
35 ✓ (-1)	Landscape Contractor (Residential)	48	\$75	0	None	None	0	0	0
37 — (0)	Coach, Head (High School Sports)	47	\$35	2	13 clock hours	None	0	0	0
38 ✓ (-2)	Fisher, Commercial	43	\$54	0	None	None	0	0	0
—	Averages	—	\$264	329	—	—	1.8	2.7	10.3

Licenses

64

of 102 low-income occupations

Burden Rank

49th

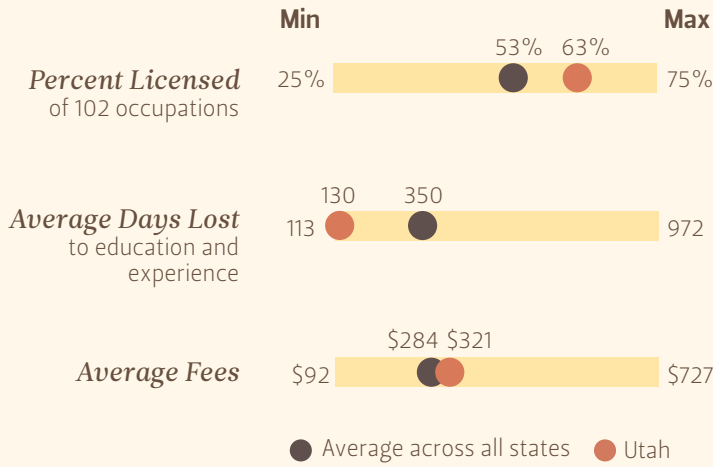
for average burdens
1st is worst

Combined Rank

= 26th

for number of licenses x
average burdens
1st is worst

How Utah Compares in 2022



Changes Since 2017

- No licenses created; 1 removed for taxi drivers/ chauffeurs
- Fees changed most often and usually decreased; days lost to education and experience decreased for 38 occupations, mostly contractor trades, but rose for head coach for high school sports, pest control applicator and vegetation pesticide applicator
- Burden rank improved 36 spots and combined rank improved 12 spots, largely because of education and experience reductions, mostly in the contractor trades, and an eliminated license

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Athletic Trainer	49	\$460	1460	4 years	None	1	0	0
2 ^ (1)	Security Alarm Installer	37	\$653	1095	None	3 years	2	0	0
3 v (-1)	Midwife, Direct Entry	37	\$1400	730	2 years	None	1	12	0
4 — (0)	Earth Driller, Water Well	51	\$350	730	None	2 years	5	0	21
5 ^ (49)	Pest Control Applicator	51	\$175	730	None	2 years	2	0	18
5 ^ (49)	Vegetation Pesticide Applicator	51	\$175	730	None	2 years	2	0	18
7 ^ (32)	School Bus Driver	51	\$148	365	None	1 year	6	0	18
8 ^ (32)	Bus Driver, City/Transit	51	\$139	365	None	1 year	5	0	18
9 ^ (32)	Truck Driver, Tractor-Trailer	51	\$130	365	None	1 year	5	0	18
10 ^ (32)	Truck Driver, Other	51	\$130	365	None	1 year	4	0	18
11 ^ (32)	Cosmetologist	51	\$234	373	1600 clock hours	None	2	0	0
12 ^ (32)	Pharmacy Technician	44	\$212	140	600 clock hours	None	1	12	0
13 ^ (32)	Barber	51	\$230	233	1000 clock hours	None	1	0	0
14 ^ (33)	Massage Therapist	45	\$255	140	600 clock hours	None	1	0	18
15 ^ (33)	Travel Guide	37	\$237	140	None	100 days	1	0	18
16 ^ (33)	Skin Care Specialist	51	\$234	140	600 clock hours	None	2	0	0
17 ^ (33)	Manicurist	51	\$232	70	300 clock hours	None	2	0	0
18 ^ (33)	Emergency Medical Technician	51	\$208	28	120 clock hours	None	2	0	18
19 ^ (33)	Crane Operator	16	\$240	0	None	None	2	0	18
20 ^ (33)	Interpreter, Sign Language	22	\$210	0	None	None	2	0	18
21 ^ (36)	Bartender	12	\$0	0.5	3 clock hours	None	1	0	21
22 ^ (15)	Landscape Contractor (Commercial)	47	\$445	4	25 clock hours	None	0	0	0
22 ^ (15)	Landscape Contractor (Residential)	48	\$445	4	25 clock hours	None	0	0	0
24 ^ (34)	Child Care Home, Family	44	\$0	0.4	2.5 clock hours	None	0	0	18
25 v (-20)	Mobile Home Installer	37	\$405	4	25 clock hours	None	0	0	0
25 v (-20)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$405	4	25 clock hours	None	0	0	0
25 v (-20)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$405	4	25 clock hours	None	0	0	0
25 v (-20)	Cement Finishing Contractor (Commercial)	24	\$405	4	25 clock hours	None	0	0	0

- ^ Increase since 2017
- v Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
25 ▼(-20)	Cement Finishing Contractor (Residential)	30	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Door Repair Contractor (Commercial)	24	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Door Repair Contractor (Residential)	29	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Drywall Installation Contractor (Commercial)	25	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Drywall Installation Contractor (Residential)	30	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Floor Sander Contractor (Commercial)	22	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Floor Sander Contractor (Residential)	27	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Glazier Contractor (Commercial)	26	\$405	4	25 clock hours	None	0	0	0
25 ▲(1)	Glazier Contractor (Residential)	30	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	HVAC Contractor (Commercial)	37	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	HVAC Contractor (Residential)	35	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Insulation Contractor (Commercial)	24	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Insulation Contractor (Residential)	30	\$405	4	25 clock hours	None	0	0	0
25 ▲(2)	Iron/Steel Contractor (Commercial)	26	\$405	4	25 clock hours	None	0	0	0
25 ▲(2)	Iron/Steel Contractor (Residential)	30	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Mason Contractor (Commercial)	26	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Mason Contractor (Residential)	31	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Painting Contractor (Commercial)	22	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Painting Contractor (Residential)	27	\$405	4	25 clock hours	None	0	0	0
25 ▲(8)	Paving Contractor (Commercial)	24	\$405	4	25 clock hours	None	0	0	0
25 ▲(8)	Paving Contractor (Residential)	28	\$405	4	25 clock hours	None	0	0	0
25 ▼(-20)	Pipelayer Contractor	27	\$405	4	25 clock hours	None	0	0	0
25 ▲(2)	Sheet Metal Contractor, HVAC (Commercial)	37	\$405	4	25 clock hours	None	0	0	0
25 ▲(2)	Sheet Metal Contractor, HVAC (Residential)	36	\$405	4	25 clock hours	None	0	0	0
25 ▲(2)	Sheet Metal Contractor, Other (Commercial)	26	\$405	4	25 clock hours	None	0	0	0
25 ▲(2)	Sheet Metal Contractor, Other (Residential)	31	\$405	4	25 clock hours	None	0	0	0
25 ▲(8)	Terrazzo Contractor (Commercial)	23	\$405	4	25 clock hours	None	0	0	0
25 ▲(8)	Terrazzo Contractor (Residential)	28	\$405	4	25 clock hours	None	0	0	0
57 ▲(2)	Security Guard, Unarmed	34	\$90	1	8 clock hours	None	1	0	0
58 ▲(5)	Still Machine Setter, Dairy Equipment	4	\$100	0	None	None	1	0	0
59 ▼(-14)	Shampooer	33	\$68	0.3	2 clock hours	None	1	0	0
60 —(0)	Fisher, Commercial	43	\$150	0	None	None	0	0	0
61 ▲(2)	Milk Sampler	43	\$100	0	None	None	0	0	0
62 ▼(-1)	Upholsterer	9	\$65	0	None	None	0	0	0
63 ▼(-1)	Coach, Head (High School Sports)	47	\$20	3	17 clock hours	None	0	0	0
64 ▲(1)	Bill Collection Agency	29	\$32	0	None	None	0	0	0
—	Averages	—	\$321	130	—	—	0.8	0.4	4.0

Vermont

Licenses

31

of 102 low-income occupations

Burden Rank

31st

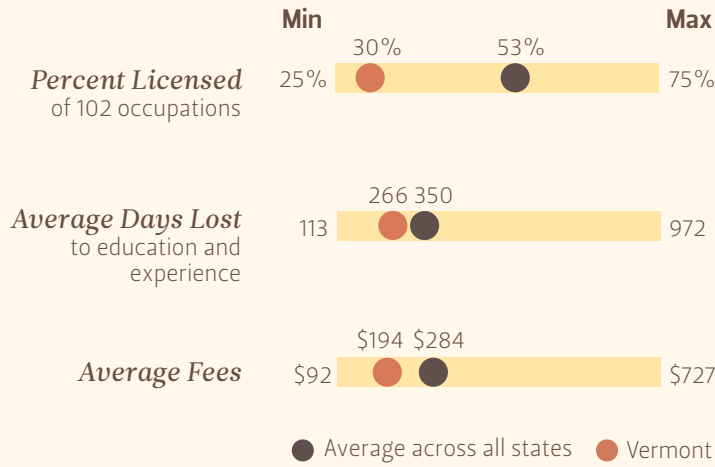
for average burdens
1st is worst

Combined Rank

= 50th

for number of licenses x average burdens
1st is worst

How Vermont Compares in 2022



Changes Since 2017

- 1 license created for massage therapists; none removed
- Fees changed most often and usually increased; education decreased for 7 occupations, including barber, cosmetologist and 4 other beauty occupations, but rose for emergency medical technician, family child care home and school bus driver
- Burden rank improved 3 spots, largely because of education reductions for barbering and beauty occupations; combined rank stayed the same despite a new license because that license has relatively light burdens

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$368	2555	4 years	3 years	1	0	0
2 — (0)	Athletic Trainer	49	\$490	1460	4 years	None	1	0	0
3 ▲ (1)	Earth Driller, Water Well	51	\$315	1095	None	3 years	3	0	0
4 ▼ (-1)	Midwife, Direct Entry	37	\$1,400	730	2 years	None	1	12	0
5 — (0)	Optician	22	\$325	730	2 years	None	1	12	18
6 — (0)	Fire Alarm Installer	39	\$180	730	2 clock hours	2 years	1	0	0
7 — (0)	Cosmetologist	51	\$375	233	1000 clock hours	None	3	12	0
8 — (0)	Barber	51	\$160	175	750 clock hours	None	3	12	0
9 ▼ (-1)	Shampooer	33	\$100	175	750 clock hours	None	3	12	0
10 — (0)	Skin Care Specialist	51	\$285	117	500 clock hours	None	3	12	0
10 — (0)	Makeup Artist	37	\$285	117	500 clock hours	None	3	12	0
12 ▲ (1)	School Bus Driver	51	\$167	1	8 clock hours	None	6	0	18
13 ▲ (3)	Child Care Home, Family	44	\$20	12	54 clock hours	None	0	12	18
14 — (0)	Bus Driver, City/Transit	51	\$153	0	None	None	5	0	18
15 — (0)	Truck Driver, Tractor-Trailer	51	\$139	0	None	None	5	0	18
16 ▲ (1)	Truck Driver, Other	51	\$139	0	None	None	4	0	18
17 ▲ (1)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	18
18 ▼ (-6)	Manicurist	51	\$245	47	200 clock hours	None	3	0	0
19 ▲ (1)	Vegetation Pesticide Applicator	51	\$135	0	None	None	3	0	18
20 ▲ (2)	Pest Control Applicator	51	\$105	0	None	None	2	0	18
21 — (0)	Weigher	24	\$25	0	None	None	0	0	18
22 ▲ (8)	Coach, Head (High School Sports)	47	\$0	0.8	5 clock hours	None	0	0	18
23 ▼ (-4)	Security Guard, Unarmed	34	\$85	9	40 clock hours	None	1	0	0
24 ▼ (-1)	Milk Sampler	43	\$50	0	None	None	1	0	0
25 ▼ (-1)	Auctioneer	28	\$100	9	40 clock hours	None	0	0	0
26 — (N)	Massage Therapist	45	\$75	0	None	None	0	0	0
27 ▼ (-2)	Dental Assistant	8	\$70	0	None	None	0	0	0
28 ▼ (-2)	Pharmacy Technician	44	\$50	0	None	None	0	0	0
29 ▼ (-2)	Landscape Contractor (Commercial)	47	\$30	0	None	None	0	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 — (0)	Landscape Contractor (Residential)	48	\$30	0	None	None	0	0	0
31 ✓ (-3)	Animal Breeder	29	\$25	0	None	None	0	0	0
—	Averages	—	\$194	266	—	—	1.8	3.1	6.4

Virginia

Licenses

72

of 102 low-income occupations

Burden Rank

6th

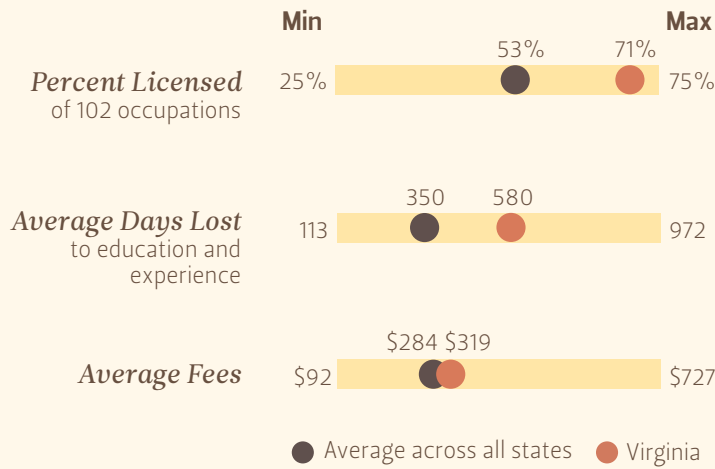
for average burdens
1st is worst

Combined Rank

3rd

for number of licenses x
average burdens
1st is worst

How Virginia Compares in 2022



Changes Since 2017

- 4 licenses created for gaming occupations; none removed
- Fees changed most often and usually increased; days lost to education and experience decreased for 5 occupations, including barber, but rose for pharmacy technician
- Burden rank stayed the same despite education and experience reductions, largely because other states improved more; combined rank worsened 4 spots, largely because the state licensed 4 gaming occupations when it legalized casino gambling

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Earth Driller, Water Well	51	\$460	2203	56 clock hours	6 years	1	0	18
2 — (0)	HVAC Contractor (Commercial)	37	\$720	1826	8 clock hours	5 years	2	0	18
2 — (0)	HVAC Contractor (Residential)	35	\$720	1826	8 clock hours	5 years	2	0	18
2 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$720	1826	8 clock hours	5 years	2	0	18
2 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$720	1826	8 clock hours	5 years	2	0	18
6 — (0)	Preschool Teacher, Public School	50	\$595	1460	1 clock hour and 4 years	None	4	0	18
7 — (0)	Coach, Head (High School Sports)	47	\$320	1461	6 clock hours and 4 years	None	3	0	18
8 — (0)	Athletic Trainer	49	\$520	1460	4 years	None	1	0	0
9 ▲ (1)	Security Alarm Installer	37	\$700	1096	6 clock hours	3 years	1	0	18
10 ▼ (-1)	Midwife, Direct Entry	37	\$1,577	730	2 years	None	1	12	0
11 — (0)	Optician	22	\$400	730	2 years	None	2	12	18
12 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Cement Finishing Contractor (Commercial)	24	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Cement Finishing Contractor (Residential)	30	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Door Repair Contractor (Commercial)	24	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Door Repair Contractor (Residential)	29	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Drywall Installation Contractor (Commercial)	25	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Drywall Installation Contractor (Residential)	30	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Fire Alarm Installer	39	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Floor Sander Contractor (Commercial)	22	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Floor Sander Contractor (Residential)	27	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Glazier Contractor (Commercial)	26	\$320	731	8 clock hours	2 years	1	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
12 — (0)	Glazier Contractor (Residential)	30	\$320	731	8 clock hours	2 years	1	0	18
12 ^ (30)	Insulation Contractor (Commercial)	24	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Insulation Contractor (Residential)	30	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Iron/Steel Contractor (Commercial)	26	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Iron/Steel Contractor (Residential)	30	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Landscape Contractor (Commercial)	47	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Landscape Contractor (Residential)	48	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Mason Contractor (Commercial)	26	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Mason Contractor (Residential)	31	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Painting Contractor (Commercial)	22	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Painting Contractor (Residential)	27	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Paving Contractor (Commercial)	24	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Paving Contractor (Residential)	28	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Pipelayer Contractor	27	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Terrazzo Contractor (Commercial)	23	\$320	731	8 clock hours	2 years	1	0	18
12 — (0)	Terrazzo Contractor (Residential)	28	\$320	731	8 clock hours	2 years	1	0	18
42 v (-1)	Mobile Home Installer	37	\$235	731	8 clock hours	2 years	1	0	18
43 — (0)	Veterinary Technician	36	\$390	730	2 years	None	1	0	0
44 — (0)	Vegetation Pesticide Applicator	51	\$250	365	1 year	None	3	0	18
45 — (0)	Pest Control Applicator	51	\$250	365	1 year	None	2	0	18
46 — (0)	Cosmetologist	51	\$277	350	1500 clock hours	None	2	0	0
47 ^ (1)	Child Care Home, Family	44	\$83	91	None	3 months	0	12	18
48 v (-1)	Barber	51	\$277	257	1100 clock hours	None	2	0	0
49 ^ (2)	Pharmacy Technician	44	\$164	117	500 clock hours	None	1	12	0
50 v (-1)	Massage Therapist	45	\$335	117	500 clock hours	None	1	0	18
51 ^ (1)	Skin Care Specialist	51	\$353	140	600 clock hours	None	2	0	0
52 v (-2)	School Bus Driver	51	\$23	5	30 clock hours	None	6	0	18
53 ^ (1)	Bus Driver, City/Transit	51	\$30	0	None	None	5	0	18
54 ^ (1)	Truck Driver, Tractor-Trailer	51	\$27	0	None	None	5	0	18
55 ^ (1)	Truck Driver, Other	51	\$27	0	None	None	4	0	18
56 v (-3)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	16
57 — (N)	Gaming Cage Worker	30	\$536	0	None	None	0	0	21
57 — (N)	Gaming Dealer	29	\$536	0	None	None	0	0	21
57 — (N)	Gaming Supervisor	31	\$536	0	None	None	0	0	21
57 — (N)	Slot Supervisor	29	\$536	0	None	None	0	0	21
61 v (-4)	Auctioneer	28	\$65	19	80 clock hours	None	1	0	18
62 v (-4)	Manicurist	51	\$192	35	150 clock hours	None	2	0	0
63 v (-4)	Locksmith	12	\$75	3	18 clock hours	None	1	0	18
64 v (-5)	Security Guard, Unarmed	34	\$64	3	18 clock hours	None	1	0	18
65 v (-4)	Weigher	24	\$25	0	None	None	0	0	18
66 v (-2)	Wildlife Control Operator	23	\$75	0	None	None	1	0	0
67 v (-3)	Milk Sampler	43	\$0	0	None	None	1	0	0
68 v (-6)	Fisher, Commercial	43	\$190	0	None	None	0	0	0
68 v (-6)	Travel Guide	37	\$190	0	None	None	0	0	0
70 v (-4)	Animal Control Officer	7	\$0	20	84 clock hours	None	0	0	0
71 v (-4)	Taxidermist	28	\$40	0	None	None	0	0	0
72 v (-4)	Upholsterer	9	\$25	0	None	None	0	0	0
—	Averages	—	\$319	580	—	—	1.3	0.7	14.4

Washington

Licenses

76

of 102 low-income occupations

Burden Rank

47th

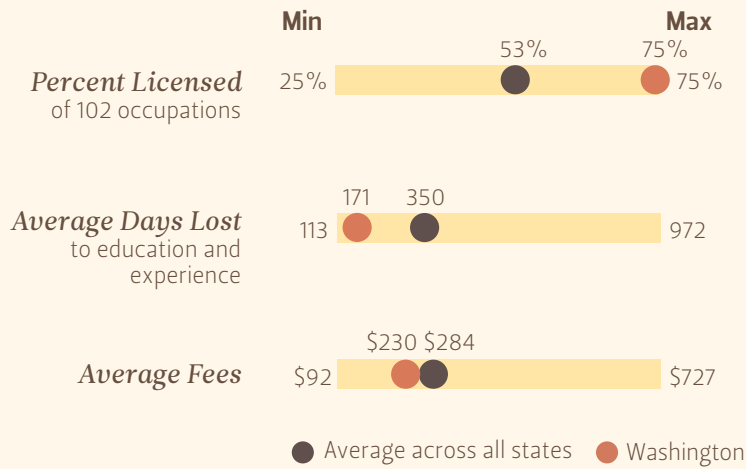
for average burdens
1st is worst

Combined Rank

8th

for number of licenses x average burdens
1st is worst

How Washington Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; days lost to education and experience increased for 7 occupations but fell for 5 others
- Burden rank and combined rank worsened 1 spot, largely because of increased education and experience burdens

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$410	2190	4 years	2 years	1	0	0
2 — (0)	Fire Alarm Installer	39	\$700	1474	64 clock hours	4 years	5	0	16
2 ▲ (1)	Security Alarm Installer	37	\$700	1474	64 clock hours	4 years	5	0	16
4 — (0)	Athletic Trainer	49	\$505	1461	7 clock hours and 4 years	None	1	0	0
5 — (0)	Midwife, Direct Entry	37	\$1,996	1095	3 years	None	3	12	21
6 — (0)	Earth Driller, Water Well	51	\$268	983	20 continuing education units	4200 clock hours	1	0	0
7 — (0)	Optician	22	\$550	730	2 years	None	4	12	18
8 ▲ (20)	Wildlife Control Operator	23	\$50	731	4 clock hours	2 years	2	0	18
9 ▼ (-1)	Veterinary Technician	36	\$595	730	2 years	None	2	0	0
10 ▼ (-1)	School Bus Driver	51	\$195	391	110 clock hours	1 year	6	0	21
11 ▼ (-1)	Cosmetologist	51	\$319	373	1600 clock hours	None	2	0	17
12 ▼ (-1)	Barber	51	\$25	233	1000 clock hours	None	2	0	17
12 ▼ (-1)	Shampooer	33	\$25	233	1000 clock hours	None	2	0	17
14 ▼ (-1)	Pharmacy Technician	44	\$187	140	None	600 clock hours	1	12	0
15 ▼ (-1)	Skin Care Specialist	51	\$319	175	750 clock hours	None	2	0	17
16 ▲ (3)	Massage Therapist	45	\$421	146	625 clock hours	None	2	0	18
17 — (0)	Manicurist	51	\$319	140	600 clock hours	None	2	0	17
18 — (0)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	12	18
19 ▼ (-3)	Mobile Home Installer	37	\$404	184	12 clock hours	6 months	1	0	0
20 — (0)	Truck Driver, Tractor-Trailer	51	\$325	37	160 clock hours	None	5	0	18
21 ▼ (-6)	Child Care Home, Family	44	\$12	3	16 clock hours	None	0	12	21
22 ▼ (-1)	Coach, Head (High School Sports)	47	\$0	1	7 clock hours	None	0	12	21
23 ▼ (-1)	Bus Driver, City/Transit	51	\$335	22	94 clock hours	None	5	0	18
24 ▼ (-1)	Truck Driver, Other	51	\$325	19	80 clock hours	None	4	0	18
25 ▼ (-1)	Bill Collection Agency	29	\$850	0	None	None	0	0	18
26 ▼ (-1)	Crane Operator	16	\$240	4	None	24 clock hours	3	0	18
27 ▼ (-1)	Travel Guide	37	\$780	0	None	None	0	0	16
28 ▼ (-1)	Security Guard, Unarmed	34	\$99	3	16 clock hours	None	1	0	18

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 — (0)	Vegetation Pesticide Applicator	51	\$275	0	None	None	3	0	0
30 ^ (1)	Fisher, Commercial	43	\$250	0	None	None	0	0	16
31 v (-1)	Bartender	12	\$0	0.5	3 clock hours	None	1	0	18
32 ^ (1)	Weigher	24	\$140	0	None	None	0	0	18
33 v (-1)	Pest Control Applicator	51	\$275	0	None	None	2	0	0
34 — (0)	Taxidermist	28	\$250	0	None	None	0	0	0
35 — (0)	Gaming Cage Worker	30	\$219	0	None	None	0	0	0
35 — (0)	Gaming Dealer	29	\$219	0	None	None	0	0	0
35 — (0)	Gaming Supervisor	31	\$219	0	None	None	0	0	0
38 — (0)	Travel Agency	5	\$202	0	None	None	0	0	0
39 ^ (1)	Landscape Contractor (Commercial)	47	\$181	0	None	None	0	0	0
39 — (0)	Landscape Contractor (Residential)	48	\$181	0	None	None	0	0	0
41 — (0)	Auctioneer	28	\$155	0	None	None	0	0	0
42 — (0)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$118	0	None	None	0	0	0
42 — (0)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$118	0	None	None	0	0	0
42 — (0)	Cement Finishing Contractor (Commercial)	24	\$118	0	None	None	0	0	0
42 ^ (30)	Cement Finishing Contractor (Residential)	30	\$118	0	None	None	0	0	0
42 — (0)	Door Repair Contractor (Commercial)	24	\$118	0	None	None	0	0	0
42 — (0)	Door Repair Contractor (Residential)	29	\$118	0	None	None	0	0	0
42 — (0)	Drywall Installation Contractor (Commercial)	25	\$118	0	None	None	0	0	0
42 — (0)	Drywall Installation Contractor (Residential)	30	\$118	0	None	None	0	0	0
42 — (0)	Floor Sander Contractor (Commercial)	22	\$118	0	None	None	0	0	0
42 — (0)	Floor Sander Contractor (Residential)	27	\$118	0	None	None	0	0	0
42 — (0)	Glazier Contractor (Commercial)	26	\$118	0	None	None	0	0	0
42 — (0)	Glazier Contractor (Residential)	30	\$118	0	None	None	0	0	0
42 — (0)	HVAC Contractor (Commercial)	37	\$118	0	None	None	0	0	0
42 — (0)	HVAC Contractor (Residential)	35	\$118	0	None	None	0	0	0
42 — (0)	Insulation Contractor (Commercial)	24	\$118	0	None	None	0	0	0
42 — (0)	Insulation Contractor (Residential)	30	\$118	0	None	None	0	0	0
42 — (0)	Iron/Steel Contractor (Commercial)	26	\$118	0	None	None	0	0	0
42 — (0)	Iron/Steel Contractor (Residential)	30	\$118	0	None	None	0	0	0
42 — (0)	Mason Contractor (Commercial)	26	\$118	0	None	None	0	0	0
42 — (0)	Mason Contractor (Residential)	31	\$118	0	None	None	0	0	0
42 — (0)	Painting Contractor (Commercial)	22	\$118	0	None	None	0	0	0
42 — (0)	Painting Contractor (Residential)	27	\$118	0	None	None	0	0	0
42 — (0)	Paving Contractor (Commercial)	24	\$118	0	None	None	0	0	0
42 — (0)	Paving Contractor (Residential)	28	\$118	0	None	None	0	0	0
42 — (0)	Pipelay Contractor	27	\$118	0	None	None	0	0	0
42 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$118	0	None	None	0	0	0
42 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$118	0	None	None	0	0	0
42 — (0)	Sheet Metal Contractor, Other (Commercial)	26	\$118	0	None	None	0	0	0
42 — (0)	Sheet Metal Contractor, Other (Residential)	31	\$118	0	None	None	0	0	0
42 — (0)	Terrazzo Contractor (Commercial)	23	\$118	0	None	None	0	0	0
42 — (0)	Terrazzo Contractor (Residential)	28	\$118	0	None	None	0	0	0
73 ^ (1)	Milk Sampler	43	\$50	0	None	None	0	0	0
73 ^ (1)	Still Machine Setter, Dairy Equipment	4	\$50	0	None	None	0	0	0
75 v (-2)	Dental Assistant	8	\$40	0	None	None	0	0	0
76 — (0)	Farm Labor Contractor	10	\$35	0	None	None	0	0	0
—	Averages	—	\$230	171	—	—	0.9	0.9	5.9

West Virginia

Licenses

67

of 102 low-income occupations

Burden Rank

41st

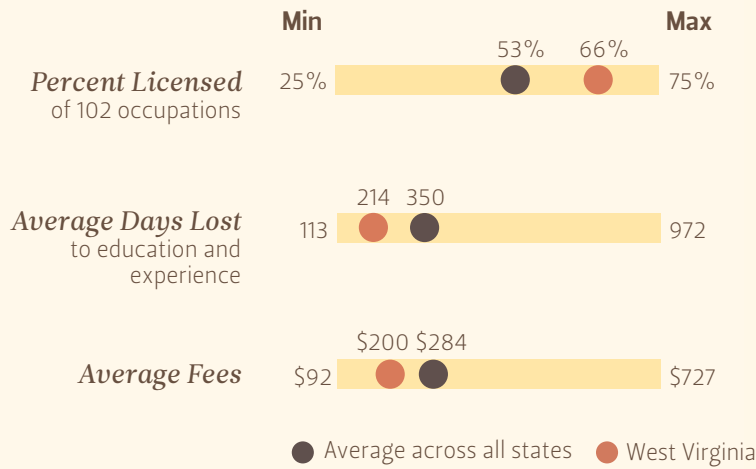
for average burdens
1st is worst

Combined Rank

= 16th

for number of licenses x average burdens
1st is worst

How West Virginia Compares in 2022



Changes Since 2017

- No licenses created; 2 removed for crane operators and shampooers
- Fees changed most often and usually increased; days lost to education and experience increased for 6 occupations, mostly contractor trades, but fell for pharmacy technician
- Burden rank worsened 5 spots, largely because of education and experience increases; combined rank stayed the same despite 2 eliminated licenses, largely because other states improved more

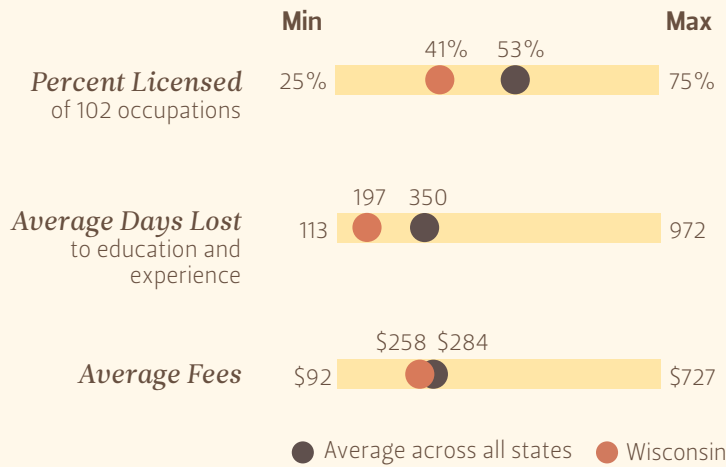
Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$423	2190	4 years	2 years	2	0	18
2 — (0)	Earth Driller, Water Well	51	\$567	1460	None	4 years	4	0	18
3 ▲ (20)	Athletic Trainer	49	\$643	1460	4 years	None	1	0	18
4 ▼ (-1)	School Bus Driver	51	\$179	1106	52 clock hours	3 years	7	12	21
5 ▲ (1)	Bus Driver, City/Transit	51	\$169	730	None	2 years	5	0	18
6 ▲ (1)	Truck Driver, Tractor-Trailer	51	\$159	730	None	2 years	5	0	18
7 ▲ (1)	Veterinary Technician	36	\$425	730	2 years	None	2	0	18
8 ▼ (-4)	Fire Alarm Installer	39	\$277	730	None	2 years	3	0	18
8 ▼ (-4)	Security Alarm Installer	37	\$277	730	None	2 years	3	0	18
10 ▼ (-1)	Truck Driver, Other	51	\$159	730	None	2 years	4	0	18
11 ▼ (-1)	Cosmetologist	51	\$186	420	1800 clock hours	None	3	12	18
12 ▲ (22)	HVAC Contractor (Residential)	35	\$356	365	None	1 year	3	0	18
12 ▲ (21)	Sheet Metal Contractor, HVAC (Residential)	36	\$356	365	None	1 year	3	0	18
14 ▲ (20)	HVAC Contractor (Commercial)	37	\$296	365	None	1 year	3	0	18
14 ▲ (13)	Sheet Metal Contractor, HVAC (Commercial)	37	\$296	365	None	1 year	3	0	18
16 ▼ (-5)	Barber	51	\$134	280	1200 clock hours	None	2	12	18
17 ▼ (-5)	Vegetation Pesticide Applicator	51	\$100	365	None	1 year	4	0	0
18 ▼ (-5)	Pest Control Applicator	51	\$100	365	None	1 year	3	0	0
19 ▼ (-3)	Skin Care Specialist	51	\$221	140	600 clock hours	None	3	12	18
19 ▼ (-3)	Makeup Artist	37	\$221	140	600 clock hours	None	3	12	18
21 ▼ (-3)	Auctioneer	28	\$250	202	87.5 clock hours	6 months	3	0	18
22 ▼ (-3)	Manicurist	51	\$221	93	400 clock hours	None	3	12	18
23 ▼ (-9)	Pharmacy Technician	44	\$142	143	620 clock hours	None	1	12	0
24 ▼ (-3)	Coach, Head (High School Sports)	47	\$250	2	14.5 clock hours	None	3	12	18
25 ▼ (-5)	Massage Therapist	45	\$545	117	500 clock hours	None	1	0	0
26 ▼ (-4)	Mobile Home Installer	37	\$694	0	None	None	2	0	0
27 ▼ (-3)	Emergency Medical Technician	51	\$218	35	150 clock hours	None	2	0	16
28 ▼ (-3)	Interpreter, Sign Language	22	\$275	0	None	None	2	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
29 ▾ (-1)	Wildlife Control Operator	23	\$50	0	None	None	1	0	18
30 ▾ (-1)	Gaming Cage Worker	30	\$100	0	None	None	0	0	21
30 ▾ (-1)	Gaming Dealer	29	\$100	0	None	None	0	0	21
30 ▾ (-1)	Gaming Supervisor	31	\$100	0	None	None	0	0	21
30 ▾ (-1)	Slot Supervisor	29	\$100	0	None	None	0	0	21
34 — (0)	Cement Finishing Contractor (Commercial)	24	\$195	0	None	None	2	0	0
34 — (0)	Cement Finishing Contractor (Residential)	30	\$195	0	None	None	2	0	0
34 — (0)	Iron/Steel Contractor (Commercial)	26	\$195	0	None	None	2	0	0
34 — (0)	Iron/Steel Contractor (Residential)	30	\$195	0	None	None	2	0	0
34 — (0)	Mason Contractor (Commercial)	26	\$195	0	None	None	2	0	0
34 — (0)	Mason Contractor (Residential)	31	\$195	0	None	None	2	0	0
34 — (0)	Pipelayer Contractor	27	\$195	0	None	None	2	0	0
41 ▲ (2)	Child Care Home, Family	44	\$55	0	None	None	0	0	18
42 ▲ (2)	Landscape Contractor (Commercial)	47	\$202	0	None	None	1	0	0
42 ▲ (2)	Landscape Contractor (Residential)	48	\$202	0	None	None	1	0	0
44 ▲ (2)	Carpenter/Cabinet Maker Contractor (Commercial)	25	\$142	0	None	None	1	0	0
44 ▲ (2)	Carpenter/Cabinet Maker Contractor (Residential)	30	\$142	0	None	None	1	0	0
44 ▲ (2)	Door Repair Contractor (Commercial)	24	\$142	0	None	None	1	0	0
44 ▲ (2)	Door Repair Contractor (Residential)	29	\$142	0	None	None	1	0	0
44 ▲ (2)	Drywall Installation Contractor (Commercial)	25	\$142	0	None	None	1	0	0
44 ▲ (2)	Drywall Installation Contractor (Residential)	30	\$142	0	None	None	1	0	0
44 ▲ (2)	Floor Sander Contractor (Commercial)	22	\$142	0	None	None	1	0	0
44 ▲ (2)	Floor Sander Contractor (Residential)	27	\$142	0	None	None	1	0	0
44 ▲ (2)	Glazier Contractor (Commercial)	26	\$142	0	None	None	1	0	0
44 ▲ (2)	Glazier Contractor (Residential)	30	\$142	0	None	None	1	0	0
44 ▲ (2)	Insulation Contractor (Commercial)	24	\$142	0	None	None	1	0	0
44 ▲ (2)	Insulation Contractor (Residential)	30	\$142	0	None	None	1	0	0
44 ▲ (2)	Painting Contractor (Commercial)	22	\$142	0	None	None	1	0	0
44 ▲ (2)	Painting Contractor (Residential)	27	\$142	0	None	None	1	0	0
44 ▲ (2)	Paving Contractor (Commercial)	24	\$142	0	None	None	1	0	0
44 ▲ (2)	Paving Contractor (Residential)	28	\$142	0	None	None	1	0	0
44 ▲ (2)	Sheet Metal Contractor, Other (Commercial)	26	\$142	0	None	None	1	0	0
44 ▲ (2)	Sheet Metal Contractor, Other (Residential)	31	\$142	0	None	None	1	0	0
44 ▲ (2)	Terrazzo Contractor (Commercial)	23	\$142	0	None	None	1	0	0
44 ▲ (2)	Terrazzo Contractor (Residential)	28	\$142	0	None	None	1	0	0
64 ▲ (2)	Milk Sampler	43	\$10	0	None	None	1	0	0
65 ▲ (2)	Upholsterer	9	\$90	0	None	None	0	0	0
66 ▲ (1)	Animal Breeder	29	\$10	0	None	None	0	0	0
66 ▲ (1)	Travel Guide	37	\$10	0	None	None	0	0	0
—	Averages	—	\$200	214	—	—	1.8	1.4	7.7

How Wisconsin Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and more often decreased; days lost to education and experience decreased for pest control applicator, sign language interpreter and vegetation pesticide applicator but rose for family child care home and water well driller
- Burden rank stayed the same despite education and experience reductions, largely because other states improved more; combined rank improved 1 spot

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Preschool Teacher, Public School	50	\$575	2555	4 years	3 years	2	12	0
2 ▲ (1)	Athletic Trainer	49	\$465	1460	4 years	None	1	0	0
3 ▲ (1)	Midwife, Direct Entry	37	\$1,359	730	2 years	None	1	12	0
4 ▼ (-2)	Interpreter, Sign Language	22	\$315	730	2 years	None	2	12	18
5 — (0)	Veterinary Technician	36	\$490	730	2 years	None	2	0	18
6 — (0)	Earth Driller, Water Well	51	\$100	739	39 clock hours	2 years	1	0	20
7 — (0)	Cosmetologist	51	\$391	362	1550 clock hours	None	2	0	18
8 — (0)	Massage Therapist	45	\$270	140	600 clock hours	None	2	12	18
9 — (0)	Barber	51	\$378	233	1000 clock hours	None	2	0	18
10 ▼ (-1)	Shampooer	33	\$354	233	1000 clock hours	None	2	0	18
11 — (0)	Skin Care Specialist	51	\$383	105	450 clock hours	None	2	0	18
11 — (0)	Makeup Artist	37	\$383	105	450 clock hours	None	2	0	18
13 — (0)	Manicurist	51	\$343	70	300 clock hours	None	2	0	18
14 — (0)	School Bus Driver	51	\$279	0	None	None	6	0	18
15 — (0)	Bus Driver, City/Transit	51	\$269	0	None	None	5	0	18
16 ▼ (-1)	Truck Driver, Tractor-Trailer	51	\$254	0	None	None	5	0	18
17 — (0)	Truck Driver, Other	51	\$254	0	None	None	4	0	18
18 — (0)	Emergency Medical Technician	51	\$98	35	150 clock hours	None	2	0	18
19 — (0)	Bill Collection Agency	29	\$1,200	0	None	None	0	0	0
20 — (0)	Vegetation Pesticide Applicator	51	\$180	0	None	None	2	0	16
21 — (0)	Auctioneer	28	\$173	0	None	None	1	0	18
22 ▲ (1)	Child Care Home, Family	44	\$100	22	7 clock hours and 3 credit hours	None	0	0	18
23 ▼ (-1)	Pipelayer Contractor	27	\$165	0	None	None	1	0	18
24 — (0)	Mobile Home Installer	37	\$115	2	12 clock hours	None	1	0	18
25 — (0)	Pest Control Applicator	51	\$145	0	None	None	1	0	16
26 — (0)	Animal Breeder	29	\$625	0	None	None	0	0	0
27 — (0)	Travel Guide	37	\$40	0	None	None	0	0	18
28 — (0)	Bartender	12	\$0	0.5	3 clock hours	None	0	0	18
29 ▲ (2)	Milk Sampler	43	\$60	0	None	None	2	0	0

- ▲ Increase since 2017
- ▼ Decrease since 2017
- New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Burden Rank <small>(Change from 2017)</small>	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
30 ▼ (-1)	Animal Control Officer	7	\$60	9	40 clock hours	None	1	0	0
31 ▼ (-1)	Animal Trainer	7	\$25	0	None	None	0	0	10
32 — (0)	HVAC Contractor (Commercial)	37	\$175	0	None	None	0	0	0
32 — (0)	HVAC Contractor (Residential)	35	\$175	0	None	None	0	0	0
32 — (0)	Sheet Metal Contractor, HVAC (Commercial)	37	\$175	0	None	None	0	0	0
32 — (0)	Sheet Metal Contractor, HVAC (Residential)	36	\$175	0	None	None	0	0	0
36 ▲ (1)	Farm Labor Contractor	10	\$100	0	None	None	0	0	0
37 ▼ (-1)	Security Guard, Unarmed	34	\$62	0	None	None	0	0	0
38 — (0)	Taxidermist	28	\$50	0	None	None	0	0	0
39 — (0)	Landscape Contractor (Commercial)	47	\$30	0	None	None	0	0	0
39 — (0)	Landscape Contractor (Residential)	48	\$30	0	None	None	0	0	0
41 — (0)	Coach, Head (High School Sports)	47	\$0	0.7	4 clock hours	None	0	0	0
42 — (0)	Fisher, Commercial	43	\$2	0	None	None	0	0	0
—	Averages	—	\$258	197	—	—	1.3	1.1	10

Wyoming

Licenses

26

of 102 low-income occupations

Burden Rank

22nd

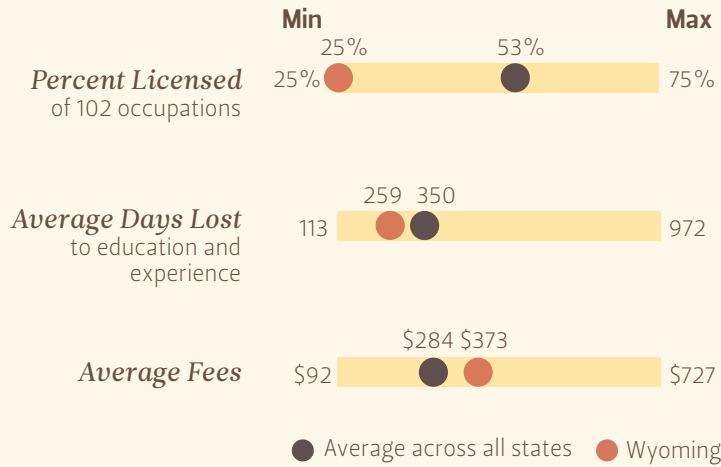
for average burdens
1st is worst

Combined Rank

= 51st

for number of licenses x average burdens
1st is worst

How Wyoming Compares in 2022



Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; education decreased for cosmetologist, emergency medical technician and direct entry midwife but rose for head coach for high school sports and pharmacy technician
- Burden rank worsened 5 spots despite education reductions, mainly because of large improvements in other states; combined rank stayed the same, making the state the least widely and onerously licensed state

Burden Rank (Change from 2017)	Occupation	States Licensed	Fees	Estimated Calendar Days Lost	Education	Experience	Exams	Min. Grade	Min. Age
1 — (0)	Athletic Trainer	49	\$605	1460	4 years	None	2	0	18
2 — (0)	Preschool Teacher, Public School	50	\$355	1460	4 years	None	1	0	0
3 — (0)	Midwife, Direct Entry	37	\$2,500	730	2 years	None	1	12	0
4 ^ (1)	Fire Alarm Installer	39	\$255	548	None	1.5 years	1	0	0
4 ^ (1)	Security Alarm Installer	37	\$255	548	None	1.5 years	1	0	0
6 ^ (1)	Travel Guide	37	\$2,370	368	12 clock hours and 1 day	1 year	4	0	18
7 v (-3)	Cosmetologist	51	\$148	373	1600 clock hours	None	2	10	16
8 — (0)	Bill Collection Agency	29	\$651	365	None	1 year	1	0	0
9 — (0)	Barber	51	\$200	233	1000 clock hours	None	2	10	17
9 — (0)	Shampooer	33	\$200	233	1000 clock hours	None	2	10	17
11 — (0)	Skin Care Specialist	51	\$123	140	600 clock hours	None	2	10	16
12 ^ (1)	Pharmacy Technician	44	\$229	117	500 clock hours	None	1	12	18
13 v (-1)	Manicurist	51	\$148	93	400 clock hours	None	2	10	16
14 — (0)	Child Care Home, Family	44	\$89	7	32 clock hours	None	0	12	18
15 — (0)	School Bus Driver	51	\$180	0	None	None	6	0	18
16 ^ (6)	Coach, Head (High School Sports)	47	\$100	19	12 clock hours and 84 contact hours	None	2	12	0
17 — (0)	Bus Driver, City/Transit	51	\$180	0	None	None	5	0	18
17 — (0)	Truck Driver, Tractor-Trailer	51	\$180	0	None	None	5	0	18
19 v (-3)	Emergency Medical Technician	51	\$137	35	150 clock hours	None	2	0	18
20 v (-1)	Vegetation Pesticide Applicator	51	\$25	0	None	None	5	0	16
21 v (-1)	Truck Driver, Other	51	\$180	0	None	None	4	0	18
22 v (-1)	Earth Driller, Water Well	51	\$450	0	None	None	3	0	18
23 — (0)	Pest Control Applicator	51	\$25	0	None	None	2	0	16
24 — (0)	Taxidermist	28	\$69	0	None	None	0	0	0
25 — (0)	Landscape Contractor (Commercial)	47	\$25	0	None	None	0	0	0
25 — (0)	Landscape Contractor (Residential)	48	\$25	0	None	None	0	0	0
—	Averages	—	\$373	259	—	—	2.2	3.8	11.3

- ^ ● Increase since 2017
- v ● Decrease since 2017
- N New license

Notes: 2022 data collected between February 3, 2020, and March 18, 2022. Fees include charges for application review and license issuance; exams; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. Calendar days lost were estimated based on required education and experience; except for amounts smaller than one day, days lost are rounded to whole days and thus may not reflect very small changes between 2017 and 2022. Appendix A details methods for estimating days lost and calculating burden ranks. Complete data, including revised 2017 data, are available at <https://ij.org/report/license-to-work-3/ltw3-data/>.

Occupation Profiles

Animal Breeder

States Licensed

29

of 50 states and D.C.

Burden Rank

96th

for average burdens
1st is worst

Combined Rank

60th

for states licensed x
average burdens
1st is worst

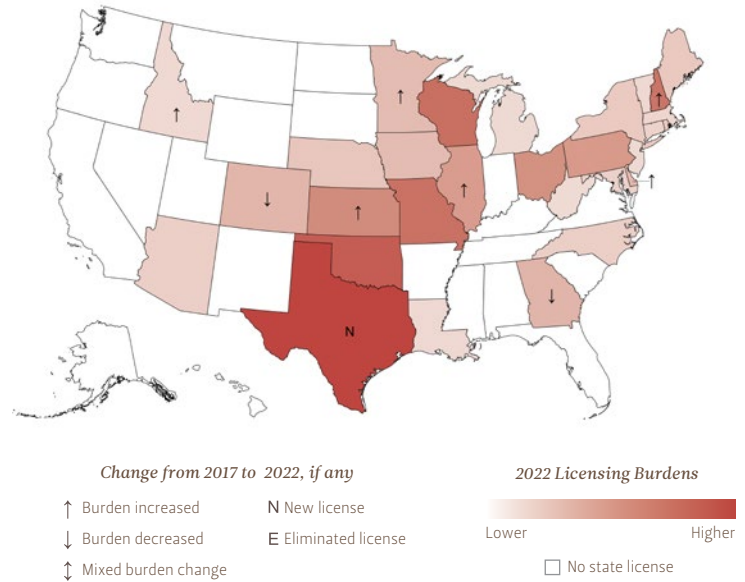
2022 Snapshot

- 22 unlicensed states
- Days lost are 0 in all states
- Fees range from \$10 (West Virginia) to \$625 (Wisconsin)
- 0 states require exams
- 4 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 1 license created by Texas; none removed
- Fees changed most often and usually increased; New Hampshire increased its minimum age requirement
- Burden rank worsened 2 spots and combined rank worsened 8 spots, largely because of a new license

Animal breeders select and breed animals according to their genealogy, characteristics and offspring. This may require knowledge of artificial insemination techniques and equipment use and involve keeping records on heats, birth intervals or pedigrees. This report looks at pet breeder licenses only.



Animal Control Officer

States Licensed

7

of 50 states and D.C.

Burden Rank

93rd

for average burdens
1st is worst

Combined Rank

85th

for states licensed x
average burdens
1st is worst

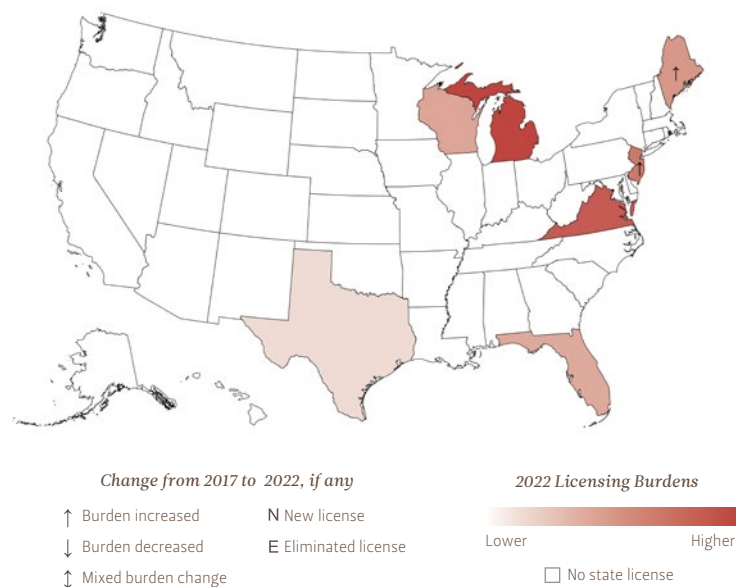
2022 Snapshot

- 44 unlicensed states
- Days lost range from 2 (Texas) to 23 (Michigan)
- Fees range from \$0 (4 states) to \$75 (Texas)
- 4 states require 1+ exam
- 1 state sets minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- New Jersey increased education; Maine increased exams
- Burden rank and combined rank worsened 1 spot, largely because other occupations improved

Animal control officers handle animals in order to investigate mistreatment or control abandoned, dangerous or unattended animals.



Animal Trainer

States Licensed

7

of 50 states and D.C.

Burden Rank

X

89th

for average burdens
1st is worst

Combined Rank

=

84th

for states licensed x
average burdens
1st is worst

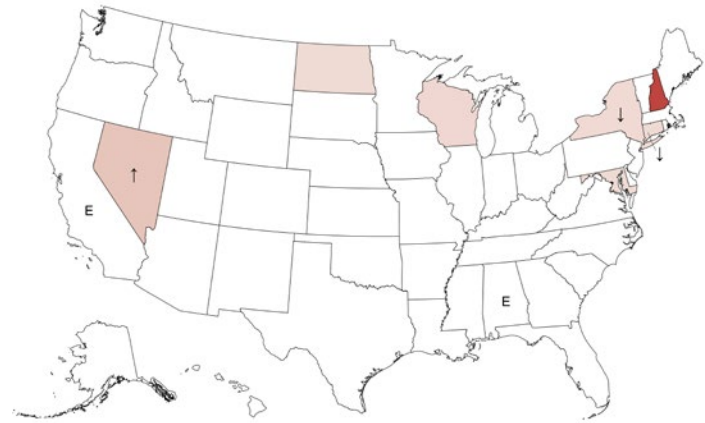
Animal trainers train animals for riding, harness, security, performance, obedience or disability assistance. They accustom animals to human voice and contact and condition animals to respond to commands. They may train animals according to prescribed standards for show or competition or train animals to carry pack loads or work as part of a pack team. This report does not look at animal racing licenses.

2022 Snapshot

- 44 unlicensed states
- Days lost range from 0 (6 states) to 3 (New Hampshire)
- Fees range from \$0 (Connecticut) to \$1,408 (Nevada)
- 2 states require 1+ exam
- 2 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 2 licenses removed by Alabama and California; none created
- Connecticut and New York decreased fees, while Nevada increased them; Connecticut eliminated its exam requirement
- Burden rank improved 14 spots and combined rank improved 3 spots, largely because of 2 eliminated licenses, including 1 with a heavy education burden



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Athletic Trainer

States Licensed

49

of 50 states and D.C.

Burden Rank

X

3rd

for average burdens
1st is worst

Combined Rank

=

2nd

for states licensed x
average burdens
1st is worst

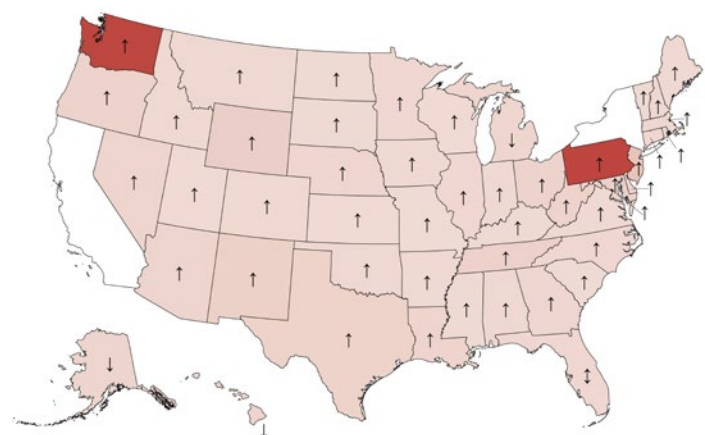
Athletic trainers evaluate and advise athletes to assist them in recovering from injury, avoiding injury or maintaining peak physical fitness.

2022 Snapshot

- 2 unlicensed states
- Days lost range from 1,460 (47 states) to 1,461 (Pennsylvania, Washington)
- Fees range from \$390 (D.C.) to \$741 (Maryland)
- 49 states require 1+ exam
- 11 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed in every state, increasing in all but 3; West Virginia increased education
- Burden rank and combined rank stayed the same, despite increases in fees and education, largely because the occupation already ranked among the worst on both measures



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Auctioneer

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.¹

States Licensed

28

of 50 states and D.C.

Burden Rank

71st

for average burdens
1st is worst

Combined Rank

58th

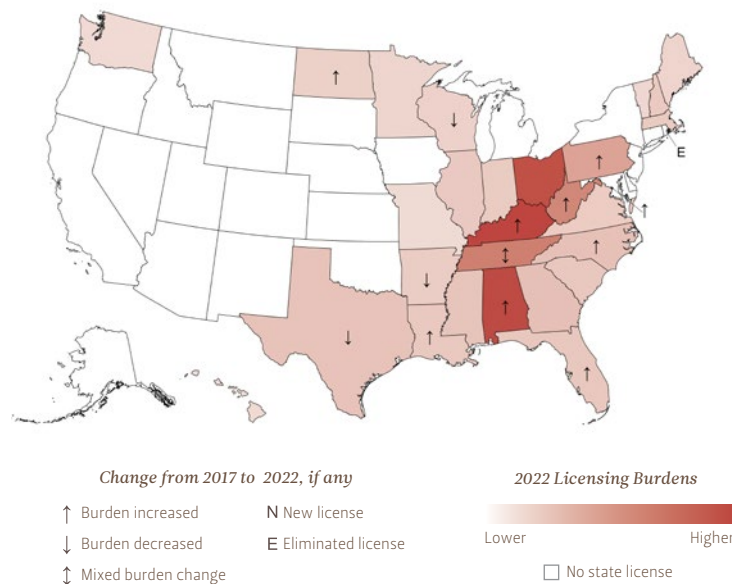
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 23 unlicensed states
- Days lost range from 0 (9 states) to 386 (Kentucky)
- Fees range from \$20 (Minnesota) to \$800 (Tennessee)
- 21 states require 1+ exam
- 22 states set minimum age
- 7 states set minimum grade

Changes Since 2017

- 1 license removed by Rhode Island; none created
- Fees changed most often and usually increased; Louisiana and West Virginia increased days lost to education and experience, while Tennessee reduced it
- Burden rank improved 2 spots and combined rank improved 4 spots, largely because of an eliminated license



¹ Adapted from <https://www.occupationalinfo.org/onet/49999a.html>

Barber

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

States Licensed

51

of 50 states and D.C.

Burden Rank

30th

for average burdens
1st is worst

Combined Rank

6th

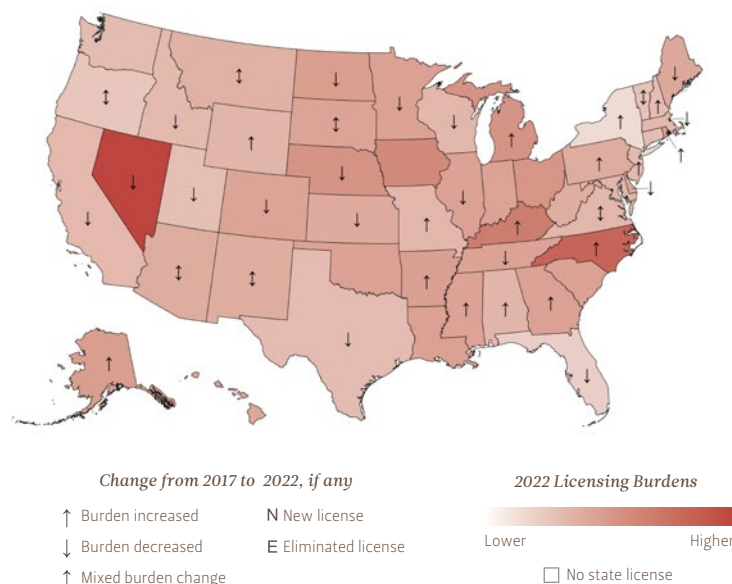
for states licensed x
average burdens
1st is worst

2022 Snapshot

- Days lost range from 68 (New York) to 896 (Nevada)
- Fees range from \$25 (Washington) to \$500 (Kentucky)
- 51 states require 1+ exam
- 40 states set minimum age
- 31 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; 15 states decreased days lost to education and experience
- Burden rank worsened 4 spots, largely because other occupations improved more; combined rank improved 1 spot, largely because of education and experience reductions



Bartender

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

States Licensed

12

of 50 states and D.C.

Burden Rank

82nd

for average burdens
1st is worst

Combined Rank

78th

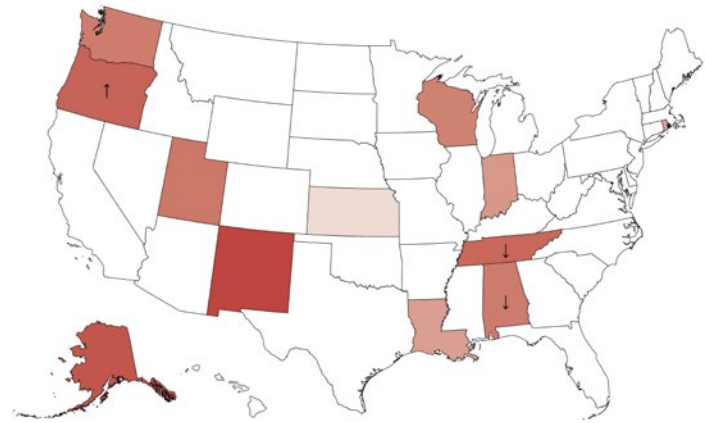
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 39 unlicensed states
- Days lost range from 0 (Kansas) to .8 (New Mexico)
- Fees range from \$0 (9 states) to \$45 (Indiana)
- 10 states require 1+ exam
- 12 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Oregon increased fees; Alabama and Tennessee decreased education
- Burden rank worsened 2 spots and combined rank stayed the same, largely because other occupations improved more



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Bill Collection Agency

Bill collection agencies locate and notify customers of delinquent accounts by mail, telephone or personal visit to solicit payment. They receive payment and post amount to a customer's account; prepare statements to a credit department if a customer fails to respond; initiate repossession proceedings or service disconnection; and keep records of collection and status of accounts. This report looks at what is required to run one's own bill collection agency only.

States Licensed

29

of 50 states and D.C.

Burden Rank

64th

for average burdens
1st is worst

Combined Rank

47th

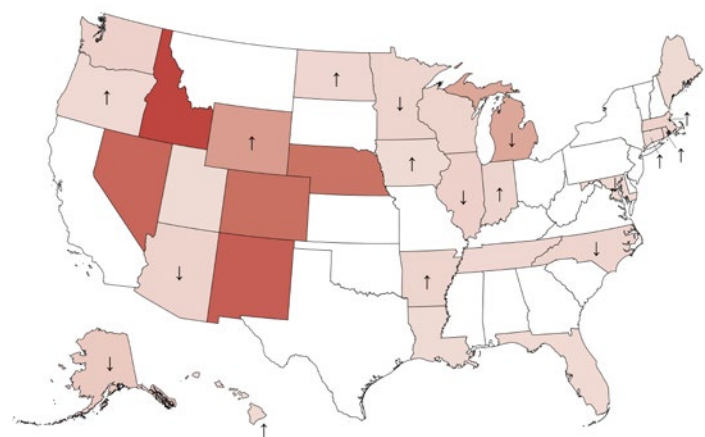
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 22 unlicensed states
- Days lost range from 0 (22 states) to 1,095 (Idaho)
- Fees range from \$25 (Louisiana) to \$1,675 (Arizona)
- 4 states require 1+ exam
- 8 states set minimum age
- 3 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Illinois eliminated its experience requirement
- Burden rank stayed the same and combined rank worsened 1 spot, largely because other occupations improved more



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Bus Driver, City/Transit

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

States Licensed

51

of 50 states and D.C.

Burden Rank

60th

for average burdens
1st is worst

Combined Rank

10th

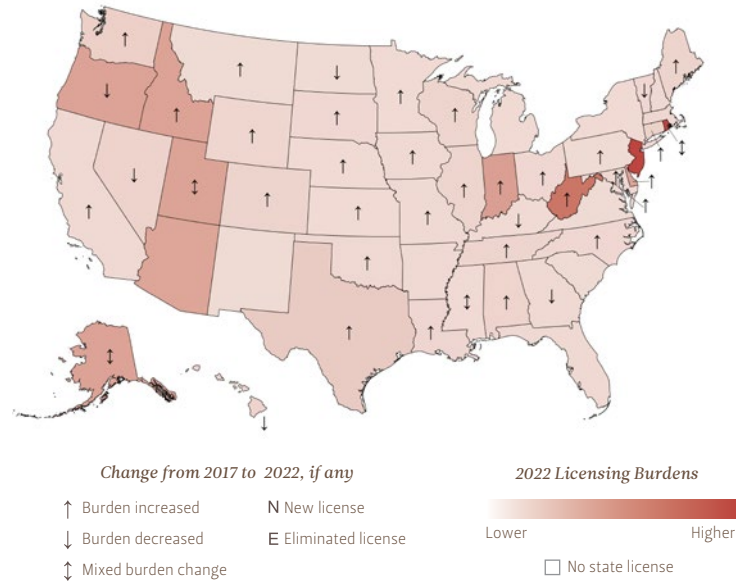
for states licensed x
average burdens
1st is worst

2022 Snapshot

- Days lost range from 0 (40 states) to 1,095 (New Jersey, Rhode Island)
- Fees range from \$18 (New Mexico) to \$335 (Washington)
- 51 states require 1+ exam
- 51 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Rhode Island and Washington increased days lost to education and experience
- Burden rank worsened 2 spots, largely because of fee and education and experience increases; combined rank improved 1 spot due largely to expanded licensing of a similarly ranked occupation



Carpenter/Cabinet Maker Contractor (Commercial & Residential)

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, studding and rafters; and wood stairways, window and door frames, and hardwood floors. They may also install cabinets, siding, drywall, and batt or roll insulation. See Appendix B for details on how we observed contractor occupations.

Commercial

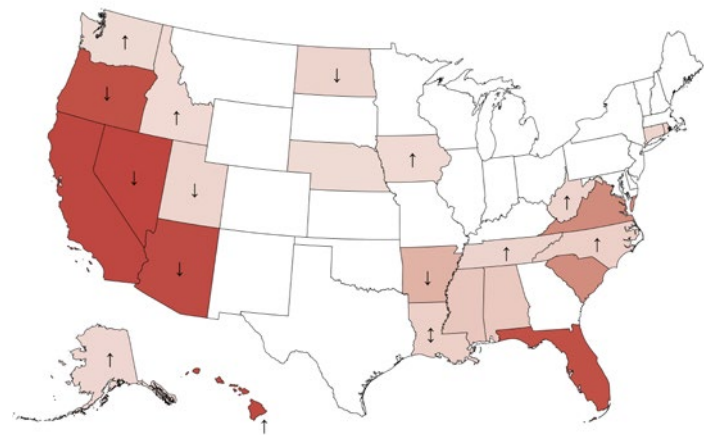


2022 Snapshot

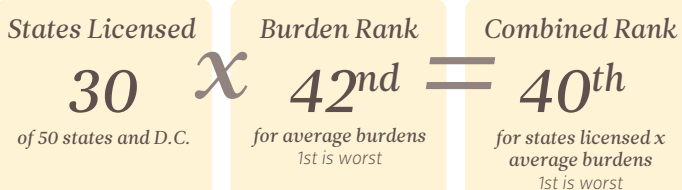
- 26 unlicensed states
- Days lost range from 0 (12 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 15 states require 1+ exam
- 10 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and changes were almost evenly split between increases and decreases; Arkansas and Utah reduced days lost to education and experience, while Louisiana raised it
- Burden rank improved 1 spot and combined rank improved 4 spots, largely because of fee and education and experience reductions



Residential

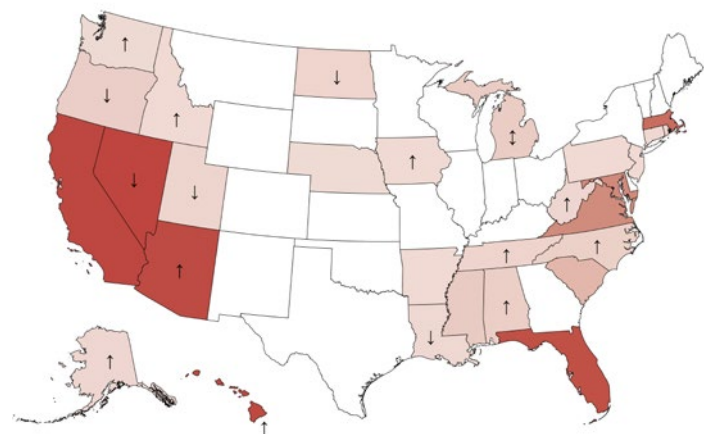


2022 Snapshot

- 21 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (5 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 15 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased, although some decreases were sizable; Utah reduced days lost to education and experience
- Burden rank improved 1 spot, largely because of fee and education and experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Cement Finishing Contractor

(Commercial & Residential)

Cement finishing contractors, or 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; align forms for sidewalks, curbs or gutters; patch voids; and use saws to cut expansion joints. See Appendix B for details on how we observed contractor occupations.

Commercial

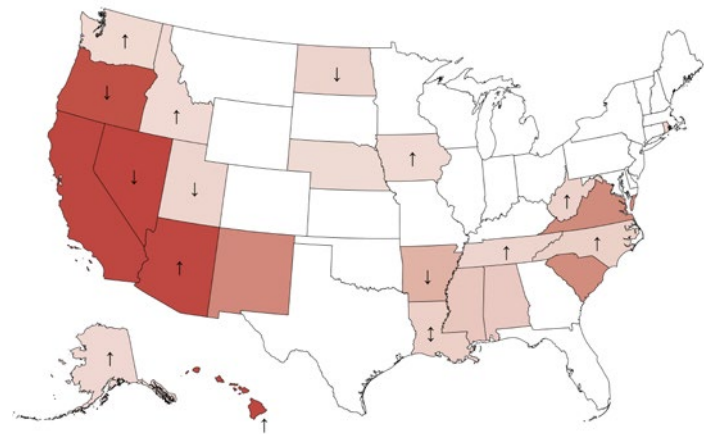
States Licensed	Burden Rank	Combined Rank
24	X 27th	= 66nd
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst

2022 Snapshot

- 27 unlicensed states
- Days lost range from 0 (11 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 15 states require 1+ exam
- 10 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased, although some decreases were sizable; Arkansas and Utah reduced days lost to education and experience, while Louisiana raised it
- Burden rank stayed the same, largely because other occupations improved more; combined rank improved 2 spots, largely because of education and experience reductions



Residential

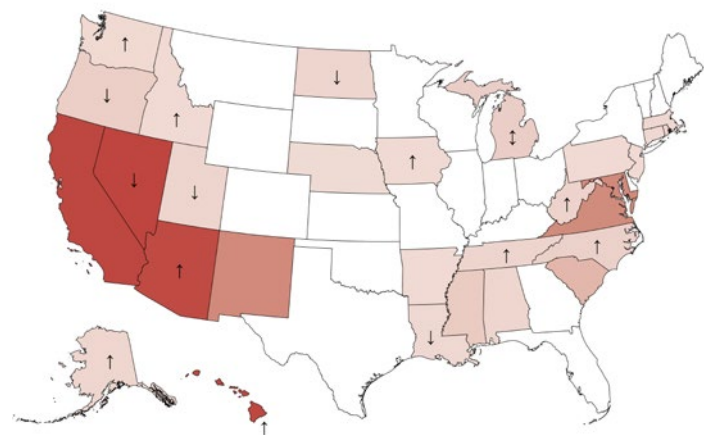
States Licensed	Burden Rank	Combined Rank
30	X 48th	= 42nd
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst

2022 Snapshot

- 21 unlicensed states
- Days lost range from 0 (17 states) to 1,460 (4 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 13 states require 1+ exam
- 12 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased, although some decreases were sizable; Utah reduced days lost to education and experience
- Burden rank worsened 2 spots, largely because other occupations improved more; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Child Care Home, Family

Family child care homes attend to children at the operator's residence and perform a variety of tasks, such as dressing, feeding, bathing and overseeing play. This report looks at what is required to run a child care business out of one's home only.

States Licensed

44

of 50 states and D.C.

Burden Rank

70th

for average burdens
1st is worst

Combined Rank

27th

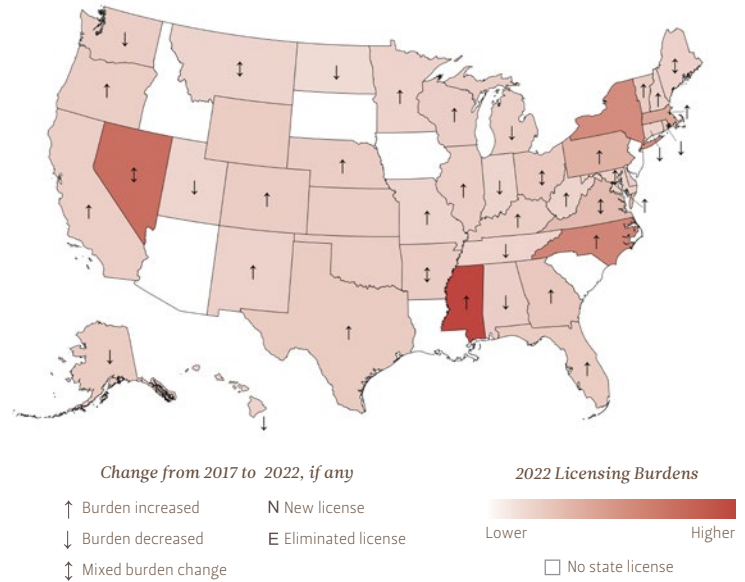
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 7 unlicensed states
- Days lost range from 0 (7 states) to 732 (Mississippi)
- Fees range from \$0 (Montana, Utah) to \$481 (Nevada)
- 5 states require 1+ exam
- 42 states set minimum age
- 23 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; 16 states increased days lost to education and experience, while 4 reduced it
- Burden rank stayed the same because of small net education and experience reductions; combined rank improved 2 spots, largely because of burden changes in similarly ranked occupations



Coach, Head (High School Sports)

Head coaches instruct or coach groups or individual high school students 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. In five states—Arkansas, Georgia, New Jersey, Oklahoma and Virginia—head coaches must be licensed teachers. See Appendix B under “Public School Teacher” for more details.

States Licensed

47

of 50 states and D.C.

Burden Rank

50th

for average burdens
1st is worst

Combined Rank

17th

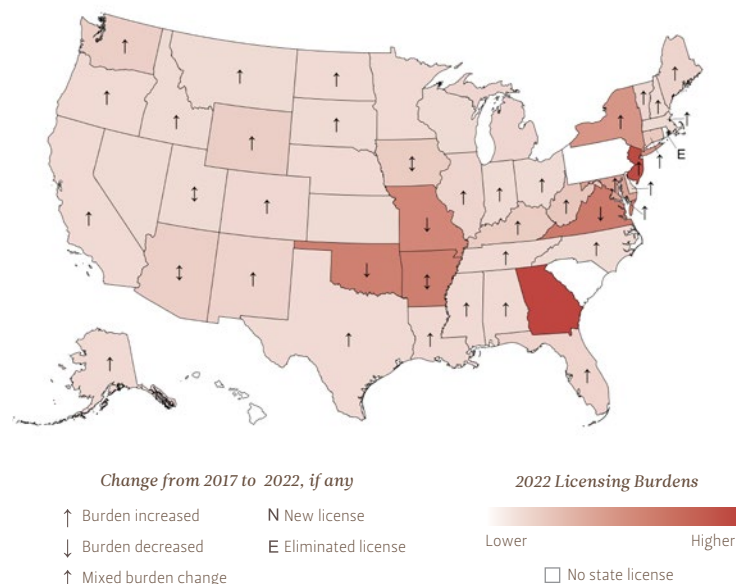
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 4 unlicensed states
- Days lost range from .2 (Delaware) to 2,555 (Georgia)
- Fees range from \$0 (20 states) to \$712 (New Jersey)
- 12 states require 1+ exam
- 11 states set minimum age
- 10 states set minimum grade

Changes Since 2017

- 1 license removed by Rhode Island; none created
- 29 states increased education or experience, while Missouri and Iowa reduced it; fees also changed often and usually increased
- Burden rank worsened 3 spots, largely because other occupations improved; combined rank improved 2 spots because of an eliminated license and large education and experience reductions in 2 states



Conveyor Operator

States Licensed

1

of 50 states and D.C.

Burden Rank

X

79th

for average burdens
1st is worst

Combined Rank

=

99th

for states licensed x
average burdens
1st is worst

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

2022 Snapshot

- 50 unlicensed states
- Days lost are 0
- Fees are \$159
- 1 state requires 1+ exam
- 1 state sets minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Rhode Island increased fees
- Burden rank worsened 2 spots and combined rank worsened 1 spot, largely because of a large fee increase



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Cosmetologist

States Licensed

51

of 50 states and D.C.

Burden Rank

X

24th

for average burdens
1st is worst

Combined Rank

=

5th

for states licensed x
average burdens
1st is worst

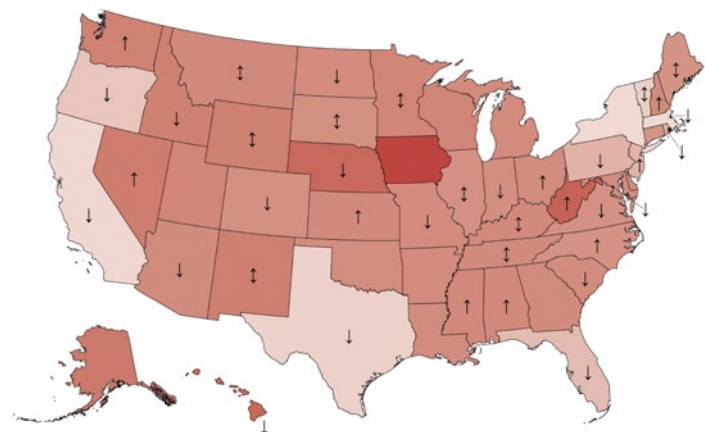
Cosmetologists and hair stylists provide beauty services, such as shampooing, cutting, coloring and styling hair, and massaging and treating the scalp. They may also apply makeup, dress wigs, perform hair removal, and provide nail and skin care services.

2022 Snapshot

- Days lost range from 233 (5 states) to 490 (Iowa)
- Fees range from \$60 (Oklahoma) to \$450 (Alaska)
- 51 states require 1+ exam
- 39 states set minimum age
- 35 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; 15 states decreased days lost to education and experience
- Burden rank worsened 6 spots, largely because other occupations improved more; combined rank improved 1 spot, largely because of education and experience reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Crane Operator

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

States Licensed

16

of 50 states and D.C.

Burden Rank

55th

for average burdens
1st is worst

Combined Rank

75th

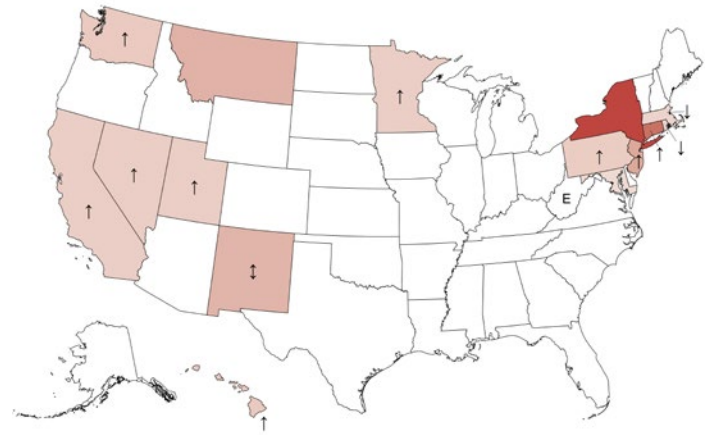
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 35 unlicensed states
- Days lost range from 0 (9 states) to 1,095 (New York)
- Fees range from \$0 (Maryland) to \$540 (New Jersey)
- 16 states require 1+ exam
- 15 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 1 license removed by West Virginia; none created
- Fees changed most often and usually increased; New Mexico decreased experience
- Burden rank improved 4 spots because of a large experience reduction; combined rank remained the same because other occupations improved more



Change from 2017 to 2022, if any

↑ Burden increased

↓ Burden decreased

↕ Mixed burden change

N New license

E Eliminated license

2022 Licensing Burdens

Lower

Higher

□ No state license

Dental Assistant

Dental assistants assist dentists, set up equipment, prepare patients for treatment and keep records.

States Licensed

8

of 50 states and D.C.

Burden Rank

69th

for average burdens
1st is worst

Combined Rank

82nd

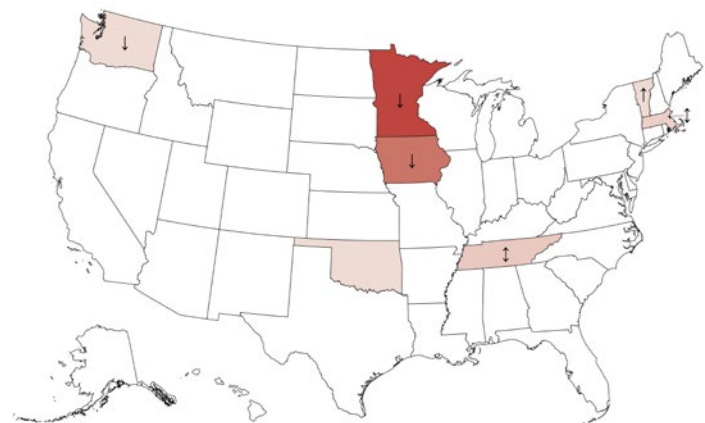
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 43 unlicensed states
- Days lost range from 0 (4 states) to 305 (Minnesota)
- Fees range from \$40 (Washington) to \$659 (Minnesota)
- 4 states require 1+ exam
- 4 states set minimum age
- 3 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Minnesota and Tennessee decreased fees, while Vermont increased them; Massachusetts and Washington reduced education
- Burden rank worsened 2 spots, largely because other occupations improved more; combined rank worsened 1 spot



Change from 2017 to 2022, if any

↑ Burden increased

↓ Burden decreased

↕ Mixed burden change

N New license

E Eliminated license

2022 Licensing Burdens

Lower

Higher

□ No state license

Dietetic Technician

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

States Licensed

2

of 50 states and D.C.

Burden Rank

X

14th

for average burdens
1st is worst

Combined Rank

=

95th

for states licensed x
average burdens
1st is worst

2022 Snapshot

- 49 unlicensed states
- Days lost are 835 in all states
- Fees range from \$171 (Maine) to \$180 (New Mexico)
- 2 states require 1+ exam
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- No changes in license requirements
- Burden rank worsened by 2 spots because other occupations improved more; combined rank remained the same because nothing changed



Change from 2017 to 2022, if any

↑ Burden increased

↓ Burden decreased

↕ Mixed burden change

N New license

E Eliminated license

2022 Licensing Burdens

Lower

Higher

□ No state license

Door Repair Contractor (Commercial & Residential)

Door repair contractors, or door installer contractors or garage door mechanics, contract with clients to install, service or repair the opening and closing mechanisms of automatic and hydraulic doors. See Appendix B for details on how we observed contractor occupations.

Commercial

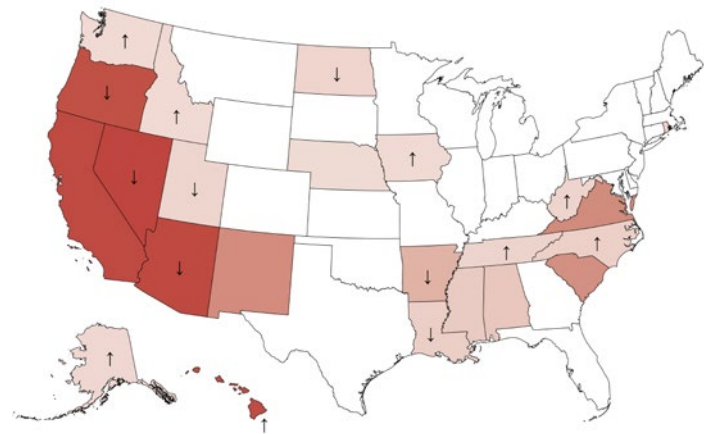


2022 Snapshot

- 27 unlicensed states
- Days lost range from 0 (12 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 15 states require 1+ exam
- 10 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and increases outpaced decreases; Arkansas and Utah reduced days lost to education and experience
- Burden rank remained the same largely because similarly ranked occupations shifted; combined rank improved 2 spots because of substantial reductions to fees and education and experience



Residential

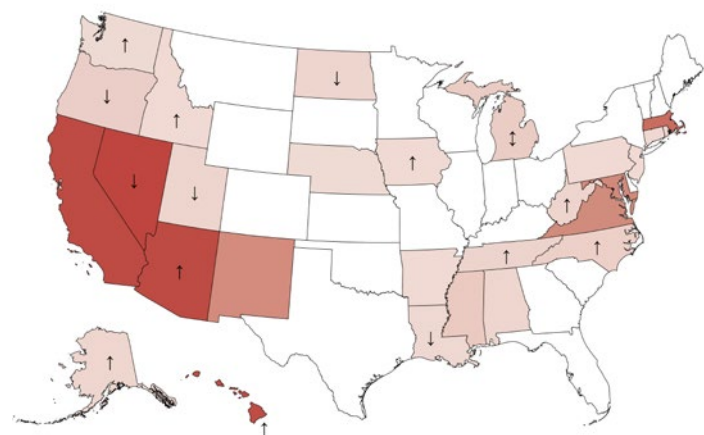


2022 Snapshot

- 22 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (4 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 14 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased days lost to education and experience
- Burden rank worsened 1 spot, largely because other occupations improved more; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Drywall Installation Contractor

(Commercial & Residential)

Drywall installation contractors, 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. See Appendix B for details on how we observed contractor occupations.

Commercial

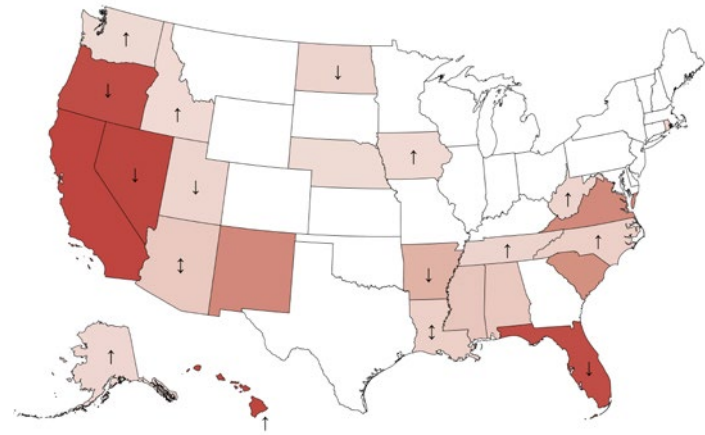
States Licensed	Burden Rank	Combined Rank
25	X 31st	= 63rd
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst

2022 Snapshot

- 26 unlicensed states
- Days lost range from 0 (12 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$995 (Nevada)
- 16 states require 1+ exam
- 11 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and increases outpaced decreases; Arizona, Arkansas and Utah reduced days lost to education and experience, while Louisiana raised it
- Burden rank improved 7 spots and combined rank improved 6 spots because of large fee and education and experience reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens

Lower Higher

□ No state license

Residential

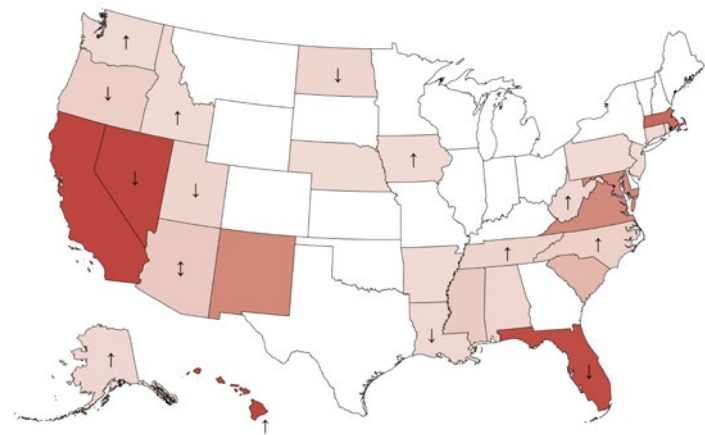
States Licensed	Burden Rank	Combined Rank
30	X 45th	= 41st
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst

2022 Snapshot

- 21 unlicensed states
- Days lost range from 0 (17 states) to 1,460 (4 states)
- Fees range from \$0 (Nebraska) to \$995 (Nevada)
- 14 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arizona and Utah decreased days lost to education and experience
- Burden rank improved 3 spots because of large education and experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens

Lower Higher

□ No state license

Earth Driller, Water Well

Earth drillers operate a variety of drills, such as rotary, churn and pneumatic, to tap sub-surface water for the creation of water wells. This report looks at what is required to run one's own business as an earth driller only.

States Licensed

51

of 50 states and D.C.

Burden Rank

12th

for average burdens
1st is worst

Combined Rank

3rd

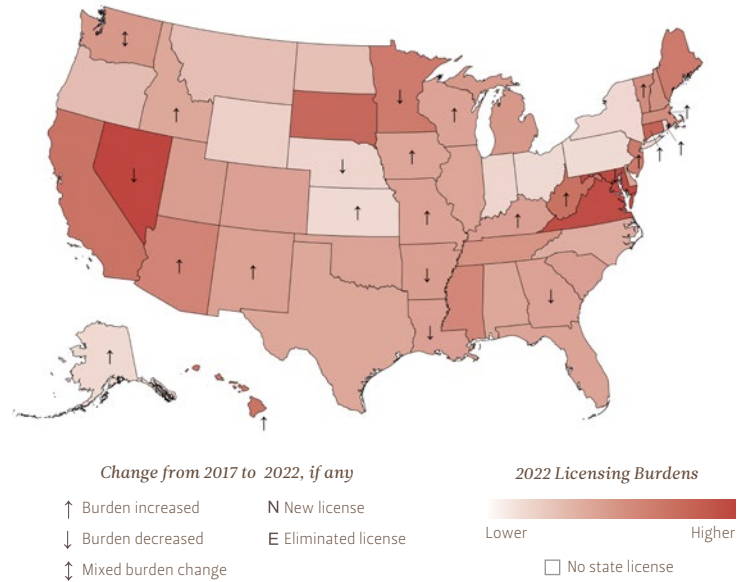
for states licensed x
average burdens
1st is worst

2022 Snapshot

- Days lost range from 0 (10 states) to 2,203 (Virginia)
- Fees range from \$0 (Nebraska) to \$1,140 (Nevada)
- 47 states require 1+ exam
- 27 states set minimum age
- 3 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Washington decreased days lost to education and experience, while Wisconsin raised it
- Burden rank and combined rank stayed the same because of burden changes in similarly ranked occupations



Electrical Helper

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

States Licensed

3

of 50 states and D.C.

Burden Rank

90th

for average burdens
1st is worst

Combined Rank

94th

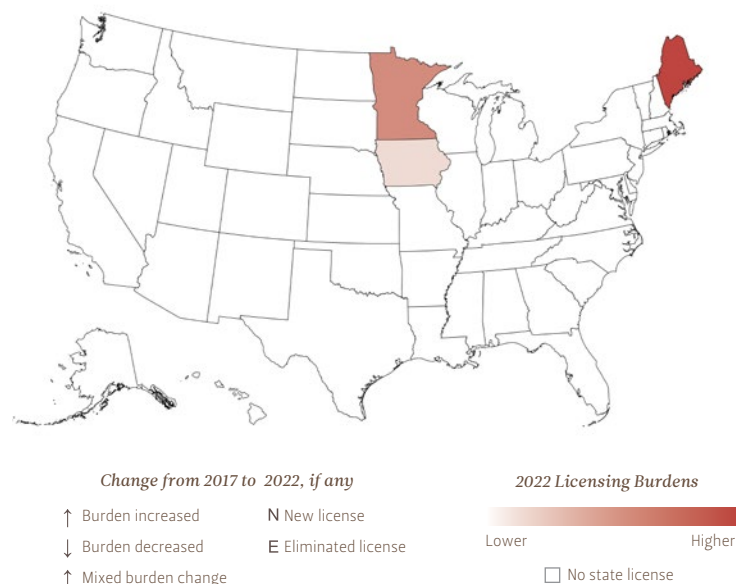
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 48 unlicensed states
- Days lost are 0 in all states
- Fees range from \$14 (Minnesota) to \$96 (Maine)
- 0 states require exams
- 2 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- No changes in license requirements
- Burden rank and combined rank stayed the same because nothing changed



Emergency Medical Technician

Emergency medical technicians, or EMTs, assess injuries, administer emergency medical care, extricate trapped individuals, and transport injured or sick persons to medical facilities. See Appendix B for details of how we estimated education for this occupation.

States Licensed

51

of 50 states and D.C.

Burden Rank

72nd

for average burdens
1st is worst

Combined Rank

14th

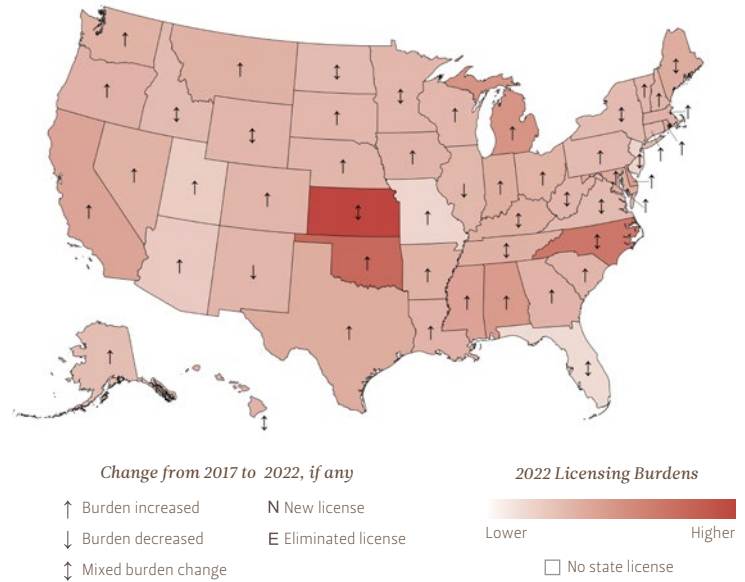
for states licensed x
average burdens
1st is worst

2022 Snapshot

- Days lost range from 26 (Florida, Missouri, New Jersey) to 70 (Kansas)
- Fees range from \$0 (New York) to \$253 (Oregon)
- 51 states require 1+ exam
- 51 states set minimum age
- 12 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; 23 states increased days lost to education and experience, while 6 states reduced it
- Burden rank worsened 2 spots, largely because of education and experience increases; combined rank stayed the same because the occupation was already universally licensed



Farm Labor Contractor

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 Licensed

10

of 50 states and D.C.

Burden Rank

94th

for average burdens
1st is worst

Combined Rank

79th

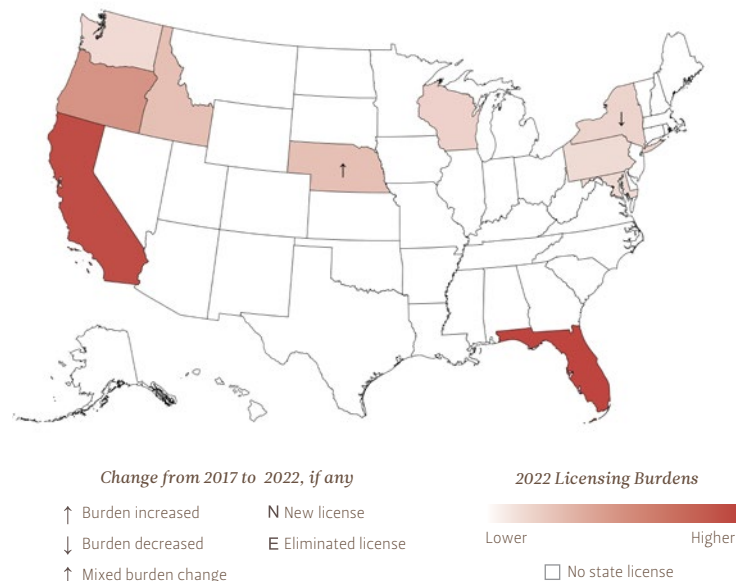
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 41 unlicensed states
- Days lost are 0 in all states
- Fees range from \$25 (Maryland, Pennsylvania) to \$843 (California)
- 3 states require 1+ exam
- 1 state sets minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- New York decreased fees, while Nebraska increased them
- Burden rank worsened 2 spots because of large fee increases; combined rank stayed the same because no new licenses were created



Fire Alarm Installer

Fire alarm installers install, program, maintain or repair fire alarm wiring and equipment, and ensure that work is in accordance with relevant codes. This report looks at what is required to run one's own fire alarm installation business at the commercial level.

States Licensed

39

of 50 states and D.C.

Burden Rank

10th

for average burdens
1st is worst

Combined Rank

18th

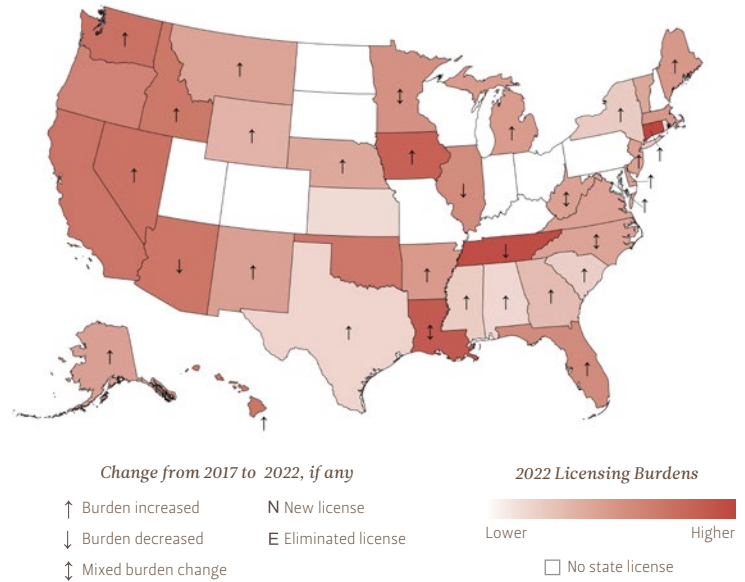
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 12 unlicensed states
- Days lost range from 0 (5 states) to 2,190 (Connecticut, Tennessee)
- Fees range from \$0 (Kansas) to \$1,724 (Arkansas)
- 37 states require 1+ exam
- 25 states set minimum age
- 3 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Louisiana, Minnesota and North Carolina decreased days lost to education and experience
- Burden rank and combined rank stayed the same despite education and experience reductions, largely because of burden changes in similarly ranked occupations



Fisher, Commercial

Commercial fishers 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. This report looks at what is required to run one's own commercial fishing business.

States Licensed

43

of 50 states and D.C.

Burden Rank

97th

for average burdens
1st is worst

Combined Rank

30th

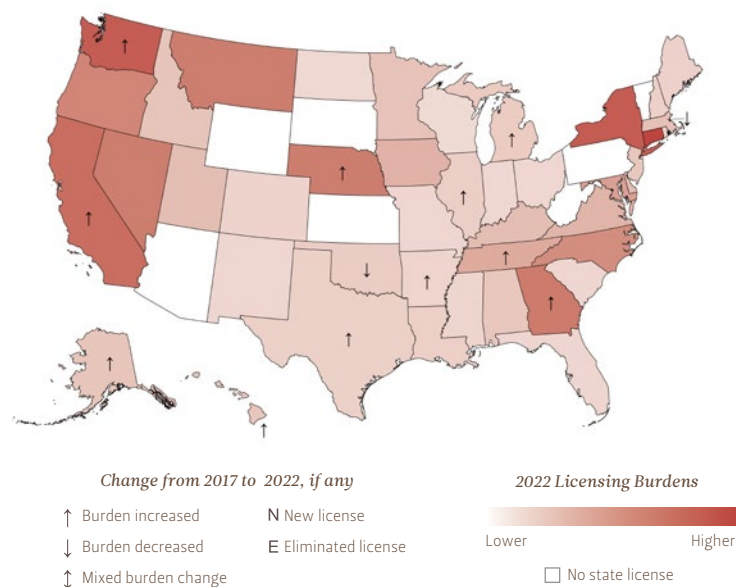
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 8 unlicensed states
- Days lost are 0 in all states
- Fees range from \$2 (Wisconsin) to \$500 (Montana, Nebraska, Nevada)
- 0 states require exams
- 5 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- 11 states increased fees, while Oklahoma and Massachusetts decreased them
- Burden rank stayed the same and combined rank worsened 1 spot, largely because other occupations improved more



Floor Sander Contractor (Commercial & Residential)

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 to apply coats of finish. See Appendix B for details on how we observed contractor occupations.

Commercial

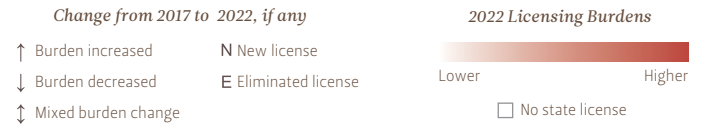
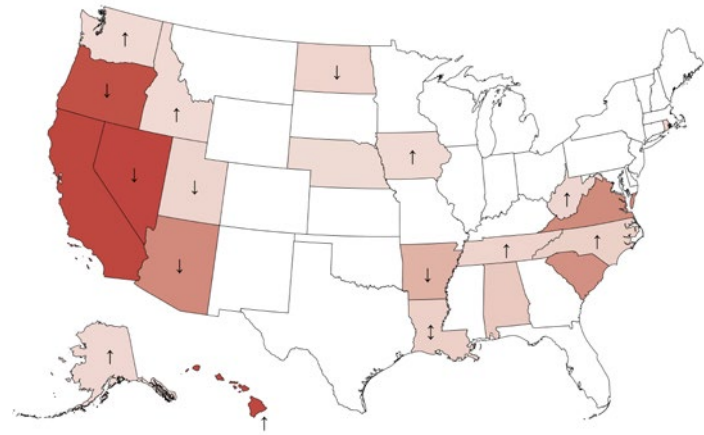


2022 Snapshot

- 29 unlicensed states
- Days lost range from 0 (11 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 13 states require 1+ exam
- 9 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and increases outpaced decreases; Arkansas and Utah reduced days lost to education and experience, while Louisiana raised it
- Burden rank improved 3 spots, largely because of education and experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Residential

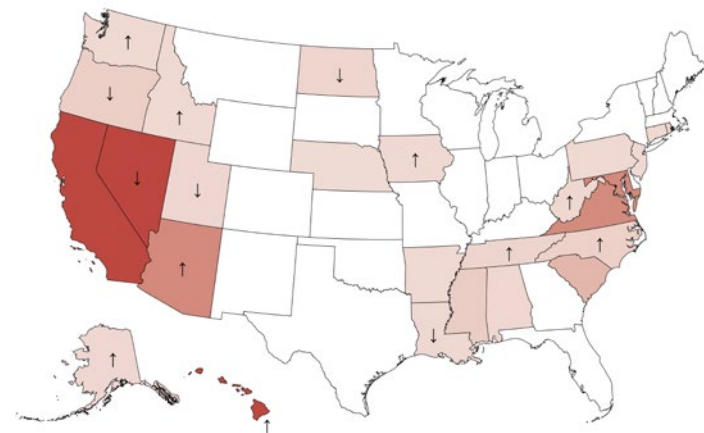


2022 Snapshot

- 24 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (California, Hawaii, Nevada)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 11 states require 1+ exam
- 10 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased days lost to education and experience
- Burden rank worsened 2 spots and combined rank worsened 1 spot, largely because other occupations improved more



Florist

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

States Licensed

1

of 50 states and D.C.

Burden Rank

X

91st

for average burdens
1st is worst

Combined Rank

=

101st

for states licensed x
average burdens
1st is worst

2022 Snapshot

- 50 unlicensed states
- Days lost are 0
- Fees are \$214
- 1 state requires 1+ exam
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Louisiana increased fees
- Burden rank and combined rank worsened 1 spot because Louisiana, the only state to license the occupation, increased fees



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Forest Worker

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 structures to control water, erosion and leaching of soil. They include forester aides, seedling pullers and tree planters.

States Licensed

1

of 50 states and D.C.

Burden Rank

X

88th

for average burdens
1st is worst

Combined Rank

=

100th

for states licensed x
average burdens
1st is worst

2022 Snapshot

- 50 unlicensed states
- Days lost are 0
- Fees are \$300
- 1 state requires 1+ exam
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- No changes in license requirements
- Burden rank stayed the same and combined rank worsened 1 spot, largely because other occupations improved



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Funeral Attendant

States Licensed

3

of 50 states and D.C.

Burden Rank

X

77th

for average burdens
1st is worst

Combined Rank

=

93rd

for states licensed x
average burdens
1st is worst

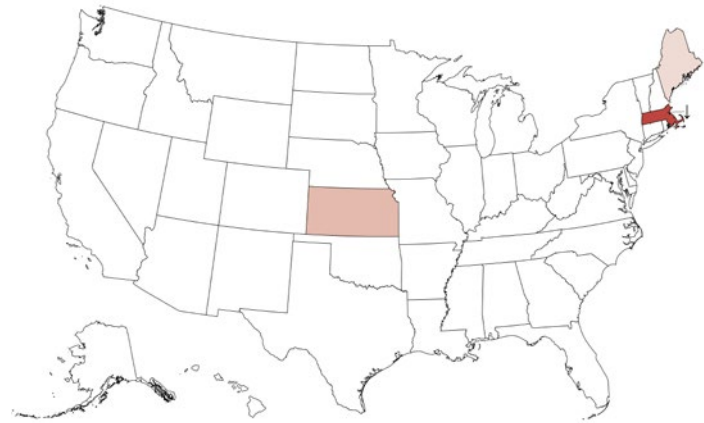
Funeral attendants or funeral home assistants perform a variety of tasks during a funeral, such as placing the casket in the parlor or chapel prior to service; arranging floral offerings or lights around the casket; directing or escorting mourners; closing the casket; and issuing and storing funeral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

2022 Snapshot

- 48 unlicensed states
- Days lost range from 0 (Kansas, Maine) to .2 (Massachusetts)
- Fees range from \$31 (Massachusetts) to \$200 (Kansas)
- 1 state requires 1+ exam
- 1 state sets minimum age
- 2 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees decreased in Massachusetts
- Burden rank worsened 2 spots, largely because other occupations improved more; combined rank stayed the same



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Gaming Cage Worker

States Licensed

30

of 50 states and D.C.

Burden Rank

X

84th

for average burdens
1st is worst

Combined Rank

=

52nd

for states licensed x
average burdens
1st is worst

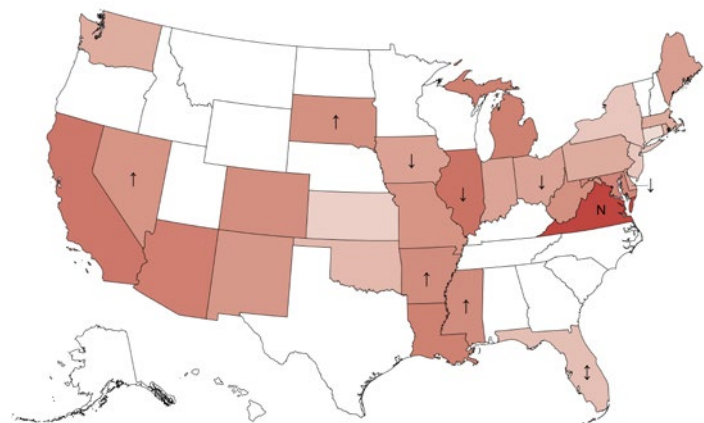
Gaming cage workers, or casino cashiers or cage supervisors, conduct financial transactions for patrons in gaming establishments. They may reconcile daily summaries of transactions to balance books; accept patrons' credit applications and verify credit references to provide check-cashing authorization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

2022 Snapshot

- 21 unlicensed states
- Days lost are 0 in all states
- Fees range from \$0 (5 states) to \$536 (Virginia)
- 0 states require exams
- 19 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses removed; 1 license created when Virginia legalized casinos
- Fees changed most often and more often increased; Florida eliminated its minimum age requirement
- Burden rank worsened 1 spot and combined rank worsened 7 spots, largely because of a new license



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Gaming Dealer

States Licensed

29

of 50 states and D.C.

Burden Rank

85th

for average burdens
1st is worst

Combined Rank

= 59th

for states licensed x
average burdens
1st is worst

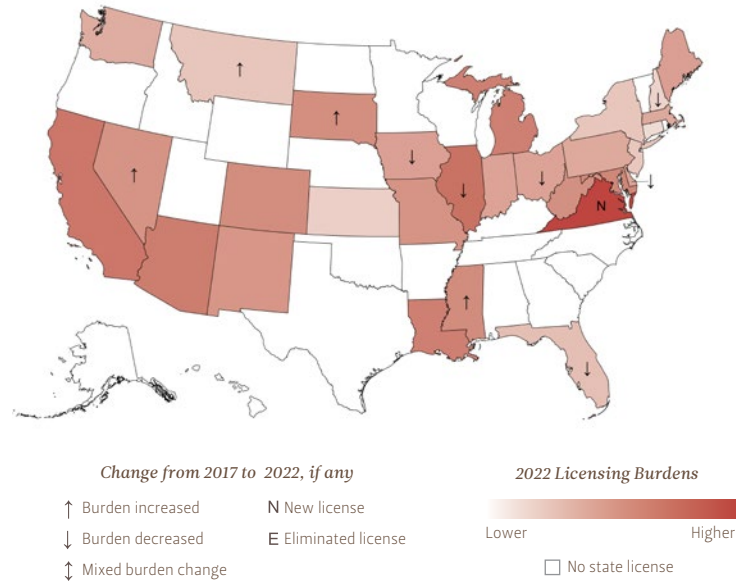
2022 Snapshot

- 22 unlicensed states
- Days lost are 0 in all states
- Fees range from \$0 (5 states) to \$536 (Virginia)
- 0 states require exams
- 18 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses removed; 1 license created when Virginia legalized casinos
- Fees changed most often and slightly more often decreased, though average fees increased
- Burden rank worsened 2 spots and combined rank worsened 4 spots, largely because of a new license

Gaming dealers, or card dealers, operate table games. They 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. They distribute winnings or collect players' money or chips and may compare the house's hand against players' hands.



Gaming Supervisor

States Licensed

31

of 50 states and D.C.

Burden Rank

83rd

for average burdens
1st is worst

Combined Rank

= 46th

for states licensed x
average burdens
1st is worst

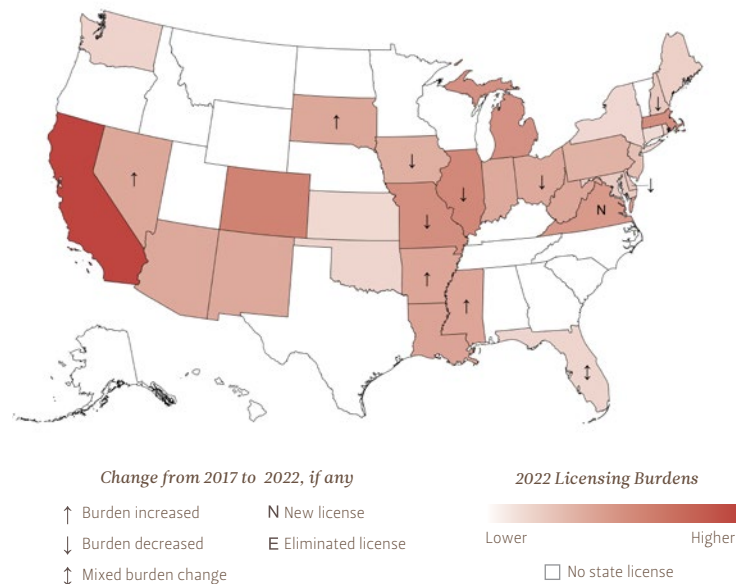
2022 Snapshot

- 20 unlicensed states
- Days lost are 0 in all states
- Fees range from \$0 (4 states) to \$3,150 (California)
- 0 states require exams
- 19 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses removed; 1 license created when Virginia legalized casinos
- Fees changed most often and changes were evenly split between increases and decreases; Florida eliminated its minimum age requirement
- Burden rank stayed the same because other occupations improved more; combined rank worsened 9 spots, largely because of a new license

Gaming supervisors, or pit bosses, supervise gaming operations and personnel in an assigned area. They 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 for guests in hotels or casinos, and address service complaints.



Glazier Contractor (Commercial & Residential)

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. See Appendix B for details on how we observed contractor occupations.

Commercial

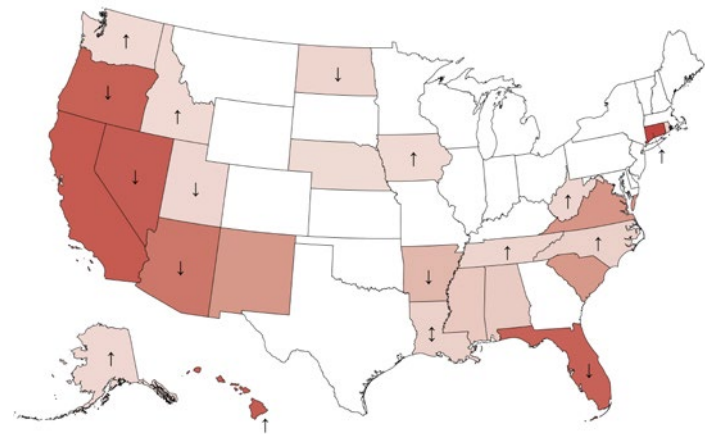
States Licensed	Burden Rank	Combined Rank
26	X	19th
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst
		= 50th

2022 Snapshot

- 25 unlicensed states
- Days lost range from 0 (11 states) to 1,825 (Connecticut)
- Fees range from \$0 (Nebraska) to \$995 (Nevada)
- 17 states require 1+ exam
- 11 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased experience, while Louisiana raised it
- Burden rank stayed the same because closely ranked occupations shifted; combined rank improved 3 spots, likely because of large experience reductions



Residential

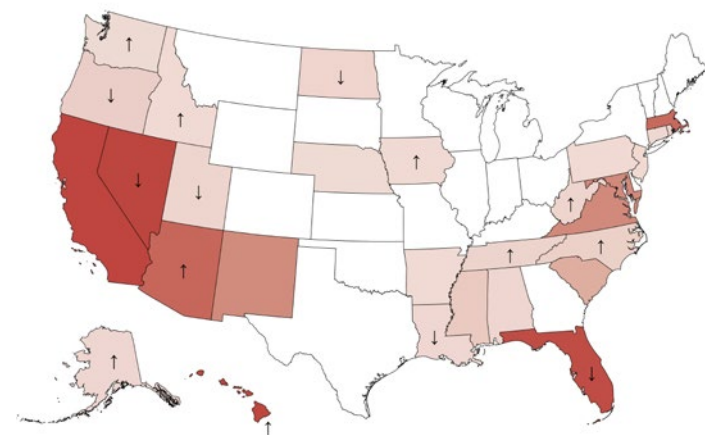
States Licensed	Burden Rank	Combined Rank
30	X	41st
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst
		= 39th

2022 Snapshot

- 21 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (4 states)
- Fees range from \$0 (Nebraska) to \$995 (Nevada)
- 15 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased days lost to education and experience
- Burden rank improved 1 spot, largely because of education and experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Home Entertainment Installer

Home entertainment installers repair, adjust or install audio or television receivers, stereo systems, camcorders, video systems or other electronic home entertainment equipment. This report looks at what is required to run one's own business as a home entertainment installer only. It also excludes low-voltage electrician licenses, which are required to work with wiring.

States Licensed

3

of 50 states and D.C.

Burden Rank

X

4th

for average burdens
1st is worst

Combined Rank

=

91st

for states licensed x
average burdens
1st is worst

2022 Snapshot

- 48 unlicensed states
- Days lost range from 575 (Connecticut) to 1,460 (California, Nevada)
- Fees range from \$185 (Connecticut) to \$1,040 (Nevada)
- 3 states require 1+ exam
- 2 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees increased in Nevada and California; California established a minimum age requirement
- Burden rank worsened 2 spots and combined rank stayed the same, largely because other occupations improved



Change from 2017 to 2022, if any

↑ Burden increased

↓ Burden decreased

↕ Mixed burden change

N New license

E Eliminated license

2022 Licensing Burdens

Lower

Higher

□ No state license

HVAC Contractor

(Commercial & Residential)

HVAC contractors contract with clients to install, service or repair heating and air conditioning systems in residences and commercial establishments. See Appendix B for details on how we observed contractor occupations.

Commercial

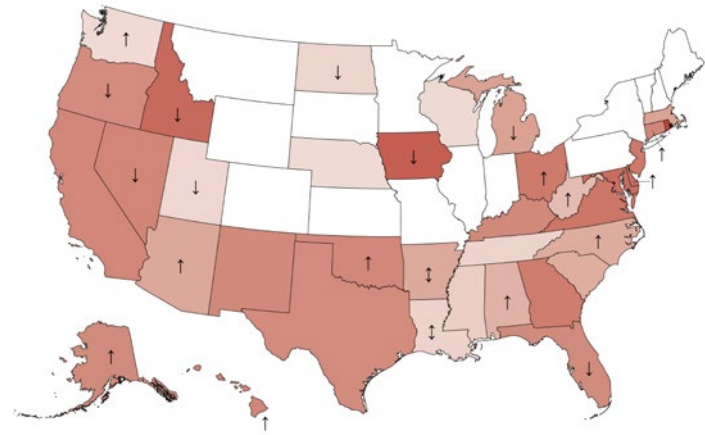


2022 Snapshot

- 14 unlicensed states
- Days lost range from 0 (5 states) to 2,920 (Rhode Island)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 32 states require 1+ exam
- 24 states set minimum age
- 2 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased days lost to education and experience, while West Virginia and Louisiana raised it
- Burden rank and combined rank worsened 1 spot, largely because other occupations improved more



Residential

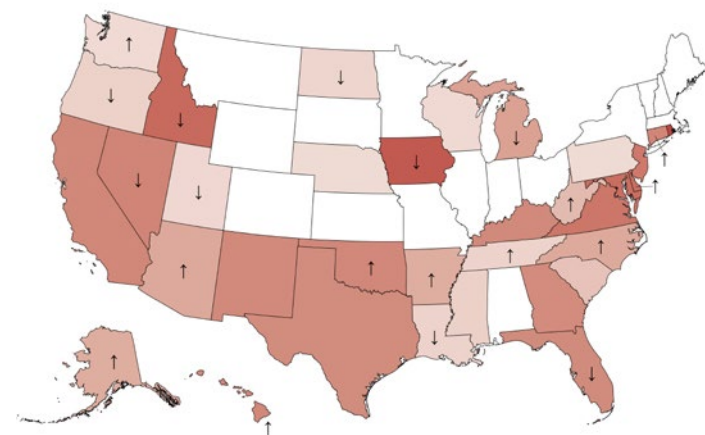


2022 Snapshot

- 16 unlicensed states
- Days lost range from 0 (7 states) to 2,920 (Rhode Island)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 29 states require 1+ exam
- 22 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and increases outpaced decreases; Utah decreased days lost to education and experience, while West Virginia raised it
- Burden rank stayed the same because similarly ranked occupations shifted; combined rank improved 1 spot, largely because of education and experience reductions



Insulation Contractor (Commercial & Residential)

Insulation contractors contract with clients to line and cover structures with insulating materials. They may work with batt, roll or blown insulation materials. See Appendix B for details on how we observed contractor occupations.

Commercial

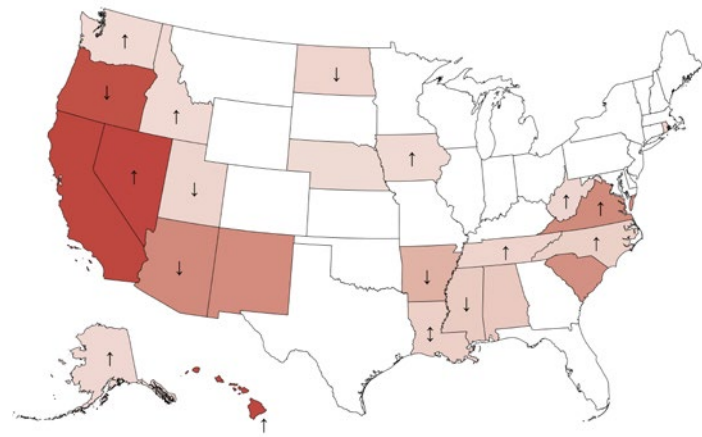


2022 Snapshot

- 27 unlicensed states
- Days lost range from 0 (11 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 15 states require 1+ exam
- 10 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased days lost to education and experience, while Louisiana raised it
- Burden rank worsened 2 spots, largely because other occupations improved more; combined rank improved 2 spots, largely because of education and experience reductions



Residential

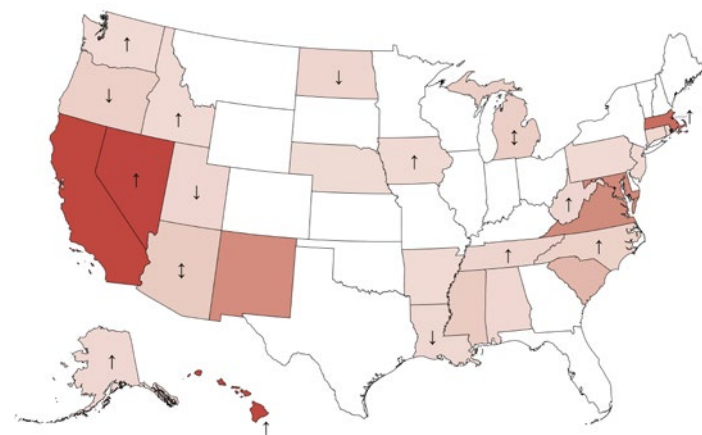


2022 Snapshot

- 21 unlicensed states
- Days lost range from 0 (17 states) to 1,460 (California, Hawaii, Nevada)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 14 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arizona and Utah decreased days lost to education and experience, while Massachusetts raised it
- Burden rank worsened 6 spots, largely because other occupations improved more; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Interior Designer

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 Licensed

3

of 50 states and D.C.

Burden Rank

X

1st

for average burdens
1st is worst

Combined Rank

=

87th

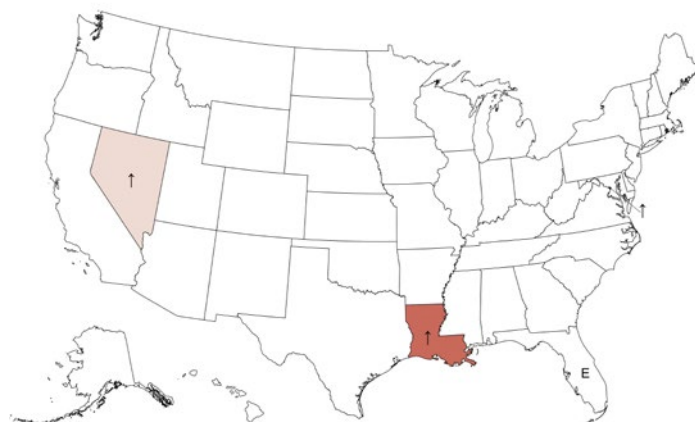
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 48 unlicensed states
- Days lost are 2,190 in all states
- Fees range from \$1,485 (Louisiana, Nevada) to \$1,505 (D.C.)
- 3 states require 1+ exam
- 1 state sets minimum age
- 1 state sets minimum grade

Changes Since 2017

- 1 license removed by Florida; none created
- Fees increased in every state
- Burden rank remained the worst because fees increased and days lost to education and experience remained the highest among all occupations; combined rank stayed the same despite an eliminated license because other occupations improved more



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Interpreter, Sign Language

Sign language interpreters translate or transliterate sign language into another language or vice versa.¹ Where requirements vary by work setting, we observe the “community,” or general setting, rather than specialized settings like medicine, education or law.

States Licensed

22

of 50 states and D.C.

Burden Rank

X

16th

for average burdens
1st is worst

Combined Rank

=

65th

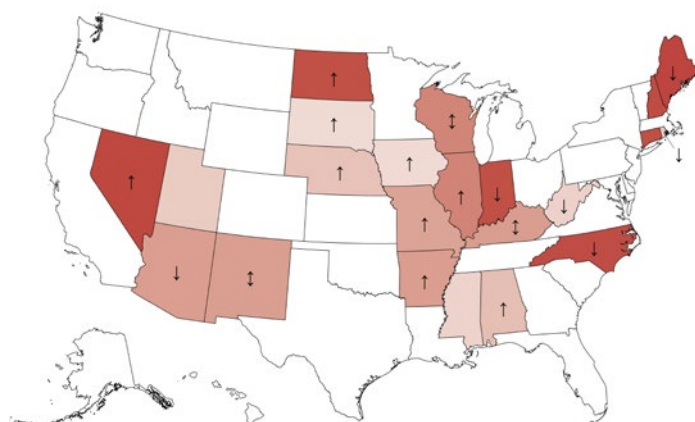
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 29 unlicensed states
- Days lost range from 0 (8 states) to 1,460 (7 states)
- Fees range from \$210 (Utah) to \$1,256 (Maine)
- 22 states require 1+ exam
- 18 states set minimum age
- 10 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and changes were evenly split between increases and decreases; 4 states reduced education, while Arkansas and Illinois raised it
- Burden rank and combined rank improved 3 spots because of large fee and education reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



¹ Adapted from Ky. Rev. Stat. Ann. § 309.300

Iron/Steel Contractor (Commercial & Residential)

Iron and steel contractors contract with clients to 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. See Appendix B for details on how we observed contractor occupations.

Commercial

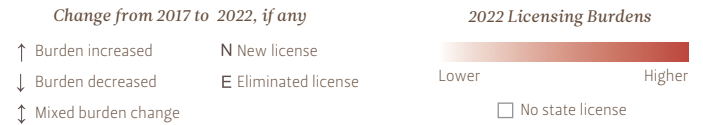
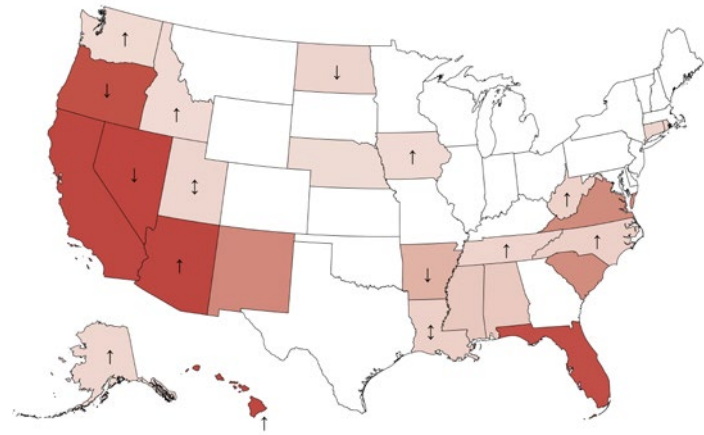
States Licensed	Burden Rank	Combined Rank
26	23rd	53rd
<i>of 50 states and D.C.</i>	<i>for average burdens 1st is worst</i>	<i>for states licensed x average burdens 1st is worst</i>

2022 Snapshot

- 25 unlicensed states
- Days lost range from 0 (12 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 16 states require 1+ exam
- 11 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased days lost to education and experience, while Louisiana raised it
- Burden rank and combined rank improved 1 spot because of large education and experience reductions



Residential

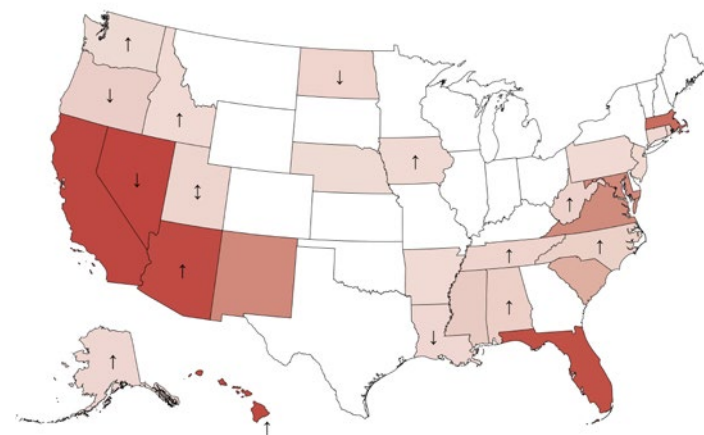
States Licensed	Burden Rank	Combined Rank
30	38th	38th
<i>of 50 states and D.C.</i>	<i>for average burdens 1st is worst</i>	<i>for states licensed x average burdens 1st is worst</i>

2022 Snapshot

- 21 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (5 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 16 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased days lost to education and experience
- Burden rank and combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Landscape Contractor (Commercial & Residential)

Landscape contractors contract with clients to landscape or maintain grounds of property using hand or power tools or equipment. Work may involve any of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, and installing sprinklers or mortarless segmental concrete masonry wall units. See Appendix B for details on how we observed contractor occupations.

Commercial

States Licensed

47

of 50 states and D.C.

Burden Rank

66th

for average burdens
1st is worst

Combined Rank

21st

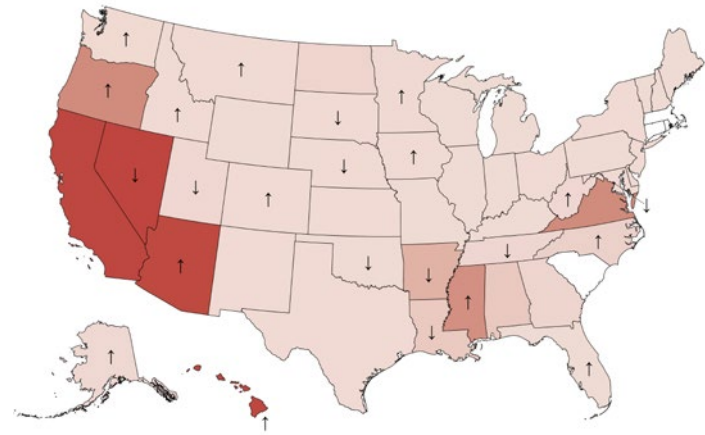
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 4 unlicensed states
- Days lost range from 0 (37 states) to 1,460 (4 states)
- Fees range from \$0 (Delaware) to \$1,215 (Nevada)
- 13 states require 1+ exam
- 9 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased days lost to education and experience
- Burden rank improved 3 spots and combined rank improved 1 spot, largely because of education and experience reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Residential

States Licensed

48

of 50 states and D.C.

Burden Rank

67th

for average burdens
1st is worst

Combined Rank

20th

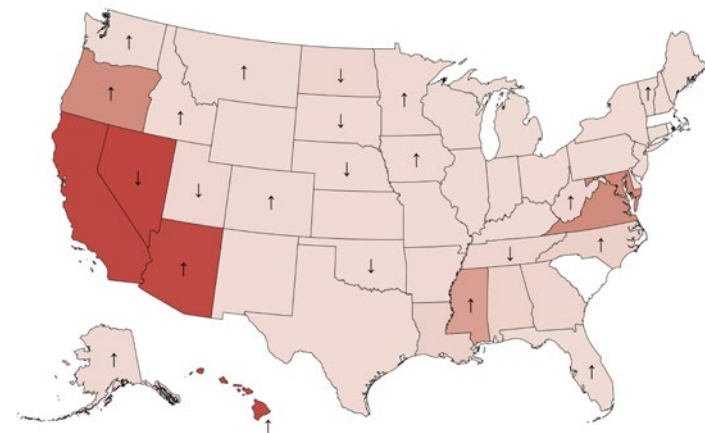
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 3 unlicensed states
- Days lost range from 0 (39 states) to 1,460 (4 states)
- Fees range from \$0 (Connecticut, Delaware, Mississippi) to \$1,215 (Nevada)
- 13 states require 1+ exam
- 10 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah reduced experience
- Burden rank stayed the same because similarly ranked occupations shifted; combined rank improved 1 spot, largely because of experience reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Locksmith

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

States Licensed

12

of 50 states and D.C.

Burden Rank

73rd

for average burdens
1st is worst

Combined Rank

77th

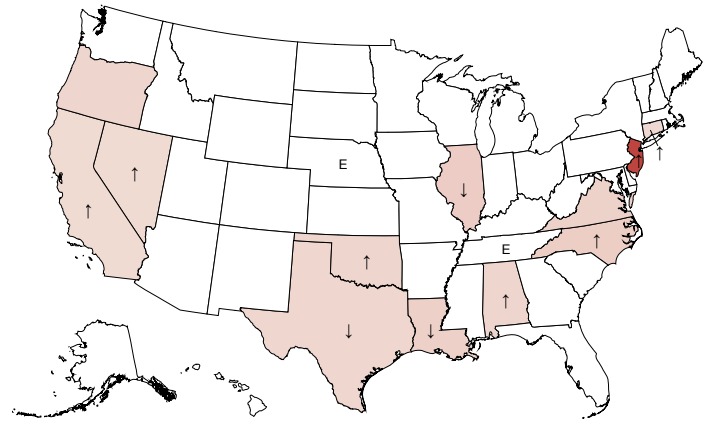
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 39 unlicensed states
- Days lost range from 0 (9 states) to 1,095 (New Jersey)
- Fees range from \$58 (Texas) to \$550 (Illinois)
- 8 states require 1+ exam
- 6 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- 2 licenses removed by Nebraska and Tennessee; none created
- Fees changed most often and usually increased
- Burden rank worsened 4 spots, largely because of fee increases; combined rank stayed the same because average burdens rose with the elimination of 2 licenses



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens

- Lower Higher
- No state license

Log Scaler

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

States Licensed

2

of 50 states and D.C.

Burden Rank

39th

for average burdens
1st is worst

Combined Rank

96th

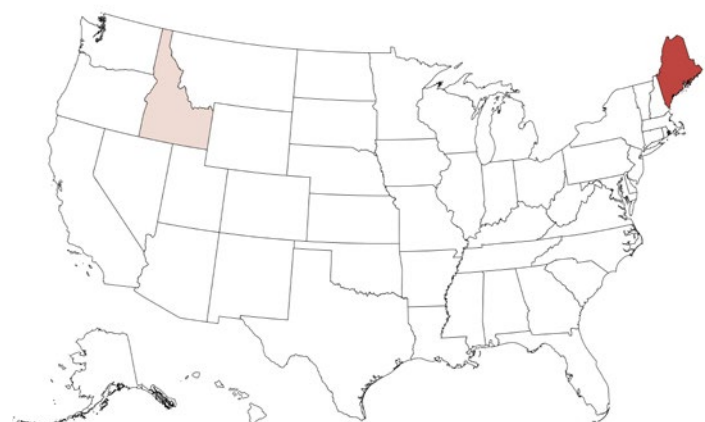
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 49 unlicensed states
- Days lost range from 0 (Idaho) to 730 (Maine)
- Fees are \$25 in all states
- 2 states require 1+ exam
- 1 state sets minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- No changes in licensing requirements
- Burden rank worsened 5 spots despite no changes in requirements, largely because similarly ranked occupations improved; combined rank stayed the same because the occupation is licensed by only 2 states



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens

- Lower Higher
- No state license

Makeup Artist

States Licensed

37

of 50 states and D.C.

Burden Rank

57th

for average burdens
1st is worst

Combined Rank

32nd

for states licensed x
average burdens
1st is worst

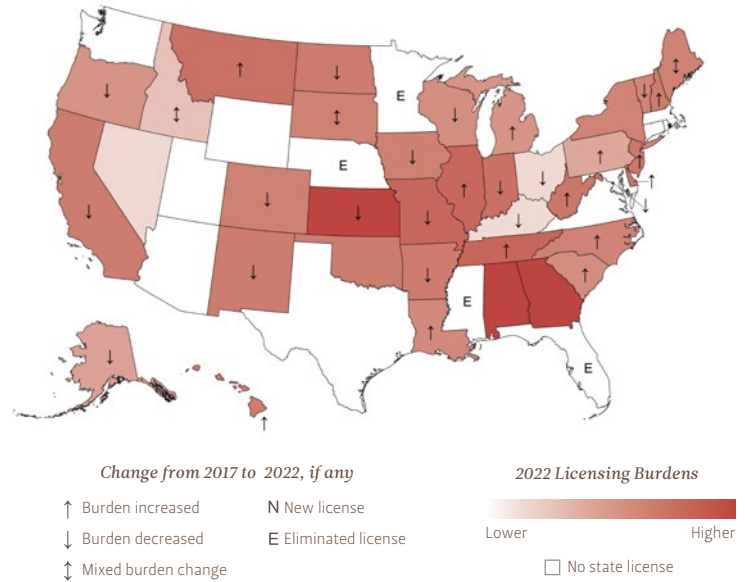
2022 Snapshot

- 14 unlicensed states
- Days lost range from 0 (Nevada, Ohio) to 233 (Alabama, Georgia, Kansas)
- Fees range from \$0 (Ohio) to \$450 (Alaska)
- 34 states require 1+ exam
- 28 states set minimum age
- 28 states set minimum grade

Changes Since 2017

- 4 licenses removed by Florida, Minnesota, Mississippi and Nebraska; none created
- Fees changed most often and changes were almost evenly split between increases and decreases; 5 states reduced education, while Louisiana increased it
- Burden rank worsened 1 spot, largely because other occupations improved; combined rank improved 4 spots, largely because of 4 eliminated licenses

Makeup artists apply cosmetics to face or exposed body areas to improve or otherwise alter people's appearances.² Some states issue licenses specific to makeup application, but others interpret the work as falling under a broader license. See Appendix B for details.



2 Adapted from http://www.occupationalinfo.org/defset5_3582.html

Manicurist

States Licensed

51

of 50 states and D.C.

Burden Rank

62nd

for average burdens
1st is worst

Combined Rank

11th

for states licensed x
average burdens
1st is worst

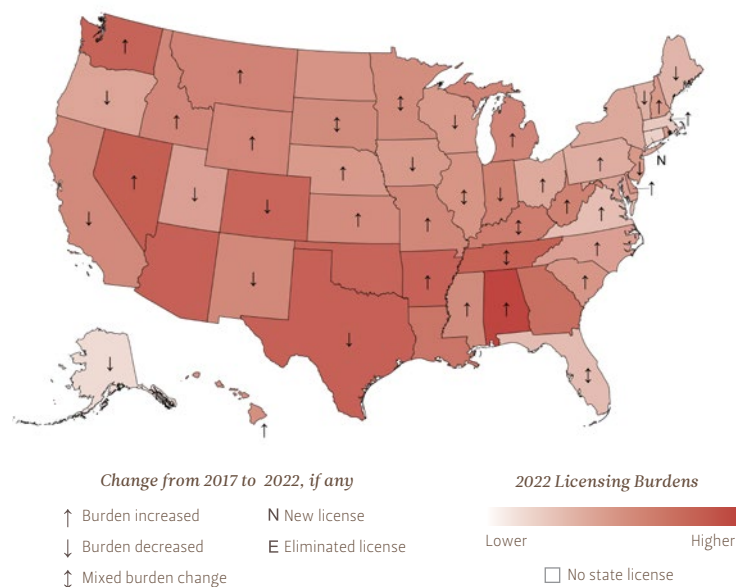
2022 Snapshot

- Days lost range from 2 (Alaska) to 175 (Alabama)
- Fees range from \$60 (Oklahoma) to \$390 (Alaska)
- 48 states require 1+ exam
- 39 states set minimum age
- 32 states set minimum grade

Changes Since 2017

- 1 license created by Connecticut; none removed
- Fees changed most often and usually increased; 5 states reduced education
- Burden rank improved 1 spot, largely because of small net minimum grade and education reductions; combined rank worsened 2 spots, largely because of a new license

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



Mason Contractor (Commercial & Residential)

Mason contractors contract with clients to lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block and terracotta block, with mortar and other substances to construct or repair walls, partitions, arches, sewers and other structures. See Appendix B for details on how we observed contractor occupations.

Commercial

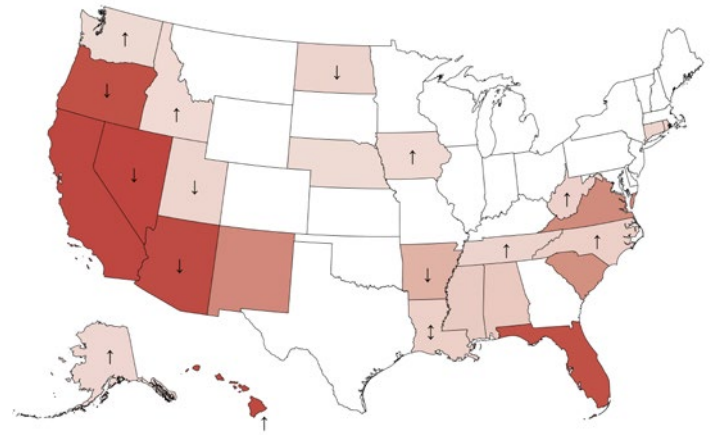


2022 Snapshot

- 25 unlicensed states
- Days lost range from 0 (12 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 16 states require 1+ exam
- 11 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and changes were almost evenly split between increases and decreases; Arkansas and Utah reduced days lost to education and experience, while Louisiana raised it
- Burden rank improved 2 spots and combined rank improved 1 spot, largely because of fee and education and experience reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



Residential

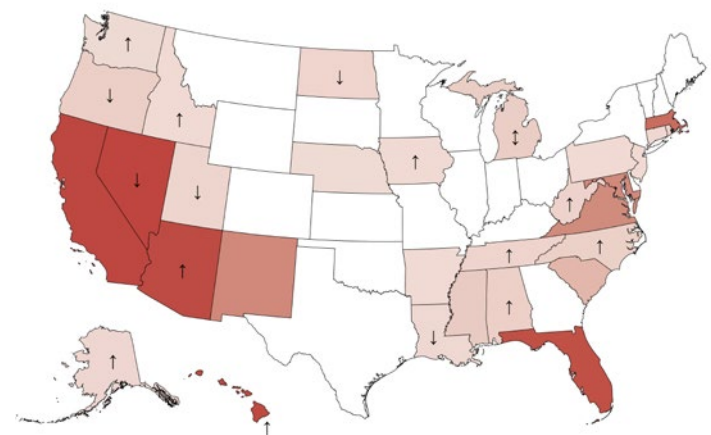


2022 Snapshot

- 20 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (5 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 16 states require 1+ exam
- 14 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased experience
- Burden rank improved 1 spot, largely because of fee and experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



Massage Therapist

Massage therapists perform therapeutic massages of soft tissue and joints. They may also assist in the assessment of range of motion and muscle strength or propose client therapy plans.

States Licensed

45

of 50 states and D.C.

Burden Rank

59th

for average burdens
1st is worst

Combined Rank

22nd

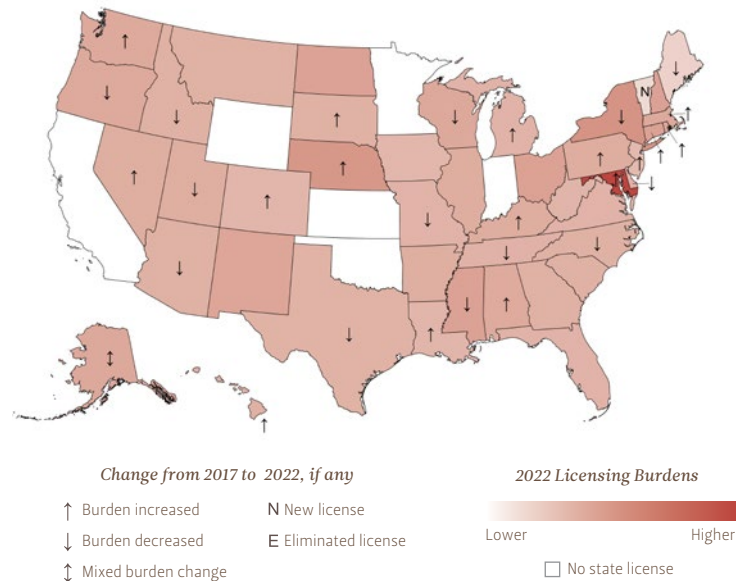
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 6 unlicensed states
- Days lost range from 0 (Maine, Vermont) to 560 (Maryland)
- Fees range from \$75 (Vermont) to \$745 (Alaska, Maryland)
- 42 states require 1+ exam
- 36 states set minimum age
- 19 states set minimum grade

Changes Since 2017

- 1 license created by Vermont; none removed
- Fees changed most often and changes were almost evenly split between increases and decreases; 5 states increased days lost to education and experience, while Arizona decreased it
- Burden rank and combined rank stayed the same despite fee and education and experience reductions, largely because of a new license and burden changes in similarly ranked occupations



Midwife, Direct Entry

Direct-entry midwives, or lay midwives, are non-nurses who provide prenatal care and childbirth assistance. They generally work in homes, birthing centers and other non-hospital settings. See Appendix B for details.

States Licensed

37

of 50 states and D.C.

Burden Rank

7th

for average burdens
1st is worst

Combined Rank

19th

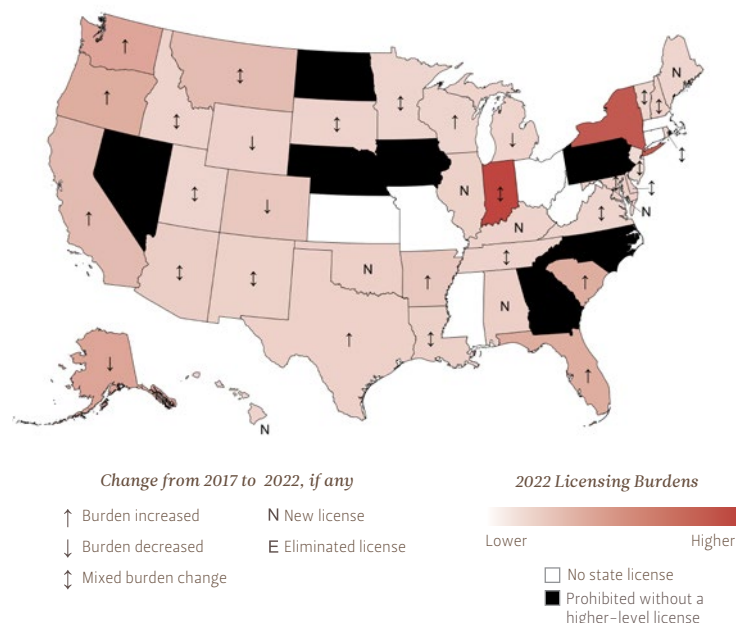
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 14 unlicensed states; 7 states prohibit without a higher level license
- Days lost range from 730 (24 states) to 2,330 (Indiana)
- Fees range from \$822 (New York) to \$5,600 (Alaska)
- 37 states require 1+ exam
- 17 states set minimum age
- 34 states set minimum grade

Changes Since 2017

- 7 licenses created by Alabama, the District of Columbia, Hawaii, Illinois, Kentucky, Maine and Oklahoma; none removed
- Fees changed in every state except New York and Alaska and nearly always increased; 21 states reduced education, while Texas raised it
- Burden rank improved 3 spots, largely because of large net education reductions; combined rank worsened 10 spots, largely because of 7 new licenses



Milk Sampler

Milk samplers collect milk samples from farms, dairy plants, and tank cars and trucks for laboratory analysis.³ See Appendix B for details of how we estimated education and experience for this occupation.

States Licensed

43

of 50 states and D.C.

Burden Rank

95th

for average burdens
1st is worst

Combined Rank

29th

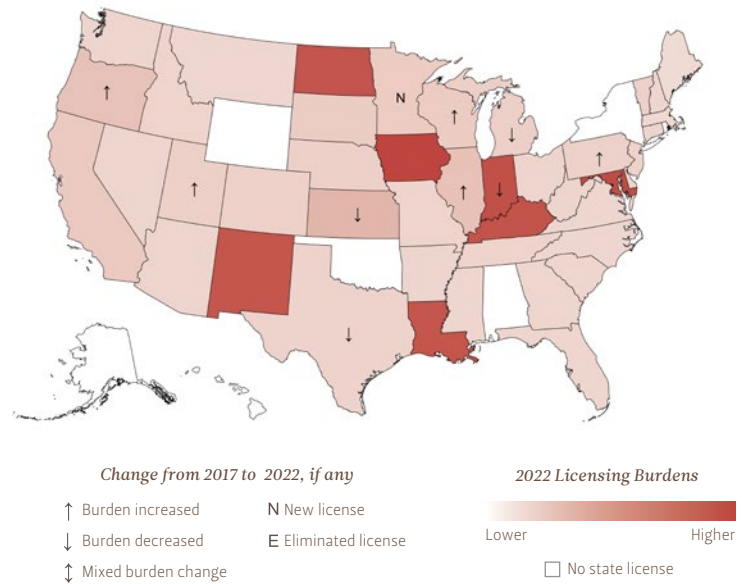
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 8 unlicensed states
- Days lost range from 0 (34 states) to 1 (7 states)
- Fees range from \$0 (10 states) to \$100 (Utah)
- 38 states require 1+ exam
- 2 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 1 license created by Minnesota; none removed
- Oregon, Utah and Pennsylvania increased fees, while Michigan decreased them; Indiana, Kansas and Texas reduced days lost to education and experience, while Illinois raised it
- Burden rank stayed the same because of small net fee and education and experience changes; combined rank worsened 3 spots, largely because of a new license and improvements in other occupations



³ Adapted from <http://www.occupationalinfo.org/41/410357010.html>

Mobile Home Installer

Mobile home installers move or install manufactured (mobile) homes. Federal law requires states to have minimum training and licensing standards for this occupation. In states without their own licenses, installers need a federal license, which this report does not observe. See Appendix B for details.

States Licensed

37

of 50 states and D.C.

Burden Rank

43rd

for average burdens
1st is worst

Combined Rank

31st

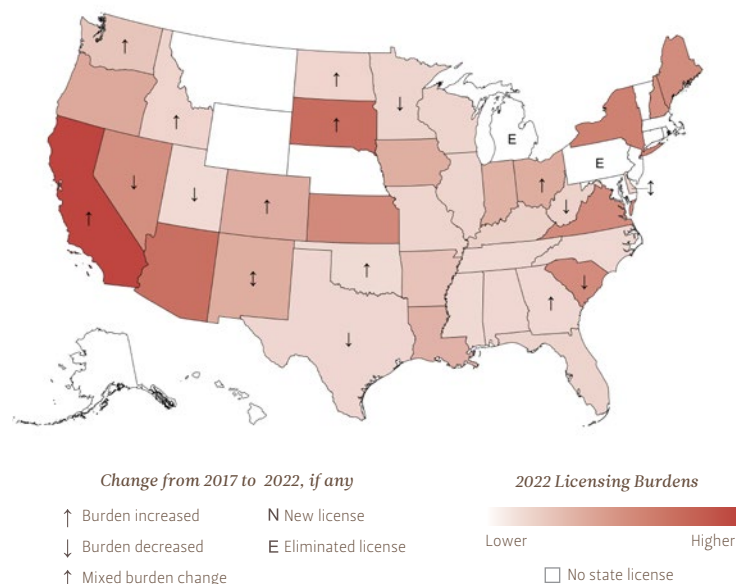
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 14 unlicensed states
- Days lost range from 0 (4 states) to 1,460 (California)
- Fees range from \$8 (Kentucky) to \$2,790 (Arkansas)
- 33 states require 1+ exam
- 18 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- 2 licenses removed by Michigan and Pennsylvania; none created
- Fees changed most often and changes were almost evenly split between increases and decreases; New Mexico, Colorado and Idaho raised education and experience, while Utah and Delaware reduced them
- Burden rank worsened 5 spots despite smaller net education and experience reductions, largely because other occupations improved more and fees increased on net; combined rank improved 1 spot, largely because of 2 eliminated licenses



Nursery Worker

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

States Licensed

2

of 50 states and D.C.

Burden Rank

$\times 100^{\text{th}} = 97^{\text{th}}$

for average burdens
1st is worst

Combined Rank

for states licensed \times
average burdens
1st is worst

2022 Snapshot

- 49 unlicensed states
- Days lost are 0 in all states
- Fees range from \$10 (Arkansas) to \$100 (Idaho)
- 0 states require exams
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- No changes in license requirements
- Burden rank worsened 1 spot, largely because psychiatric aide passed it to become the least burdensome occupation; combined rank stayed the same because no new licenses were created



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



Optician

Opticians, or dispensing opticians, design, measure, fit and adapt lenses and frames according to prescriptions or specifications; help clients select frames; and measure clients for eyeglass size and coordinate frames with measurements and prescription. They also prepare instructions for grinding and mounting lenses for optical laboratories; verify the exactness of finished lenses; adjust eyeglasses to fit clients; and may shape or reshape frames. Licensed opticians' exact duties vary by state. See Appendix B for details.

States Licensed

22

of 50 states and D.C.

Burden Rank

$\times 11^{\text{th}} = 61^{\text{st}}$

for average burdens
1st is worst

Combined Rank

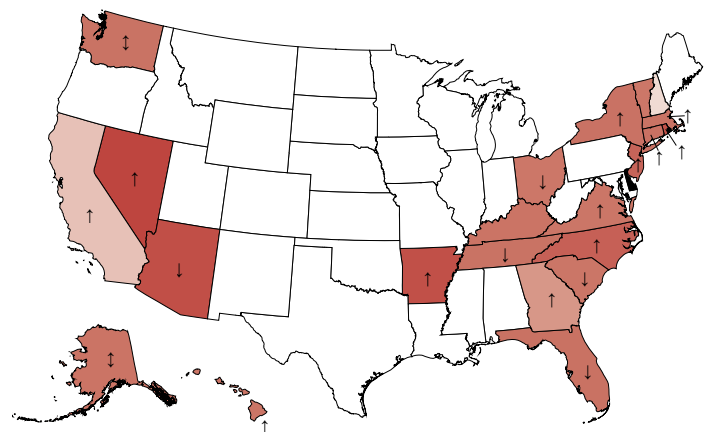
for states licensed \times
average burdens
1st is worst

2022 Snapshot

- 29 unlicensed states; 1 state prohibits without a higher level license
- Days lost range from 0 (California, New Hampshire) to 1,118 (Nevada)
- Fees range from \$110 (New Hampshire) to \$1,250 (Nevada)
- 21 states require 1+ exam
- 21 states set minimum age
- 21 states set minimum grade

Changes Since 2017

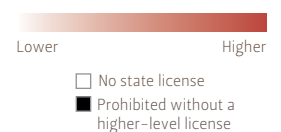
- No licenses created or removed
- Most states increased fees, while 5 states decreased them; Washington reduced education, while Alaska raised it
- Burden rank stayed the same, largely because of burden changes in similarly ranked occupations; combined rank improved 1 spot due largely to expanded licensing of a similarly ranked occupation



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



Packer

Packers pack or package by hand a wide variety of products and materials. This report looks at what is required to run one's own packing or packaging business only.

States Licensed

7

of 50 states and D.C.

Burden Rank

X 101st

for average burdens
1st is worst

Combined Rank

= 86th

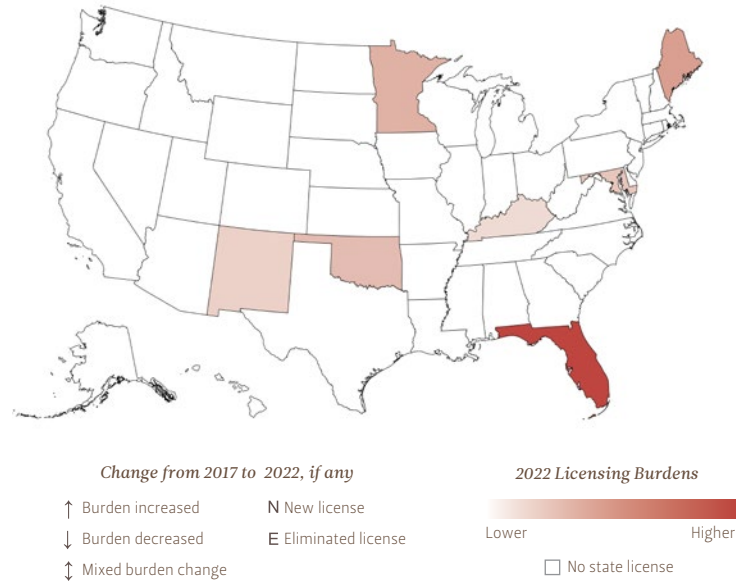
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 44 unlicensed states
- Days lost are 0 in all states
- Fees range from \$20 (Kentucky) to \$100 (Florida)
- 0 states require exams
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- No changes in license requirements
- Burden rank worsened 1 spot because psychiatric aide passed it to become the least burdensome occupation; combined rank worsened 2 spots despite no changes in requirements, largely because other occupations improved



Painting Contractor (Commercial & Residential)

Painting contractors contract with clients to paint walls, equipment, buildings, bridges and other structural surfaces using brushes, rollers and spray guns. They may also remove old paint to prepare a surface prior to painting or mix colors or oils to obtain desired color or consistency. See Appendix B for details on how we observed contractor occupations.

Commercial

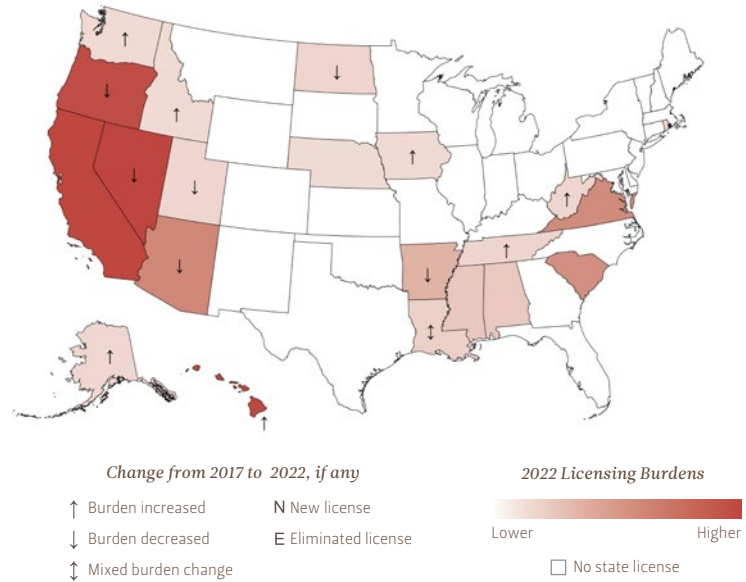


2022 Snapshot

- 29 unlicensed states
- Days lost range from 0 (10 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 13 states require 1+ exam
- 8 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and changes were almost evenly split between increases and decreases; Utah and Arkansas reduced days lost to education or experience, while Louisiana raised it
- Burden rank improved 1 spot, largely because of large net fee and education and experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Residential

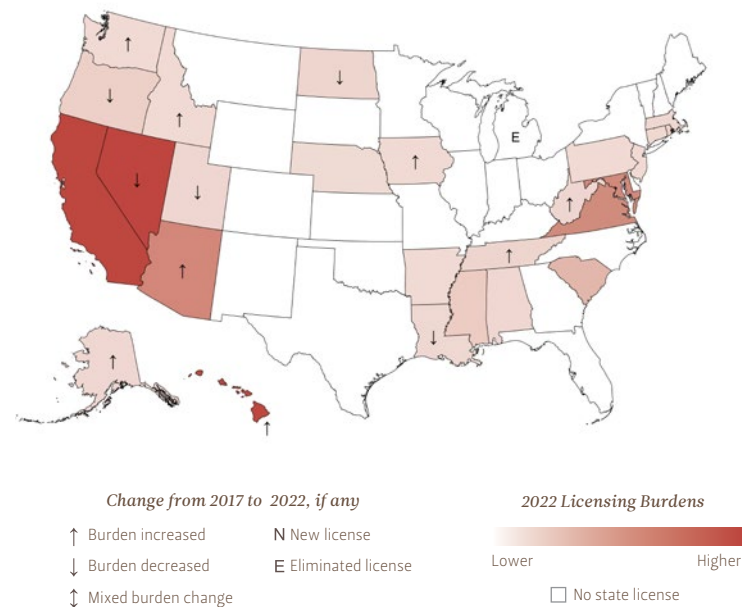


2022 Snapshot

- 24 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (California, Hawaii, Nevada)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 10 states require 1+ exam
- 9 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 1 license removed by Michigan; none created
- Fees changed most often and usually increased; Utah decreased experience
- Burden rank worsened 2 spots despite exam and experience reductions, largely because other occupations improved more; combined rank improved 6 spots, largely because of an eliminated license



Paving Contractor (Commercial & Residential)

Paving contractors contract with clients to apply concrete, asphalt or other materials to road beds, parking lots, or airport runways and taxiways or tamp gravel, dirt or other materials. See Appendix B for details on how we observed contractor occupations.

Commercial

States Licensed

24

of 50 states and D.C.

Burden Rank

28th

for average burdens
1st is worst

Combined Rank

67th

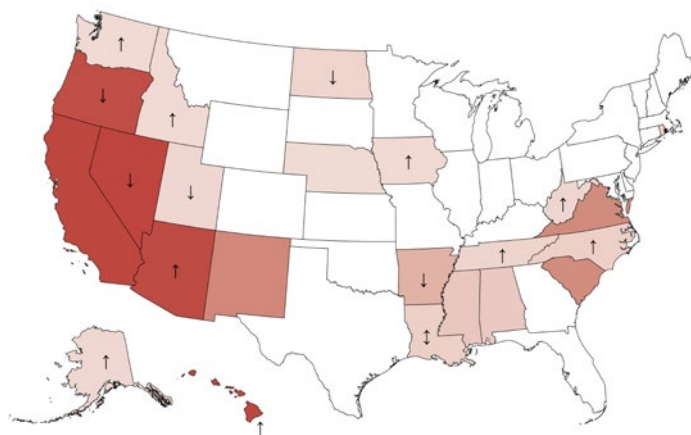
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 27 unlicensed states
- Days lost range from 0 (11 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 15 states require 1+ exam
- 10 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah and Arkansas decreased days lost to education and experience, while Louisiana raised it
- Burden rank stayed the same because similarly ranked occupations shifted; combined rank improved 2 spots, largely because of substantial net education and experience reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens

Lower Higher
□ No state license

Residential

States Licensed

28

of 50 states and D.C.

Burden Rank

56th

for average burdens
1st is worst

Combined Rank

49th

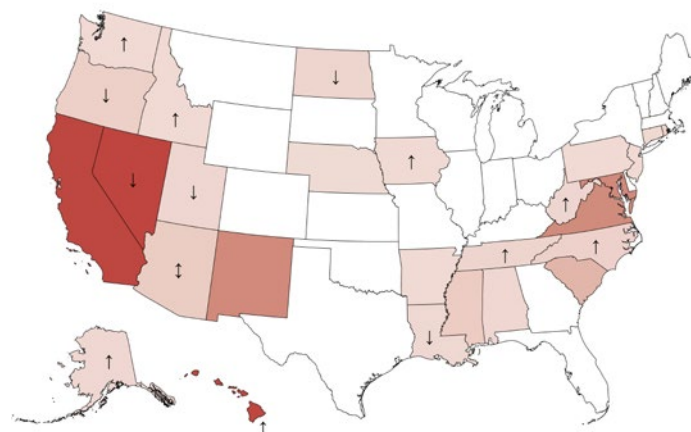
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 23 unlicensed states
- Days lost range from 0 (17 states) to 1,460 (California, Hawaii, Nevada)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 12 states require 1+ exam
- 11 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah and Arizona decreased experience
- Burden rank improved 7 spots and combined rank improved 3 spots, largely because of large net experience reductions



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens

Lower Higher
□ No state license

Pest Control Applicator

States Licensed

51

of 50 states and D.C.

Burden Rank

36th

for average burdens
1st is worst

Combined Rank

7th

for states licensed x
average burdens
1st is worst

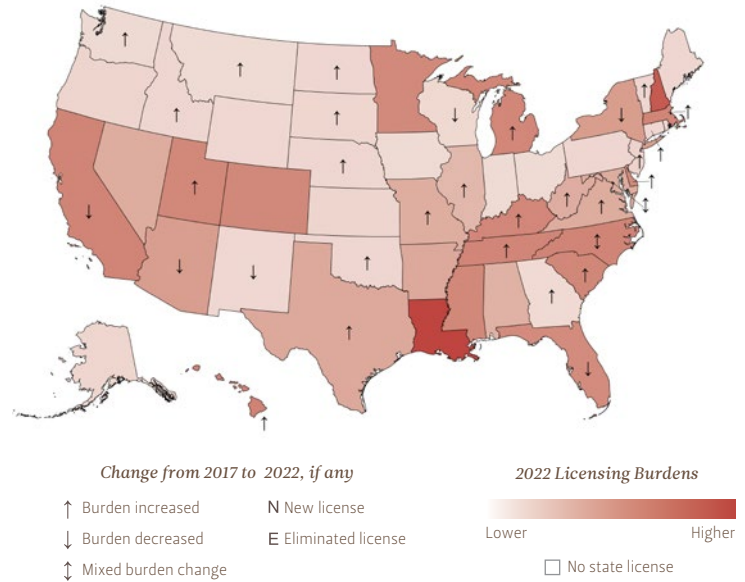
2022 Snapshot

- Days lost range from 0 (21 states) to 1,460 (Louisiana)
- Fees range from \$0 (Mississippi) to \$2,000 (New York)
- 51 states require 1+ exam
- 34 states set minimum age
- 2 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; California, New Mexico and Wisconsin decreased days lost to education and experience, while Utah raised it
- Burden rank worsened 9 spots, largely because of net fee and education and experience increases; combined rank stayed the same because no new licenses were created

Pest control applicators apply or release chemical solutions or toxic gases and set traps to kill or remove pests and vermin, such as mice, termites and roaches, that infest buildings and surrounding areas. This report looks at what is required to run one's own pest control business only.



Pharmacy Technician

States Licensed

44

of 50 states and D.C.

Burden Rank

68th

for average burdens
1st is worst

Combined Rank

26th

for states licensed x
average burdens
1st is worst

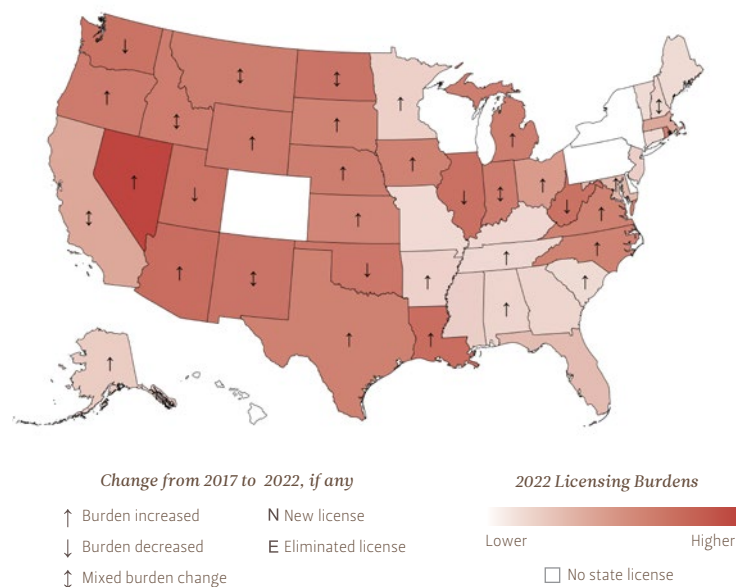
2022 Snapshot

- 7 unlicensed states
- Days lost range from 0 (15 states) to 222 (Nevada)
- Fees range from \$25 (Kentucky, Rhode Island) to \$326 (Arizona)
- 25 states require 1+ exam
- 23 states set minimum age
- 29 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; 16 states increased days lost to education and experience, while West Virginia and New Hampshire reduced them
- Burden rank worsened 5 spots, largely because of education and experience increases; combined rank stayed the same because of burden changes in similarly ranked occupations

Pharmacy technicians prepare medications under the direction of a pharmacist. They may measure, mix, count out, label and record amounts and dosages of medications. See Appendix B for details of how we estimated experience for this occupation.



Pipelayer Contractor

States Licensed

27

of 50 states and D.C.

Burden Rank

21st

for average burdens
1st is worst

Combined Rank

45th

for states licensed x
average burdens
1st is worst

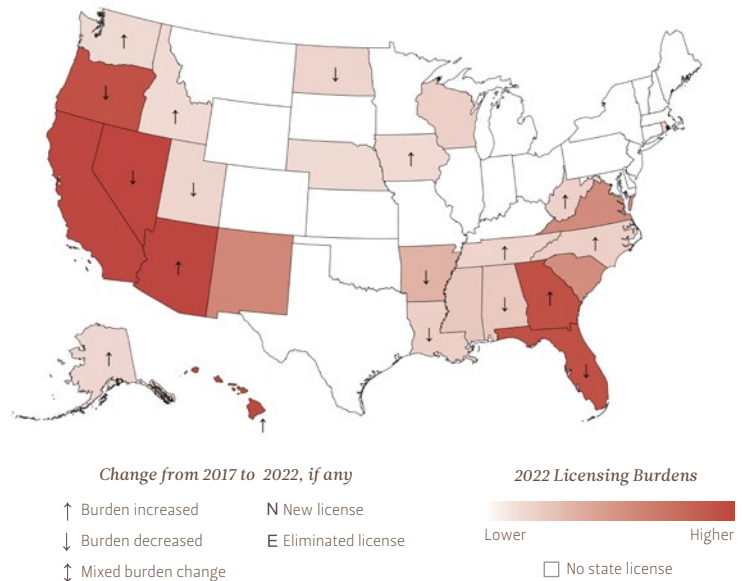
2022 Snapshot

- 24 unlicensed states
- Days lost range from 0 (13 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 18 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased experience, while Georgia raised it
- Burden rank and combined rank stayed the same despite fee and experience reductions, largely because occupations shifted

Pipelayer contractors contract with clients to lay pipe for storm or sanitation sewers, drains and water mains. Work may involve any of the following: grading trenches or culverts, positioning pipe, or sealing joints. See Appendix B for details on how we observed contractor occupations.



Preschool Teacher, Public School

States Licensed

50

of 50 states and D.C.

Burden Rank

2nd

for average burdens
1st is worst

Combined Rank

1st

for states licensed x
average burdens
1st is worst

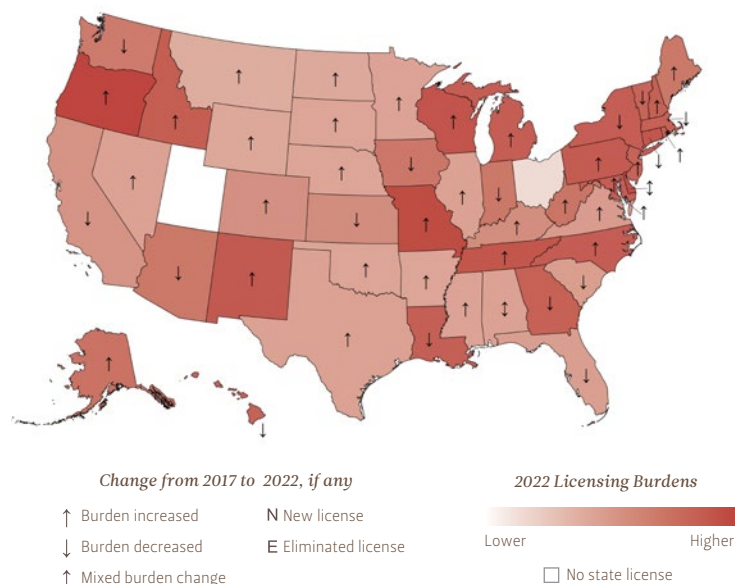
2022 Snapshot

- 1 unlicensed state
- Days lost range from 730 (Ohio) to 2,927 (Missouri)
- Fees range from \$66 (Montana) to \$1,010 (Connecticut)
- 48 states require 1+ exam
- 14 states set minimum age
- 2 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed in every state except Ohio and usually increased; experience increased in Delaware and Maine
- Burden rank remained the second worst and combined rank remained the worst because the occupation failed to improve on either measure

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 preschools, day care centers or other child development facilities. This report looks at requirements for teachers working in public preschools only. See Appendix B under “Public School Teacher” for more details.



Psychiatric Aide

Psychiatric aides assist mentally impaired or emotionally disturbed patients and work under the direction of nursing and medical staff.

States Licensed

0

of 50 states and D.C.

Burden Rank

\times 102nd = 102nd

for average burdens
1st is worst

Combined Rank

for states licensed \times
average burdens
1st is worst

2022 Snapshot

- No longer licensed by any state

Changes Since 2017

- License removed in Missouri, the last state with a license; none created
- All licensing requirements were eliminated
- Burden rank improved 88 spots and combined rank improved 4 spots, making the occupation both the least burdensome and the least widely and onerously licensed, because the last remaining license was eliminated



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



Psychiatric Technician

Psychiatric technicians care for mentally impaired or emotionally disturbed individuals, following physician instructions and hospital procedures. They 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 Licensed

4

of 50 states and D.C.

Burden Rank

\times 37th = 90th

for average burdens
1st is worst

Combined Rank

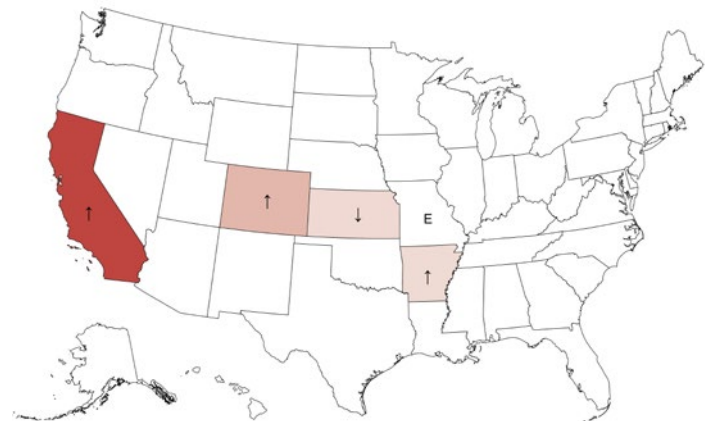
for states licensed \times
average burdens
1st is worst

2022 Snapshot

- 47 unlicensed states
- Days lost range from 210 (Arkansas, Kansas) to 357 (California)
- Fees range from \$51 (Arkansas) to \$519 (California)
- 4 states require 1+ exam
- 1 state sets minimum age
- 4 states set minimum grade

Changes Since 2017

- 1 license removed in Missouri; none created
- Fees increased in California, Colorado and Arkansas and decreased in Kansas; education increased in Colorado
- Burden rank improved 1 spot and combined rank improved 1 spot because of an eliminated license with a heavy experience burden



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



School Bus Driver

School bus drivers transport students to and from school and on school activities. They ensure adherence to safety rules and may assist passengers in boarding or exiting.

States Licensed

51

of 50 states and D.C.

Burden Rank

X 22nd

for average burdens
1st is worst

Combined Rank

= 4th

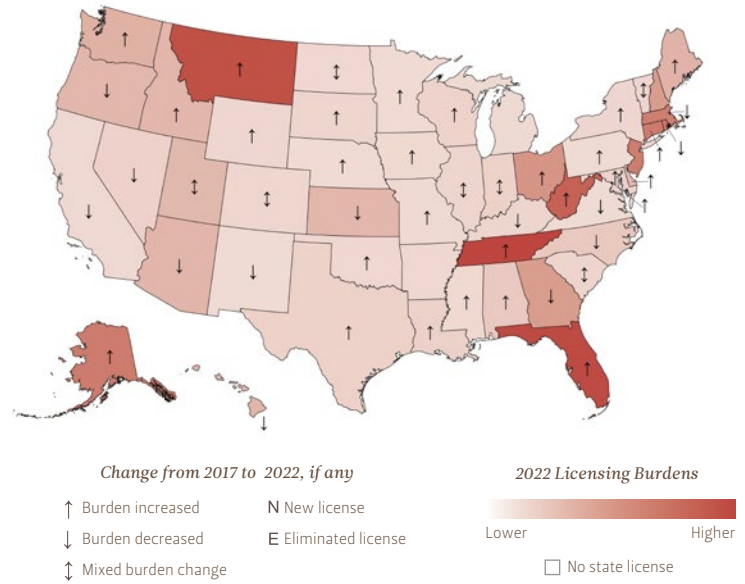
for states licensed x
average burdens
1st is worst

2022 Snapshot

- Days lost range from 0 (7 states) to 1,834 (Florida)
- Fees range from \$18 (New Mexico) to \$279 (Wisconsin)
- 51 states require 1+ exam
- 51 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; 7 states increased education and experience, while Indiana, New Mexico and Virginia reduced them
- Burden rank worsened 15 spots and combined rank worsened 2 spots, largely because of fee and education and experience increases



Security Alarm Installer

Security alarm installers install, program, maintain or repair security alarm wiring and equipment, and ensure that work is in accordance with relevant codes. This report looks at what is required to run one's own security alarm installation business only.

States Licensed

37

of 50 states and D.C.

Burden Rank

X 13th

for average burdens
1st is worst

Combined Rank

= 25th

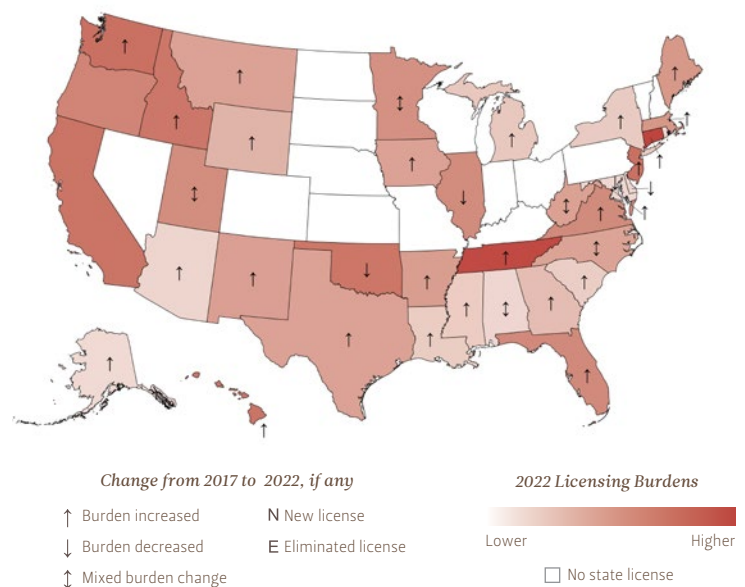
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 14 unlicensed states
- Days lost range from 0 (7 states) to 2,190 (Connecticut, Tennessee)
- Fees range from \$113 (Maryland) to \$1,574 (Louisiana)
- 32 states require 1+ exam
- 25 states set minimum age
- 5 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Massachusetts and Alabama increased days lost to education and experience, while Utah, Minnesota and North Carolina decreased it
- Burden rank worsened 2 spots despite net education and experience reductions, largely because other occupations improved more; combined rank improved 1 spot, largely because of those net education and experience reductions



Security Guard, Unarmed

Security guards guard, patrol or monitor premises to prevent theft, violence or infractions of rules.

States Licensed

34

of 50 states and D.C.

Burden Rank

80th

for average burdens
1st is worst

Combined Rank

37th

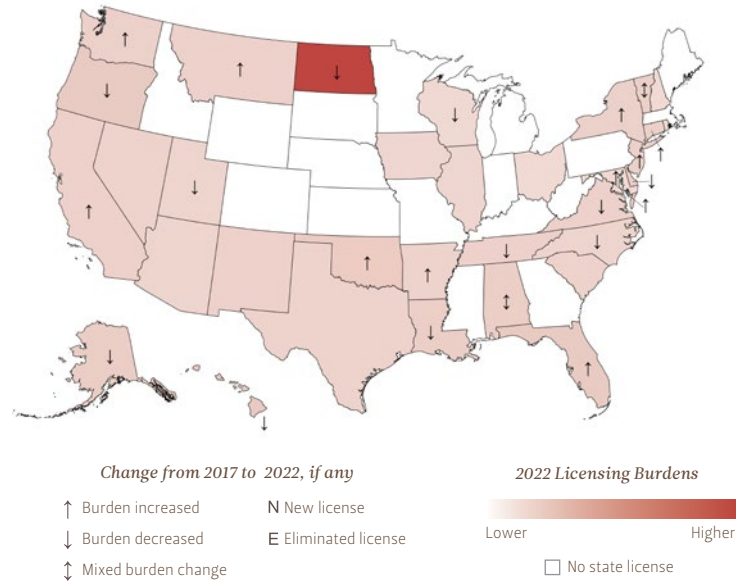
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 17 unlicensed states
- Days lost range from 0 (8 states) to 243 (North Dakota)
- Fees range from \$5 (Rhode Island) to \$228 (Connecticut)
- 19 states require 1+ exam
- 27 states set minimum age
- 4 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and changes were evenly split between increases and decreases; Montana increased education, while Utah lowered it
- Burden rank and combined rank stayed the same, largely because of burden changes in similarly ranked occupations



Shampooer

Shampooers shampoo and rinse customers' hair. Some states issue licenses specific to shampooing, but others interpret the work as falling under a broader license. See Appendix B for details.

States Licensed

33

of 50 states and D.C.

Burden Rank

47th

for average burdens
1st is worst

Combined Rank

34th

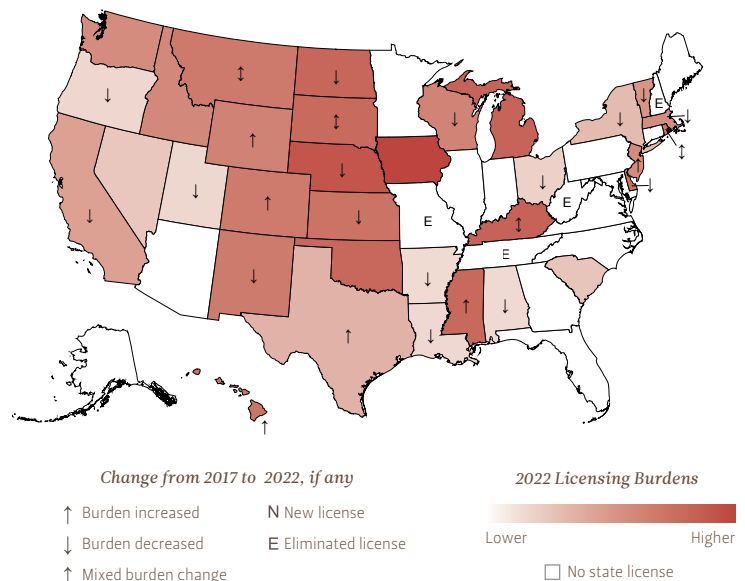
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 18 unlicensed states
- Days lost range from 0 (4 states) to 490 (Iowa)
- Fees range from \$0 (Louisiana, Ohio) to \$354 (Wisconsin)
- 29 states require 1+ exam
- 23 states set minimum age
- 20 states set minimum grade

Changes Since 2017

- 4 licenses removed in Missouri, New Hampshire, Tennessee and West Virginia; none created
- Fees changed most often and usually decreased; 14 states decreased days lost to education and experience; South Dakota, New Mexico and Arkansas eliminated their minimum grade requirements
- Burden rank improved 1 spot, largely because of minimum grade and education and experience reductions; combined rank improved 1 spot, largely because of 4 eliminated licenses



Sheet Metal Contractor, HVAC (Commercial & Residential)

HVAC sheet metal contractors contract with clients to install prefabricated sheet metal ducts used for heating, air conditioning or other purposes. See Appendix B for details on how we observed contractor occupations.

Commercial

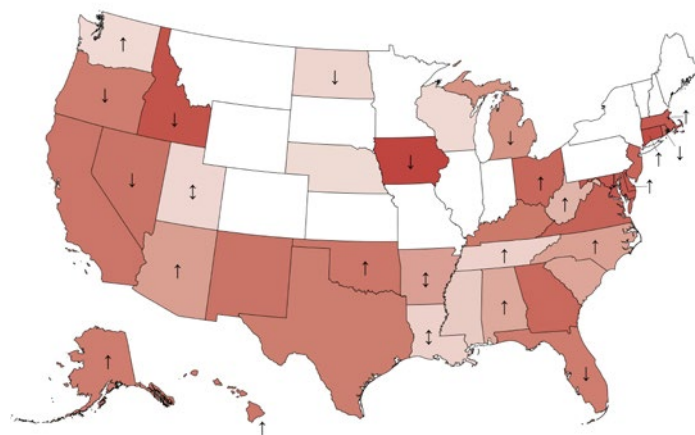


2022 Snapshot

- 14 unlicensed states
- Days lost range from 0 (5 states) to 2,190 (5 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 32 states require 1+ exam
- 24 states set minimum age
- 2 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased experience, while West Virginia and Louisiana increased it
- Burden rank stayed the same and combined rank worsened one spot despite fee and experience reductions, largely because burdens remain high and other occupations improved more



Residential

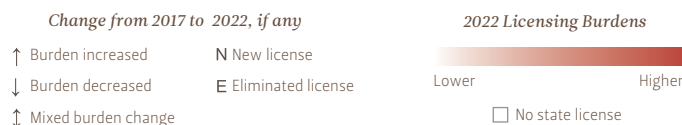
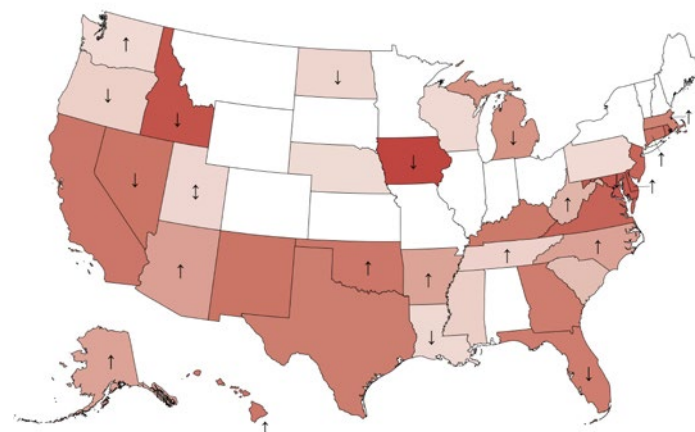


2022 Snapshot

- 15 unlicensed states
- Days lost range from 0 (7 states) to 2,190 (4 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 29 states require 1+ exam
- 23 states set minimum age
- 2 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased experience, while West Virginia increased it
- Burden rank stayed the same despite small net experience reductions; combined rank improved 2 spots, largely because other occupations shifted



Sheet Metal Contractor, Other (Commercial & Residential)

Non-HVAC sheet metal contractors contract with clients to fabricate, assemble, install and repair sheet metal products and equipment, such as kitchen equipment, drainpipes, gutters, cornices and flashings. 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.⁴ See Appendix B for details on how we observed contractor occupations.

Commercial

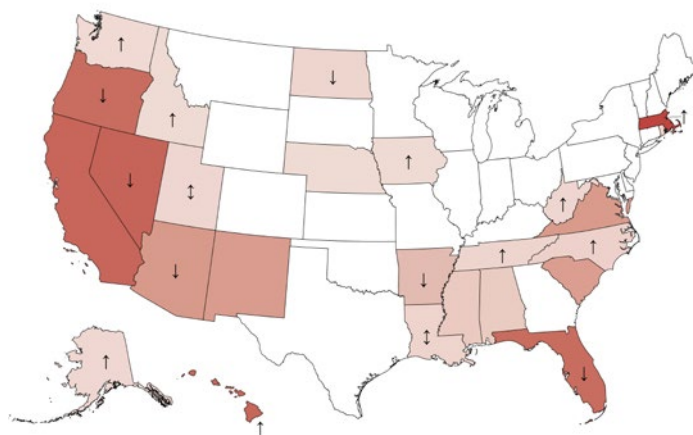
States Licensed	Burden Rank	Combined Rank
26	X 20th	= 51st
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst

2022 Snapshot

- 25 unlicensed states
- Days lost range from 0 (11 states) to 1,825 (Massachusetts)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 17 states require 1+ exam
- 12 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Arkansas and Utah decreased days lost to education and experience, while Louisiana raised them
- Burden rank stayed the same, largely because of burden changes in similarly ranked occupations; combined rank improved 2 spots, driven by substantial education and experience reductions



Residential

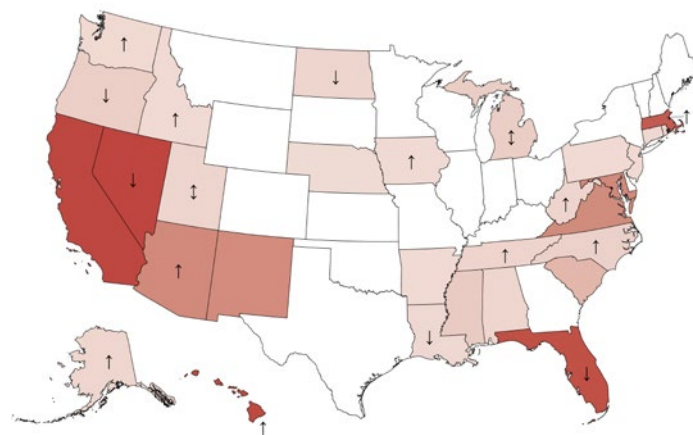
States Licensed	Burden Rank	Combined Rank
31	X 44th	= 36th
of 50 states and D.C.	for average burdens 1st is worst	for states licensed x average burdens 1st is worst

2022 Snapshot

- 20 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (4 states)
- Fees range from \$0 (Nebraska) to \$1,040 (Nevada)
- 15 states require 1+ exam
- 14 states set minimum age
- 1 state sets minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased experience
- Burden rank improved 1 spot, largely because of experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



⁴ Adapted from <https://www.onetonline.org/link/summary/47-2211.00> and Nev. Admin. Code § 624.300

Skin Care Specialist

Skin care specialists, or estheticians, aestheticians, spa technicians or facialists, among other titles, provide skin care treatments to face and body to enhance an individual's appearance.

States Licensed

51

of 50 states and D.C.

Burden Rank

53rd

for average burdens
1st is worst

Combined Rank

8th

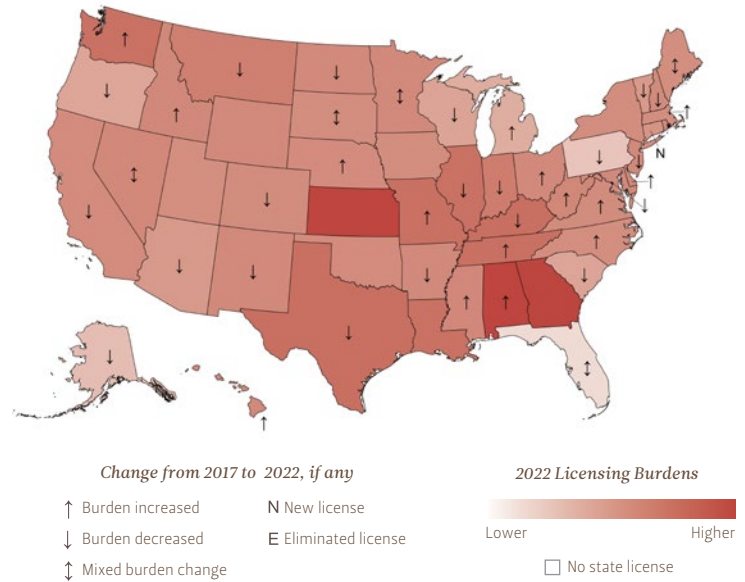
for states licensed x
average burdens
1st is worst

2022 Snapshot

- Days lost range from 51 (Florida) to 233 (Alabama, Georgia, Kansas)
- Fees range from \$60 (Oklahoma) to \$390 (Alaska)
- 49 states require 1+ exam
- 39 states set minimum age
- 35 states set minimum grade

Changes Since 2017

- 1 license created by Connecticut; none removed
- Fees changed most often and usually increased; 6 states decreased education, while Massachusetts raised it
- Burden rank worsened 4 spots, largely because other occupations improved; combined rank worsened 2 spots, largely because of a new license



Slot Supervisor

Slot supervisors or slot key persons supervise and coordinate activities of slot machine workers to provide service to patrons, handle and settle players' complaints, and verify and report payoff jackpots. This report looks at the requirements for supervisors or key employees only, not those for the slot machine technicians working under them.

States Licensed

29

of 50 states and D.C.

Burden Rank

81st

for average burdens
1st is worst

Combined Rank

56th

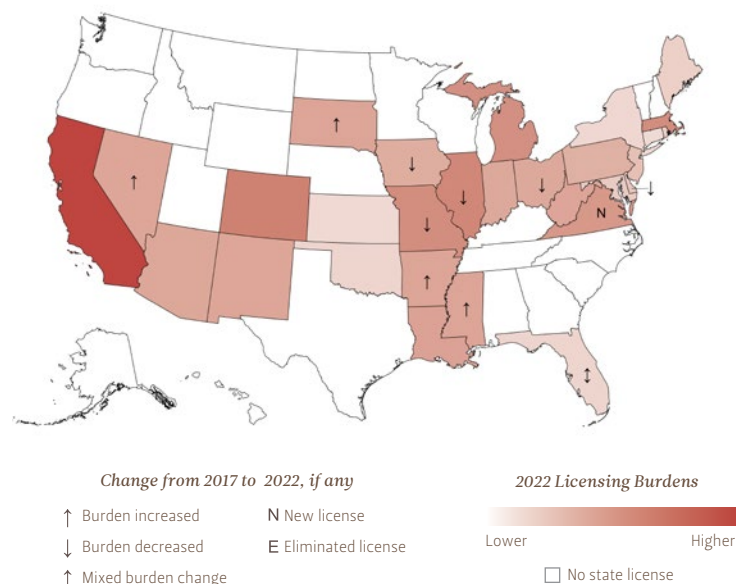
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 22 unlicensed states
- Days lost are 0 in all states
- Fees range from \$0 (4 states) to \$3,150 (California)
- 0 states require exams
- 19 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses removed; 1 license created when Virginia legalized casinos
- Fees changed most often and changes were evenly split between increases and decreases; Florida eliminated its minimum age requirement
- Burden rank worsened 1 spot, largely because other occupations improved; combined rank worsened 5 spots, largely because of a new license



Social and Human Service Assistant

States Licensed

1

of 50 states and D.C.

Burden Rank

X 17th

for average burdens
1st is worst

Combined Rank

= 98th

for states licensed x
average burdens
1st is worst

Social and human service assistants assist professionals from a wide variety of fields, such as psychology, rehabilitation or social work, in providing client services, including support for families. They may assist clients in identifying and obtaining available benefits and social and community services.

2022 Snapshot

- 50 unlicensed states
- Days lost are 730
- Fees are \$64
- 0 states require exams
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Ohio, the only state with a license, increased fees while eliminating exams
- Burden rank and combined rank worsened 1 spot, largely because of increased fees



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens

Lower Higher
□ No state license

Still Machine Setter, Dairy Equipment

States Licensed

4

of 50 states and D.C.

Burden Rank

X 87th

for average burdens
1st is worst

Combined Rank

= 92nd

for states licensed x
average burdens
1st is worst

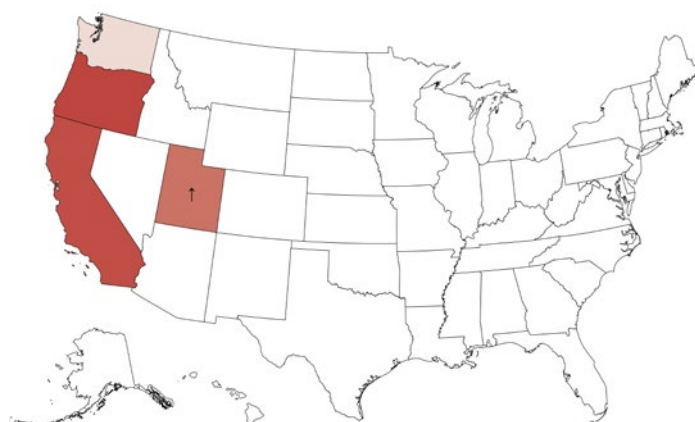
Still machine setters set up, operate or tend continuous flow or vat-type equipment; filter presses; shaker screens; centrifuges; condenser tubes; precipitating, fermenting or evaporating tanks; scrubbing towers; or batch stills. These machines extract, sort or separate liquids, gases or solids from other materials to recover a refined product. Within this category, this report looks at dairy processing equipment operators only.

2022 Snapshot

- 47 unlicensed states
- Days lost are 0 in all states
- Fees range from \$50 (Oregon, Washington) to \$100 (California, Utah)
- 3 states require 1+ exam
- 1 state sets minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Utah increased fees and exams
- Burden rank worsened 2 spots because of large burden reductions in other occupations; combined rank stayed the same, largely because the occupation is licensed by only 4 states



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens

Lower Higher
□ No state license

Taxidermist

Taxidermists prepare, stuff and mount skins of animals in lifelike form.

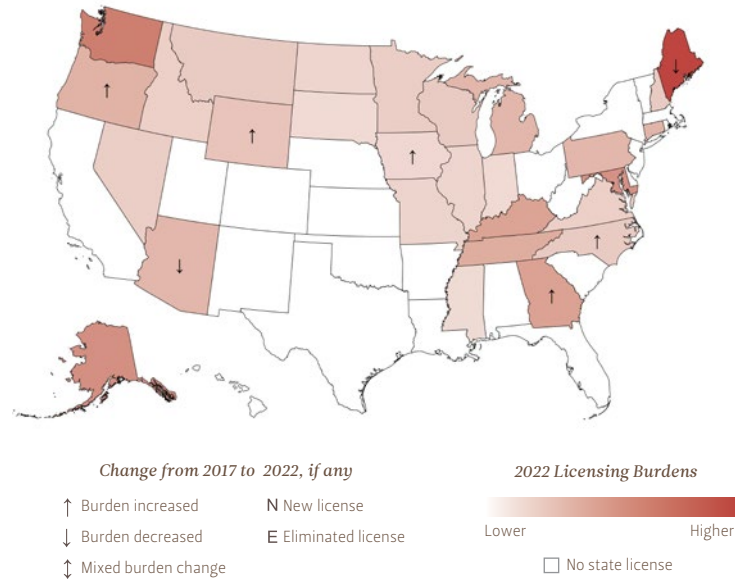


2022 Snapshot

- 23 unlicensed states
- Days lost are 0 in all states
- Fees range from \$12 (Mississippi) to \$250 (Washington)
- 2 states require 1+ exam
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased
- Burden rank worsened 1 spot and combined rank worsened 5 spots, largely because other occupations improved more



Taxi Driver/Chauffeur

Taxi drivers and chauffeurs drive automobiles, vans or limousines to transport passengers and may occasionally carry cargo. This report looks at state-level taxi driver and chauffeur licenses only and does not look at regulations pertaining to drivers for ride-sharing services like Uber or Lyft.

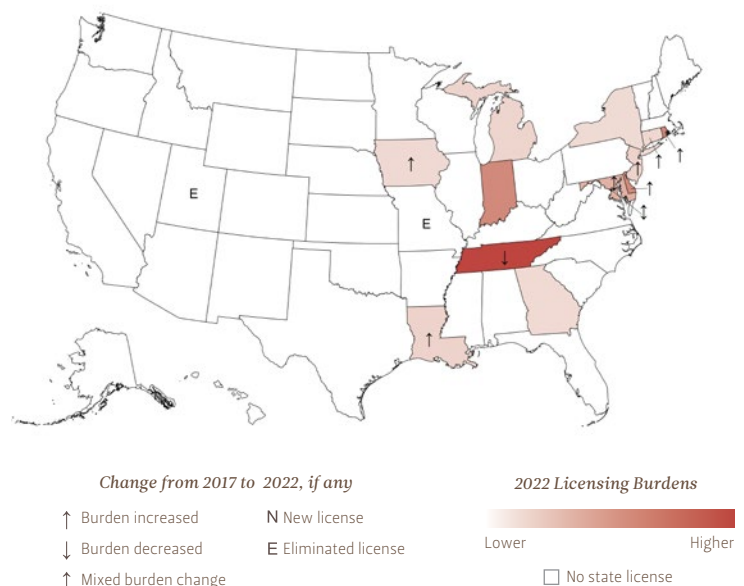


2022 Snapshot

- 38 unlicensed states
- Days lost range from 0 (7 states) to 730 (Tennessee)
- Fees range from \$0 (New York) to \$275 (D.C.)
- 5 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 2 licenses removed by Missouri and Utah; none created
- Fees changed most often and usually increased; the District of Columbia and Maryland increased their minimum age requirements
- Burden rank worsened 7 spots, largely because average burdens rose with the elimination of 2 licenses and because of burden changes among similarly ranked occupations; combined rank stayed the same despite average burdens' increasing because the occupation is licensed by relatively few states



Teacher Assistant, Non-Instructional

Non-instructional teacher assistants, or teacher aides, assist teachers in nonteaching duties. They serve in a position for which a teacher or another professional has ultimate responsibility for the services.¹ This report looks at requirements for teacher assistants working at schools that do not receive Title I federal funding only.

States Licensed

5

of 50 states and D.C.

Burden Rank

X

74th

for average burdens
1st is worst

Combined Rank

=

88th

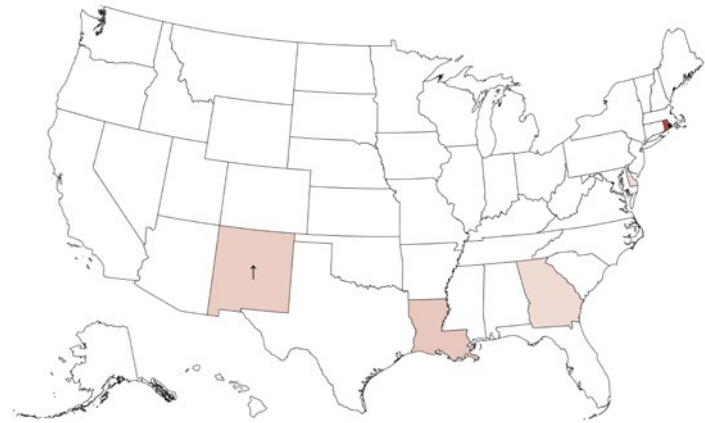
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 46 unlicensed states
- Days lost range from 0 (4 states) to 7 (Rhode Island)
- Fees range from \$0 (Delaware, Georgia, Rhode Island) to \$94 (New Mexico)
- 1 state requires 1+ exam
- 2 states set minimum age
- 5 states set minimum grade

Changes Since 2017

- No licenses created or removed
- New Mexico increased fees
- Burden rank and combined rank worsened 2 spots, largely because other occupations improved more



Change from 2017 to 2022, if any

↑ Burden increased

↓ Burden decreased

↕ Mixed burden change

N New license

E Eliminated license

2022 Licensing Burdens

Lower

Higher

□ No state license

¹ Adapted from N.Y. Comp. Codes R. & Regs. tit. 8, § 80-5.6 and <https://www.onetonline.org/link/summary/25-9042.00>

Terrazzo Contractor (Commercial & Residential)

Terrazzo contractors contract with clients to apply a mixture of cement, sand, pigment or marble chips to floors, stairways and cabinet fixtures to fashion durable and decorative surfaces. See Appendix B for details on how we observed contractor occupations.

Commercial

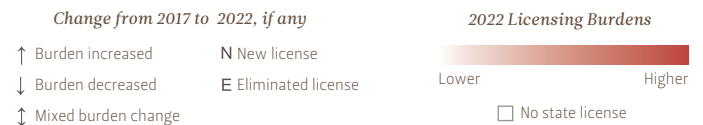
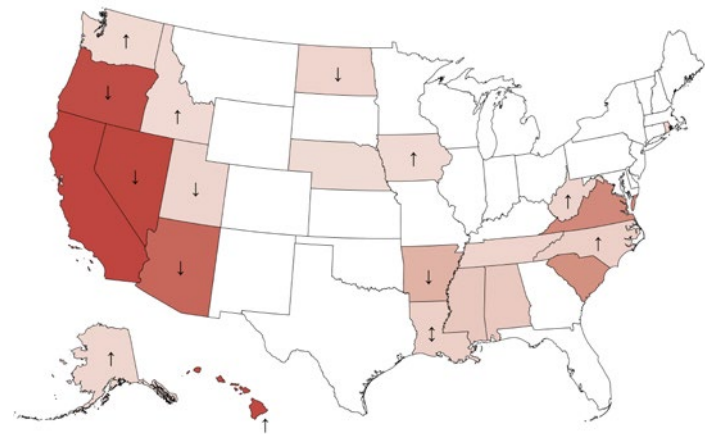
States Licensed	Burden Rank	Combined Rank
23	X 34th	= 70th
<i>of 50 states and D.C.</i>	<i>for average burdens 1st is worst</i>	<i>for states licensed x average burdens 1st is worst</i>

2022 Snapshot

- 28 unlicensed states
- Days lost range from 0 (11 states) to 1,463 (Oregon)
- Fees range from \$0 (Nebraska) to \$995 (Nevada)
- 14 states require 1+ exam
- 9 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and changes were almost evenly split between increases and decreases; Arkansas and Utah reduced days lost to education and experience while Louisiana raised it
- Burden rank improved 1 spot, largely because of large net fee and education and experience reductions; combined rank stayed the same, largely because of similar burden reductions among similarly ranked occupations



Residential

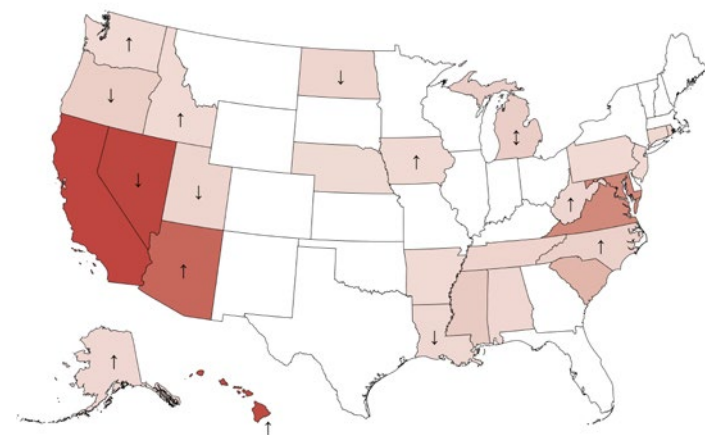
States Licensed	Burden Rank	Combined Rank
28	X 51st	= 48th
<i>of 50 states and D.C.</i>	<i>for average burdens 1st is worst</i>	<i>for states licensed x average burdens 1st is worst</i>

2022 Snapshot

- 23 unlicensed states
- Days lost range from 0 (16 states) to 1,460 (California, Hawaii, Nevada)
- Fees range from \$0 (Nebraska) to \$995 (Nevada)
- 12 states require 1+ exam
- 11 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Utah decreased experience
- Burden rank worsened 1 spot and combined rank worsened 2 spots despite fee and experience reductions, largely because other occupations improved more



Title Examiner

States Licensed

7

of 50 states and D.C.

Burden Rank

X 76th

for average burdens
1st is worst

Combined Rank

= 83rd

for states licensed x
average burdens
1st is worst

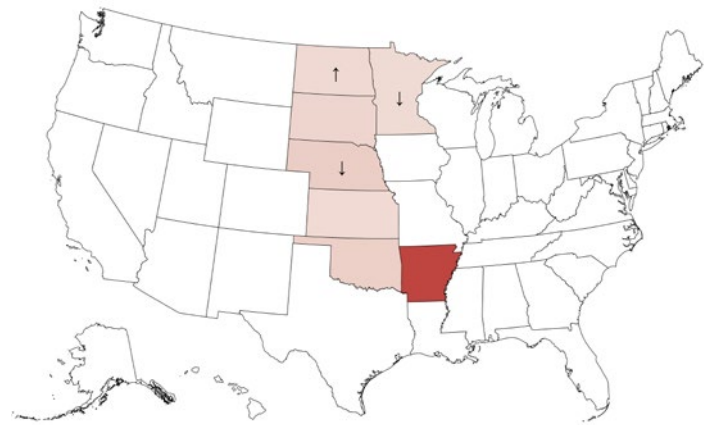
Title examiners search real estate records, examine titles or summarize pertinent legal or insurance documents or details for a variety of purposes. They may compile lists of mortgages, contracts and other instruments pertaining to titles by searching public and private records for law firms, real estate agencies or title insurance companies. This report looks at what is required to run one's own title examining business only.

2022 Snapshot

- 44 unlicensed states
- Days lost range from 0 (6 states) to 365 (Arkansas)
- Fees range from \$50 (Arkansas) to \$725 (Nebraska)
- 7 states require 1+ exam
- 3 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Nebraska and Minnesota decreased fees, while North Dakota increased them; Nebraska eliminated its experience requirement
- Burden rank improved 4 spots, largely because of fee and experience reductions; combined rank worsened 1 spot, largely because other occupations improved more



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



Travel Agency

States Licensed

5

of 50 states and D.C.

Burden Rank

X 86th

for average burdens
1st is worst

Combined Rank

= 89th

for states licensed x
average burdens
1st is worst

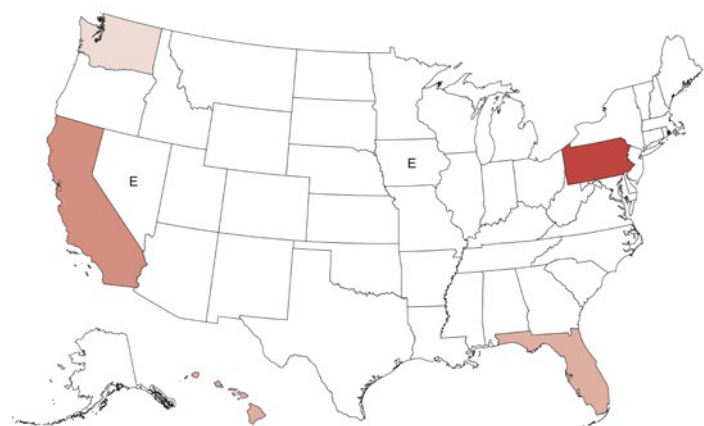
Travel agencies plan and sell transportation and accommodations to customers. They determine destination, modes of transportation, travel dates, costs and accommodations required. This report looks at what is required to run one's own travel agency only.

2022 Snapshot

- 46 unlicensed states
- Days lost are 0 in all states
- Fees range from \$85 (Hawaii) to \$375 (California)
- 0 states require exams
- 2 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 2 licenses removed in Iowa and Nevada; none created
- No changes in licensing requirements
- Burden rank worsened 7 spots, largely because average burdens rose with the elimination of 2 licenses; combined rank improved 4 spots, largely because of the eliminated licenses



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change
- N New license
- E Eliminated license

2022 Licensing Burdens



Travel Guide

States Licensed	Burden Rank	Combined Rank
37	75th	33rd
<i>of 50 states and D.C.</i>	<i>for average burdens 1st is worst</i>	<i>for states licensed x average burdens 1st is worst</i>

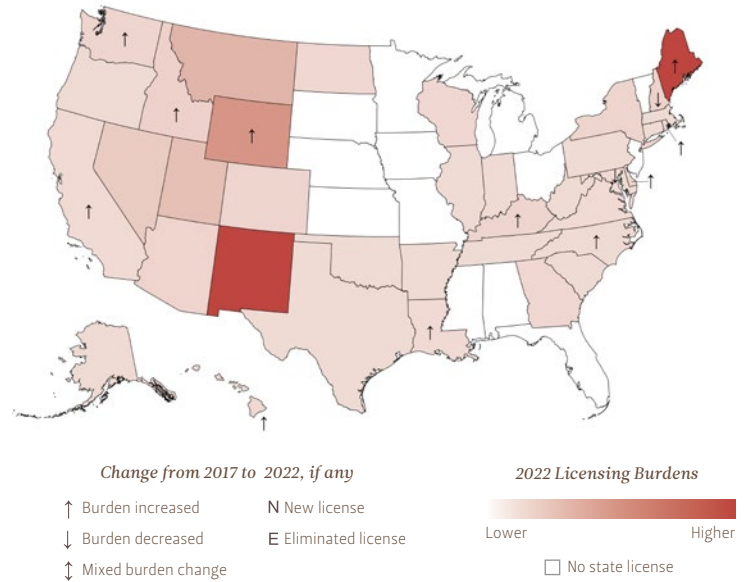
2022 Snapshot

- 14 unlicensed states
- Days lost range from 0 (28 states) to 1,095 (Maine, New Mexico)
- Fees range from \$10 (West Virginia) to \$2,370 (Wyoming)
- 12 states require 1+ exam
- 17 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- 9 states increased fees, while New Hampshire and Maryland decreased them; Wyoming and Hawaii increased exams
- Burden rank worsened 3 spots and combined rank worsened 1 spot, largely because of fee and exam increases

Travel guides plan, organize and conduct long distance cruises, tours and expeditions for individuals and groups. This report looks at what is required to run one's own business as a travel guide. Where requirements vary by work setting, we observe the setting with the least burdensome requirements. See Appendix B for details.



Tree Trimmer

States Licensed	Burden Rank	Combined Rank
8	18th	80th
<i>of 50 states and D.C.</i>	<i>for average burdens 1st is worst</i>	<i>for states licensed x average burdens 1st is worst</i>

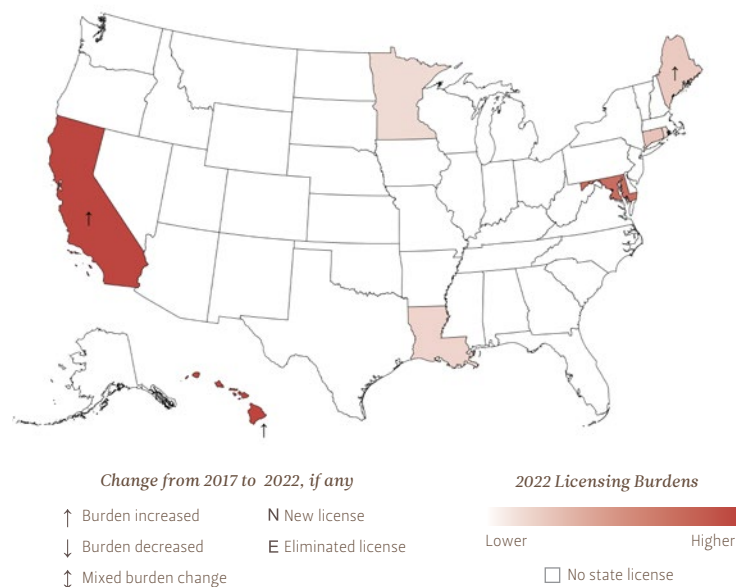
2022 Snapshot

- 43 unlicensed states
- Days lost range from 0 (5 states) to 1,460 (California, Hawaii)
- Fees range from \$25 (Minnesota) to \$725 (Connecticut)
- 7 states require 1+ exam
- 5 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Hawaii, California and Maine increased fees
- Burden rank worsened 8 spots, largely because fees increased in nearly half the states that license the occupation and other occupations improved more; combined rank stayed the same because of similar burden changes in similarly ranked occupations and because the occupation is licensed by relatively few states

Tree trimmers cut away dead or excess branches from trees or shrubs to maintain right-of-way for roads, sidewalks or utilities or improve appearance, health and value of trees. This report looks at what is required to run one's own tree trimming business. For California and Hawaii, we observe contractor licenses that apply only to tree trimming jobs over a certain contract size. See Appendix B under "Contractor Occupations – Commercial and Residential" for more details.



Truck Driver (Other & Tractor-Trailer)

Truck drivers drive tractor-trailers (e.g., semis, tankers or trucks with a towing vehicle attachment weighing more than 10,000 pounds) or other large-capacity trucks (e.g., straight or box trucks or trucks with a towing vehicle attachment weighing 10,000 pounds or less) to transport and deliver goods, livestock or materials in liquid, loose or packaged form. They may be required to unload trucks.²

Other

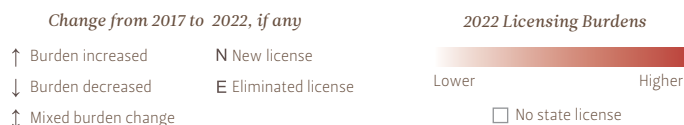
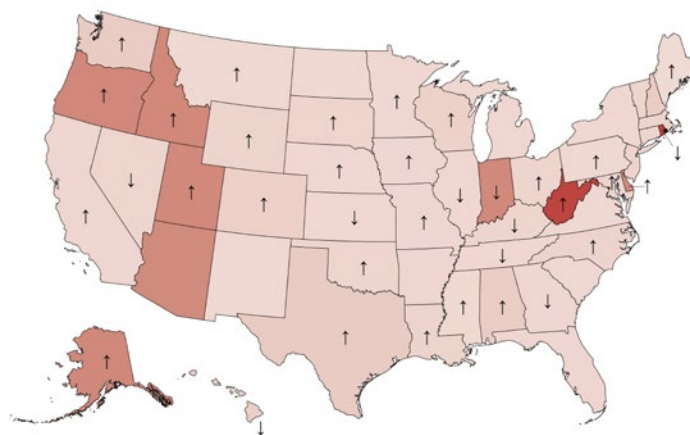
States Licensed 51 of 50 states and D.C.	X	Burden Rank 65th for average burdens 1st is worst	=	Combined Rank 13th for states licensed x average burdens 1st is worst
---	----------	--	----------	---

2022 Snapshot

- Days lost range from 0 (41 states) to 730 (Rhode Island, West Virginia)
- Fees range from \$18 (New Mexico) to \$325 (Washington)
- 51 states require 1+ exam
- 51 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Washington increased education
- Burden rank worsened 1 spot, largely because other occupations improved; combined rank improved 1 spot, largely because a closely ranked occupation got worse



Tractor-Trailer

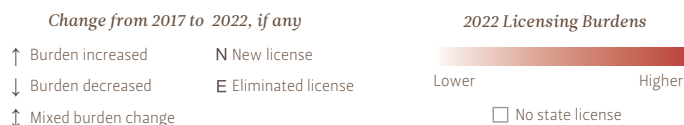
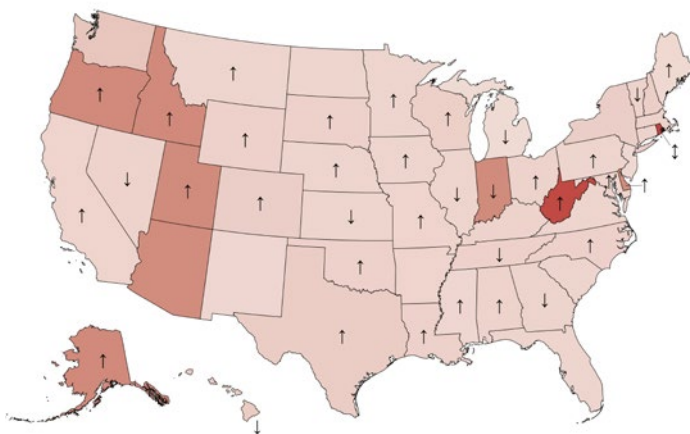
States Licensed 51 of 50 states and D.C.	X	Burden Rank 63rd for average burdens 1st is worst	=	Combined Rank 12th for states licensed x average burdens 1st is worst
---	----------	--	----------	---

2022 Snapshot

- Days lost range from 0 (41 states) to 730 (Rhode Island, West Virginia)
- Fees range from \$18 (New Mexico) to \$325 (Washington)
- 51 states require 1+ exam
- 51 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; Rhode Island and Texas increased exams, while Michigan decreased them
- Burden rank worsened 2 spots, largely because other occupations improved; combined rank improved 1 spot, largely because a closely ranked occupation got worse



² Adapted from <https://www.onetonline.org/link/summary/53-3032.00> and <http://www.dmv.org/commercial-drivers/cdl-class-types.php>

Upholsterer

Upholsterers make, repair or replace upholstery for household furniture or transportation vehicles. This report looks at what is required to run one's own upholstery business only.

States Licensed

9

of 50 states and D.C.

Burden Rank

× 98th

for average burdens
1st is worst

Combined Rank

= 81st

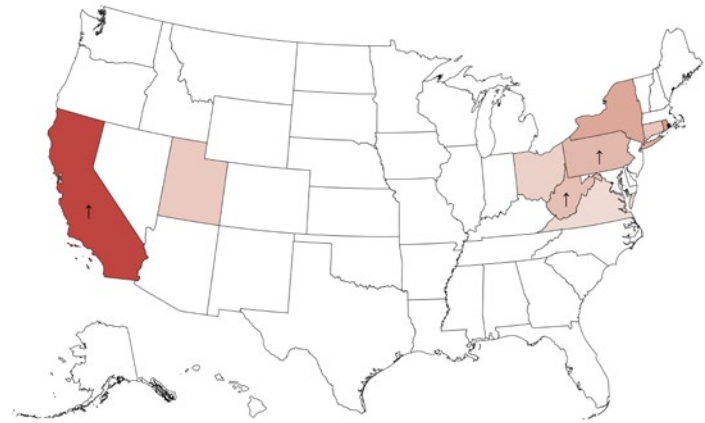
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 42 unlicensed states
- Days lost are 0 in all states
- Fees range from \$25 (Virginia) to \$420 (California)
- 0 states require exams
- 0 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- California, Pennsylvania and West Virginia increased fees
- Burden rank and combined rank worsened 1 spot, largely because other occupations improved



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Vegetation Pesticide Applicator

Vegetation pesticide applicators mix or apply pesticides, herbicides, fungicides or insecticides through sprays, dusts, vapors, soil incorporation or chemical application on trees, shrubs, lawns or botanical crops. This report looks at what is required to run one's own vegetation pesticide business only.

States Licensed

51

of 50 states and D.C.

Burden Rank

× 58th

for average burdens
1st is worst

Combined Rank

= 9th

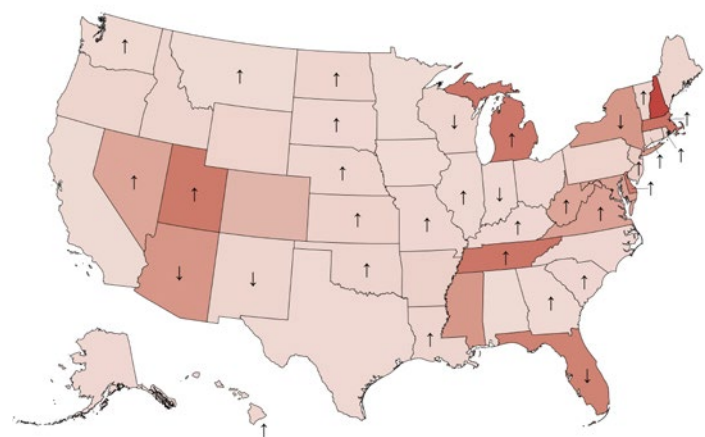
for states licensed x
average burdens
1st is worst

2022 Snapshot

- Days lost range from 0 (32 states) to 1,095 (New Hampshire)
- Fees range from \$0 (Mississippi) to \$2,250 (New York)
- 51 states require 1+ exam
- 32 states set minimum age
- 2 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and usually increased; New York, New Mexico, Wisconsin and Indiana decreased days lost to education and experience, while Utah increased it
- Burden rank worsened 2 spots, largely because of net fee and education and experience increases; combined rank improved 1 spot, largely because a closely ranked occupation got worse



Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



Veterinary Technician

States Licensed

36

of 50 states and D.C.

Burden Rank

15th

for average burdens
1st is worst

Combined Rank

= 28th

for states licensed x
average burdens
1st is worst

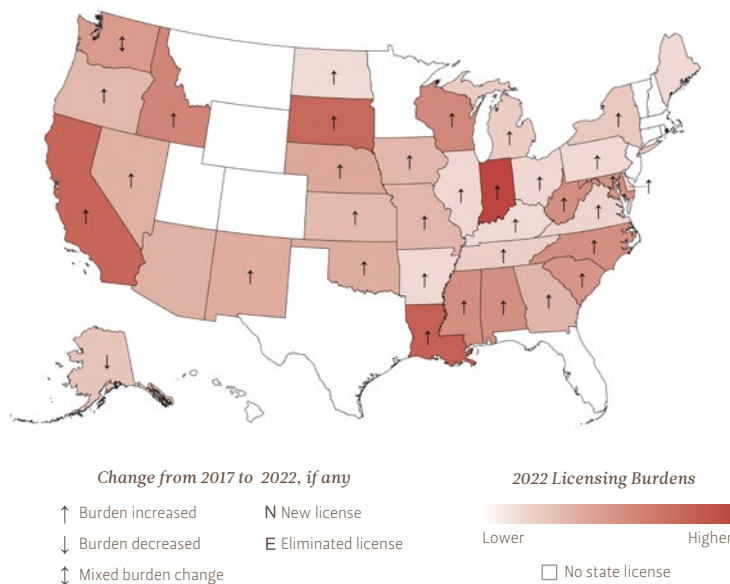
2022 Snapshot

- 15 unlicensed states
- Days lost are 730 in all states
- Fees range from \$150 (Arizona) to \$1,076 (California)
- 36 states require 1+ exam
- 13 states set minimum age
- 3 states set minimum grade

Changes Since 2017

- No licenses created or removed
- Fees changed most often and always increased except in Alaska; Washington decreased education
- Burden rank worsened 2 spots, largely because other occupations improved more; combined rank improved 1 spot due largely to expanded licensing of a similarly ranked occupation

Veterinary technicians generally work in private clinical practices under the guidance of a licensed veterinarian. They may perform laboratory tests, such as a urinalysis, and help veterinarians conduct a variety of other diagnostic tests. They may also talk with animal owners about a pet's condition or how to administer medication prescribed by a veterinarian.³



³ Adapted from <https://www.bls.gov/ooh/healthcare/veterinary-technologists-and-technicians.htm#tab-2>

Weigher

States Licensed

24

of 50 states and D.C.

Burden Rank

92nd

for average burdens
1st is worst

Combined Rank

= 73rd

for states licensed x
average burdens
1st is worst

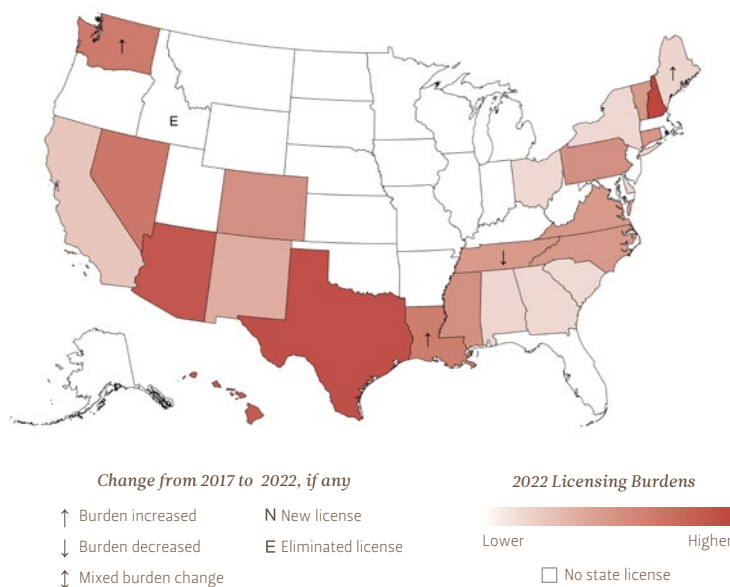
2022 Snapshot

- 27 unlicensed states
- Days lost are 0 in all states
- Fees range from \$5 (South Carolina) to \$500 (Texas)
- 6 states require 1+ exam
- 11 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- 1 license removed by Idaho; none created
- Washington, Louisiana and Maine increased fees, while Tennessee decreased them
- Burden rank improved 1 spot despite small net fee increases, largely because similarly ranked occupations got worse; combined rank stayed the same because the occupation is still licensed by 24 states and because similarly ranked occupations reduced burdens

Weighers, weighmasters or public weighers weigh or measure bulk commodities and issue certificates of accuracy.⁴



⁴ Adapted from <http://www.cdca.ca.gov/dms/programs/wm/wm.html>

Wildlife Control Operator

Wildlife control operators take or trap, transport, and release wildlife when it becomes a nuisance, destroys property or threatens public safety.⁵

States Licensed

23

of 50 states and D.C.

Burden Rank

78th

for average burdens
1st is worst

Combined Rank

74th

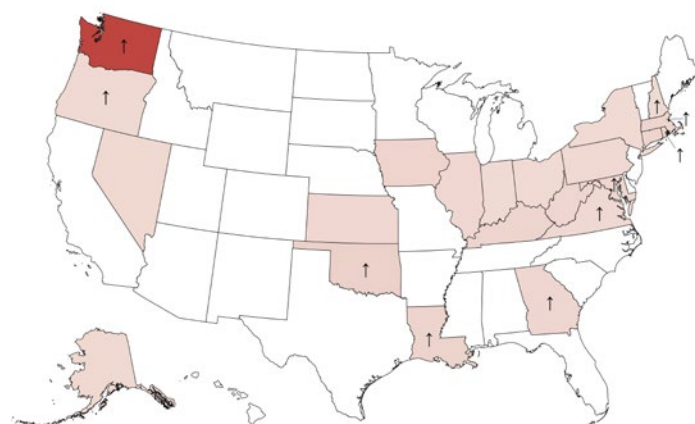
for states licensed x
average burdens
1st is worst

2022 Snapshot

- 28 unlicensed states
- Days lost range from 0 (15 states) to 731 (Washington)
- Fees range from \$0 (Illinois, Indiana, Kansas) to \$275 (Oklahoma)
- 20 states require 1+ exam
- 13 states set minimum age
- 0 states set minimum grade

Changes Since 2017

- No licenses created or removed
- 7 states increased fees; Washington and Massachusetts increased education and experience; Washington, Louisiana and Massachusetts increased exams; and Maryland established a minimum age requirement
- Burden rank worsened 8 spots, largely because of increases across 4 out of 5 burden types; combined rank stayed the same, largely because of burden changes in similarly ranked occupations

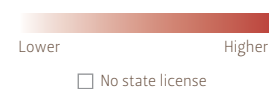


Change from 2017 to 2022, if any

- ↑ Burden increased
- ↓ Burden decreased
- ↕ Mixed burden change

- N New license
- E Eliminated license

2022 Licensing Burdens



⁵ Adapted from <http://www.dec.ny.gov/permits/28635.html>

Appendix A: General Methods

Sample Collection and Third Edition Revisions

The 102 occupations sampled in the first edition of *License to Work*, released in 2012, were identified by first downloading a list of licensed occupations from CareerOneStop (www.careeronestop.org/), a career website sponsored by the U.S. Department of Labor. That list was then cross tabulated against occupational lists maintained by the Bureau of Labor Statistics. Any occupation that did not appear in the BLS lists was excluded to create a list of “recognized” occupations. Finally, the BLS-referenced list was rank-ordered by average income. Any occupation that fell above the national average income was excluded, resulting in the list of 102 low- and middle-income occupations observed for the original *License to Work* report.

The second edition of *License to Work*, released in 2017, made several major revisions to the original list of occupations to achieve greater clarity and consistency in licenses observed across states.¹⁸⁶ By coincidence, both editions record licensing burdens for 102 occupations, though the mix of occupations changed slightly. These revisions significantly impede comparisons between the first and second editions.

Revisions for the third edition were much more minor, meaning this third edition of *License to Work* can be compared with the second. Revisions fell into two categories. First, for the third edition, we observed SAT and ACT exams and their fees when those exams were the least expensive option for licensure. These revisions are confined to two public school occupations, preschool teacher and head coach for high school sports, for which some states accept SAT or ACT exam scores for licensure.

Second, the third edition corrected clear errors, some of which related to minor inconsistencies in methodology. We corrected both types of errors and report when we revised data from the first or second edition in the comparison dataset.

Creation of Comparison Dataset

This report provides a comparison dataset of occupations with licenses consistently observed across the first (2012), second (2017) and third (2022) editions of *License to Work*. Because of the significant methodological differences between the first and second editions described above, the comparison dataset covers only 45 occupations from the first edition. However, for both the second and third editions, it covers all 102 occupations.

We created the comparison dataset by combining data for the second edition with data for the third edition for all 102 occupations. We also included data for the 45 occupations we consistently observed since the first edition and identify which occupations are consistently observed across all three editions. Where we revised data from the first or second edition, we identify these corrections with a data flag and description. In addition, we include a new feature for the third edition, occupation groups, which are consistently recorded across all three editions.

Data Collection

We collected the data for this report over a period of two years—February 2020 to March 2022—and closed data collection on March 18, 2022, to allow time to prepare this report for publication. We did so occupation by occupation. This means occupations researched earlier on in the data collection process may have outdated data, as licensing requirements can change over time. However, we made every effort to ensure that our data are current at the close of data collection.

During data collection for this report, we followed several principles to determine which regulations to count as occupational licenses. First, this report counts as a license any state (not federal or municipal) permission slip required to legally work in an occupation. This includes traditional licenses requiring personal credentials as well as simple registrations requiring only notification of name and address and payment of a fee—so long as these registrations are required to practice.

Second, we count state-mandated permission slips as licenses even if states call them something else, such as “permits,” “certifications” or, indeed, registrations. For example, South Carolina issues a mandatory certificate for athletic trainers. Although it is not called a license, we count it as a license because it is necessary to legally practice as an athletic trainer in South Carolina and thus functions as a license.¹⁸⁷ For simplicity, throughout this report, we refer to all state-mandated permission slips as licenses, regardless of what states call them.

Third, because this report is concerned with state requirements to practice an occupation, it does not include laws that restrict only the use of an occupational title (e.g., “interior designer,” “registered interior designer” or “certified interior designer”), even when such laws are called “licenses.” This is because these “titling” laws (which may take the form of certification schemes) do not restrict freedom of occupational practice.

Fourth, this report excludes laws that set standards for an occupation but do not explicitly require government permission to practice it. For example, some states require only that bartenders be of a minimum age or that they be trained by their employers. This report does not consider such states as licensing bartenders.

Several other principles guided our selection of which license or licenses to record in cases where more than one license could apply to a given occupation. First, when possible, this report records licenses for sole proprietors in order to show the burdens entrepreneurs face when trying to enter occupations. However, for occupations in which sole proprietorship is not a realistic option, this report records licenses for workers. For example, dietetic technicians assist in the provision of nutrition programs under the supervision of dietitians and thus, by definition, cannot be sole proprietors.

Second, in cases where multiple licenses are required to practice an occupation, this report records the requirements for all those licenses. This approach more completely captures the requirements associated with earning a license to practice fully and independently. For example, because some states require aspiring barbers to obtain an apprentice license before obtaining

a full barber license, this report records both licenses.

Third, where a state offers multiple paths to licensure in an occupation, this report generally records the least burdensome one to avoid overstating burdens. However, in some cases, we record a more restrictive license in keeping with an occupation's definition or in the interest of properly stating the burdens for continuous practice of an occupation. For example, many states issue both a continuously renewable professional teaching license for public preschool teachers and a preliminary one. Licenses of the latter type are less burdensome, but they are also only temporary. For this reason, this report observes states' continuously renewable licenses.

Fourth, we only considered certain types of fees in determining which path to licensure to observe. We recorded fees that were easily quantifiable and mandated by the state, whether or not they were paid directly to the state. For example, we recorded fees that are paid directly to the licensing board—such as a license, application, recovery fund or background check fee. We also recorded fees for a business license when it was required by the licensing board. And we recorded exam fees charged by third parties—such as Praxis—if the state required all applicants to take that exam. In effect, the third-party, which may be a private company, is acting under the authority granted to it by the state. This also means third-party fees charged for certifications—such as NCIDQ interior designer certification—were recorded.¹⁸⁸

However, we did not record the fees associated with educational requirements such as bachelor's degrees—tuition, administrative, and other school-related fees. Although such fees may be high, these are not set by the licensing board nor are they easily quantifiable given the variety of degree types and differing speeds at which applicants may finish their education. Because we did not consider the cost of education when deciding which licensure path to choose, we underestimate the true burdens imposed on license applicants—in terms of fees and costs—when observing educational requirements.

Fifth, similar to fees, we only considered exams that were easily quantifiable and mandated by the licensing authority when weighing different paths to licensure. This included common types of exams given by licensing boards and third parties—such as written, verbal and practical exams—as well as less common ones—such as on-the-job evaluations and field inspections. We also recorded exams required during courses—whether the courses and exams are administered by the licensing board or not—if they were specifically required for licensure.

However, educational requirements with exams *not* specifically required for licensure—such as the number of exams one has to take to get a college degree—were not recorded. As a result, we underestimated the number of exams one would have to take when considering such routes to licensure.

Sixth, we did not record competency-based training requirements for licensure when a state also had quantifiable requirements aspirants could complete instead. For example, Oregon's beauty licenses allow for both competency-based training programs and ones denominated in hours.¹⁸⁹ In this instance and others like it, we recorded the route denominated in hours as this route was quantifiable and thus more easily recorded in our data. However, some states have only competency-based training requirements for certain licenses. For example, in the milk sampler occupation, some states require on-the-job training and

specify how long it should take, while other states require similar training but do not specify length. In such cases, when possible, we estimated the length of training based on the length of similar training of defined length. When we had no indication of the length of a training requirement, we altogether omitted that requirement from our data; typically, such cases were unique to one state.

Following these principles, we recorded the main requirements to secure a license across five categories for all 102 occupations across all 50 states and the District of Columbia. The five categories are fees, education and experience, exams, minimum age, and minimum grade. We also report whether the occupation is licensed in the state, as well as the eight cases we identified where a state prohibits the practice of an occupation without a higher-level license (described in Appendix B starting on p. 221). We made note of other state requirements—such as surety bonds, character references and CPR training—during the data collection process but excluded them from the data since they were not common to all occupations we observed.

Occasionally, states allow aspirants to choose from a list of options to fulfill certain licensing requirements. In those cases, this report observes the option that would result in the lowest burden in the data. For example, to obtain a cosmetology license in Michigan, aspirants must complete either 1,500 hours of cosmetology school or a two-year apprenticeship.¹⁹⁰ Under this report's conversion metrics (see the Measuring Burden section below), the cosmetology school route results in an estimated 350 days lost, while the apprenticeship route results in 730 days lost. Because it results in fewer days lost to education and experience, we observe the cosmetology school route.

For this third edition of *License to Work*, we researched all licenses and requirements from scratch. To collect requirements, we consulted the following resources:

- State statutes and administrative codes.
- State licensing board websites.
- State agency websites (e.g., departments of education, departments of public safety, departments of human services).
- Professional association websites.
- Third-party education and exam providers' websites.
- CareerOneStop.
- Direct correspondence with licensing authorities.

Measuring Burden

To derive a measure of burden across occupations and states, we combined the five licensure requirements collected in a multi-step process.

Occupations

Step 1: We combined each requirement's subrequirements for each license. Three of the requirement types (fees, exams, and education and experience) often had subrequirements that needed combining. For fees, aspirants must often pay fees of various types: application fees, processing fees, licensing fees and so forth. We summed these to create an overall fee. The final metric was dollars. Likewise, we summed discrete exams across exam types, which commonly included written, oral and practical exams. Some states also require multi-part exams, which we treated as one exam. The final metric was number of exams.

Combining education and experience subrequirements itself required a multi-step process. Some of the education and experience subrequirements are reported in days, some in hours, some in years, some in degree completion and so forth. We therefore converted these subrequirements to a common measurement of days, representing an estimate of calendar days lost while meeting education and experience requirements. In the final data, we rounded total days lost to zero significant digits when at or above one day, but one significant digit when below one day to avoid this information rounding down to zero. The conversions are as follows:

- We converted education and experience clock or contact hours to days by first dividing hour requirements by six, which is about how much time a person might spend per day in full-time education (such as trade school or courses) or gaining on-the-job experience (such as working as a technician for an employer). If the total number of hours was equal to or more than 30, we converted it to weeks by dividing by five, to represent a five-day work week. We then converted weeks back to days by multiplying by seven.
- We converted apprenticeship clock or contact hours to days by first dividing hour requirements by eight, which is about how much time a person might spend per day in an apprenticeship. We converted this to weeks by dividing by five, to represent a five-day work week. We then converted weeks back to days by multiplying by seven.
- We divided days at or over five by five, to represent a five-day work week. We then multiplied the result by seven to convert it to estimated calendar days lost.
- We multiplied weeks by seven.
- We multiplied months by 30.33.
- We multiplied years by 365.
- Contractor occupations: We multiplied the number of required jobs for licensure by 16, which is the approximate average number of days a contracting project takes.¹⁹¹ We converted this to weeks by dividing by five, to represent a five-day work week. We then converted weeks to estimated calendar days lost by multiplying by seven.
- Mobile home installer: We multiplied the number of required jobs for licensure by 30.33 because, on average, a mobile home installation project takes about a month.¹⁹²
- Direct entry midwife: We multiplied the required number of births for licensure by 20, which is the average number of days a midwife will go between attending births.¹⁹³
- We divided continuing education units by seven, which is the number of units that can be completed in one day.¹⁹⁴
- We multiplied credit/semester hours by seven, which assumes that one credit hour can be completed in a seven-day week.
- We converted degrees to years, which we then multiplied by 365. Although completion times of degree programs vary, this report uses standard completion times (i.e., associate = 2 years, bachelor's = 4 years, master's = 2 years).

For minimum grade level, the final metric was a number representing the minimum grade (e.g., 10th grade = 10, high school completion = 12). For minimum age, it was years.

Not every license comes with every type of requirement. For example, a school bus driver license in Minnesota requires fees, exams and a minimum age but no education and experience or minimum grade. In such cases, we assigned a zero value to absent requirements. For states with no license for a given occupation, we assigned a null value.

Step 2: We averaged requirements across states.

Step 3: Because the different requirement types are measured in different units—dollars, days, exams, grades and ages—we could not simply add or average them to produce a single measure of burden for each occupation. Instead, we converted requirements to a common metric—known as standard scores—to facilitate combining. Specifically, we converted requirements to T-scores.

Step 4: Because some requirements are more burdensome than others, we applied weights to the requirements. This approach acknowledges that education and 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 and experience requirement and a weight of 1.5 to the minimum grade requirement.

Step 5: We summed the weighted T-scores for each requirement. We used this score for the ranking in Table 4.

Step 6: We multiplied each occupation's weighted T-score by the number of states that license the occupation. We used this score for the ranking in Table 5.

States

Step 1: We averaged the final requirement metrics created in Occupations-Step 1 above across all occupations for each state. This resulted in an average fee, education and experience, exam, minimum grade, and minimum age requirement for each state.

Step 2: We converted requirements to T-scores.

Step 3: We weighted requirements as described in Occupations-Step 4 above.

Step 4: We summed the weighted T-scores for each requirement. We used this score for the ranking in Table 6.

Step 5: We multiplied each state's weighted T-score by the number of occupations the state licenses. We used this score for the ranking in Table 7.

Appendix B: Explanation of Specific Occupations

Several occupations warrant greater explanation than space in the Occupation Profiles permits. Following below are further details of these occupations and how we observed them.

Contractor Occupations – Commercial and Residential

Contractor licensing regulatory schemes vary from state to state. Generally, they vary based on three factors: the setting of the work, the type of work and the minimum contract size that requires licensure. Below, we describe these factors as well as how we handled them when collecting data.

In terms of setting, some states issue different licenses for work performed in commercial and residential settings. For example, Arizona issues one concrete contractor license for residential work (“R-9 Concrete”) and another for commercial work (“C-9 Concrete”).¹⁹⁵ In such cases, we looked at the commercial license in the commercial contractor occupation and the residential license in the residential contractor occupation.

Other states, however, require the same license regardless of setting. Such nonspecific licenses are sometimes called general contractor licenses. For example, Idaho requires the same contractor registration regardless of whether a contractor works on residences or commercial buildings.¹⁹⁶ In such cases, we observed the same license in both commercial and residential contractor occupations.

States also vary in terms of how they regulate the type of work contractors do. Some states have one license that covers all types of work, while others have specialty licenses for each type of work. For example, to do commercial glazing or drywall work in Oregon, all one needs is a “Commercial Specialty Contractor Level 2” contractor license.¹⁹⁷ But in California, glazing and drywall work require separate licenses. For glazing work a contractor needs a “C-17 – Glazing Contractor” specialty classification,¹⁹⁸ while for drywall work a contractor needs a “C-9 – Drywall Contractor” specialty classification.¹⁹⁹ When presented with specialty licenses, we chose the least burdensome specialty to cover the type of work found in the occupation’s definition.

Finally, many contractor licenses apply only once a certain contract size (often expressed in dollars of revenue) is reached, and these minimum contract sizes vary substantially.²⁰⁰ For example, the Idaho contractor registration mentioned above is required to work on contracts worth at least \$2,000.²⁰¹ Meanwhile, Louisiana’s commercial contractor license applies only to contractors working jobs worth at least \$50,000.²⁰² Our data do not factor in minimum contract sizes: If a state has a license, we count it as licensing the occupation regardless of the minimum contract size, if any, at which it applies.

Table B1 shows state regulation of settings (commercial, residential or both) for contractor licensing. It also lists the titles or types of licenses we observed as well as any minimum contract sizes (in dollars). In the title, “specialty classification” is a state-specified contractor license category that covers the type of work the contractor can perform. As described above, titles vary by contractor occupation in this report because the type of work varies.

Table B1 covers licenses for all the contractor occupations observed in this report, except for those related to HVAC systems (see Table B2), with an important caveat: For each state, it covers only the specific contractor occupations licensed by the state. For example, terrazzo contractors are not licensed by New Mexico, while other types of contractors, such as masonry and insulation, are.²⁰³ The State Profiles indicate which contractor occupations each state licenses.

Landscape contractors often face special requirements in addition to or instead of those listed in Table B1. In addition to any contractor licenses listed in the table, landscape contractors in 14 states also need one of the following types of nursery or landscaping-related licenses in both commercial and residential settings unless otherwise noted:

- Horticulturist license: Louisiana (commercial only) and Mississippi (commercial only).
- Landscape contractor license: Arkansas and Idaho.
- Landscaper license: Tennessee.
- Nursery license: North Dakota.
- Nursery outlet license: Utah.
- Nursery/plant dealer license: Iowa, Maryland, Nevada, New Jersey (residential only), Washington and West Virginia.
- Setting of landscape plants and turf/pest control licenses: Alabama (commercial only).

In 29 states, instead of any contractor licenses listed in Table B1, landscape contractors need one of the following nursery or landscaping-related licenses in both commercial and residential settings unless otherwise noted:

- Horticulturist license: Louisiana (residential only) and Mississippi (residential only).
- Landscape contractor business and landscape construction professional licenses: Oregon.
- Nursery license: Colorado and Delaware.
- Nursery dealer license: Missouri.
- Nursery-floral license: Texas.
- Nursery landscaper license: Oklahoma.
- Nursery/plant dealer license: Florida, Georgia, Illinois, Indiana, Kansas, Kentucky, Maine, Michigan, Minnesota, Montana, New Hampshire, New Jersey (commercial only), New Mexico, New York, Ohio, Pennsylvania, South Dakota, Vermont, Wisconsin and Wyoming.
- Setting of landscape plants and turf/pest control licenses: Alabama (residential only).

Licenses for the HVAC contractor and HVAC sheet metal contractor occupations are excluded from Table B1 because many of them are completely different licenses issued by different boards and subject to different contract size minimums.

Table B2 shows state regulation of settings (commercial, residential or both) for the HVAC contractor and HVAC sheet metal contractor occupations. The table also lists the titles of licenses observed, as well as any minimum contract sizes (in dollars).

Table B1: Contractor Licensing (Excluding HVAC and HVAC Sheet Metal)

State	Setting (Commercial vs Residential)	Title or Type of License(s)	Min. Contract Size
Alabama	Commercial	Prime contractor – specialty classifications*	\$50,000
Alabama	Residential	Unlimited residential home builder	\$10,000
Alaska	Both	Construction contractor – specialty classifications*	\$10,000
Arizona	Commercial	Contractor – specialty classifications*	\$1,000
Arizona	Residential	Contractor – specialty classifications*	\$1,000
Arkansas	Commercial	Contractor – specialty classifications*	\$50,000
Arkansas	Residential	Home improvement contractor – specialty classifications*	\$2,000
California	Both	Contractor – specialty classifications*	\$500
Connecticut**	Commercial	Major contractor	None
Connecticut	Residential	Home improvement contractor	\$200
District of Columbia	Commercial	General contractor/construction manager Class E *	None
District of Columbia	Residential	Home improvement contractor and salesperson licenses*	\$300
Florida	Both	Certified contractor – specialty classifications	\$2,500
Georgia***	Both	Utility contractor, manager and foreman licenses	None
Hawaii	Both	Contractor – specialty classifications*	\$1,000
Idaho	Both	General contractor registration*	\$2,000
Iowa	Both	Construction contractor registration*	None
Louisiana****	Commercial	Contractor – specialty classifications*	\$50,000
Louisiana	Residential	Home improvement contractor	\$7,500
Maryland	Residential	Home improvement contractor*	None
Massachusetts*****	Residential	Home improvement contractor and construction supervisor licenses*	\$500
Michigan	Residential	Maintenance and alteration contractor – specialty classifications	\$600
Mississippi	Commercial	Contractor – specialty classifications*	\$50,000
Mississippi	Residential	Residential remodeler	\$10,000
Nebraska	Both	Contractor registration*	None
Nevada	Both	Contractor – specialty classifications*	\$1,000
New Jersey	Residential	Home improvement contractor*	\$500
New Mexico	Both	General construction contractor – specialty classifications	\$7,200
North Carolina	Both	General contractor – specialty classifications*	\$30,000
North Dakota	Both	General contractor – Class D*	\$4,000
Oregon	Commercial	Commercial specialty contractor – Level 2	\$1,000
Oregon	Residential	Residential specialty contractor	\$1,000
Pennsylvania	Residential	Home improvement contractor	\$500
Rhode Island	Commercial	General contractor registration	\$500
Rhode Island	Residential	Residential contractor registration	\$500
South Carolina	Commercial	Contractor – specialty classifications	\$5,000
South Carolina*****	Residential	Residential contractor – specialty classification	\$200
Tennessee	Both	Contractor – specialty classification*	\$25,000
Utah	Both	Contractor – specialty classification*	\$3,000
Virginia	Both	Class C contractor – specialty classification*	\$1,000
Washington*****	Both	Contractor – specialty classification*	\$500
West Virginia	Commercial	Contractor – specialty classification*	\$25,000
West Virginia	Residential	Contractor – specialty classification*	\$5,000
Wisconsin***	Both	Utility contractor registration	None

*License applies to landscape contractors.

**In lieu of the major contractor license, commercial glazier contractors in Connecticut require specialized flat glass contractor and journeyman licenses. The contractor license applies for jobs involving panes of glass of 30 square feet or larger.

*** These states' licenses are required only for the pipelayer contractor occupation. All the other licenses in the table that apply in both settings or in commercial settings only—with the exception of Connecticut's—are required for pipelayer contractors.

****In addition to the contractor license, commercial door repair contractors in Louisiana require a door hardware certificate from the state fire marshal.

*****In Massachusetts, residential cement finishing and painting contractors require only the home improvement contractor license. Also, the home improvement and construction supervisor licenses do not apply to residential non-HVAC sheet metal contractors. Instead, these contractors must have the following two licenses, regardless of setting: restricted sheet metal journeyman and apprentice. There is no minimum contract size.

*****In South Carolina, residential glazier and iron/steel contractors require a residential builder's license, which does not encompass any specialty classifications.

*****Though specialty classifications exist for both carpenter contractors and cabinet maker contractors in Washington, a contractor can hold only one specialty license at a time. A contractor who specializes in both carpentry and cabinet making therefore needs a general contractor license. Thus we observe that license for the carpenter/cabinet maker contractor occupation.

Table B2: HVAC and HVAC Sheet Metal Contractor Licensing

State	Setting	Title of HVAC Contractor License(s)	Title of HVAC Sheet Metal Contractor License(s)	Min. Contract Size
Alabama	Commercial	HVAC contractor certification and mechanical contractor license – HVAC subclassification	(Same)	Certification: None License: \$50,000
Alaska	Commercial	Mechanical administrator – unlimited HVAC/sheet metal category and mechanical contractor registration	(Same)	None
Alaska	Residential	Mechanical administrator – residential HVAC category and mechanical contractor registration	(Same)	None
Arizona	Commercial	Comfort heating, ventilating, evaporative cooling specialty commercial contractor	(Same)	\$1,000
Arizona	Residential	Comfort heating, ventilating, evaporative cooling specialty dual contractor	(Same)	\$1,000
Arkansas	Commercial	HVACR specialty building contractor and HVACR Class A trade licenses	Duct sheet metal specialty building contractor and HVACR Class A trade licenses	\$50,000
Arkansas	Residential	HVACR Class B trade and HVACR registration	HVACR Class D trade and HVACR registration	None
California	Both	Warm-air heating, ventilating and air-conditioning contractor	Sheet metal contractor	\$500
Connecticut	Both	Limited air conditioning, refrigeration and warm air contractor and journeyman licenses	Limited sheet metal contractor and journeyman licenses (commercial); Limited residential/light commercial sheet metal contractor and journeyman licenses (residential)	None
District of Columbia	Both	Refrigeration and air conditioning contractor and limited master mechanic licenses	(Same)	None
Delaware	Both	Master HVACR	(Same)	None
Florida	Both	Mechanical contractor certification	Sheet metal contractor certification	\$2,500
Georgia	Commercial	Conditioned air contractor, Class II	(Same)	None
Georgia	Residential	Conditioned air contractor, Class I	(Same)	None
Hawaii	Both	Ventilating and air conditioning specialty contractor	Sheet metal specialty contractor	\$1,000
Idaho	Both	HVAC contractor, journeyman and apprentice licenses	(Same)	None
Iowa	Both	HVAC/R contractor, master, journeyman and apprentice licenses as well as construction contractor registration	(Same)	None
Kentucky	Both	Master HVAC contractor, journeyman mechanic and apprentice licenses	(Same)	None
Louisiana	Both	Mechanical contractor – HVAC, duct work and refrigeration specialty	Sheet metal duct work specialty contractor (commercial); Home improvement contractor (residential)	HVAC: \$10,000 HVAC Sheet Metal: \$50,000 (commercial), \$7,500 (residential)
Maryland	Both	Master HVACR contractor, journeyman and apprentice licenses	Master restricted (ventilation) HVACR contractor, journeyman and apprentice licenses	None
Massachusetts	Commercial	Refrigeration technician and apprentice licenses	Unlimited sheet metal journeyman and apprentice licenses (commercial); Limited sheet metal journeyman and apprentice licenses (residential)	None
Michigan	Both	Mechanical contractor – HVAC equipment specialty	(Same)	None
Mississippi	Commercial	HVAC contractor	(Same)	\$50,000

Table B2 continued on next page

Table B2 continued from previous page

State	Setting	Title of HVAC Contractor License(s)	Title of HVAC Sheet Metal Contractor License(s)	Min. Contract Size
Mississippi	Residential	Residential remodeler	(Same)	\$10,000
Nebraska	Both	Contractor registration	(Same)	None
Nevada	Both	Heating, cooling and circulating air specialty contractor	Using sheet metal specialty contractor	HVAC: None HVAC Sheet Metal: \$1,000
New Jersey	Both	Master HVACR contractor, journey person and apprentice licenses	(Same)	None
New Mexico	Both	Mechanical contractor – HVAC specialty classification	Mechanical contractor – HVAC specialty classification and journeyman sheet metal licenses	\$7,200
North Carolina	Commercial	Heating – group 3, Class I	(Same)	None
North Carolina	Residential	Heating – group 3, Class II	(Same)	None
North Dakota	Both	General contractor – Class D	(Same)	\$4,000
Ohio	Commercial	HVAC contractor	(Same)	None
Oklahoma	Both	HVAC/R unlimited mechanical contractor and apprentice licenses	(Same)	None
Oregon	Commercial	Commercial specialty contractor – level 2	(Same)	\$1,000
Oregon	Residential	Residential specialty contractor	(Same)	\$1,000
Pennsylvania	Residential	Home improvement contractor	(Same)	\$500
Rhode Island	Both	Class II pipefitter/refrigeration master, journey person and apprentice licenses	Class I sheet metal master, journey person and apprentice licenses (commercial); Class II sheet metal master, journey person and apprentice licenses (residential)	None
South Carolina	Commercial	Mechanical contractor – air conditioning and heating specialties	Mechanical contractor – packaged equipment specialty	\$5,000
South Carolina	Residential	Residential contractor – heating and air specialty	(Same)	\$200
Tennessee	Both	Mechanical contractor – HVAC, refrigeration and gas piping specialty	(Same)	\$25,000
Texas	Commercial	Class A environmental air conditioning contractor and ACR technician licenses	(Same)	None
Texas	Residential	Class B environmental air conditioning contractor and ACR technician licenses	(Same)	None
Utah	Both	HVAC specialty contractor	Carpentry and flooring specialty contractor	HVAC: None HVAC Sheet Metal: \$3,000
Virginia	Both	Class C contractor – HVAC specialty and HVAC master and journeyman tradesmen licenses	(Same)	\$1,000
Washington	Both	HVAC/R specialty contractor	(Same)	\$500
West Virginia	Commercial	HVAC contractor License, technician certification and technician-in-training certification	(Same)	\$25,000
West Virginia	Residential	HVAC contractor License, residential technician certification and technician-in-training certification	(Same)	\$5,000
Wisconsin	Both	HVAC contractor credentials	(Same)	None

Emergency Medical Technician

Often, states set only topics that must be covered in education requirements for emergency medical technician licenses. In such cases, we obtained education length by randomly sampling state-approved private providers or by observing national standards if the state aligns its education requirements with such standards.

Makeup Artist

Three states (Idaho, Kentucky and Nevada) issue a license specific to makeup artists, while Ohio offers a “boutique services” registration that covers makeup artistry. In 33 other states, however, makeup application is interpreted as falling under the scope of other licenses administered by cosmetology boards. While some of the 33 states exempt from licensure makeup application performed in certain settings (e.g., theatrical productions, television or retail demonstrations), this report considers the broad occupation of makeup artist to be licensed in all those states. Table B3 provides the specific type of license we observe in each state.

Table B3: Makeup Artist Licensing

Type of License	States
Boutique services*	Ohio
Cosmetician	Oklahoma
Esthetician/ aesthetician	Alabama, Alaska, Arkansas, California, Colorado, Delaware, D.C., Georgia, Hawaii, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Michigan, Missouri, Montana, New Hampshire, New Mexico, New York, North Carolina, North Dakota, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Vermont, West Virginia and Wisconsin
Makeup artist	Idaho, Kentucky and Nevada
Skin care specialist	New Jersey

*Boutique services = braiding, threading, shampooing and makeup artistry.

Midwife, Direct Entry

Direct entry midwives typically work in homes and other non-hospital settings such as birthing centers. States often define the nature of the work of direct entry midwives—providing maternity care in the birthing process—but not the setting.²⁰⁴ However, the North American Registry of Midwives says Certified Professional Midwives—the certification required by many states that license direct entry midwives—work “primarily in out-of-hospital settings.”²⁰⁵

Some states also prohibit the work of direct entry midwives by requiring a higher-level license than we observe in this report. For example, in 2015, the Georgia Board of Nursing banned midwives who were not Certified Nurse-Midwives from practicing midwifery.²⁰⁶ In such cases, we chose not to observe the higher-level nurse’s license. In our data, we treated Georgia and six other states that require a higher-level license for midwives as prohibiting direct entry midwifery and thus did not record any license requirements for those states.

Milk Sampler

Three states (Louisiana, New Mexico and North Dakota) do not define education length for milk samplers. We therefore had to approximate it based on the education length given in Indiana. Similarly, Iowa and Maryland require experience for the occupation (usually, this is on-the-job training provided by another licensed sampler) but do not specify how long it should take; we estimated one day.

Mobile Home Installer

Federal law requires states to have minimum standards for mobile home installation and to operate an installation program to train and license installers. States that do not have their own program fall under a federal program administered by the U.S. Department of Housing and Urban Development’s Manufactured Home Installation Program.²⁰⁷

Optician

In line with the principles detailed in Appendix A, this report generally observes the least restrictive possible license for a given occupation in each state. In the case of optician, this approach resulted in our observing licenses permitting significantly different duties. Fourteen states have only one option for licensure: a license that allows licensees to fit or dispense both regular eyeglass lenses and contact lenses. However, eight other states (Alaska, Arkansas, California, New York, Ohio, Rhode Island, South Carolina and Virginia) offer an option that allows licensees to fit or dispense regular eyeglass lenses only (in Arkansas and Rhode Island, this is the only option for licensure). As this is the least restrictive (or only) option in those states, this is the license observed.

In addition, similar to direct entry midwives above, one state—Delaware—regulates the setting in which opticians are allowed to work differently than the other states. The practice of optometry in Delaware includes lens dispensing, and as such, appears to not allow opticians to work without having an optometrist’s license.²⁰⁸ As a result, we treat Delaware as prohibiting opticianry and, to avoid recording a different type of license, do not record any license requirements for the state.

Pharmacy Technician

In two states, Oklahoma and Rhode Island, pharmacy technicians must receive experience via on-the-job training with the employing pharmacy. Though the states require that the training cover certain topics, they do not specify how long the training should be. As it happens, most of the required topics closely align with the National Healthcareer Association’s pharmacy technician certification training. Because of this similarity, we use NHA’s training program length (600 hours) for Oklahoma and Rhode Island.

Public School Teacher

Some states offer preliminary licenses for public school teachers, including two teaching occupations studied in this report: public preschool teachers, who must be licensed teachers in all 50 states that license them, and head coaches for

high school sports, who must be licensed teachers in five of the 47 states that license them. These licenses are less burdensome than those states' continuously renewable professional teaching licenses, but they are also only temporary: To continue teaching, teachers must eventually convert them to a continuously renewable license by logging teaching experience on the preliminary license and completing a mentoring or teacher induction program. In keeping with the principles outlined in Appendix A, this report therefore observes the requirements for states' continuously renewable licenses, which include the requirements for a preliminary license where required as a prerequisite.

In the public preschool teacher occupation, 16 states require only the continuously renewable professional teaching license: Alabama, Arkansas, the District of Columbia, Florida, Illinois, Minnesota, Mississippi, Montana, Nebraska, Nevada, Ohio, Oklahoma, South Dakota, Texas, Virginia and Wyoming. The remaining 34 licensed states require a preliminary license before they will issue the continuously renewable one.

In the head coach occupation, three states (Arkansas, Oklahoma and Virginia) have only the continuously renewable professional teaching license. The other two states that require coaches to be teachers (Georgia and New Jersey) require a preliminary license before they will issue the continuously renewable one.

Shampooer

Three states (Alabama, Louisiana and Nevada) issue a license specific to shampooers, though their titles differ. Ohio's "boutique services" registration and Utah's "hair safety" permit cover shampooing among other duties. In 28 states, shampooing is interpreted as falling under the scope of other licenses administered by barbering and cosmetology boards. And, because those 28 states do not specifically exempt shampooing from licensure, this report considers them as licensing the broad occupation of shampooer. Table B4 provides the specific type of license we observe in each state.

Table B4: Shampooer Licensing

Type of License	States
Barber	Delaware, Kansas, Mississippi, Montana, New Jersey, New Mexico, New York, Oklahoma, Rhode Island, Vermont, Washington, Wisconsin and Wyoming
Barber assistant/ technician	South Carolina and Texas
Boutique services*	Ohio
Cosmetologist	Iowa, Kentucky**, Massachusetts, Michigan, Nebraska, North Dakota and South Dakota
Hair safety	Utah
Hairstylist/dresser/ cutter/designer	Arkansas, California, Colorado, Hawaii and Idaho
Natural hair care	Oregon
Shampoo assistant/ technician/technologist	Alabama, Louisiana, Nevada

*Boutique services = braiding, threading, shampooing, and makeup artistry.
 **Kentucky exempted shampooers from licensure in mid-2022 after the close of our research period.

Travel Guide

Travel guides work in a variety of settings, including fishing, hunting and rafting, to name only a few. Some states license travel guides working in only a single setting. For example, a state might license hunting guides but no other types of travel guides. In cases of states that license more than one setting, we used the setting requiring the least burdensome license. This approach creates variation in the type of license observed across states. The type of travel guide license observed in each state is listed in Table B5 below.

Table B5: Travel Guide Licensing

Type of License	States
Fishing	Alaska (freshwater), Georgia (saltwater), Idaho, Illinois, Indiana, Louisiana, Maryland (freshwater), Massachusetts (saltwater), Nevada, New Hampshire, North Dakota, Oklahoma, Pennsylvania, Rhode Island (saltwater), South Carolina (saltwater), Texas (freshwater), Virginia (saltwater) and Washington (freshwater)
Hunting	Arizona, Delaware, Hawaii, Kentucky, Montana, New Mexico, Utah and Wyoming (deer/antelope only)
Hunting and fishing	Connecticut, North Carolina, Tennessee (and trapping) and Wisconsin (and trapping)
Hunting or fishing	Arkansas
Recreation (hiking, camping, etc.)	Maine, New York and Oregon
River rafting	Colorado
General guide (any of the above)	California and West Virginia

Appendix C: Recent Research on Occupational Licensing

- Albert, K. W., Galperin, R. V., & Kacperczyk, A. (2019). Occupational licensure and entrepreneurs: The case of tax preparers in the United States. *ILR Review*, 72(5), 1065–1093. <https://doi.org/10.1177/0019793919847647>
- Allensworth, R. H. (2017). Foxes at the henhouse: Occupational licensing boards up close. *California Law Review*, 105(6), 1567–1610. <https://dx.doi.org/10.15779/Z38CJ87K75>
- Ampaabeng, K., Norris, C., & Timmons, E. J. (2020). *A snapshot of occupational licensing regulation in the Midwest and Mid-Atlantic States* (Policy Brief). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/ampaabeng_norris_and_timmons_-_policy_brief_-_a_snapshot_of_occupational_licensing_regulation_in_the_mid-atlantic_and_midwest_-_v1.pdf
- Anderson, D. M., Brown, R., Charles, K. K., & Rees, D. I. (2020). Occupational licensing and maternal health: Evidence from early midwifery laws. *Journal of Political Economy*, 128(11), 4337–4383. <https://doi.org/10.1086/710555>
- Bacon, K., & Tani, M. (2020). *Occupational licensing and skills mismatches* (Working Paper 2020.020). Logan, UT: Center for Growth and Opportunity, Utah State University. <https://www.thecgo.org/wp-content/uploads/2020/11/Occupational-Licensing-and-Skills-Mismatches.pdf>
- Bae, K., & Timmons, E. J. (2021). *On borrowed time: How occupational licensing affects student loan debt* (Policy Brief). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/timmons_and_bae_-_policy_brief_-_the_long-term_consequences_of_licensing_debt_and_borrowing_levels_by_licensing_attainment_-_v1.pdf
- Bailey, T., & Belfield, C. R. (2018). *The impact of occupational licensing on labor market outcomes of college-educated workers* (CCRC Working Paper No. 104). New York, NY: Community College Research Center, Teachers College, Columbia University. <https://ccrc.tc.columbia.edu/media/k2/attachments/impact-occupational-licensing-labor-market.pdf>
- Barrios, J. M. (2022). Occupational licensing and accountant quality: Evidence from the 150-hour rule. *Journal of Accounting Research*, 60(1), 3–43. <https://doi.org/10.1111/1475-679X.12408>
- Bayne, E., Norris, C., & Timmons, E. (2020). *A primer on emergency occupational licensing reforms for combating COVID-19* (Policy Brief Special Edition). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/timmons_bayne_and_norris_-_policy_brief_-_covid_series_-_a_primer_on_emergency_occupational_licensing_reforms_for_combating_covid-19_-_v1.pdf
- Berk, J. B., & Van Binsbergen, J. H. (2022). Regulation of charlatans in high-skill professions. *Journal of Finance*, 77(2), 1219–1258. <https://doi.org/10.1111/jofi.13112>
- Bhai, M., & Mitchell, D. T. (2022). The effects of occupational licensing reform for nurse practitioners on children's health. *Southern Economic Journal*. <https://doi.org/10.1002/soej.12592>
- Blair, P., & Chung, B. (2017). *Occupational licensing reduces racial and gender wage gaps: Evidence from the survey of income and program participation* (HCEO Working Paper 2017-050). Chicago, IL: Human Capital and Economic Opportunity Global Working Group, University of Chicago. http://humcap.uchicago.edu/RePEc/hka/wpaper/Blair_Chung_2017_licensing_gender_racial_wage_gaps_r1.pdf
- Blair, P. Q., & Chung, B. W. (2018). *Job market signaling through occupational licensing*. (Working Paper 24791). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w24791>
- Blair, P. Q., & Chung, B. W. (2019). How much of barrier to entry is occupational licensing? *British Journal of Industrial Relations*, 57(4), 919–943. <https://doi.org/10.1111/bjir.12470>
- Blair, P. Q., & Chung, B. W. (2020). *A Model of occupational licensing and statistical discrimination* (Working Paper 28227). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w28227>
- Boesch, T., Kokodoko, M., & Nunn, R. (2022, Aug. 30). *Occupational licensing requirements can limit employment options for immigrants*. Federal Reserve Bank of Minneapolis. <https://www.minneapolisfed.org/article/2022/occupational-licensing-requirements-can-limit-employment-options-for-immigrants>
- Boesch, T., Lim, K., & Nunn, R. (2022, Mar. 11). *How occupational licensing limits access to jobs among workers of color*. Federal Reserve Bank of Minneapolis. <https://www.minneapolisfed.org/article/2022/how-occupational-licensing-limits-access-to-jobs-among-workers-of-color>
- Bowblis, J. R., & Smith, A. C. (2019). Occupational licensing of social services and nursing home quality: A regression discontinuity approach. *ILR Review*, 74(1), 199–223. <https://doi.org/10.1177/0019793919858332>
- Cai, J., & Kleiner, M. M. (2020). The labor market consequences of regulating similar occupations: The licensing of occupational and physical therapists. *Journal of Labor Research*, 41(4), 352–381. <https://doi.org/10.1007/s12122-020-09309-0>
- Carpenter, D. M. (2017). Bottlenecks: The origins of occupational licensing and what can be done about its excesses. *Federalist Society Review*, 18, 14–20. <https://fedsoc-cms-public.s3.amazonaws.com/update/pdf/Hk0dez6hGBxPuWj84pHICzNQynEzyBLmvdsh6Zq.pdf>

- Carpenter, D. M. (2018). You'll need a license for that job. *Summer 2018 Insider*. Washington, DC: Heritage Foundation. <https://www.heritage.org/insider/summer-2018-insider/youll-need-license-job>
- Carpenter, D. M., Knepper, L., Sweetland, K., & McDonald, J. (2018). The continuing burden of occupational licensing in the United States. *Economic Affairs*, 38(3), 380–405. <https://doi.org/10.1111/ecaf.12319>
- Carpenter, D., Sweetland, K., Vargo, E., & Bayne, E. (2021). Introducing a new data set on municipal-level occupational regulation. *Journal of Entrepreneurship and Public Policy*, 10(2), 143–155. <https://doi.org/10.1108/JEPP-08-2019-0064>
- Cascino, S., Tamayo, A., & Vetter, F. (2020). Labor market effects of spatial licensing requirements: Evidence from CPA Mobility. *Journal of Accounting Research*, 59(1), 111–161. <https://doi.org/10.1111/1475-679x.12342>
- Cassidy, H., & Dacass, T. (2021). Occupational licensing and immigrants. *Journal of Law and Economics*, 64(1), 1–28. <https://doi.org/10.1086/709834>
- Cebula, R. J., Connaughton, J., & Swartz, C. (2018). An empirical analysis of the impact of the three labor market freedom indices and occupational licensing on interstate living-cost differentials. *Journal of Private Enterprise*, 33(3), 49–62. http://journal.apee.org/index.php?title=2018_Journal_of_Private_Enterprise_Vol_33_No_3_Fall_parte3
- Chung, B. W. (n.d.). *Occupational licensing and labor market impacts in Illinois and the Midwest: Is there a rigidity effect?* Champaign, IL: Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign. <https://lep.illinois.edu/wp-content/uploads/2021/08/Occupational-Licensing-in-Illinois-FINAL-Bobby.pdf>
- Chung, B. W. (2020). The employment effect of occupational licensing by race and gender: Accounting for job characteristics. *SSRN*. <https://doi.org/10.2139/ssrn.3521134>
- Chung, B. W. (2020). Trade-offs of occupational licensing: Understanding the costs and potential benefits. *SSRN*. <https://doi.org/10.2139/ssrn.3707990>
- Chung, B. W. (2022). The costs and potential benefits of occupational licensing: A case of real estate license reform. *Labour Economics*, 76. <https://doi.org/10.1016/j.labeco.2022.102172>
- Chung, B. W., & Zou, J. (2021). *Teacher licensing, teacher supply, and student achievement: Nationwide implementation of edTPA* (HCEO Working Paper 2021-039). Chicago, IL: Human Capital and Economic Opportunity Global Working Group, University of Chicago. http://humcap.uchicago.edu/RePEc/hka/wpaper/Chung_Zhou_2021_teacher-licensing-supply-student-achievement_v2.pdf
- Common Sense Institute Arizona. (2022). *Economic implications of universal license recognition: A review of 2019's HB 2569*. Phoenix, AZ. https://commonsenseinstituteaz.org/wp-content/uploads/2022/05/CSI_AZ_LICENSING_REPORT_MAY2022.pdf
- Cooper, J. C., Dorsey, E., & Wright, J. D. (2017). *State licensing boards, antitrust, and innovation*. Washington, DC: Regulatory Transparency Project, Federalist Society. <https://regproject.org/wp-content/uploads/RTP-Antitrust-Consumer-Protection-Working-Group-Paper-Occupational-Licensing.pdf>
- Corley, T., & Witcher, M. M. (2021). Barber licensing in Arkansas: Public health or private gain? *Cato Journal*, 41(1), 115–138. <https://www.cato.org/sites/cato.org/files/2021-01/cj-v41n1-6.pdf>
- Dayaratna, K., Larkin, P. L., & O'Shea, J. (2019). Reforming American medical licensure. *Harvard Journal of Law and Public Policy*, 42(1), 253–278. <http://www.harvard-jlpp.com/wp-content/uploads/sites/21/2019/02/Larkin-Final.pdf>
- Deyo, D. (2017). *Law and labor markets: Three essays on individual decision making* [Doctoral dissertation, George Mason University]. ProQuest Dissertations. <https://www.proquest.com/openview/20d4e5374db69e0a3c9c7ea5aa750c6f/1?pq-origsite=gscholar&cbl=18750>
- Deyo, D. (2022). *Survey of universal licensing reforms in the United States* (Policy Brief). Morgantown, WV: Knee Center for the Study of Occupational Regulation, West Virginia University. <https://csorwvu.com/policy-brief-survey-of-universal-licensing-reforms-in-the-united-states/>
- Deyo, D. (2022). Testing licensing and consumer satisfaction for beauty services in the United States. In M. Kleiner & M. Koumenta (Eds.), *Grease or grit? International case studies of occupational licensing and its effects on efficiency and quality* (pp. 123–142). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. https://research.upjohn.org/up_press/268/
- Deyo, D., Hoarty, B., Norris, C., & Timmons, E. (2021). Licensing massage therapists in the name of crime: The case of *Harper v Lindsay*. *Journal of Entrepreneurship and Public Policy*, 10(1), 1–14. <https://doi.org/10.1108/JEPP-06-2020-0034>
- Deyo, D., & Plemmons, A. (2022). Have license, will travel: Measuring the effects of universal licensing recognition on mobility. *Economics Letters*, 219. <https://doi.org/10.1016/j.econlet.2022.110800>
- Deyo, D., Timmons, E. J., & Kleiner, M. M. (2018). *A response to "New Closed Shop: The Economic and Structural Effects of Occupational Licensure"* (Policy Brief). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/deyo_and_timmons_-_policy_brief_-_a_response_to_new_closed_shop_the_economic_and_structural_effects_of_occupational_licensure_-_v1.pdf

- Dieterle, C. J., Weissmann, S., & Watson, G. (2018). *How states use occupational licensing to punish student loan defaults* (R Street Policy Study No. 148). Washington, DC: R Street Institute. <https://www.rstreet.org/wp-content/uploads/2018/06/Final-148-for-posting.pdf>
- Farronato, C., Fradkin, A., Larsen, B., & Brynjolfsson, E. (2020). *Consumer protection in an online world: An analysis of occupational licensing* (Working Paper 26601). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w26601>
- Flanders, W., & Roth, C. (2017). *Land of the free? 50 state study on how professional licensing laws lead to fewer jobs*. Milwaukee, WI: Wisconsin Institute for Law and Liberty. <https://will-law.org/wp-content/uploads/2021/01/land-of-the-free-final.pdf>
- Flatten, M. (2019). *Dereliction of duty: Military spouses struggle to earn a living despite 'feel-good' licensing laws*. Phoenix, AZ: Goldwater Institute. https://www.goldwaterinstitute.org/wp-content/uploads/2019/12/DERELICTION-OF-DUTY_Military-spouses-struggle-to-earn-a-living-despite-feel-good-licensing-laws_web.pdf
- Francesc, O., & Hsin, A. (2018). *Occupational barriers and the labor market penalty from lack of legal status* (IZA Discussion Paper No. 11680). Bonn, Germany: IZA Institute of Labor Economics. <https://docs.iza.org/dp11680.pdf>
- Ghani, A. A. (2019). The impact of the nurse licensing compact on inter-state job mobility in the United States. In D. Sutherland (Ed.), *OECD economic survey of the United States: Key research findings* (pp. 103–119). Paris, France: OECD Publishing. <https://doi.org/10.1787/a9993f12-en>
- Ginn, V., & Timmons, E. (2018). *Occupational licensing: Keeping people poor*. Austin, TX: Texas Public Policy Foundation. <https://www.texaspolicy.com/wp-content/uploads/2018/10/2018-10-Examining-Occupational-Licensing-CEP-Ginn.pdf>
- Gittleman, M., Klee, M. A., & Kleiner, M. M. (2018). Analyzing the labor market outcomes of occupational licensing. *Industrial Relations*, 57(1), 57–100. <https://doi.org/10.1111/irel.12200>
- Greenberg, D. (2021). Regulating glamour: A quantitative analysis of the health and safety training of appearance professionals. *UIC J. Marshall Law Review*, 54(1), 123–246. <https://repository.law.uic.edu/lawreview/vol54/iss1/2>
- Hall, L. K., & Horwitz, S. (2021). *Midwifery licensing: Medicalization of birth and special interests* (Working Paper). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/hall-horwitz_midwifery-licensing_working-paper_v2.pdf
- Han, S., & Kleiner, M. M. (2021). Analyzing the influence of occupational licensing duration and grandfathering on wage determination. *Industrial Relations*, 60(2), 147–187. <https://doi.org/10.1111/irel.12274>
- Hentze, I. (2018). Improving occupational licensing with sunrise and sunset reviews. *LegisBrief*, 26(25). <https://www.ncsl.org/research/labor-and-employment/improving-occupational-licensing-with-sunrise-and-sunset-reviews.aspx>
- Hermansen, M. (2019). *Occupational licensing and job mobility in the United States* (OECD Economics Department Working Paper No. 1585). Paris, France: Organisation for Economic Co-operation and Development. <https://doi.org/10.1787/4cc19056-en>
- Ingram, S. J. (2019). Occupational licensing and the earnings premium in the United States: Updated evidence from the Current Population Survey. *British Journal of Industrial Relations*, 57(4), 732–763. <https://doi.org/10.1111/bjir.12469>
- Ingram, S. J., & Yelowitz, A. (2021). Real estate agent dynamism and licensing entry barriers. *Journal of Entrepreneurship and Public Policy*, 10(2), 156–174. <https://doi.org/10.1108/jepp-07-2019-0063>
- Johnson, J. E., & Kleiner, M. M. (2020). Is occupational licensing a barrier to interstate migration? *American Economic Journal: Economic Policy*, 12(3), 347–373. <https://doi.org/10.1257/pol.20170704>
- Kilmer, M. (2018). *A look at occupational licensing reform across the United States*. Conway, AR: Arkansas Center for Research in Economics, University of Central Arkansas. https://uca.edu/acre/files/2018/10/ACRE_occupational-licensing-state-reforms-WEB-FINAL.pdf
- Kim, J. (2020). Occupational credentials and job qualities of direct care workers: Implications for labor shortages. *Journal of Labor Research*, 41(4), 403–420. <https://doi.org/10.1007/s12122-020-09312-5>
- Kleiner, M. M. (2017). The influence of occupational licensing and regulation. *IZA World of Labor*. <https://doi.org/10.15185/izawol.392>
- Kleiner, M., & Koumenta, M. (Eds.). (2022). *Grease or grit? International case studies of occupational licensing and its effects on efficiency and quality*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. https://research.upjohn.org/up_press/268/
- Kleiner, M. M., & Soltas, E. J. (2019). *A welfare analysis of occupational licensing in U.S. states* (Working Paper 26383). Cambridge, MA: National Bureau of Economic Research. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3472818
- Kleiner, M. M., & Timmons, E. J. (2020). Occupational licensing: Improving access to regulatory information. *Journal of Labor Research*, 41(4), 333–337. <https://doi.org/10.1007/s12122-020-09314-3>
- Kleiner, M. M., & Vorotnikov, E. S. (2018). *At what cost? State and national estimates of the economic costs of occupational licensing*. Arlington, VA: Institute for Justice. <https://ij.org/report/at-what-cost/>

- Kleiner, M. M., & Xu, M. (2020). *Occupational licensing and labor market fluidity* (Working Paper 27568). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w27568>
- Koumenta, M., Pagliero, M., & Rostam-Afschar, D. (2020). *Occupational licensing and the gender wage gap* (GLO Discussion Paper No. 689). Essen, Germany: Global Labor Organization. <http://hdl.handle.net/10419/225243>
- Larsen, B., Ziao, J., Kapor, A., & Yu, C. (2020). *The effect of occupational licensing stringency on the teacher quality distribution* (Working Paper 28158). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w28158>
- Law, M. T., & Marks, M. S. (2017). The labor-market effects of occupational licensing laws in nursing. *Industrial Relations*, 56(4), 640–661. <https://doi.org/10.1111/irel.12190>
- Liang, X. (2022). Do immigrants gain from occupational licensing? A cross-cohort analysis. *SSRN*. <https://doi.org/10.2139/ssrn.3907593>
- Love, M. C. (2022). *The many roads from reentry to reintegration: A national survey of laws restoring rights and opportunities after arrest or conviction*. Collateral Consequences Resource Center. https://ccresourcecenter.org/wp-content/uploads/2022/03/MRFTR_3.21.22.pdf
- Love, M. C., & Schlüssel, D. (2020). *The reintegration report card: Grading the states on laws restoring rights and opportunities after arrest of conviction*. Collateral Consequences Resource Center. https://ccresourcecenter.org/wp-content/uploads/2020/10/The-Reintegration-Report-Card_FINAL-converted.pdf
- Markowitz, S., Adams, E. K., Lewitt, M. J., & Dunlop, A. L. (2017). Competitive effects of scope of practice restrictions: Public health or public harm? *Journal of Health Economics*, 55, 201–218. <https://doi.org/10.1016/j.jhealeco.2017.07.004>
- McMichael, B. J. (2017). The demand for healthcare regulation: The effect of political spending on occupational licensing laws. *Southern Economic Journal*, 84(1), 297–316. <https://doi.org/10.1002/soej.12211>
- McMichael, B. J. (2018). Beyond physicians: The effect of licensing and liability laws on the supply of nurse practitioners and physician assistants. *Journal of Empirical Legal Studies*, 15(4), 732–771. <https://doi.org/10.1111/jels.12198>
- Meehan, B., & Stephenson, E. F. (2020). Reducing a barrier to entry: The 120/150 CPA licensing rule. *Journal of Labor Research*, 41(4), 382–402. <https://doi.org/10.1007/s12122-020-09313-4>
- Meehan, B., Timmons, E., & Meehan, A. (2017). *Barriers to mobility: Understanding the relationship between growth in occupational licensing and economic mobility* (Policy and Analysis). Washington, DC: Archbridge Institute. <https://www.archbridgeinstitute.org/wp-content/uploads/2017/11/Barriers-to-Mobility.pdf>
- Meehan, B. J., Timmons, E., Meehan, A., & Kukaev, I. (2019). The effects of growth in occupational licensing on intergenerational mobility. *Economics Bulletin*, 39(2), 1516–1528. <http://www.accessecon.com/Pubs/EB/2019/Volume39/EB-19-V39-I2-P143.pdf>
- Menjou, M., Bednarczuk, M., & Hunter, A. (2021). *Beauty school debt and drop-outs: How state cosmetology licensing fails aspiring beauty workers*. Arlington, VA: Institute for Justice. <https://ij.org/report/beauty-school-debt-and-drop-outs/>
- Mitchell, M. D., & Palagashvili, L. (2022). *Economic freedom in the period of invisible punishment: Occupational and business licensing barriers that restrict access to work for those with criminal records* (Policy Brief). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/mitchell_and_palagashvili_-_policy_brief_-_economic_freedom_in_the_period_of_invisible_punishment_-_08.26.2022_jf.pdf
- National Conference of State Legislatures. (2019). *The evolving state of occupational licensing: Research, state policies and trends* (2nd ed.). Washington, DC. <https://www.ncsl.org/research/labor-and-employment/the-evolving-state-of-occupational-licensing.aspx>
- National Conference of State Legislatures, National Governors Association, & Council of State Governments. (2020). *Occupational licensing final report: Assessing state policies and practices: Project overview and lessons learned from the Occupational Licensing Learning Consortium*. Washington, DC: National Conference of State Legislatures. <https://www.ncsl.org/research/labor-and-employment/occupational-licensing-final-report-assessing-state-policies-and-practices637425196.aspx>
- Norris, C., Smith, J. T., & Timmons, E. J. (2020). *How to reform occupational licensing* (Policy Paper 2020.011). Logan, UT: Center for Growth and Opportunity, Utah State University. <https://www.thecgo.org/wp-content/uploads/2020/12/How-to-Reform-Occupational-Licensing-COVID-19.pdf>
- Nunn, R. (2018). *How occupational licensing matters for wages and careers*. Washington, DC: Hamilton Project, Brookings Institution. https://www.brookings.edu/wp-content/uploads/2018/03/es_3152018_how_occupational_licensing_matters_for_wages_and_careers.pdf
- Plemmons, A. (2022). Occupational licensing's effects on firm location and employment in the United States. *British Journal of Industrial Relations*, 1–26. <https://doi.org/10.1111/bjir.12661>

- Plemmons, A. M. (2021). Does occupational licensing costs disproportionately affect the self-employed? *Journal of Entrepreneurship and Public Policy*, 10(2), 175–188. <https://doi.org/10.1108/jepp-08-2019-0065>
- Redbird, B. (2017). The new closed shop? The economic and structural effects of occupational licensure. *American Sociological Review*, 82(3), 600–624. <https://doi.org/10.1177/0003122417706463>
- Redbird, B., & Escamilla-García, A. A. (2020). Borders within borders: The impact of occupational licensing on immigrant incorporation. *Sociology of Race and Ethnicity*, 6(1), 22–45. <https://doi.org/10.1177/2332649219833708>
- Rege, G., Riley, T., Mitchel-Slentz, B., Yibass, S., & Curnow, C. (2019). *NCSL Occupational Licensing Consortium case study reports*. Washington, DC: American Institutes for Research. <https://files.eric.ed.gov/fulltext/ED602442.pdf>
- Ross, J. K. (2017). *The inverted pyramid: 10 less restrictive alternatives to occupational licensing*. Arlington, VA: Institute for Justice. <http://ij.org/report/the-inverted-pyramid/>
- Rupp, N. G., & Tan, K. M. (2022). An evaluation of legislation designed to improve airline pilots' safety and performance. SSRN. <https://dx.doi.org/10.2139/ssrn.3617370>
- Sanchez, K., Pohl, E. S., & Knepper, L. (2022). *Too many licenses? Government "sunrise" reviews cast doubt on barriers to work*. Arlington, VA: Institute for Justice. <https://ij.org/report/too-many-licenses/>
- Scheck, M., Shultis, R., Smith, D. J., & Nandy, P. (2022). *The costs of occupational licensing in Tennessee and avenues for reform*. Nashville and Murfreesboro, TN: Beacon Center of Tennessee and Political Economy Research Institute, Middle Tennessee State University. <https://www.beacontn.org/wp-content/uploads/2022/03/LicensingReform-3.25.22.pdf>
- Scheffler, G. (2019). Unlocking access to health care: A federalist approach to reforming occupational licensing. *Health Matrix*, 29(1), 293–355. <https://scholarlycommons.law.case.edu/healthmatrix/vol29/iss1/8>
- Schlomach, B., Sandefur, C., & Feldstein, M. (2018). *A win-win for consumers and professionals alike: An alternative to occupational licensing*. Phoenix, AZ, and Oklahoma City, OK: Goldwater Institute and 1889 Institute. https://1889institute.org/wp-content/uploads/2020/01/1889_Win-Win.pdf
- Schmitt, K. (2018). *Questions a legislator should ask* (3rd ed). Nicholasville, KY: Council on Licensure, Enforcement and Regulation.
- Shakya, S., Ghosh, S., & Norris, C. (2022). Nurse licensure compact and mobility. *Journal of Labor Research*, 43(2), 260–274. <https://doi.org/10.1007/s12122-022-09333-2>
- Shuls, J. V. (2017). Raising the bar on teacher quality: Assessing the impact of increasing licensure exam cut-scores. *Educational Policy*, 32(7), 969–992. <https://doi.org/10.1177/0895904816682315>
- Sibilla, N. (2020). *Barred from working: A nationwide study of occupational licensing barriers for ex-offenders*. Arlington, VA: Institute for Justice. <https://ij.org/report/barred-from-working/>
- Slivinski, S. (2020). *A cosmetology board capture index: Measuring the influence of self-interest in occupational licensing* (Policy Report No. 2020-02). Tempe, AZ: Center for the Study of Economic Liberty, Arizona State University. https://csel.asu.edu/sites/default/files/2020-12/CSEL-2020-02-A-Cosmetology-Board-Capture-Index-11_02_20-v2.pdf
- Slivinski, S. (2020). *You can take it with you: A case for occupational licensing reciprocity* (Policy Report No. 2020-01). Tempe, AZ: Center for the Study of Economic Liberty, Arizona State University. https://csel.asu.edu/sites/default/files/2020-02/CSEL-2020-01-You-Can-Take-It-with-You-03_02_20.pdf
- Smith, D. J. (2017). Occupational licensing in Alabama. *Labour and Industry*, 27(2), 77–94. <https://doi.org/10.1080/10301763.2017.1333564>
- Smith, D. J., & Trudeau, N. J. (2019). The undertaker's cut: Challenging the rational basis for casket licensure. *Journal of Private Enterprise*, 34(2), 23–41. http://journal.apee.org/index.php?title=2019Journal_of_Private_Enterprise_Vol_34_No_2_Summer_PARTE2
- Smith, J. T., Freeman, V., & Caldwell, J. M. (2018). *How does occupational licensing affect U.S. consumers and workers?* (Research in Focus 2018.002). Logan, UT: Center for Growth and Opportunity, Utah State University. <https://www.thecgo.org/wp-content/uploads/2020/10/how-does-occupational-licensing-affect-US-consumers-and-workers.pdf>
- Snyder, T., Mattson, E., & Kanode, A. (2020). U.S. state occupational licensing: Measuring its impact on business establishments during the Great Recession. *International Journal of Business and Applied Sciences*, 9(3), 30–36. <https://ijbas.com/wp-content/uploads/2021/01/Snyder-Mattson-Kanode-2020-93.pdf>
- Snyder, T. J., & Ouattara, S. N. (2018). Occupational licensure and property. *Journal of Regional Analysis and Policy*, 48(1), 92–98. <https://jrap.scholasticahq.com/article/3760-occupational-licensure-and-property-crime>
- Sweetland, K., & Carpenter, D. M. (2022). *Raising barriers, not quality: Occupational licensing fails to improve services*. Arlington, VA: Institute for Justice. <https://ij.org/report/raising-barriers-not-quality/>
- Tani, M. (2020). Occupational licensing and the skills mismatch of highly educated migrants. *British Journal of Industrial Relations*, 59(3), 730–756. <https://doi.org/10.1111/bjir.12574>

- Thierer, A., & Mitchell, T. (2020). *Occupational licensing reform and the right to earn a living: A blueprint for action* (Policy Brief). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/thierer_and_mitchell_-_policy_brief_-_the_freedom_to_innovate_the_right_to_earn_a_living_a_blueprint_for_action_-_v1.pdf
- Thornton, R. J., Timmons, E., & Kukaev, I. (2021). The de-licensing of occupations in the United States: A shifting trend? *Labor Law Journal*, 72(3), 146–154.
- Thornton, R. J., Timmons, E. J., & DeAntonio, D. (2017). Licensure or license? Prospects for occupational deregulation. *Labor Law Journal*, 68(1), 46–57.
- Timmons, E., Meehan, B., Meehan, A., & Hazenstab, J. (2018). *Too much license? A closer look at occupational licensing and economic mobility* (Inquiry and Analysis). Washington, DC: Archbridge Institute. <https://www.archbridgeinstitute.org/wp-content/uploads/2018/04/Too-Much-License-1.pdf>
- Timmons, E., & Norris, C. (2021). *Not-so sweet home Alabama: How licensing holds back the Yellowhammer State* (Policy and Insights). Washington, DC: Archbridge Institute. <https://www.archbridgeinstitute.org/wp-content/uploads/2021/03/Al-Licensing-Alabama-PolicyReport.pdf>
- Timmons, E., & Norris, C. (2022). Potential licensing reforms in light of COVID-19. *Health Policy OPEN*, 3. <https://doi.org/10.1016/j.hpopen.2021.100062>
- Timmons, E. J. (2017). The effects of expanded nurse practitioner and physician assistant scope of practice on the cost of Medicaid patient care. *Health Policy*, 121(2), 189–196. <https://doi.org/10.1016/j.healthpol.2016.12.002>
- Timmons, E. J., & Mills, A. (2018). Bringing the effects of occupational licensing into focus: Optician licensing in the United States. *Eastern Economic Journal*, 44(1), 69–83. <https://doi.org/10.1057/ej.2016.4>
- Timmons, E. J., & Thornton, R. J. (2018). There and back again: The de-licensing and re-licensing of barbers in Alabama. *British Journal of Industrial Relations*, 57(4), 764–790. <https://doi.org/10.1111/bjir.12438>
- Trudeau, N. J. (2021). *Occupational licensing and intra-MSA effects: Massage therapists in the US* (Economics Faculty Working Papers Series). Morgantown, WV: West Virginia University. https://researchrepository.wvu.edu/cgi/viewcontent.cgi?article=1053&context=econ_working-papers
- U.S. Government Accountability Office. (2021). *Military spouse employment: DOD should continue assessing state licensing practices and increase awareness of resources* (GAO-21-193). Washington, DC. <https://www.gao.gov/assets/720/712084.pdf>
- Xia, X. (2021). Barrier to entry or signal of quality? The effects of occupational licensing on minority dental assistants. *Labour Economics*, 71. <https://doi.org/10.1016/j.labeco.2021.102027>
- Zapletal, M. (2019). The effects of occupational licensing: Evidence from business-level data. *British Journal of Industrial Relations*, 57(4), 894–918. <https://doi.org/10.1111/bjir.12434>

Endnotes

- 1 Amended Complaint, *Sanchez v. Office of State Superintendent of Educ.*, 513 F. Supp. 3d 101 (D.D.C. 2021), *aff'd*, 45 F.4th 388, 2022 WL 3330366 (D.C. Cir. 2022) (No. 18-cv-00975), ECF No. 31. (hereinafter Sanchez Am. Compl.).
- 2 D.C. Mun. Regs. tit. 5–A, §§ 165.1(a); 170.2(a)(1); Clairmont, N. (2017, July 11). D.C.’s misguided attempt to regulate daycare. *The Atlantic*. <https://www.theatlantic.com/business/archive/2017/07/dc-daycare-regulations-credentialism/532449/>. Although a type of day care provider—family child care home—is one of the 102 occupations we study, the District of Columbia’s associate degree requirement is not reflected in our data. The associate degree is a requirement for the District’s Child Development Center license, which allows providers to look after more than 12 children, and for the Expanded Child Development Home license, which allows providers to look after seven to 12 children. We observe instead the District’s less burdensome Child Development Home license, which allows providers to care for up to six children. D.C. Mun. Regs. tit. 5–A, §§ 167.1, 169.1, 199.1.
- 3 Sanchez Am. Compl.
- 4 Palleschi, A. (2018, Aug. 13). Even with more time, daycare owners say degree requirements are too burdensome. *DCist*. <https://dcist.com/story/18/08/13/daycare-requirements/>
- 5 In 2019, 92.4% of the nation’s child care workers were women. *Childcare workers*. (n.d.). Data USA. <https://datausa.io/profile/soc/childcare-workers>
- 6 Palleschi, 2018.
- 7 In 2019, child care workers in the District earned a median wage of \$15.36 an hour; the District’s minimum wage at the time was \$14. Center for the Study of Child Care Employment. (2021). *Early childhood workforce index 2020: District of Columbia*. <https://cscce.berkeley.edu/workforce-index-2020/states/district-columbia/>; see generally D.C. Code §§ 32–1001 *et seq.*
- 8 Nationwide, immigrants make up 18% of early child care workers. And more than half of immigrant early child care workers are “Limited English Proficient.” Park, M., McHugh, M., Zong, J., & Batalova, J. (2015). *Immigrant and refugee workers in the early childhood field: Taking a closer look*. Washington, DC: Migration Policy Institute. <https://www.migrationpolicy.org/sites/default/files/publications/ECEC-Workforce-Report.pdf>
- 9 Care.com Editorial Staff. (2022, June 15). This is how much child care costs in 2022. <https://www.care.com/c/how-much-does-child-care-cost/>
- 10 Associate degrees are generalist degrees, requiring classes in a variety of subjects that have nothing to do with a student’s major. For example, one early childhood associate degree program the Office of the State Superintendent of Education lists on its website (<https://osse.dc.gov/page/teacher>) requires 15 semester credit hours in early childhood subjects and 48 semester credit hours in other subjects, including “Probability, Statistics, and Problem Solving” and “Personalized Health Fitness.” Montgomery College. (2022–2023). *Early childhood education/early childhood special education AAT: 604*. <https://appserv3.montgomerycollege.edu/acalog/working/program-advising-guides/604.pdf>. Even programs that require more early childhood coursework also require a lot of unrelated coursework. For instance, another program listed on OSSE’s website requires 36 credit hours in early childhood subjects and 26 credit hours in other subjects, including “World Cultural Geography” and “Foundations of Oral Communication.” University of the District of Columbia Community College. (2019). *Associate in Arts (A.A.) in education: Infant/toddler education (ages birth to three)*. <http://docs.udc.edu/cc/AA-Education-Infant-Toddler.pdf>
- 11 Boehm, E. (2018, Jan. 5). Everybody hates DC’s proposal forcing daycare workers to get college degrees. *Reason*. <https://reason.com/2018/01/05/everyone-hates-dcs-daycare-mandate/?comments=true&>. The comments, obtained via a Freedom of Information Act request, are on file with IJ.
- 12 Sanchez Am. Compl. See also *D.C. parents and day care providers sue to stop rule requiring providers to earn college degree to watch kids* [Case backgrounder]. (n.d.). Arlington, VA: Institute for Justice. <https://ij.org/case/washington-d-c-day-care-education/>
- 13 Palleschi, 2018; 65 D.C. Reg. 7032 (June 29, 2018); D.C. Mun. Regs. Tit. 5–A, § 170.21.
- 14 *Sanchez v. Office of State Superintendent of Educ.*, 45 F.4th 388, 2022 (D.C. Cir. 2022).
- 15 See, e.g., Blair, P. Q., & Chung, B. W. (2019). How much of barrier to entry is occupational licensing? *British Journal of Industrial Relations*, 57(4), 919–943. <https://doi.org/10.1111/bjir.12470>; Ingram, S. J. (2019). Occupational licensing and the earnings premium in the United States: Updated evidence from the Current Population Survey. *British Journal of Industrial Relations*, 57(4), 732–763. <https://doi.org/10.1111/bjir.12469>; Kleiner, M. M., & Vorotnikov, E. (2017). Analyzing occupational licensing among the states. *Journal of Regulatory Economics*, 52(2), 132–158. <https://doi.org/10.1007/s11149-017-9333-y>; Boesch, T., Lim, K., & Nunn, R. (2022, Mar. 11). *How occupational licensing limits access to jobs among workers of color*. Federal Reserve Bank of Minneapolis. <https://www.minneapolisfed.org/article/2022/how-occupational-licensing-limits-access-to-jobs-among-workers-of-color>
- 16 Plemmons, A. M. (2021). Does occupational licensing costs disproportionately affect the self-employed? *Journal of Entrepreneurship and Public Policy*, 10(2), 175–188. <https://doi.org/10.1108/jepp-08-2019-0065>
- 17 Kleiner, M. M., & Xu, M. (2020). *Occupational licensing and labor market fluidity* (Working Paper 27568). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w27568>
- 18 Johnson, J. E., & Kleiner, M. M. (2020). Is occupational licensing a barrier to interstate migration? *American Economic Journal: Economic Policy*, 12(3), 347–373. <https://doi.org/10.1257/pol.20170704>; Plemmons, A. (2022). Occupational licensing’s effects on firm location and employment in the United States. *British Journal of Industrial Relations*, 1–26. <https://doi.org/10.1111/bjir.12661>
- 19 Blair and Chung, 2019; Chung, B. W., & Zou, J. (2021). *Teacher licensing, teacher supply, and student achievement: Nationwide implementation of edTPA* (HCEO Working Paper 2021–039). Chicago, IL: Human Capital and Economic Opportunity Global Working Group, University of Chicago. http://humcap.uchicago.edu/RePEc/hka/wpaper/Chung_Zhou_2021_teacher-licensing-supply-student-achievement_v2.pdf; Angrist, J. D., & Guryan, J. (2008). Does teacher testing raise teacher quality? Evidence from state certification requirements. *Economics of Education Review*, 27(5), 483–503. <https://doi.org/10.1016/j.econedurev.2007.03.002>; Cassidy, H., & Dacass, T. (2021). Occupational licensing and immigrants. *Journal of Law and Economics*, 64(1), 1–28. <https://doi.org/10.1086/709834>; Boesch, T., Kokodoko, M., & Nunn, R. (2022, Aug. 30). *Occupational licensing requirements can limit employment options for immigrants*. Federal Reserve Bank of Minneapolis. <https://www.minneapolisfed.org/article/2022/occupational-licensing-requirements-can-limit-employment-options-for-immigrants>; Boesch, Lim, and Nunn, 2022.
- 20 Slivinski, S. (2016). *Turning shackles into bootstraps: Why occupational licensing reform is the missing piece of criminal justice reform* (Policy

- Report No. 2016-01). Tempe, AZ: Center for the Study of Economic Liberty, Arizona State University. <https://s3.documentcloud.org/documents/3891114/CSEL-Policy-Report-2016-01-Turning-Shackles-Into.pdf>. See also Mitchell, M. D., & Palagashvili, L. (2022). *Economic freedom in the period of invisible punishment: Occupational and business licensing barriers that restrict access to work for those with criminal records* (Policy Brief). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/mitchell_and_palagashvili_-_policy_brief_-_economic_freedom_in_the_period_of_invisible_punishment_-_08.26.2022_jf.pdf
- 21 Sweetland, K., & Carpenter, D. M. (2022). *Raising barriers, not quality: Occupational licensing fails to improve services*. Arlington, VA: Institute for Justice. <https://ij.org/report/raising-barriers-not-quality/>; Deyo, D. (2017). *Law and labor markets: Three essays on individual decision making* [Doctoral dissertation, George Mason University]. ProQuest Dissertations. <https://www.proquest.com/openview/20d4e5374db69e0a3c9c7ea5aa750c6f/1?pq-origsite=gscholar&cbl=18750>; Deyo, D. (2022b). Testing licensing and consumer satisfaction for beauty services in the United States. In M. Kleiner & M. Koumenta (Eds.), *Grease or grit? International case studies of occupational licensing and its effects on efficiency and quality* (pp. 123-142). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research. https://research.upjohn.org/up_press/268/; Hall, L. K., & Horwitz, S. (2021). *Midwifery licensing: Medicalization of birth and special interests* (Working Paper). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/hall-horwitz_midwifery-licensing_working-paper_v2.pdf; Peterson, B. D., Pandya, S. S., & Leblang, D. (2014). Doctors with borders: Occupational licensing as an implicit barrier to high skill migration. *Public Choice*, 160(1-2), 45-63. <https://doi.org/10.1007/s11127-014-0152-8>; Timmons, E. J., & Mills, A. (2018). Bringing the effects of occupational licensing into focus: Optician licensing in the United States. *Eastern Economic Journal*, 44(1), 69-83. <https://doi.org/10.1057/ej.2016.4>
 - 22 As discussed in Methods, on p. 9, average days lost and fees are higher in our corrected 2017 dataset than reported in the second edition: 384 days lost and \$280 in fees as compared to the previously reported 360 days lost and \$267 in fees. In addition, the figures for 2022 and 2017 average a different number of licenses (2,749 licenses in 2022 compared with 2,759 licenses in 2017) because 26 licenses were removed and 16 licenses were added. However, the 42 changes in licenses represent less than 2% of the licenses in the 2017 dataset, not enough to substantially affect the comparison of averages.
 - 23 To maintain consistency across editions, definitions are generally the same as those provided in the 2017 edition of *License to Work* and do not reflect updates O*NET OnLine has made in the intervening years.
 - 24 For example, a barber license may require a practical exam and a written exam, along with an application fee, a license fee, fees for both exams and various other fees, including charges for application review and license issuance; background checks, credit reports and fingerprinting; recovery fund contributions; third-party certification; and certain fees for training courses. We would count two exams and sum all the fees.
 - 25 For example, many states require a person to have experience as a licensed journeyman working under a licensed contractor to qualify for a contractor license.
 - 26 We also favored defined, quantifiable burdens wherever possible. For some licenses, aspirants can demonstrate competency as a shortcut to licensure. For example, in Oregon, aspiring barbers, cosmetologists and other beauty workers can choose to attend competency-based schools rather than traditional hourly-based ones with a view to fulfilling the state's education requirements more quickly. While likely less burdensome than traditional pathways, competency-based pathways are of no defined length and so we do not observe them.
 - 27 In some occupations, such as dental assistant, observing a license for sole proprietors was not possible because the practitioners, by definition, work under supervisors.
 - 28 See Appendix A of the second edition of *License to Work* for further details on improvements we made in data collection between the first and second editions. Carpenter, D. M., Knepper, L., Sweetland, K., & McDonald, J. (2017). *License to work: A national study of burdens from occupational licensing* (2nd ed.). Arlington, VA: Institute for Justice. <https://ij.org/report/license-to-work-2>
 - 29 To see how the top 50 largest U.S. cities regulate occupations, see Carpenter, D., Sweetland, K., Vargo, E., & Bayne, E. (2021). Introducing a new data set on municipal-level occupational regulation. *Journal of Entrepreneurship and Public Policy*, 10(2), 143-155. <https://doi.org/10.1108/JEPP-08-2019-0064>
 - 30 *Contractor licensing in Denver*. (n.d.). City and County of Denver, CO. <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Community-Planning-and-Development/Contractor-Licensing>; *Colorado general contractor license and insurance requirements* (2020, Sept. 24). Next Insurance. <https://www.nextinsurance.com/blog/colorado-general-contractor-license-and-insurance-requirements/>
 - 31 *Manufactured Home Installation Program*. (n.d.). Washington, DC: U.S. Department of Housing and Urban Development. https://portal.hud.gov/hudportal/HUD?src=/program_offices/housing/rmra/mhs/mhip; Manufactured Home Installation Program regulations. (n.d.). https://www.hud.gov/program_offices/housing/rmra/mhs/mhipr
 - 32 For example, freight brokers, who expedite and route incoming and outgoing shipments, must register with the Federal Motor Carrier Safety Administration if operating interstate. *Must freight forwarders and brokers register with FMCSA?* (2015, Oct. 30). Washington, DC: Federal Motor Carrier Safety Administration, U.S. Department of Transportation. <https://www.fmcsa.dot.gov/faq/must-freight-forwarders-and-brokers-register-fmcsa>
 - 33 While it is possible additional delicensing occurred between 2012 and 2017, it seems highly unlikely it would have been enough to tip the scales toward a net decrease in licenses.
 - 34 See Vermont Secretary of State, Office of Professional Regulation. (2020). *Addendum to the 2015-2016 Preliminary Sunrise Assessment on Massage Therapy: The impact on sexual misconduct and human trafficking of professional regulation of massage therapy*. <https://legislature.vermont.gov/assets/Legislative-Reports/Massage-Therapy-Addendum-FINAL-2020.pdf>, and IJ's Sunrise Report Archive available at <https://ij.org/report/too-many-licenses/report/reports-and-data-downloads/>
 - 35 S.B. 36, 2020 Gen. Assemb., Reg. Sess. (Va. 2020).
 - 36 Vollers, A. C. (2019, Jan. 19). Midwives can legally deliver Alabama babies for first time in decades as state issues licenses. *AL.com*. <https://www.al.com/news/2019/01/midwives-can-legally-deliver-alabama-babies-for-first-time-in-decades-as-state-issues-licenses.html>; H.B. 3401, 102d Gen. Assemb., Reg. Sess. (Ill. 2021) (enacted); Hinton, R. (2021, Dec. 14). Midwifery becomes a licensed profession in Illinois. *Chicago Sun Times*. <https://chicago.suntimes.com/2021/12/14/22834687/midwifery-licensed-profession-illinois-midwives>; Washington, C. (2019, July 11). A new law recognizes midwives. *Spectrum News 1*. <https://spectrumnews1.com/ky/lexington/news/2019/07/12/professional-certified-midwives>
 - 37 A. J. Ruiz-Torres (personal communication, Aug. 2, 2022).

- 38 2016 P.R. Law No. 161; *Documentos requeridos: Perito electricista; ayudante de perito electricista*. (n.d.). Gobierno de Puerto Rico, Departamento de Estado. <https://pr.pcshq.com/?page=otherprofessions,PR-peritoselectricistas>
- 39 Specialty contractor occupations form a subset of the construction and home services occupation grouping we use in this report. They do not include crane operator, electrical helper, fire alarm installer, home entertainment installer, interior designer, locksmith, mobile home installer, security alarm installer, upholsterer or water well earth driller, though some of these occupations require contractor licenses in some states.
- 40 H.B. 313, 62d Leg., Reg. Sess. (Utah 2017).
- 41 Utah's reforms also affected mobile home installers.
- 42 Arkansas' reforms also applied to water well earth drillers. Ark. Code § 17-25-401(a)(1), Ark. Code R. §§ 224-25-1 *et seq.*
- 43 Ariz. Admin. Code § R4-9-106(F).
- 44 In 2018, Arizona considered raising the passing score for this trade skills exam from 70% to 75%, which would have resulted in many more aspirants failing on their first try. See 24 Ariz. Admin. Reg. 499 (Mar. 9, 2018). In the end, the state left the 70% passing score in place. Ariz. Admin. Code § 4-9-106(C); *Getting a contractor's license*. (n.d.). Phoenix, AZ: Arizona Registrar of Contractors. <https://roc.az.gov/applying-for-a-license>
- 45 *Apply for a construction supervisor license*. (n.d.). Mass.gov. mass.gov/how-to/apply-for-a-construction-supervisor-license
- 46 Utah eliminated both trade and business and law exams. Louisiana eliminated business and law exams. Florida eliminated trade exams but still requires business and law exams. Michigan combined two separate exams, one on the trade and one on business and law, into a single exam. Mississippi removed a trade exam and still requires a business and law exam.
- 47 Glas, B. (2019, Nov. 13). A building problem: Utah law loosens licensing requirements for general contractors. *KSL.com*. <https://www.ksl.com/article/46672841/a-building-problem-utah-law-loosens-licensing-requirements-for-general-contractors>
- 48 As noted above, Arizona's new exam is a trade exam. Alabama split an exam that covered trade and business and law into two exams. West Virginia and Nevada also added trade exams.
- 49 H.B. 4608, 99th Leg., Reg. Sess. (Mich. 2018).
- 50 In addition, South Carolina raised its residential threshold from \$200 to \$500 in 2022, although this occurred after we concluded data collection and analysis for this report. *Frequently asked questions to become "registered" as a Residential Specialty Contractor*. (n.d.). Columbia, SC: South Carolina Department of Labor, Licensing and Regulation. <https://www.llr.sc.gov/res/PDF/FAQ/RBS%20FAQ.pdf>
- 51 H.B. 1193, 2020 Leg., Reg. Sess. (2020) (codified at Fla. Stat. § 489.103(9)).
- 52 H.B. 2006, 2021 Leg., Reg. Sess. (W. Va. 2021); Adams, S. A. (2021, Mar. 17). West Virginia Senate passes two labor bills. *The Weirton Daily Times*. <https://www.weirtondailytimes.com/news/local-news/2021/03/west-virginia-senate-passes-two-labor-bills/>
- 53 L.B. 169, 107th Leg., 1st Sess. (Neb. 2021); S.B. 0012, 112th Gen. Assemb., Reg. Sess. (Tenn. 2021).
- 54 H.B. 2008, 2021 Leg., Reg. Sess. (W. Va. 2021).
- 55 Crane operators in the state remain subject to federal regulations, as they do in all 50 states and the District of Columbia. Any state licensing requirements are on top of federal regulations.
- 56 Sanchez, K., Pohl, E. S., & Knepper, L. (2022) *Too many licenses? Government "sunrise" reviews cast doubt on barriers to work*. Arlington, VA: Institute for Justice. <https://ij.org/report/too-many-licenses/>
- 57 See IJ's Sunrise Report Archive available at <https://ij.org/report/too-many-licenses/report/reports-and-data-downloads/>
- 58 45 Mo. Reg. 1689 (Nov. 2, 2020) (rescinding Mo. Code Regs. Ann. tit. 9, § 40-8.075).
- 59 Those states are Iowa, Kentucky, Massachusetts, Michigan, Nebraska, North Dakota and South Dakota. As of July 2022, Kentucky no longer requires full cosmetology licensure for shampooers. Instead, it requires a new limited stylist license. S.B. 113, 2022 Gen. Assemb., Reg. Sess. (Ky. 2022). This change is not reflected in our data as it occurred after we completed data collection and analysis for this report.
- 60 Maryland, the only state to require an associate degree for massage therapy, removed that requirement in 2022, but the change is not effective until 2026. S.B. 37, 2022 Leg., 444th Sess. (Md. 2022).
- 61 See, e.g., Fitzgerald, J. (2022, May 5). College degrees: The job requirement companies seek, but don't really need. *Harvard Business School Working Knowledge*. <https://hbswk.hbs.edu/item/college-degrees-the-job-requirement-companies-seek-but-don-t-really-need>; Morgan, K. (2021, Jan. 28). 'Degree inflation': How the four-year degree became required. *BBC*. <https://www.bbc.com/worklife/article/20210126-degree-inflation-how-the-four-year-degree-became-required>; Auguste, B. (2021, July 20). The majority of Americans lack a college degree. Why do so many employers require one? *The Washington Post*. <https://www.washingtonpost.com/opinions/2021/07/20/majority-americans-lack-college-degree-why-do-so-many-employers-require-one/>; Johnson, H. (2021, Sept. 30). Why companies should remove college degree requirements from job listings. *Forbes*. <https://www.forbes.com/sites/forbesagencycouncil/2021/09/30/why-companies-should-remove-college-degree-requirements-from-job-listings/?sh=672b08625ee9>
- 62 22 Ariz. Admin. Reg. 1675 (July 1, 2016); 44 Ky. Admin. Reg. 48-49 (July 1, 2017); N.M. Code R. § 16.28.3.11; A.B. 250, 2019-2020 Leg., Reg. Sess. (Wis. 2019).
- 63 S.B. 607, 2021-2022 Leg., Reg. Sess. (Cal. 2021) (enacted); King, D. (2021, Dec. 6). *Victory: California eliminates unconstitutional law criminalizing teaching trade skills* [Press release]. Arlington, VA: Institute for Justice. <https://ij.org/press-release/victory-california-eliminates-unconstitutional-law-criminalizing-teaching-trade-skills/>; *Complaint, Pac. Coast Horseshoeing Sch., Inc. v. Graflo*, 315 F. Supp. 3d 1195 (E.D. Cal. 2018), *rev'd*, 961 F.3d 1062 (9th Cir. 2020), <https://ij.org/wp-content/uploads/2017/10/2017-10-23-PCHS-v-Graflo-Complaint-filed.pdf>; *Pac. Coast Horseshoeing Sch., Inc. v. Graflo*, 961 F.3d 1062 (9th Cir. 2020).
- 64 *Elias Zarate vs Tennessee Board of Cosmetology and Barber Examiners*. (2018, June 11). Nashville, TN: Beacon Center of Tennessee. <https://www.beacontn.org/eliaszarate/>
- 65 See, e.g., Federman, M. N., Harrington, D. E., & Krynski, K. J. (2006). The impact of state licensing regulations on low-skilled immigrants: The case of Vietnamese manicurists. *American Economic Review*, 96(2), 237-241. <https://doi.org/10.1257/000282806777211630>; Shepherd, S. (2020, Jan. 25). Maine's Arabic-speaking barbers struggle with licensing exams not offered in their language. *Portland Press Herald*. <https://www.pressherald.com/2020/01/25/maines-arabic-speaking-barbers-struggle-with-licensing-exams-not-offered-in-their-language/>
- 66 *FL DBPR construction 1 Jan - 31 Dec 2015*. (n.d.). Tallahassee, FL: Florida Department of Business and Professional Regulation.
- 67 *FL DBPR Electrical Jan. 2016 - Dec. 2016*. (n.d.). Tallahassee, FL: Florida Department of Business and Professional Regulation.
- 68 H.B. 1193, 2020 Leg., Reg. Sess. (Fla. 2020).

- 69 See, e.g., *Temporary grading procedures*. (n.d.). Hampden, ME: DL Roope Administrations. <http://www.dlroope.com/Temporary-Grading-Procedures.cfm#:~:text=Please%20make%20sure%20you%20purchase%20supplies%20well%20in%20advance%20of%20your%20scheduled%20exam>
- 70 *Licensing in the beauty industry*. (n.d.). MiladyPro. <https://www.miladypro.com/home/p/state-board-practical-exam>; National-Interstate Council of State Boards of Cosmetology. (2020). *National Cosmetology Practical Examination: Candidate information bulletin (CIB)*. https://nictesting.org/wp-content/uploads/formidable/3/NIC_Cosmetology_Practical_CIB_Core_ENG_Eff.-7.1.18-v.3.1.20.f.pdf
- 71 Missouri State High School Activities Association. (2022). *2022–23 MSHSAA official handbook*. Columbia, MO. <http://mshsaa.org/resources/pdf/Official%20Handbook.pdf>. This change is not reflected in the second edition of *License to Work* as it occurred after we completed our research for that report.
- 72 S.B. 803, 2021–2022 Leg., Reg. Sess. (Cal. 2021); *Information regarding the examination*. (n.d.). California Board of Barbering and Cosmetology. <https://barbercosmo.ca.gov/applicants/national.shtml>
- 73 Menjou, M. Bednarczuk, M., & Hunter, A. (2021). *Beauty school debt and drop-outs: How state cosmetology licensing fails aspiring beauty workers*. Arlington, VA: Institute for Justice. <https://ij.org/report/beauty-school-debt-and-drop-outs/>
- 74 Kelchen, R. (2016, Sept. 23). The relationship between student debt and earnings. Washington, DC: Brown Center, Chalkboard, Brookings Institution. <https://www.brookings.edu/blog/brown-center-chalkboard/2016/09/23/the-relationship-between-student-debt-and-earnings/>; Menjou et al., 2021.
- 75 Menjou et al., 2021.
- 76 Bae, K., & Timmons, E. J. (2021). *On borrowed time: How occupational licensing affects student loan debt* (Policy Brief). Arlington, VA: Mercatus Center, George Mason University. https://www.mercatus.org/system/files/timmons_and_bae_-_policy_brief_-_the_long-term_consequences_of_licensing_debt_and_borrowing_levels_by_licensing_attainment_-_v1.pdf
- 77 Forthcoming research by Kleiner and Soltas finds that licensed workers' higher wages cover only about 60% of the costs of becoming licensed. While consumers are willing to pay a premium for licensed services, the amount they have to pay exceeds what they would otherwise be willing to pay, making them worse off. Kleiner, M. M., & Soltas, E. J. (Forthcoming). A welfare analysis of occupational licensing in U.S. states. *Review of Economic Studies*. See also Kleiner, M. M., & Soltas, E. J. (2019). *A welfare analysis of occupational licensing in U.S. states* (Working Paper 26383). Cambridge, MA: National Bureau of Economic Research. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3472818
- 78 Kleiner, M. M., & Vorotnikov, E. S. (2018). *At what cost? State and national estimates of the economic costs of occupational licensing*. Arlington, VA: Institute for Justice. <https://ij.org/report/at-what-cost>
- 79 Plemmons, 2022.
- 80 Johnson and Kleiner, 2020.
- 81 Kleiner and Xu, 2020.
- 82 Cassidy and Dacass, 2021. See also Peterson et al., 2014.
- 83 Federman et al., 2006.
- 84 Shepherd, 2020.
- 85 Blair and Chung, 2019.
- 86 Blair and Chung, 2019; Koumenta, M., Pagliero, M., & Rostam-Afschar, D. (2020). *Occupational licensing and the gender wage gap* (GLO Discussion Paper No. 689). Essen, Germany: Global Labor Organization. <http://hdl.handle.net/10419/225243>; Blair, P. Q., & Chung, B. W. (2018). *Job market signaling through occupational licensing* (Working Paper 24791). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w24791>
- 87 Sibilla, N. (2020). *Barred from working: A nationwide study of occupational licensing barriers for ex-offenders*. Arlington, VA: Institute for Justice. <https://ij.org/report/barred-from-working/>; *State occupational licensing reforms for workers with criminal records*. (n.d.) Arlington, VA: Institute for Justice. <https://ij.org/legislative-advocacy/state-occupational-licensing-reforms-for-people-with-criminal-records/>
- 88 Slivinski, 2016. See also Mitchell and Palagashvili; 2022.
- 89 Masters, K. (2021, Sept. 29). Virginia's decades-old barrier crime laws are facing a federal court challenge. *Virginia Mercury*. <https://www.virginiamercury.com/2021/09/29/virginias-decades-old-barrier-crime-laws-are-facing-a-federal-court-challenge/>; Complaint, *Carey v. Land*, No. 1:21-cv-1090, (E.D. Va. Sept. 28, 2021), ECF No. 1, <https://ij.org/wp-content/uploads/2021/09/1-VA-Fresh-Start-Complaint.pdf>
- 90 Mota, A. (2020, Sept. 1). I saved lives as an incarcerated firefighter. To California, I was just cheap labor. *The Guardian*. <https://www.theguardian.com/us-news/2020/sep/01/california-incarcerated-firefighters-prison>; First Amended Complaint, *Gurrola v. Duncan*, No. 2:20-cv-01238-JAM-DMC (E.D. Cal. Sept. 15, 2020), ECF No. 22, <https://ij.org/wp-content/uploads/2020/06/ECF-22-First-Amended-Complaint.pdf>
- 91 Verified Complaint for Declaratory & Injunctive Relief, *Nutt v. Ritter*, No. 7:21-cv-00106-M (E.D.N.C. June 9, 2021), ECF No. 1, <https://ij.org/wp-content/uploads/2021/06/NC-Engineering-Complaint.pdf>; Gault, M. (2021, June 25). State charges 77-year-old for 'practicing engineering without a license.' *Vice*. <https://www.vice.com/en/article/n7bdn8/state-charges-77-year-old-for-practicing-engineering-without-a-license>; Praats, M. (2022, June 1). Calculations or a crime? Judge will determine if talking about engineering amounts to practical engineering. *WECT News 6*. <https://www.wect.com/2022/06/01/calculations-or-crime-judge-will-determine-if-talking-about-engineering-amounts-practicing-engineering/>
- 92 Complaint, *Järllström v. Aldridge*, No. 3:17-cv-00652-SB (D. Or. Apr. 25, 2017), ECF No. 1, https://ij.org/wp-content/uploads/2017/04/ECF-No.-1-Complaint_FINAL-IJ087434xA6322.pdf; Järllström, M. (2017, June 22). Mats Järllström: I am an engineer. Oregon's engineering board admits that it violated my First Amendment rights. *IEEE Spectrum*. <https://spectrum.ieee.org/mats-jrllstrm-i-am-an-engineer>; Pretz, K. (2019, Jan. 16). U.S. judge rules Mats Järllström's First Amendment rights were infringed. He and others in Oregon who refer to themselves as engineers are not breaking the law. *IEEE Spectrum*. <https://spectrum.ieee.org/us-judge-rules-mats-jrllstrms-first-amendment-rights-were-infringed>
- 93 Complaint for Declaratory & Injunctive Relief, *Del Castillo v. Philip*, No. 3:17-cv-00722-MCR-CJK (N.D. Fla. Oct. 3, 2017), ECF No. 1, https://ij.org/wp-content/uploads/2017/10/Case-No.-17-00722-Complaint-for-Declaratory-and-Injunctive-Relief_10.3.2017.pdf; Associated Press. (2017, Oct. 3). Health coach sues Florida Department of Health. <https://apnews.com/article/bc7a9cfdc2bb4b1b8961da45577f39d2>; Victor, S. (2022, Feb. 23). 11th Circuit sides with Fla. Department of Health in licensing challenge. *Law Street*. <https://lawstreetmedia.com/news/health/11th-circuit-sides-with-fla-department-of-health-in-licensing-challenge/>; Bargil, A., & James, D. (2022, Apr. 13). Florida health coach fights for her right to speak. *InsideSources*. <https://insidesources.com/florida-health-coach-fights-for-her-right-to-speak/>
- 94 Complaint for Declaratory & Injunctive Relief, *Cooksey v. Futrell*, No. 3:12-cv-00336 (W.D.N.C. May 29, 2012), ECF No. 1, https://ij.org/wp-content/uploads/2012/05/Complaint_FINAL-IJ046814xA6322.pdf; Burrows, S. (2012, Oct. 11). Paleo diet blogger loses round one of free

- speech case. *The Carolina Journal*. <https://www.carolinajournal.com/paleo-diet-blogger-loses-round-one-of-free-speech-case/>; Weiss, M. (2015, Feb. 23). N.C. blogger wins free speech fight. *The Post and Courier*. https://www.postandcourier.com/health/n-c-blogger-wins-free-speech-fight/article_08bb2113-977b-5327-87e8-1c1eb2004b70.html
- 95 Motion to Leave to File a Third-Party Complaint, *Miss. Bd. of Licensure for Prof'l Eng'rs & Surveyors v. Melton*, No. 45CH1:17-cv-00902 (Miss. Chancery Ct. July 9, 2018), Doc. No. 10, <https://ij.org/wp-content/uploads/2018/07/Vizaline-Filed-Motion-for-Leave-to-File-Third-Party-Complaint-JX328692xC46BC.pdf>; Farivar, C. (2018, July 13). If an algorithm draws lines on a map, is that the same as land surveying? *Ars Technica*. <https://arstechnica.com/tech-policy/2018/07/if-an-algorithm-draws-lines-on-a-map-is-that-the-same-as-land-surveying/>; Powers, M. (2020, Dec. 17). *Innovative Mississippi analytics firm free to expand its business* [Press release]. Arlington, VA: Institute for Justice. <https://ij.org/press-release/innovative-mississippi-analytics-firm-free-to-expand-its-business/>
- 96 Complaint for Declaratory & Injunctive Relief, *360 Virtual Drone Servs. LLC v. Ritter*, No. 5:21-cv-00137-FL (Mar. 22, 2021), ECF No. 1, <https://ij.org/wp-content/uploads/2021/03/Complaint-NC-Drones-File-Stamped.pdf>; Van Voorhis, S. (2021, June 1). State engineering boards target drone photographers for unlicensed survey work. *Engineering News-Record*. <https://www.enr.com/articles/51837-state-engineering-boards-target-drone-photographers-for-unlicensed-survey-work>
- 97 Blair and Chung, 2019. See also Ingram, 2019; Kleiner and Vorotnikov, 2017, 2018; Gittleman, M., Klee, M. A., & Kleiner, M. M. (2018). Analyzing the labor market outcomes of occupational licensing. *Industrial Relations*, 57(1), 57–100. <https://doi.org/10.1111/irel.12200>; Kleiner and Soltas, Forthcoming.
- 98 Pizzola, B., & Tabarrok, A. (2017). Occupational licensing causes a wage premium: Evidence from a natural experiment in Colorado's funeral services industry. *International Review of Law and Economics*, 50, 50–59. <https://doi.org/10.1016/j.irl.2017.04.005>
- 99 Hotz, V. J., & Xiao, M. (2011). The impact of regulations on the supply and quality of care in child care markets. *American Economic Review*, 101(5), 1775–1805. <https://doi.org/10.1257/aer.101.5.1775>
- 100 Timmons and Mills, 2018.
- 101 One study found that licensing is not associated with better quality in terms of teachers' SAT scores, undergraduate college type, major or alternative certification, though it does raise teachers' wages. Angrist and Guryan, 2008. More recently, a study of edTPA, a program that requires aspiring teachers to complete additional coursework, found that student test scores worsened in states that required the program; teacher supply also fell. Chung and Zou, 2021.
- 102 Anderson, D. M., Brown, R., Charles, K. K., & Rees, D. I. (2020). Occupational licensing and maternal health: Evidence from early midwifery laws. *Journal of Political Economy*, 128(11), 4337–4383. <https://doi.org/10.1086/710555>
- 103 Hall and Horwitz, 2021. That study reviewed the effects of licensing for different categories of midwives: traditional and direct entry midwives who do not have training as nurses, certified midwives, certified professional midwives, and nurse midwives.
- 104 Deyo, 2017, 2022b; Erickson, A. C. (2016). *Putting licensing to the test: How licenses for tour guides fail consumers—and guides*. Arlington, VA: Institute for Justice. <https://ij.org/report/putting-licensing-test/>
- 105 Sweetland and Carpenter, 2022. See also Deyo, 2022b.
- 106 Barrios, J. M. (2022). Occupational licensing and accountant quality: Evidence from the 150-hour rule. *Journal of Accounting Research*, 60(1), 3–43. <https://doi.org/10.1111/1475-679X.12408>. See also Meehan, B., & Stephenson, E. F. (2020). Reducing a barrier to entry: The 120/150 CPA licensing rule. *Journal of Labor Research*, 41(4), 382–402. <https://doi.org/10.1007/s12122-020-09313-4>
- 107 Carroll, S. L., & Gaston, R. J. (1981). Occupational restrictions and the quality of service received: Some evidence. *Southern Economic Journal*, 47(4), 959–976. <https://doi.org/10.2307/1058155>; Hotz and Xiao, 2011.
- 108 See, e.g., Carpenter, D. M. (2010). *Blooming nonsense: Experiment reveals Louisiana's florist licensing scheme as pointless and anti-competitive*. Arlington, VA: Institute for Justice. <https://ij.org/report/blooming-nonsense-2/>; Carpenter, D. M. (2012). Testing the utility of a licensing policy: Evidence from a field experiment on occupational regulation. *Journal of Applied Business and Economics*, 13(2), 28–41. http://m.www.na-businesspress.com/JABE/CarpenterDM_Web13_2_.pdf; Erickson, 2016.
- 109 Han, S., & Kleiner, M. M. (2021). Analyzing the influence of occupational licensing duration and grandfathering on wage determination. *Industrial Relations*, 60(2), 147–187. <https://doi.org/10.1111/irel.12274>
- 110 Meehan, B., & Benson, B. L. (2015). The occupations of regulators influence occupational regulation: Evidence from the US private security industry. *Public Choice*, 162(1–2), 97–117. <https://doi.org/10.1007/s11127-014-0203-1>
- 111 Peterson et al., 2014.
- 112 Sanchez et al., 2022.
- 113 See Sanchez et al., 2022; *Sunrise, sunset and state agency audits*. (n.d.). Nicholasville, KY: Council on Licensure, Enforcement and Regulation. <https://www.clearhq.org/page-486181>; Hentze, I. (2018). Improving occupational licensing with sunrise and sunset reviews. *LegisBrief*, 26(25), <https://www.ncsl.org/research/labor-and-employment/improving-occupational-licensing-with-sunrise-and-sunset-reviews.aspx>
- 114 For more information about the inverted pyramid, see Hemphill, T. A., & Carpenter, D. M. (2016). Occupations: A hierarchy of regulatory options. *Regulation*, 39(3), 20–24 https://object.cato.org/sites/cato.org/files/serials/files/regulation/2016/9/regulation-v39n3-5_0.pdf; Ross, J. K. (2017). *The inverted pyramid: 10 less restrictive alternatives to occupational licensing*. Arlington, VA: Institute for Justice. <http://ij.org/report/the-inverted-pyramid/>; Carpenter, D. M., & McGrath, L. (2014). *The balance between public protection and the right to earn a living* (Resource brief). Lexington, KY: Council on Licensure, Enforcement and Regulation. <https://ij.org/report/the-balance-between-public-protection-and-the-right-to-earn-a-living/>
- 115 Farronato, C., Fradkin, A., Larsen, B., & Brynjolfsson, E. (2020). *Consumer protection in an online world: An analysis of occupational licensing* (Working Paper 26601). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w26601>
- 116 H.B. 4608, 99th Leg., Reg. Sess. (Mich. 2018) (enacted); Michigan House Fiscal Agency. (2017). *Legislative analysis: Residential painters: Eliminate contractor license*. <https://www.legislature.mi.gov/documents/2017-2018/billanalysis/House/pdf/2017-HLA-4608-8829DBA6.pdf>
- 117 Rodas, J. (2019, Mar. 27). Michigan ends state licensing requirement for painters. *News Channel 3*. <https://wwmt.com/news/local/michigan-ends-license-requirement-for-painters>
- 118 *Most forested states 2022*. (n.d.). World Population Review. <https://worldpopulationreview.com/state-rankings/most-forested-states>
- 119 *NHAA Certification Program*. (n.d.). Hooksett, NH: New Hampshire Arborists Association. <https://www.nharborists.org/nhaa-certification-program/>; *Caring for urban trees*. (n.d.). New York State Department of Environmental Conservation. <https://www.dec.ny.gov/lands/120460.html>; *Hiring an arborist*. (n.d.). Vermont Urban and Community Forestry. <https://vtcommunityforestry.org/resources/tree-care/hiring-arborist>

- 120 *Lactation Education Resources*. (n.d.). Annapolis, MD: Lactation Education Resources. <https://www.lactationtraining.com/lc-training/what-is-certification>
- 121 *Board certification*. (n.d.). Certification Board for Music Therapists. <https://www.cbmt.org/candidates/certification/>; *State licensure*. (n.d.). Certification Board for Music Therapists. <https://www.cbmt.org/state-requirements/>
- 122 *Perfusionist*. (n.d.). Virginia Health Workforce Development Authority. <https://www.vhwda.org/healthcare-careers/medicine/perfusionist/>; *State legal credentialing of perfusionists*. (n.d.). American Society of Extracorporeal Technology. <https://baryustorage.blob.core.windows.net/assets/docs/main/state-legal-credentialing-of-perfusionists.pdf>
- 123 Munson, E. (2019, Feb. 3). State resists nail-care licensing despite pleas from many salons. *CTpost*. <https://www.ctpost.com/politics/article/State-resists-nail-care-licensing-despite-pleas-13577010.php>
- 124 Orlando, J. (2015). *Nail salons* (Research Report 2015-R-0183). Hartford, CT: Office of Legislative Research, Connecticut General Assembly. <https://www.cga.ct.gov/2015/rpt/pdf/2015-R-0183.pdf>; H.B. 7505, 2001 Gen. Assemb., Reg. Sess. (Conn. 2001).
- 125 Alaska Department of Commerce, Community, and Economic Development Division of Corporations, Business and Professional Licensing. (2022). *Construction contractor professional licensing: Bond and insurance quick facts*. https://www.commerce.alaska.gov/web/Portals/5/pub/CON_BondInsuranceQuickFacts.pdf; Washington Department of Labor and Industries. (2022). *Application for construction contractor registration*. Olympia, WA. [lni.wa.gov/forms-publications/F625-001-000.pdf](https://www.lni.wa.gov/forms-publications/F625-001-000.pdf). HVAC and HVAC sheet metal contractors in Alaska are an exception. They must complete one to four years of experience and pass an exam. Alaska Admin. Code tit. 12, § 39.242. Note that this report treats Alaska's and Washington's contractor registrations as licenses because they are required to legally work in the occupations.
- 126 See *State policy*. (n.d.). Washington, DC: American Society of Interior Designers. <https://www.asid.org/advocate-by-design/state-policy>
- 127 New York State Education Department Office of the Professions. (2021, Sept. 7). *Athletic training: License requirements*. <http://www.op.nysed.gov/prof/at/athletic.htm>. There is a movement to license the occupation in New York. MacWilliam, J. (2021, Feb. 12). New York athletic trainers hope for licensing legislation. *Spectrum News 1*. <https://spectrumlocalnews.com/nys/capital-region/sports/2021/02/12/new-york-athletic-trainers-look-for-licensure>. There have been calls for mandatory certification—effectively licensure—in California, however. See Edinger, M. (2021, Oct. 14). The athletic trainer taking care of your kids' sports program might not be certified. *Fox 26 News*. <https://kmpn.com/news/local/the-athletic-trainer-taking-care-of-your-kids-sports-program-might-not-be-certified>
- 128 In July 2022, Virginia took a step toward reducing education burdens for cosmetologists when its Board for Barbers and Cosmetology voted to lower required clock hours from 1,500 (350 days) to 1,000 clock hours (233 days). Governor of Virginia. (2022, July 19). *Virginia board removes bureaucratic barriers to obtain cosmetology license* [News release]. <https://www.governor.virginia.gov/newsroom/news-releases/2022/july/name-937472-en.html>. The vote initiated a regulatory approval process that typically takes 18 months before a rule is finalized and takes effect.
- 129 Because these occupations were previously licensed, just under a different type of license, we do not count the creation of these specialty licenses as instances of newly created licenses. Instead, we record the lower burdens of the new license type.
- 130 Proof of training has to be listed on an affidavit in order to be registered, but because training length is not specified, we record zero days lost to education and experience requirements in the data for this report. S.B. 213, 131st Gen. Assemb., Reg. Sess. (Ohio 2015); *How to apply for a Boutique Service Registration*. (n.d.). Ohio Cosmetology and Barber Board. <https://cos.ohio.gov/static/individual/HowtoApplyforaBoutiqueServiceRegistration.pdf>
- 131 H.B. 260, 2018 Gen. Assemb., Reg. Sess. (Ky. 2018); *Specialty permits*. (n.d.). Kentucky Board of Cosmetology. <https://kbc.ky.gov/Licensure/Specialty%20Permits/Pages/default.aspx>; S.B. 1324, 64th Leg., 2d Reg. Sess. (Idaho 2018).
- 132 S.B. 87, 64th Leg., Gen. Sess. (Utah 2021).
- 133 H.B. 1746, 93d Gen. Assemb., Reg. Sess. (Ark. 2021); Arkansas Department of Health. (2021, Oct.). *Registered hairstylist application*. Little Rock, AR. https://healthy.arkansas.gov/images/uploads/pdf/Registred_Hairstylist_2021.pdf; *Board of Cosmetology – Natural hair care – Certification information*. (n.d.). Oregon Health Authority Health Licensing Office. <https://www.oregon.gov/oha/PH/HLO/Pages/Board-Cosmetology-Natural-Hair-Care-License.aspx>. In 2021, California created a 600-hour hairstylist license that offers a less burdensome route to licensure for shampooers than the state's pre-reform 1,500-hour barber license. S.B. 803, 2021–2022 Leg., Reg. Sess. (Cal. 2021).
- 134 Blow-dry stylists: Ariz. Rev. Stat. Ann. § 32–506; Ark. Code Ann. § 17–26–103; Minn. Stat. § 155A.27 subd. (9)(c); Utah Code Ann. § 58–11a–304(13); Va. Code Ann. § 54.1–701. Eyelash technicians: Ariz. Rev. Stat. Ann. § 32–506; Ind. Code § 25–8–1.1–2; Ky. Rev. Stat. Ann. § 317A.050(18); Miss. Code Ann. § 73–7–2(e); Wis. Stat. § 454.20(2). Eyelash technicians are not listed as needing licenses on the websites of the Alabama and Maryland cosmetology boards; nor is the occupation listed in either state's statutes. *Regulations*. (n.d.). Alabama Board of Cosmetology and Barbering. <https://www.aboc.alabama.gov/about/regulations>; *License requirements – cosmetologists*. (n.d.). Baltimore, MD: Maryland Department of Labor. <https://www.dlir.state.md.us/license/cos/cosreq.shtm>. Eyebrow threaders: Ala. Code § 34–7B–25; Ariz. Rev. Stat. Ann. § 32–506; Cal. Bus. & Prof. Code § 7316(d)(3); Ind. Code § 25–8–2–5; Iowa Code § 157.12B; Kan. Stat. Ann. § 65–1901(d)(2)(B); Me. Stat. tit. 32, § 14203(1–A)(B)); Minn. Stat. § 155A.27 subd. (9)(b); Miss. Code Ann. § 73–7–2(e); *Cosmetology and esthetics*. (n.d.). Lincoln, NE: Nebraska Department of Health and Human Services. <https://dhhs.ne.gov/licensure/Pages/Cosmetology-and-Esthetics.aspx>; Nev. Rev. Stat. § 644A.550; N.M. Stat. Ann. § 61–17A–22; N.D. Cent. Code § 43–11–01(3)(b); Tex. Occ. Code § 1602.0025; Utah Code Ann. § 58–11a–102(32)(c); W. Va. Code § 30–27–3(gg); Wis. Stat. § 454.05(1m). African-style hair braiders: Ariz. Rev. Stat. Ann. § 32–506(10); Ark. Code Ann. 17–26–504; Cal. Bus. & Prof. Code § 7316(d)(2); Colo. Rev. Stat. § 12–105–118(1)(d); Conn. Gen. Stat. § 20–250; Del. Code Ann. tit. 24, § 5103(8); Fla. Stat. § 477.0135; Ga. Code Ann. § 43–10–1(7); Idaho Code § 54–5805(10); Ind. Code § 25–8–1.1–1; *Iowa natural hair braiding registry*. (n.d.). Des Moines, IA: Iowa Department of Public Health. <https://idph.iowa.gov/hair-braiding-registry#:~:text=A%20person%20shall%20register%20with,service%20involving%20natural%20hair%20braiding.&text=No%20fee%20is%20required%20for,in%20the%20state%20of%20Iowa>; Kan. Stat. Ann. § 65–1928; Ky. Rev. Stat. Ann. § 317A.020(1)(d); Me. Stat. tit. 32, § 14203(1–A)(A); Md. Bus. Occ. & Prof. Code § 5–101(n)(2)(iii); Mass. Gen. Laws ch. 112, § 87V; Mich. Comp. Laws § 339.1210a(3); Minn. Stat. § 155A.28; Miss. Code Ann. § 73–7–71; Neb. Rev. Stat. § 38–1075(3); N.H. Rev. Stat. § 313–A:25(XIII); N.D. Cent. Code § 43–11–01(3)(b); Okla. Stat. tit. 59, § 199.1(15); 5 R.I. Gen. Laws § 5–10–29(b); S.D. Codified Laws § 36–15–16.1; Tex. Occ. Code § 1602.003(8); Utah Code Ann. § 58–11a–304(12); Vt. Stat. Ann. tit. 26, § 273(7); Va. Code Ann. § 54.1–700; Wash. Admin. Code § 308–20–025; W. Va. Code § 30–27–3(gg); Wis. Stat. § 454.20(2).
- 135 *Regulations*. (n.d.). Alabama Board of Cosmetology and Barbering, <https://www.aboc.alabama.gov/about/regulations>. Other states

- regulate barbers who do not use chemicals less burdensomely than they do traditional barbers. For example, Alaska requires 1,650 hours of education for its traditional barber's license but 1,350 hours for its non-chemical barber's license. State of Alaska Department of Commerce, Community, and Economic Development Division of Corporations, Business and Professional Licensing. (2020). *Instructions for barber or non-chemical barber license application*. Juneau, AK. <https://www.commerce.alaska.gov/web/portals/5/pub/bah4796.pdf>. Similarly, Montana requires 1,100 hours of education for its traditional barber's license but 900 hours for its non-chemical barber's license. Montana Board of Barbers and Cosmetologists. (2018). *Barber – Nonchemical*. Helena, MT. <https://boards.bsd.dli.mt.gov/barber-and-cosmetologists/license-information/barber-nonchemical>
- 136 H.B. 454, 2005 Leg., Reg. Sess. (Miss. 2005) (codified at Miss. Code § 73-7-71); T. Freeman (personal communication, Mar. 17, 2022).
- 137 Ex. 6 in Support of Pls.' Mot. Summary J. at 5, *N'Dakpri v. La. State Bd. of Cosmetology*, No. C-684468 (La. Dist. Ct. Sept. 10, 2021).
- 138 *Nail technician*. (n.d.). Connecticut State Department of Public Health. <https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Nailtechs/Nail-Technician; Esthetician>. (n.d.). Connecticut State Department of Public Health. <https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Esthetician/Esthetician-Licensing>; H.B. 7424, 2019 Gen. Assemb., Reg. Sess. (Conn. 2019).
- 139 240 Mass. Code Regs. 2.01; 1392 Mass. Reg. 65 (May 31, 2019).
- 140 44 La. Reg. 908 (May 20, 2018).
- 141 For this report, we observe the length of cosmetology school programs required for licensure. However, 20 states offer apprenticeships as an alternative route to licensure. These apprenticeships take longer to complete than cosmetology school programs. For example, in Vermont, aspirants must complete either 1,000 hours in a cosmetology program or work for 1,500 hours as a supervised apprentice. *Barbers, cosmetologist, nail technicians or esthetician: Application instructions*. (n.d.). Vermont Secretary of State Office of Professional Regulation. https://cms.sec.state.vt.us:8443/share/s/clfySJoJRBA_YLQUvvy-dQA. Though they take longer than cosmetology school programs, they offer other benefits, such as the opportunity to learn on the job. Apprenticeships are also paid. Nevertheless, aspirants rarely take advantage of apprenticeships, perhaps because the requirements for salons to host apprentices are overly burdensome, limiting the availability of placements.
- 142 Menjou et al. 2021.
- 143 Cooper, P. (2022). *Is community college worth it? A comprehensive return on investment analysis*. Austin, TX: Foundation for Research on Equal Opportunity. <https://freopp.org/is-community-college-worth-it-a-comprehensive-return-on-investment-analysis-72a631bb72ce>. Cosmetology is defined more broadly in that study than in *License to Work* to include barbers, hairstylists, makeup artists and manicurists.
- 144 Bentley, J., & Sandefur, C. (2018). *Tangled: A commonsense solution to stop blow-dry bar overregulation*. Phoenix, AZ. Goldwater Institute. <https://www.goldwaterinstitute.org/policy-report/2019-03-19-tangled-blow-drying-a-crime/>; Verified Petition, *Davis v. Okla. State Bd. of Cosmetology & Barbering*, No. CV-2022-1729 (Okla. Dist. Ct. Sept. 7, 2022), <https://ij.org/wp-content/uploads/2022/09/Petition.pdf>; Felder, B. (2022, Sept. 8). Woman sues Oklahoma cosmetology board to practice eyelash artistry. *The Oklahoman*. <https://www.oklahoman.com/story/news/politics/government/2022/09/08/woman-sues-oklahoma-cosmetology-board-to-practice-eyelash-artistry/65467056007/?gnt-cfr=1>; Verified Petition, *Ittiq v. Okla. State Bd. of Cosmetology & Barbering*, No. CV-2021-242 (Okla. Dist. Ct. Feb. 3, 2021), <https://ij.org/wp-content/uploads/2021/02/OK-Threading-Complaint.pdf>; Miller, M. (2021, Feb. 6). Point of view: Oklahoma law forces small businesses to fire workers until they learn someone else's job. *The Oklahoman*. <https://www.oklahoman.com/story/opinion/2021/02/06/point-view-oklahoma-law-forces-small-businesses-to-fire-workers-until-they-learn-someone-elses-job/326071007/>; Erickson, A. C. (2016). *Barriers to braiding: How job-killing licensing laws tangle natural hair care in needless red tape*. Arlington, VA: Institute for Justice. <https://ij.org/report/barriers-to-braiding/>; *Braiding*. (n.d.). Arlington, VA: Institute for Justice. <https://ij.org/issues/economic-liberty/braiding/>
- 145 Menjou et al., 2021.
- 146 Boots, M. T. (2017, May 10). Many of Alaska's manicurists could be out of a job by August unless lawmakers act fast on controversial regulations. *Anchorage Daily News*. <https://www.adn.com/alaska-news/2017/05/10/many-of-alaskas-manicurists-could-be-out-of-a-job-by-august-unless-lawmakers-act-fast-on-controversial-regulations/>; *Board of Barbers and Hairdressers: Frequently asked questions*. (n.d.). Juneau, AK: State of Alaska Department of Commerce, Community, and Economic Development Division of Corporations, Business and Professional Licensing. <https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofBarbersHairdressers/FAQs.aspx>
- 147 H.B. 131, 29th Leg., 2d Sess. (Alaska 2015).
- 148 Boots, 2017.
- 149 H.B. 222, 30th Leg., 2d Sess. (Alaska 2017); Alaska State Legislature, Division of Legislative Audit. (2018). *A sunset review of the Department of Commerce, Community, and Economic Development, Board of Barbers and Hairdressers (board)* (Audit Control Number 08-20110-18). Juneau, AK. <https://legaudit.akleg.gov/wp-content/docs/audits/sunset/dcced/BBH-Final-Report-WEB.pdf>
- 150 *Manicurists: Career insights: Become a nail technician*. (n.d.). NCC Resources. <https://www.ncchomelearning.co.uk/how-to-become-a-nail-technician>. Barbers, cosmetologists and shampooers: *About the Hair Council*. (n.d.). Hair Council. <https://www.haircouncil.org.uk/pages/about.html>; Conway, L. (2019). *Regulation of hairdressers* (Briefing Paper No. 8592). House of Commons Library, UK Parliament. <https://commonslibrary.parliament.uk/research-briefings/cbp-8592/>. Makeup artists: Salon Gold. (2018, Apr. 25). *Do you need a license to be a freelance make-up artist in the UK?* <https://www.salongold.co.uk/hair-and-beauty-insurance/freelance-mobile-make-up-artist/do-you-need-a-license-to-be-a-freelance-make-up-artist-in-the-uk>. Skin care specialists (called "beauty therapists"): Seago, G. (2019, Apr. 25). Clients call for mandatory regulation and therapist licensing. *Professional Beauty*. <https://professionalbeauty.co.uk/site/newsdetails/clients-call-for-mandatory-regulation-and-therapist-licensing>; Lawlor, S. (2019, Nov. 14). The lack of regulation in the UK beauty industry is seriously alarming and here's what you should know. *Glamour*. <https://www.glamourmagazine.co.uk/article/beauty-industry-regulation-uk>. The United Kingdom also does not license massage therapists, the only non-barbering or beauty occupation in our personal care service grouping. *Becoming accredited for UK massage therapy*. (n.d.). Dave Taylor Massage Training. <https://davetaylortraining.co.uk/accreditation/>. Although the United Kingdom does not license any of these occupations nationally, local council licensing regulations may exist.
- 151 Greenberg, D. (2021). Regulating glamour: A quantitative analysis of the health and safety training of appearance professionals. *UIC J. Marshall Law Review*, 54(1), 123-246. <https://repository.law.uic.edu/lawreview/vol54/iss1/2>
- 152 Arnold, T. (2020, Mar. 5). Tennessee subcommittee will reconsider ending locksmith licensing, if budget allows. *Washington Examiner*. <https://www.washingtonexaminer.com/politics/tennessee-subcommittee-will-reconsider-ending-locksmith-licensing-if-budget-allows>; Compton, T. (2021, June 7). *Re: Tennessee locksmith*

licensing program: *Repeal of Tennessee Locksmith Licensing Act*. Nashville, TN: State of Tennessee Department of Commerce and Insurance. https://www.tn.gov/content/dam/tn/commerce/documents/regboards/lock/posts/Locksmith-Letter_6-7-2021.pdf

153 <https://csorwvu.com/find-occupations/>

154 <https://www.ncsl.org/research/labor-and-employment/occupational-licensing-statute-database.aspx>

155 <https://ij.org/report/too-many-licenses/report/reports-and-data-downloads/>

156 1271 Mass. Reg. 97 (Oct. 10, 2014); *Important Announcement Regarding Dental Assistant Licensure*. (n.d.). Mass.gov. <https://www.mass.gov/doc/update-dental-assistant-licensure/download>

157 Nebraska State Board of Health. (2009). *Report of recommendations regarding the proposal for licensure by Nebraska's dental assistants*. https://ij.org/wp-content/uploads/2022/02/sunrise/Nebraska_2009_DentalAssistants_Board.pdf. See also Wright, G. F. (1986). *Recommendations regarding credentialing of dental assistants*. State of Nebraska. https://ij.org/wp-content/uploads/2022/02/sunrise/Nebraska_1986_DentalAssistants_Director.pdf. The state ultimately enacted certification. Sanchez et al., 2022.

158 Schmitt, K. (2018). *Questions a legislator should ask* (3rd ed.). Nicholasville, KY: Council on Licensure, Enforcement and Regulation.

159 Schmitt, 2018, p. 6.

160 *Resources*. (n.d.). National Commission for the Certification of Crane Operators. <https://www.nccco.org/nccco/resources/industry-resources/oshas-crane-rule>

161 PRNewswire. (2021, July 7). West Virginia Legislature repeals crane operator certification requirement. *Benzinga*. <https://www.benzinga.com/pressreleases/21/07/n21876490/west-virginia-legislature-repeals-crane-operator-certification-requirement>

162 Though we observe general contractor licenses in some states, we do not observe them in Utah because the state issues less burdensome specialty licenses for the specific contractor occupations we study. In some other states, a general contractor license is all that exists. See Appendix B for further details.

163 Glas, 2019; H.B. 187, Leg., Gen. Sess. (Utah 2019).

164 Glas, 2019.

165 Sanchez et al., 2022b.

166 Sanchez et al., 2022b.

167 *Minnesota horse teeth floating* [Case backgrounder]. (n.d.). Arlington, VA: institute for Justice. <https://ij.org/case/johnson-v-minnesota-board-of-veterinary-medicine/>

168 Erickson, A. C. (2013). *White out: How dental industry insiders thwart competition from teeth-whitening entrepreneurs*. Arlington, VA: Institute for Justice. <https://ij.org/report/white-out/>

169 Complaint for Declaratory & Injunctive Relief, *St. Joseph Abbey v. Castille*, No. 2:10-cv-02717 (E.D. La. Aug. 12, 2010), https://ij.org/wp-content/uploads/2010/08/complaint_filed.pdf; Complaint for Declaratory & Injunctive Relief, *Champion v. Craddock*, No. 5:16-cv-00540-HGD (N.D. Ala. Apr. 4, 2016), https://ij.org/wp-content/uploads/2016/04/ECF-No.-1_Complaint_FINAL-IJ077038xA63223.pdf; Complaint, *Full Circle of Living & Dying v. Sanchez*, No. 2:20-at-00634 (E.D. Cal. June 30, 2020), <https://ij.org/wp-content/uploads/2020/06/Doc.-01-Complaint.pdf>

170 Idaho Code § 54-5805(10).

171 See, e.g., Department of the Treasury Office of Economic Policy, Council of Economic Advisers, & Department of Labor. (2015). *Occupational licensing: A framework for policymakers*. Washington, DC: White House. https://obamawhitehouse.archives.gov/sites/default/files/docs/licensing_report_final_nonembargo.pdf

172 Okla. Stat. tit. 59, § 59-396.3(a); *Powers v. Harris*, 379 F.3d 1208 (10th Cir. 2004).

173 Complaint for Declaratory & Injunctive Relief, *Visibly, Inc. v. Med. Licensing Bd. of Ind.*, No. 49D13-1904-PL-014578 (Ind. Super. Ct. Apr. 10, 2019), <https://ij.org/wp-content/uploads/2019/04/FMC-Complaint-for-Declaratory-and-Injunctive-Relief-00337222xC5A6D.pdf>; *The issue*. (n.d.). Americans for Vision Care Innovation. <https://americansforvisioncareinnovation.org/the-issue/>; Complaint, *Opternative, Inc. v. S.C. Bd. of Med. Exam'rs*, Civil Action No. 2016-CP-40-06276 (S.C. Ct. Common Pleas Oct. 18, 2016), https://ij.org/wp-content/uploads/2016/10/Opternative-Complaint_Final-10192016-Version.pdf

174 Johnson and Kleiner, 2020. State licensing requirement also make it more costly to transition into a licensed occupation, making people less likely to do so. Kleiner and Xu, 2020.

175 Deyo, D. (2022a). *Survey of universal licensing reforms in the United States* (Policy Brief). Morgantown, WV: Knee Center for the Study of Occupational Regulation, West Virginia University. <https://csorwvu.com/policy-brief-survey-of-universal-licensing-reforms-in-the-united-states/>; *State reforms for universal license recognition*. (n.d.). Arlington, VA: Institute for Justice. <https://ij.org/legislative-advocacy/states-reforms-for-universal-recognition-of-occupational-licensing/>

176 Those states are Iowa, Kansas, Mississippi and Vermont. Deyo, 2022a.

177 Deyo, D., & Plemmons, A. (2022). Have license, will travel: Measuring the effects of universal licensing recognition on mobility. *Economics Letters*, 219. <https://doi.org/10.1016/j.econlet.2022.110800>

178 States can also help former military members transition to civilian life by recognizing "military occupational specialties" as eligible for licensure without additional training or examination.

179 S.B. 1351, 65th Leg., 2d Reg. Sess. (Idaho 2020); H.B. 2046, 100th Gen. Assemb., 2d Reg. Sess. (Mo. 2020); S.B. 23, 63d Leg., Reg. Sess. (Utah 2020).

180 S.B. 233, 2019-2020 Gen. Assemb., Reg. Sess. (Vt. 2020).

181 H.B. 191, 55th Leg., Reg. Sess. (N.M. 2022).

182 H.B. 2569, 54th Leg., 1st Reg. Sess. (Ariz. 2019).

183 Goldwater Institute. (2022). *Breaking down barriers to work with universal recognition: Frequently asked questions*. Phoenix, AZ. <https://www.goldwaterinstitute.org/universalrecognition/>. The reform required residency but applied to all workers and used the "similar scope of practice" standard instead of the more restrictive "substantially equivalent" one. A 2022 study of the reform, which applies to all occupations, found that licensing reduced the size of Arizona's economy by 5% and projected that universal licensing recognition will increase employment by about 16,000 workers and gross domestic product by \$1.5 billion over the next 10 years. Common Sense Institute Arizona. (2022). *Economic implications of universal license recognition: A review of 2019's HB 2569*. Phoenix, AZ. https://commonsenseinstituteaz.org/wp-content/uploads/2022/05/CSI_AZ_LICENSING_REPORT_MAY2022.pdf

184 DePasquale, C., & Stange, K. (2016). *Labor supply effects of occupational regulation: Evidence from the nurse licensure compact* (Working Paper 22344). Cambridge, MA: National Bureau of Economic Research. <https://www.nber.org/papers/w22344>; Shakya, S., Ghosh, S., & Norris, C. (2022). Nurse licensure compact and mobility. *Journal of Labor Research*, 43(2), 260-274. <https://doi.org/10.1007/s12122-022-09333-2>

185 *Recent Licensing Reforms for Workers with Criminal Records*, n.d. See also Sibilla, 2020.

186 See Appendix A of the second edition of *License to Work* for further details on improvements we made in data collection between the first and second editions. Carpenter et al., 2017.

- 187 S.C. Code Ann. § 44-75-40.
- 188 *Become an NCIDQ Certified Interior Designer*. (n.d.). Alexandria, VA: CIDQ/NCIDQ Exam. <https://www.cidq.org/why-ncidq-certification-matters>; *Fees*. (n.d.). Alexandria, VA: CIDQ/NCIDQ Exam. <https://www.cidq.org/dates-fees-forms>
- 189 Or. Admin. R. 715-045-0200(2).
- 190 Mich. Comp. Laws § 339.1207.
- 191 We approximated the average total number of days per project for buildings with one unit and two units or more using data from the U.S. Census Bureau's 2016 estimates of project completion and then divided by 15, which represents the relevant number of broad contractor categories represented in this report. U.S. Census Bureau. (2016). Percent distribution of new privately owned residential buildings completed in permit-issuing places in 2016 by number of months from start [Table]. https://www.census.gov/construction/nrc/pdf/pct_start_to_comp_2016.pdf
- 192 FAQs. (n.d.). Champion Home Builders. <https://web.archive.org/web/2016111072816/https://www.championhomes.com/faqs>
- 193 According to midwife certification application data maintained by the North American Registry of Midwives, applicants typically take at least three years to gain the experience (observation of or participation in 55 births) necessary for certification when following the portfolio evaluation process route. *Updates to CPM eligibility requirements*. (n.d.). North American Registry of Midwives. <https://web.archive.org/web/20210610080222/http://narm.org/req-updates/>. We derived the days-per-birth metric for this report by dividing the number of days in three years (1,095) by the number of births (55) and rounding it to the nearest whole number.
- 194 This metric applies only to the water well driller occupation in Washington. The state's water well construction operator's license requires 32 continuing education units. According to a list of approved continuing education courses maintained by the Washington Department of Ecology, all the day-long courses for 2017 for which a CEU count was provided were worth seven CEUs. *Continuing education – Approved courses: 2017 courses*. (n.d.). Washington State Department of Ecology. https://web.archive.org/web/20170420051808/http://www.ecy.wa.gov/programs/wr/wells/ceu_approved.html. This is therefore the CEU conversion metric we used for this report.
- 195 *Contractor's license classifications*. (n.d.). Phoenix, AZ: Arizona Registrar of Contractors. <https://roc.az.gov/license-classifications>
- 196 Idaho Code § 54-5204.
- 197 *CCB license endorsements*. (2016). Salem, OR: Oregon Construction Contractors Board. <https://www.oregon.gov/CCB/Documents/pdf/Licensing%20Forms/Structuretypeschart041516.pdf>
- 198 Cal. Code Regs. tit. 16, § 832.17.
- 199 Cal. Code Regs. tit. 16, § 832.09.
- 200 In addition to contract size minimums, some states have contract size maximums and annual revenue thresholds. For example, Virginia's Class C contractor license allows contractors to complete individual projects worth \$1,000 to \$10,000 or do \$150,000 in business total annually. The state also has Class A and B licenses, which allow for larger contracts. Va. Code Ann. § 54.1-1100. We did not consider these in the data for this report, nor are they listed in Tables B1 or B2.
- 201 Idaho Code § 54-5205.
- 202 *Commercial license*. (n.d.). Baton Rouge, LA: Louisiana State Licensing Board for Contractors. <https://lslbc.louisiana.gov/commercial-license/>
- 203 N.M. Code R. § 14.6.6.9.
- 204 See, e.g., Ala. Code § 34-19-11, Alaska Stat. § 08.65.190, and Ark. Code Ann. § 17-85-103.
- 205 North American Registry of Midwives. (2022). *Certified Professional Midwife (CPM)® candidate information booklet (CIB)*. <https://narm.org/pdffiles/CIB.pdf>, p. 7.
- 206 Podo, K. (2020, Jan. 11). The law changed, midwives didn't know and now this woman is speaking out. *The Gainesville Times*. <https://www.gainesvilletimes.com/news/health-care/law-changed-midwives-didnt-know-and-now-woman-speaking-out/>; Ga. Comp. R. & Regs. 511-5-1.02.
- 207 *Manufactured Home Installation Program*, n.d.; *Manufactured Home Installation Program regulations*, n.d.
- 208 Del. Code Ann. tit. 24, § 2101.

About the Authors



Lisa Knepper

Lisa Knepper co-directs the Institute for Justice's strategic research program, which creates policy and social science research on issues central to IJ's mission. Knepper co-authored the first and second editions of *License to Work: A National Study of Burdens from Occupational Licensing, Too Many Licenses? Government "Sunrise" Reviews Cast Doubt on Barriers to Work*, and the second and third editions of *Policing for Profit: The Abuse of Civil Asset Forfeiture*. Her work has appeared in *The Wall Street Journal*, *The Atlantic* online, CNN.com and the journal *Economic Affairs*. Knepper graduated from The Ohio State University.



Darwynn Deyo, Ph.D.

Darwynn Deyo is a senior research fellow with the Institute for Justice. She works with IJ staff and attorneys to identify and conduct original social science and policy research related to the Institute's mission. Her research has appeared in academic journals such as *Economics Letters*, *The American Journal of Managed Care*, the *Journal of Economics and Finance Education*, *The Journal of Private Enterprise*, and the *Journal of Entrepreneurship and Public Policy*, as well as in an academic book from the W.E. Upjohn Institute for Employment Research.

Deyo has also presented her work at the American Economic Association Meetings and the Federal Reserve Bank of Chicago, among other forums. She has published editorials on occupational licensing in outlets such as the *Orange County Register*, *Pittsburgh Tribune-Review* and *Detroit News*. In addition to working at IJ, she is an assistant professor of economics at San José State University and a research affiliate with the Knee Center for the Study of Occupational Regulation at West Virginia University. She is an alumna of George Mason University, where she earned her Ph.D. in economics in 2017, and completed her undergraduate degree at Saint Mary's College of California.



Kyle Sweetland

Kyle Sweetland is a former researcher at the Institute for Justice, where he provided research and analysis on issues central to the Institute's mission. He is a co-author of IJ's *Food Truck Truth: Why Restaurants—and Cities—Have Nothing to Fear from Mobile Food Businesses*, *The Price of Taxation by Citation*, and the second edition of *License to Work*. His work has appeared in academic journals such as *Economic Affairs*, *Journal of Entrepreneurship and Public Policy*, and *Criminal Justice Policy Review*, as well as in *Spotlight on Poverty and Opportunity*. He holds a bachelor's in business economics and public policy from Indiana University Southeast and is currently pursuing a master's in data informatics at Middle East Technical University.



Jason Tiezzi

Jason Tiezzi is a data scientist at CWX, LLC, who frequently collaborates with the Institute for Justice. He has contributed data visualizations to IJ reports including the third edition of *Policing for Profit* and *Too Many Licenses?* He holds a bachelor's degree in government from the College of William and Mary and a master's degree in data science from the University of Virginia.



Alec Mena

As a research assistant at the Institute for Justice, Alec Mena collected and organized data to support the Institute's mission to secure the economic liberty and property rights of all Americans. His research focused primarily on this third edition of *License to Work* and on the third edition of IJ's other landmark study, *Policing for Profit*. Mena is an alumnus of Hillsdale College, where he majored in political economy. Originally from California, he is pursuing graduate studies in public policy at George Mason University.

Acknowledgments

More than most reports, *License to Work* takes a large team to create. The authors are deeply grateful to the many who helped in ways large and small, though we remain mindful that any errors or omissions are our own. We are indebted to Dick Carpenter, lead author of the first two editions, for having the idea in the first place and for setting this edition up for success with sound advice throughout. He also provided guidance to researchers from the University of Puerto Rico in their data collection. Mindy Menjou has been essential to framing results, editing text into clear and engaging prose, and managing the many moving parts required for a project of this scope. Justin Wilson helped create and manage the database that generates our rankings and powers the website.

Dr. Alex J. Ruiz-Torres and his team of students from the University of Puerto Rico gathered the data on licensing in the Commonwealth. The text and figures benefited from thoughtful feedback from Scott Bullock, Dana Berliner, Lee McGrath, Meagan Forbes, Jessica Poitras, Renée Flaherty, Andrew Ward and Bob McNamara. Kathy Sanchez carefully reviewed dozens of government sunrise reports to help in our analysis, and Amanda Botts assisted with data collection. Hannah So helped compile the research appendix.

Laura Maurice-Apel designed the beautiful print edition and ably managed an incredibly large volume of tables, maps and figures. Rima Gerhard did the same for the website, including the unenviable task of translating the database's logic into dynamic text, tables, maps and the new Compare States feature.

A small army helped proofread, check and format citations, and double-check tables, figures and data. Thank you to Evan Lisull, Dave Warren, Anthony Laudadio, Hannah So, Harrison Weeks, Lisa Bergstrom, Jared McClain, Kathy Sanchez, Dana Berliner, Abby Halzel, David Hodges, Molly Karten, Melissa LoPresti, Diana Simpson, Jennifer McDonald, Marianne March, Marissa Quay and Brian Morris for saving us from any number of errors.

The Institute for Justice

The Institute for Justice is a nonprofit, public interest law firm that litigates to secure economic liberty, educational choice, private property rights, freedom of speech and other vital individual liberties and to restore constitutional limits on the power of government. Founded in 1991, IJ is the nation's only libertarian public interest law firm, pursuing cutting-edge litigation in the courts of law and in the court of public opinion on behalf of individuals whose most basic rights are denied by the government. The Institute's strategic research program produces social science and policy research to inform public policy debates on issues central to IJ's mission.



Institute for Justice
901 N. Glebe Road
Suite 900
Arlington, VA 22203

www.ij.org

p 703.682.9320
f 703.682.9321