



LIFTING BARRIERS. LIFTING LIVES.

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# STATE OCCUPATIONAL LICENSING INDEX

**Noah Trudeau, PhD**

Saint Francis University

Knee Center for the Study of Occupational Regulation

WEST VIRGINIA UNIVERSITY

**Edward Timmons, PhD**

Knee Center for the Study of Occupational Regulation

WEST VIRGINIA UNIVERSITY

Archbridge Institute

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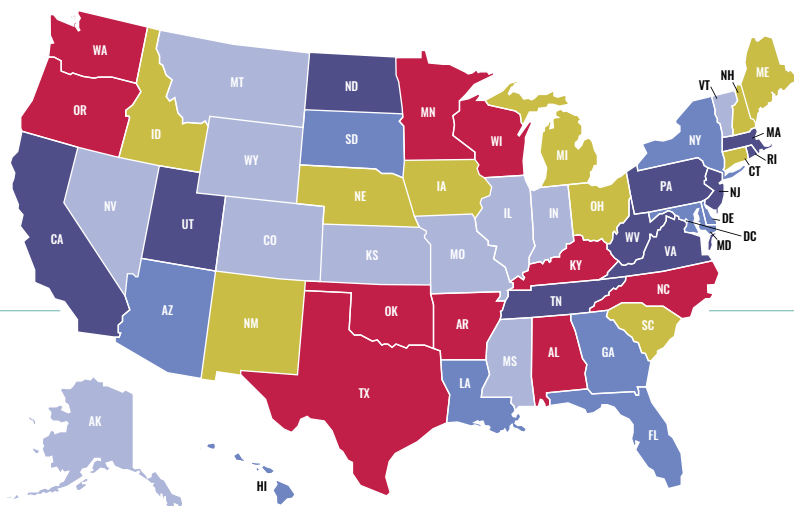
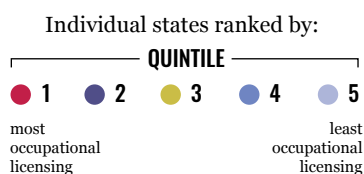


## INTRODUCTION

Occupational licensing affects more than 20% of workers in the United States.<sup>1</sup> The extent of occupational licensing greatly differs across states. From both a research and public policy standpoint, it is important to have a comprehensive measure of occupational licensure across states and occupations.

The purpose of the State Occupational Licensing Index (SOLI) is to help fill in this gap. Existing indexes have made important contributions to measuring occupational licensing. The Institute for Justice released three reports measuring the burden of occupational licensing for select low- and middle-income occupations in 2012, 2017, and 2022.<sup>2</sup> The Cato Institute also published an annual index of occupational licensing with coverage of 64 licensed occupations and additional measures of restrictions.<sup>3</sup> Teague (2016) also published a study that includes counts of licensed occupations and agencies as a component of a “Barriers to Entry” index that to the best of our knowledge has not been updated since publication.<sup>4</sup> The National Conference of State Legislatures (NCSL) also provides The National Occupational Licensing Database, which consists of 48 commonly licensed occupations.<sup>5</sup>

Our goal for this index is to add to this small but growing literature and provide an additional state level index that will be useful to both researchers and the public policy community.





## METHODOLOGY

The data for SOLI is obtained from the Occupational Regulation Database hosted by the Knee Center for the Study of Occupational Regulation.<sup>6</sup> The database contains information on 345 commonly regulated occupational titles, across 155 different Standard Occupation Classification (SOC) codes. The objective of the Knee Center Database is to provide as comprehensive of a list of licensed occupations as possible for researchers, policymakers, and individuals interested in understanding occupational licensing requirements across the U.S.

From the database, these 345 occupations were checked for incongruences on the definition of licensing, as some states use terms such as “certification” or “registration,” contrary to the formal economics definition of licensing.<sup>7</sup> Using this basic framework, licensing is defined as making it illegal to perform a job without meeting minimum entry requirements set by the state. Certification protects titles, and registration creates a list of professionals. Certification and registration are much less burdensome to individuals practicing a profession. For this reason, certification and registration are not included in our index. A unique contribution of our index is that each occupation title was checked to see if that occupational title was barred by a license under another title.

For example, in the state of Alabama, all acupuncturists are required to be licensed physicians; thus, while the occupational title of “Acupuncturist” is not licensed, that occupation is barred by a license in some way. Another example is “Shampooer.” In several states shampooers must obtain cosmetology licenses to work. Other states exempt the profession while still others issue separate shampooer licenses. Of the 345 occupations, 12 were not barred or licensed in any state; additionally two were dropped due to redundancy, leaving 331 occupation titles with formal barriers to entry. **Table 1** lists the occupations included in the Knee Center Database and their total barriers and total licenses.

In our index, we define a barrier to mean that the tasks associated with an occupational title are restricted by an occupational license. A license is an explicit license for that occupational title. For the state of Alabama, “Acupuncturist” has a barrier—a physician license, but no explicit “Acupuncturist” license. If the SOLI index were calculated with physicians and acupuncturists only, Alabama would have a barriers count of two and a licenses count of one. A licensing requirement is anything beyond a registration fee that is not voluntary. Licensing requirements include required education or degrees, exams, apprenticeships, required experience or on-the-job training, and continuing education requirements.

These barrier and license totals were then tallied by state regulation and normalized on a 0 to 10 scale according to the formulas:

$$\text{Barrier Score} = \frac{\text{Total Barriers}_s - \text{Minimum Barriers}}{\text{Maximum Barriers} - \text{Minimum Barriers}} * 10$$

$$\text{License Score} = \frac{\text{Total Licenses}_s - \text{Minimum Licenses}}{\text{Maximum Licenses} - \text{Minimum Licenses}} * 10$$

Thus, a Barrier Score or License Score of 10 indicates that a state has the highest total barriers or highest total licenses in the index. Similarly, a score of 0 would indicate having the lowest total barriers or licenses in the index. Scores are rounded to the second decimal place.

We now provide more details on our scoring process. First, we determine the maximum barriers, maximum licenses, minimum barriers, and minimum licenses. These maximums and minimums are as follows: maximum barriers 212 (Arkansas), minimum barriers 147 (Kansas), maximum licenses 182 (Texas), minimum licenses 119 (Wyoming). Then, for each state, we use its total barriers count and total licenses count. For Alabama, total barriers are 206 and total licenses are 169. Thus, Alabama's scores are calculated as:

$$\text{Alabama's Barrier Score} = \frac{206 - 147}{212 - 147} * 10 = 9.09$$

$$\text{Alabama's License Score} = \frac{169 - 119}{182 - 119} * 10 = 7.74$$

States' overall ranks are determined by both the Barrier and License Scores. First, states are ranked according to Barrier Score. We then resolve any ties in barrier score using the rank for License Score. If two states have the same Barrier Scores but differing License Scores, the state with a higher License Score is ranked higher on the index. Having a higher Barrier score is unambiguously worse in terms of access to the labor market. More licenses, or a higher License Score, has both pros and cons. Coming back to the example of acupuncturists, the fact that South Carolina licenses the profession means that there is an alternative pathway to do the job besides the more onerous pathway of becoming a physician. At the same time, a new license represents a new burden and will create costs and additional bureaucracy for aspiring acupuncturists in the state.

Using this methodology for ranking leads to one instance of a tie in our overall ranking. Massachusetts and California are tied at 11th overall. As a result of this equal ranking, there is no 12th place overall in our ranking. **Table 2** contains the list of states by overall ranking.

Additionally, we compute the national average and regional averages for the nine Census divisions. The national average number of barriers per state according to our data set is 179, and the national average number of licenses per state is 150. These, as well as the regional averages, are summarized in **Table 3**.

The State Occupational Licensing Index also expands upon previous research by adding a new metric, Most Uniquely Licensed Occupation. This metric is determined by finding the occupation with the least barriers across all states that the state of analysis does have a barrier for. Some occupational titles are only barred in one state. This metric shows occupations that are generally not licensed but are licensed in the state being analyzed.

Finally, at the end of this report, we include individual profiles for each state.



## HOW OUR DATABASE DIFFERS FROM EXISTING MEASURES

In developing this index, there are key differences between the occupation list of the Knee Center Database and the occupation lists used by License to Work publication and the National Council of State Legislatures (NCSL) National Occupational Licensing Database. License to Work 1, 2, and 3 focus on a list of 102 low- to medium-income occupations, specifically with License to Work 2 and 3 focusing on the same list, which differs slightly from License to Work 1. NCSL, on the other hand, focuses on 48 occupations across states with the specific requirement that the occupations be licensed in 30 or more states, not require more than a four-year degree, and have positive projected growth over the next decade. The Knee Center Occupational Database in some cases matches these two databases, but in other cases it does not.

Overall, 34 of the 102 occupations covered by License to Work 2 and 3 are included in this index. The others are not contained within the Knee Center Database. For some occupations, such as various contractors, the attainment of licensing is lower than coverage.<sup>8</sup> While a license may exist for a specific occupation, it could be that an individual can do that occupation as long as they are working directly for a licensed individual. As a specific example, in License to Work 2 there is a note for Carpenter/Cabinet Maker Contractor: “Typically, only contractors require licenses, not the carpenters who work for them.” Thus, it is not illegal for an individual to work as a cabinet maker or carpenter. But all of the workers need to be supervised by a “contractor” who is licensed. This differs from an occupation such as electricians where each individual electrician is required to have a license. In constructing a house, a building company may only have one licensed Carpenter/Cabinet Maker Contractor on staff who participates and supervises multiple people doing carpentry, but every electrician on staff would be required to have their own individual license.

Turning to the NCSL National Occupational Licensing Database, the SOLI index matches 40 of the 48 occupations by title. Once more, there are some discrepancies with respect to the coverage of the two databases. **Table 4** contains the 53 occupations that are matched between the data for this index and the License to Work and NCSL National Occupational Licensing Database.

TABLE 1

## ALL OCCUPATIONS WITH BARRIERS AND LICENSES

Occupation	Total Barriers	Total Licenses	Occupation	Total Barriers	Total Licenses
Acupuncturist	51	48	Licensed Real Estate Appraiser	51	45
Advanced Nurse Practitioner	51	49	Licensed Wastewater Operator	51	51
Attorney	51	51	MD Physician and Surgeon	51	51
Barber	51	51	Medical Medication Technician	51	5
Broker (Standard Real Estate)	51	51	Mortgage Loan Originator	51	51
Certified General Appraiser	51	51	Nurse Anesthetist	51	47
Certified Nurse Aide/Assistant	51	51	Nursing Home Administrator	51	51
Certified Nurse Midwife	51	51	Occupational Therapist	51	51
Certified Public Accountant	51	51	Occupational Therapist Assistant	51	51
Certified Residential Real Estate Appraiser	51	51	Optometrist	51	51
Chiropractor	51	51	Optometrist–Diagnostics	51	51
Clinical Mental Health Counselor- Mental Health Counselor	51	14	Optometrist–Therapeutics	51	51
Clinical Nurse Specialist	51	45	Osteopathic Physician	51	51
Clinical Social Worker	51	51	Pharmacist	51	51
Cosmetologist	51	49	Physical Therapist	51	51
Dental Hygienist	51	51	Physical Therapist Assistant	51	51
Dentist	51	51	Physician Assistant	51	51
Denturist	51	6	Podiatrist	51	51
EMT	51	51	Professional Counselor/ Professional Clinical Counselor	51	36
Esthetician Aesthetician	51	51	Professional Engineer	51	51
Family–Marriage Therapist/Counselor	51	51	Professional Land Surveyor	51	51
Home Health Aide	51	49	Psychologist	51	51
Insurance Producer Non-Resident Individual	51	51	Public School Teacher	51	51
Insurance Producer Resident Individual	51	51	Registered Architect	51	51
Internationally Certified Alcohol & Drug Counselor (ICADC)	51	32	Registered Nurse	51	51
Landscape Architect	51	51	Social Worker	51	46
Lead Abatement Supervisor	51	49	Speech-Language Pathologist	51	51
Lead Inspector	51	51	Veterinarian	51	51
Lead Inspector Risk Assessor	51	51	Funeral Directors/Mortician	50	50
Lead Planner Project Designer	51	48	Funeral Supervisor	50	6
Level Class II Wastewater Operator	51	50	Hearing Aid Dealer/Hearing Aid Dispensers/ Hearing Instrument Specialist	50	50
Level Class III Wastewater Operator	51	51	Respiratory Therapist/Respiratory Care Practitioner	50	50
Level Class IV Wastewater Operator	51	47	Athletic Trainer/Sports Trainer	49	49
Licensed Practical Nurses/Licensed Vocational Nurse	51	51			

Occupation	Total Barriers	Total Licenses
Certified Real Estate Appraiser/ Trainee Assistant	49	49
General Insurance Agent Manager or Exclusive	49	45
Public Adjuster (Individual)	49	49
State Police Officer	49	49
Surplus Lines (Individual) Insurance Agent/Broker	49	49
Investment Advisor Representative	48	48
Mixed Martial Arts (MMA) Promoter	48	48
Professional Mixed Martial Arts (MMA) Fighter	48	44
Asbestos Abatement Worker	47	45
Boxing Promoter	47	47
Court Interpreter	47	47
Massage Therapist	47	47
Occupational Therapist–Temporary	47	42
Pharmacy Intern–Registered	47	47
Real Estate Salesperson	47	44
Substance Abuse Counselor	47	8
Cosmetology Teacher	46	46
Dietitian–Nutritionist (LDN)	46	16
Drug and Alcohol Addictions Counselor	46	42
Mortgage Broker	46	46
Parole/Probation Officer	46	45
Real Estate Instructor	46	45
Associate Broker (Standard Real Estate)	44	11
Plumbing	44	1
Private Investigator	44	44
Professional Boxer	44	44
Professional Fighter Second	44	44
Professional Fighting Judge	44	44
Public School Principal	44	39
Public School Superintendent	44	36
Addictions/Chemical Dependency Counselor	43	17
Funeral Trainee	43	10
Land Surveyor In-Training	43	43
Public School Administrator	43	21
Dietitian	42	25
Engineer In-Training	42	41

Occupation	Total Barriers	Total Licenses
Milk Hauler	42	22
Nail Technician/Manicurist Teacher	42	27
Nutritionist	42	10
Certified Peer Recovery Support Specialist	41	41
Embalmer	41	41
Professional Boxer/Mixed Martial Arts (MMA) Fighter Manager	41	41
Professional Fighter Matchmaker	41	41
Barber Teacher	40	40
Dental Assistant X-Ray Certification	40	40
Low-Voltage Contractor/ Low-Voltage Electrical Contractor	40	3
Master Sign Electrician	40	3
Professional Fighter Timekeeper	40	40
Vehicle Dealer	40	37
Asbestos Contractor	39	36
Asbestos Inspector	39	36
Asbestos Management Planner	39	37
Electrician Journeyman	39	30
Medical Health Physicist	39	38
Residential Master Electrician	39	5
Certified Clinical Supervisor (CCS)	38	38
Esthetician Instructor	38	38
High Medium Voltage Electrician	38	1
Internationally Certified Advanced Alcohol & Drug Counselor (ICAADC)	38	23
Master Electrician (Class A)	38	24
Residential Journeyman Electrician	38	5
Hearing Aid Dispenser Trainee/Apprentice	37	37
Journeyman Industrial Electrician	37	4
Low Voltage Technician	37	1
Maintenance Electrician	37	6
Master Electrician (Class B)	37	2
Veterinarian Technician	37	37
Asbestos Project Designer	36	35
Electrical Contractor	36	36
Electrician	36	6
Journeyman Sign Electrician	36	2
Limited Electrical Technician	36	2

Occupation	Total Barriers	Total Licenses
Limited Energy Technician (Class A)	36	2
Limited Energy Technician (Class B)	36	2
Limited Renewable Energy Technician	36	2
Athlete Agent/Manager	35	34
Residential Wireman/Residential Endorsement	35	4
Residential Wireman (Electrician)	35	9
Behavior Analyst/Specialist	34	32
Milk Dealer or Handler	34	34
Preschool Teacher, except Special Education	34	33
Radiologic Technologist/ Nuclear Medicine Technologist	34	34
Electrologist	33	32
Journeyman Plumber	33	33
Physical Therapist Temporary	33	29
Electrician Apprentice	32	18
Pawnbroker	32	32
Professional Geologist	32	32
Barber Apprentice	31	31
Funeral Resident Intern	31	23
Ring Side Physician for Professional Fighters	31	31
Speech-Language Pathologist Assistant	31	31
Genetic Counselor	29	29
Limited X-ray Machine Operator	29	29
Natural Hair Braider	29	17
Sanitarian/Environmental Health Sanitarian	29	29
Septic Tank Installer	29	5
Wildlife Rehabilitator	29	29
Home Interior Designer	28	28
HVAC License	28	4
Medical Gas Fitter	28	28
Subsurface Sewage Installer	28	28
Provisional Psychologist	27	27
Dental Assistant	26	26
Home Inspector	26	26
Master Plumber	26	25
Cosmetologist Apprentice	25	25
Fuel Piping Contractor	25	25
Manicurist	25	25

Occupation	Total Barriers	Total Licenses
Nail Technician	25	25
Professional Fundraising Counsel	25	25
Wrestling Promoter	25	25
Amateur Mixed Martial Art (MMA) Fighter	24	24
Auctioneer	24	24
Milk Tester	24	21
Tattooist/Tattoo Artist	24	24
Taxidermist	24	24
Title Insurance Agent (Individual)	24	24
Vehicle Salesperson	24	24
Certified Prevention Specialist	23	23
High Medium Voltage Trainee	23	4
Maritime Pilot	23	22
Professional Solicitor (Charities)	23	23
Polygraph Examiner	22	22
Sign Language Interpreter and Translator	22	22
Certified Sewage Septic Pumper	21	17
Internationally Certified Criminal Justice Addictions Professional (ICCJP)	21	21
Medical Assistants Medication Aide	21	21
Opticians (Dispensing)	21	21
Behavior Analyst Assistant	20	20
Sanitarian/Environmental Health Sanitarian In-Training/ Trainee/Aide	19	19
Soil Scientist	19	10
Soil Tester/Soil Classifier	19	13
Body Piercing Artist	18	18
Nail Technician Apprentice	18	13
Optician Apprentice Trainee	18	18
Perfusionist	18	18
Electrician Technician Apprentice	17	1
Investment Advisor	17	17
Milk Weigher Sampler	17	16
Polygraph Examiner Intern/Trainee	17	17
Pyrotechnic Operator	17	17
Paraprofessional Certification Teacher's Aide	16	16
Prosthetist	16	16
Certified Real Estate Evaluator	15	15
Chiropractor Assistant	15	15



Occupation	Total Barriers	Total Licenses
Forester	15	15
Gas Fitter	15	15
Geologist In-Training	15	15
Medical Clinical Laboratory Technician	15	15
Orthotist	15	15
Polysomnographic Technologist	15	15
Professional Boxer/Wrestler/ MMA Fighter Trainer	15	15
Professional Wrestler	15	15
Anesthesiologist Aide/Assistant	14	14
Art Therapist	14	9
Dialysis Technician	14	14
Insurance Administrator (Individual)	14	12
Professional Fighting Announcer	14	14
Cemetery Salesperson	13	12
Certified Sewage/Septic Inspector	13	12
Crane Operator	13	13
Public Accountant	13	13
Psychotherapy Hypnotherapist/Hypnotist	12	9
Septic System Servicer	12	8
Vehicle Factory Representative	12	12
Animal Breeder	11	10
Animal Control Officer	11	11
Auctioneer Apprentice	11	11
Irrigation Contractor	11	11
Piping Contractor	11	11
Music Therapist	11	9
Pedorthist	11	11
Plumbing Apprentice	11	11
Psychological Associate	11	8
Surgical Technologist	11	11
Gas Fitter Trainee/Apprentice	10	10
General Commercial Contractor	10	10
Plumbing Inspector	10	9
Professional Fighting Referee	10	10
Public Health Dental Hygiene Practitioner	10	10
Rental Listing Referral Agent	10	3
Certified Sewage Septic Evaluator	9	9

Occupation	Total Barriers	Total Licenses
Home Improvement Contractor	9	9
Master Gas Fitter	9	9
Mortgage Banker	9	9
Advanced Police Officer	8	8
Journeyman Gas Fitter	8	8
Manicurist Apprentice	8	6
Motor Vehicle Physical Damage Appraiser	8	8
Natural Hair Braider Teacher	8	8
Prosthetist-Orthotist	8	8
Psychological Assistant	8	5
Septic Tank Cleaner	8	8
Dental Radiographer	7	7
Mold Remediation Contractor	7	7
Practitioner of Oriental Medicine/ East Asian Medicine Practitioner/ Eastern Medicine Practitioner	7	6
Psychological Psychiatric Technician	7	4
Cemetery Broker	6	5
Limited Building Maintenance Electrician Limited Maintenance Journeyman	6	6
Orthotic Assistant	6	6
Orthotic Fitter	6	6
Osteopathic Physician Assistant	6	5
Prosthetic Assistant	6	6
Registered Psychologist	6	1
Apprentice Gas Fitter	5	5
Backflow Prevention Tester	5	5
Home Improvement Salesperson	5	5
Land Abstractor	5	5
Landscape Architect In-Training/Trainee/Intern	5	5
Lineman	5	5
Mold Assessor Inspector	5	5
Special Electrician/Specialist Electrician/ Specialty Electrician	5	5
Certified Prevention Professional (CPP)	4	4
Diagnostic Medical Sonographer	4	4
Elevator Apprentice	4	4
Lactation Consultant	4	4
Certified Engineering Geologist	3	2

Occupation	Total Barriers	Total Licenses
Dance/Movement Therapist	3	3
Dental Therapist	3	2
Dietetic Technician/Nutrition Associate	3	1
Electrical Sign Contractor	3	3
Eyelash Technician	3	2
Forester In-Training	3	3
Manager of Record (Standard, Real Estate)	3	1
Master HVACR	3	3
Naprapathic Physician/Doctor	3	2
Osteopathic Acupuncturist	3	1
Subsurface Sewage Cleaner	3	3
Air Conditioning Electrician	2	2
Certified Prevention Professional Advanced (CPPA)	2	2
Cosmetic Therapist/Cosmetician	2	2
Drama Movement Therapist	2	1
Electrical Sign Installer	2	2
Electrical Technician	2	1
Home Inspectors Associate/Trainee/Intern	2	2
Lead Abatement Contractor	2	2
Lightning-Protection Installer	2	1
Milk Subdealer or Subhandler	2	2
Mold Assessment Consultant	2	2

Occupation	Total Barriers	Total Licenses
Ocularist	2	2
Plumbing Technician	2	2
Real Estate Abstracter	2	2
Specialty Residential Contractor	2	2
Tradesman Plumber	2	2
Cemetery Associate Broker	1	1
Commercial Industrial Plumber	1	1
Electrical Sign Apprentice	1	1
Fire/Life/Safety Technician	1	1
Gas Line Contractor	1	1
HIV–AIDS Counselor	1	1
Lead Consultant Contractor	1	1
Lightning-Protection Contractor	1	1
Mold Remediation Worker Registration	1	1
Non-residential Lighting Technician	1	1
Nutritionist Assistant	1	1
Orthotic Fitter Assistant	1	1
Orthotic Technician	1	1
Osteopathic Genetic Counselor	1	1
Osteopathic Perfusionist	1	1
Osteopathic Respiratory Therapist	1	1
Physician Acupuncturist	1	0
Professional Geophysicist	1	1
Second Initial Teacher Certificate	1	1

TABLE 2 | OVERALL RANKINGS

Overall Rank	State	Barriers		Licenses		Overall Rank	State	Barriers		Licenses	
		Score	Total	Score	Total			Score	Total	Score	Total
1	Arkansas	10.00	212	9.68	180	27	South Carolina	4.77	178	6.35	159
2	Texas	9.23	207	10.00	182	28	Idaho	4.77	178	4.29	146
3	Alabama	9.08	206	7.94	169	29	Michigan	4.77	178	4.29	146
4	Oklahoma	8.62	203	7.62	167	30	Connecticut	4.77	178	4.13	145
5	Washington	7.69	197	7.30	165	31	Arizona	4.31	175	4.29	146
6	Kentucky	7.69	197	6.98	163	32	Georgia	4.15	174	3.65	142
7	Minnesota	7.23	194	8.10	170	33	Louisiana	4.00	173	5.71	155
8	North Carolina	7.23	194	6.83	162	34	Delaware	4.00	173	3.49	141
9	Wisconsin	6.92	192	6.03	157	35	District of Columbia	3.85	172	2.38	134
10	Oregon	6.77	191	7.46	166	36	Florida	3.54	170	4.92	150
11	California	6.46	189	5.40	153	37	Hawaii	3.38	169	3.02	138
11	Massachusetts	6.46	189	5.40	153	38	Maryland	3.08	167	5.08	151
13	West Virginia	6.46	189	5.40	153	39	South Dakota	3.08	167	3.02	138
14	Virginia	6.46	189	5.24	152	40	New York	2.77	165	5.24	152
15	Utah	6.15	187	5.56	154	41	Mississippi	2.62	164	4.92	150
16	Rhode Island	6.15	187	4.60	148	42	Nevada	2.62	164	4.60	148
17	Tennessee	6.00	186	7.46	166	43	Montana	2.46	163	2.22	133
18	North Dakota	6.00	186	5.08	151	44	Alaska	2.31	162	1.27	127
19	New Jersey	5.85	185	4.92	150	45	Illinois	2.15	161	4.13	145
20	Pennsylvania	5.69	184	7.78	168	46	Vermont	1.85	159	1.27	127
21	Ohio	5.69	184	6.35	159	47	Colorado	1.08	154	1.11	126
22	Nebraska	5.69	184	5.56	154	48	Indiana	0.92	153	3.02	138
23	New Hampshire	5.69	184	5.40	153	49	Wyoming	0.77	152	0.00	119
24	New Mexico	5.69	184	5.08	151	50	Missouri	0.62	151	3.49	141
25	Maine	5.23	181	4.60	148	51	Kansas	0.00	147	2.22	133
26	Iowa	5.08	180	4.92	150						

TABLE 3 | NATIONAL AND REGIONAL AVERAGES FOR TOTAL BARRIERS AND TOTAL LICENSES

National Average	Barriers	Licences	Regional Averages	Barriers	Licences
United States	179	150	East North Central	173.60	149.00
			East South Central	188.25	162.00
			Middle Atlantic	180.17	158.17
			Mountain	169.63	140.38
			New England	179.67	145.67
			Pacific	181.60	149.80
			South Atlantic	178.44	149.33
			West North Central	172.71	148.14
			West South Central	198.75	171.00

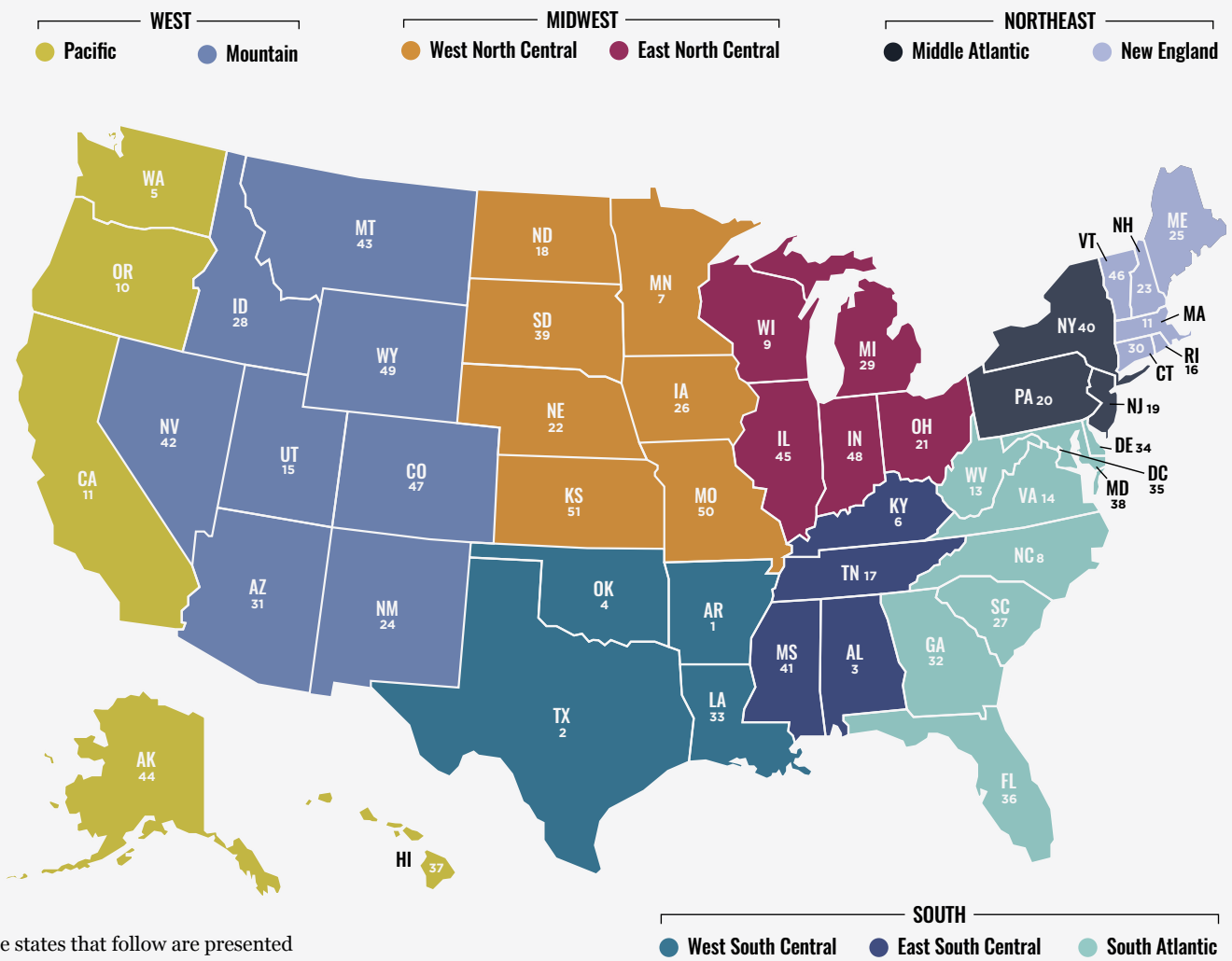
TABLE 4 | OCCUPATIONS MATCHED BETWEEN IJ LICENSE TO WORK AND NCSL NATIONAL OCCUPATIONAL LICENSING DATABASE

	State Occupational Licensing Index	License to Work	National Occupational Licensing Database
A	Animal Breeder	Animal Breeder	–
	Animal Control Officer	Animal Control Officer	–
	Athletic Trainer/Sports Trainer	Athletic Trainer	Athletic Trainer
	Auctioneer	Auctioneer	Auctioneer
B	Barber	Barber, Shampooer	Barber
	Broker (Standard Real Estate)	–	Real Estate Broker
C	Certified Nurse Aides/Assistants	–	Certified Nursing Assistant
	Certified Residential Real Estate Appraiser	–	Real Estate Appraiser
	Cosmetologist	Cosmetologist, Makeup Artist, Shampooer	Cosmetologist
	Crane Operator	Crane Operator	–
D	Dental Assistant	Dental Assistant	–
	Dental Hygienist	–	Dental Hygienist
	Dietetic Technician	Dietetic Technician	–
	Dietitian	–	Dietician
E	Electrician	–	Electrician
	Electrician Apprentice	Electrical Helper	–
	EMTs	Emergency Medical Technician	Emergency Medical Technician (EMT)
	Esthetician/Aesthetician	–	Skin Care Specialist (Esthetician)
F	Fire/Life/Safety Technician	Fire Alarm Installer	–
	Forester In-Training	Forest Worker	–
	Funeral Director/Mortician	–	Funeral Service Director
	Funeral Trainee	Funeral Attendant	–

	State Occupational Licensing Index	License to Work	National Occupational Licensing Database
G	Gas Fitter	–	Pipe Fitter
	General Commercial Contractor	–	General Contractor
	General Insurance Agent Manager	–	Insurance Sales Agent
H	Home Inspector	–	Home Inspectors
	Home Interior Designer	Interior Designer	–
	HVAC Installer	HVAC Contractor (Commercial)	HVAC Contractor
J	Journeyman Plumber	–	Plumber (Journeyman)
L	Landscape Architect	Landscape Contractor (Commercial) (Residential)	Landscape Architect
	Licensed Practical Nurse/ Licensed Vocational Nurse	–	Licensed Practical Nurses (LPN)
	Low-Voltage Contractor/ Low-Voltage Electrical Contractor	Security Alarm Installer	Security Alarm Technician (Low-Voltage System Installer)
M	Manicurist	Manicurist	Manicurist/Pedicurist
	Massage Therapist	Massage Therapist	Massage Therapist
	Milk Weigher Sampler	–	Milk Sampler
N	Nursing Home Administrator	–	Nursing Home Administrator
O	Occupational Therapist Assistant	–	Occupational Therapy Assistant
P	Pharmacy Technician	–	Pharmacy Technician
	Physical Therapist Assistant	–	Physical Therapy Assistant
	Piping Contractor	Pipelayer Contractor	–
	Preschool Teacher, except Special Education	–	Preschool Teacher
	Private Investigator	–	Private Detective
	Professional Land Surveyor	–	Land Surveyor
	Radiologic Technologist/Nuclear Medicine Technologist	–	Radiologic Technologist
R	Real Estate Appraiser	–	Real Estate Appraiser
	Real Estate Salesperson	–	Real Estate Agent
	Registered Nurse	–	Registered Nurse
	Respiratory Therapist Respiratory Care Practitioner	–	Respiratory Therapist
	Sign Language Interpreter and Translators	Interpreter, Sign Language	–
S	Social Worker	–	Child, Family, and School Social Worker (Bachelor's level)
T	Taxidermist	Taxidermist	–
	Teacher's Aide	–	Teachers Assistant
V	Veterinarian Technician	–	Veterinary Technician



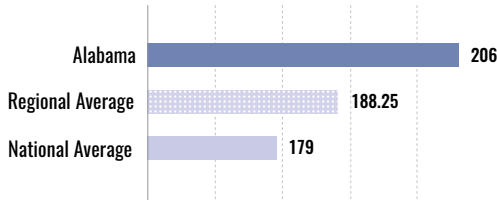
## 2023 STATE OCCUPATIONAL LICENSING INDEX



The states that follow are presented in alphabetical order.

# ALABAMA

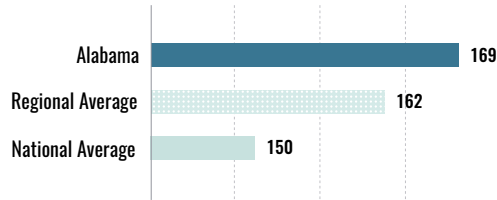
U.S. RANK  
**3<sup>RD</sup>**



## BARRIER SCORE 9.08

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



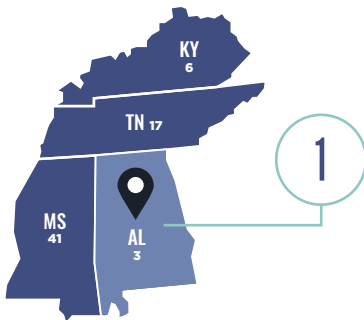
## LICENSE SCORE 7.94

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST SOUTH CENTRAL REGION

Alabama ranks 1st in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Alabama ranks 3rd overall. (1=worst; 51=best)

- 1 Arkansas
- 2 Texas
- 3 Alabama
- 4 Oklahoma
- 5 Washington

#### Alabama

- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Alabama has the 3rd highest licensing burden in the US and ranks 1st of four states in the East South Central region.



Alabama's total barriers (206) and licenses (169) are above the regional and national averages.



Within the East South Central region, Alabama has the most barriers and licensing requirements.

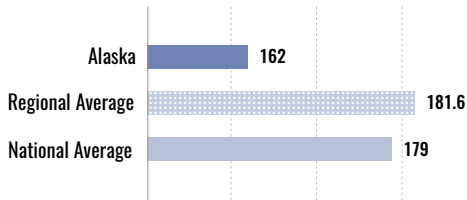


Alabama's most uniquely licensed occupations are Drama/Movement Therapist and Lead Abatement Contractor, which are licensed in two states.

ALASKA

U.S. RANK

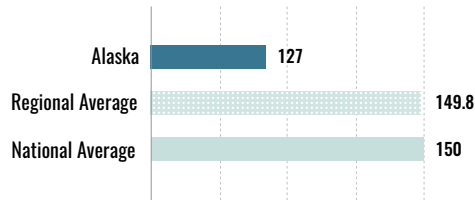
44<sup>TH</sup>



### BARRIER SCORE 2.31

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



### LICENSE SCORE 1.27

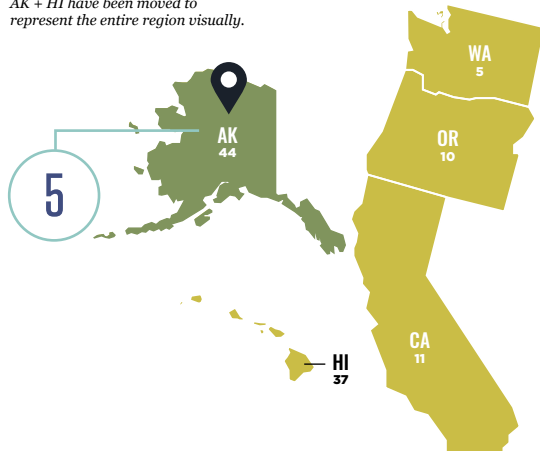
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

#### PACIFIC REGION

Alaska ranks 5th in the region. (1=worst; 5=best)

*AK + HI have been moved to represent the entire region visually.*



#### OVERALL U.S. RANKING

Alaska ranks 44th overall. (1=worst; 51=best)

- 42 Nevada
- 43 Montana
- 44 Alaska
- 45 Illinois
- 46 Vermont

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Alaska has the 44th highest licensing burden in the US and ranks 5th of five states in the Pacific region.



Alaska's total barriers (162) and licenses (127) are below the regional and national averages.



Alaska ranks in the bottom quintile of states with the eighth fewest barriers and fourth fewest licenses.



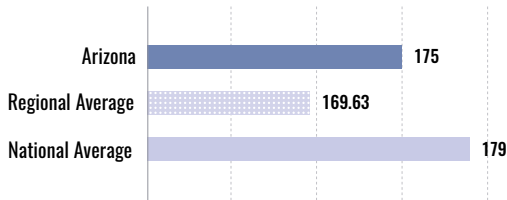
Alaska's most uniquely licensed occupation is Commercial Industrial Plumber, which is licensed only in Alaska.



ARIZONA

U.S. RANK

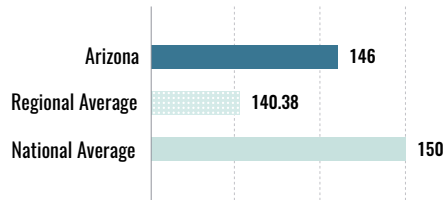
31<sup>ST</sup>



### BARRIER SCORE 4.31

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



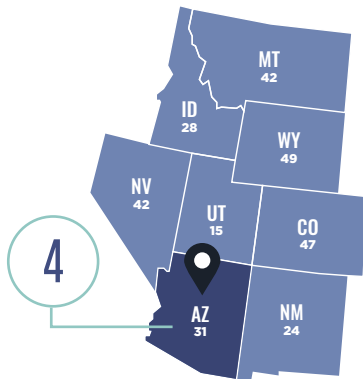
### LICENSE SCORE 4.29

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

Arizona ranks 4th in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

Arizona ranks 31st overall. (1=worst; 51=best)

- 29 New Mexico
- 30 Idaho
- 31 Arizona**
- 32 Nevada
- 33 Montana

- Alabama
- Alaska
- Arizona**
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS

**Barriers:** Arizona has the 31st highest licensing burden in the US and ranks 4th of eight states in the Mountain region.

**Licenses:** Arizona's total barriers (175) and licenses (146) are above the regional average averages but below the national averages.

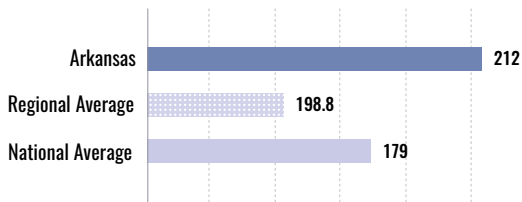
**Recognition:** In 2019, Arizona passed a comprehensive universal licensing recognition law. The law does not recognize other states' licenses automatically; individuals must still apply for licenses, pay applicable fees, and meet requirements. However, it makes it easier to obtain a license by removing duplicate requirements such as education and training.

**Specialty:** Arizona's most uniquely licensed occupation is Specialty Residential Contractor, which is licensed in two states.

ARKANSAS

U.S. RANK

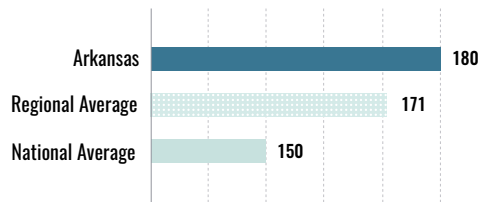
1<sup>ST</sup>



### BARRIER SCORE 10.0

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



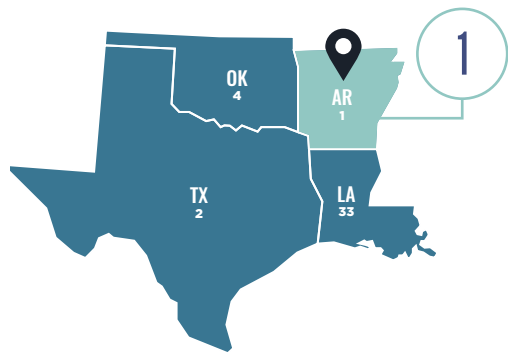
### LICENSE SCORE 9.68

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST SOUTH CENTRAL REGION

Arkansas ranks 1st in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Arkansas ranks 1st overall. (1=worst; 51=best)

- 1 Arkansas
- 2 Texas
- 3 Alabama
- 4 Oklahoma
- 5 Washington

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Arkansas has the highest (1st) licensing burden in the US and the West South Central region.



Arkansas's total barriers (212) and licenses (180) are significantly above the regional and national averages.



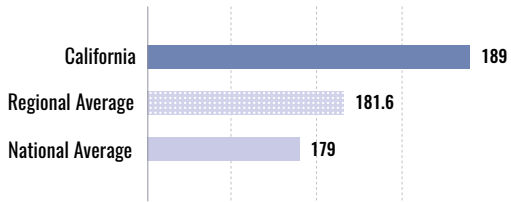
Arkansas has the most barriers and second most licenses of any state in the index.



Arkansas's most uniquely licensed occupations are Air Condition Electrician and Lead Abatement Contractor, which are licensed in two states.

# CALIFORNIA

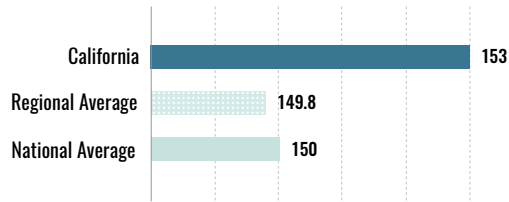
U.S. RANK  
**11<sup>TH</sup>**



## BARRIER SCORE **6.46**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



## LICENSE SCORE **5.40**

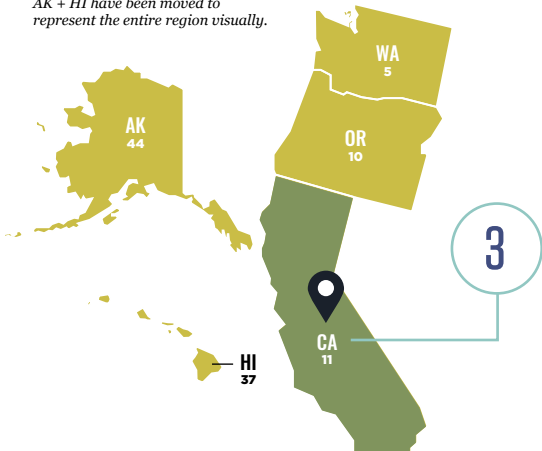
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### PACIFIC REGION

California ranks 3rd in the region. (1=worst; 5=best)

*AK + HI have been moved to represent the entire region visually.*



### OVERALL U.S. RANKING

California ranks 11th overall. (1=worst; 51=best)

- 9 Wisconsin
- 10 Oregon
- 11 California/Massachusetts
- 13 West Virginia
- 14 Virginia

- Alabama
- Alaska
- Arizona
- Arkansas
- California**
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



California is tied for the 11th highest licensing burden in the US and ranks 3rd of five states in the Pacific region.



California's total barriers (189) and licenses (153) are above the regional and national averages.



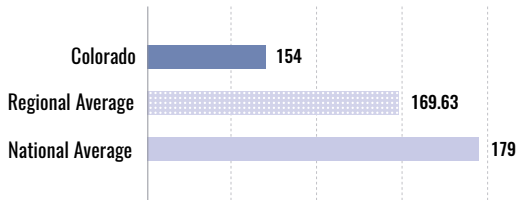
Although trending above the national averages, California ranks better than its regional peers Washington and Oregon.



California's most uniquely licensed occupation is Fire/Life/Safety Technician, which is licensed only in California.

COLORADO

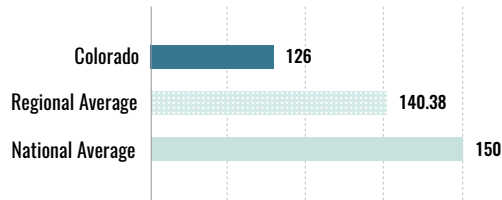
U.S. RANK  
**47<sup>TH</sup>**



### BARRIER SCORE 1.08

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



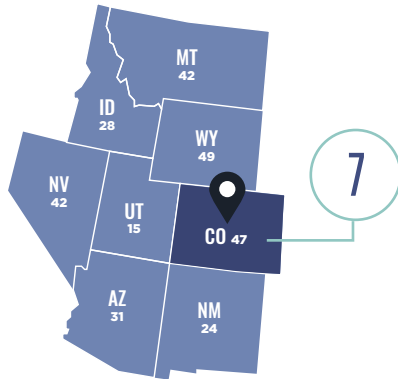
### LICENSE SCORE 1.11

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

Colorado ranks 7th in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

Colorado ranks 47th overall. (ranking: 1=worst; 51=best)

- 45 Illinois
- 46 Vermont
- 47 Colorado**
- 48 Indiana
- 49 Wyoming

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado**
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Colorado has the 47th highest licensing burden in the US and ranks 7th of eight states in the Mountain region.



Colorado's total barriers (154) and licenses (126) are significantly below the regional and national averages.



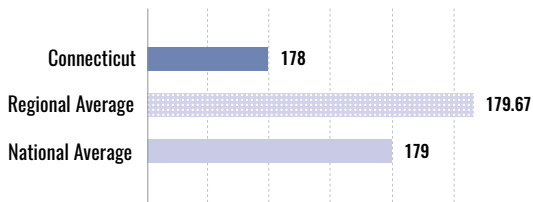
Within the Mountain region, Colorado has the second fewest barriers and licenses—above only Wyoming.



Colorado is the only state in the US that does not license funeral directors. Colorado's most uniquely licensed occupation, Rental Listing Referral Agent, isn't specifically licensed; it is barred by a Real Estate Broker license.

# CONNECTICUT

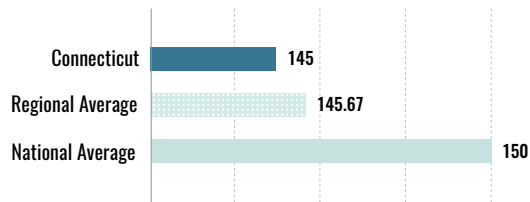
U.S. RANK  
**30<sup>TH</sup>**



## BARRIER SCORE **4.77**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



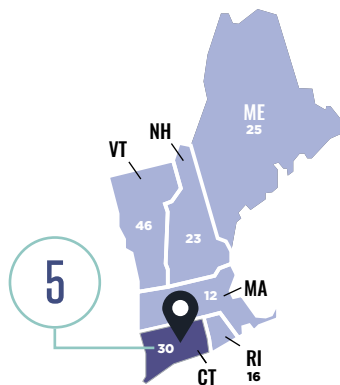
## LICENSE SCORE **4.13**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### NEW ENGLAND REGION

Connecticut ranks 5th in the region. (1=worst; 6=best)



### OVERALL U.S. RANKING

Connecticut ranks 30th overall. (1=worst; 51=best)

- 28 Idaho
- 29 Michigan
- 30 Connecticut**
- 31 Arizona
- 32 Georgia

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut**
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Connecticut has the 27th highest licensing burden in the US and ranks 5th of six states in the New England region.



Connecticut's total barriers (178) and licenses (145) are consistent with the regional and national averages.



Although trending near the national averages, Connecticut has the second fewest barriers and licenses in the New England region—above only Vermont.

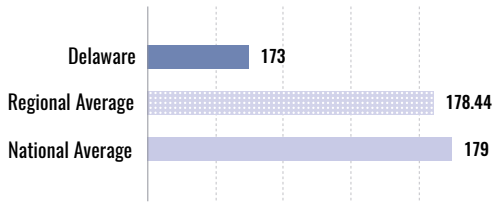


Connecticut's most uniquely licensed occupation is Lead Consultant Contractor, which is licensed only in Connecticut.

DELAWARE

U.S. RANK

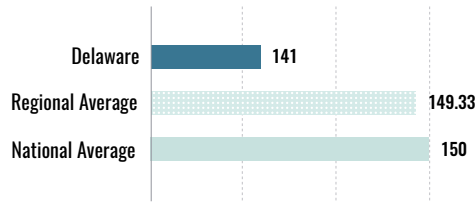
34<sup>TH</sup>



## BARRIER SCORE 4.00

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



## LICENSE SCORE 3.49

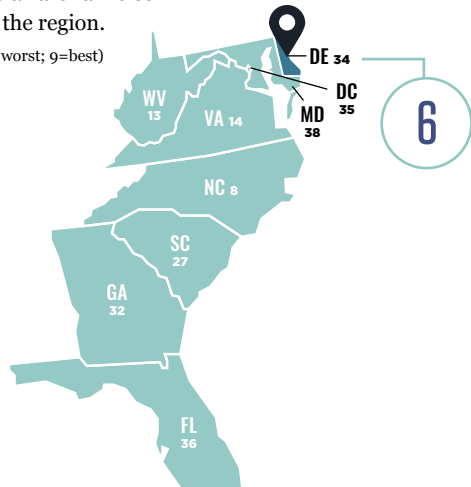
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

Delaware ranks 6th in the region.

(1=worst; 9=best)



### OVERALL U.S. RANKING

Delaware ranks 34th overall. (1=worst; 51=best)

- 32 Georgia
- 33 Louisiana
- 34 Delaware**
- 35 District of Columbia
- 36 Florida

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware**
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Delaware has the 34th highest licensing burden in the US and ranks 6th of nine states in the South Atlantic region.



Delaware's total barriers (173) and licenses (141) are below the regional and national averages.



While Delaware may be famous for its corporate laws, it places fewer than average barriers to entry through occupational licenses.

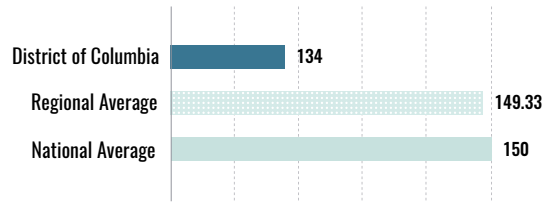
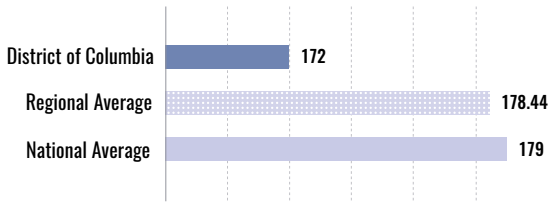


Delaware's most uniquely licensed occupation is Master HVACR, which is licensed in three states.

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia**
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

# DISTRICT OF COLUMBIA

U.S. RANK  
**35<sup>TH</sup>**



## BARRIER SCORE 3.85

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

## LICENSE SCORE 2.38

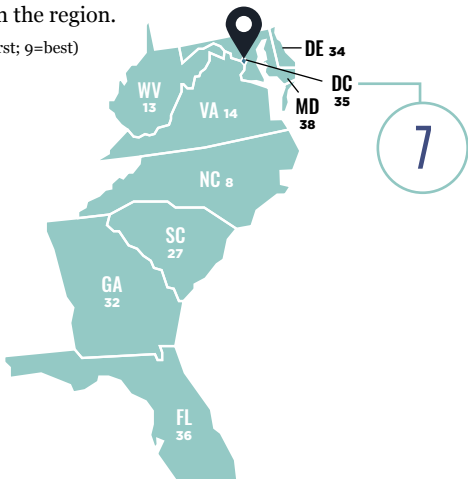
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

District of Columbia ranks 7th in the region.

(1=worst; 9=best)



### OVERALL U.S. RANKING

District of Columbia ranks 35th overall. (1=worst; 51=best)

- 33 Louisiana
- 34 Delaware
- 35 District of Columbia**
- 36 Florida
- 37 Hawaii

KEY FINDINGS



The District of Columbia has the 35th highest licensing burden in the US and ranks 7th of nine states in the South Atlantic region.



The District of Columbia's total barriers (172) and licenses (134) are below the regional and national averages.



The nation's capital is less restrictive than the median state and is only outperformed by Florida and Maryland in the South Atlantic region.

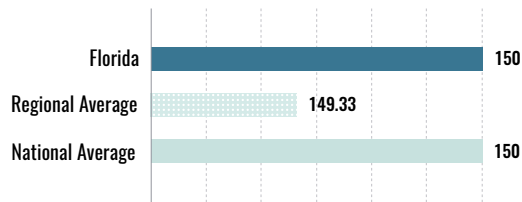
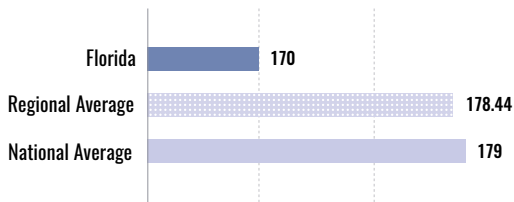


The District of Columbia's most uniquely licensed occupation is Dance/Movement Therapist, which is licensed in three states.

# FLORIDA

U.S. RANK

## 36<sup>TH</sup>



## BARRIER SCORE 3.54

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

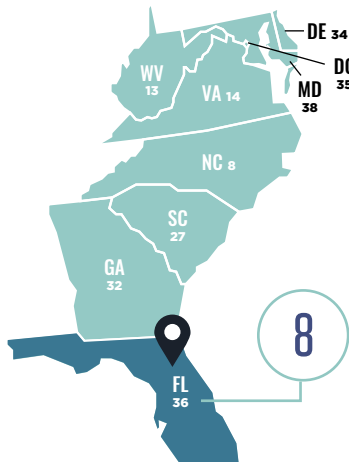
## LICENSE SCORE 4.92

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

Florida ranks 8th in the region. (1=worst; 9=best)



### OVERALL U.S. RANKING

Florida ranks 36th overall. (1=worst; 51=best)

- 34 Delaware
- 35 District of Columbia
- 36 Florida**
- 37 Hawaii
- 38 Maryland

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida**
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Florida has the 36th highest licensing burden in the US and ranks 8th of nine states in the South Atlantic region.



Florida's total barriers (170) are below the regional and national averages; its total licenses (150) are consistent with the regional and national averages.



The states surrounding Florida—Washington, DC (#35) and Hawaii (#37)—have a similar number of barriers but each have more than 10 fewer licenses.



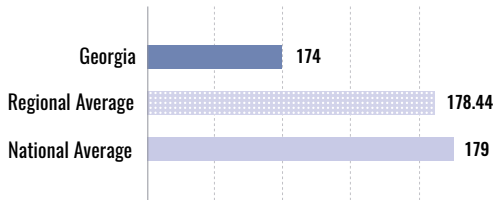
Florida's most uniquely licensed occupations are Gas Line Contractor and Orthotic Fitter Assistant, which are licensed only in Florida.



GEORGIA

U.S. RANK

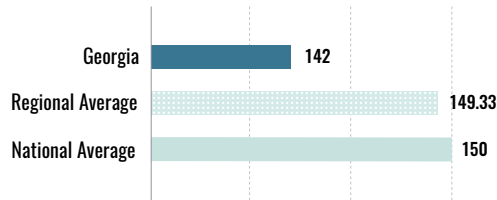
32<sup>ND</sup>



## BARRIER SCORE 4.15

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



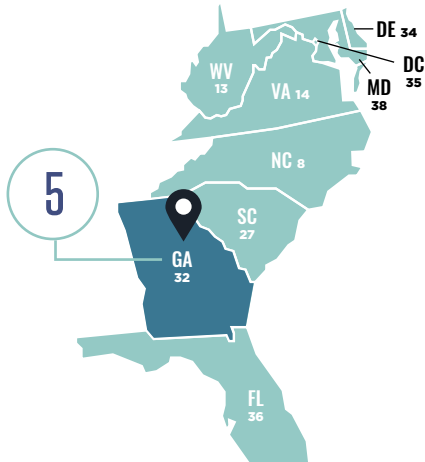
## LICENSE SCORE 3.65

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

Georgia ranks 5th in the region. (1=worst; 9=best)



### OVERALL U.S. RANKING

Georgia ranks 32nd overall. (1=worst; 51=best)

- 30 Connecticut
- 31 Arizona
- 32 Georgia
- 33 Louisiana
- 34 Delaware

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Georgia has the 32nd highest licensing burden in the US and ranks 5th of nine states in the South Atlantic region.



Georgia's total barriers (174) and licenses (142) are slightly below the regional and national averages.



Georgia's lactation consultant law is uniquely restrictive, requiring approximately two years of college and 300 hours of clinical work. The law was ruled unconstitutional and is under review by the Georgia Supreme Court.

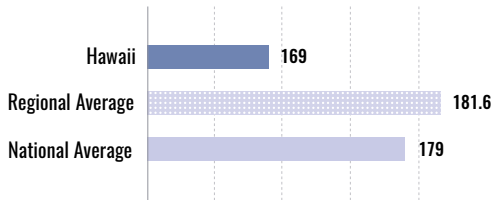


Georgia's most uniquely licensed occupation is Lactation Consultant, which is licensed in four states.

HAWAII

U.S. RANK

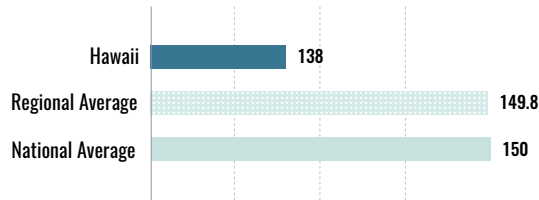
37<sup>TH</sup>



### BARRIER SCORE 3.38

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



### LICENSE SCORE 3.02

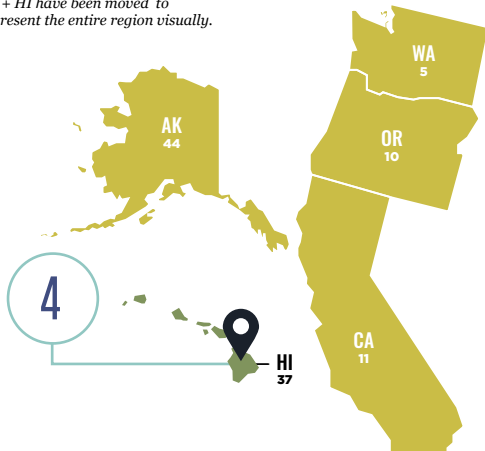
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

#### PACIFIC REGION

Hawaii ranks 4th in the region. (1=worst; 5=best)

*AK + HI have been moved to represent the entire region visually.*



#### OVERALL U.S. RANKING

Hawaii ranks 37th overall. (1=worst; 51=best)

- 35 District of Columbia
- 36 Florida
- 37 Hawaii**
- 38 Maryland
- 39 South Dakota

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii**
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Hawaii has the 37th highest licensing burden in the US and ranks 4th of five states in the Pacific region.



Hawaii's total barriers (169) and licenses (138) are below the regional and national averages.



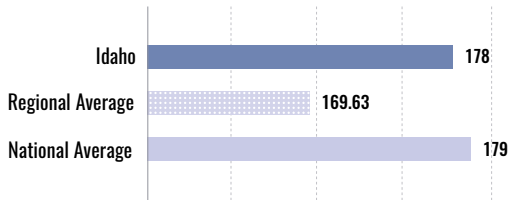
Within the Pacific region, Hawaii has the second fewest barriers and licenses—above only Alaska.



Hawaii's most uniquely licensed occupation is Elevator Apprentice, which is licensed in four states.

IDAHO

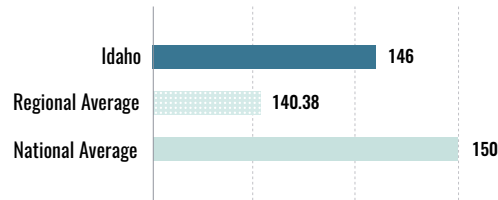
U.S. RANK  
**28<sup>TH</sup>**



### BARRIER SCORE 4.77

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



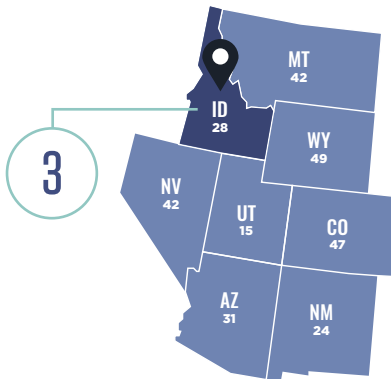
### LICENSE SCORE 4.29

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

Idaho ranks 3rd in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

Idaho ranks 28th overall. (1=worst; 51=best)

- 26 Iowa
- 27 South Carolina
- 28 Idaho**
- 29 Michigan
- 30 Connecticut

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho**
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Idaho has the 28th highest licensing burden in the US and ranks 3rd of eight states in the Mountain region.



Idaho's total barriers (178) and licenses (146) are slightly above the regional averages and slightly below the national averages.



Although trending near the national averages, Idaho has higher barriers and licenses than most states in the Mountain region.

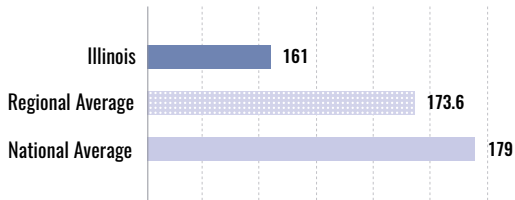


Idaho's most uniquely licensed occupations are Backflow Prevention Tester, Landscape Architect In-Training/Trainee/Intern, and Lineman, which are licensed in five states.

ILLINOIS

U.S. RANK

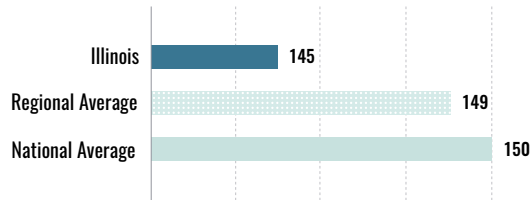
45<sup>TH</sup>



## BARRIER SCORE 2.15

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



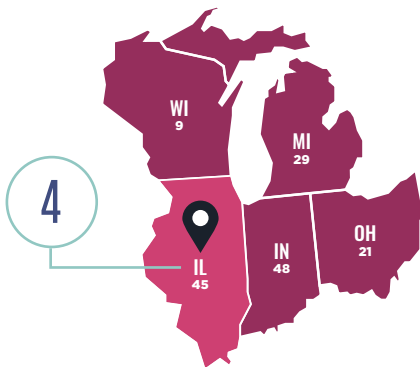
## LICENSE SCORE 4.13

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST NORTH CENTRAL REGION

Illinois ranks 4th in the region. (1=worst; 5=best)



### OVERALL U.S. RANKING

Illinois ranks 45th overall. (1=worst; 51=best)

- 43 Montana
- 44 Alaska
- 45 Illinois
- 46 Vermont
- 47 Colorado

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Illinois has the 45th highest licensing burden in the US and ranks 4th of five states in the East North Central region.



Illinois's total barriers (161) and licenses (145) are below the regional and national averages. Illinois is among a specific set of states with much different barrier and license scores.



Within the East North Central region, Illinois has the second fewest barriers and licenses—above only Indiana.

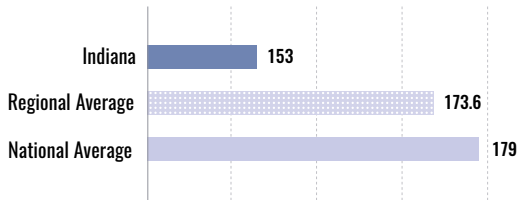


Illinois's most uniquely licensed occupations are Naprapathic Physician<sup>9</sup> and Subsurface Sewage Cleaner, which are licensed in three states.

# INDIANA

U.S. RANK

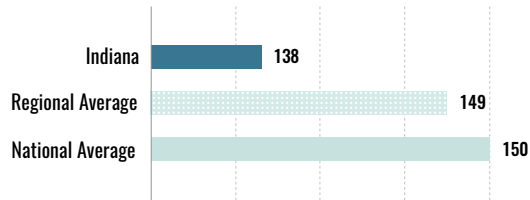
## 48<sup>TH</sup>



### BARRIER SCORE 0.92

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



### LICENSE SCORE 3.02

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST NORTH CENTRAL REGION

Indiana ranks 5th in the region. (1=worst; 5=best)



### OVERALL U.S. RANKING

Indiana ranks 48th overall. (1=worst; 51=best)

- 46 Vermont
- 47 Colorado
- 48 Indiana**
- 49 Wyoming
- 50 Missouri

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana**
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Indiana has the 48th highest licensing burden in the US and ranks 5th of five states in the East North Central region.



Indiana's total barriers (153) and licenses (138) are significantly below the regional and national averages.



Within the East North Central region, Indiana has the fewest barriers and licenses. In fact, it has only six more barriers than the best-ranked state in the index, Kansas.

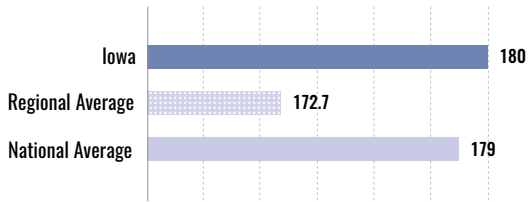


Indiana's most uniquely licensed occupation is Backflow Prevention Tester, which is licensed in five states.

IOWA

U.S. RANK

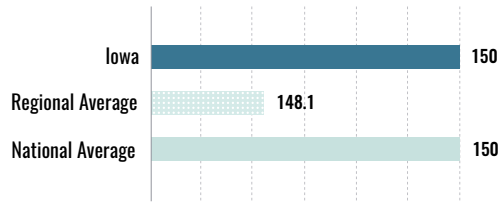
26<sup>TH</sup>



### BARRIER SCORE 5.08

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



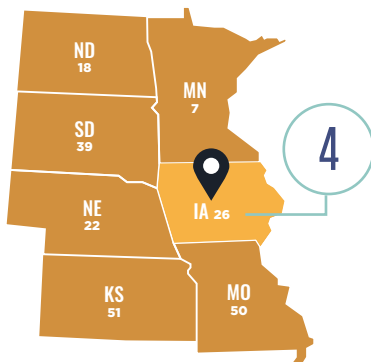
### LICENSE SCORE 4.92

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST NORTH CENTRAL REGION

Iowa ranks 4th in the region. (1=worst; 7=best)



### OVERALL U.S. RANKING

Iowa ranks 26th overall. (1=worst; 51=best)

- 24 New Mexico
- 25 Maine
- 26 Iowa
- 27 South Carolina
- 28 Idaho

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Iowa has the 26th highest licensing burden in the US and ranks 4th of seven states in the West North Central region.



Iowa's total barriers (180) and licenses (150) are above the regional averages.



As the index's official median state, Iowa has one more barrier than the national average, and its total licenses are equal to the national average.

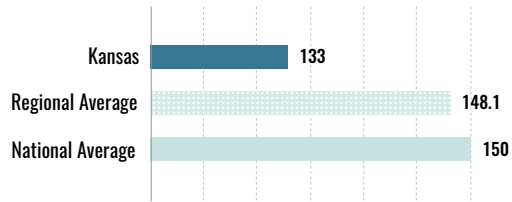
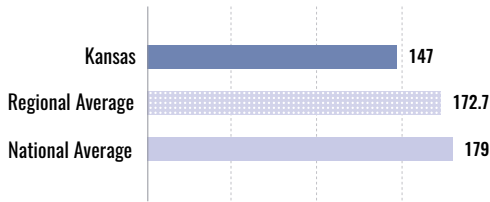


Iowa's most uniquely licensed occupations are Air Conditioning Electrician, Certified Prevention Professional Advanced, Electrical Sign Installer, and Plumbing Technician, which are licensed in two states.

KANSAS

U.S. RANK

51<sup>ST</sup>



## BARRIER SCORE 0

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

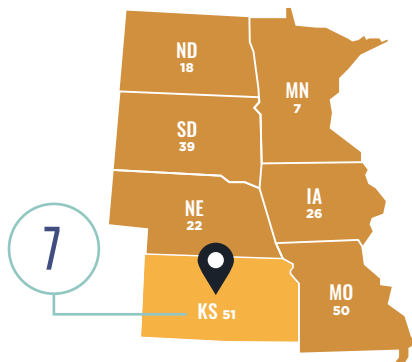
## LICENSE SCORE 2.22

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST NORTH CENTRAL REGION

Kansas ranks 7th in the region. (1=worst; 7=best)



### OVERALL U.S. RANKING

Kansas ranks 51st overall. (1=worst; 51=best)

- 47 Colorado
- 48 Indiana
- 49 Wyoming
- 50 Missouri
- 51 Kansas

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas**
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Kansas has the lowest (51st) licensing burden in the US and the West North Central region.



Kansas's total barriers (147) and licenses (133) are significantly below the regional and national averages.



Kansas has the fewest barriers of any state in the index; it is tied for the fifth fewest licenses.

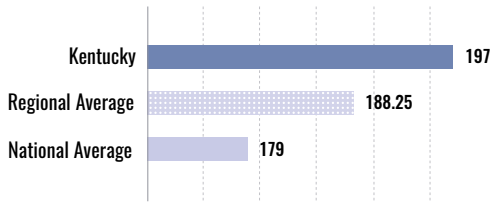


Kansas's most uniquely licensed occupation is Advanced Police Officer, which is licensed in eight states.

KENTUCKY

U.S. RANK

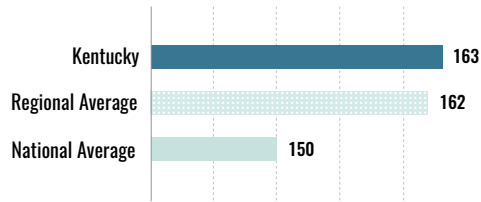
6<sup>TH</sup>



## BARRIER SCORE 7.69

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



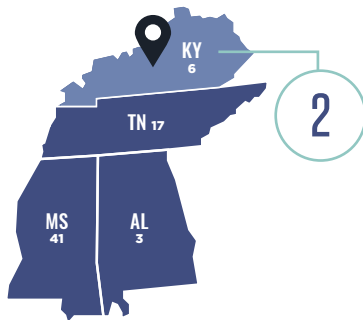
## LICENSE SCORE 6.98

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST SOUTH CENTRAL REGION

Kentucky ranks 2nd in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Kentucky ranks 6th overall. (1=worst; 51=best)

- 4 Oklahoma
- 5 Washington
- 6 Kentucky**
- 7 Minnesota
- 8 North Carolina

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky**
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Kentucky has the 6th highest licensing burden in the US and ranks 2nd of four states in the East South Central region.



Kentucky's total barriers (197) and licenses (163) are above the regional and national averages.



Kentucky has the same number of barriers as Washington; however, Kentucky has fewer overall licenses, allowing it to fall one place lower on the index.



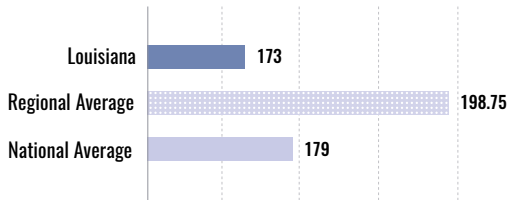
Kentucky's most uniquely licensed occupations are Cemetery Broker (licensed as Cemetery Salesperson) and Orthotic Fitter, which are licensed in six states.



LOUISIANA

U.S. RANK

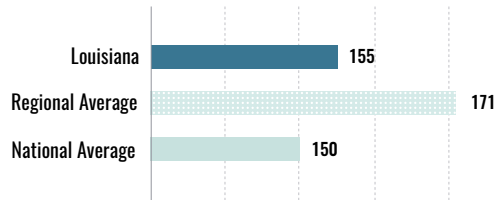
33<sup>RD</sup>



### BARRIER SCORE 4.0

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



### LICENSE SCORE 5.71

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST SOUTH CENTRAL REGION

Louisiana ranks 4th in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Louisiana ranks 33rd overall. (1=worst; 51=best)

- 31 Arizona
- 32 Georgia
- 33 Louisiana**
- 34 Delaware
- 35 District of Columbia

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana**
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Louisiana has the 33rd highest licensing burden in the US and ranks 4th of four states in the West South Central region.



Louisiana's total barriers (173) are below the regional and national averages; its total licenses (155) are below the regional national but above the national average.



Although trending near the national averages, Louisiana has fewer barriers and licenses than all other states in the West South Central region.

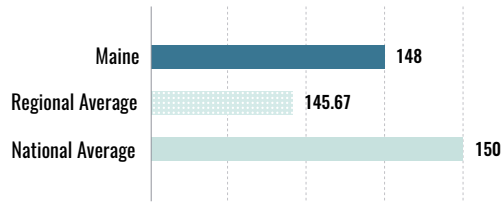
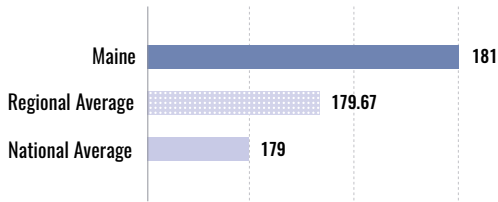


Louisiana's most uniquely licensed occupation is Tradesman Plumber, a specialty designation of plumber which is licensed in two states.

MAINE

U.S. RANK

25<sup>TH</sup>



## BARRIER SCORE 5.23

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

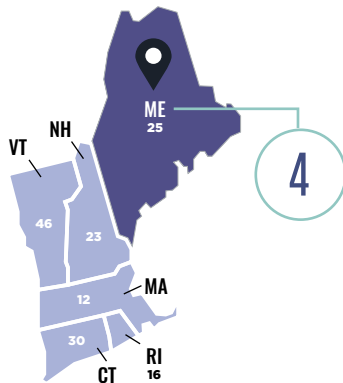
## LICENSE SCORE 4.60

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### NEW ENGLAND REGION

Maine ranks 4th in the region. (1=worst; 6=best)



### OVERALL U.S. RANKING

Maine ranks 25th overall. (1=worst; 51=best)

- 23 New Hampshire
- 24 New Mexico
- 25 Maine**
- 26 Iowa
- 27 South Carolina

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine**
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Maine has the 25th highest licensing burden in the US and ranks 4th of six states in the New England region.



Maine's total barriers (181) and licenses (148) are slightly above the regional averages and consistent with the national averages.



Near the index median, Maine has two more barriers and two fewer licenses than the national average.

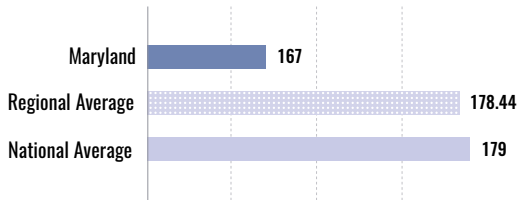


Maine's most uniquely licensed occupations are Dental Therapist, Dietician Technician, and Forester In-Training (licensed as Intern Forester), which are licensed in three states.

MARYLAND

U.S. RANK

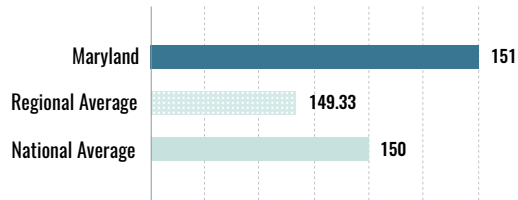
38<sup>TH</sup>



## BARRIER SCORE 3.08

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



## LICENSE SCORE 5.08

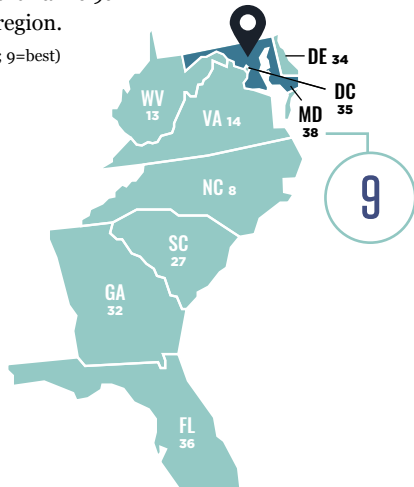
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

Maryland ranks 9th in the region.

(1=worst; 9=best)



### OVERALL U.S. RANKING

Maryland ranks 38th overall. (1=worst; 51=best)

- 36 Florida
- 37 Hawaii
- 38 Maryland
- 39 South Dakota
- 40 New York

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Maryland has the 38th highest licensing burden in the US and ranks 9th of nine states in the South Atlantic region.



Maryland's total barriers (167) are significantly below the regional and national averages; its total licenses (151) are consistent with the regional and national averages.



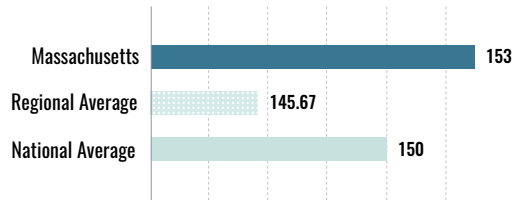
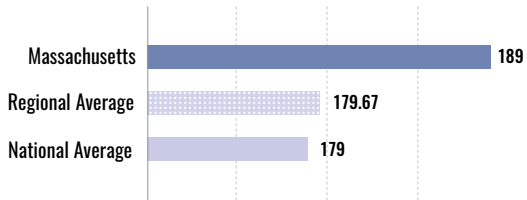
Within the South Atlantic region, Maryland has the fewest barriers and the median number of licenses.



Maryland's most uniquely licensed occupations are Apprentice Gas Fitter and Home Improvement Salesperson, which are licensed in five states.

# MASSACHUSETTS

U.S. RANK  
11<sup>TH</sup>



## BARRIER SCORE 6.46

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

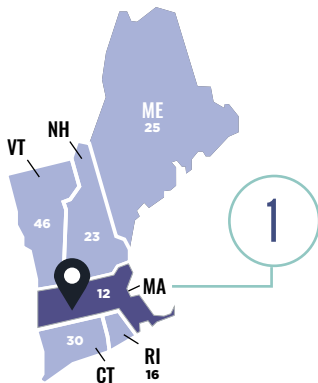
## LICENSE SCORE 5.40

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

## NEW ENGLAND REGION

Massachusetts ranks 1st in the region. (1=worst; 6=best)



## OVERALL U.S. RANKING

Massachusetts ranks 11th overall. (1=worst; 51=best)

- 9 Wisconsin
- 10 Oregon
- 11 **Massachusetts/California**
- 13 West Virginia
- 14 Virginia

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts**
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Massachusetts is tied for the 11th highest licensing burden in the US and ranks 1st of six states in the New England region.



Massachusetts' total barriers (189) and licenses (153) are above the regional and national averages.



Within the New England region, Massachusetts has the most barriers and is tied for the most licensing requirements.

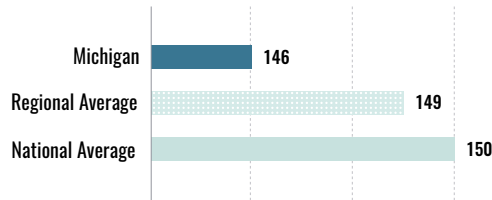
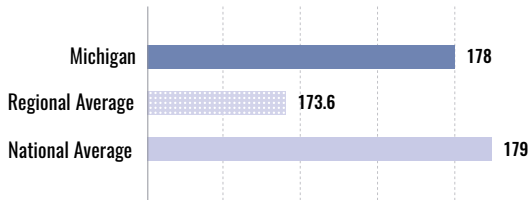


Massachusetts' most uniquely licensed occupation is Home Inspector's Associate/Trainee/Intern (licensed as Associate Home Inspector), which is licensed in two states.

MICHIGAN

U.S. RANK

29<sup>TH</sup>



## BARRIER SCORE 4.77

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

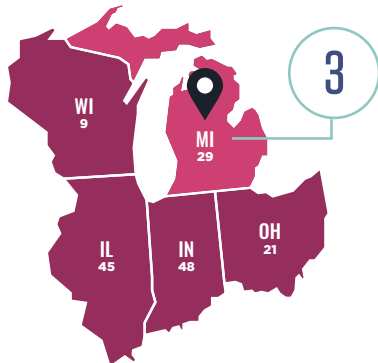
## LICENSE SCORE 4.29

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST NORTH CENTRAL REGION

Michigan ranks 3rd in the region. (1=worst; 5=best)



### OVERALL U.S. RANKING

Michigan ranks 29th overall. (1=worst; 51=best)

- 27 South Carolina
- 28 Idaho
- 29 Michigan
- 30 Connecticut
- 31 Arizona

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan**
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Michigan has the 29th highest licensing burden in the US and ranks 3rd of five states in the East North Central region.



Michigan's total barriers (178) are above the regional average but below the national average; its total licenses (146) are below the regional and national averages.



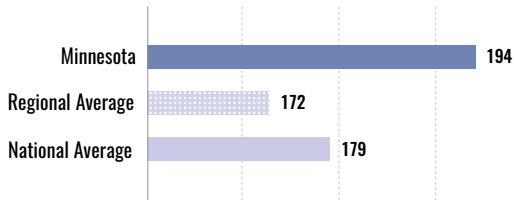
Trending near the national averages, Michigan ranks in the middle of the East North Central region—with Ohio and Wisconsin above and Illinois and Indiana below.



Michigan's most uniquely licensed occupation is Electrical Sign Contractor, which is licensed in two states.

# MINNESOTA

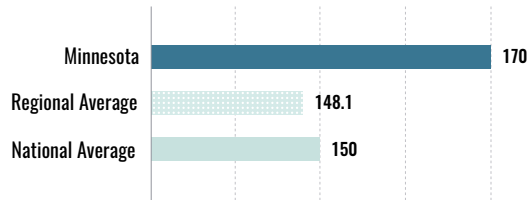
U.S. RANK  
**7<sup>TH</sup>**



## BARRIER SCORE **7.23**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



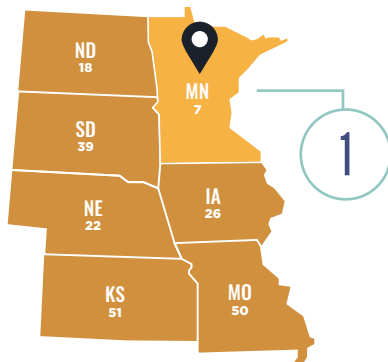
## LICENSE SCORE **8.1**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST NORTH CENTRAL REGION

Minnesota ranks 1st in the region. (1=worst; 7=best)



### OVERALL U.S. RANKING

Minnesota ranks 7th overall. (1=worst; 51=best)

- 5 Washington
- 6 Kentucky
- 7 Minnesota**
- 8 North Carolina
- 9 Wisconsin

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota**
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Minnesota has the 7th highest licensing burden in the US and ranks 1st of seven states in the West North Central region.



Minnesota's total barriers (194) and licenses (170) are significantly above the regional and national averages.



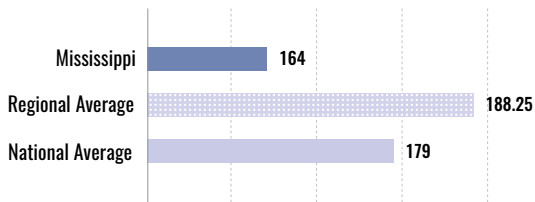
Within the West North Central region, Minnesota has the most barriers and licenses; it ranks first in the region by a significant margin.



Minnesota's most uniquely licensed occupations are Electrical Technician and Real Estate Abstractor, which are licensed in two states.

# MISSISSIPPI

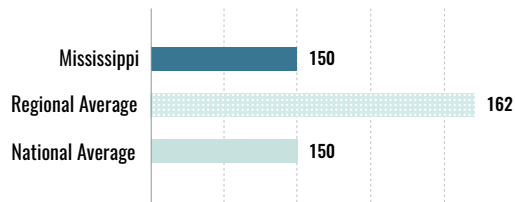
U.S. RANK  
41<sup>ST</sup>



## BARRIER SCORE 2.62

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



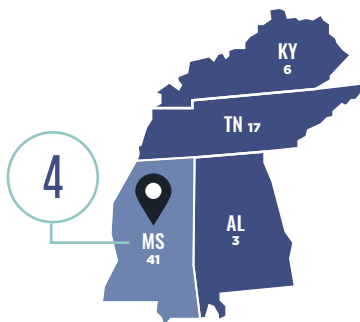
## LICENSE SCORE 4.92

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST SOUTH CENTRAL REGION

Mississippi ranks 4th in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Mississippi ranks 41st overall. (1=worst; 51=best)

- 39 South Dakota
- 40 New York
- 41 Mississippi
- 42 Nevada
- 43 Montana

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi**
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Mississippi has the 41st highest licensing burden in the US and ranks 4th of four states in the East South Central region.



Mississippi's total barriers (164) are below the regional and national averages; its total licenses (150) are below the regional average but equal to the national average.



Within the East South Central region, Mississippi has the fewest barriers and licenses; it has the lowest ranking by a significant margin.

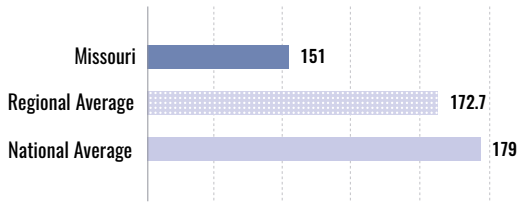


Mississippi's most uniquely licensed occupations are Certified Sewage/Septic Evaluator and Home Improvement Contractor, which are licensed in nine states.

MISSOURI

U.S. RANK

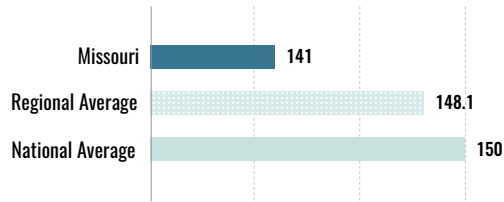
50<sup>TH</sup>



### BARRIER SCORE 0.62

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



### LICENSE SCORE 3.49

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

#### WEST NORTH CENTRAL REGION

Missouri ranks 6th in the region. (1=worst; 7=best)



#### OVERALL U.S. RANKING

Missouri ranks 50th overall. (1=worst; 51=best)

- 47 Colorado
- 48 Indiana
- 49 Wyoming
- 50 Missouri
- 51 Kansas

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Missouri has the 50th highest licensing burden in the US and ranks 6th of seven states in the West North Central region—above only Kansas on both measures.



Missouri's total barriers (151) and licenses (141) are significantly below the regional and national averages.



Missouri has the second fewest barriers of any state in the index.



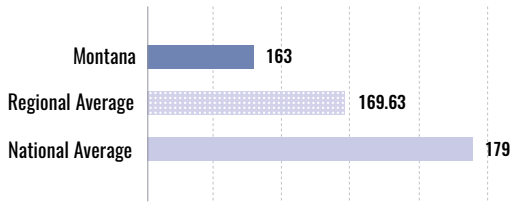
Missouri's most uniquely licensed occupation is Certified Prevention Professional Advanced (CPAA),<sup>10</sup> which is licensed in two states.



MONTANA

U.S. RANK

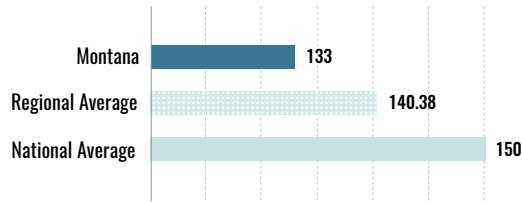
43<sup>RD</sup>



### BARRIER SCORE 7.69

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



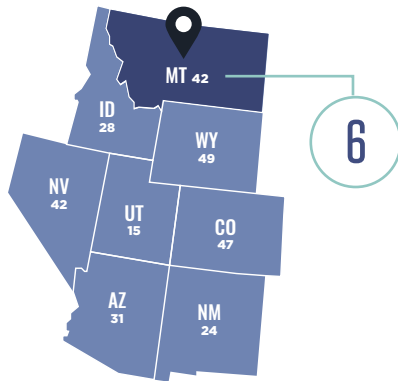
### LICENSE SCORE 6.98

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

Montana ranks 6th in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

Montana ranks 43rd overall. (1=worst; 51=best)

- 41 Mississippi
- 42 Nevada
- 43 Montana**
- 44 Alaska
- 45 Illinois

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana**
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Montana has the 43rd highest licensing burden in the US and ranks 6th of eight states in the Mountain region.



Montana's total barriers (163) and licenses (133) are below the regional and national averages.



Although it ranks in the bottom quintile of the index, Montana has only the third lowest barriers and licenses in the Mountain region—above Wyoming and Colorado.

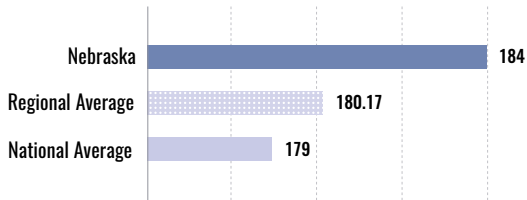


Montana's most uniquely licensed occupation is Crane Operator, which is licensed in 13 states.

NEBRASKA

U.S. RANK

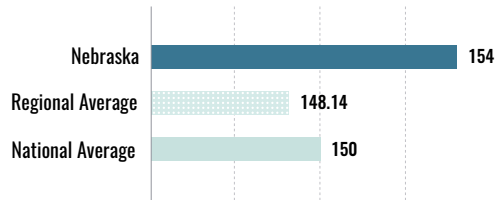
22<sup>ND</sup>



## BARRIER SCORE 5.69

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



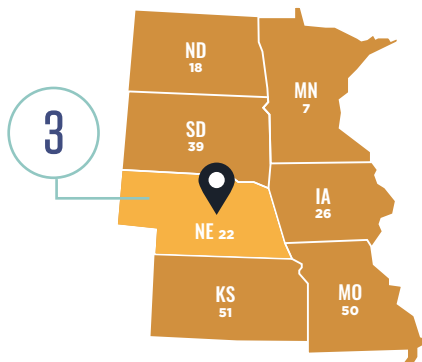
## LICENSE SCORE 5.56

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST NORTH CENTRAL REGION

Nebraska ranks 3rd in the region. (1=worst; 7=best)



### OVERALL U.S. RANKING

Nebraska ranks 22nd overall. (1=worst; 51=best)

- 20 Pennsylvania
- 21 Ohio
- 22 Nebraska**
- 23 New Hampshire
- 24 New Mexico

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska**
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Nebraska has the 22nd highest licensing burden in the US and ranks 3rd of seven states in the West North Central region.



Nebraska's total barriers (184) and licenses (154) are slightly above the regional and national averages.



Within the West North Central region, Nebraska's barriers and licensing requirements are relatively high.

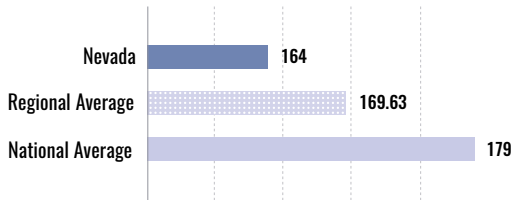


Nebraska's most uniquely licensed occupation is Naprapathic Physician, which is licensed under a physician's license as a practice of medicine according to *Carpenter v. State (1921)*.

NEVADA

U.S. RANK

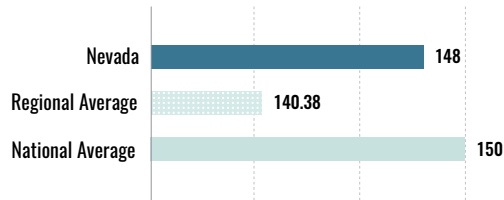
42<sup>ND</sup>



## BARRIER SCORE 2.62

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



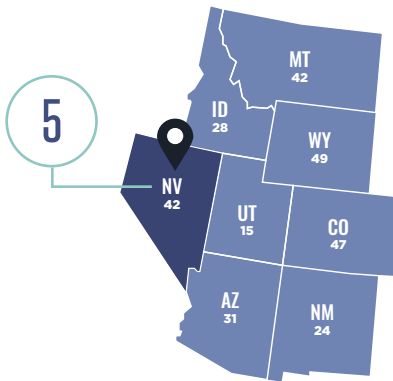
## LICENSE SCORE 4.60

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

Nevada ranks 5th in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

Nevada ranks 42nd overall. (1=worst; 51=best)

- 40 New York
- 41 Mississippi
- 42 Nevada
- 43 Montana
- 44 Alaska

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Nevada has the 42nd highest licensing burden in the US and ranks 5th of eight states in the Mountain region.



Nevada's total barriers (164) are below the regional and national averages; its total licenses (148) are above the regional average but below the national average.



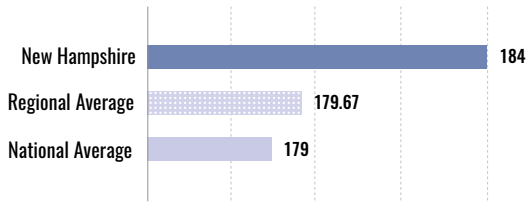
Within the Mountain region, Nevada's barriers and licensing requirements are relatively high, despite trending below the national averages.



Nevada's most uniquely licensed occupation is Landscape Architect In-Training/Trainee/Intern, which is licensed in five states.

# NEW HAMPSHIRE

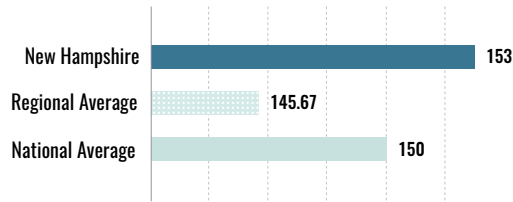
U.S. RANK  
**23<sup>RD</sup>**



## BARRIER SCORE 5.69

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



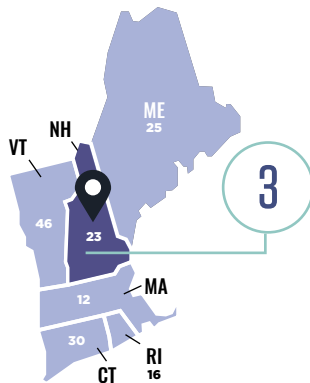
## LICENSE SCORE 5.40

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### NEW ENGLAND REGION

New Hampshire ranks 3rd in the region. (1=worst; 6=best)



### OVERALL U.S. RANKING

New Hampshire ranks 23rd overall. (1=worst; 51=best)

- 21 Ohio
- 22 Nebraska
- 23 New Hampshire**
- 24 New Mexico
- 25 Maine

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire**
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



New Hampshire has the 23rd highest licensing burden in the US and ranks 3rd of six states in the New England region.



New Hampshire's total barriers (184) and licenses (153) are above the regional and national averages.



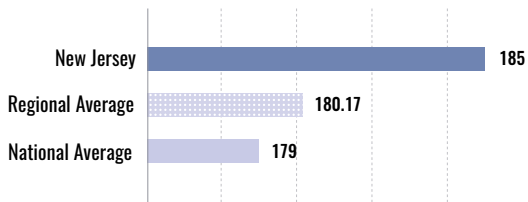
Within the New England region, New Hampshire has the third most barriers and is tied for the most licenses.



New Hampshire's most uniquely licensed occupation is Diagnostic Medical Sonographer, which is licensed in four states.

# NEW JERSEY

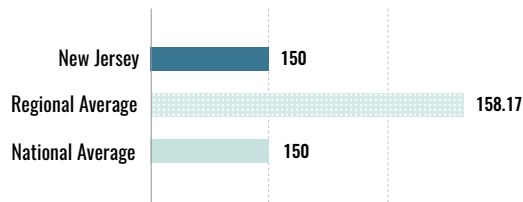
U.S. RANK  
**19<sup>TH</sup>**



## BARRIER SCORE **5.85**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



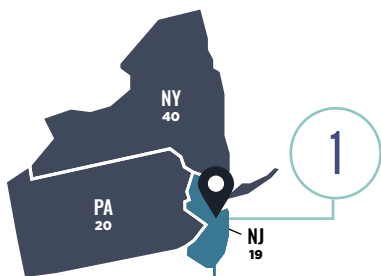
## LICENSE SCORE **4.92**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MIDDLE ATLANTIC REGION

New Jersey ranks 1st in the region. (1=worst; 3=best)



### OVERALL U.S. RANKING

New Jersey ranks 19th overall. (1=worst; 51=best)

- 17 Tennessee
- 18 North Dakota
- 19 New Jersey**
- 20 Pennsylvania
- 21 Ohio

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey**
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



New Jersey has the 19th highest licensing burden in the US and ranks 1st of three states in the Middle Atlantic region.



New Jersey's total barriers (185) are above the regional and national averages; its total licenses (150) are below the regional average but equal to the national average.



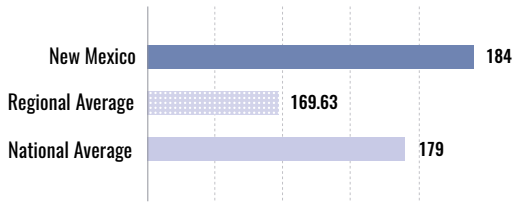
Within the Middle Atlantic region, New Jersey has the most barriers and the fewest licensing requirements.



New Jersey's most uniquely licensed occupation is Master HVACR, which is licensed in three states.

# NEW MEXICO

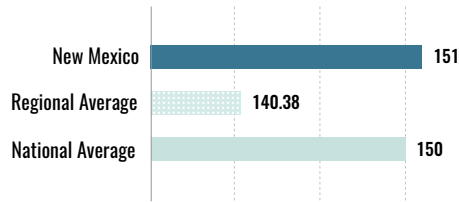
U.S. RANK  
**24<sup>TH</sup>**



## BARRIER SCORE **5.69**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



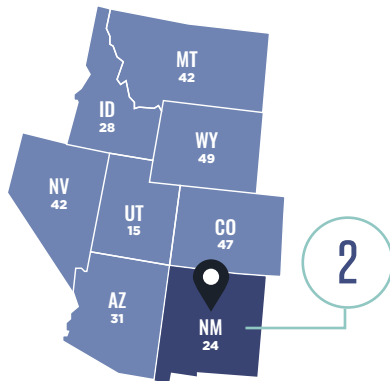
## LICENSE SCORE **5.08**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

New Mexico ranks 2nd in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

New Mexico ranks 24th overall. (1=worst; 51=best)

- 22 Nebraska
- 23 New Hampshire
- 24 New Mexico**
- 25 Maine
- 26 Iowa

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico**
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



New Mexico has the 24th highest licensing burden in the US and ranks 2nd of eight states in the Mountain region.



New Mexico's total barriers (184) and licenses (151) are above the regional and national averages.



Within the Mountain region, New Mexico has the second most barriers and licenses—below only Utah.

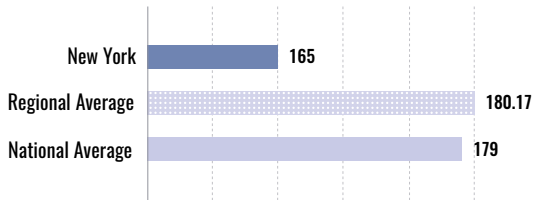


New Mexico's most uniquely licensed occupation is Nutritionist Assistant, which is licensed only in New Mexico.

NEW YORK

U.S. RANK

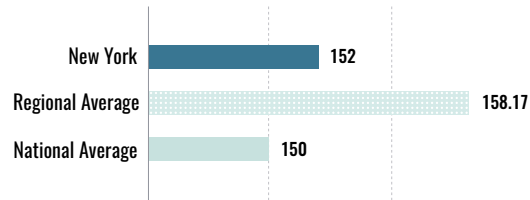
40<sup>TH</sup>



## BARRIER SCORE 2.77

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



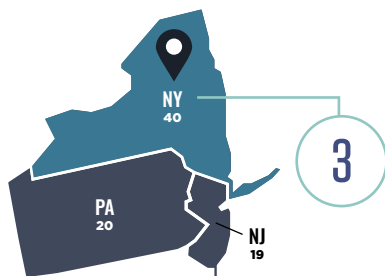
## LICENSE SCORE 5.24

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MIDDLE ATLANTIC REGION

New York ranks 3rd in the region. (1=worst; 3=best)



### OVERALL U.S. RANKING

New York ranks 40th overall. (1=worst; 51=best)

- 38 Maryland
- 39 South Dakota
- 40 New York
- 41 Mississippi
- 42 Nevada

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



New York has the 40th highest licensing burden in the US and ranks 3rd of three states in the Middle Atlantic region.



New York's total barriers (165) are below the regional and national averages; its total licenses (152) are below the regional average but above the national average.



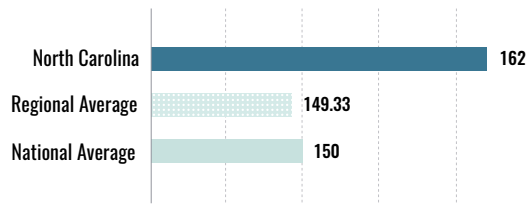
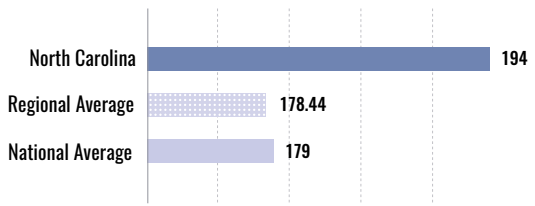
Within the Middle Atlantic region, New York has the fewest barriers.



New York's most uniquely licensed occupation is Drama Movement Therapist, which is licensed in two states.

# NORTH CAROLINA

U.S. RANK  
**8<sup>TH</sup>**



## BARRIER SCORE **7.23**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

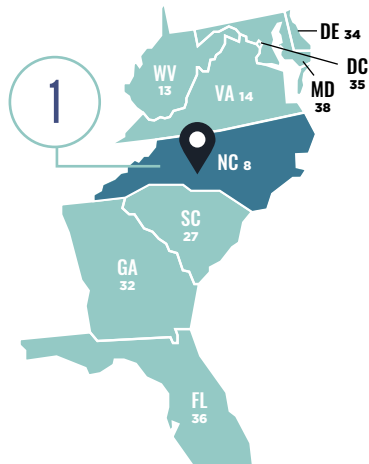
## LICENSE SCORE **6.83**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

North Carolina ranks 1st in the region. (1=worst; 9=best)



### OVERALL U.S. RANKING

North Carolina ranks 8th overall. (1=worst; 51=best)

- 6 Kentucky
- 7 Minnesota
- 8 North Carolina**
- 9 Wisconsin
- 10 Oregon

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina**
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



North Carolina has the 8th highest licensing burden in the US and ranks 1st of nine states in the South Atlantic region.



North Carolina's total barriers (194) and licenses (162) are above the regional and national averages. In fact, North Carolina has the highest requirements in the region.



North Carolina's occupational licensing regime made national news in 2014 when *North Carolina Board of Dental Examiners v. Federal Trade Commission* was heard by the Supreme Court.

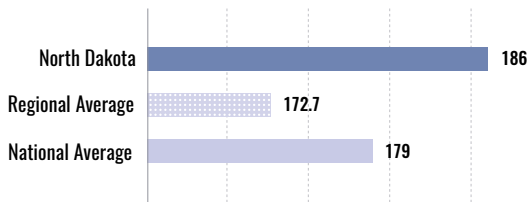


North Carolina's most uniquely licensed occupation is Plumbing Technician, which is licensed in two states.



# NORTH DAKOTA

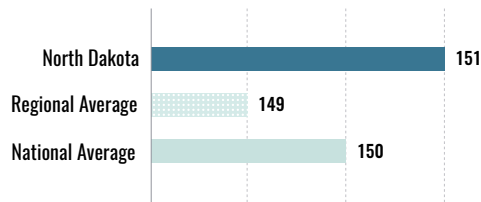
U.S. RANK  
**18<sup>TH</sup>**



## BARRIER SCORE **6.00**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



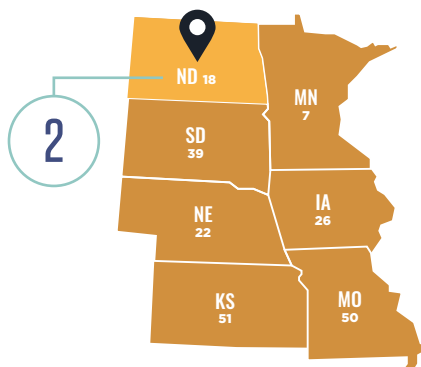
## LICENSE SCORE **5.08**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST NORTH CENTRAL REGION

North Dakota ranks 2nd in the region. (1=worst; 7=best)



### OVERALL U.S. RANKING

North Dakota ranks 18th overall. (1=worst; 51=best)

- 16 Rhode Island
- 17 Tennessee
- 18 North Dakota**
- 19 New Jersey
- 20 Pennsylvania

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota**
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



North Dakota has the 18th highest licensing burden in the US and ranks 2nd of seven states in the West North Central region.



North Dakota's total barriers (186) and licenses (151) are above the regional and national averages.



Within the West North Central region, North Dakota's barriers and licensing requirements are relatively high—ranking only behind Minnesota.

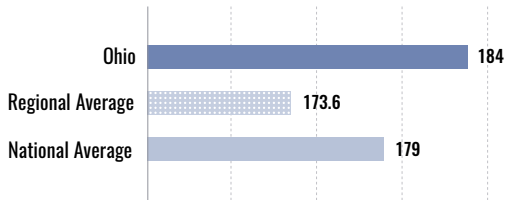


North Dakota's most uniquely licensed occupation is Diagnostic Medical Sonographer, which is licensed in four states.

OHIO

U.S. RANK

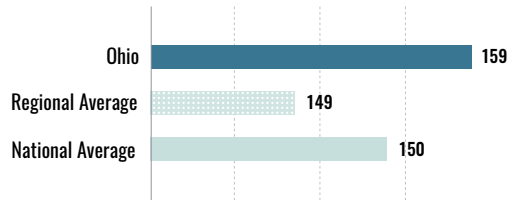
**21<sup>ST</sup>**



### BARRIER SCORE 5.69

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



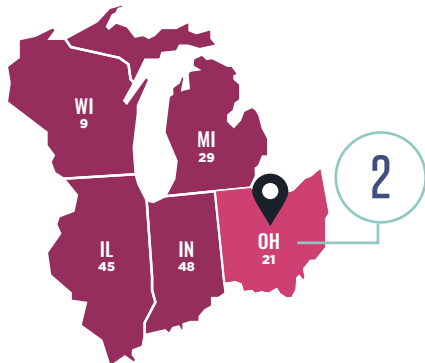
### LICENSE SCORE 6.35

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST NORTH CENTRAL REGION

Ohio ranks 2nd in the region. (1=worst; 5=best)



### OVERALL U.S. RANKING

Ohio ranks 21st overall. (1=worst; 51=best)

- 19 New Jersey
- 20 Pennsylvania
- 21 Ohio**
- 22 Nebraska
- 23 New Hampshire

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio**
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Ohio has the 21st highest licensing burden in the US and ranks 2nd of five states in the East North Central region.



Ohio's total barriers (184) and licenses (159) are above the regional and national averages.



Five states have total barriers of 184, and Ohio is second only to Pennsylvania among those five when it comes to total licenses.

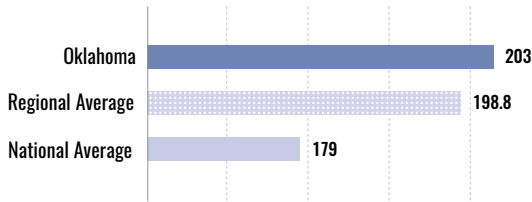


Ohio's most uniquely licensed occupation is Cosmetic Therapist-Cosmetician, which is licensed in two states.

OKLAHOMA

U.S. RANK

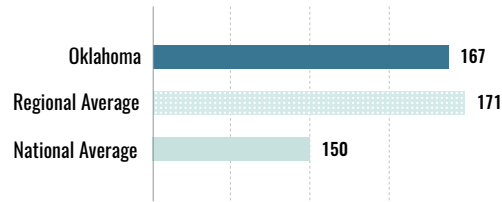
4<sup>TH</sup>



## BARRIER SCORE 8.62

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



## LICENSE SCORE 7.62

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST SOUTH CENTRAL REGION

Oklahoma ranks 3rd in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Oklahoma ranks 4th overall. (1=worst; 51=best)

- 2 Texas
- 3 Alabama
- 4 Oklahoma**
- 5 Washington
- 6 Kentucky

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma**
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Oklahoma has the 4th highest licensing burden in the US and ranks 3rd of four states in the West South Central region.



Oklahoma's total barriers (203) are significantly above the regional and national averages; its total licenses (167) are below the regional average but above the national average.



Although trending above the national averages, Oklahoma ranks better than its regional peers Texas (#2) and Arkansas (#1).

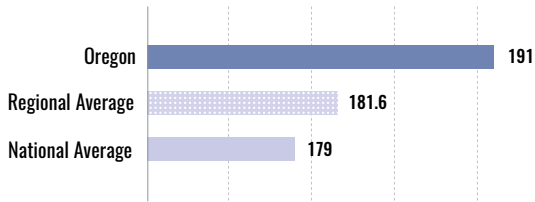


Oklahoma's most uniquely licensed occupation is Orthotic Technician, which is licensed only in Oklahoma.

OREGON

U.S. RANK

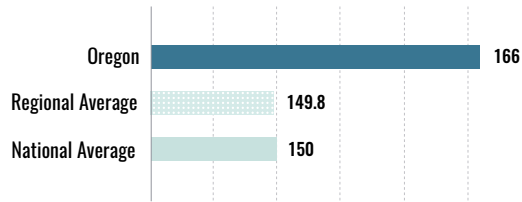
10<sup>TH</sup>



### BARRIER SCORE 6.77

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



### LICENSE SCORE 7.46

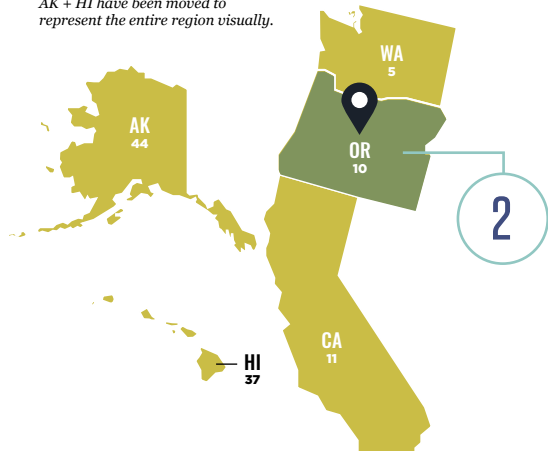
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

#### PACIFIC REGION

Oregon ranks 2nd in the region. (1=worst; 5=best)

*AK + HI have been moved to represent the entire region visually.*



#### OVERALL U.S. RANKING

Oregon ranks 10th overall. (1=worst; 51=best)

- 8 North Carolina
- 9 Wisconsin
- 10 Oregon**
- 11 California/Massachusetts
- 13 West Virginia

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon**
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Oregon has the 10th highest licensing burden in the US and ranks 2nd of five states in the Pacific region.



Oregon's total barriers (191) and licenses (166) are significantly above the regional and national averages.



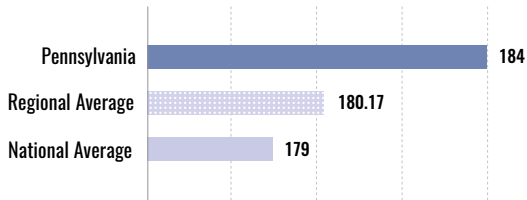
Within the Pacific region, Oregon has the second most barriers and the most licensing requirements.



Oregon's most uniquely licensed occupation is Certified Engineer Geologist, which is licensed in three states.

# PENNSYLVANIA

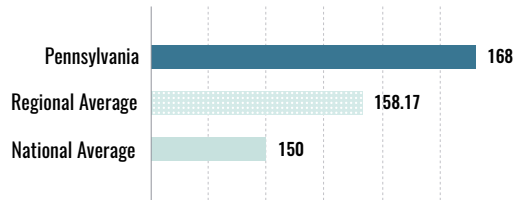
U.S. RANK  
20<sup>TH</sup>



## BARRIER SCORE 5.69

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



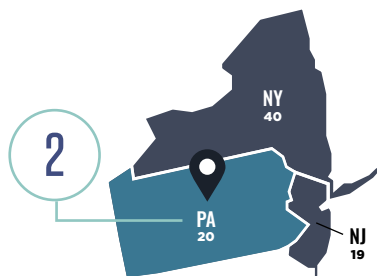
## LICENSE SCORE 7.78

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MIDDLE ATLANTIC REGION

Pennsylvania ranks 2nd in the region. (1=worst; 3=best)



### OVERALL U.S. RANKING

Pennsylvania ranks 20th overall. (1=worst; 51=best)

- 18 North Dakota
- 19 New Jersey
- 20 Pennsylvania**
- 21 Ohio
- 22 Nebraska

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania**
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Pennsylvania has the 20th highest licensing burden in the US and ranks 2nd of three states in the Middle Atlantic region.



Pennsylvania's total barriers (184) and licenses (168) are above the regional and national averages.



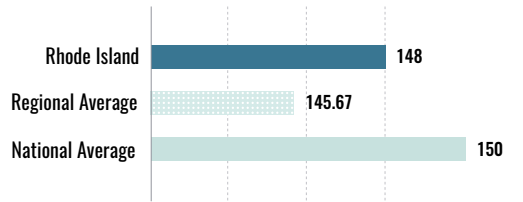
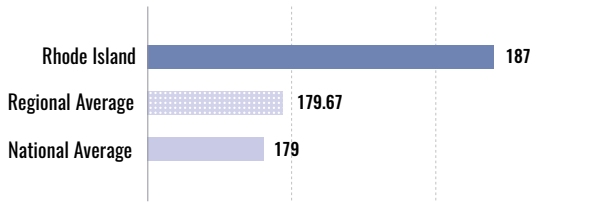
Pennsylvania is notably transparent about barriers to entry. The Pennsylvania Department of State website<sup>11</sup> lists the boards and commissions responsible for licensing and explains the requirements for each occupation licensed by the state.



Pennsylvania's most uniquely licensed occupation is Cemetery Associate Broker, which is licensed only in Pennsylvania.

# RHODE ISLAND

U.S. RANK  
**16<sup>TH</sup>**



## BARRIER SCORE **6.15**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

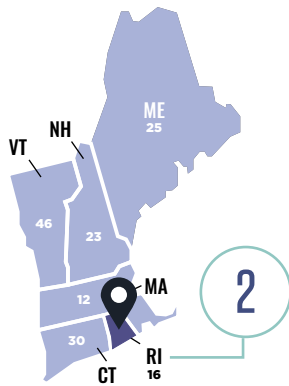
## LICENSE SCORE **4.60**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

## NEW ENGLAND REGION

Rhode Island ranks 2nd in the region. (1=worst; 6=best)



## OVERALL U.S. RANKING

Rhode Island ranks 16th overall. (1=worst; 51=best)

- 14 Virginia
- 15 Utah
- 16 Rhode Island**
- 17 Tennessee
- 18 North Dakota

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island**
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Rhode Island has the 16th highest licensing burden in the US and ranks 2nd of six states in the New England region.



Rhode Island's total barriers (187) are above the regional and national averages; its total licenses (148) are above the regional average but below the national average.



Within the New England region, Rhode Island has the second most barriers—below only Massachusetts.

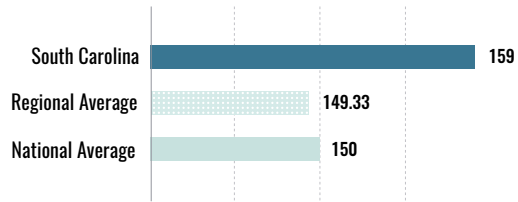
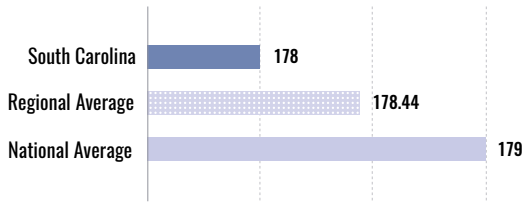


Rhode Island's most uniquely licensed occupation is HIV-AIDS Counselor, which is licensed only in Rhode Island.

# SOUTH CAROLINA

U.S. RANK

27<sup>TH</sup>



## BARRIER SCORE 4.77

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

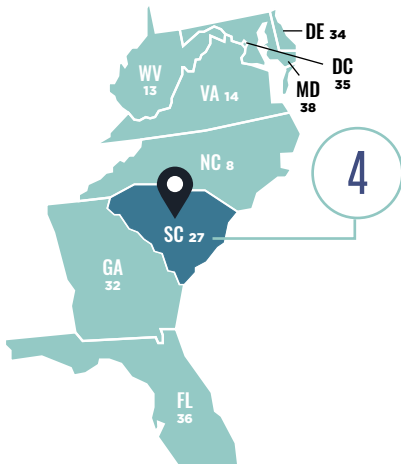
## LICENSE SCORE 6.35

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

South Carolina ranks 4th in the region. (1=worst; 9=best)



### OVERALL U.S. RANKING

South Carolina ranks 27th overall. (1=worst; 51=best)

- 25 Maine
- 26 Iowa
- 27 South Carolina
- 28 Idaho
- 29 Michigan

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



South Carolina has the 27th highest licensing burden in the US and ranks 4th of nine states in the South Atlantic region.



South Carolina's total barriers (178) are consistent with the regional and national averages; its total licenses (159) are above the regional and national averages.



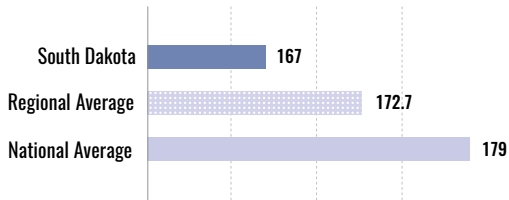
Near the index median, South Carolina has one less barrier than the national average, but it has nine more licensing requirements.



South Carolina's most uniquely licensed occupation is Specialty Residential Contractor, which is licensed in two states.

# SOUTH DAKOTA

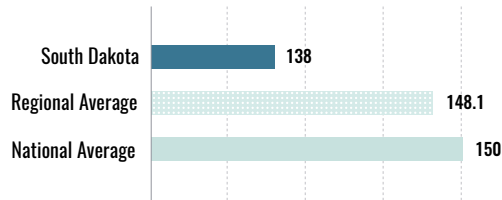
U.S. RANK  
**39<sup>TH</sup>**



## BARRIER SCORE 3.08

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



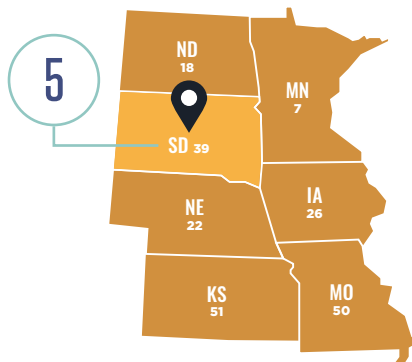
## LICENSE SCORE 3.02

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST NORTH CENTRAL REGION

South Dakota ranks 5th in the region. (1=worst; 7=best)



### OVERALL U.S. RANKING

South Dakota ranks 39th overall. (1=worst; 51=best)

- 37 Hawaii
- 38 Maryland
- 39 South Dakota**
- 40 New York
- 41 Mississippi

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota**
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



South Dakota has the 39th highest licensing burden in the US and ranks 5th of seven states in the West North Central region.



South Dakota's total barriers (167) and licenses (138) are significantly below the regional and national averages.



Within the West North Central region, South Dakota has the third fewest barriers and the second fewest licensing requirements.



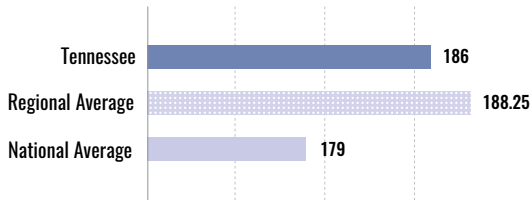
South Dakota's most uniquely licensed occupation is Land Abstractor, which is licensed in five states.



TENNESSEE

U.S. RANK

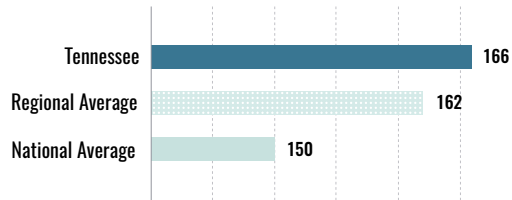
17<sup>TH</sup>



## BARRIER SCORE 6.00

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



## LICENSE SCORE 7.46

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST SOUTH CENTRAL REGION

Tennessee ranks 3rd in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Tennessee ranks 17th overall. (1=worst; 51=best)

- 15 Utah
- 16 Rhode Island
- 17 Tennessee
- 18 North Dakota
- 19 New Jersey

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee**
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Tennessee has the 17th highest licensing burden in the US and ranks 3rd of four states in the East South Central region.



Tennessee's total barriers (186) are above the national average but slightly below the regional average; its total licenses (166) are above the regional and national averages.



Although trending above the national averages, Tennessee ranks better than its regional peers Kentucky and Alabama.

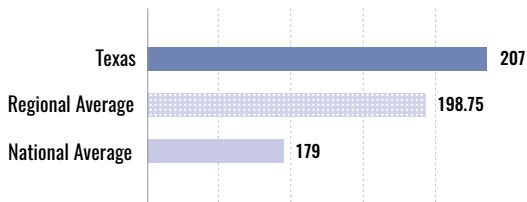


Tennessee's most uniquely licensed occupation is Lighting-Protection Contractor, which is licensed only in Tennessee.

TEXAS

U.S. RANK

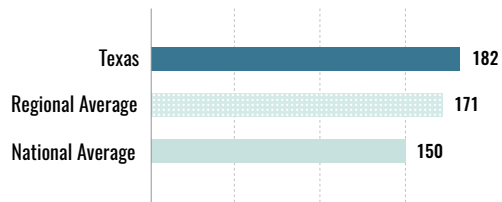
2<sup>ND</sup>



### BARRIER SCORE 9.23

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



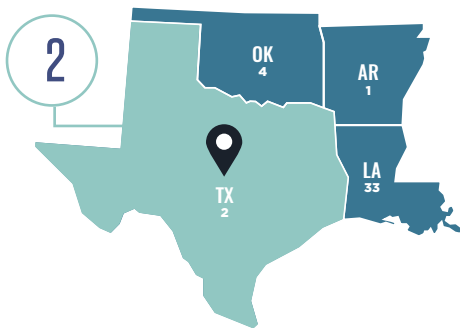
### LICENSE SCORE 10.00

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### WEST SOUTH CENTRAL REGION

Texas ranks 2nd in the region. (1=worst; 4=best)



### OVERALL U.S. RANKING

Texas ranks 2nd overall. (1=worst; 51=best)

- 1 Arkansas
- 2 Texas
- 3 Alabama
- 4 Oklahoma
- 5 Washington

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas**
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Texas has the 2nd highest licensing burden in the US and ranks 2nd of four states in the West South Central region—falling just below Arkansas on both measures.



Texas's total barriers (207) and licenses (182) are significantly above the regional and national averages.



Texas has the second most barriers and the most licenses of any state in the index.

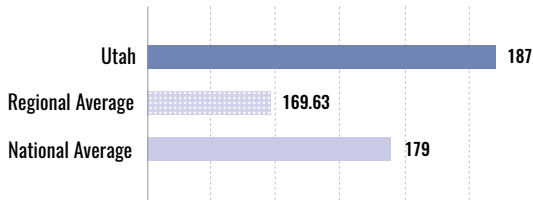


Texas's most uniquely licensed occupation is Electrical Sign Apprentice, which is licensed only in Texas.

UTAH

U.S. RANK

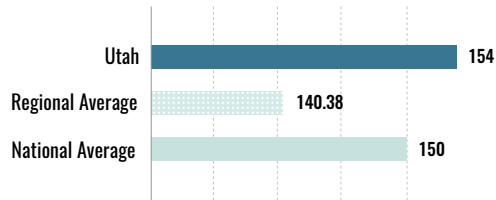
**15<sup>TH</sup>**



## BARRIER SCORE 6.15

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



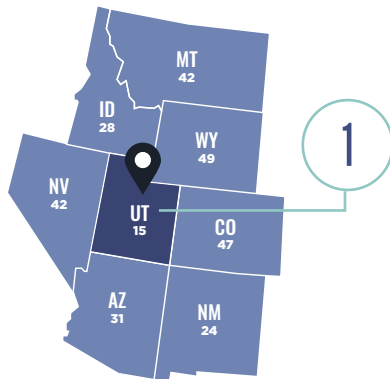
## LICENSE SCORE 5.56

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

Utah ranks 1st in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

Utah ranks 15th overall. (1=worst; 51=best)

- 13 West Virginia
- 14 Virginia
- 15 Utah**
- 16 Rhode Island
- 17 Tennessee

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah**
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Utah has the 15th highest licensing burden in the US and ranks 1st of eight states in the Mountain region.



Utah's total barriers (187) and licenses (154) are significantly above the regional and national averages.



Within the Mountain region, Utah has the most barriers and licensing requirements.

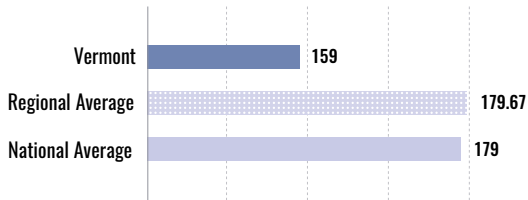


Utah's most uniquely licensed occupation is Mortgage Banker, which is licensed in nine states.

VERMONT

U.S. RANK

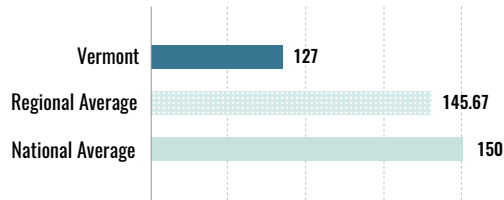
46<sup>TH</sup>



### BARRIER SCORE 1.85

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



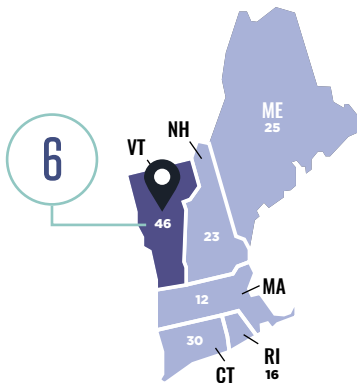
### LICENSE SCORE 1.27

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### NEW ENGLAND REGION

Vermont ranks 6th in the region. (1=worst; 6=best)



### OVERALL U.S. RANKING

Vermont ranks 46th overall. (1=worst; 51=best)

- 44 Alaska
- 45 Illinois
- 46 Vermont**
- 47 Colorado
- 48 Indiana

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont**
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming



Vermont has the 46th highest licensing burden in the US and ranks 6th of six states in the New England region.



Vermont's total barriers (159) and licenses (127) are significantly below the regional and national averages.



Within the New England region, Vermont has the fewest barriers and licenses; it has the lowest ranking by a significant margin.

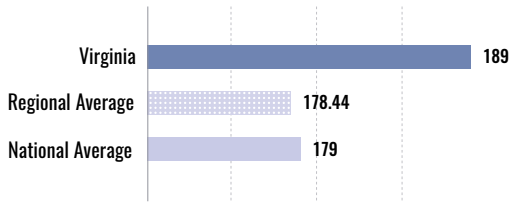


Vermont's most uniquely licensed occupation is Dental Therapist, which is licensed in three states.

VIRGINIA

U.S. RANK

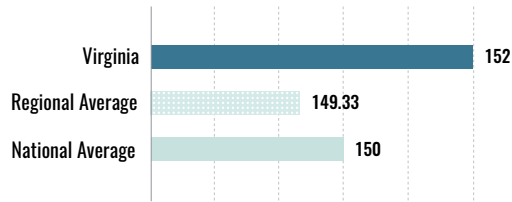
14<sup>TH</sup>



## BARRIER SCORE 6.46

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



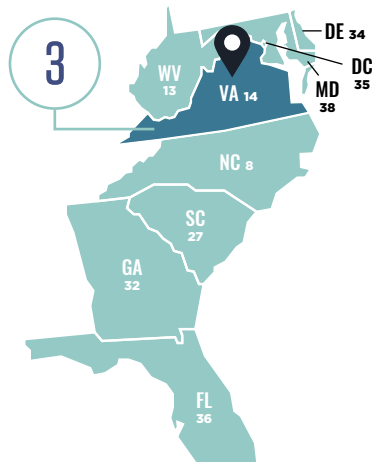
## LICENSE SCORE 5.24

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

Virginia ranks 3rd in the region. (1=worst; 9=best)



### OVERALL U.S. RANKING

Virginia ranks 14th overall. (1=worst; 51=best)

- 11 California/Massachusetts
- 13 West Virginia
- 14 Virginia**
- 15 Utah
- 16 Rhode Island

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia**
- Washington
- West Virginia
- Wisconsin
- Wyoming



Virginia has the 14th highest licensing burden in the US and ranks 3rd of nine states in the South Atlantic region.



Virginia's total barriers (189) and licenses (152) are above the regional and national averages.



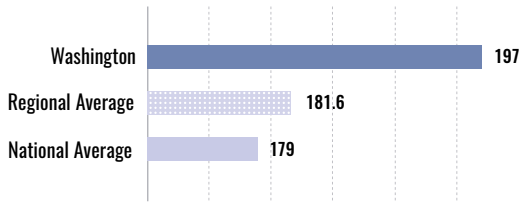
Although trending above the national averages, Virginia ranks better than its regional peers West Virginia and North Carolina.



Virginia's most uniquely licensed occupation is Journeyman Gas Fitter, which is licensed in eight states.

# WASHINGTON

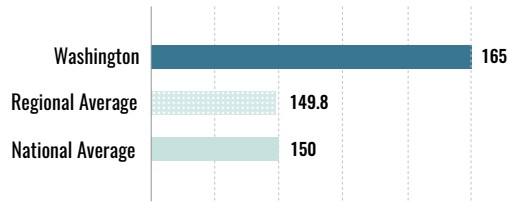
U.S. RANK  
**5<sup>TH</sup>**



## BARRIER SCORE 7.69

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



## LICENSE SCORE 7.30

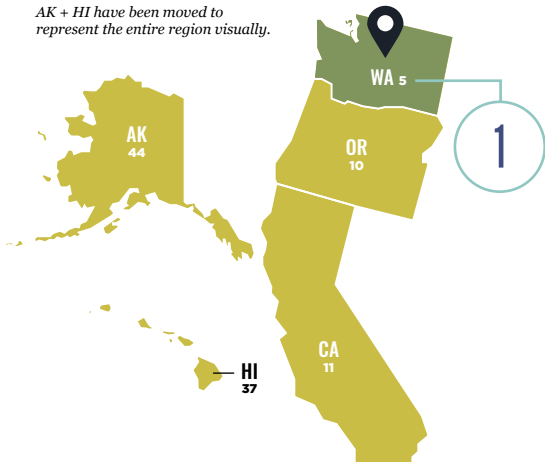
(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### PACIFIC REGION

Washington ranks 1st in the region. (1=worst; 5=best)

*AK + HI have been moved to represent the entire region visually.*



### OVERALL U.S. RANKING

Washington ranks 5th overall. (1=worst; 51=best)

- 3 Alabama
- 4 Oklahoma
- 5 Washington**
- 6 Kentucky
- 7 Minnesota

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington**
- West Virginia
- Wisconsin
- Wyoming

KEY FINDINGS



Washington has the 5th highest licensing burden in the US and ranks 1st of five states in the Pacific region.



Washington's total barriers (197) and licenses (165) are significantly above the regional and national averages.



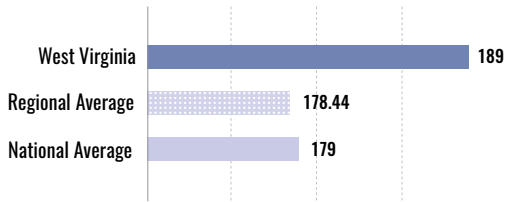
Within the Pacific region, Washington has the most barriers and the second most licensing requirements.



Washington's most uniquely licensed occupation is Ocularist, which is licensed in two states.<sup>12</sup>

# WEST VIRGINIA

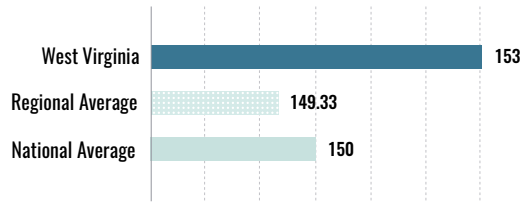
U.S. RANK  
**13<sup>TH</sup>**



## BARRIER SCORE **6.46**

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.



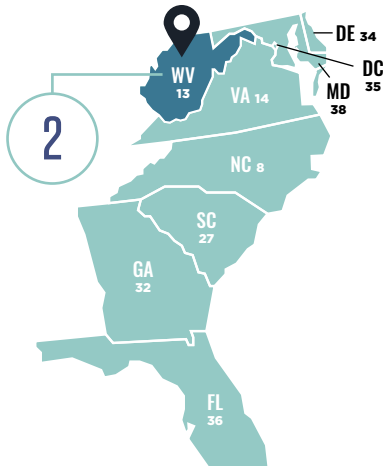
## LICENSE SCORE **5.40**

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### SOUTH ATLANTIC REGION

West Virginia ranks 2nd in the region. (1=worst; 9=best)



### OVERALL U.S. RANKING

West Virginia ranks 13th overall. (1=worst; 51=best)

- 10 Oregon
- 11 California/Massachusetts
- 13 West Virginia**
- 14 Virginia
- 15 Utah

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia**
- Wisconsin
- Wyoming

KEY FINDINGS



West Virginia has the 13th highest licensing burden in the US and ranks 2nd of nine states in the South Atlantic region.



West Virginia's total barriers (189) and licenses (153) are above the regional and national averages.



Within the South Atlantic region, West Virginia is tied for the second most barriers and has the third most licensing requirements.

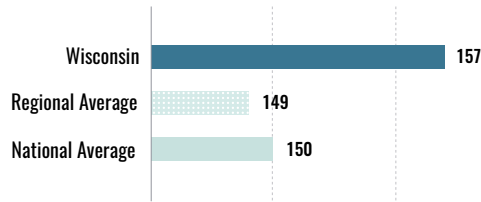
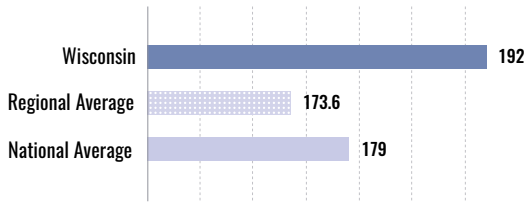


West Virginia's most uniquely licensed occupation is Forester In-Training, which is licensed in three states.

WISCONSIN

U.S. RANK

9<sup>TH</sup>



## BARRIER SCORE 6.92

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

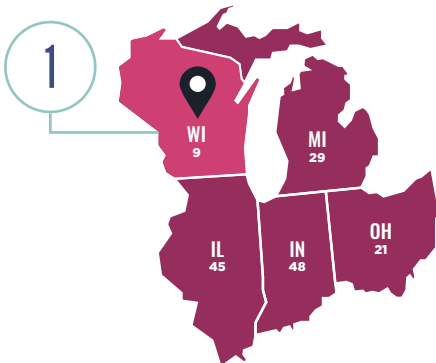
## LICENSE SCORE 6.03

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### EAST NORTH CENTRAL REGION

Wisconsin ranks 1st in the region. (1=worst; 5=best)



### OVERALL U.S. RANKING

Wisconsin ranks 9th overall. (1=worst; 51=best)

- 7 Minnesota
- 8 North Carolina
- 9 Wisconsin**
- 10 Oregon
- 11 California/Massachusetts

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin**
- Wyoming



Wisconsin has the 9th highest licensing burden in the US and ranks 1st of five states in the East North Central region.



Wisconsin's total barriers (192) and licenses (157) are significantly above the regional and national averages.



Within the East North Central region, Wisconsin has the most barriers and the second most licensing requirements.

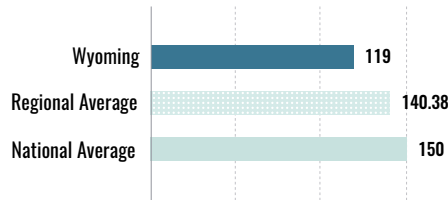
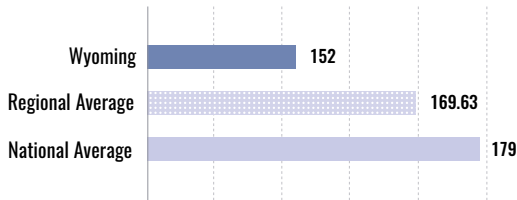


Wisconsin's most uniquely licensed occupation is Dance/Movement Therapist, which is licensed in three states.



WYOMING

U.S. RANK  
**49<sup>TH</sup>**



### BARRIER SCORE 0.77

(0=fewest barriers; 10=most barriers)

A barrier exists when the tasks associated with an occupational title are restricted by an occupational license to perform those tasks. The occupation itself may not have a specific license, but it is a crime to perform the associated tasks without meeting entry requirements.

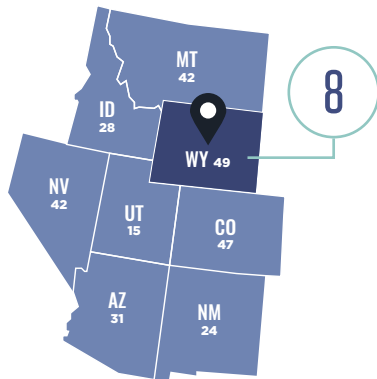
### LICENSE SCORE 0

(0=fewest licenses; 10=most licenses)

A licensing requirement is anything beyond a registration fee that is not voluntary for an occupational title. Licensing requirements include required education or degrees, exams, apprenticeships, experience or on-the-job training, and continuing education.

### MOUNTAIN REGION

Wyoming ranks 8th in the region. (1=worst; 8=best)



### OVERALL U.S. RANKING

Wyoming ranks 49th overall. (1=worst; 51=best)

- 47 Colorado
- 48 Indiana
- 49 Wyoming**
- 50 Missouri
- 51 Kansas

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming**

KEY FINDINGS



Wyoming has the 49th highest licensing burden in the US and ranks 8th of eight states in the Mountain region.



Wyoming's total barriers (152) and licenses (119) are significantly below the regional and national averages.



Wyoming has the fewest licenses and the third fewest barriers of any state in the index, making it the best ranked state in the Mountain region.



Wyoming's most uniquely licensed occupation is Electrical Technical (licensed as Low-Voltage Technician or Limited Technician), which is licensed in two states.



## APPENDIX

Readers and researchers may be curious how the State Occupational Licensing Index (SOLI) compares to other rankings of occupational licensing. **Table A1** compares the rankings of this index to the rankings in *License to Work 3* and the Occupational Freedom Score found in *Freedom in the 50 States*.

There are instances in which the SOLI matches closely to either *License to Work* or the Occupational Freedom Score and instances in which it differs drastically. There is only occasional consistency between any two of the three rankings. Differences in rankings can be explained by important methodology differences for each index. This index ranks based on a simple count of barriers known through the Knee Center Database. *License to Work*, on the other hand, focuses exclusively on low- and moderate-income occupations. Finally, *Freedom in the 50 States* uses a weighted sum based on 64 occupations and their proportion of total employment. As noted earlier in the report, the SOLI uses the most occupations of the three rankings.

TABLE A1 | COMPARISONS

Overall Rank	State Occupational Licensing Index Ranking	License to Work 3 Institute for Justice	Occupational Freedom Score Freedom in the 50 States CATO Institute
1	Arkansas	Louisiana	Texas
2	Texas	Washington	California
3	Alabama	California	Illinois
4	Oklahoma	Nevada	Virginia
5	Washington	Arkansas	Maryland
6	Kentucky	Virginia	Ohio
7	Minnesota	Iowa	New Jersey
8	North Carolina	Rhode Island	Florida
9	Wisconsin	Oregon	Louisiana
10	Oregon	Tennessee	New York
11	California	Arizona	North Carolina
11	Massachusetts	West Virginia	Alabama
13	West Virginia	Idaho	Tennessee
14	Virginia	New Mexico	Arkansas

<b>Overall Rank</b>	<b>State Occupational Licensing Index Ranking</b>	<b>License to Work 3 Institute for Justice</b>	<b>Occupational Freedom Score Freedom in the 50 States CATO Institute</b>
15	Utah	North Carolina	Oregon
16	Rhode Island	Connecticut	Oklahoma
17	Tennessee	Mississippi	Pennsylvania
18	North Dakota	North Dakota	South Carolina
19	New Jersey	Alaska	Nevada
20	Pennsylvania	Hawaii	Georgia
21	Ohio	Utah	Michigan
22	Nebraska	Alabama	Indiana
23	New Hampshire	District of Columbia	Washington
24	New Mexico	Nebraska	Kentucky
25	Maine	South Carolina	West Virginia
26	Iowa	Maryland	Wisconsin
27	South Carolina	Florida	North Dakota
28	Idaho	New Jersey	Massachusetts
29	Michigan	Massachusetts	South Dakota
30	Connecticut	Pennsylvania	Mississippi
31	Arizona	Michigan	Iowa
32	Georgia	Maine	Delaware
33	Louisiana	Delaware	New Mexico
34	Delaware	Oklahoma	Arizona
35	District of Columbia	Wisconsin	Minnesota
36	Florida	Georgia	Utah
37	Hawaii	Illinois	Connecticut
38	Maryland	New York	Montana
39	South Dakota	Ohio	Maine
40	New York	Kentucky	Missouri
41	Mississippi	Texas	Alaska
42	Nevada	Indiana	Kansas
43	Montana	New Hampshire	Nebraska
44	Alaska	Kansas	New Hampshire
45	Illinois	Minnesota	Hawaii
46	Vermont	Colorado	Vermont
47	Colorado	Missouri	Rhode Island
48	Indiana	Montana	Colorado
49	Wyoming	South Dakota	Wyoming
50	Missouri	Vermont	Idaho
51	Kansas	Wyoming	—



## ENDNOTES

- <sup>1</sup> <https://www.bls.gov/cps/certifications-and-licenses.htm>
- <sup>2</sup> Carpenter, D., Knepper, L., and McDonald, J. (November 2017). *License to Work: A National Study of Burdens from Occupational Licensing*. Institute for Justice. <https://ij.org/report/license-to-work-2/>; Knepper, L., Deyo, D., Sweetland, K., Tiezzi, J., and Mena, A. (November 2022). *License to Work: A National Study of Burdens from Occupational Licensing*. <https://ij.org/report/license-to-work-3/>
- <sup>3</sup> Ruger, W., and Sorens, J. (2021). *Freedom in the 50 States: An Index of Personal and Economic Freedom*. <https://cdn.freedominthe50states.org/download/2021/print-edition-2021.pdf>
- <sup>4</sup> Teague, M. (2016). Barriers to entry index: A ranking of starting a business difficulties for the United States, *Journal of Entrepreneurship and Public Policy*, 5(3), 285-307.
- <sup>5</sup> <https://www.ncsl.org/labor-and-employment/the-national-occupational-licensing-database>
- <sup>6</sup> <http://csorwvu.com/>
- <sup>7</sup> Friedman, M. (1962). *Capitalism and Freedom*. Chicago: University of Chicago Press.
- <sup>8</sup> Deyo, D., Timmons, E., and Kleiner, M. (2018). A Response to “New Closed Shop: The Economic and Structural Effects of Occupational Licensure.” Mercatus Center. <https://www.mercatus.org/research/policy-briefs/response-new-closed-shop-economic-and-structural-effects-occupational>
- <sup>9</sup> According to the National College of Naprapathic Medicine, Doctors of Naprapathic Medicine focus on the treatment of pain from connective tissue disorders. See: <https://www.napmed.edu/what-is-naprapathy/>
- <sup>10</sup> According to the Iowa Department of Health and Human Resources, “Prevention works to discover what is causing people to misuse substances or engage in high-risk activities in each community, and then works to reduce those risks and to build protections.” See: <https://hhs.iowa.gov/substance-abuse/Prevention-Related-Programs>
- <sup>11</sup> <https://www.dos.pa.gov/>
- <sup>12</sup> Legislation recently signed by Governor DeWine in Ohio will remove licensing for ocularists in Ohio effective December 2024. See HB 509 from the 135th General Assembly: [https://search-prod.lis.state.oh.us/solarapi/v1/general\\_assembly\\_134/bills/hb509/EN/05/hb509\\_05\\_EN?format=pdf](https://search-prod.lis.state.oh.us/solarapi/v1/general_assembly_134/bills/hb509/EN/05/hb509_05_EN?format=pdf)

## ABOUT THE AUTHORS



**NOAH TRUDEAU, PHD**, is an assistant professor of economics in the Shields School of Business at Saint Francis University. He is also a research affiliate with the Knee Center for the Study of Occupational Regulation at West Virginia University. His research specializes in occupational regulation, with a specific focus on the intersection of economic history and the study of barriers created through regulatory action. He earned his Ph.D. in economics from West Virginia University.



**EDWARD TIMMONS, PHD**, is a service associate professor of economics and director of the Knee Center for the Study of Occupational Regulation at West Virginia University. He is also a senior research fellow with the Archbridge Institute. His research has been published in scholarly journals including *The Journal of Law and Economics*, *The Journal of Regulatory Economics*, *The Journal of Labor Research*, *The British Journal of Industrial Relations*, *Health Policy*, *Monthly Labor Review*, and *Nicotine and Tobacco Research*. His research has been cited by the popular press, the Federal Trade Commission, the Obama White House, and in a U.S. Senate hearing entitled “License to Compete: Occupational Licensing and the State Action Doctrine.” He is regularly asked to provide expert testimony in state legislatures across the U.S. on occupational licensing reform and the practice authority of nurse practitioners. His work is heavily cited by the popular press, and he has authored numerous articles for media publications. He completed his Ph.D. in economics at Lehigh University.



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