

# 2024 STATE OCCUPATIONAL LICENSING INDEX

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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.

Our goal 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. We also wish to provide yearly improvements, and we are excited to share some changes in this 2024 edition of the State Occupational Licensing Index (SOLI).

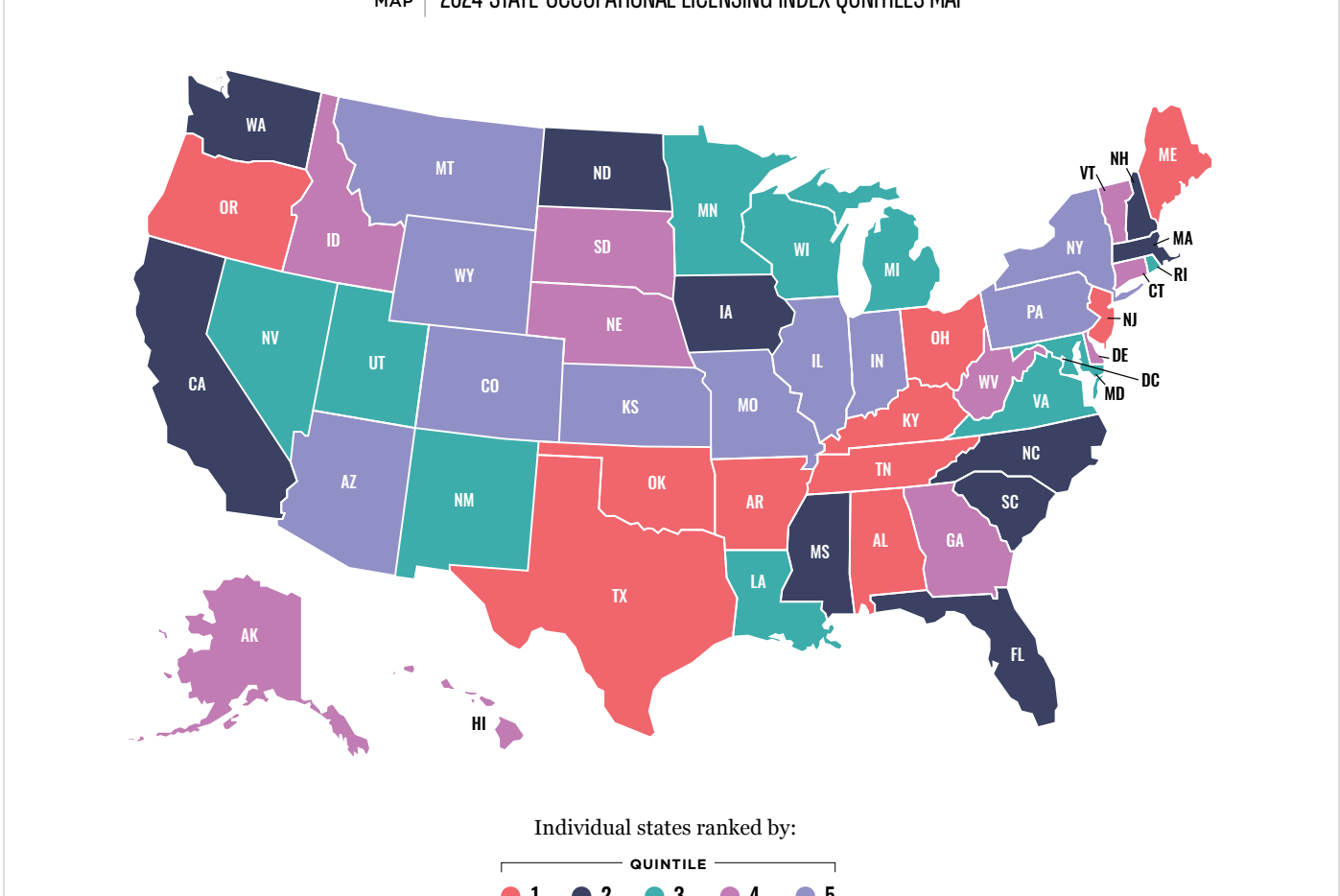
For the 2024 release, readers will note a few changes from the inaugural 2023 edition. First, the index contains fewer overall occupations, 284 as opposed to 331 in the 2023 release. This decrease is due to the removal of potentially duplicate licenses, combinations of occupation titles on our part, and the overall removal of some regulations that we believed should not be classified as licenses.

Second, we have added classifications for state adoption of universal licensing recognition. Universal licensing recognition provides a pathway for licensed or credentialed workers to transfer licenses for nearly all occupations from state to state without typical frictions (e.g., the need to complete more training or long wait times).<sup>2</sup>

As of mid-2024, 26 states have adopted some form of universal licensing recognition.<sup>3</sup> It is important to note that the potential effectiveness of the reform varies depending upon two key provisions. First, some states have “substantially equivalent” clauses, thus limiting the number of workers that can utilize the reform. Second, some states have residency requirements that also can limit the ability of workers to utilize the reform.

We use a medal system to rank each state by the potential effectiveness of its reform. States with gold medals do not have “substantially similar” or residency requirements. States with silver medals do not have “substantially similar” but do have residency requirements. States with bronze medals have “substantially similar” requirements. States with no designation have not yet enacted universal recognition.

MAP | 2024 STATE OCCUPATIONAL LICENSING INDEX QUINTILES MAP





## METHODOLOGY

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The initial data for SOLI is obtained from the Occupational Regulation Database hosted by the Knee Regulatory Research Center.<sup>4</sup> 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. In 2023, the KRRC published an update to their database with the Annual Licensing Database Snapshot: 2023.<sup>5</sup> The 2024 SOLI began with the 331 occupations from the 2023 edition and included this updated occupational licensing information—including audiologists as a new occupation, as well as information on florists (licensed only in Louisiana). From the 2023 data, we have trimmed or combined occupations to eliminate potential duplications or dropped occupations entirely when an occupational title was deemed to have no barriers or licenses. One instance in which many occupations were dropped was in the realm of combative sports as many states require what the state refers to as “licenses” for an individual to be a boxer, kickboxer, or MMA fighter; or any form of combative sport auxiliary such as matchmaker, timekeeper, or referee. After further review of the requirements for these restrictions, we determined not to classify these restrictions as licenses. Because of these additions, combinations, and eliminations, we cannot suggest using the 2023 and 2024 editions of the State Occupational Licensing Index as a time series. We strive to be able to provide that feature as soon as possible, but we do not wish to imply that all changes from the 2023 edition to the 2024 edition were because of legislative changes.

These final 284 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>6</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 others issue separate shampooer licenses. Table 1 lists the occupations included in the 2024 State Occupational Licensing Index 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 199 (Texas), minimum barriers 136 (Kansas), maximum licenses 163 (Texas), minimum licenses 104 (Wyoming). Then, for each state, we use its total barriers count and total licenses count. For Alabama, total barriers are 191 and total licenses are 147. Thus, Alabama’s scores are calculated as:

$$\text{Alabama's Barrier Score} = \frac{191 - 136}{199 - 136} * 10 = 8.73$$

$$\text{Alabama's License Score} = \frac{147 - 104}{163 - 104} * 10 = 7.29$$

States’ overall ranks are determined by both the barrier and license scores. First, states are ranked according to the barrier score. We then resolve any ties in barrier scores 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. **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 174.1, and the national average number of licenses per state is 132.8. These, as well as the regional averages, are summarized in **Table 3**.

The State Occupational Licensing Index also includes the 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.

At the end of this report, we include individual profiles for each state. As a special insert for the 2024 edition, we have included a profile for Puerto Rico. We would refer readers interested in more information on occupational licensing in Puerto Rico to Carrión-Tavárez, Carpenter, and Timmons (2024).<sup>7</sup>



## HOW OUR DATABASE DIFFERS FROM EXISTING MEASURES

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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 Licensing Database in some cases matches these two databases, but in other cases it does not.

Overall, 23 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 39 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
Attorney	51	51	Podiatrist	51	51
Audiologist	51	51	Professional Engineer	51	51
Barber	51	51	Psychologist	51	51
Broker (Standard Real Estate)	51	51	Public School Teacher	51	51
Certified General Appraiser	51	51	Registered Architect	51	51
Certified Nurse Aide/Assistant	51	51	Registered Nurse	51	51
Certified Nurse Midwife	51	51	Speech Language Pathologist	51	51
Certified Public Accountant	51	51	Surgeon	51	51
Certified Residential Real Estate Appraiser	51	51	Veterinarian	51	51
Chiropractor	51	51	Wastewater Operator	51	51
Clinical Nurse Specialist	51	51	Acupuncturist	51	50
Cosmetologist	51	51	Lead Abatement Supervisor	51	49
Court Interpreter	51	51	Lead Planner Project Designer	51	48
Dental Hygienist	51	51	Level Class IV Wastewater Operator	51	48
Dentist	51	51	Advanced Nurse Practitioner	51	47
EMT	51	51	Social Worker	51	46
Esthetician	51	51	Licensed Real Estate Appraiser	51	44
Family-Marriage Therapist/Counselor	51	51	Clinical Mental Health Counselor- Mental Health Counselor	51	14
Landscape Architect	51	51	Psychological/Psychiatric Technician	51	7
Lead Inspector Risk Assessor	51	51	Medical Medication Technician	51	5
Level Class II Wastewater Operator	51	51	Naprapathic Physician/Doctor	51	2
Level Class III Wastewater Operator	51	51	Athletic Trainer/Sports Trainer	50	50
Licensed Practical Nurse	51	51	Funeral Director/Mortician	50	50
MD Physician and Surgeon	51	51	Hearing Aid Dealer/Hearing Aid Dispensers/Hearing Instrument Specialist	50	50
Mortgage Loan Originator	51	51	Insurance Producer	50	50
Nail Technician	51	51	Occupational Therapist Assistant	50	50
Nurse Anesthetist	51	51	Professional Land Surveyor	50	50
Nurse Practitioner	51	51	Respiratory Therapist/Respiratory Care Practitioner	50	50
Nursing Home Administrator	51	51	Surplus Lines (Individual) Insurance Agent Broker	50	26
Occupational Therapist	51	51	Funeral Supervisor	50	6
Optometrist	51	51	Certified Real Estate Appraiser Trainee/ Assistant	49	49
Pharmacist	51	51	Public Adjuster (Individual)	49	49
Physical Therapist	51	51	Investment Advisor Representative	48	48
Physical Therapist Assistant	51	51			
Physician	51	51			
Physician Assistant	51	51			

OCCUPATION	TOTAL BARRIERS	TOTAL LICENSES
Pharmacy Technician	48	48
Asbestos Abatement Worker	48	46
Asbestos Contractor	48	44
General Insurance Agent Manager or Exclusive	48	6
Massage Therapist	47	47
Pharmacy Intern—Registered	47	47
Home Health Aide	47	45
Real Estate Sales Person	47	44
Internationally Certified Alcohol & Drug Counselor (ICADC)	47	30
Substance Abuse Counselor	47	8
Cosmetology Teacher	46	46
Parole/Probation Officer	46	45
Real Estate Instructor	46	45
Drug and Alcohol Addictions Counselor	46	42
Dietitian—Nutritionist (LDN)	46	16
Journeyman Electrician	45	32
Master Electrician	45	25
Electrical Contractor	45	24
Residential Journeyman Electrician	45	11
Journeyman Sign Electrician	45	9
Limited Electrical Technician	45	9
Maintenance Electrician	45	8
Residential Wireman (Electrician)	45	8
Air Conditioning Electrician	45	5
Special Electrician/Specialist Electrician/Specialty Electrician	45	5
Electrician	45	4
Residential Master Electrician	45	4
Limited Renewable Energy Technician	45	3
Eyelash Technician	45	2
Low-Voltage Contractor/Low-Voltage Electrical Contractor	45	2
Master Sign Electrician	45	2
Journeyman Industrial Electrician	45	1
Limited Energy Technician (Class A)	45	1
Limited Energy Technician (Class B)	45	1
Non-residential Lighting Technician	45	1

OCCUPATION	TOTAL BARRIERS	TOTAL LICENSES
Electrical Technician	45	0
High Medium Voltage Electrician	45	0
Limited Building Maintenance Electrician Limited Maintenance Journeyperson	45	0
Electrical Technician	45	0
Public School Principal	44	39
Public School Superintendent	44	36
Addictions/Chemical Dependency Counselor	44	20
Associate Broker (Standard Real Estate)	44	11
Medical Gas Fitter	44	8
Plumber	44	7
Low-Voltage Technician	44	3
Certified Peer Recovery Support Specialist	43	43
Land Surveyor In-Training	43	43
Embalmer	43	41
Journeyman Plumber	43	32
Master Plumber	43	25
Public School Administrator	43	21
Piping Contractor	43	13
Master Gas Fitter	43	8
Journeyman Gas Fitter	43	7
Plumbing Technician	43	2
Tradesman Plumber	43	2
Engineer In-Training	42	41
Nail Technician/Manicurist Teacher	42	27
Dietitian	42	25
Title Insurance Agent (Individual)	42	24
Milk Hauler	42	22
Funeral Trainee	42	10
Nutritionist	42	10
Veterinarian Technician	41	41
Asbestos Inspector	41	39
Asbestos Management Planner	41	38
Certified Clinical Supervisor (CCS)	40	40
Behavior Analyst/Specialist	39	38
Medical Health Physicist	39	38
Esthetician Instructor	38	38
Radiologic Technologist	38	38



OCCUPATION	TOTAL BARRIERS	TOTAL LICENSES
Internationally Certified Advanced Alcohol & Drug Counselor (ICAADC)	38	23
Gas Fitter	38	3
Hearing Aid Dispenser Trainee/Apprentice	36	36
Asbestos Project Designer	36	35
Geologist/Geoscientist	36	33
Speech Language Pathologist Assistant	35	35
Athlete Agent/Manager	35	34
Psychotherapy Hypnotherapist/Hypnotist	35	5
Milk Dealer or Handler	34	34
Preschool Teacher, except Special Education	34	33
Pyrotechnic Operator	34	33
Nuclear Medicine Technician	33	33
Electrologist	33	32
Pawnbroker	32	32
Funeral Resident Intern	31	23
Barber Apprentice	30	30
Shampoo Assistant	30	30
Wildlife Rehabilitator	30	30
Genetic Counselor	29	29
Limited X-ray Machine Operator	29	29
Sanitarian/Environmental Health Sanitarian	29	29
Taxidermist	29	29
Septic Tank Installer	29	5
Home Interior Designer	28	28
Radiologist Assistant	28	28
HVAC License	28	4
Provisional Psychologist	27	27
Sign Language Interpreter/Translator	27	21
Dental Assistant	26	26
Home Inspector	26	26
Behavior Analyst Assistant	25	25
Cosmetologist Apprentice	25	25
Fuel Piping Contractor	25	25
Manicurist	25	25
Professional Fundraising Counsel	25	25
Milk Tester	24	21

OCCUPATION	TOTAL BARRIERS	TOTAL LICENSES
Professional Solicitor (Charities)	23	23
Maritime Pilot	23	22
Auctioneer	22	22
Certified Prevention Specialist	22	22
Optician	22	22
Tattoo Artist	22	22
Internationally Certified Criminal Justice Addictions Professional (ICCJP)	21	21
Medical Assistant/Medication Aide	21	21
Polygraph Examiner	21	21
Private Investigator	21	21
Certified Sewage Septic Pumper	21	18
Specialty Residential Contractor	21	2
Soil Scientist	20	13
Perfusionist	19	19
Milk Weigher Sampler	19	18
Body Piercing Artist	18	18
Music Therapist	18	17
Natural Hair Braider	18	15
Art Therapist	18	14
Nail Technician Apprentice	18	13
Septic Tank Cleaner	18	4
Geologist In-Training	17	17
Investment Advisor	17	17
Fire/Life/Safety Technician	17	16
Certified Real Estate Evaluator	16	16
Paraprofessional Certification Teachers Aide	16	16
Anesthesiologist Aide/Assistant	16	15
Insurance Administrator (Individual)	16	14
Animal Control Officer	15	15
Forester	15	15
Orthotist	15	15
Polysomnographic Technologist	15	15
Prosthetist	15	15
Soil Tester/Soil Classifier	15	11
Prosthetist-Orthotist	15	4
Dialysis Technician	14	14
Medical Clinical Laboratory Technician	14	14

OCCUPATION	TOTAL BARRIERS	TOTAL LICENSES
Plumbing Inspector	13	13
Insurance Administrator (Individual)	16	14
Psychological Assistant/Associate	13	13
Public Accountant	13	13
Cemetery Salesperson	13	12
Certified Sewage/Septic Inspector	13	12
Auctioneer Apprentice	12	12
Chiropractor Assistant	12	12
Irrigation Contractor	12	12
Motor Vehicle Physical Damage Appraiser	12	12
Surgical Technologist	12	11
Gas Fitter Trainee/Apprentice	12	8
Septic System Servicer	12	8
Crane Operator	11	11
Pedorthist	11	11
Animal Breeder	11	10
Apprentice Electrician	10	10
Public Health Dental Hygiene Practitioner	10	10
Certified Sewage Septic Evaluator	9	9
Home Improvement Contractor	9	9
Polygraph Examiner Intern/Trainee	9	9
Professional Counselor/Professional Clinical Counselor	9	9
Abstractor	8	8
Certified Engineering Geologist	8	7
Dental Radiographer	7	7
Dental Therapist	7	7
Mold Remediation Contractor	7	7
Denturist	6	6
Home Improvement Salesperson	6	6
Manager of Record (Standard, Real Estate)	6	6
Optician Apprentice/Trainee	6	6
Orthotic Assistant	6	6
Cemetery Broker	6	5
Backflow Prevention Tester	5	5
Landscape Architect In-Training/Trainee/Intern	5	5
Lineman	5	5

OCCUPATION	TOTAL BARRIERS	TOTAL LICENSES
Mold Assessor Inspector	5	5
Orthotic Fitter	5	5
Orthotic Fitter Assistant	5	5
Prosthetic Assistant	5	5
Vehicle Salesperson	5	5
Rental Listing Referral Agent	5	3
Certified Prevention Professional (CPP)	4	4
Dance/Movement Therapist	4	4
Diagnostic Medical Sonographer	4	4
Lead Abatement Contractor	4	4
Electrical Sign Contractor	4	3
Apprentice Gas Fitter	3	3
Elevator Apprentice	3	3
Forester In-Training	3	3
Interior Designer	3	3
Electrical Sign Installer	3	2
Master HVACR	3	2
Dietetic Technician/Nutrition Associate	3	1
Certified Prevention Professional Advanced (CPPA)	2	2
Home Inspector Associate/Trainee/Intern	2	2
Lactation Consultant	2	2
Lightning-Protection Contractor	2	2
Milk Subdealer or Subhandler	2	2
Mold Assessment Consultant	2	2
Ocularist	2	2
Orthotic Technician	2	2
Prosthetic Technician	2	2
Drama Movement Therapist	2	1
Florist (eliminated June 2024)	1	1
HIV-AIDS Counselor	1	1
Lightning-Protection Installer	1	1
Mechanical Adminisrator	1	1
Mold Remediation Worker	1	1
Professional Geophysicist	1	1
Apprentice Plumber	1	0

TABLE 2 | OVERALL RANKINGS

OVERALL RANK	STATE	BARRIERS		LICENSES	
		SCORE	TOTAL	SCORE	TOTAL
1	Texas	10.00	199	10.00	163
2	Arkansas	9.37	195	7.63	149
3	Tennessee	9.37	195	7.12	146
4	Oregon	8.89	192	7.63	149
5	Alabama	8.73	191	7.29	147
6	Oklahoma	8.73	191	6.61	143
7	Ohio	8.73	191	5.25	135
8	Kentucky	8.57	190	6.27	141
9	New Jersey	8.41	189	7.12	146
10	Maine	8.10	187	6.27	141
11	North Carolina	7.94	186	6.78	144
12	South Carolina	7.94	186	5.76	138
13	Mississippi	7.78	185	5.25	135
14	Washington	7.62	184	6.61	143
15	Massachusetts	7.46	183	5.42	136
16	Iowa	7.30	182	5.76	138
17	New Hampshire	7.30	182	5.59	137
18	North Dakota	7.30	182	4.75	132
19	Florida	7.30	182	4.41	130
20	California	7.14	181	5.08	134
21	Wisconsin	6.98	180	5.93	139
22	New Mexico	6.98	180	5.59	137
23	Virginia	6.98	180	5.25	135
24	Rhode Island	6.98	180	5.08	134
25	Nevada	6.83	179	4.58	131
26	Minnesota	6.67	178	5.59	137

OVERALL RANK	STATE	BARRIERS		LICENSES	
		SCORE	TOTAL	SCORE	TOTAL
27	Louisiana	6.67	178	4.92	133
28	Maryland	6.51	177	5.08	134
29	Utah	6.51	177	5.08	134
30	Michigan	6.35	176	4.58	131
31	Delaware	6.19	175	5.42	136
32	Nebraska	5.87	173	5.25	135
33	West Virginia	5.87	173	4.92	133
34	Connecticut	5.56	171	4.58	131
35	Georgia	5.24	169	3.56	125
36	Vermont	4.76	166	3.22	123
37	Idaho	4.60	165	3.39	124
38	South Dakota	4.60	165	3.39	124
39	Alaska	4.60	165	2.20	117
40	Hawaii	4.29	163	2.71	120
41	Arizona	4.13	162	3.56	125
42	Montana	4.13	162	2.37	118
43	Illinois	3.33	157	4.41	130
44	District of Columbia	3.33	157	1.53	113
45	Pennsylvania	3.02	155	5.76	138
46	Colorado	2.38	151	1.36	112
47	New York	1.90	148	4.58	131
48	Indiana	1.75	147	2.71	120
49	Wyoming	1.27	144	0.00	104
50	Missouri	0.16	137	3.22	123
51	Kansas	0.00	136	2.20	117

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

NATIONAL AVERAGE	BARRIERS	LICENSES	REGIONAL AVERAGES	BARRIERS	LICENSES
United States	174.1	132.8	East North Central	170.2	131.0
			East South Central	190.3	142.3
			Middle Atlantic	164.0	138.3
			Mountain	165.0	123.1
			New England	178.2	133.7
			Pacific	177.0	132.6
			South Atlantic	176.1	132.0
			West North Central	164.7	129.4
			West South Central	190.8	147.0

**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
<b>A</b>	Animal Breeder	Animal Breeder	–
	Animal Control Officer	Animal Control Officer	–
	Athletic Trainer/Sports Trainer	Athletic Trainer	Athletic Trainer
	Auctioneer	Auctioneer	Auctioneer
<b>B</b>	Barber	Barber, Shampooer	Barber
	Broker (Standard Real Estate)	–	Real Estate Broker
<b>C</b>	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	–
<b>D</b>	Dental Assistant	Dental Assistant	–
	Dental Hygienist	–	Dental Hygienist
	Dietetic Technician	Dietetic Technician	–
	Dietitian	–	Dietician
<b>E</b>	Electrician	–	Electrician
	Electrician Apprentice	Electrical Helper	–
	EMTs	Emergency Medical Technician	Emergency Medical Technician (EMT)
	Esthetician	–	Skin Care Specialist (Esthetician)
<b>F</b>	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
<b>G</b>	Gas Fitter	–	Pipe Fitter
	General Insurance Agent Manager or Exclusive	–	Insurance Sales Agent
<b>H</b>	Home Inspector	–	Home Inspectors
	Home Interior Designer	Interior Designer	–
	HVAC Installer	HVAC Contractor (Commercial)	HVAC Contractor
<b>J</b>	Journeyman Plumber	–	Plumber (Journeyman)
<b>L</b>	Landscape Architect	Landscape Contractor (Commercial) (Residential)	Landscape Architect
	Licensed Practical Nurse	–	Licensed Practical Nurses (LPN)
	Low-Voltage Contractor/ Low-Voltage Electrical Contractor	Security Alarm Installer	Security Alarm Technician (Low-Voltage System Installer)
<b>M</b>	Manicurist	Manicurist	Manicurist/Pedicurist
	Massage Therapist	Massage Therapist	Massage Therapist
	Milk Weigher Sampler	–	Milk Sampler
<b>N</b>	Nursing Home Administrator	–	Nursing Home Administrator
<b>O</b>	Occupational Therapist Assistant	–	Occupational Therapy Assistant
<b>P</b>	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
	Real Estate Appraiser	–	Real Estate Appraiser
<b>R</b>	Radiologic Technologist	–	Radiologic Technologist
	Real Estate Appraiser	–	Real Estate Appraiser
	Real Estate Salesperson	–	Real Estate Agent
	Registered Nurse	–	Registered Nurse
	Respiratory Therapist/Respiratory Care Practitioner	–	Respiratory Therapist
<b>S</b>	Sign Language Interpreter/Translator	Interpreter, Sign Language	–
	Social Worker	–	Child, Family, and School Social Worker (Bachelor's level)
<b>T</b>	Taxidermist	Taxidermist	–
	Teacher's Aide	–	Teachers Assistant
<b>V</b>	Veterinarian Technician	–	Veterinary Technician

# 2024 STATE PROFILES



**Kansas** has the lowest occupational licensing burden in the United States.



**Texas** has the highest occupational licensing burden in the United States.



**Seven occupations** are uniquely licensed by only one state.

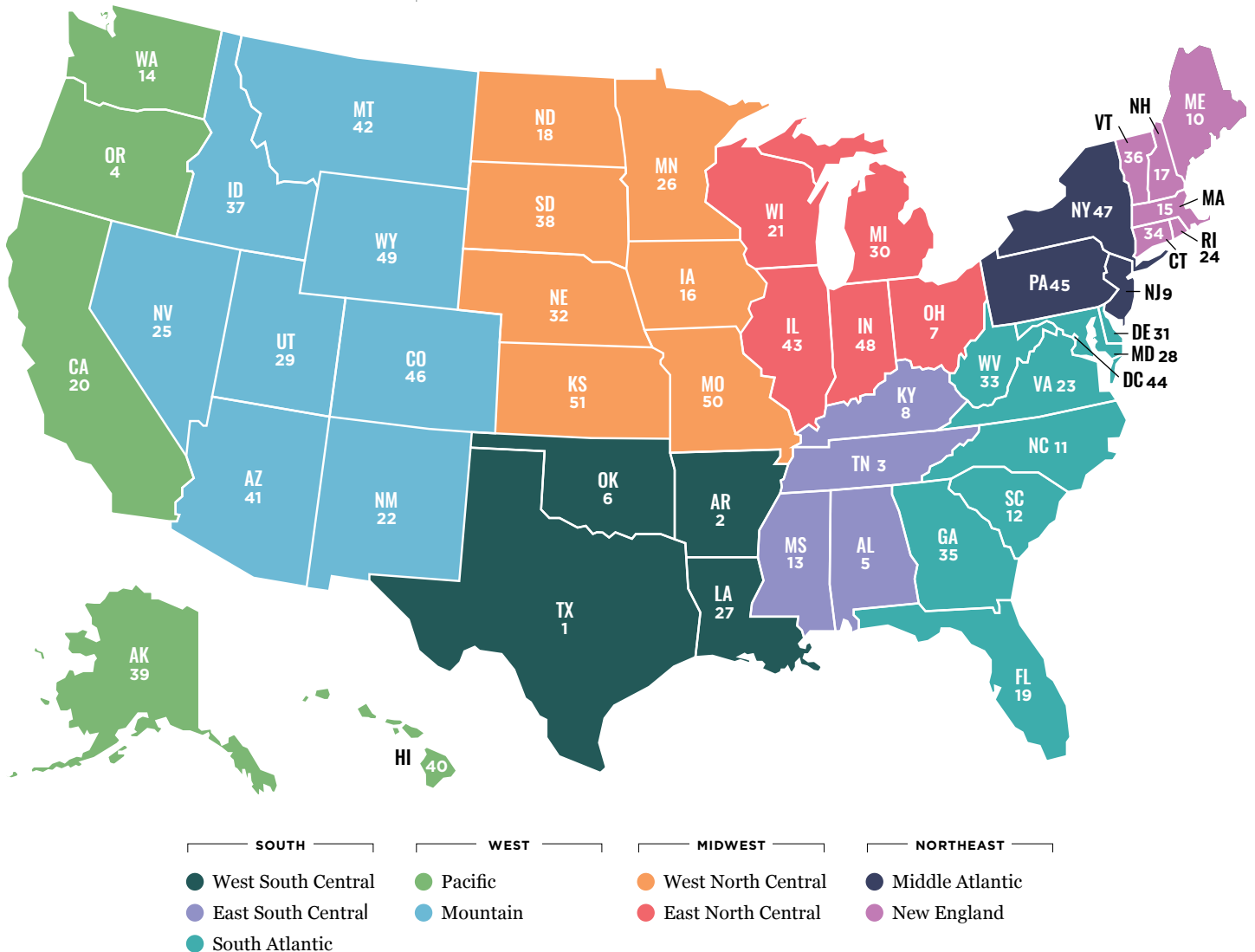


**Universal recognition** laws have been adopted by 26 states.



**Puerto Rico** has more uniquely licensed occupations than all US states combined.

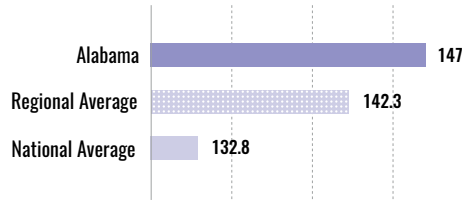
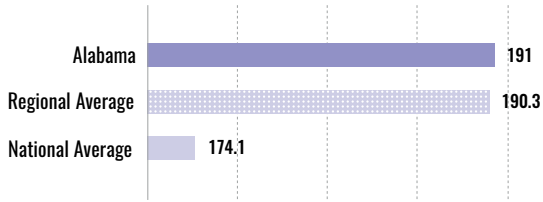
MAP | 2024 STATE OCCUPATIONAL LICENSING INDEX REGIONAL MAP



The states that follow are presented in alphabetical order.

# ALABAMA

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



## BARRIER SCORE **8.73**

(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.

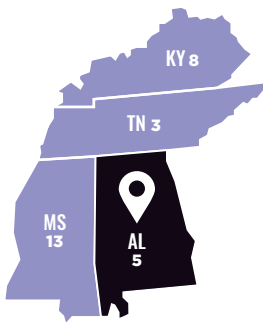
## LICENSE SCORE **7.29**

(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 SOUTH CENTRAL REGION

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



### OVERALL U.S. RANKING

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

- 3 Tennessee
- 4 Oregon
- 5 Alabama**
- 6 Oklahoma
- 7 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
- Puerto Rico

KEY FINDINGS



Alabama has the 5th highest licensing burden in the US and ranks 2nd of four states in the East South Central region.



Alabama's total barriers (191) are higher than the national average, but similar to the regional average. Alabama's licenses (147) are higher than the national and regional averages.



As of 2024, Alabama has not enacted universal recognition.

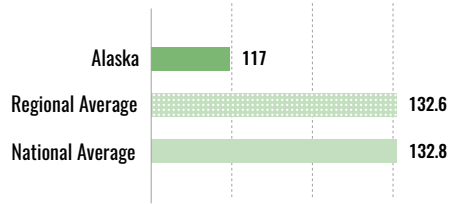
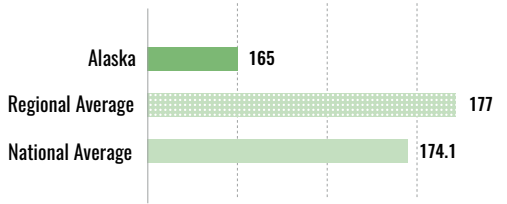


Alabama's most uniquely licensed occupation is drama movement therapist, which is licensed in two states.

# ALASKA


U.S. RANK

39<sup>TH</sup>



## BARRIER SCORE 4.60

(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 2.20

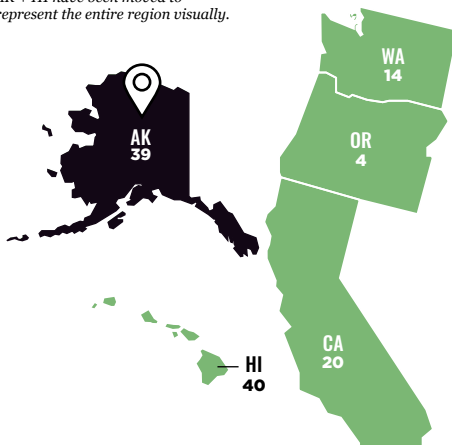
(0=fewest licenses; 10=most licenses)

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

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



### OVERALL U.S. RANKING

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

- 37 Idaho
- 38 South Dakota
- 39 Alaska**
- 40 Hawaii
- 41 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
- Puerto Rico

KEY FINDINGS



Alaska has the 39th highest licensing burden in the US and ranks 4th of five states in the Pacific region.



Alaska's total barriers (165) and licenses (117) are below the regional and national averages.



In 2023, Alaska had bills to enact a limited version of universal recognition. Both bills died in committee.



Alaska's most uniquely licensed occupation is mechanical administrator, which is licensed in one state.

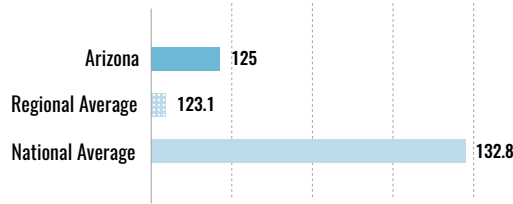
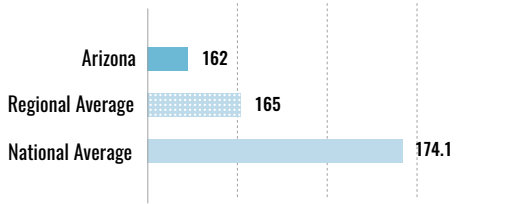


# ARIZONA

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



- 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
- Puerto Rico



## BARRIER SCORE 4.13

(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.

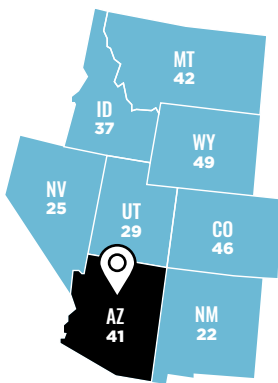
## LICENSE SCORE 3.56

(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

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



### OVERALL U.S. RANKING

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

- 39 Alaska
- 40 Hawaii
- 41 Arizona
- 42 Montana
- 43 Illinois

KEY FINDINGS



Arizona has the 41st highest licensing burden in the US and ranks 5th of eight states in the Mountain region.



Arizona's total barriers (162) and licenses (125) are mostly below the regional and national averages. Arizona's license score is slightly higher than the regional average.



In 2019, Arizona was the first state to enact universal recognition without a substantially similar requirement. However, it requires residency and excludes several occupations. We rated its reform as silver.



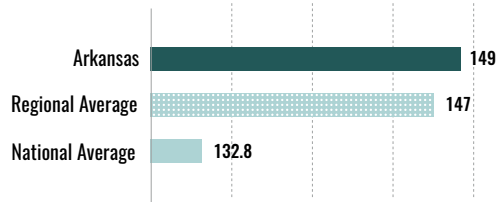
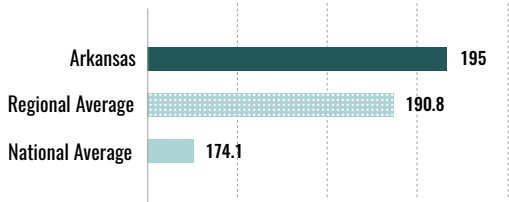
Arizona's most uniquely licensed occupation is landscape architect in-training, which is licensed in five states.

# ARKANSAS

U.S. RANK **2<sup>ND</sup>**



- 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
- Puerto Rico



## BARRIER SCORE 9.37

(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.

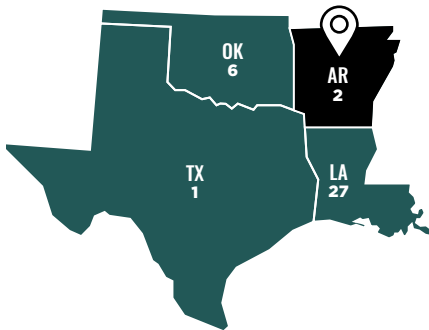
## LICENSE SCORE 7.63

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



### OVERALL U.S. RANKING

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

- 1 Texas
- 2 Arkansas**
- 3 Tennessee
- 4 Oregon
- 5 Alabama

KEY FINDINGS



Arkansas has the 2nd highest licensing burden in the US and ranks 2nd of four states in the West South Central region.



Arkansas's total barriers (195) and licenses (149) are above the regional and national averages.



Arkansas enacted universal recognition in 2023. Its reform does not have a substantially similar requirement but does require residency. We rated its reform as silver.



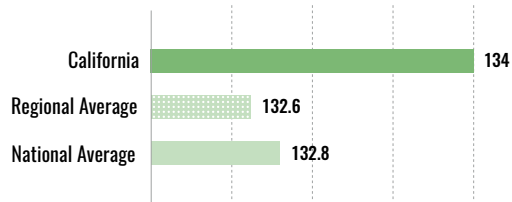
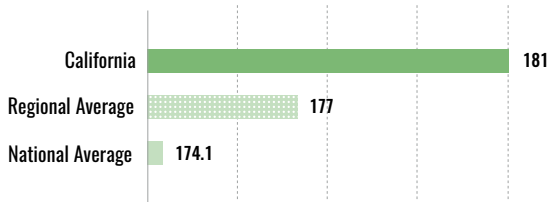
Arkansas's most uniquely licensed occupation is master HVACR, which is licensed in three states.

# CALIFORNIA

U.S. RANK

20<sup>TH</sup>

- 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
- Puerto Rico



## BARRIER SCORE 7.14

(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

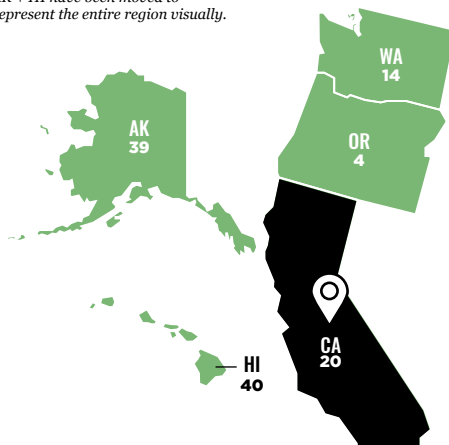
(0=fewest licenses; 10=most licenses)

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.

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

- 18 North Dakota
- 19 Florida
- 20 California**
- 21 Wisconsin
- 22 New Mexico

KEY FINDINGS



California has the 20th highest licensing burden in the US and ranks 3rd of five states in the Pacific region.



California's total barriers (181) and licenses (134) are above the regional and national averages.



As of 2024, California has not enacted universal recognition.



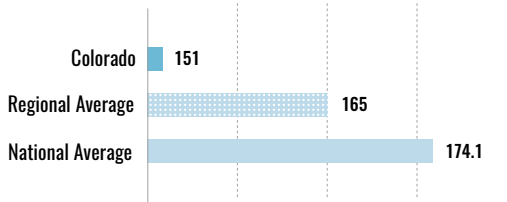
California's most uniquely licensed occupation is professional geophysicist, which is licensed in one state.

# COLORADO

U.S. RANK **46<sup>TH</sup>**



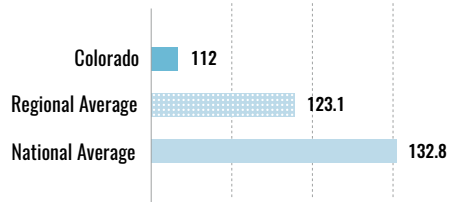
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado**
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 2.38

(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.



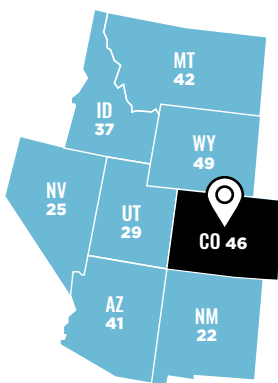
## LICENSE SCORE 1.36

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

- 44 District of Columbia
- 45 Pennsylvania
- 46 Colorado**
- 47 New York
- 48 Indiana

KEY FINDINGS



Colorado has the 46th highest licensing burden in the US and ranks 7th of eight states in the Mountain region.



Colorado's total barriers (151) and licenses (112) are below the regional and national averages.



Colorado enacted universal recognition in 2020 with a substantially similar requirement, but no residency requirement. The reform was expanded to more occupations in 2022. We rated its reform as bronze.



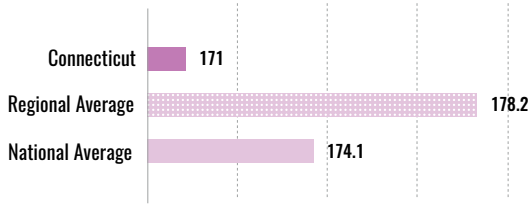
Colorado's most uniquely licensed occupations are rental listing referral agent and vehicle salesperson, both of which are licensed in five states.

# CONNECTICUT

U.S. RANK

34<sup>TH</sup>

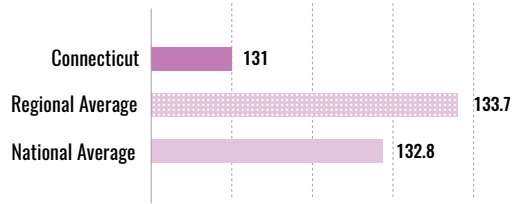
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut**
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 5.56

(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.



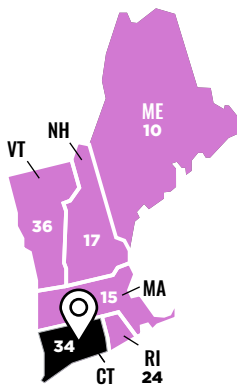
## LICENSE SCORE 4.58

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

- 32 Nebraska
- 33 West Virginia
- 34 Connecticut**
- 35 Georgia
- 36 Vermont

KEY FINDINGS



Connecticut has the 34th highest licensing burden in the US and ranks 5th of six states in the New England region.



Connecticut's total barriers (171) and licenses (131) are below the regional and national averages.



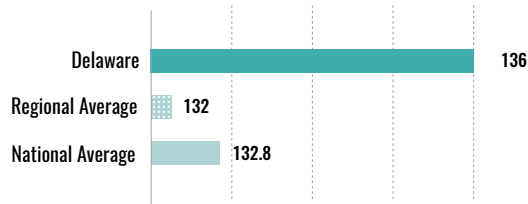
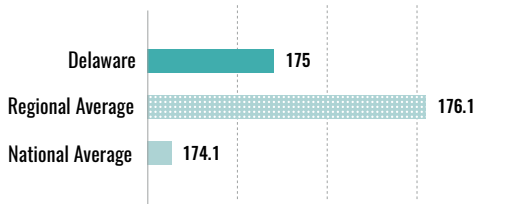
As of 2024, Connecticut has not enacted universal recognition.



Connecticut's most uniquely licensed occupation is home inspector associate/trainee, which is licensed in two states.

# DELAWARE

U.S. RANK **31<sup>ST</sup>**



## BARRIER SCORE 6.19

(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 5.42

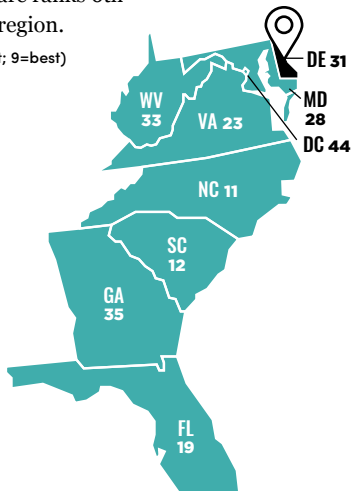
(0=fewest licenses; 10=most licenses)

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

- 29 Utah
- 30 Michigan
- 31 Delaware**
- 32 Nebraska
- 33 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
- Puerto Rico

KEY FINDINGS



Delaware has the 31st highest licensing burden in the US and ranks 6th of nine states in the South Atlantic region.



Delaware's total barriers (175) are lower than the regional average but similar to the national average. Delaware's total licenses (136) are higher than the regional and national averages.



As of 2024, Delaware has not enacted universal recognition.

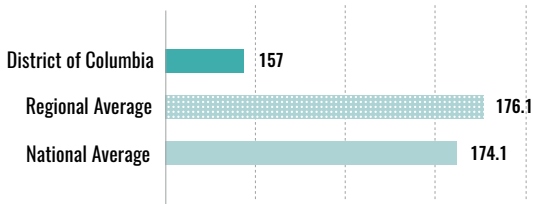


Delaware's most uniquely licensed occupations are apprentice gas fitter and master HVACR, both of which are licensed in three states.

# DISTRICT OF COLUMBIA

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

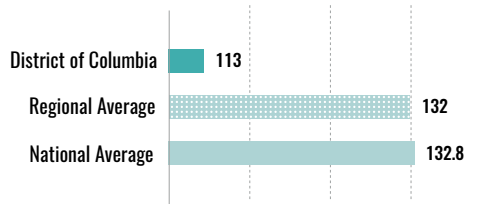
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia**
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 3.33

(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 1.53

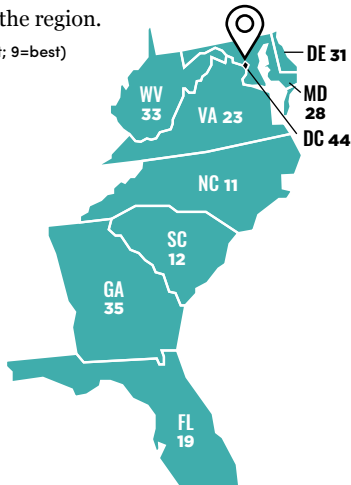
(0=fewest licenses; 10=most licenses)

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 9th in the region.

(1=worst; 9=best)



### OVERALL U.S. RANKING

District of Columbia ranks 44th overall. (1=worst; 51=best)

- 42 Montana
- 43 Illinois
- 44 District of Columbia**
- 45 Pennsylvania
- 46 Colorado

KEY FINDINGS



District of Columbia has the 44th highest licensing burden in the US and ranks 9th of nine states in the South Atlantic region.



District of Columbia's total barriers (157) and licenses (113) are lower than the regional and national averages.



As of 2024, District of Columbia has not enacted universal recognition.



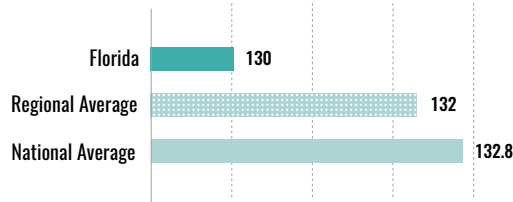
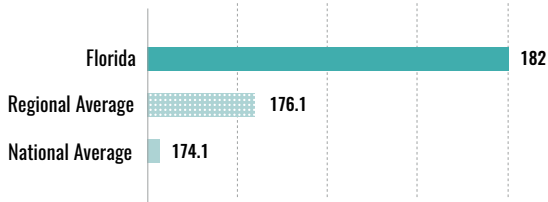
District of Columbia's most uniquely licensed occupations are interior designer and dance/movement therapist, both of which are licensed in three states.

# FLORIDA

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



- 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
- Puerto Rico



## BARRIER SCORE 7.30

(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.

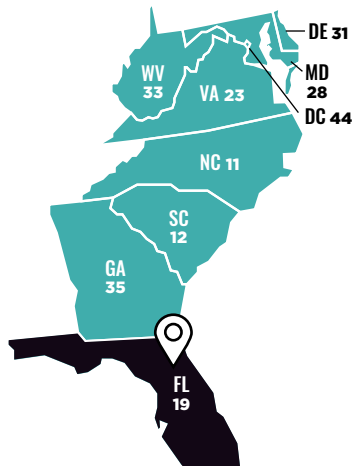
## LICENSE SCORE 4.41

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



### OVERALL U.S. RANKING

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

- 17 New Hampshire
- 18 North Dakota
- 19 Florida**
- 20 California
- 21 Wisconsin

KEY FINDINGS



Florida has the 19th highest licensing burden in the US and ranks 3rd of nine states in the South Atlantic region.



Florida's total barriers (182) are higher than the regional and national averages, but its total licenses (130) are lower than the regional and national averages.



Florida enacted universal recognition in 2024 without a substantially similar or residency requirement. We rated its reform as gold.



Florida's most uniquely licensed occupation is orthotic fitter, which is licensed in five states.

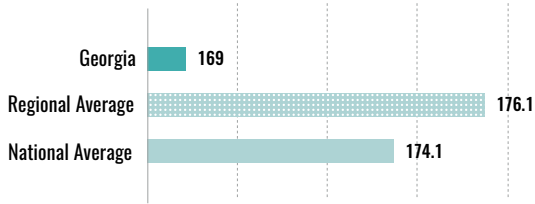


# GEORGIA

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



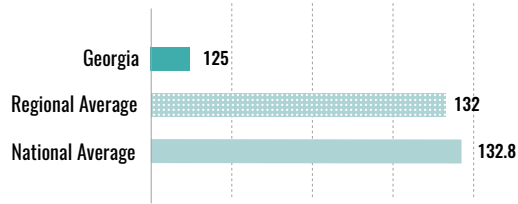
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia**
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 5.24

(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.



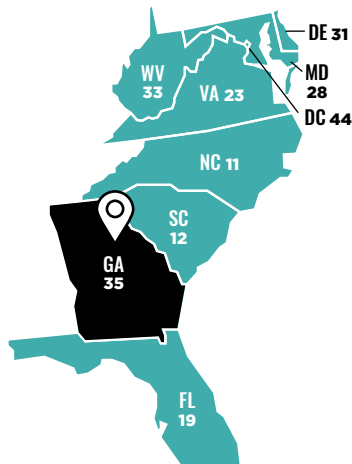
## LICENSE SCORE 3.56

(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.

### SOUTH ATLANTIC REGION

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



### OVERALL U.S. RANKING

Georgia ranks 35th overall. (1=worst; 51=best)

- 33 West Virginia
- 34 Connecticut
- 35 Georgia**
- 36 Vermont
- 37 Idaho

KEY FINDINGS



Georgia has the 35th highest licensing burden in the US and ranks 8th of nine states in the South Atlantic region.



Georgia's total barriers (169) and licenses (125) are lower than the regional and national averages.



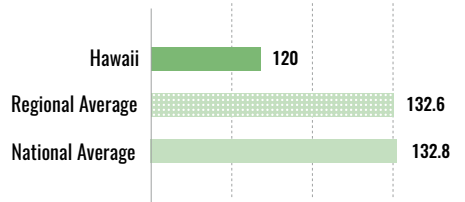
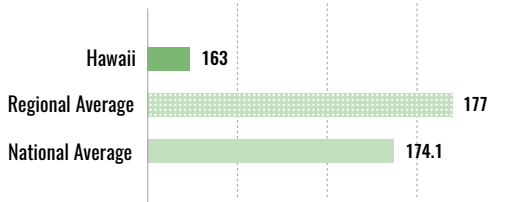
Georgia enacted universal recognition in 2023. Its reform includes a substantially similar and a residence requirement. We rated its reform as bronze.



Georgia's most uniquely licensed occupation is certified engineering geologist, which is licensed in eight states.

# HAWAII


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



## BARRIER SCORE 4.29

(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 2.71

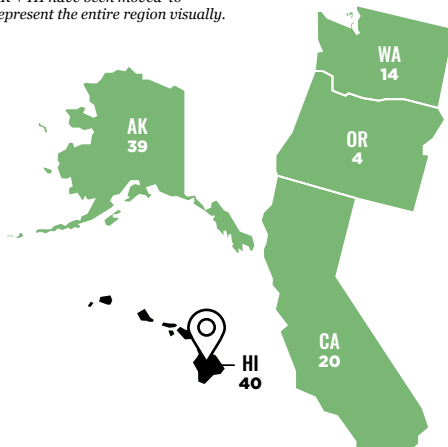
(0=fewest licenses; 10=most licenses)

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.

### PACIFIC REGION

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

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



### OVERALL U.S. RANKING

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

- 38 South Dakota
- 39 Alaska
- 40 Hawaii**
- 41 Arizona
- 42 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
- Puerto Rico

KEY FINDINGS



Hawaii has the 40th highest licensing burden in the US and ranks 5th of five states in the Pacific region.



Hawaii's total barriers (163) and licenses (120) are below the regional and national averages.



As of 2024, Hawaii has not enacted universal recognition.

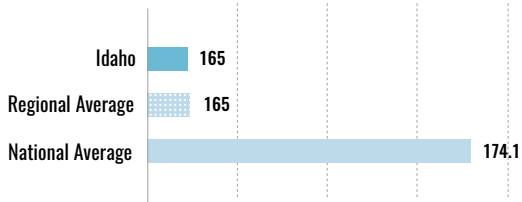


Hawaii's most uniquely licensed occupation is elevator apprentice, which is licensed in three states.

IDAHO

U.S. RANK

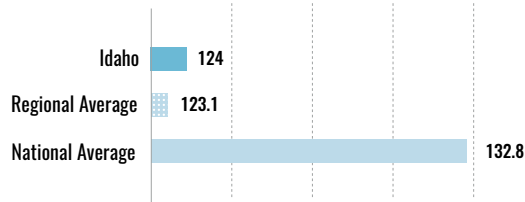
37<sup>TH</sup>



## BARRIER SCORE 4.60

(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.



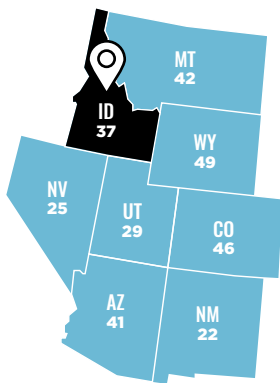
## LICENSE SCORE 3.39

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



### OVERALL U.S. RANKING

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

- 35 Georgia
- 36 Vermont
- 37 Idaho**
- 38 South Dakota
- 39 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
- Puerto Rico

KEY FINDINGS



Idaho has the 37th highest licensing burden in the US and ranks 4th of eight states in the Mountain region.



Idaho's total barriers (165) and licenses (124) are below national averages and very close to regional averages.



Idaho enacted universal recognition in 2020 without a substantially similar or residency requirement. The reform also prevents boards from requiring jurisprudence exams and forbids additional fees. We rated its reform as gold.

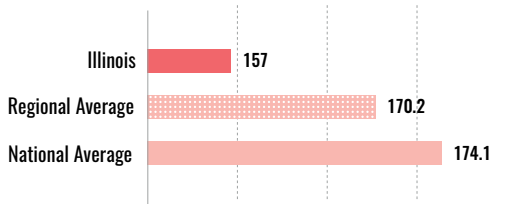


Idaho's most uniquely licensed occupation is electrical sign installer, which is licensed in three states.

# ILLINOIS

U.S. RANK

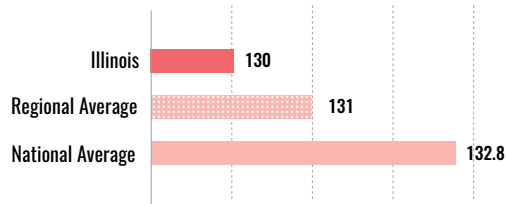
43<sup>RD</sup>



## BARRIER SCORE 3.33

(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.



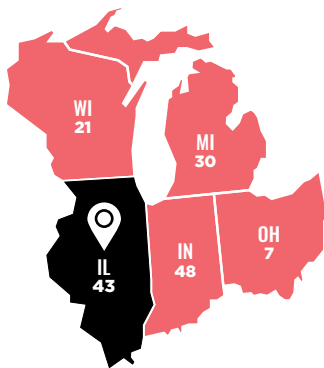
## LICENSE SCORE 4.41

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

- 41 Arizona
- 42 Montana
- 43 Illinois**
- 44 District of Columbia
- 45 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
- Puerto Rico

KEY FINDINGS



Illinois has the 43rd highest licensing burden in the US and ranks 4th of five states in the East North Central region.



Illinois's total barriers (157) and licenses (130) are below the regional and national averages.



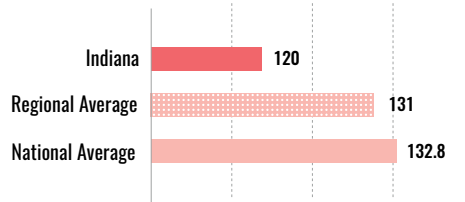
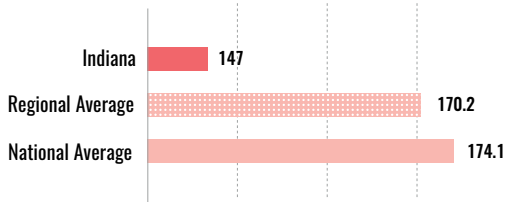
As of 2024, Indiana has not enacted universal recognition.



Illinois's most uniquely licensed occupation is elevator apprentice, which is licensed in three states.

# INDIANA

U.S. RANK **48<sup>TH</sup>**



## BARRIER SCORE 1.75

(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.

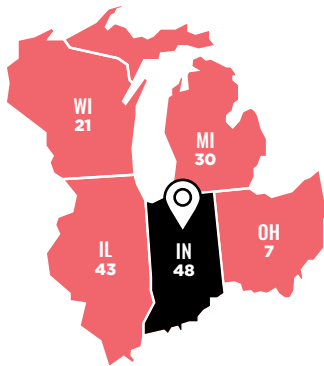
## LICENSE SCORE 2.71

(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.

### 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 Colorado
- 47 New York
- 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
- Puerto Rico

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 (147) and licenses (120) are below the regional and national averages.

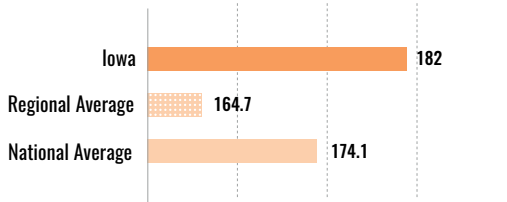
Indiana enacted universal recognition in 2022 without a substantially similar or residency requirement. We rated its reform as gold.

Indiana's most uniquely licensed occupation is lead abatement contractor, which is licensed in four states.

IOWA

U.S. RANK

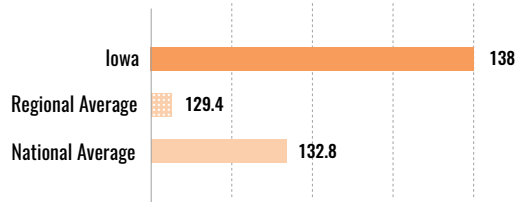
16<sup>TH</sup>



## BARRIER SCORE 7.30

(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.



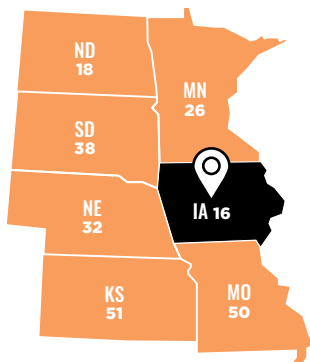
## LICENSE SCORE 5.76

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



### OVERALL U.S. RANKING

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

- 14 Washington
- 15 Massachusetts
- 16 Iowa
- 17 New Hampshire
- 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
- Puerto Rico

KEY FINDINGS



Iowa has the 16th highest licensing burden in the US and ranks 1st of seven states in the West North Central region.



Iowa's total barriers (182) and licenses (138) are higher than the regional and national averages.



Iowa enacted universal recognition in 2020. Iowa's reform does not have a substantially similar requirement, but it does require residency. We rated its reform as silver.

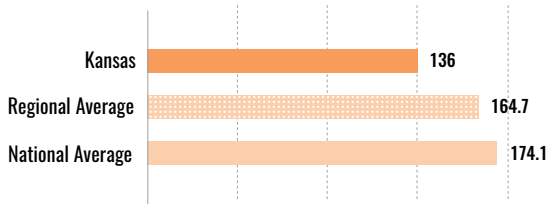


Iowa's most uniquely licensed occupation is certified prevention professional advanced (CPPA), which is licensed in four states.

# KANSAS

U.S. RANK

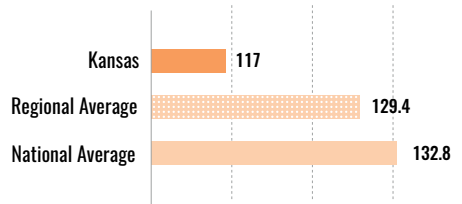
51<sup>ST</sup>



## BARRIER SCORE 0.00

(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.



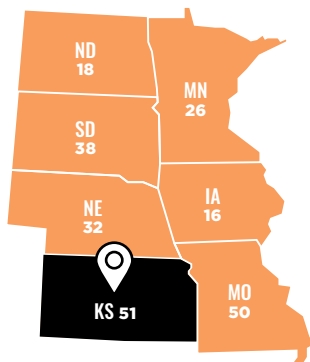
## LICENSE SCORE 2.20

(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) New York
- (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
- Puerto Rico

KEY FINDINGS



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



Kansas's total barriers (136) and licenses (117) are lower than the regional and national averages.



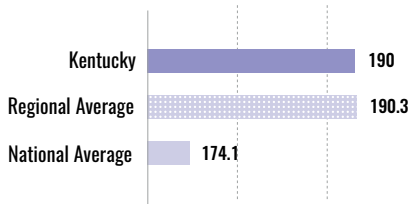
Kansas enacted universal recognition in 2021. Kansas's reform does not include a substantially similar requirement, but it does require residency. We ranked its reform as silver.



Kansas's most uniquely licensed occupation is vehicle salesperson, which is licensed in five states.

# KENTUCKY

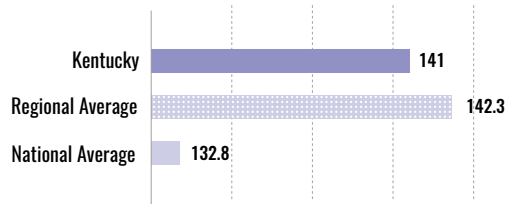
U.S. RANK **8<sup>TH</sup>**



## BARRIER SCORE **8.57**

(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.



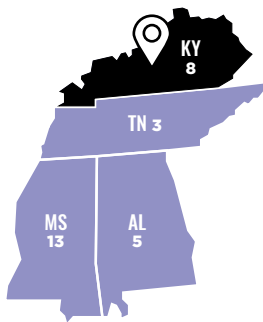
## LICENSE SCORE **6.27**

(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.

### EAST SOUTH CENTRAL REGION

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



### OVERALL U.S. RANKING

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

- 6 Oklahoma
- 7 Ohio
- 8 Kentucky**
- 9 New Jersey
- 10 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
- Puerto Rico

KEY FINDINGS



Kentucky has the 8th highest licensing burden in the US and ranks 3rd of four states in the East South Central region.



Kentucky's total barriers (190) are higher than the national average, but similar to the regional average. Kentucky's licenses (141) are higher than the national average, but lower than the regional average.



As of 2024, Kentucky has not enacted universal recognition.



Kentucky's most uniquely licensed occupation is orthotic fitter, which is licensed in five states.

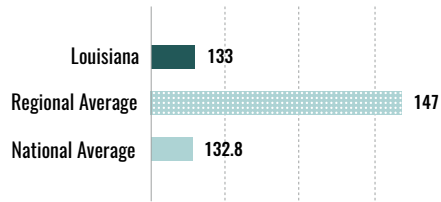
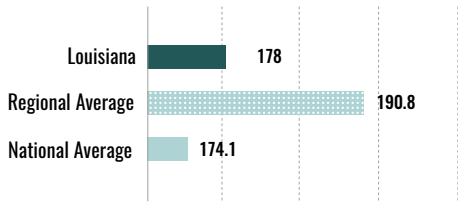


# LOUISIANA

U.S. RANK **27<sup>TH</sup>**



- 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
- Puerto Rico



## BARRIER SCORE 6.67

(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.

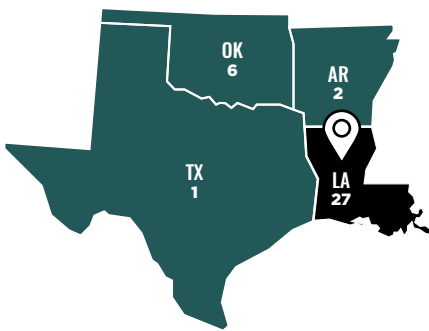
## LICENSE SCORE 4.92

(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 SOUTH CENTRAL REGION

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



### OVERALL U.S. RANKING

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

- 25 Nevada
- 26 Minnesota
- 27 Louisiana**
- 28 Maryland
- 29 Utah

KEY FINDINGS



Louisiana has the 27th highest licensing burden in the US and ranks 4th of four states in the West South Central region.



Louisiana's total barriers (178) are higher than the national average, and its licenses (133) are similar to the national average. Louisiana's barriers and licenses are below the regional averages.



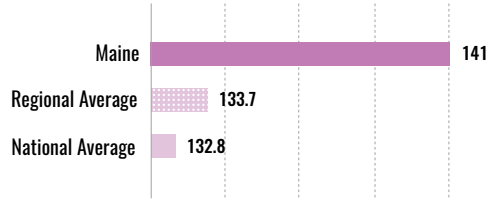
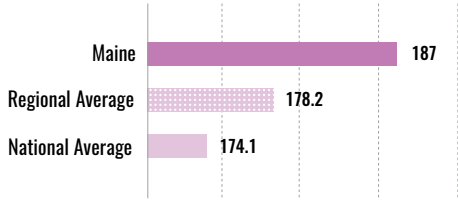
Louisiana enacted universal recognition in 2024. Its reform does not include a substantially similar requirement, but it does require residency. We rated its reform as silver.



Louisiana's most unique licensed occupation was florist at the time of our data collection. Effective June 2024, Louisiana eliminated this license.

# MAINE


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



## BARRIER SCORE 8.10

(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.

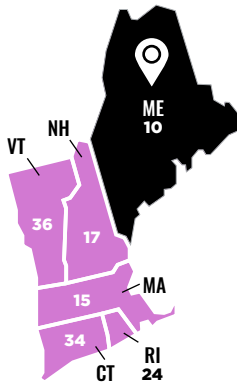
## LICENSE SCORE 6.27

(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

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




### OVERALL U.S. RANKING


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

- 8 Kentucky
- 9 New Jersey
- 10 Maine**
- 11 North Carolina
- 12 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
- Puerto Rico

KEY FINDINGS

 Maine has the 10th highest licensing burden in the US and ranks 1st of six states in the New England region.

 Maine's total barriers (187) and licenses (141) are above the regional and national averages.

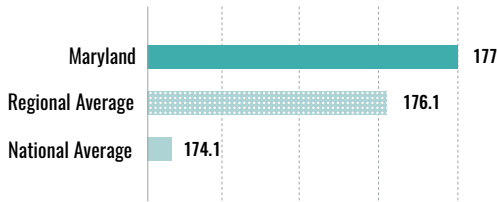
 As of 2024, Maine has not enacted universal recognition.

 Maine's most uniquely licensed occupation is dietetic technician/nutrition association, which is licensed in three states.

# MARYLAND


28<sup>TH</sup>

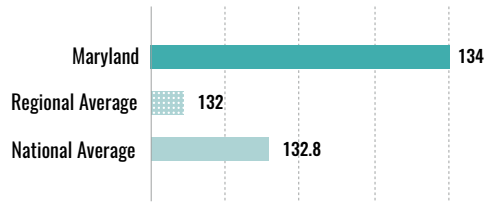
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 6.51

(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

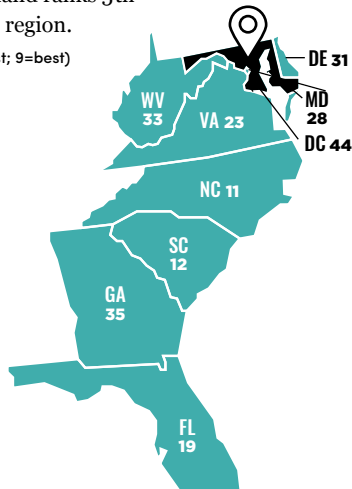
(0=fewest licenses; 10=most licenses)

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 5th in the region.

(1=worst; 9=best)



### OVERALL U.S. RANKING

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

- 26 Minnesota
- 27 Louisiana
- 28 Maryland
- 29 Utah
- 30 Michigan

KEY FINDINGS



Maryland has the 28th highest licensing burden in the US and ranks 5th of nine states in the South Atlantic region.



Maryland's total barriers (177) and licenses (134) are higher than the regional and national averages.



As of 2024, Maryland has not enacted universal recognition.

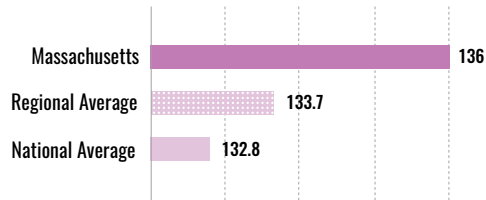
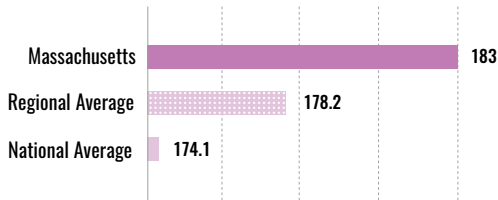


Maryland's most uniquely licensed occupation is home improvement salesperson, which is licensed in six states.

# MASSACHUSETTS

U.S. RANK

15<sup>TH</sup>



## BARRIER SCORE 7.46

(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.

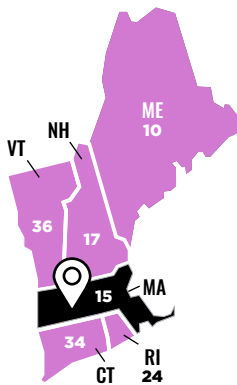
## LICENSE SCORE 5.42

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



### OVERALL U.S. RANKING

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

- 13 Mississippi
- 14 Washington
- 15 **Massachusetts**
- 16 Iowa
- 17 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
- Puerto Rico

KEY FINDINGS



Massachusetts has the 15th highest licensing burden in the US and ranks 2nd of six states in the New England region.



Massachusetts's total barriers (183) and licenses (136) are above the regional and national averages.



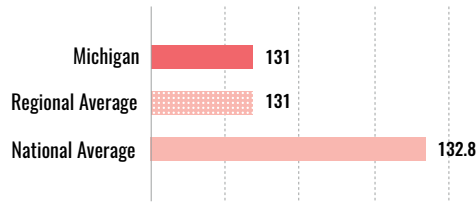
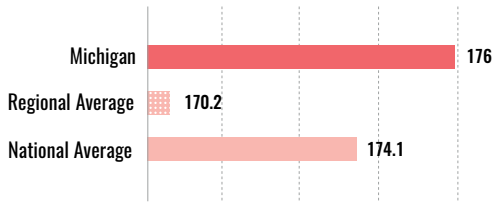
As of 2024, Massachusetts has not enacted universal recognition.



Massachusetts's most uniquely licensed occupation is home inspector association/trainee, which is licensed in two states.

# MICHIGAN

**U.S. RANK**

30<sup>TH</sup>


## BARRIER SCORE 6.35

(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.

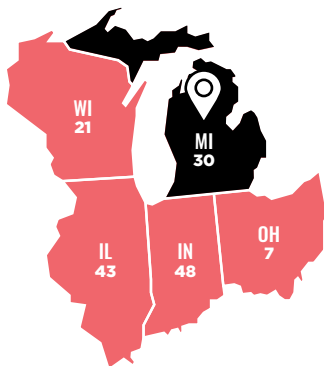
## LICENSE SCORE 4.58

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

- 28 Maryland
- 29 Utah
- 30 Michigan**
- 31 Delaware
- 32 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
- Puerto Rico

KEY FINDINGS



Michigan has the 30th highest licensing burden in the US and ranks 3rd of five states in the East North Central region.



Michigan's total barriers (176) and licenses (131) are above or equal to the regional and national averages.



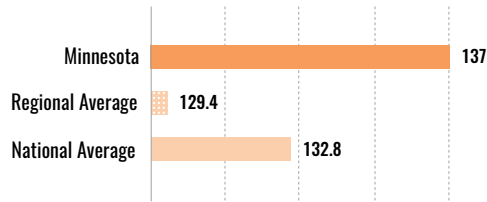
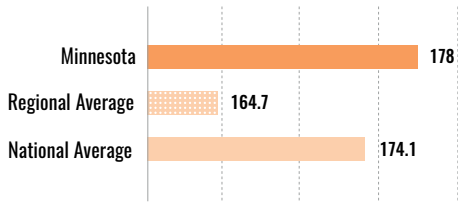
As of 2024, Michigan has not enacted universal recognition.



Michigan's most uniquely licensed occupation is electrical sign contractor, which is licensed in four states.

# MINNESOTA

U.S. RANK **26<sup>TH</sup>**



## BARRIER SCORE **6.67**

(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.

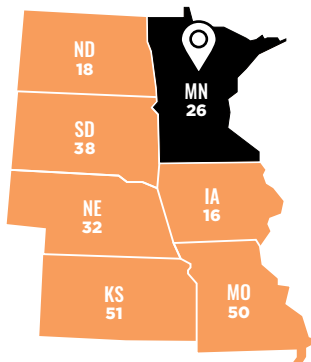
## LICENSE SCORE **5.59**

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



### OVERALL U.S. RANKING

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

- 24 Rhode Island
- 25 Nevada
- 26 Minnesota**
- 27 Louisiana
- 28 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
- Puerto Rico

KEY FINDINGS



Minnesota has the 26th highest licensing burden in the US and ranks 3rd of seven states in the West North Central region.



Minnesota's total barriers (178) and licenses (137) are higher than the regional and national averages.



As of 2024, Minnesota has not enacted universal recognition.



Minnesota's most uniquely licensed occupation is orthotic fitter assistant, which is licensed in five states.

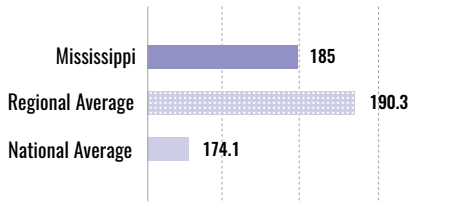
# MISSISSIPPI

U.S. RANK

13<sup>TH</sup>



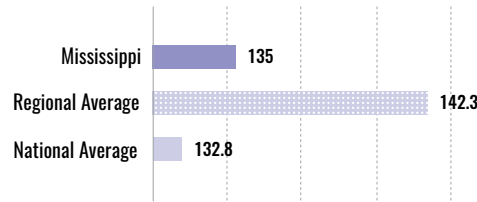
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi**
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 7.78

(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.



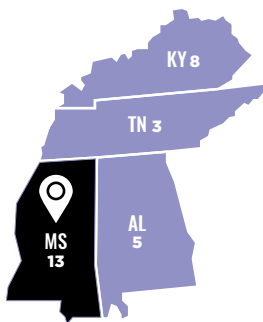
## LICENSE SCORE 5.25

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

- 11 North Carolina
- 12 South Carolina
- 13 Mississippi**
- 14 Washington
- 15 Massachusetts

KEY FINDINGS



Mississippi has the 13th highest licensing burden in the US and ranks 4th of four states in the East South Central region.



Mississippi's total barriers (185) and licenses (135) are higher than the national averages, but lower than the regional averages.



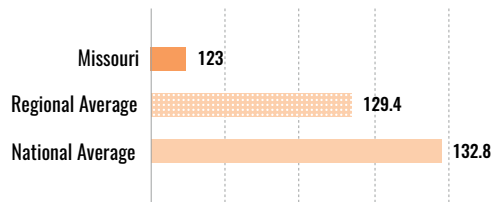
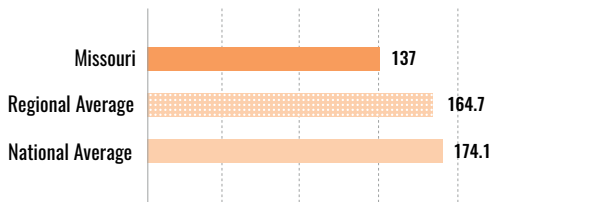
Mississippi enacted universal recognition in 2021. Its reform does not have a substantially similar requirement, but it does require residency. We rated its reform as silver.



Mississippi's most uniquely licensed occupation is apprentice plumber, which is licensed in one state. Apprentice plumbers in Mississippi are required to obtain a contractor license.

# MISSOURI

U.S. RANK **50<sup>TH</sup>**



## BARRIER SCORE **0.16**

(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.

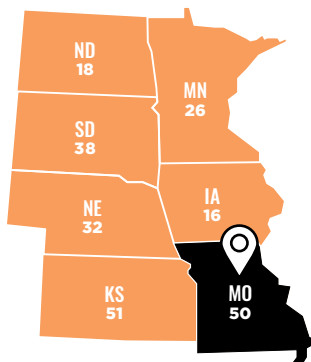
## LICENSE SCORE **3.22**

(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

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



### OVERALL U.S. RANKING

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

- 47 New York
- 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
- Puerto Rico

KEY FINDINGS



Missouri has the 50th highest licensing burden in the US and ranks 6th of seven states in the West North Central region.



Missouri's total barriers (137) and licenses (123) are lower than the regional and national averages.



Missouri enacted universal recognition in 2018 and significantly expanded its scope in 2020. Missouri's reform does not include a substantially similar or residency requirement. We rated its reform as gold.

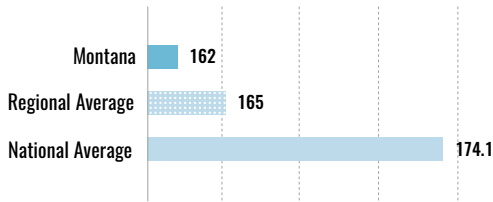


Missouri's most uniquely licensed occupation is certified prevention professional advanced (CPPA), which is licensed in two states.



# MONTANA

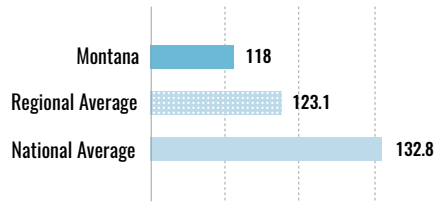
U.S. RANK **42<sup>ND</sup>**



## BARRIER SCORE **4.13**

(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.



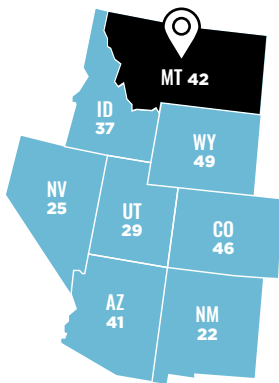
## LICENSE SCORE **2.37**

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

- 40 Hawaii
- 41 Arizona
- 42 Montana**
- 43 Illinois
- 44 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
- Puerto Rico

KEY FINDINGS



Montana has the 42nd highest licensing burden in the US and ranks 6th of eight states in the Mountain region.



Montana's total barriers (162) and licenses (118) are lower than the regional and national averages.



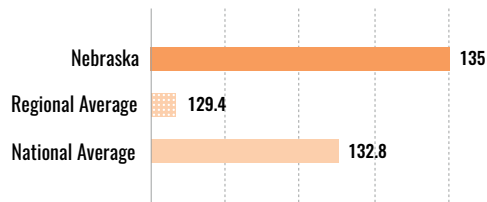
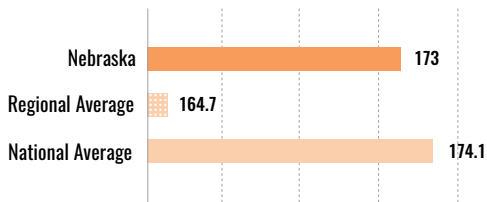
Montana enacted universal recognition in 2019. Its reform includes a substantially similar requirement, but it does not require residency. We rated its reform as bronze.



Montana's most uniquely licensed occupation is apprentice gas fitter, which is licensed in three states.

# NEBRASKA

U.S. RANK **32<sup>ND</sup>**



## BARRIER SCORE **5.87**

(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.

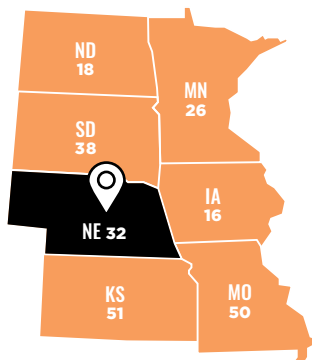
## LICENSE SCORE **5.25**

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



### OVERALL U.S. RANKING

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

- 30 Michigan
- 31 Delaware
- 32 Nebraska**
- 33 West Virginia
- 34 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
- Puerto Rico

KEY FINDINGS



Nebraska has the 32nd highest licensing burden in the US and ranks 4th of seven states in the West North Central region.



Nebraska's total barriers (173) are higher than the regional average, but similar to the national average. Nebraska's licenses (135) are higher than the regional and national averages.



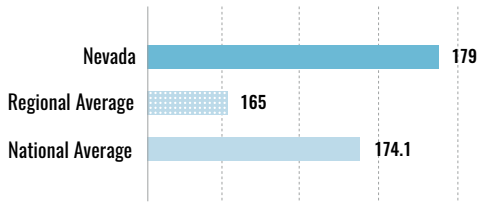
Nebraska enacted universal recognition in early 2024. Nebraska's reform does not include substantially similar or residency requirements. We rated its reform as gold.



Nebraska's most uniquely licensed occupations are abstractor and certified sewage septic evaluator, both of which are licensed in eight states.

# NEVADA

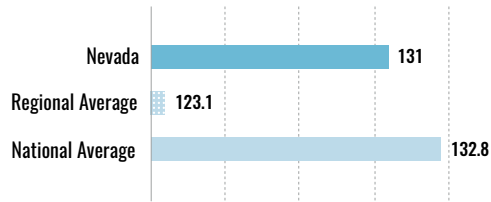
U.S. RANK **25<sup>TH</sup>**



## BARRIER SCORE **6.83**

(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.



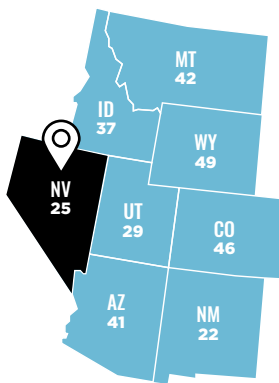
## LICENSE SCORE **4.58**

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



### OVERALL U.S. RANKING

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

- 23 Virginia
- 24 Rhode Island
- 25 Nevada**
- 26 Minnesota
- 27 Louisiana

- 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
- Puerto Rico

KEY FINDINGS

Nevada has the 25th highest licensing burden in the US and ranks 2nd of eight states in the Mountain region.

Nevada's total barriers (179) are higher than the regional and national averages. Its total licenses (131) are above the regional average but similar to the national average.

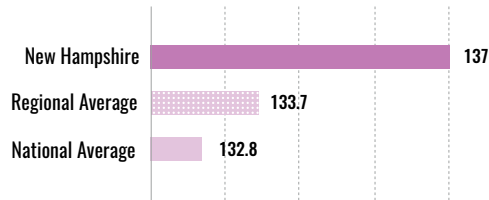
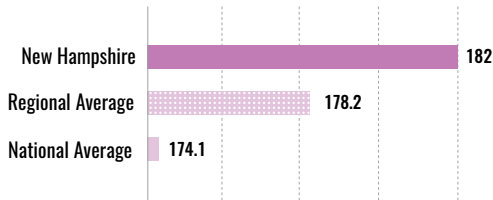
Nevada enacted universal recognition in 2015 without a residency requirement, but including a substantially similar requirement. It expanded its reform in 2015. We rated its reform as bronze.

Nevada's most uniquely licensed occupation is interior designer, which is licensed in three states.

# NEW HAMPSHIRE

U.S. RANK

17<sup>TH</sup>



## BARRIER SCORE 7.30

(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.

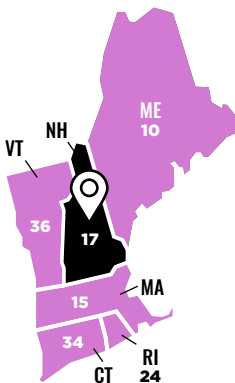
## LICENSE SCORE 5.59

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

- 15 Massachusetts
- 16 Iowa
- 17 New Hampshire**
- 18 North Dakota
- 19 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
- Puerto Rico

KEY FINDINGS



New Hampshire has the 17th highest licensing burden in the US and ranks 3rd of six states in the New England region.



New Hampshire's total barriers (182) and licenses (137) are above the regional and national averages.



New Hampshire enacted universal recognition in 2018 with a substantially similar requirement, but no residency requirement. In 2023, New Hampshire strengthened its reform, but we still rated it as bronze.



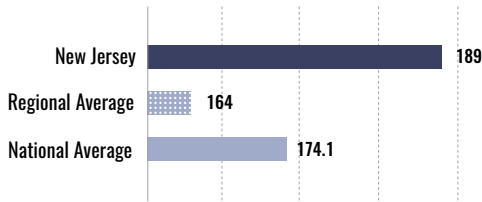
New Hampshire's most uniquely licensed occupation is apprentice gas fitter, which is licensed in three states.

# NEW JERSEY

U.S. RANK **9<sup>TH</sup>**



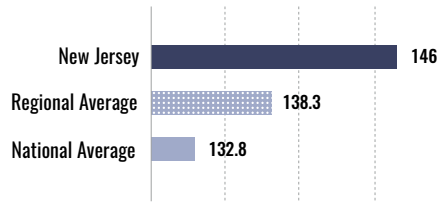
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 8.41

(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.



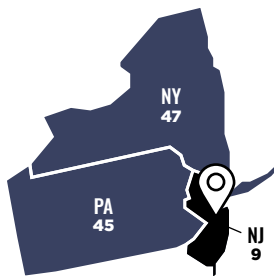
## LICENSE SCORE 7.12

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

- 7 Ohio
- 8 Kentucky
- 9 New Jersey**
- 10 Maine
- 11 North Carolina

KEY FINDINGS



New Jersey has the 9th highest licensing burden in the US and ranks 1st of three states in the Middle Atlantic region.



New Jersey's total barriers (189) and licenses (146) are higher than the regional and national averages.



New Jersey was the first state in the country to enact universal recognition in 2013. New Jersey's reform has a substantially similar requirement, but it does not require residency. We rated its reform as bronze.



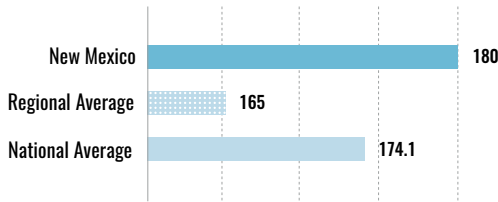
New Jersey's most uniquely licensed occupation is master HVACR, which is licensed in three states.

# NEW MEXICO

U.S. RANK **22<sup>ND</sup>**



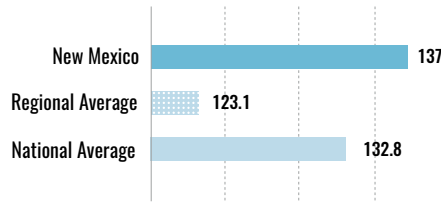
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE **6.98**

(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.



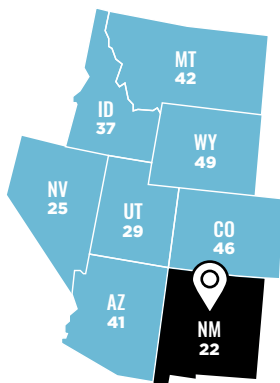
## LICENSE SCORE **5.59**

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



### OVERALL U.S. RANKING

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

- 20 California
- 21 Wisconsin
- 22 New Mexico**
- 23 Virginia
- 24 Rhode Island

KEY FINDINGS



New Mexico has the 22nd highest licensing burden in the US and ranks 1st of eight states in the Mountain region.



New Mexico's total barriers (180) and licenses (137) are above the regional and national averages.



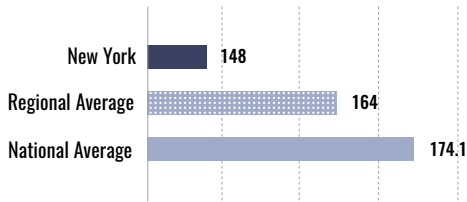
New Mexico enacted universal recognition in 2015 without a residency requirement, but including a substantially similar requirement. In 2022, it expanded its reform and removed the substantially similar requirement. We rated its reform as gold.



New Mexico's most uniquely licensed occupation is dietetic technician/nutrition associate, which is licensed in three states.

# NEW YORK

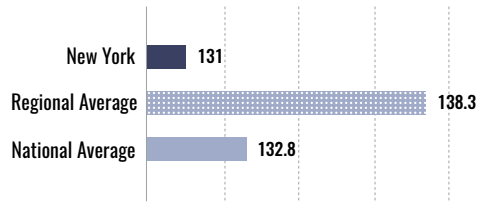

U.S. RANK
47<sup>TH</sup>



## BARRIER SCORE 1.90

(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.



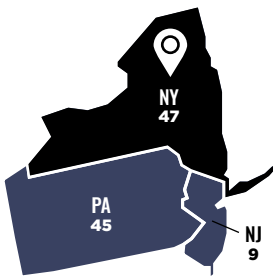
## LICENSE SCORE 4.58

(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 47th overall. (1=worst; 51=best)

- 45 Pennsylvania
- 46 Colorado
- 47 New York**
- 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
- Puerto Rico

KEY FINDINGS



New York has the 47th highest licensing burden in the US and ranks 3rd of three states in the Middle Atlantic region.



New York's total barriers (148) and licenses (131) are lower than the regional and national averages.



As of 2024, New York has not enacted universal recognition.

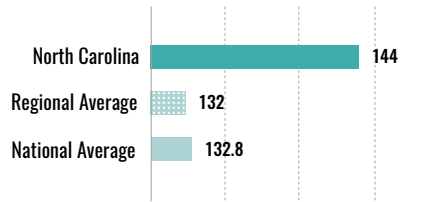
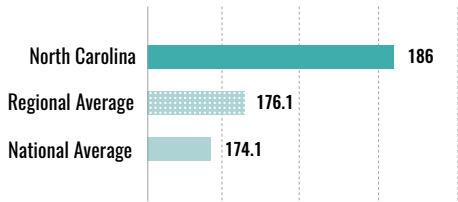


New York's most uniquely licensed occupation is drama/movement therapist, which is licensed in two states.

# NORTH CAROLINA

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

- 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
- Puerto Rico



## BARRIER SCORE **7.94**

(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.

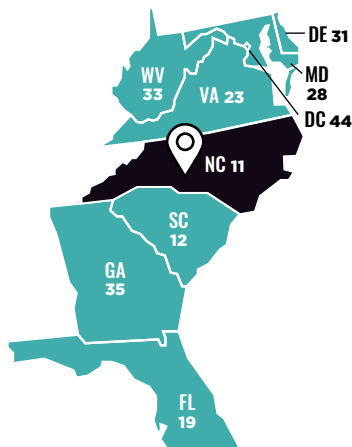
## LICENSE SCORE **6.78**

(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.

### SOUTH ATLANTIC REGION

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



### OVERALL U.S. RANKING

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

- 9 New Jersey
- 10 Maine
- 11 North Carolina**
- 12 South Carolina
- 13 Mississippi

KEY FINDINGS



North Carolina has the 11th highest licensing burden in the US and ranks 1st of nine states in the South Atlantic region.



North Carolina's total barriers (186) and licenses (144) are higher than the regional and national averages.



As of 2024, North Carolina has not enacted universal recognition.



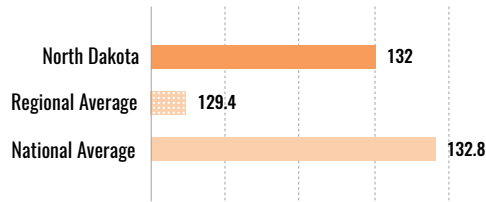
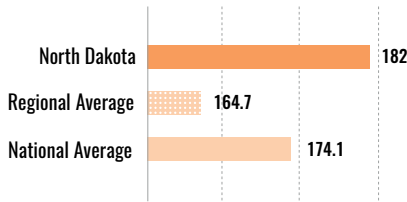
North Carolina's most uniquely licensed occupation is forester in-training, which is licensed in three states.



# NORTH DAKOTA

U.S. RANK

18<sup>TH</sup>



## BARRIER SCORE 7.30

(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.

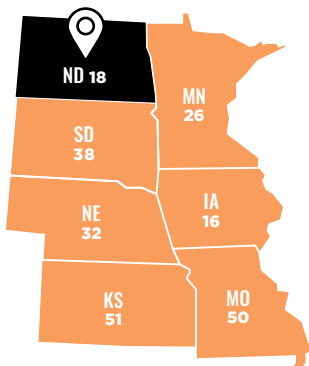
## LICENSE SCORE 4.75

(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 Iowa
- 17 New Hampshire
- 18 North Dakota**
- 19 Florida
- 20 California

- 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
- Puerto Rico

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 (182) and licenses (132) are higher than the regional average. North Dakota's barriers are higher than the national average, but its licenses are similar to the national average.

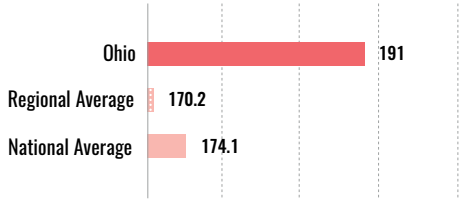


As of 2024, North Dakota has not enacted universal recognition.



North Dakota's most uniquely licensed occupation is diagnostic medical sonographer, which is licensed in four states.

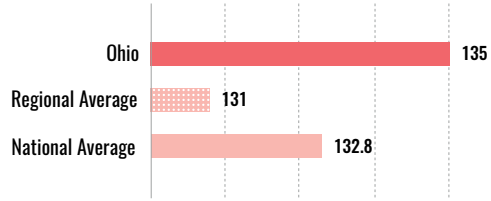
**OHIO** U.S. RANK **7<sup>TH</sup>**

**BARRIER SCORE 8.73**

(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.



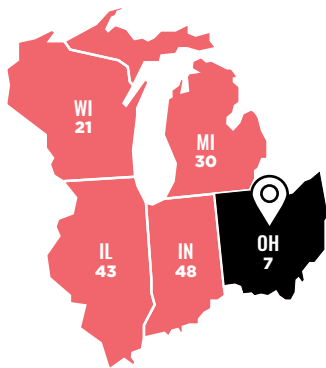
**LICENSE SCORE 5.25**

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



**OVERALL U.S. RANKING**

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

- 5 Alabama
- 6 Oklahoma
- 7 Ohio**
- 8 Kentucky
- 9 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
- Puerto Rico

**KEY FINDINGS**



Ohio has the 7th highest licensing burden in the US and ranks 1st of five states in the East North Central region.



Ohio's total barriers (191) and licenses (135) are above the regional and national averages.



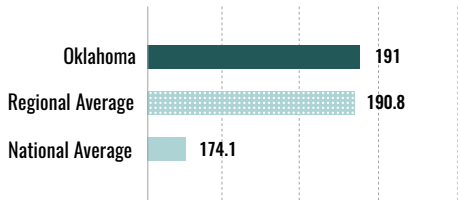
Ohio enacted universal recognition in 2023 without a substantially similar or residency requirement. We rated its reform as gold.



Ohio's most uniquely licensed occupation is ocularist, which is licensed in three states.

# OKLAHOMA

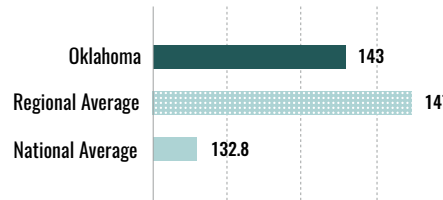
U.S. RANK **6<sup>TH</sup>**



## BARRIER SCORE **8.73**

(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.



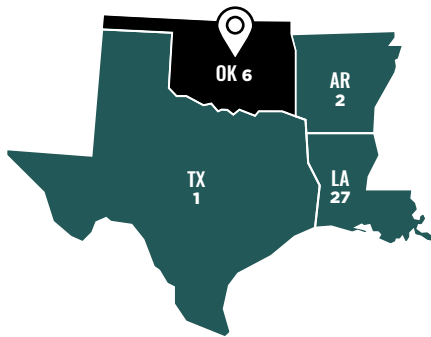
## LICENSE SCORE **6.61**

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

- 4 Oregon
- 5 Alabama
- 6 Oklahoma**
- 7 Ohio
- 8 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
- Puerto Rico

KEY FINDINGS



Oklahoma has the 6th highest licensing burden in the US and ranks 3rd of four states in the West South Central region.



Oklahoma's total barriers (191) and licenses (143) are above the national average. Oklahoma's barriers are similar to the regional averages, and its licenses are below the regional average.



Oklahoma enacted universal recognition in 2021. Its reform has both a substantially similar and residency requirement. We rated its reform as bronze—it is the most restrictive recognition reform in the United States.

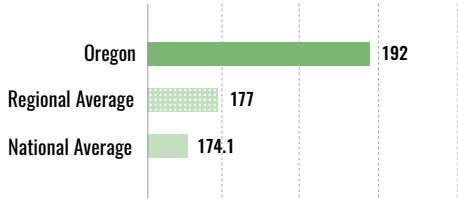


Oklahoma's most uniquely licensed occupation is orthotic technician, which is licensed in two states.

# OREGON

U.S. RANK

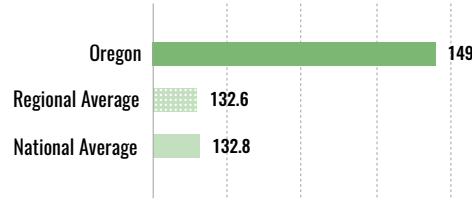
4<sup>TH</sup>



## BARRIER SCORE 8.89

(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 7.63

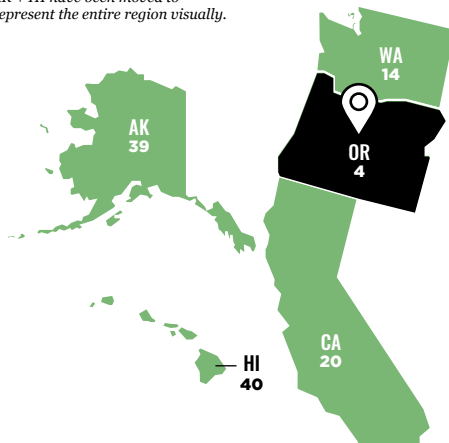
(0=fewest licenses; 10=most licenses)

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

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



### OVERALL U.S. RANKING

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

- 2 Arkansas
- 3 Tennessee
- 4 Oregon**
- 5 Alabama
- 6 Oklahoma

- 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
- Puerto Rico

KEY FINDINGS



Oregon has the 4th highest licensing burden in the US and ranks 1st of five states in the Pacific region.



Oregon's total barriers (192) and licenses (149) are above the regional and national averages.



As of 2024, Oregon has not enacted universal recognition.

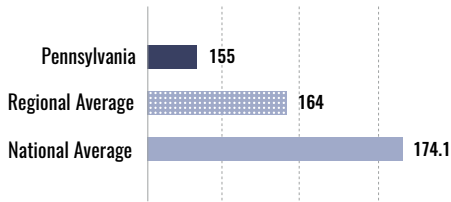


Oregon's most uniquely licensed occupation is lactation consultant, which is licensed in two states.

# PENNSYLVANIA

U.S. RANK **45<sup>TH</sup>**

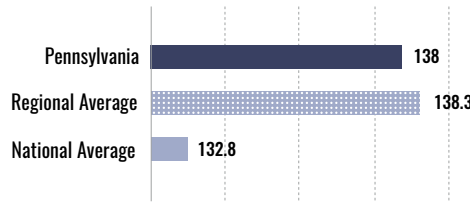
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 3.02

(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.



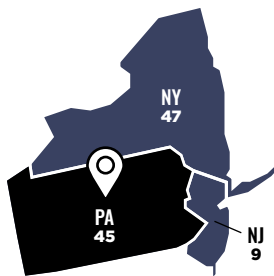
## LICENSE SCORE 5.76

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

- 43 Illinois
- 44 District of Columbia
- 45 Pennsylvania**
- 46 Colorado
- 47 New York

KEY FINDINGS



Pennsylvania has the 45th highest licensing burden in the US and ranks 2nd of three states in the Middle Atlantic region.



Pennsylvania's total barriers (155) are lower than the regional and national averages. Pennsylvania's licenses (138) are similar to the regional average and higher than the national average.



Pennsylvania enacted universal recognition in 2019. Pennsylvania's reform has a substantially similar requirement, but it does not include a residency requirement. We rated its reform as bronze.

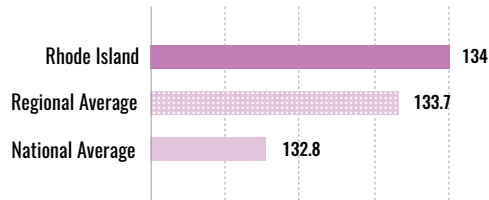
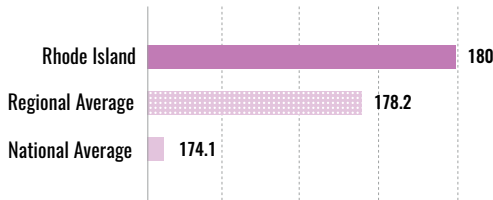


Pennsylvania's most uniquely licensed occupation is milk subdealer/subhandler, which is licensed in two states.

# RHODE ISLAND

U.S. RANK

24<sup>TH</sup>



## BARRIER SCORE 6.98

(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.

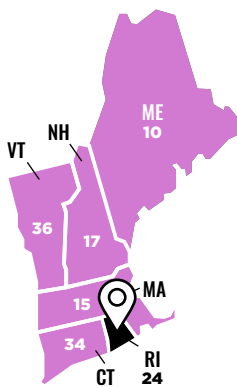
## LICENSE SCORE 5.08

(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.

### NEW ENGLAND REGION

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



### OVERALL U.S. RANKING

Rhode Island ranks 24th overall. (1=worst; 51=best)

- 22 New Mexico
- 23 Virginia
- 24 Rhode Island**
- 25 Nevada
- 26 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
- Puerto Rico

KEY FINDINGS



Rhode Island has the 24th highest licensing burden in the US and ranks 4th of six states in the New England region.



Rhode Island's total barriers (180) and licenses (134) are above the national average. Rhode Island's barriers are above the regional average, but its licenses are similar to the regional average.



As of 2024, Rhode Island has not enacted universal recognition.

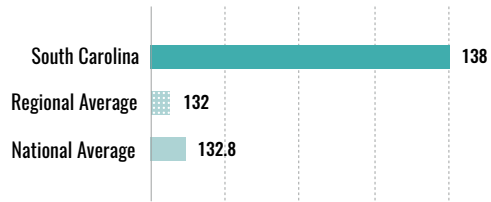
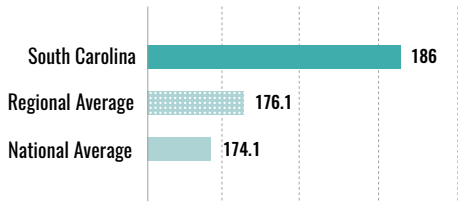


Rhode Island's most uniquely licensed occupations are HIV/AIDS counselor and lightning protection installer, both of which are licensed in one state.

# SOUTH CAROLINA

U.S. RANK **12<sup>TH</sup>**

- 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
- Puerto Rico



## BARRIER SCORE **7.94**

(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.

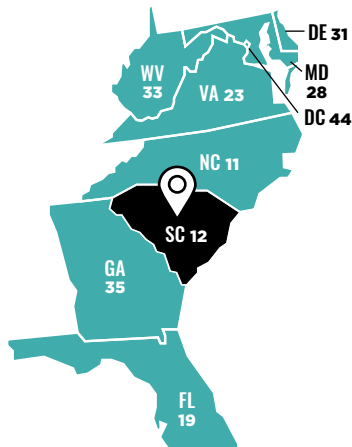
## LICENSE SCORE **5.76**

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



### OVERALL U.S. RANKING

South Carolina ranks 12th overall. (1=worst; 51=best)

- 10 Maine
- 11 North Carolina
- 12 South Carolina**
- 13 Mississippi
- 14 Washington

KEY FINDINGS



South Carolina has the 12th highest licensing burden in the US and ranks 2nd of nine states in the South Atlantic region.



South Carolina's total barriers (186) and licenses (138) are higher than the regional and national averages.



As of 2024, South Carolina has not enacted universal recognition.

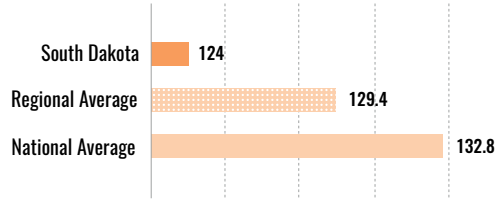
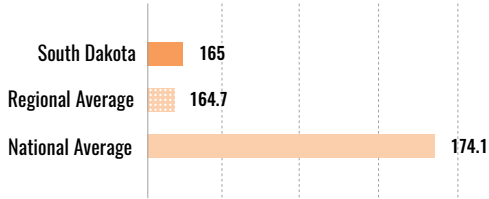


South Carolina's most uniquely licensed occupation is home improvement contractor, which is licensed in nine states.

# SOUTH DAKOTA

U.S. RANK **38<sup>TH</sup>**

- 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
- Puerto Rico



## BARRIER SCORE 4.60

(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.

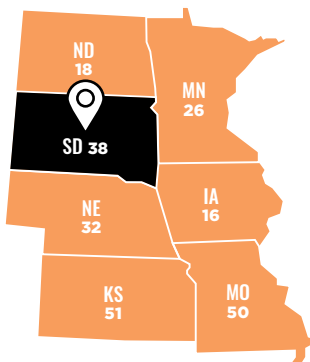
## LICENSE SCORE 3.39

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

- 36 Vermont
- 37 Idaho
- 38 South Dakota**
- 39 Alaska
- 40 Hawaii

KEY FINDINGS

South Dakota has the 38th highest licensing burden in the US and ranks 5th of seven states in the West North Central region.

South Dakota's total barriers (165) are lower than the national average, but similar to the regional average. South Dakota's licenses (124) are lower than the regional and national averages.

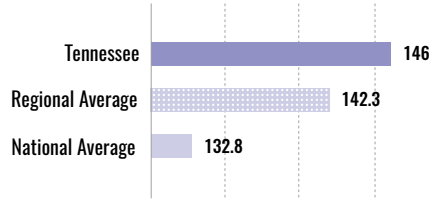
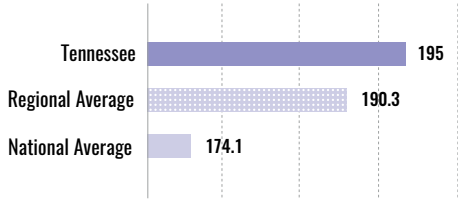
South Dakota enacted universal recognition in 2021 and slightly expanded its scope in 2023. Its reform includes a substantially similar requirement, but it does not require residency. We rated its reform as bronze.

South Dakota's most uniquely licensed occupation is dental radiographer, which is licensed in seven states.



# TENNESSEE


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



## BARRIER SCORE 9.37

(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.

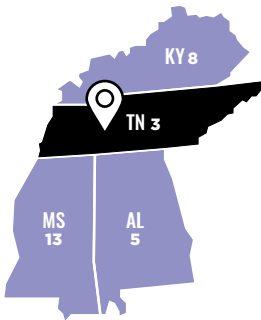
## LICENSE SCORE 7.12

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



### OVERALL U.S. RANKING

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

- 1 Texas
- 2 Arkansas
- 3 Tennessee**
- 4 Oregon
- 5 Alabama

- 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
- Puerto Rico

KEY FINDINGS



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



Tennessee's total barriers (195) and licenses (146) are higher than the regional and national averages.

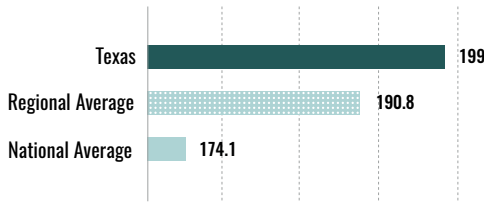


As of 2024, Tennessee has not enacted universal recognition.



Tennessee's most uniquely licensed occupation is lightning-protection contractor, which is licensed in two states.

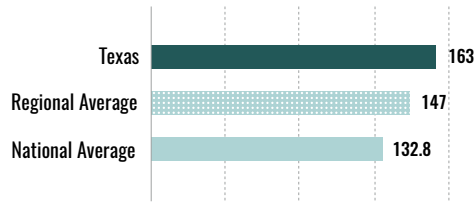
**TEXAS** U.S. RANK **1<sup>ST</sup>**



**BARRIER SCORE 10.00**

(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.



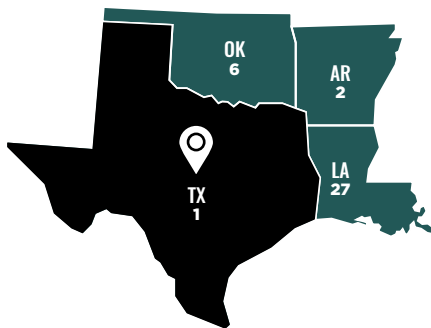
**LICENSE SCORE 10.00**

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



**OVERALL U.S. RANKING**

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

- 1 Texas
- 2 Arkansas
- 3 Tennessee
- 4 Oregon
- 5 Alabama

- 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
- Puerto Rico

**KEY FINDINGS**



Texas has the highest licensing burden in the US and ranks 1st of four states in the West South Central region.



Texas' total barriers (199) and licenses (163) are above the regional and national averages.

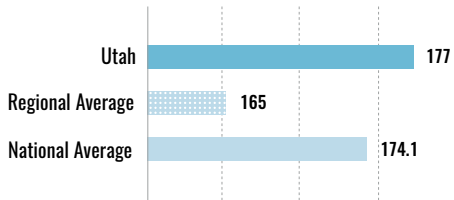


As of 2024, Texas has not enacted universal recognition.



Texas' most uniquely licensed occupation is mold remediation worker, which is licensed in one state.

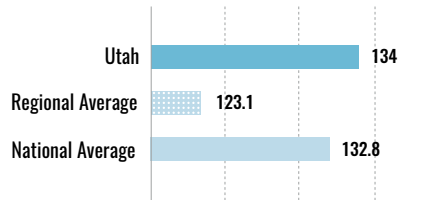
**UTAH** U.S. RANK **29<sup>TH</sup>** 



**BARRIER SCORE 6.51**

(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.



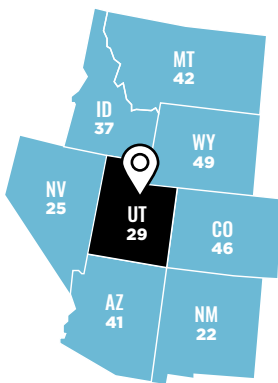
**LICENSE SCORE 5.08**

(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**

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



**OVERALL U.S. RANKING**

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

- 27 Louisiana
- 28 Maryland
- 29 Utah**
- 30 Michigan
- 31 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
- Puerto Rico

**KEY FINDINGS**



Utah has the 29th highest licensing burden in the US and ranks 3rd of eight states in the Mountain region.



Utah's total barriers (177) and licenses (134) are above the regional and national averages.



Utah enacted universal recognition in 2020 without a substantially similar or residency requirement. In 2023, it expanded its reform to include more occupations. We rated its reform as gold.



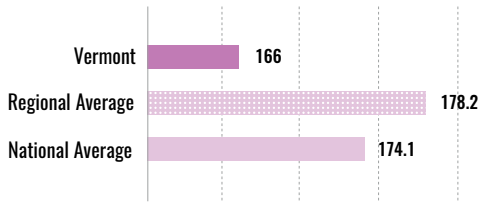
Utah's most uniquely licensed occupations are professional counselor/ professional clinical counselor and polygraph examiner intern/trainee, both of which are licensed in nine states.

# VERMONT

U.S. RANK **36<sup>TH</sup>**



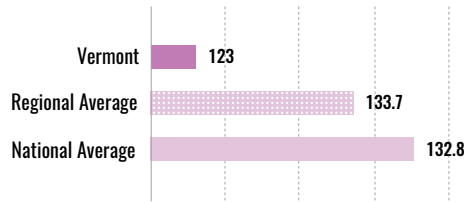
- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- 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
- Puerto Rico



## BARRIER SCORE 4.76

(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.



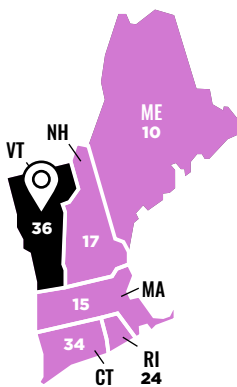
## LICENSE SCORE 3.22

(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.

### NEW ENGLAND REGION

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



### OVERALL U.S. RANKING

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

- 34 Connecticut
- 35 Georgia
- 36 Vermont**
- 37 Idaho
- 38 South Dakota

KEY FINDINGS



Vermont has the 36th highest licensing burden in the US and ranks 6th of six states in the New England region.



Vermont's total barriers (166) and licenses (123) are below the regional and national averages.



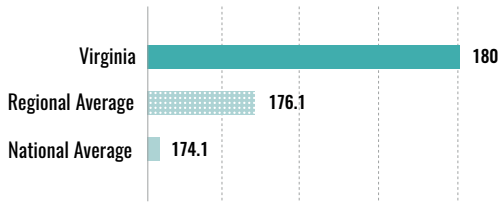
Vermont enacted universal recognition in 2020 without a substantially similar or residency requirement. We rated its reform as gold.



Vermont's most uniquely licensed occupation is dental therapist, which is licensed in seven states.

# VIRGINIA

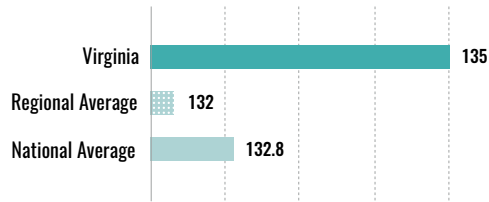
U.S. RANK **23<sup>RD</sup>**



## BARRIER SCORE **6.98**

(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.



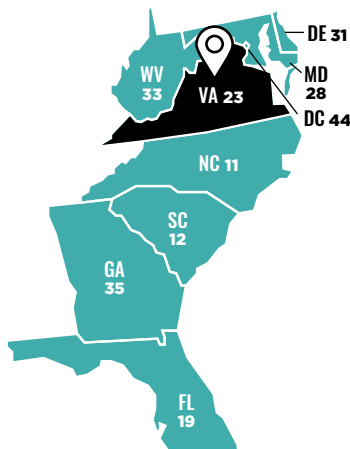
## LICENSE SCORE **5.25**

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



### OVERALL U.S. RANKING

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

- 21 Wisconsin
- 22 New Mexico
- 23 Virginia**
- 24 Rhode Island
- 25 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
- Puerto Rico

KEY FINDINGS



Virginia has the 23rd highest licensing burden in the US and ranks 4th of nine states in the South Atlantic region.



Virginia's total barriers (180) and licenses (135) are higher than the regional and national averages.



Virginia enacted universal recognition in 2023 without a substantially similar or residency requirement. We rated its reform as gold.

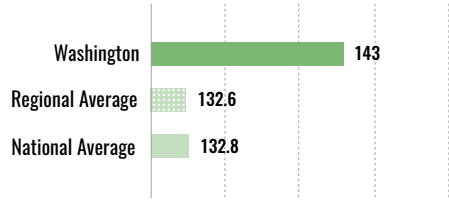
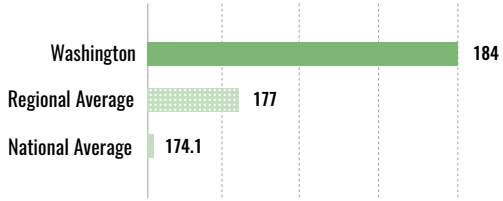


Virginia's most uniquely licensed occupation is vehicle salesperson, which is licensed in five states.

# WASHINGTON

U.S. RANK **14<sup>TH</sup>**

- 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
- Puerto Rico



## BARRIER SCORE **7.62**

(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 **6.61**

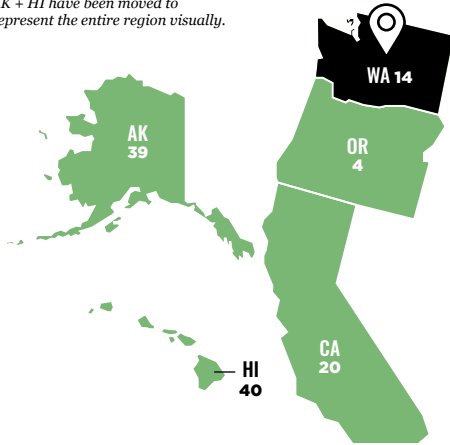
(0=fewest licenses; 10=most licenses)

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

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



### OVERALL U.S. RANKING

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

- 12 South Carolina
- 13 Mississippi
- 14 Washington
- 15 Massachusetts
- 16 Iowa

KEY FINDINGS



Washington has the 14th highest licensing burden in the US and ranks 2nd of five states in the Pacific region.



Washington's total barriers (184) and licenses (143) are above the regional and national averages.



As of 2024, Washington has not enacted universal recognition.

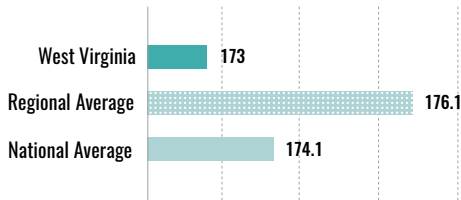


Washington's most uniquely licensed occupation is ophthalmologist, which is currently licensed in two states (Ohio will eliminate the license in 2025).

# WEST VIRGINIA

U.S. RANK

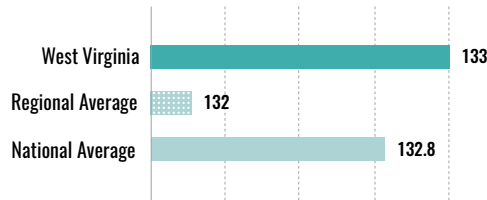
33<sup>RD</sup>



## BARRIER SCORE 5.87

(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.



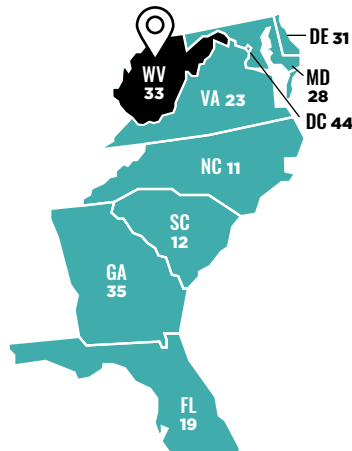
## LICENSE SCORE 4.92

(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

West Virginia ranks 7th in the region. (1=worst; 9=best)



### OVERALL U.S. RANKING

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

- 31 Delaware
- 32 Nebraska
- 33 West Virginia**
- 34 Connecticut
- 35 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
- Puerto Rico

KEY FINDINGS



West Virginia has the 33rd highest licensing burden in the US and ranks 7th of nine states in the South Atlantic region.



West Virginia's total barriers (173) are lower than the regional and national averages, but its licenses (133) are similar to the regional and national averages.



As of 2024, West Virginia has not enacted universal recognition.

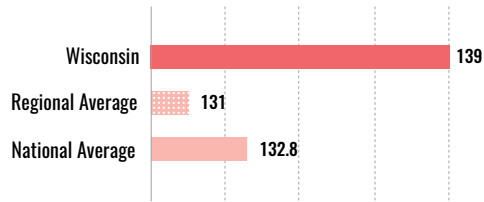
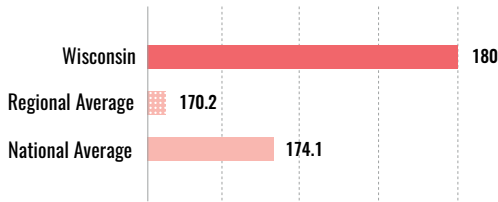


West Virginia's most uniquely licensed occupation is forester in-training, which is licensed in three states.

# WISCONSIN

U.S. RANK **21<sup>ST</sup>**

- 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
- Puerto Rico



## BARRIER SCORE 6.98

(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.

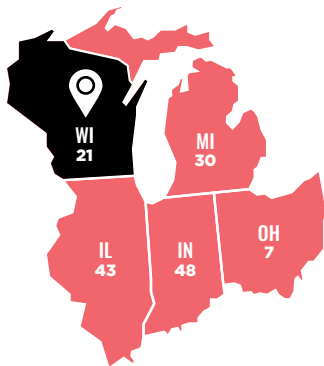
## LICENSE SCORE 5.93

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



### OVERALL U.S. RANKING

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

- 19 Florida
- 20 California
- 21 Wisconsin
- 22 New Mexico
- 23 Virginia

KEY FINDINGS



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



Wisconsin's total barriers (180) and licenses (139) are above the regional and national averages.



As of 2024, Wisconsin has not enacted universal recognition.



Wisconsin's most uniquely licensed occupation is elevator apprentice, which is licensed in three states.

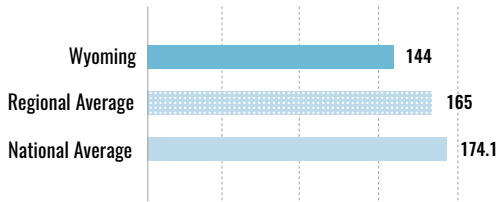


# WYOMING

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



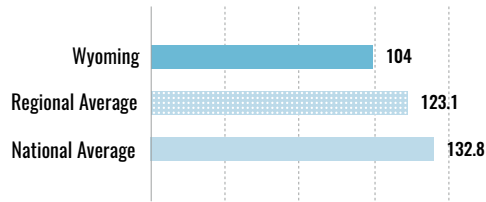
- Alabama
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- District of Columbia
- Florida
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- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- West Virginia
- Wisconsin
- Wyoming**
- Puerto Rico



## BARRIER SCORE 1.27

(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.



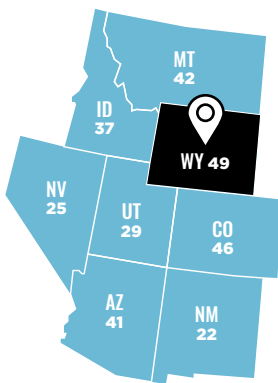
## LICENSE SCORE 0.00

(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.

### 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 New York
- 48 Indiana
- 49 Wyoming**
- 50 Missouri
- 51 Kansas

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 (144) and licenses (104) are below the regional and national averages.



Wyoming enacted universal recognition in 2021 with a substantially similar requirement, but it does not require residency. We rated its reform as bronze.



Wyoming's most uniquely licensed occupation is dietetic technician/nutrition association, which is licensed in three states.

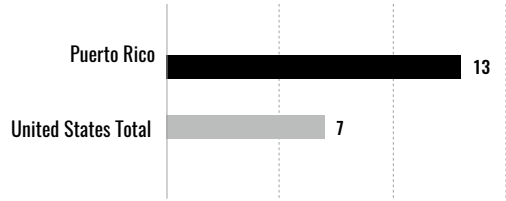
# PUERTO RICO

UNIQUE LICENCES **13**



**Puerto Rico** has more uniquely licensed occupations than all US states combined.

In the SOLI report, we identified seven occupations uniquely licensed in at least one state.



## UNIQUE US LICENSES

OCCUPATION	STATE
Apprentice plumber	Mississippi
Florist*	Louisiana
HIV-AIDS counselor	Rhode Island
Lightning-protection installer	Rhode Island
Mechanical administrator	Alaska
Mold remediation worker	Texas
Professional geophysicist	California

## UNIQUE PUERTO RICO LICENSES\*\*

OCCUPATION
Assistant Condominium Administrator
Chemist
Health educator
Naturopathic practitioner
Physician authorized to prescribe cannabis
Planner in training
Professional agronomist
Professional draftsman
Public events promoter
Public relations specialist
Recreational leader for the community
Recreational leader for older adults
Tire importer

\* Effective June 2024, Louisiana eliminated this licensing requirement.

\*\* Ruiz-Torres, A. J., Nieves Rodríguez, E. B., & Agosto Valentín, K. (2022). Puerto Rico occupational licenses analysis project. University of Puerto Rico. [https://institudolibertadeconomica.org/wp-content/uploads/2023/05/4.-PR-OccuLicense-Research-FinalReport\\_V1\\_Sep22.pdf](https://institudolibertadeconomica.org/wp-content/uploads/2023/05/4.-PR-OccuLicense-Research-FinalReport_V1_Sep22.pdf).

- Alabama
- Alaska
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- 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



Puerto Rico uniquely licenses 13 occupations.



Rhode Island is the only other state to uniquely license more than one occupation. Rhode Island uniquely licenses two occupations.



As of 2024, Puerto Rico has not enacted universal recognition.

## ENDNOTES

- <sup>1</sup> <https://www.bls.gov/cps/certifications-and-licenses.htm>
- <sup>2</sup> <https://www.archbridgeinstitute.org/universal-recognition-best-practices/>
- <sup>3</sup> <https://csorwvu.com/policy-brief-survey-of-universal-licensing-reforms-in-the-united-states-2024/>
- <sup>4</sup> <http://csorwvu.com>
- <sup>5</sup> <https://csorwvu.com/annual-licensing-database-snapshot-2023/>
- <sup>6</sup> Friedman, Milton. *Capitalism and Freedom*. Chicago: University of Chicago Press. 1962.
- <sup>7</sup> Ángel Carrión-Tavárez, Dick M. Carpenter II, and Edward J. Timmons. “Unleashing Potential, The Burdens of Occupational Licensing and How It Can Be Reformed in Puerto Rico.” 2024. *Instituto de Libertad Económica*.
- <sup>8</sup> See Deyo, Kleiner, and Timmons (2018), <https://www.mercatus.org/research/policy-briefs/response-new-closed-shop-economic-and-structural-effects-occupational>.

# ABOUT THE AUTHORS



**NOAH TRUDEAU, PHD**, is an assistant professor of data analytics at Troy University. His research specializes in occupational regulation. He is a coauthor of the State Occupational Licensing Index (SOLI) produced by the Archbridge Institute. When not working on regulatory studies, Noah studies and contributes to pedagogy for the classroom by designing new methods for encouraging student engagement. Dr. Trudeau earned his Ph.D. in economics from West Virginia University. Before that he received an MA in economics from Troy University and a BS in economics from Jacksonville State University. He is a research fellow with the Knee Regulatory Research Center at West Virginia University and the Archbridge Institute.

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**SEBASTIAN ANASTASI** is a doctoral student in economics at Clemson University. His research interests are in public economics and labor economics. He has a particular interest in the gig and sharing economy, professional licensure, and certificate of need laws. Sebastian has served as an intern at the Knee Regulatory Research Center and a policy research intern at the Libertas Institute.



The Knee Regulatory Research Center is a non-partisan, academic research center housed within the John Chambers College of Business and Economics at West Virginia University. Since 2016, our mission has been to produce high-quality research on the effects of government regulation and to communicate these findings broadly to inform real-world change.

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