

Review of State Professional and Occupational Licensure Board Requirements and Processes

By direction of Governor Tom Wolf

EXECUTIVE ORDER 2017-03

PENNSYLVANIA DEPARTMENT OF STATE, BUREAU OF PROFESSIONAL AND OCCUPATIONAL
AFFAIRS

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Per the Executive Order, an Advisory Group was created to assist in the research, data collection, and formatting of the report. The group provided insightful feedback and knowledge regarding professional licensure.

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Abstract

On October 24, 2017, Governor Tom Wolf signed Executive Order 2017-03: *Review of State Professional and Occupational Licensure Board Requirements and Processes*. The order required the Pennsylvania Department of State (DOS), Bureau of Professional and Occupational Affairs (BPOA), which oversees professional licensure, to conduct a comprehensive review of the state's processes, fees, training requirements, criminal history policies, reciprocity or interstate agreements, and continuing education requirements for occupational and professional licensure. In addition, the order directs BPOA to benchmark Pennsylvania's professional and occupational licensure data against regional averages in order to help identify requirements and processes which may present unnecessary employment barriers for Pennsylvanians.

This report responds to the governor's charge by presenting a holistic review of Pennsylvania's occupational licensure system. The intent of this report is to provide information to the governor to help him and administration officials identify opportunities to remove unnecessary restrictions that prevent Pennsylvanians from gaining employment without compromising the health and safety of residents.

BPOA worked in coordination with Saint Francis University's Knee Center for the Study of Occupational Regulation (CSOR) to compile data on regional equivalent professional and occupational licensure. The report found that regionally Pennsylvania typically had lower than average initial fees, continuing education requirements, and training requirements. Pennsylvania has a few license types that were only present in a minority of states in the region, and an even smaller amount that were exclusive to Pennsylvania. Where Pennsylvania is above the regional average for fees, training, and continuing education requirements and where license types are not widely present in other regional states, the report recommends the governor and administration officials evaluate the health and safety protections associated with licensure against the impact of employment restrictions on Pennsylvania residents and businesses. Additionally, the Wolf Administration should examine policies that have the potential to mitigate the mobility problems associated with state licensure, such as interstate compacts, reciprocity, endorsement, uniformity, and lesser forms of regulation such as certification or registration. A review of current interstate agreements, both in Pennsylvania and regionally, is included in this report and the data can assist in assessing impact of accessing licensure for residents entering the commonwealth.

In addition to the analysis referenced above, the report also includes a review of criminal history bans, disciplinary actions, licensure processing times, and demographic makeup. The data collected shows that while disciplinary actions vary widely by board, the annual number of actions is steadily growing. Additionally, processing times for initial applications vary significantly from board to board, ranging from less than a day to 53 days, with the average application processing time for all boards at 13.8 days. Criminal history bans also vary from board to board, with significant bans set in statute for most healthcare-related occupations. Lastly, the requirement to demonstrate "good moral character" is loosely defined and while this administration has provided guidance through policy statements regarding the use and review of criminal histories there is the potential for it to be applied unevenly across boards. The governor and administration officials should examine the impact of criminal history bans and "good moral character" requirements on ensuring Pennsylvania residents are able to engage in the workforce without unnecessary barriers.

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Executive Summary

Occupational licensing laws require individuals to meet entry and renewal requirements to work in specified occupations. These entry and renewal requirements may include minimum levels of schooling, training, or experience; entry and renewal fees; passing exams; and/or meeting other requirements as defined in enabling statutes and accompanying regulations. In some instances, the requirements of occupational licensure in terms of training, continuing education, and oversight help raise the quality of service and protects consumers. However, in other instances, occupational licensure can serve as a form of “title protection,” shielding practitioners with a license from competition from those who are not licensed but wish to practice the particular trade or profession. It is incumbent on policy makers to continually ensure that an appropriate balance between the costs and benefits of occupational licensure is maintained.

The scale and scope of occupational licensing has grown significantly over the past several decades. In the 1950s, just five percent of U.S. workers were required to hold an occupational license – meaning they completed additional schooling or training, and passed an exam to be licensed to practice their trade or profession in a certain state. Today, the U.S. Bureau of Labor Statistics estimates that 23 percent of full-time workers have a license. This uptick in licensed workers is directly correlated to the growth of occupational licensing laws. In the early 1990s, 800 occupations required licenses in at least one state. According to the National Conference of State Legislatures, that number increased to approximately 1,100 occupations by 2016.

In Pennsylvania, 29 professional boards and commissions regulate 255 licensure types, and just over 1 million licensees. Each of the licensing boards and commissions is governed by its respective enabling statutes and accompanying regulations. They are comprised of both members of the licensed professions and public members who are appointed by the governor and confirmed by the Senate. The licensee classes regulated by each board and commission varies significantly. The largest—Pennsylvania’s Board of Nursing—oversees the licensure of more than 312,000 nurses and dietitian-nutritionists, while the smallest—the Navigation Commission for the Delaware River and its Navigable Tributaries—licenses just 42 maritime pilots.

Governor Wolf’s Executive Order 2017-03 directed the commissioner of Professional and Occupational Affairs to work with each board and commission to undertake a critical and comprehensive review of the following for each profession licensed:

- The number of regional states that require the same or equivalent license as Pennsylvania;
- Processes, licensing and renewal fees, training, and continuing education requirements;
- Whether the above referenced requirements and fees are set in statute, regulation, or policy; and
- Any automatic criminal history bans, specifying the crime or conviction trigger and the length of the licensure ban.

For all of the above, the Executive Order directs the commissioner to benchmark Pennsylvania requirements against regional averages. As defined in the Executive Order, regional states include Ohio, West Virginia, Maryland, Delaware, New Jersey, New York, Massachusetts, Rhode Island, Connecticut, New Hampshire, Vermont, and Maine. In any case where Pennsylvania exceeds the

regional average, additional information is provided on the commonwealth’s requirements and whether they are necessary to protect the health and safety of residents.

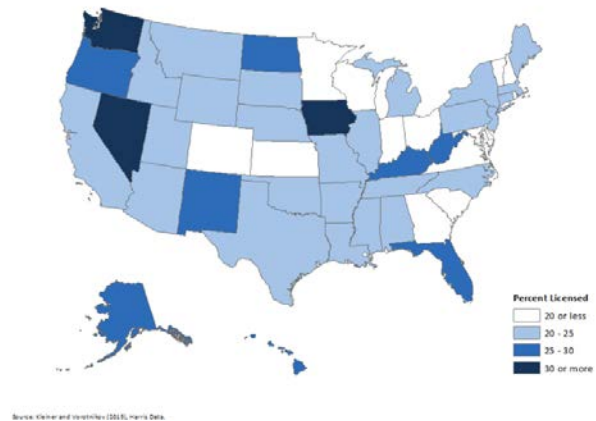
Additionally, the following information, as required by the executive order, is also included in this report:

- The number of disciplinary actions imposed on licensees each year for the past five years, including fines, penalties, license suspensions, and other disciplinary actions;
- The ten most frequent disciplinary actions resulting in a fine;
- Interstate Compacts or Reciprocity Agreements; and
- Demographic information about the composition of the boards and commissions and the licensed population.

It is important to note that while licensure is the strictest form of occupational regulation, there are a variety of other options—ranging from private certifications, to bonding and insurance requirements, to registration and certification—which can be utilized to help protect the public and ensure high quality delivery of services, without creating an unnecessary bar to entry to a profession.

Prevalence of Licensure

With 27.8 percent of the workforce professionally licensed and certified, Pennsylvania ranks 24th in the country in terms of percentage of total workforce licensed or certified. Looking solely at percentage of workforce professionally licensed, Pennsylvania is slightly lower than average at 20.2 percent. Further analysis examining the prevalence of licensure in Pennsylvania is contained in Section 3.1.



Comparison of Licensure Types

Pennsylvania’s 29 boards and commissions license 255 occupational types, the majority of which also require a license in most of the regional comparison states. Based on a comprehensive review of occupations licensed in Pennsylvania and a comparison with other states in the region, 14 license types were identified, which are found in four or less other states, including five which are only licensed in Pennsylvania—Cemetery Associate Broker; Cemetery Broker; Geologist in Training; Manager of Records (Real Estate); and Orthotic Fitter. Further analysis comparing the types of occupations licensed in Pennsylvania with regional comparison states is contained in Section 3.2.

Disciplinary Actions

The total number of sanctions issued in 2016-17 across all boards is higher than the number issued in 2012-2013, with sanctions increasing annually over the past three fiscal years. In fiscal year 2012-2013, 2,305 sanctions were imposed, while in fiscal year 2016-2017, 2,664 sanctions were imposed. Over this same period, five boards—Nursing, Cosmetology, Vehicle Manufacturers, Dealers and Salespersons, Medicine, and Barber Examiners—were responsible for roughly 74

percent of sanctions imposed. In some cases—such as nursing—the number of violations was due to the size of the class. In others, the licensing board regulates facilities as well as licensees, and the number of sanctions issued includes citations for both regulatory roles. The most common violation cited was practicing with a lapsed or expired license, followed by unlicensed practice activity, and then facility violations. Further analysis regarding disciplinary actions is contained in Section 3.3.

Effect of Criminal History

While each of Pennsylvania’s professional and occupational licensing boards are authorized by the Criminal History Records Information Act, (Title 18, Pa. C.S., §§ 9101-9106) (“CHRIA”) to consider an applicant’s criminal convictions in making licensure decisions, 13 of the 29 boards have provisions within their respective authorizing legislations that impose a mandatory 10-year licensure ban for persons who have been convicted of a felony under Pennsylvania’s Controlled Substance, Drug, Device and Cosmetic Act. The boards to which the 10-year ban applies are predominantly health-related licensure boards—the main exception being the State Board of Crane Operators. Among the regional comparison group, Pennsylvania is an outlier in applying an automatic criminal history licensure ban. While a handful of states have similar bans, the majority only authorize consideration of criminal history under certain circumstances, such as where the crime was related to the occupation being licensed. Further analysis regarding the effect of criminal history on licensure is presented in Section 3.4.

Application and Renewal Fees

Application and renewal fees are determined by each board and are based upon a multitude of factors. By statute, application fees are determined based on the cost to process an initial application for licensure, not the average salary for a newly licensed professional. Renewal fees are designed to cover the day-to-day operating costs of the board, which includes administrative, legal, and investigatory oversight. Renewal fees are typically greater than initial fees by design. This structure was designed to create a lower barrier to entry for initial applicants and as a result, Pennsylvania’s initial application fees are largely in line with or lower than those in regional states, with the exception of two occupations—maritime pilots and hearing aid dispensers/specialists—for which fees are the highest in the region. For renewal fees, 14 occupations in Pennsylvania have fees higher than the regional average, and for five occupations—barber teachers; cemetery salesperson; certified real estate evaluator; maritime pilots; and vehicle salesperson—Pennsylvania’s renewal fees are the highest in the region. Further analysis regarding the fees charged in Pennsylvania is presented in Section 3.5.

Continuing Education/Training

Continuing education requirements are designed to keep practitioners informed of innovations and updates in their fields. For most occupations reviewed, Pennsylvania’s continuing education requirements were comparable to requirements regionally. However, for 18 licensed occupations, Pennsylvania’s continuing education requirements exceed the regional average. Further analysis regarding continuing education and training requirements is presented in Section 3.6.

Processing Times

Recognizing that delays in receiving a license, reactivating a lapsed license, or obtaining a renewal can present a barrier to practice, BPOA reviewed processing times for each board and commission. Processing times for initial applications ranged from less than a day at several boards to 53 days at the State Real Estate Commission. The average across all boards was 13.8 days. Full data regarding the average timeline for obtaining action on an initial application, reactivation or renewal for each board or commission is presented in Section 3.7.

Interstate Compacts and Portability

Interstate compacts provide a streamlined approach to licensure by granting a license for multiple jurisdictions in a single conveyance while maximizing time, money and administrative resources. Pennsylvania has entered into one Interstate Compact in recent years—the Interstate Medical Compact— and there are currently to bills introduced in the General Assembly that would expand the use of interstate compacts. A related trend is efforts to expand licensure portability, particularly for groups such as military spouses who are disproportionately affected by licensure requirements due to frequent moves. Information regarding interstate compacts and portability is presented in Section 3.8.

Demographic Data

Demographic data was examined in two ways. First, the 189 members serving on boards and commissions as of November 17, 2017 were asked to complete a confidential survey with questions regarding their gender, ethnicity or race, geographical region, and age. Of the members who were asked to complete the survey, 177 responded. The results of this survey are presented in detail below, but notably, responses indicate that boards are less diverse (86% white, 5% Black, 3% Hispanic or Latino, 2% Asian) than the commonwealth as a whole (82.4% White, 11.8% Black, 7% Hispanic or Latino, 3.5% Asian). Males are represented more frequently than females (57% to 42%), and the members of the board tend to be older than the average in Pennsylvania, with over two-thirds of respondents identifying their age as being over 56. Board membership varies geographically, with larger proportions drawn from more densely populated regions of the state.

The Executive Order also directed BPOA to present demographic information regarding its licensee population and professional community. BPOA is currently collecting a more comprehensive data set for current licensees, however, because renewal periods are staggered over two years, the collection of this data will not be complete until December 31, 2019. In terms of BPOA's historical data, questions regarding the gender, race or ethnicity of license applicants have always been voluntary, making this data unreliable. Further analysis of the demographics of board and commission members, and Pennsylvania's licensee community is presented in Section 3.9.

Section 1: Reexamining Occupational Licensing

There is a sea change taking place in the way states and the federal government view occupational licensure. Between 1972 and 2015, there were only eight instances of professions being de-licensed across the United States. As noted previously, the trend over that over 40-year period leaned heavily towards extending licensure to new classes of workers and increasing education and other requirements. However, in recent years, mounting academic literature has questioned this direction, and both the federal government and states across the nation have begun to reexamine their occupational licensure systems. This shifting view of occupational licensure has been bipartisan, with policymakers from across the political spectrum joining the call for reform.

Occupational Licensing: A Framework for Policymakers

In July of 2015, the U.S. Department of Treasury’s Office of Economic Policy, the Council of Economic Advisors, and the Department of Labor issued a landmark study entitled *Occupational Licensing: A Framework for Policymakers*, summarizing the economic literature on the effects and scope of occupational licensing.¹ The study found that only two of 12 studies reviewed produced evidence of licensing improving the quality of services. It also noted that the evidence on licensure’s effect on prices is “unequivocal” that more restrictive licensing laws lead to higher prices for consumers. Of 11 studies reviewed, nine found significantly higher prices associated with stricter licensing.

In addition, it noted that while licensing can bring benefits including increased wages for licensed workers, it also created burdens including:

- restricted mobility across states;
- increased the cost of goods and services to consumers; and
- limited opportunity for other workers in terms of both wages and employment.

The study found that these impacts could be especially harmful for certain populations, including military spouses, who are highly mobile; immigrants, who may have training or experience which they cannot utilize; and formerly incarcerated persons or those with criminal histories, who may be barred from licensure regardless of expertise.

The study concluded with a series of “Licensing Best Practices” drawn from academic literature and a review of state practices:

Ensure that Licensing Restrictions are Closely targeted to Protecting Public Health and Safety, and are Not Overly Broad or Burdensome

1. *In cases where public health and safety concerns are mild, consider using alternative systems that are less restrictive than licensing, such as voluntary State certification (“right-to-title”) or registration (filing basic information with a State registry).*

¹ The Department of Treasury Office of Economic Policy, the Council of Economic Advisors, and the Department of Labor, “Occupational Licensing: A Framework for Policymakers,” White House, (July 2015), https://obamawhitehouse.archives.gov/sites/default/files/docs/licensing_report_final_nonembargo.pdf

2. *Make sure that substantive requirements of licensing (e.g., education and experience requirements) are closely tied to public health and safety concerns.*
3. *Minimize procedural burdens of acquiring a license, in terms of fees, complexity of requirements, processing time, and paperwork.*
4. *Where licensure is deemed appropriate, allow all licensed professionals to provide services to the full extent of their current competency, even if this means that multiple professions provide overlapping services.*
5. *Review licensing requirements for the formerly incarcerated, immigrants, and veterans to ensure that licensing laws do not prevent qualified individuals from securing employment opportunities, while still providing appropriate protections for consumers.*

Facilitate a Careful Consideration of Licensure's Costs and Benefits

1. *Carry out comprehensive cost-benefit assessments of licensing laws through both sunrise and regular sunset reviews, incorporating criteria like:*
 - *The presence of legitimate public health and safety concerns or substantial fiduciary responsibilities;*
 - *Whether existing legal remedies, consumer rating and reputational mechanisms, and less-burdensome regulatory approaches are adequate to protect consumers;*
 - *Whether the proposed licensing requirements are actually well-tailored to ensure quality and protect consumers;*
 - *The effect that the license would have on practitioner supply;*
 - *The effect that the license would have on the price of goods and services; and*
 - *Administrative costs of enforcing the license*
2. *Evidence suggests that removing licenses is much more difficult than enacting them, so sunset reviews in particular may be ineffective without certain protections. To strengthen both sunset and sunrise reviews, consider taking such measures as:*
 - *Providing agencies or sunrise and sunset commissions responsible for conducting the cost-benefit analysis with adequate resources;*
 - *Ensuring that the cost-benefit review process is insulated against political interference;*
 - *Legislating that a minimum number of votes be required to overrule the sunrise or sunset agency's recommendation;*
 - *Appointing specialized committees within State legislatures that are responsible for all licensing issues, and that will work with the State agency in charge of conducting the review.*
 - *Promote the appointment of public representatives to licensing boards, alongside professional members.*

Work to Reduce Licensing's Barriers to Mobility

1. *Harmonize licensing requirements to the maximum extent possible across States.*

2. *Form interstate compacts that make it easier for licensed workers to practice and relocate across State lines, while also enabling State regulators to share practitioners' performance histories.*
3. *When forming such an interstate arrangement, avoid categorically excluding individuals with a criminal record or adopting the licensing requirements of the most stringent participating States.*
4. *If agreeing on common standards for interstate licenses is difficult, consider a "two-tiered" structure that allows States with more flexible requirements to retain their rules while restricting interstate reciprocity to workers who satisfy a higher bar.*

Legislation Nationally

Building on this academic literature and the Framework's recommendations, numerous states have undertaken efforts to review and reform their occupational licensure programs. In many cases, based on their findings, states have implemented protocols for evaluating new licensure classes, eliminated requirements not necessary to protect public health and safety, and even de-licensed unnecessary licensure classes.² These reform efforts have been bipartisan, with both Democratic and Republican governors taking steps to ensure opportunity and access to jobs for workers, and to eliminate costly requirements for consumers and businesses.

- Arizona Governor Doug Ducey signed a bill to roll back licensing requirements for citrus fruit packers, cremationists, assayers, and yoga instructor training programs in 2016. He subsequently signed legislation that restricts regulatory boards from issuing regulations that limit entry into a profession or trade unless the regulations are proven necessary for health and safety and gives individuals the ability to petition an agency to remove or modify occupational regulations that are not demonstrably "necessary to specifically fulfill a public health, safety or welfare concern."
- Rhode Island Governor Gina Raimondo eliminated over two dozen licenses identified by the Office of Regulatory Reform in collaboration with state licensing agencies as part of her state's 2016 budget. The list included several antiquated or unusual professions such as fur buyers, kickboxers, and beer-line cleaners; as well as several medical classes including histologic technicians, cytotechnologists, and lab scientists. Rhode Island had previously de-licensed auctioneers in 2015.
- Nebraska Governor Pete Ricketts signed legislation allowing state banks and credit unions to opt out of licensing executive officers. The reform was one of 20 measures proposed by the governor, including changes to licensure for audiologists; cosmetologists/barbers; massage therapists; motor vehicle salespeople; nail technicians; nurses; school bus drivers; and title examiners. Nebraska had previously reformed its process for licensing hair braiding.
- Connecticut Governor Dannel Malloy signed legislation de-licensing several professions that did not have associated educational or training requirements including swimming pool

² Robert Thornton and Edward Timmons, "The De-Licensing of Occupations in the United States," Monthly Labor Review, U.S. Bureau of Labor Statistics, May 2015.

builders, swimming pool maintenance and repair person, shorthand reporters, and itinerant vendors. The legislation also eliminated registration requirements for athlete agents and liquor wholesaler certifications.

- Michigan Governor Rick Snyder established an occupational licensing advisory rules committee to review the 164 occupations in Michigan that require a license. In 2012, the committee issued a report suggesting changes based on criteria including whether a license protects consumers from harm, requires specialized skills or training, and is aligned with state and national standards. Since the release of the report, Michigan has de-licensed eight professions (auctioneers; community planners; dietician; immigration clerical assistants; interior designers; nutritionists, oculists, and school solicitors) and has eliminated requirements in several areas, including the number of training hours necessary to obtain a barber's license.
- South Dakota Governor Dennis Daugaard signed legislation in early 2017 to exempt natural hair braiding from the practice of cosmetology, becoming the 21st state to deregulate this occupation.
- Numerous other states have proposed or adopted legislation to reform occupational licensure restrictions for ex-offenders, expand reciprocity agreements, consolidate oversight boards to enhance efficiency, and replace licensure with less restrictive requirements such as certification. In addition, nearly every state has enacted legislation to facilitate the portability of licenses and credentials for military spouses, for whom licensing can create a significant barrier due to their frequent moves.³

Legislation in Pennsylvania and Evaluation Process

In contrast to the national trend of examining the need for existing licensing requirements, in recent legislative sessions, numerous licensure bills have been introduced to license or register additional occupations. For the 2017-2018 legislative session, at least twelve bills have been introduced in the General Assembly that would either create new license types, certifications or registrations.⁴ Four bills expanded the scope of practice for certain health care practitioners.⁵ Eight bills were introduced that amended training or continuing education requirements for licensees.⁶ As of this report, two bills were pending that would provide for the use of interstate compacts.⁷ There have been no bills introduced that would de-license a professional class, or regulate a particular class in a less stringent manner.

³ See Military Spouse Licensure Portability Examination, Center for Research and Outreach (REACH) University of Minnesota (2017) (noting that "Connecticut, Iowa, Montana, Pennsylvania, and Washington D.C. do not have any enacted legislation that is specific to portability of licensure for military spouses.")

⁴ The bills included state recovery residences, volunteer health care practitioners, plumbers, home inspectors, certified real estate assessors, medical physicists, medical imaging & radiation therapists, nurse anesthetists, pharmacy technicians, lactation consultants, music and recreation therapists.

⁵ The bills included independent practice for licensed clinical social workers, clinical social workers, nurse anesthetists, licensed practical and registered nurses.

⁶ The professions included anesthetists, architects, assessors, barbers, chiropractors, engineers, massage therapists and physicians.

⁷ Two Senate bills - SB 1836 would enable legislation for physical therapist compacts, and SB 780 would provide for telemedicine services to be provided to patients located within the Commonwealth.

While the decision whether to regulate a profession is ultimately left to the General Assembly and the governor, groups seeking licensure or certification (either with a new or an existing board) are invited to submit a Sunrise Application to DOS' Office of Policy (DOS Policy). DOS Policy then reviews the survey, conducts independent research and completes an analysis with recommendation for the Sunrise Evaluation Committee.

The Department's Sunrise Evaluation Committee consists of either the Director or Deputy Director of Policy; the Commissioner of Professional Occupations and Affairs, the Division Chief where the proposed board would presumably be located; the Director or Deputy Director of Legislative Affairs; the Chief Counsel or Deputy Counsel for Regulatory Affairs; and the Deputy Secretary for Regulatory Affairs. This committee reviews the materials and provides a recommendation regarding whether to support licensure or certification.

An evaluative report, recommending for or against licensure, is then forwarded to the Secretary of the Commonwealth and the Secretary of Policy and Planning for final review. Proponents are subsequently notified of the administration's position.⁸

Currently DOS Policy does not conduct a Sunrise Evaluation if a group seeking licensure has not requested such an evaluation. Since Governor Wolf took office, there has only been one sunrise application sought. Diabetes Education Consultants presented an application in 2016, and, upon review, the board determined that licensure would not be appropriate.

Pennsylvania Executive Order 2017-03

In response to the national focus on licensure and the desire to ensure Pennsylvania residents have access to good paying, middle class jobs, Governor Wolf issued Executive Order 2017-03 on October 24, 2017. The Executive Order directed the Commissioner of Professional and Occupational Affairs to work with each board and commission to undertake a critical and comprehensive review of the following for each profession licensed:

- Processes, licensing and renewal fees, training, and continuing education requirements;
- Whether the above referenced requirements and fees are set in statute, regulation, or policy;
- Any automatic criminal history bans, specifying the crime or conviction trigger and the length of the licensure ban;
- The number of disciplinary actions imposed on licensees each year for the last five years, including fines, penalties, license suspensions, and other disciplinary actions;
- The ten most frequent disciplinary actions resulting in a fine;
- Interstate compacts or reciprocity agreements; and
- Demographic information of the board or commission and the licensed population.

Additionally, Governor Wolf's Executive Order directed the Commissioner of BPOA to do the following:

⁸ While not memorialized, the procedure for determining the continuing need for licensure follows similar formalities, given the Constitutional implications of due process in retaining licensure. The Department may initiate the process internally, but the implementation ultimately falls upon legislative discretion to act.

- Establish, if the commissioner chooses to, an advisory group to assist with the research, data collection, and formatting of the report.
- Explain the reason for requirements and fees that are above regional averages.

BPOA was given 180 days from the establishment of the advisory group to complete the report. The order required the completed report to be delivered to the Governor, Secretary of Policy and Planning, and the Secretary of the Commonwealth.

The purpose of this review is to evaluate whether Pennsylvania licensing requirements are overly broad or burdensome to the regulated communities. This report seeks to provide the governor and administration officials with insight into existing or potential conditions within the current licensure framework that may prevent individuals from seeking or maintaining entry into professional occupations. Without addressing potential barriers, the commonwealth could struggle to keep pace with sister states with respect to economic development and job growth.

Section 2: The Commonwealth's Licensing Framework

The Bureau of Professional and Occupational Affairs (BPOA) was established in 1963 as part of the Department of State to provide administrative, logistical and legal support services to professional and occupational licensing boards and commissions. Professional licensing is intended to protect the health and safety of the public from fraudulent and unethical practitioners.

The following is a list of boards and commissions housed under BPOA. The specific licenses issued by each are further described in Appendix 4:

- State Board of Accountancy
- State Architects Licensure Board
- State Board of Auctioneer Examiners
- State Board of Barber Examiners
- State Board of Certified Real Estate Appraisers
- State Board of Chiropractic
- State Board of Cosmetology
- State Board of Crane Operators
- State Board of Dentistry
- State Registration Board for Professional Engineers, Land Surveyors, and Geologists
- State Board of Funeral Directors
- State Board of Landscape Architects
- State Board of Massage Therapy
- State Board of Medicine
- Navigation Commission for the Delaware River and Its Navigable Tributaries
- State Board of Nursing
- State Board of Nursing Home Administrators
- State Board of Occupational Therapy Education and Licensure
- State Board of Optometry
- State Board of Osteopathic Medicine
- State Board of Pharmacy
- State Board of Physical Therapy
- State Board of Podiatry
- State Board of Psychology
- Real Estate Commission
- State Board of Social Workers, Marriage and Family Therapists, and Professional Counselors
- State Board of Examiners in Speech-Language Pathology and Audiology
- State Board of Vehicle Manufacturers, Dealers, and Salespersons
- State Board of Veterinary Medicine

Two notable licensure classes, which are not regulated by BPOA, are teachers who are regulated by the Pennsylvania Department of Education, and attorneys who are regulated by the Supreme Court of Pennsylvania.

The boards and commissions are comprised of between seven and seventeen members, including professionals in those fields and individuals who represent the public at-large. Members are appointed by the governor and confirmed by a majority vote in the Senate. The commissioner of the Bureau is a voting member on all boards and commissions under the department's jurisdiction, except the State Board of Certified Real Estate Appraisers and the Navigation Commission for the Delaware River and its Navigable Tributaries. Both of those boards are served by the Secretary of the Commonwealth or a designee.

The Department of State provides these boards and commissions with legal, technical and administrative support to conduct written practical licensure examinations; review and verify education and experience of candidates for licensure; certify providers of education; receive and investigate public complaints; conduct periodic facility inspections; prosecute, adjudicate, fine and sanction violators; administer licensure programs, revise standards for licensure to keep pace with changes in the professions, and advise the legislature on proposed statutory changes. The Bureau of Enforcement and Investigation (BEI) provides the boards and commissions with facility inspection and can issue warnings and begin disciplinary action proceedings. It maintains regional offices in Harrisburg, Philadelphia, Pittsburgh, and Scranton.

Pennsylvania's regulatory environment is unique in that all proposed agency rules are statutorily subject to independent and transparent review. In 1982, the General Assembly created the Independent Regulatory Review Commission (IRRC), an independent body charged with oversight of the regulatory process, to ensure that all regulations comply with Pennsylvania law, are subject to public scrutiny, and expressly measured in terms of their costs versus benefits to the public and the regulated community. For any board to promulgate a policy statement or regulation, pursuant to Executive Order 1996-1, it must first be reviewed and approved by the Governor's Offices of General Counsel, Policy and Planning, and Budget to assure that it conforms to the laws and policies of the state.⁹ This independent review process ensures public scrutiny through mandatory legal publication and 30-day public comment periods.

⁹ Exec. Order No. 1996-1, *available at* http://www.oa.pa.gov/Policies/eo/Documents/1996_1.pdf.

Section 3: Analysis of Findings

3.1 Prevalence of Licensure

The share of American workers who hold an occupational license has grown five-fold over the past half century, and currently nearly a quarter of the U.S. working population holds some form of state license. According to the U.S. Bureau of Labor Statistics (BLS), nationally roughly 22 percent of workers had a state license to work in their designated occupation in 2016.¹⁰ With 27.8 percent of the workforce professionally licensed and certified, Pennsylvania is ranked 24th in the country for the percentage of its total workforce licensed or certified. Looking solely at percentage of workforce professionally licensed, Pennsylvania is slightly lower than the national average at 20.2 percent, tied with Arkansas at 17th.

Table 1: State Workforce Licensure and Certification

State	% of workforce licensed	% of workforce certified	Total % of workforce licensed or certified	Rank (from lowest to highest)
South Carolina	12.4	3.5	15.9	1
Minnesota	15.0	3.4	18.4	2
New Hampshire	14.7	4.1	18.8	3
Delaware	15.3	3.5	18.8	4
Wisconsin	18.4	1.9	20.3	5
Kansas	14.9	5.6	20.5	6
Virginia	17.2	3.7	20.9	7
Georgia	15.7	5.9	21.6	8
Maryland	17.2	4.8	22.0	9
Vermont	16.8	6.5	23.3	10
Michigan	20.6	3.3	23.9	11
Colorado	17.2	7.4	24.6	12
Massachusetts	21.3	3.9	25.2	13
Arkansas	20.2	5.3	25.5	14
Ohio	18.1	7.5	25.6	15
Indiana	14.9	10.8	25.7	16
New York	20.7	5.5	26.2	17
Rhode Island	14.5	11.9	26.4	18
District of Columbia	19.7	6.9	26.6	19
Missouri	21.3	5.4	26.7	20
California	20.7	6.1	26.8	21
Tennessee	23.1	4.2	27.3	22
South Dakota	21.8	5.6	27.4	23
Pennsylvania	20.2	7.6	27.8	24

¹⁰ U.S. Department of Labor, Bureau of Labor Statistics, “2016 Data on Certification and Licenses,” 2017, <https://www.bls.gov/cps/certifications-and-licenses.htm>.

Alabama	20.9	6.9	27.8	25
Texas	24.1	3.7	27.8	26
Maine	20.7	7.8	28.5	27
North Dakota	26.6	2.6	29.2	28
Montana	21.3	8.3	29.6	29
Illinois	24.7	5.0	29.7	30
Utah	23.8	5.9	29.7	31
Oregon	26.1	3.8	29.9	32
Mississippi	23.1	7.2	30.3	33
North Carolina	22.0	8.4	30.4	34
Arizona	22.3	8.7	31.0	35
Wyoming	21.1	10.1	31.2	36
Idaho	22.8	8.4	31.2	37
New Jersey	20.7	11.3	32.0	38
Louisiana	22.3	9.9	32.2	39
Oklahoma	25.0	7.2	32.2	40
Alaska	25.5	7.3	32.8	41
Florida	28.7	4.2	32.9	42
Nebraska	24.6	8.3	32.9	43
New Mexico	25.9	7.3	33.2	44
Connecticut	24.7	8.8	33.5	45
Nevada	30.7	5.4	36.1	46
Washington	30.5	7.2	37.7	47
Hawaii	26.6	11.3	37.9	48
West Virginia	25.8	12.3	38.1	49
Iowa	33.3	5.1	38.4	50
Kentucky	27.8	10.7	38.5	51
Average	21.6	6.6	28.3	--

*Bold text indicates states within the region as defined by the Executive Order.

In terms of overall numbers, Pennsylvania’s licensed population has increased steadily over the past five years. In Fiscal Year 2012-2013, BPOA’s licensed population was approximately 906,000. Today it totals slightly more than one million licensees. The following table presents the current number of licensees overseen by each board and commission.

Table 2: Licensee Population in Pennsylvania

Board / Commission	Licensees
State Architects Licensure Board	10,720
State Board of Accountancy	28,216
State Board of Auctioneer Examiners	2,585
State Board of Barber Examiners	9,552
State Board of Certified Real Estate Appraisers	4,997
State Board of Chiropractic	9,265
State Board of Cosmetology	128,636

State Board of Crane Operators	4,161
State Board of Dentistry	31,251
State Board of Examiners in Speech-Language Pathology and Audiology	9,206
State Board of Examiners of Nursing Home Administrators	2,377
State Board of Funeral Directors	6,686
State Board of Landscape Architects	1,046
State Board of Massage Therapy	9,021
State Board of Medicine	135,995
State Board of Nursing	312,586
State Board of Occupational Therapy	12,249
State Board of Optometry	3,416
State Board of Osteopathic Medicine	15,678
State Board of Pharmacy	43,533
State Board of Physical Therapy	26,708
State Board of Podiatry	1,546
State Board of Psychology	7,083
State Board of Social Workers, Marriage & Family Therapists and Professional Counselors	24,262
State Board of Vehicle Manufacturers, Dealers and Salespersons	41,914
State Board of Veterinary Medicine	8,037
State Navigation Commission for the Delaware River and its Navigable Tributaries	42
State Real Estate Commission	65,877
State Registration Board for Professional Engineers, Land Surveyors and Geologists	53,109
Total	1,009,754

3.2 Comparison of Licensure Types

As previously noted, in Pennsylvania, 29 professional boards and commissions regulate 255 occupational types. The licensed population in Pennsylvania can be split into two categories: health care professionals and business professionals. The bulk of professional licensees are in health care professions, and over 80 percent of health care practitioners are licensed to practice. It is common for states to license professionals in nursing, medicine, and pharmacy, but increasingly states are also regulating allied health professionals. Allied health professionals cover a broad range of diagnostic, technical, therapeutic, and direct patient care and support services not provided by doctors, dentists or nurses. State statutes memorialize these specialties by dictating standards for their education and scope of practice. Licensure also raises barriers to entry and can make health care more expensive and less accessible. Just because a profession is in the field of health care does not necessarily mean it needs to be licensed. The *Framework for Policymakers* report emphasizes the importance of making sure that the substantive requirements of licensing are closely tied to public health and safety.

Licensing an occupation which is not licensed in many other surrounding states or having licensing requirements that are significantly dissimilar can have negative effects on mobility. Individuals practicing in states without equivalent licenses may have difficulty entering Pennsylvania because, despite experience in the profession, they will now need to be licensed. According to the National Conference of State Legislatures, in 2016 there were more than 1,100 occupations licensed throughout the country. The number of unique license types depends in part on how states distinguish certain occupations from one another. For instance, many states combine cosmetologists and barbers into one unique license, while other states including Pennsylvania keep them as two separate licenses.

After a comprehensive review of occupations licensed in Pennsylvania, 14 license types were identified which are found in 4 or less other states in the regional comparison group, including 5 which are exclusive to Pennsylvania. They are as follows:

Table 3: License Types Found in Four or Less States in the Region

License Type	Other States in the Region that License	Notes
Apprentice Auctioneer	New Hampshire, West Virginia, and Ohio	Rhode Island removed auctioneering licenses in 2015
Cemetery Associate Broker	None	None
Cemetery Broker	None	None
Cemetery Salesperson	New Jersey	West Virginia registers cemetery salespersons.
Geologists-in-Training	None	None
Manager of Records (Real Estate)	None	Connecticut registers managers of record. All but five states in the nation license real estate brokers or property managers, which may include the powers and duties of managers of record under that license.
Practitioner of Oriental Medicine	Delaware, Ohio, and Rhode Island	Delaware combined this license with acupuncturists. All but three states nationally regulate acupuncturists, and oriental medicine is often tied into acupuncturists licenses.
Orthotic Fitter	New Jersey and Ohio	Ohio repealed.
Orthotist	New Jersey and Ohio	Ohio consolidated with another board.
Pedorthist	Ohio	New Jersey offers a voluntary license.
Prosthetist	New Jersey and Ohio	Ohio consolidated with another board. Rhode Island deregulated in 2015.

Rental Listing Referral Agent	New Jersey	None
Vehicle Factory Representative	None	Massachusetts allows municipalities to license vehicle factory representatives.
Vehicle Salespersons	Maryland, Ohio, and West Virginia	None

In addition, Pennsylvania is one of only four states in the regional comparison group which require hair braiders to obtain a cosmetology license, along with Massachusetts, New Jersey, and Vermont.

3.3 Disciplinary Actions

Disciplinary Process

The Professional Compliance Office within the Prosecution Division of the BPOA’s Legal Office, receives an average of 16,000 complaints per year. The office reviews these complaints to establish whether the complaint alleges conduct which is a violation of a practice act, whether a Board has jurisdiction, and whether there is sufficient evidence to merit further investigation. Complaints can be initiated by consumers, licensees, board or commission members, board or commission staff, competitor complaints, other state licensing boards, media information, and law enforcement.

When a complaint requires investigation, the Department’s Bureau of Enforcement and Investigation (BEI) interviews witnesses and obtains documents and collects evidence related to the allegation made in the complaint. Subsequently, a prosecuting attorney determines whether to close the complaint or to initiate a disciplinary action before the administrative licensing board. Prosecution for violations of standards of practice are initiated through the filing of an Order to Show Cause or via an administrative citation imposing a civil penalty under Act 48 of 1993 (hereinafter Act 48).¹¹ Act 48 citations can be issued by BEI staff in the field, or by legal office staff for technical or administrative violations.

Through either avenue, the prosecutor who proceeds with the disciplinary action then bears the burden of proving misconduct before the board. Licensees are provided due process and the board adjudicates the case to either dismiss or sanction. Depending on the severity of the conduct proven, sanctions can range from probation and discretionary suspension, to revocation or automatic suspension as required by statute. Licensees have the right to appeal any sanctions to the Commonwealth Court for review.

Six of the practice acts also establish an inspection program executed by the boards through BEI. The State Boards of Cosmetology, Barber Examiners, Funeral Directors, Pharmacy, Vehicle Manufacturers, Dealers, and Salespersons, as well as the State Real Estate Commission, all license facilities where business take place, as well as the individuals directing that business. Each practice act provides for regular inspection of those licensed facilities to ensure that sanitation, equipment,

¹¹ Act of July 2, 1993 (P.L. 345, No. 48) (Act 48 of 1993). In accordance with section 5(a) of the Act, the Commissioner of Professional and Occupational Affairs promulgates regulations at 49 Pa. Code Chapter 43b. To date, 24 of the 29 boards and commissions have approved schedules of civil penalties.

security of chemicals and drugs, recordkeeping, and financial requirements and obligations are being followed. The inspection standards are delineated in the practice acts and regulations as to equipment maintenance, record-keeping, item integrity, and money-handling.

Inspections that discover technical infractions of these requirements generally lead to the resolution of those issues through the Act 48 citation disciplinary process. Act 48 citations streamline the disciplinary process by eliminating the need for formal orders to show cause, answers, adjudications and orders, and consent agreements.

Act 48 is used primarily to address those minor violations for which the boards and commissions have determined that a monetary civil penalty of no more than \$1,000 is an appropriate sanction. An individual who receives an Act 48 citation retains their due process right to a hearing prior to the imposition of the civil penalty. Much like a citation that might be issued by law enforcement, the individual may choose to admit the violation and pay the civil penalty or may deny the violation and request a hearing.

The Cosmetology and Barber boards issue the most Act 48 citations, as violations are found for types of equipment, cleanliness of equipment, and the employment of licensees to perform professional functions. Examples of common Act 48 citations include failure to have the proper equipment to sanitize tools used to perform manicures and pedicures, or the use of prohibited or harmful chemicals.

Frequency of Violations

The Executive Order directs BPOA to list the ten most frequent violations resulting in a fine or civil penalty as part of the final report. BPOA's legal office tracks the types of complaints which subsequently result in a prosecution or disciplinary action.¹² Since FY 2012-2013, the following ten complaint types have occurred most frequently. For each complaint type, the three boards with highest number of violations are also included.

1. Practicing with a Lapsed or Expired License (Cosmetology 1,193, Barber Examiners 200; Vehicle Board 85)
2. Unlicensed Practice Activity (Cosmetology 469, Barber Examiners 200, Vehicle Board 103)
3. Facility Violation (Cosmetology 355, Vehicle Board 143, Pharmacy 107)
4. Failure to Satisfy Continuing Education Requirements (Accountancy 327, Nursing 114; Real Estate Commission 51)
5. Employing Unlicensed Individuals (Cosmetology 397, Barber Examiners 144; Vehicle Board 63)

¹² The data used to determine most frequent violations as well as the data presented in Appendix 1 are drawn from an information technology system used by BPOA to track the progress of complaints which relies on the manner in which the complaint underlying the sanction was coded at the time it was initially opened. In some instances, after investigation and review, a complaint initially coded as one type may result in a different charge serving as the basis of prosecution and violation. Therefore, this data is believed to present an accurate picture of the trend in violations but is not guaranteed to be accurate in every case.

6. Operating an Unlicensed Facility (Cosmetology 284, Barber Examiners 97, Vehicle Board 16)
7. Reporting Requirement Non-Compliance (Real Estate Commission 104, Pharmacy 35, Vehicle Board 22)
8. Disciplinary Action in Another State (Medicine 75, Pharmacy 16, Nursing 15)
9. Failure to Keep Clean (Cosmetology 103, Barber Examiners 20, Funeral Directors 1)
10. Unprofessional conduct (Vehicle Board 19, Real Estate Commission 16, Auctioneer Examiners 12)

Overall Trend

The total number of sanctions issued in 2016-2017 across all boards is higher than the number issued in 2012-2013, with sanctions increasing annually over the last three fiscal years. Sanctions include: revocations, suspensions, stayed suspensions, voluntary surrenders, probations, reprimands, civil penalties, and Act 48 violations. Between fiscal year 2012-2013 and fiscal year 2013-2014 the total number of board sanctions dropped from 2,305 to 2,001, but in every subsequent year the total number has steadily increased. The highest total number of sanctions was recorded in fiscal year 2016-2017 at 2,664 sanctions. As of May 16, 2018, there had been 2,494 sanctions issued in fiscal year 2017-2018. Table 4 and Table 5 show the trends in total disciplinary sanctions by board.

Table 4: Annual Disciplinary Actions per Board

Board	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18
Accountancy	75	109	89	13	100	34
Architects	10	14	14	11	7	6
Auctioneer Examiners	20	19	30	25	9	20
Barber Examiners	160	159	143	169	175	190
Real Estate Appraisers	29	23	23	21	27	16
Chiropractic	21	24	10	27	13	10
Cosmetology	627	458	560	547	512	518
Crane Operators	2	5	6	2	7	6
Dentistry	72	51	58	47	49	60
Professional Engineers, Land Surveyors and Geologists	39	20	42	21	24	17
Funeral Directors	18	19	17	32	20	40
Landscape Architects	2	3	3	0	2	3
Massage Therapy	10	34	33	39	49	41
Medicine	190	151	162	175	191	192
Navigation Commission	0	0	0	0	0	0
Nursing	436	471	682	843	958	840
Nursing Home Administrators	1	2	1	5	4	1

Occupational Therapy Education and Licensure	1	1	1	5	2	1
Optometry	5	2	4	2	3	1
Osteopathic Medicine	27	25	22	33	42	46
Pharmacy	107	79	67	75	87	76
Physical Therapy	5	7	7	11	5	10
Podiatry	3	4	4	5	7	8
Psychology	12	17	14	10	14	9
Real Estate Commission	124	130	171	127	128	106
Social Workers, Marriage and Family Therapists and Professional Counsellors	57	14	17	9	30	28
Speech-Language Pathology and Audiology	18	5	6	10	5	9
Vehicle Manufacturers, Dealers and Salespersons	210	134	179	204	165	188
Veterinary Medicine	24	21	23	32	29	18
Total Board Sanctions	2,305	2,001	2,388	2,500	2,664	2,494

Since FY 2012-2013, the 5 boards listed in Table 5 were responsible for 10,589 of the 14,352 total disciplinary actions, or roughly 74%. In the case of the State Board of Nursing, the number of disciplinary actions taken as a percentage of the total overall (29%) closely mirrors the number of licensed nurses as a percentage of total licensees (31%). For the remainder of the boards listed, the number of disciplinary actions taken did not correlate—was either higher or lower—with the number which would be expected based solely on the number of licensees regulated by the board. This discrepancy was most pronounced for the State Board of Barber Examiners, which regulates less than 1% of the licensees regulated by BPOA but was responsible for 8% of total disciplinary actions.

Table 5: Number of Disciplinary Actions by Board

Rank	Name	Number of Disciplinary Actions Taken	Percentage of Total	Percentage of Total Licensees
1	The State Board of Nursing	4,230	29%	31%
2	The State Board of Cosmetology	3,222	22%	13%
3	The State Board of Vehicle Manufacturers, Dealers and Salespersons	1,080	8%	4%
4	The State Board of Medicine	1,061	8%	13%
5	The State Board of Barber Examiners	996	8%	>1%

3.4 Effect of Prior Criminal History

Prior criminal history can affect an applicant’s ability to obtain a professional license in several ways. Nearly half of Pennsylvania’s boards have a statutorily required 10-year ban on licensure for any person who has been convicted of a drug related felony. In addition, all boards are authorized by statute to consider an applicant’s criminal convictions in making licensure decisions and taking disciplinary actions. Finally, before issuing a license to an applicant, in most cases, the licensing board/commission must be satisfied that the applicant is of “good moral character.”

When reviewing prior criminal history each board or commission must take into consideration:

- The seriousness of the crime(s);
- The date of the crime(s); the age of the person at the time of commission of the crime(s);
- The age(s) of the victim(s) of the crime (if applicable);
- The circumstances, if known, surrounding the commission of the crime(s);
- The nexus between the criminal conduct and the applicant’s prospective duties as a licensee;
- The prison, jail, probation, parole, rehabilitation and employment records of the applicant since the commission of the crime(s); and
- Any affidavits or other written documents, including character references provided as mitigating evidence on the applicant’s behalf.

Felony Bans

While there is no crime for which a conviction would be a complete lifetime bar to licensure, the following 13 boards are prohibited from issuing a license to an applicant who has been convicted of a felony under the Controlled Substance, Drug, Device and Cosmetic Act (CSA), or of an offense under the laws of another jurisdiction which if committed in Pennsylvania would be a felony under the CSA unless:

- (1) at least ten (10) years have elapsed from the date of conviction;
- (2) the applicant satisfactorily demonstrates to the board that he/she has made significant progress in personal rehabilitation since the conviction such that licensure of the applicant should not be expected to create a substantial risk of harm to the health and safety of patients/clients or the public or a substantial risk of further criminal violations; and
- (3) the applicant otherwise satisfies the qualifications contained in or authorized by the relevant act.

The boards to which the 10-year ban applies are predominantly medical, the main exception being the State Board of Crane Operators.

Table 6: Boards with a Mandatory 10-year Felony CSA bans

Name of Board	Statutory Citation(s)	License type(s)
The State Board of Chiropractic	63 P.S. § 625.501(a)(7)	Chiropractor
The State Board of Crane Operators	63 P.S. 2400.502(c)(1)	Crane Operator
The State Board of Dentistry	63 P.S. § 122(c)	Dentist

The State Board of Massage Therapy	63 P.S. § 627.5(a)(6)	Massage Therapist
The State Board of Medicine	63 P.S. § 422.22(b)	Physician; Physician Assistant; Nurse-Midwife; Athletic Trainer; Behavior Specialist; Respiratory Therapist; Genetic Counselor; Perfusionist; Prosthetist, Orthotist, Pedorthist, Orthotic Fitter
The State Board of Nursing	63 P.S. § 216(c) 63 P.S. § 655	Registered Nurse Licensed Dietitian-Nutritionist Licensed Practical Nurse
The State Board of Optometry	63 P.S. § 244.4(d)	Optometrist
The State Board of Osteopathic Medicine	63 P.S. § 271.6(c)	Osteopathic Physician; Physician Assistant; Athletic Trainer; Respiratory Therapist; Perfusionist; Genetic Counselor;
The State Board of Pharmacy	63 P.S. § 390-3(a)(6)	Pharmacist
The State Board of Physical Therapy	63 P.S. § 1306(a)	Physical Therapist
The State Board of Psychology	63 P.S. § 1206(a)(5)	Psychologist
The State Board of Social Workers, Marriage and Family Therapists and Professional Counselors	63 P.S. § 1907(a), (b), (d), (e) and (f)	Licensed Social Worker; Licensed Clinical Social Worker; Licensed Marriage and Family Therapist; Licensed Professional Counselor
The State Board of Veterinary Medicine	63 P.S. § 485.9(b)(4)	Veterinarian

In addition, in one instance a board has extended the 10-year ban administratively to a licensure class not required by the licensing act. The Veterinary Medicine Practice Act does not impose the CSA drug felony ban on Veterinary Technicians. That requirement was imposed via regulation in 49 Pa. Code § 31.32, pursuant to authority granted in the licensing act to “promulgate by regulation the qualifications and requirements for the certification and regulation of veterinary technicians.”

Practice regarding criminal history bans varies in other states. Some states impose a ban for drug convictions, others impose a ban for crimes involving sexual misconduct, others prevent licensure while charges are pending. Among the regional comparison group, Pennsylvania is an outlier in applying an automatic criminal history licensure ban. While a small handful of states have similar automatic bans in place, most states only authorize consideration of criminal history under certain circumstances, such as whether the crime was related to the occupation being licensed. Table 7 contains, for each of the 13 boards in Pennsylvania which impose an automatic ban, the number of regional comparison states which impose *any* form of automatic ban on licensure based on criminal history. Table 8 contains, for the same 13 boards, whether regional comparison states impose an automatic ban specifically for drug crimes.

Table 7: Regional Comparison States with Automatic Criminal History Bans

Board	Yes	No
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The State Board of Chiropractic	3	9
The State Board of Crane Operators	0	8
The State Board of Dentistry	1	11
The State Board of Massage Therapy	4	8
The State Board of Medicine	0	12
The State Board of Nursing	5	7
The State Board of Optometry	2	10
The State Board of Osteopathic Medicine	2	10
The State Board of Pharmacy	5	7
The State Board of Physical Therapy	1	11
The State Board of Psychology	1	11
The State Board of Social Workers, Marriage and Family Therapists and Professional Counselors	2	10
The State Board of Veterinary Medicine	1	11

*where columns do not total to 12, remainder of states do not license.

Table 8: Automatic Drug Crime Bans

Board	PA	OH	WV	MD	DE	NJ	NY	MA	RI	CT	NH	VT	ME
The State Board of Chiropractic	✓				✓	✓					✓		
The State Board of Crane Operators	✓												
The State Board of Dentistry	✓				✓								
The State Board of Massage Therapy	✓												
The State Board of Medicine	✓												
The State Board of Nursing	✓							✓					

The State Board of Optometry	✓		✓										
The State Board of Osteopathic Medicine	✓		✓			✓							
The State Board of Pharmacy	✓		✓		✓	✓		✓			✓		
The State Board of Physical Therapy	✓												
The State Board of Psychology	✓				✓								
The State Board of Social Workers, Marriage and Family Therapists and Professional Counselors	✓												
The State Board of Veterinary Medicine	✓				✓								

Disciplinary Actions Based on Commission of a Crime

Each board and commission is authorized to take disciplinary action based on the commission of a crime. Table 9 contains the total number of disciplinary actions taken by each board based on the commission of a crime in 2016 and 2017. Among these disciplinary actions taken:

- 29% resulted in suspension;
- 17% resulted in stayed suspension (usually with probationary terms);
- 13.5% resulted in automatic suspension due to certain violations under the Drug Act;
- 12.6% resulted in voluntary surrender of license;
- 12% resulted in revocation;
- 6.5% resulted in reprimands;
- 4.7% resulted in immediate temporary suspensions based on danger to health/safety of public;
- The remaining roughly 5% resulted in probation, a civil penalty (regular or Act 48), a stayed revocation, or other sanction such as remedial education, etc.

Table 9: Disciplinary Actions Based on Commission of Crime.

Board	2016	2017
The State Board of Accountancy	9	4
The State Architects Licensure Board	1	1
The State Board of Barber Examiners	15	12
The State Board of Certified Real Estate Appraisers	4	2
The State Board of Chiropractic	4	2
The State Board of Cosmetology	20	17
The State Board of Crane Operators	0	1
The State Board of Dentistry	17	18

The State Registration Board for Professional Engineers, Land Surveyors, and Geologists	6	5
The State Board of Funeral Directors	3	3
The State Board of Massage Therapy	6	4
The State Board of Medicine	96	82
The State Board of Nursing	691	588
The State Board of Nursing Home Administrators	2	0
The State Board of Occupational Therapy Education and Licensure	3	2
The State Board of Optometry	2	0
The State Board of Osteopathic Medicine	25	27
The State Board of Pharmacy	16	18
The State Board of Physical Therapy	4	4
The State Board of Podiatry	2	6
The State Board of Psychology	5	2
Real Estate Commission	44	30
The State Board of Social Workers, Marriage and Family Therapists and Professional Counselors	12	17
State Board of Vehicle Manufacturers, Dealers, and Salespersons	124	104
The State Board of Veterinary Medicine	3	2
Total	1,114	949

Good Moral Character/Moral Turpitude

Before issuing a license to an application, the licensing board or commission must be satisfied that the applicant is of “good moral character.” Although the phrase “good moral character” is not specifically defined in the relevant licensing laws, courts in the commonwealth have equated the term with the absence of evidence that an applicant has engaged in acts of moral turpitude or “anything done knowingly contrary to justice, honesty or good morals.”¹³

In addition, a review of the licensure acts reveals the following range of conduct that might be considered to demonstrate a lack of “good moral character: engaging in fraud or deceit in obtaining a license; violating rules of professional conduct or ethics; bribery, fraud, misstatement or misrepresentation of fact by an applicant; and engaging in false, misleading or deceptive advertising.

These definitions are consistent with the interpretation of the phrase “good moral character” in other states. The Court of Special Appeals of Maryland has held that the Maryland State Board of Chiropractic’s mandate to determine whether an applicant was of “good moral character” included consideration of the applicant’s conviction for the crime of solicitation for prostitution, a crime of

¹³ *Moretti v. State Board of Pharmacy*, 277 A.2d 516, 518 (Pa. Cmwlth 1971).

moral turpitude.¹⁴ Examples of crimes that Pennsylvania courts have determined are “crimes of moral turpitude” are presented in Table 10.

Table 10: Court Cases Finding Crimes of Moral Turpitude

Crime of Moral Turpitude	Supporting Case Law
Simple assault	<i>Collaso v. Bureau of Professional & Occupational Affairs</i> , No. 1118 C.D. 2015, 2016 WL 3579905 (Pa. Cmwlth. July 1, 2016)
Theft by unlawful taking	<i>Krystal Jeep Eagle, Inc. v. Bureau of Professional and Occupational Affairs</i> , 725 A.2d 846 (Pa. Cmwlth. 1999), <i>appeal denied</i> , 559 Pa. 723, 740 A.2d 1150 (1999) <i>Ancharski v. Bureau of Professional & Occupational Affairs, State Bd. of Nursing</i> , No. 1765 C.D. 2010, 2011 WL 10846226 (Pa. Cmwlth. June 21, 2011)
Crimes of which fraud is an element	<i>Liesner v. Commonwealth, State Dental Council and Examining Board</i> , 95 Pa. Cmwlth. 435, 505 A.2d 1074 (Pa. Cmwlth. 1986)
Trafficking in counterfeit goods or services	<i>Kinniry v. Prof'l Standards & Practices Comm'n</i> , 678 A.2d 1230 (Pa. Cmwlth. 1996)
Theft of public monies	<i>Dwumaah v. State Bd. of Nursing</i> , No. 2234 C.D. 2009, 2010 WL 9516181 (Pa. Cmwlth. Aug. 6, 2010)
Endangering the welfare of children, selling/furnishing liquor to minors, and corruption of minors	<i>Slater v. Pennsylvania Dep't of Educ.</i> , 725 A.2d 1248 (Pa. Cmwlth. 1999)
Official oppression	<i>Garner v. Bureau of Professional & Occupational Affairs, State Bd. of Optometry</i> , 97 A.3d 437 (Pa. Cmwlth. 2014)
Impersonating a public servant	<i>Garner v. Bureau of Professional & Occupational Affairs, State Bd. of Optometry</i> , 97 A.3d 437 (Pa. Cmwlth. 2014)
Misrepresentation or concealment to induce others to act to their detriment	<i>Garner v. Bureau of Professional & Occupational Affairs, State Bd. of Optometry</i> , 97 A.3d 437 (Pa. Cmwlth. 2014)

¹⁴ *Stidwell v. Maryland State Board of Chiropractic Examiners*, 144 Md. App. 613 (2002).

Certain drug-related crimes (generally, trafficking)	<i>Foose v. Com., State Bd. of Vehicle Mfrs., Dealers & Salespersons</i> , 135 Pa. Cmwlth. 62, 578 A.2d 1355 (1990)
Income tax evasion	<i>Gombach v. Dep't, Bureau of Com'ns, Elections & Legislation</i> , 692 A.2d 1127 (Pa. Cmwlth. 1997)
Willfully attempting to evade and defeat federal income taxes	<i>Moretti v. State Bd. of Pharmacy</i> , 2 Pa. Cmwlth. 121, 277 A.2d 516 (1971)
False statements on income tax returns	<i>Vogelman v. Com., State Bd. of Funeral Directors</i> , 121 Pa. Cmwlth. 455, 550 A.2d 1367 (1988)
Third-degree murder	<i>Long v. Bureau of Professional & Occupational Affairs</i> , 112 A.3d 671 (Pa. Cmwlth. 2015)
Mail fraud	<i>Yurick v. Com., Dep't of State, Bureau of Professional & Occupational Affairs, Bd. of Osteopathic Examiners</i> , 43 Pa. Cmwlth. 248, 402 A.2d 290 (1979)
Recklessly endangering another person	<i>Com. v. Martir</i> , 712 A.2d 327 (Pa. Super. 1998)
Insurance fraud	<i>Bethea-Tumani v. Bureau of Professional & Occupational Affairs</i> , 993 A.2d 921 (Pa. Cmwlth. 2010)
Conspiracy	<i>Vogelman v. Com., State Bd. of Funeral Directors</i> , 121 Pa. Cmwlth. 455, 550 A.2d 1367 (1988)
Illegally obtaining welfare reimbursements	<i>Liesner v. Com., State Dental Council & Examining Bd.</i> , 95 Pa. Cmwlth. 435, 505 A.2d 1074 (1986)
Aiding and abetting	<i>Vogelman v. Com., State Bd. of Funeral Directors</i> , 121 Pa. Cmwlth. 455, 550 A.2d 1367 (1988)
Conspiracy to Make False Statements to HUD to Obtain a Loan and aiding and abetting the commission of that offense	<i>Garland v. Dep't of State, Bureau of Prof'l & Occupational Affairs, State Bd. of Vehicle Mfrs., Dealers & Salespersons</i> , No. 842 C.D. 2008, 2008 WL 9406441 (Pa. Cmwlth. Nov. 6, 2008)

3.5 Application and Renewal Fees

Application and renewal fees for the 29 licensure boards are established based on each board or commission’s costs of administration and oversight. Fees are established through regulation. Since costs fluctuate, standard practice has been to project fee changes that will cover administration over five biennial renewal cycles to avoid needing repetitive regulatory changes that typically take at least two years to implement.

Application fee amounts are required by statute to be determined based on the cost to process an initial application for licensure. In contrast renewal fee amounts are determined based on the day-to-day operating costs of the board which includes administrative, legal, and investigatory oversight. This structure was established to create less of a burden for individuals initially entering a profession than for individuals who have been practicing.

This structure skews Pennsylvania’s fees in relation to comparison states. Because Pennsylvania’s initial fees are kept low, renewal fees tend to be slightly inflated, which results in Pennsylvania being above the regional average for several renewal fees but lower than the average for all but two initial fees: maritime pilots and hearing aid dispensers/specialists. Pennsylvania is \$41.25 above the regional average initial license and \$193.33 above the regional average renewal fee for maritime pilots. This is largely because of the license cycle. Most states have a 5-year renewal cycle for maritime pilots, while Pennsylvania and New York require annual renewal. Most states have a biennial renewal cycle for audiologists, while West Virginia, New Jersey, and Maine all have annual renewal cycles.

Table 11: Pennsylvania Renewal Fees Above Regional Averages

Occupation	Pennsylvania	Regional Average (adjusted)	Highest	Amount above Average
Maritime Pilots, 1-6th class	\$400.00	\$206.67	\$400.00	\$193.33
Funeral Director	\$200.00	\$147.19	\$300.00	\$52.81
Certified Real Estate Evaluator	\$112.50	\$64.58	\$112.50	\$47.92
Barber Teacher	\$87.00	\$44.30	\$87.00	\$42.70
Vehicle Salesperson	\$45.00	\$21.67	\$45.00	\$23.33
Auctioneer	\$130.00	\$111.43	\$200.00	\$18.57
Barber	\$54.50	\$35.96	\$65.00	\$18.54
Physical Therapist	\$54.50	\$35.96	\$65.00	\$18.54
Cemetery Salesperson	\$48.00	\$31.00	\$48.00	\$17.00
Cosmetology Teacher	\$52.50	\$35.82	\$112.50	\$16.68
Nursing Home Administrators	\$148.50	\$132.00	\$300.00	\$16.50
Esthetician Teacher	\$52.50	\$41.44	\$112.50	\$11.06
Landscape Architect	\$97.00	\$86.00	\$167.00	\$11.00

Authorization to Administer Injectables	\$15.00	\$12.50	\$15.00	\$2.50
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*Bold text indicates licenses renewal fees which are highest in the regional comparison group.

3.6 Training and Continuing Education

Training

Training requirements are meant to ensure that services provided within a licensed occupation meet a minimum standard of quality; however, training requirements can limit portability and cause problems for workers who may otherwise be qualified to enter a profession.

States will often require a professional association accredited exam or certification to serve as their minimum requirements, which can provide a level of uniformity. This is especially true of healthcare related professions. Further, individuals practicing an occupation in a state that does not require licensure may not be able to transfer their prior experience to Pennsylvania. Individuals licensed in other states have a greater ability to transfer their license through reciprocity or endorsement. In Pennsylvania, some boards currently grant licenses by endorsement if the board determines that a person licensed in another state has satisfied the training standards required in Pennsylvania.

For each of the occupational licensure classes listed in Table 12, Pennsylvania has higher initial licensure training and education requirements than the majority of states in the region.

Table 12: Training Requirements where Pennsylvania is above the Regional Average

Occupation	Pennsylvania	Comparison States
Apprentice Auctioneers	Two years and no less than 30 auctions prior to sitting for an auctioneer examination.	Ohio requires one year of apprenticeship and 12 auctions as "bid caller" prior to sitting for an auctioneer examination. West Virginia offers a 2-year apprenticeship under a licensed auctioneer or graduation from an accredited graduate school of auctioneering and 6 months of apprenticeship. New Hampshire requires an affidavit from a supervising auctioneer that the apprentice has participated in at least 10 auctions or has a certificate of graduation from an approved auctioneering school.

Barbers	PA requires 1,250 hours of experience in a licensed barber school or under a licensed barber teacher.	The regional average for training hours for barbers is 1,221 hours. CT, MD, MA, NH, NJ, VT, and WV all require less training hours than Pennsylvania.
Barber Teachers	PA requires 1,250 hours of experience under a licensed barber teacher in a licensed barber school or 5-years of experience as a licensed barber in a licensed barber shop.	The regional average for training hours for barber teachers is 980 hours with varying levels of prior experience alternatives.
Orthotists	PA requires 3,800 hours of clinical practice providing direct patient care services in orthotics or prosthetics prior to being eligible for a license.	New Jersey requires 1,900 hours of clinical practice. Ohio requires prospective licensees to take two semesters or three quarters of instruction in orthotics.
Prosthetists	PA requires 3,800 hours of clinical practice providing direct patient care services in orthotics or prosthetics prior to being eligible for a license.	New Jersey requires 1,900 hours of clinical practice. Ohio requires prospective licensees to practice for 8 months under the supervision of a licensed individual.

Continuing Education

Continuing education (CE) requirements help keep professionals informed of innovations and updates in their fields as well as current trends or issues that may arise. For instance, the heroin and opioid epidemic has led to continuing education requirements that prescribers must complete. The governor and administration officials should recommend that boards respectively evaluate whether the number of hours of continuing education are needed to protect the health and safety of residents.

Pennsylvania's CE requirements are largely in line with regional states with a few notable exceptions. With respect to business, or non-medical licensing, the commonwealth is near the average regionally for continuing education and training requirements. However, there are 18 license types where Pennsylvania exceeds the adjusted regional average in Table 13.

The most notable outlier is Pennsylvania's Osteopathic Physician and Surgeon CE requirement, to satisfy which a licensee must complete 100 credit hours biennially. This 100-hour requirement is equivalent to the credit hour requirement for the 3 other regional comparison states with a unique Osteopathic Physician and Surgeon license (Maine, Vermont, and West Virginia) combined.

Table 13 presents occupations in Pennsylvania that have a CE requirement greater than the regional average. For purposes of comparison, this data has been equalized to account for differences in

license renewal periods and continuing education requirements. The information presented in the table below may therefore differ slightly from the respective statutory or regulatory provision, which for example may only require a minimum number of hours (e.g., “no less than”) of continuing education.

Table 13: Above Average CE Requirements

Occupation	Pennsylvania	Regional Average	Highest	Amount above average
Athletic Trainer	25	24	50	1
Real Estate Salesperson	7	6	10.5	1
LDN - Nutritionist	15	14	37.5	1
Certified Registered Nurse Practitioner	15	14	37.5	1
Veterinary Technician	8	6	8	2
Certified Real Estate Evaluator	14	12	14	2
Land Surveyor	12	10	24	2
Landscape Architect	12	9	24	3
Physician Assistant	50	47	101	3
Perfusionist	15	11	22.5	4
Optometrist - Diagnostics	15	11	20	4
Nursing Home Administrator	24	20	24	4
Respiratory Therapist	15	10	20	5
Podiatrist	25	18	100	7
Geologist	12	5	12	7
Registered Nurse	15	8	15	7
Physician and Surgeon	50	33	50	17
Osteopathic Physician	50	25	50	25

*Bold text indicates that Pennsylvania has the highest or is tied for the highest continuing education requirement in the regional comparison group.

In several of the cases in Table 13, the CE requirements were pushed for by the industry or profession’s national association. Sometimes the CE requirements are set in state or federal statute and memorialized in regulations.

Athletic trainers are required by regulation to hold and maintain credentialing from the National Board of Certification which, as a national accreditation agency for athletic trainers, establishes the CE requirement. Physician assistants and podiatrists have a similar obligation to complete CE based on the national association’s requirements.

Certified registered nurse practitioner, geologist, landscape architect, land surveyor, LDN–nutritionist, osteopathic physician, optometrist, physician assistant, physical therapist, registered

nurse, respiratory therapist, and veterinary technician CE requirements are set directly in state statute.

The Board of Certified Real Estate Appraisers has a minimum CE requirement for certified real estate evaluators established by statute at 20 credit hours, but the board subsequently adopted regulations to require 28 hours biennially. This change was to add hours consistent with the Uniform Standards of Professional Appraisal Practice and the act, chapter, and policies of the board. Similarly, the Board of Nursing home administrators also has a minimum statutory threshold of 24 CE hours biennially. Since its creation, through regulatory action, the board has set a requirement above the minimum. Since 1983, the requirement has been set at 48 credit hours. This was a reduction from 72 hours, which was a national standard at the time. Subsequently, boards in many states have since lowered that threshold to 40 hours biennially, while a minority of states still maintain a threshold of 48 hours, or higher, every two years.

3.7 Processing Times

Recognizing that delays in receiving a license, reactivating a lapsed license, or obtaining a renewal can present a barrier to practice, BPOA reviewed processing times for each board and commission. Processing times for initial applications varied significantly from board to board, as noted in the chart below. Variations in processing times are due to multiple factors such as submission volume, graduation rates, length, licensing requirements and complexity. The average across all boards and commissions was 13.8 days.

Table 14: License Processing Times in Pennsylvania

Board / Commission	Initial Licensure	Reactivation	Renewal
Navigation Commission for the Delaware River and its Navigable Tributaries	0	0	0
State Architects Licensure Board	18	0	0
State Board of Accountancy	19	0	0
State Board of Auctioneer Examiners	4	0	0
State Board of Barber Examiners	12	9	5
State Board of Certified Real Estate Appraisers	7	0	0
State Board of Chiropractic	5	0	0
State Board of Cosmetology	15	19	0
State Board of Crane Operators	5	0	0
State Board of Dentistry	5	0	0
State Board of Examiners in Speech-Language Pathology and Audiology	7	0	0
State Board of Examiners of Nursing Home Administrators	4	0	0
State Board of Funeral Directors	7	0	0
State Board of Landscape Architects	0	0	0
State Board of Massage Therapy	4	0	0
State Board of Medicine	35	37	0

State Board of Nursing	17	43	0
State Board of Occupational Therapy	11	0	0
State Board of Optometry	9	0	0
State Board of Osteopathic Medicine	20	0	0
State Board of Pharmacy	45	0	0
State Board of Physical Therapy	7	0	0
State Board of Podiatry	6	0	0
State Board of Psychology	14	0	0
State Board of Social Workers, Marriage & Family Therapists and Professional Counselors	15	0	0
State Board of Vehicle Manufacturers, Dealers and Salespersons	39	35	0
State Board of Veterinary Medicine	14	0	0
State Real Estate Commission	53	41	0
State Registration Board for Professional Engineers, Land Surveyors and Geologists	3	2	0
Average	13.8	6.8	--

3.8 Interstate Compacts and Portability

Interstate compacts provide a streamlined approach to licensure by granting a license for multiple jurisdictions in a single conveyance while maximizing time, money and administrative resources. By doing so, interstate compacts make it easier for licensed workers to practice and relocate across state lines, increasing mobility and facilitating the free flow of workers. Reciprocity agreements must be made on a state to state basis, and endorsement require individual review of an applicant’s current licensure status, requirements, and professional integrity (as required by statute).

Many endorsement provisions require that a licensee have held their current license for a statutorily required period (from one to five years). Compacts also allow for multi-jurisdictional authority, where information is more easily shared among members of the compact. In disciplinary matters, for example, violations of a practice act in a one state could be automatically communicated to member states, streamlining administrative procedures for notification and disciplinary protocol.

In reviewing the utility of compacts, states must be mindful of preserving state sovereignty and autonomy and avoiding procedures or policies that may implicate federal anti-trust scrutiny. For example, when discipline in one state is communicated to member states and activates responsive administrative protocols, care must be given to dutifully provide the licensee with due process in all states where licensure may be affected.

Governor Wolf signed enabling legislation for the Interstate Medical Compact in late 2016. Act 112 of 2016 authorizes Pennsylvania to join the Interstate Compact which includes 17 other states, as well as allowing eligible licensed physicians in one state to treat patients in other states via telehealth by streamlining the licensing process for physicians between those member states. Pennsylvania is anticipated to formally join the Compact by the end of 2018.

Another related trend in this area is addressing licensure portability for specific groups, such as military spouses, who are disproportionately affected by licensure requirements due to their need to move frequently as spouses' postings change. Research shows that military spouses are ten times more likely to move across state lines in a given year than their civilian counterparts.¹⁵

The Department of Defense, working with The Center for Research and Outreach at the University of Minnesota, has studied this problem extensively, finding that 50 percent of military spouses work in careers that require state licensure or credentialing, and over 40 percent of these spouses "have had difficulty with portability of licensure or credentials after a permanent change of station, which has been identified as a factor that contributes to employment gaps and underemployment within military families."¹⁶

The Department of Defense has recommended three best practices states can pursue to help licensed military spouses:¹⁷

- *Facilitating endorsement of a current license from another jurisdiction as long as the requirements for licensure in that jurisdiction are substantially equivalent to those in the licensing state, and the applicant:*
 - *Has not committed any offenses that would be grounds for suspension or revocation of the license in the other jurisdiction, and is otherwise in good standing in that jurisdiction; and*
 - *Can demonstrate competency in the occupation through methods as determined by the Board, such as having completed continuing education units, having had sufficient recent experience (in a full or part time, paid or volunteer position), or by working under supervision for a prescribed period.*
- *Providing a temporary or provisional license allowing the military spouse to practice while fulfilling requirements needed to qualify for endorsement in the licensing state, or awaiting verification of documentation supporting an endorsement. Temporary licenses should require minimum documentation, such as proof of holding a current license in good standing and marriage to an active duty Service member who is assigned to the state.*
- *Expediting application procedures so that:*
 - *The director overseeing licensing within the state has authority to approve license applications for the boards; and/or*
 - *The individual licensing boards have authority to approve a license based simply on an affidavit from the applicant that the information provided on the application is true and that verifying documentation has been requested.*

¹⁵ U.S. Dep't of the Treasury and U.S. Dep't of Defense, Supporting Our Military Families: Best Practices for Streamlining Occupational Licensure Across State Lines 3 (2012) (*hereinafter* Supporting Our Military Families).

¹⁶ See Military Spouse Licensure Portability Examination (Center for Research and Outreach (REACH) University of Minnesota, 2017).

¹⁷ Supporting Our Military Families at 4-5.

Of particular note, the Center for Research and Outreach found that Pennsylvania was one of only four states—along with Connecticut, Iowa, and Montana—which do not have any enacted legislation specific to portability of licensure for military spouses.

3.9 Demographics

Demographics of BPOA Boards and Commissions

To understand the demographic makeup of the current membership of the boards and commissions within BPOA, the 189 members serving on boards and commissions as of November 17, 2017 were asked to complete a confidential survey with questions regarding their gender, ethnicity or race, geographical region, and age. Of the members who were asked to complete the survey, 177 responded. The demographic information collected will help BPOA ensure all boards and commissions reflect the composition of the licensee population and professional community with respect to race, ethnicity, gender, and regional statistics.

Responses indicate that boards are less diverse (86% White, 5% Black, 3% Hispanic or Latino, 2% Asian) than the commonwealth as a whole (82.4% White, 11.8% Black, 7% Hispanic, 3.5% Asian). Males are represented more frequently than females (57% to 42%), and the members of the board tend to be older than the average in Pennsylvania, with over two-thirds of respondents identifying their age as being over 56. Board membership varies geographically, with larger proportions drawn from more densely populated regions of the state: Southeastern region 34%; Southwestern region 23%; Southcentral region: 20%; Northeastern region 10%; Northwestern region 7%; Northcentral region 6%. These numbers track loosely with the geographic population distribution in Pennsylvania: Southeastern region 41%, Southwestern region 21%, Southcentral region: 13%, Northeastern region 13%, Northwestern region 7%, Northcentral region 6%.

When asked about race, board members identified as 86.44% White, 2.8% Hispanic or Latino, 2.3% Asian; 4.5% as Black; and .56% as American Indian or Alaskan Native. Less than one percent of the members identified themselves as belonging to more than one race. When asked about gender, 56.5% of the board members that responded identified themselves as being male and 41.8% members identified themselves as female. According to census data, the total population of the Commonwealth is 51% female and 49% male. No board members identified themselves as transgender and 1.7% members preferred not to disclose their gender.

When asked about age, 1.7% of board members identified being between the ages of 26 and 35, 8.5% between the ages of 36 and 45, 22.6% between the ages of 46 and 55; 40% as between the ages of 56 and 65, and 27.7% identified their ages as being over 65. When asked about their residence geographically, the Southwestern region of the state had 22.6% of the members, 7.3% of the members were in the Northwestern region of the state, 20.3% of the members were in the Southcentral region of the state, 5.7% of the members were in the Northcentral region of the state, 33.9% of the members were in the Southeastern region of the state, and 10.2% of the members were in the Northeastern region of the state.

Demographics of the Licensee Population

As part of the initial application or renewal application process, BPOA includes a confidential demographic survey of licensees and applicants. Because renewal periods are staggered over two years, the collection of data for current licensees will not be complete until December 31, 2019. Previously, BPOA collected demographic data from surveys provided to applicants seeking initial licensure and through licensing records.

Applicants applying for licensure or renewing their license are asked to answer demographic information. On the application licensees could choose not to answer. Overwhelmingly (more than 74 percent), licensees did not respond to the questions. Because of limited data and ability to benchmark the licensed population against board makeup and the general population, an analysis is not included.

Appendix 1 – Disciplinary Action by Board FY 17-18 through May 16, 2018

State Board of Accountancy						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	2	1	1	0	1	0
Suspensions	3	1	2	1	1	3
Stayed suspensions	1	0	0	0	0	0
Voluntary surrenders	1	1	2	2	3	2
Probations	0	1	0	0	0	2
Reprimands	2	1	1	1	0	5
Civil Penalties	21	19	12	1	0	3
Act 48	44	85	71	7	95	18
Others	1	0	0	1	0	1
Total, all sanctions	75	109	89	13	100	34

State Architects Licensure Board						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	1	0	0	0	1
Suspensions	1	1	0	0	0	0
Voluntary surrenders	0	0	0	0	1	0
Reprimands	0	5	4	5	1	0
Civil Penalties	5	2	0	0	3	2
Act 48	4	5	10	5	2	3
Others	0	0	0	1	0	0
Total, all sanctions	10	14	14	11	7	6

State Board of Auctioneer Examiners						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	2	2	4	2	1	0
Suspensions	0	2	1	0	0	5
Stayed suspensions	0	0	0	4	0	0
Voluntary surrenders	8	0	9	0	0	0
Probations	0	0	1	0	1	0
Reprimands	1	0	4	1	1	0
Civil Penalties	4	7	5	0	0	2
Act 48	5	8	6	18	6	13
Total, all sanctions	20	19	30	25	9	20

State Board of Barber Examiners						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	1	1	2	3	3	1
Suspensions	39	40	42	47	21	22

Stayed suspensions	1	2	0	0	7	8
Voluntary surrenders	1	0	1	0	0	1
Probations	0	0	0	0	7	3
Reprimands	0	0	0	1	0	2
Civil Penalties	15	20	14	20	4	1
Act 48	103	95	84	98	94	114
Others	0	1	0	0	40	39
Total, all sanctions	160	159	143	169	175	190

State Board of Certified Real Estate Appraisers						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	3	1	4	0	1	0
Suspensions	4	3	1	2	1	4
Stayed suspensions	0	2	0	0	0	0
Voluntary surrenders	2	1	7	2	1	1
Probations	1	3	1	1	10	0
Reprimands	0	3	0	1	2	2
Civil Penalties	19	10	9	12	12	9
Others	0	0	1	3	0	0
Total, all sanctions	29	23	23	21	27	16

State Board of Chiropractic						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	3	6	1	0	0	0
Suspensions	7	10	4	7	1	5
Stayed suspensions	2	1	0	2	1	0
Voluntary surrenders	1	1	0	0	1	0
Probations	3	4	2	0	1	1
Reprimands	1	0	0	3	0	0
Civil Penalties	2	0	1	1	0	0
Act 48	0	1	2	14	8	4
Others	2	1	0	0	1	0
Total, all sanctions	21	24	10	27	13	10

State Board of Cosmetology						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	1	0	2	4	0
Suspensions	61	32	58	74	58	67
Stayed suspensions	0	0	5	3	7	6
Voluntary surrenders	1	0	0	0	0	2
Restricted licensures	0	1	0	0	0	0

Probations	1	0	0	8	35	9
Reprimands	1	2	7	11	1	6
Civil Penalties	62	38	102	34	18	15
Act 48	500	383	386	411	383	380
Others	2	1	2	4	6	33
Total, all sanctions	627	458	560	547	512	518

State Board of Crane Operators						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Suspensions	0	0	0	0	1	0
Stayed suspensions	0	0	0	0	0	1
Probations	1	0	2	0	2	0
Civil Penalties	1	4	4	2	4	3
Others	0	1	0	0	0	2
Total, all sanctions	2	5	6	2	7	6

State Board of Dentistry						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	9	1	10	2	3	3
Suspensions	18	14	10	14	10	14
Stayed suspensions	4	5	7	5	4	9
Voluntary surrenders	11	3	4	3	6	2
Probations	7	2	2	4	2	3
Reprimands	12	5	8	10	13	22
Civil Penalties	8	13	8	5	4	3
Act 48	1	6	3	2	1	3
Others	2	2	6	2	6	1
Total, all sanctions	72	51	58	47	49	60

State Registration Board for Professional Engineers, Land Surveyors and Geologists						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	0	2	2	1	1
Suspensions	3	1	3	2	0	1
Stayed suspensions	0	0	1	0	2	1
Voluntary surrenders	2	2	1	0	2	0
Probations	1	0	0	0	0	1
Reprimands	6	6	5	6	5	3
Civil Penalties	16	6	6	8	1	3
Act 48	10	5	23	3	13	7
Others	1	0	1	0	0	0
Total, all sanctions	39	20	42	21	24	17

State Board of Funeral Directors						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	4	2	2	8	4	0
Stayed revocations	0	0	0	3	0	0
Suspensions	3	5	1	3	1	3
Stayed suspensions	2	1	0	0	5	2
Voluntary surrenders	0	1	2	1	0	7
Probations	1	0	1	2	1	3
Reprimands	2	1	2	3	2	0
Civil Penalties	0	4	3	3	5	16
Act 48	8	4	5	9	1	8
Others	0	1	1	0	1	1
Total, all sanctions	18	19	17	32	20	40

State Board of Landscape Architects						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18
Suspensions	0	1	1	0	0	0
Stayed suspensions	0	1	0	0	0	0
Reprimands	0	0	1	0	1	1
Civil Penalties	2	1	1	0	1	2
Total, all sanctions	2	3	3	0	2	3

State Board of Massage Therapy						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	1	2	1	2	3
Suspensions	2	1	3	4	8	3
Stayed suspensions	1	0	2	0	1	3
Voluntary surrenders	0	0	0	3	0	4
Probations	3	1	3	1	5	4
Reprimands	0	0	1	0	1	4
Civil Penalties	0	4	14	9	8	4
Act 48	1	26	7	19	19	15
Others	3	1	1	2	5	1
Total, all sanctions	10	34	33	39	49	41

State Board of Medicine						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	14	14	10	12	20	7
Stayed revocations	1	1	0	1	0	0
Suspensions	55	49	50	51	61	65

Stayed suspensions	19	7	22	17	33	24
Voluntary surrenders	47	37	21	31	28	28
Probations	14	12	9	8	8	11
Reprimands	17	8	19	24	20	23
Civil Penalties	17	13	18	23	15	23
Act 48	1	0	0	0	0	0
Others	5	10	13	8	6	11
Total, all sanctions	190	151	162	175	191	192

Navigation Commission for the Delaware River and Its Navigable Tributaries						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	0	0	0	0	0
Stayed revocations	0	0	0	0	0	0
Suspensions	0	0	0	0	0	0
Stayed suspensions	0	0	0	0	0	0
Voluntary surrenders	0	0	0	0	0	0
Probations	0	0	0	0	0	0
Reprimands	0	0	0	0	0	0
Civil Penalties	0	0	0	0	0	0
Act 48	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total, all sanctions	0	0	0	0	0	0

State Board of Nursing						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	11	12	16	27	35	50
Stayed revocations	0	0	1	0	0	0
Suspensions	211	242	267	379	555	435
Stayed suspensions	88	95	110	129	121	156
Voluntary surrenders	22	35	78	103	85	67
Probations	41	14	43	38	34	38
Reprimands	31	29	94	97	86	73
Civil Penalties	5	7	10	13	6	4
Act 48	11	13	48	40	19	9
Others	17	24	15	17	17	8
Total, all sanctions	436	471	682	843	958	840

State Board of Examiners of Nursing Home Administrators						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Suspensions	0	0	1	1	1	0
Voluntary surrenders	0	1	0	1	0	1

Reprimands	1	0	0	2	1	0
Civil Penalties	0	1	0	1	2	0
Total, all sanctions	1	2	1	5	4	1

State Board of Occupational Therapy Education and Licensure						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	0	0	0	1	0
Suspensions	0	1	0	1	1	0
Stayed suspensions	0	0	0	1	0	1
Act 48	1	0	1	3	0	0
Total, all sanctions	1	1	1	5	2	1

State Board of Optometry						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Suspensions	3	2	1	1	1	0
Stayed suspensions	0	0	0	1	1	0
Voluntary surrenders	0	0	1	0	0	0
Probations	1	0	0	0	0	0
Reprimands	1	0	0	0	1	1
Civil Penalties	0	0	2	0	0	0
Total, all sanctions	5	2	4	2	3	1

State Board of Osteopathic Medicine						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	3	2	0	0	4	2
Suspensions	8	9	11	9	11	21
Stayed suspensions	1	2	4	4	13	8
Voluntary surrenders	7	1	4	8	4	7
Probations	6	0	2	3	2	3
Reprimands	1	7	1	4	4	1
Civil Penalties	1	1	0	3	3	3
Others	0	3	0	2	1	1
Total, all sanctions	27	25	22	33	42	46

State Board of Pharmacy						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	1	2	7	5	3	4
Suspensions	26	24	14	17	16	6
Stayed suspensions	10	4	8	8	11	7
Voluntary surrenders	3	7	8	4	2	5

Probations	8	11	2	5	4	2
Reprimands	2	6	7	1	5	4
Civil Penalties	5	6	2	5	9	9
Act 48	52	16	17	27	35	38
Others	0	3	2	3	2	1
Total, all sanctions	107	79	67	75	87	76

State Board of Physical Therapy						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	0	1	1	1	0
Suspensions	1	2	2	4	1	2
Stayed suspensions	0	0	2	2	1	1
Voluntary surrenders	0	2	0	1	1	1
Probations	2	0	1	2	1	1
Reprimands	1	1	1	1	0	4
Civil Penalties	0	1	0	0	0	0
Others	1	1	0	0	0	1
Total, all sanctions	5	7	7	11	5	10

State Board of Podiatry						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	0	0	0	4	1
Suspensions	1	2	2	2	3	2
Stayed suspensions	1	0	0	0	0	2
Voluntary surrenders	0	0	0	1	0	0
Probations	0	0	1	1	0	0
Reprimands	0	0	0	0	0	1
Civil Penalties	1	0	0	1	0	2
Others	0	2	1	0	0	0
Total, all sanctions	3	4	4	5	7	8

State Board of Psychology						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	2	0	2	0	2	1
Suspensions	3	4	2	2	3	0
Stayed suspensions	0	0	0	0	0	1
Voluntary surrenders	1	0	2	1	1	1
Probations	1	1	0	2	1	1
Reprimands	3	4	3	2	3	1
Civil Penalties	1	7	5	3	4	3
Others	1	1	0	0	0	1

Total, all sanctions	12	17	14	10	14	9
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State Real Estate Commission						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	8	12	23	21	14	5
Suspensions	24	19	48	15	19	18
Stayed suspensions	0	2	6	3	4	2
Voluntary surrenders	8	5	5	1	3	3
Probations	17	26	20	18	21	28
Reprimands	4	2	7	7	9	4
Civil Penalties	37	25	9	24	31	10
Act 48	26	37	54	36	27	37
Others	0	2	0	2	0	0
Total, all sanctions	124	130	171	127	128	106

State Board of Social Workers, Marriage and Family Therapists and Professional Counsellors						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	0	3	1	0	1	1
Suspensions	6	7	5	3	11	6
Stayed suspensions	0	1	1	1	2	3
Voluntary surrenders	3	2	6	1	3	3
Probations	1	0	1	0	5	2
Reprimands	10	1	0	2	0	5
Civil Penalties	37	0	2	2	3	3
Act 48	0	0	0	0	0	3
Others	0	0	1	0	5	2
Total, all sanctions	57	14	17	9	30	28

State Board of Examiners in Speech-Language Pathology and Audiology						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Suspensions	1	0	2	3	1	3
Stayed suspensions	0	0	0	0	0	1
Voluntary surrenders	0	0	0	1	0	2
Probations	0	0	1	0	0	0
Reprimands	3	1	0	2	1	0
Civil Penalties	4	2	2	0	0	0
Act 48	10	2	1	4	3	3
Total, all sanctions	18	5	6	10	5	9

State Board of Vehicle Manufacturers, Dealers and Salespersons						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	14	17	10	23	17	12
Stayed revocations	0	0	0	0	1	0
Suspensions	35	22	24	27	27	37
Stayed suspensions	4	3	4	6	10	10
Voluntary surrenders	9	2	9	9	19	9
Probations	54	8	15	38	24	25
Reprimands	2	5	1	1	10	10
Civil Penalties	20	11	7	17	6	16
Act 48	71	51	80	77	49	68
Others	1	16	29	6	2	1
Total, all sanctions	210	134	179	204	165	188

State Board of Veterinary Medicine						
	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY16/17	FY 17/18
Revocations	2	0	0	2	2	0
Stayed revocations	0	0	0	1	0	0
Suspensions	0	3	3	5	7	0
Stayed suspensions	1	0	2	0	2	3
Voluntary surrenders	1	0	1	1	1	1
Probations	1	0	2	2	2	2
Reprimands	6	1	6	1	3	2
Civil Penalties	11	9	8	17	11	10
Act 48	1	8	1	3	0	0
Others	1	0	0	0	1	0
Total, all sanctions	24	21	23	32	29	18

Appendix 2 – Disciplinary Action Data

Reprimands	1	0	4	1	1	0
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Board	Top Apparent* Violation Resulting in Fine	Number of Actions Indicating Fine
Accountancy	Failure to Satisfy Continuing Education	327
Accountancy	Citation (Act 48)	293
Accountancy	Practicing on lapsed/suspended license	27
Accountancy	Unlicensed Practice Activity	9
Accountancy	Unprofessional Conduct	4
Accountancy	Conviction of Felony/Misdemeanor	2
Accountancy	Incompetence	1
Accountancy	Unprofessional Conduct-Peer Review	1
Accountancy	Arrested/charged with a felony or misdemeanor -trial pending	1
Accountancy	Fraud/Deceit in Obtaining or Renewing licensure	1
Accountancy	Misleading or Fraudulent Advertising	1
Accountancy	Disciplinary Action in Another State	1
Architects	Practicing on lapsed/suspended license	32
Architects	Citation (Act 48)	28
Architects	Unlicensed Practice Activity	5
Architects	Unprofessional Conduct	2
Architects	Disciplinary Action in Another State	2
Architects	Fraud in the Practice of Profession	1
Auctioneer Examiners	Citation (Act 48)	54
Auctioneer Examiners	Unlicensed Practice Activity	26
Auctioneer Examiners	Practicing on lapsed/suspended license	20
Auctioneer Examiners	Unprofessional Conduct	12
Auctioneer Examiners	Misrepresentation	8
Auctioneer Examiners	Failure to Pay Monies to Another	7
Auctioneer Examiners	Incompetence	5
Auctioneer Examiners	Operating and Unlicensed Facility	5
Auctioneer Examiners	Failure to Establish Escrow Account	2
Auctioneer Examiners	Misleading or Fraudulent Advertising	2
Auctioneer Examiners	Failure to Maintain Bond	2
Auctioneer Examiners	Disciplinary Action in Another State	2
Barber Examiners	Citation (Act 48)	580
Barber Examiners	Unlicensed Practice Activity	200
Barber Examiners	Practicing on lapsed/suspended license	166
Barber Examiners	Employing Unlicensed Individuals	144
Barber Examiners	Operating and Unlicensed Facility	97
Barber Examiners	Facility Violation	92
Barber Examiners	Failure to Keep Clean	20

Barber Examiners	Failure to Supervise Employees	9
Barber Examiners	Failure to Display License	8
Barber Examiners	Aiding/ Abetting Unlicensed Practice	7
Certified Real Est. Appraisers	Incompetence	51
Certified Real Est. Appraisers	Failure to Satisfy Continuing education	6
Certified Real Est. Appraisers	Unprofessional Conduct	6
Certified Real Est. Appraisers	Practicing Outside Scope of License	5
Certified Real Est. Appraisers	Fraud in the Practice of Profession	3
Certified Real Est. Appraisers	Unlicensed Practice Activity	3
Certified Real Est. Appraisers	Disciplinary Action in Another State	2
Certified Real Est. Appraisers	Misrepresentation	1
Certified Real Est. Appraisers	Practicing on lapsed/suspended license	1
Chiropractic	Citation (Act 48)	28
Chiropractic	Failure to Satisfy Continuing Education	24
Chiropractic	Practicing on lapsed/suspended license	6
Chiropractic	Failure to keep Adequate Records	1
Chiropractic	Fraud/Deceit in Obtaining/Renewing Licensure	1
Chiropractic	Unlicensed Practice Activity	1
Chiropractic	Disciplinary Action in Another State	1
Cosmetology	Citation (Act 48)	2,396
Cosmetology	Practicing on lapsed/suspended license	1,193
Cosmetology	Unlicensed Practice Activity	469
Cosmetology	Employing Unlicensed Individuals	397
Cosmetology	Facility Violation	355
Cosmetology	Operating and Unlicensed Facility	284
Cosmetology	Failure to Keep Clean	103
Cosmetology	Practicing Outside Scope of Licensure	67
Cosmetology	Failure to Display License	45
Cosmetology	Failure to Supervise Employees	13
Crane Operators	Unlicensed Practice Activity	8
Crane Operators	Practicing on lapsed/suspended license	7
Crane Operators	Unprofessional Conduct	1
Crane Operators	Aiding/ Abetting Unlicensed Practice	1
Crane Operators	Employing Unlicensed Individuals	1
Dentistry	Practicing on lapsed/suspended license	19

Dentistry	Citation (Act 48)	15
Dentistry	Disciplinary Action in Another State	11
Dentistry	Incompetence	5
Dentistry	Unlicensed Practice Activity	4
Dentistry	Aiding/ Abetting Unlicensed Practice	4
Dentistry	Failure to Satisfy Continuing Education	3
Dentistry	Violation of Board Order	2
Dentistry	Unprofessional Conduct	2
Dentistry	DUI	2
Dentistry	Fraud/Undefined	2
Dentistry	Practicing Outside Scope of Licensure	2
Dentistry	Facility Violation	2
Engineers	Citation (Act 48)	58
Engineers	Practicing on lapsed/suspended license	47
Engineers	Failure to Satisfy Continuing Education	29
Engineers	Unlicensed Practice Activity	11
Engineers	Unprofessional Conduct	5
Engineers	Disciplinary Action in Another State	5
Engineers	Operating and Unlicensed Facility	2
Engineers	Incompetence	1
Engineers	Violation of Board Order	1
Engineers	Conviction of a Crime	1
Engineers	DUI	1
Engineers	Fraud in the Practice of Profession	1
Engineers	Practicing Outside Scope of License	1
Funeral Directors	Citation (Act 48)	33
Funeral Directors	Practicing on lapsed/suspended license	27
Funeral Directors	Failure to Satisfy Continuing Education	13
Funeral Directors	Facility Violation	9
Funeral Directors	Unprofessional Conduct	7
Funeral Directors	Reporting Requirement Noncompliance	5
Funeral Directors	Unlicensed Practice Activity	4
Funeral Directors	Refusing Inspection of Premises	2
Funeral Directors	Post-Adjudication and Order Enforcement	1
Funeral Directors	Failure to Display License	1
Funeral Directors	Failure to Supervise Employees	1
Funeral Directors	Misleading or Fraudulent Advertising	1
Funeral Directors	Fraud in the Practice of Profession	1
Funeral Directors	Mass Advertising Violation	1
Funeral Directors	Operating and Unlicensed Facility	1
Funeral Directors	Failure to Keep Clean	1
Landscape Architects	Failure to Satisfy CE	3
Landscape Architects	Practicing on lapsed/suspended license	3
Landscape Architects	Unlicensed Practice Activity	1
Massage Therapy	Unlicensed Practice Activity	81

Massage Therapy	Citation (Act 48)	72
Massage Therapy	Practicing on lapsed/suspended license	20
Massage Therapy	Employing Unlicensed Individuals	16
Massage Therapy	Failure to Satisfy Continuing Education	8
Massage Therapy	Failure to Display License	5
Massage Therapy	Sexual Misconduct	5
Massage Therapy	Aiding/ Abetting Unlicensed Practice	4
Massage Therapy	Mass Advertising Violation	1
Medicine	Disciplinary Action in Another State	75
Medicine	Unlicensed Practice Activity	10
Medicine	Failure to Satisfy CE	9
Medicine	Improper Prescribing without Criminal Intent	6
Medicine	Conviction of Felony/Misdemeanor	5
Medicine	Unprofessional Conduct	4
Medicine	Practicing on lapsed/suspended license	4
Medicine	Malpractice/Negligence	2
Medicine	Failure to keep Adequate Records	2
Medicine	Conviction of a Crime	2
Nursing	Citation (Act 48)	141
Nursing	Failure to Satisfy Continuing Education	114
Nursing	Practicing on lapsed/suspended license	35
Nursing	Disciplinary Action in Another State	15
Nursing	Conviction of Felony/Misdemeanor	7
Nursing	Unlicensed Practice Activity	6
Nursing	Unprofessional Conduct	4
Nursing	Failure to keep Adequate Records	3
Nursing	Fraud/Undefined	3
Nursing	Incompetence	2
Nursing	Personal Use or Addiction	2
Nursing	Arrested/charged with a felony or misdemeanor – Trial Pending	2
Nursing	20601-Fraud/Deceit in Obtaining or renewing licensure	2
Nursing Home Administration	20206-Failure to Satisfy Continuing Education	5
Nursing Home Administration	20300-Unprofessional Conduct	1
Occupational Therapy	Practicing on a lapsed/suspended License	5
Occupational Therapy	Citation (Act 48)	5
Optometry	Practicing on a lapsed/suspended License	1
Optometry	Disciplinary Action in Another State	1
Osteopathic Medicine	Disciplinary Action in Another State	7
Osteopathic Medicine	Failure to Satisfy Continuing Education	2
Osteopathic Medicine	Unprofessional Conduct	1

Osteopathic Medicine	Personal Use or Addiction	1
Osteopathic Medicine	Improper Prescribing without Criminal Intent	1
Osteopathic Medicine	Practicing on a lapsed/suspended License	1
Pharmacy	Citation (Act 48)	182
Pharmacy	Facility Violation	107
Pharmacy	Failure to Supervise Employees	46
Pharmacy	Reporting Requirement Noncompliance	35
Pharmacy	Disciplinary Action in Another State	16
Pharmacy	Failure to keep Adequate Records	8
Pharmacy	Failure to Satisfy Continuing Education	7
Pharmacy	Misleading or Fraudulent Advertising	7
Pharmacy	Improper Prescribing without Criminal Intent	5
Pharmacy	Practicing on a lapsed/suspended License	4
Physical Therapy	Unlicensed Practice Activity	1
Podiatry	Aiding/ Abetting Unlicensed Practice	2
Podiatry	Failure to Satisfy Continuing Education	1
Podiatry	Disciplinary Action in Another State	1
Psychology	Unlicensed Practice Activity	11
Psychology	Practicing on lapsed/suspended license	4
Psychology	Incompetence	3
Psychology	Violation of Board Order	3
Psychology	Unprofessional Conduct	3
Psychology	Misrepresentation	3
Psychology	Failure to Satisfy Continuing Education	2
Psychology	Fraud in the Practice of Profession	2
Psychology	Sexual Misconduct	1
Psychology	Misleading or Fraudulent Advertising	1
Psychology	Medicare/Medicaid Violation	1
Psychology	Aiding/ Abetting unlicensed practice	1
Real Estate Commission	Citation (Act 48)	199
Real Estate Commission	Reporting Requirement Noncompliance	104
Real Estate Commission	Practicing on a lapsed/suspended License	84
Real Estate Commission	Failure to Satisfy Continuing Education	51
Real Estate Commission	Unlicensed Practice Activity	34
Real Estate Commission	Failure to Supervise Employees	21
Real Estate Commission	Unprofessional Conduct	16
Real Estate Commission	Misrepresentation	15
Real Estate Commission	DUI	12
Real Estate Commission	Incompetence	8
Social Work	Failure to Satisfy Continuing Education	33
Social Work	Practicing on a lapsed/suspended License	11
Social Work	Citation (Act 48)	3

Social Work	Arrested/Charged with a felony or misdemeanor – trial pending	1
Social Work	Fraud/Deceit in obtaining or renewing licensure	1
Social Work	Misrepresentation	1
Social Work	Misleading or Fraudulent Advertisement	1
Social Work	Unlicensed Practice Activity	1
Social Work	Practicing Outside Scope of License	1
Social Work	Disciplinary Action in Another State	1
Social Work	Application case other than reinstatement	1
Speech	Failure to Satisfy Continuing Education	25
Speech	Citation (Act 48)	23
Speech	Practicing on a lapsed/suspended License	6
Speech	Fraud/Deceit in Obtaining/Renewing licensure	1
Vehicle Board	Citation (Act 48)	383
Vehicle Board	Facility Violation	143
Vehicle Board	Unlicensed Practice Activity	103
Vehicle Board	Practicing on a lapsed/suspended License	85
Vehicle Board	Employing Unlicensed Individuals	63
Vehicle Board	Reporting Requirement Noncompliance	22
Vehicle Board	Unprofessional Conduct	19
Vehicle Board	Operating and Unlicensed Facility	16
Vehicle Board	Conviction of Felony/Misdemeanor	15
Vehicle Board	Aiding/ Abetting Unlicensed Practice	14
Veterinary Medicine	Malpractice/Negligence	21
Veterinary Medicine	Unlicensed Practice Activity	19
Veterinary Medicine	Incompetence	18
Veterinary Medicine	Practicing on a lapsed/suspended License	13
Veterinary Medicine	Citation (Act 48)	12
Veterinary Medicine	Unprofessional Conduct	8
Veterinary Medicine	Improper Prescribing without Criminal Intent	6
Veterinary Medicine	Malpractice/Undefined	4
Veterinary Medicine	Failure to Satisfy CE	4
Veterinary Medicine	Patient Abuse or Neglect	4

* The data presented in this table are drawn from an information technology system used by BPOA to track the progress of complaints which relies on the manner in which the complaint underlying the sanction was coded at the time it was initially opened. In some instances, after investigation and review, a complaint initially coded as one type may result in a different charge serving as the basis of prosecution and violation. Therefore, this data is believed to present an accurate picture of the trend in violations but is not guaranteed to be accurate in every case.

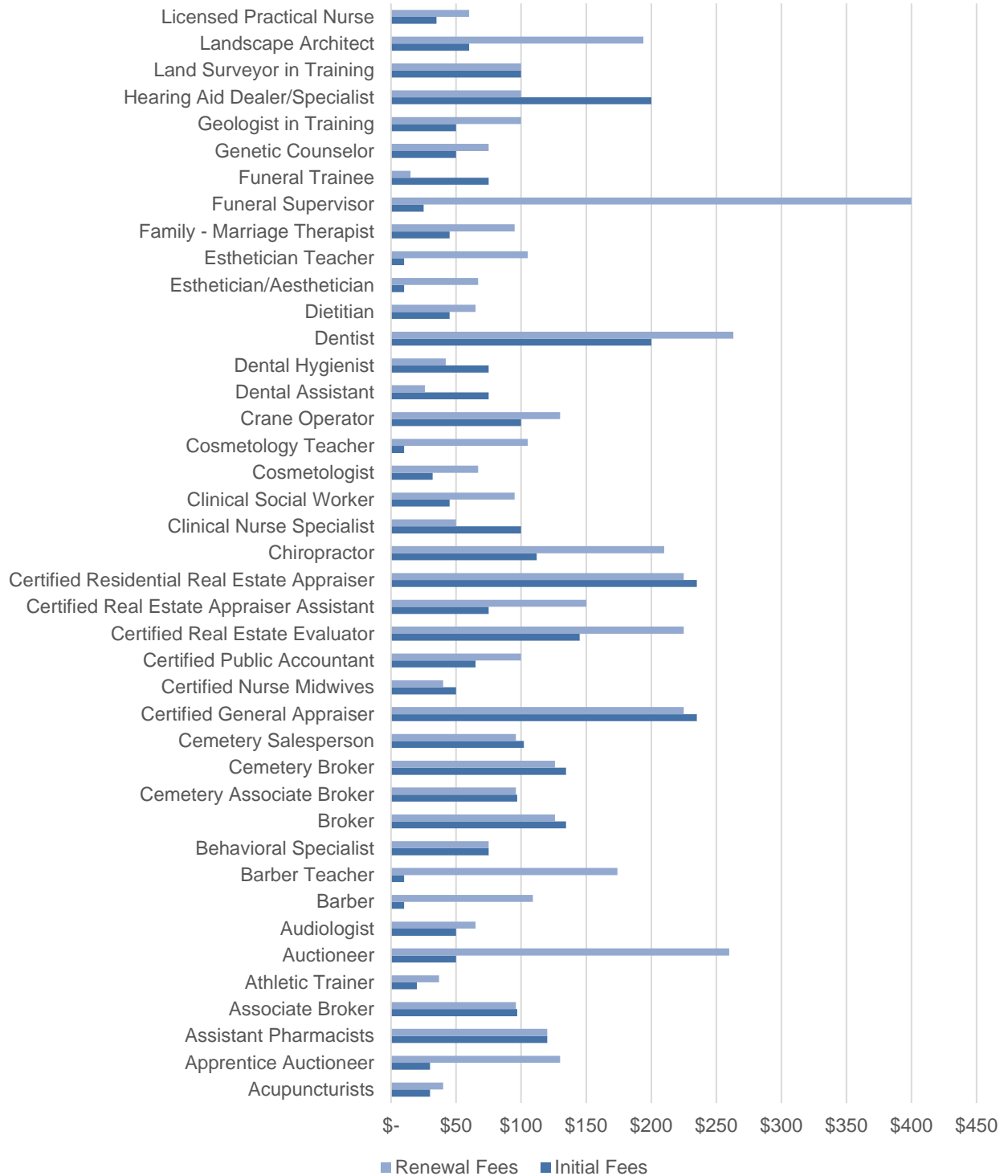
The following table shows total violations for practicing with a lapsed or suspended license board by board for each year from 2013 through 2018.

Board	2013	2014	2015	2016	2017	2018
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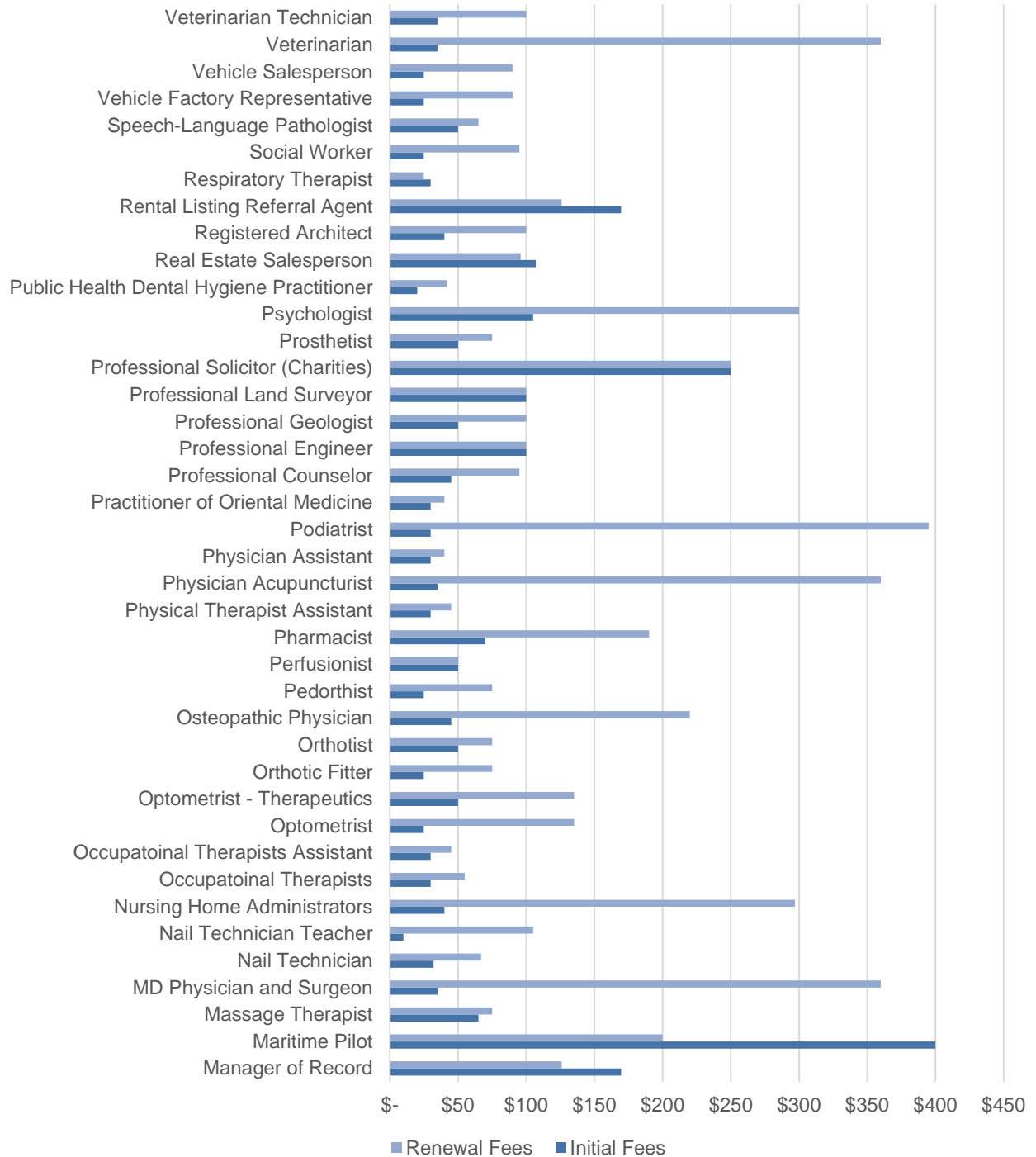
Accountancy	15	17	5	0	0	5
Architects	7	6	11	8	5	5
Auctioneer Examiners	7	10	9	16	4	10
Barber Examiners	7	10	9	15	67	81
Certified Real Est. Appraisers	0	2	0	2	1	1
Chiropractic	5	1	4	3	0	1
Cosmetology	344	316	356	350	278	302
Crane Operators	0	2	4	2	4	3
Dentistry	6	10	5	3	7	8
Engineers	22	5	13	12	8	9
Funeral Directors	5	9	1	11	5	9
Landscape Architects	1	1	0	0	1	2
Massage Therapy	1	27	12	27	21	18
Medicine	1	3	5	8	1	7
Nursing	15	12	9	14	12	12
Nursing Home Administration	0	0	1	0	0	0
Occupational Therapy	1	0	1	3	0	0
Optometry	0	0	1	0	0	0
Osteopathic Medicine	0	0	0	1	1	0
Pharmacy	1	1	1	1	3	0
Physical Therapy	0	1	0	0	0	0
Podiatry	0	0	0	0	1	0
Psychology	1	5	4	2	2	2
Real Estate Commission	30	29	23	21	11	16
Social Work	18	1	1	0	1	2
Speech	5	2	1	0	0	0
Vehicle Board	36	33	40	43	25	44
Veterinary Medicine	6	10	2	10	4	2
Total Lapsed/Suspended License Violations	534	513	518	552	462	539

Appendix 3: Initial Versus Renewal Fee

Initial Versus Renewal Fees



Initial versus Renewal Fees



ACCOUNTANCY BOARD

- Certified Public Accountant
 - Public Accountant

Certified Public Accountant



Definition

“Certified Public Accountant” An accountant certified by a state examining board as having fulfilled the requirements of state law to be a public accountant.

Abbreviation: C.P.A.

[Certified public accountant. (n.d.). Dictionary.com Unabridged. Retrieved April 18, 2018 from Dictionary.com website <http://www.dictionary.com/browse/certified-public-accountant>.]

“CPA” Certified public accountant

[CHAPTER 11 STATE BOARD OF ACCOUNTANCY § 11.1 issued under section 506 of The Administrative Code of 1929 <https://www.pacode.com/secure/data/049/chapter11/s11.1.html>]

“Certified Public Accountant” An individual to whom a certificate has been issued.

[CHAPTER 11 STATE BOARD OF ACCOUNTANCY § 11.1 issued under section 506 of The Administrative Code of 1929 <https://www.pacode.com/secure/data/049/chapter11/s11.1.html>]

“Certified Public Accountant” Issued under PA law or a corresponding right to practice as a certified public accountant issued after examination under the law of another jurisdiction.

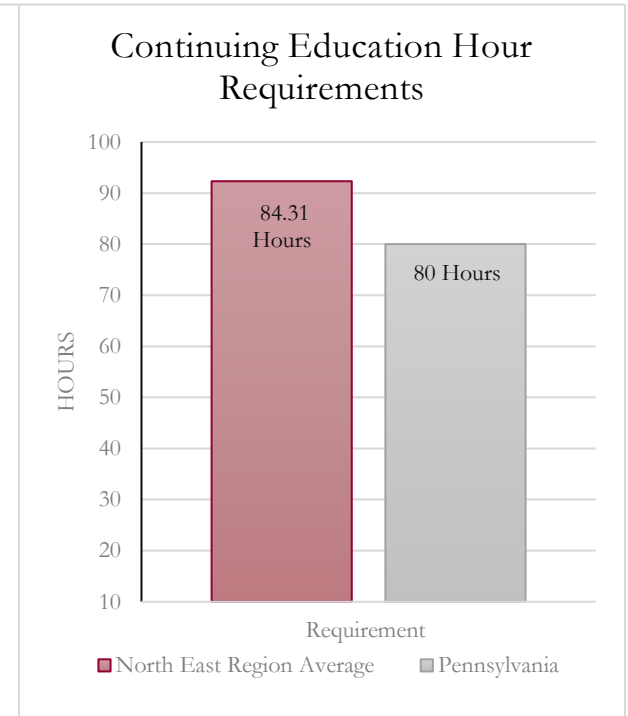
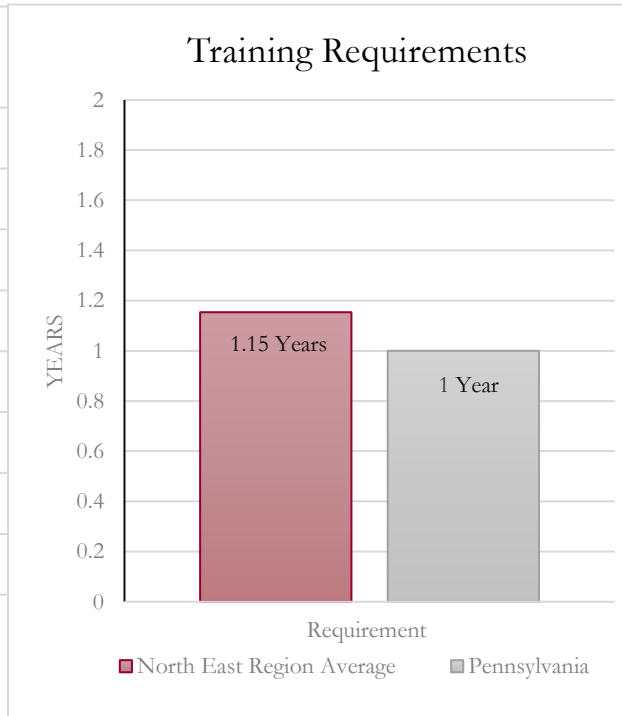
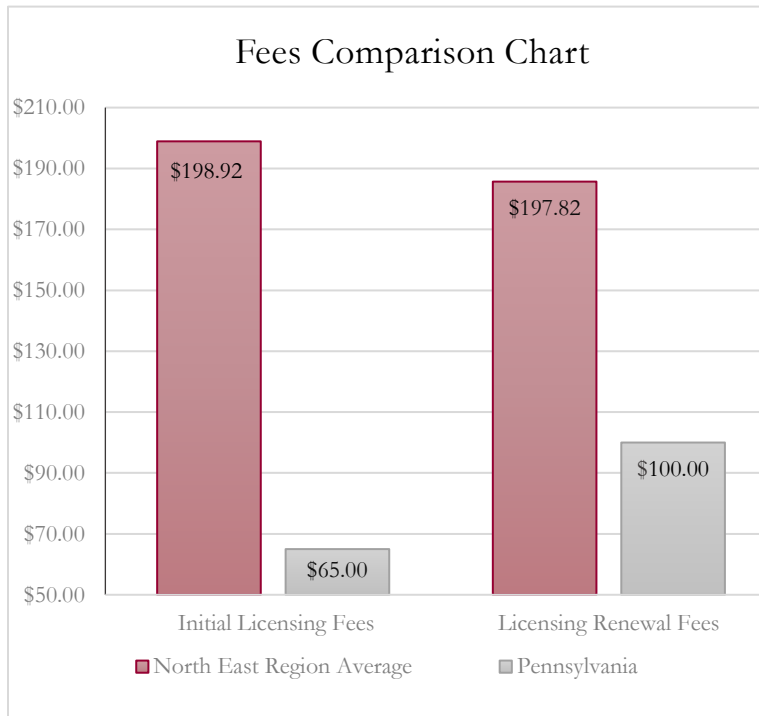
[CHAPTER 11 STATE BOARD OF ACCOUNTANCY § 11.1 issued under section 506 of The Administrative Code of 1929 <https://www.pacode.com/secure/data/049/chapter11/s11.1.html>]

“Public Accounting” Offering to perform or performing for a client or potential client: (1) Attest activity. (2) Other services involving the use of accounting skills, including, but not limited to, management advisory or consulting services, business valuations, financial planning, preparation of tax returns or furnishing of advice on tax matters by a person holding out as a certified public accountant, public accountant or firm.

[CPA LAW Act of May. 26, 1947, P.L. 318, No. 140 Cl. 63, section 2 Definitions , <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Accountancy/Documents/Applications%20and%20Forms/Acct%20Laws.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$198.92 Pennsylvania: \$65.00	North East Region Average: \$197.82* Pennsylvania: \$100.00	North East Region Average: 1.15 years Pennsylvania: 1 year	North East Region Average: 84.31 hours* Pennsylvania: 80 hours
	<ul style="list-style-type: none"> •Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years 		<ul style="list-style-type: none"> • Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



OBSERVATION SECTION

Connecticut

<http://www.portal.ct.gov/DCP/License-Services-Division/License->

- Connecticut licenses certified public accountants under the **Department of Consumer Protection**

Maine

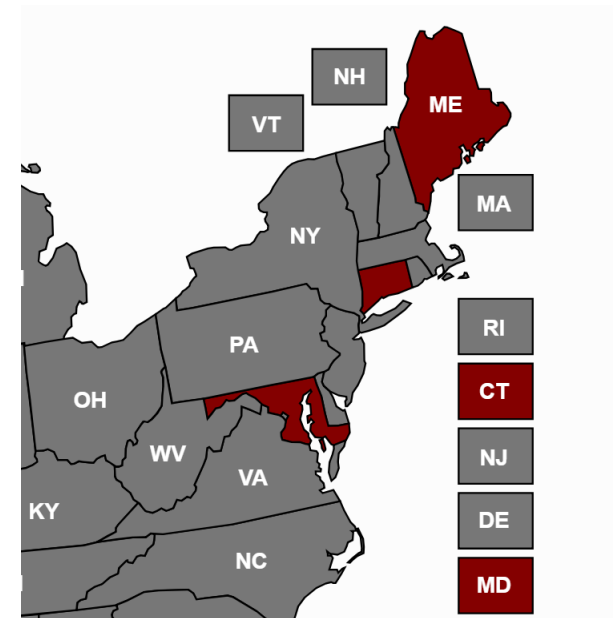
<http://www.maine.gov/pfr/professionallicensing/professions/accountants/cpa.html>

- Maine licenses certified public accountants under the **Department of Professional & Financial Regulation Office of Professional & Occupational Regulation**

Maryland

<https://www.dllr.state.md.us/license/cpa/>

- Maryland licenses certified public accountants under the **Department of Labor, Licensing & Regulation**



-
- Some states license certified public accountants under different departments, but overall the requirements are comparable.
 - **Renewal cycle**

Annual: Connecticut, Maine, West Virginia

Biennial: Delaware, Maryland, Massachusetts, **Pennsylvania**, Vermont

Triennial: New Hampshire, New Jersey, New York, Ohio, Rhode Island

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$600.00	CPA License Application Fee: \$300.00 Initial Licensing Fee \$300.00 Total Due: \$600.00	\$565.00	Annual Renewal Fee	2 years	2 years of experience, 104 weeks for applicants who took the exam after Jan 1, 2000 with 150 semester hours of education.	40 hours	Annually Licensing Term	Reciprocity	Reciprocal applicants who document no less than 5 years of public accounting experience within the last 10 years are exempt from the education and ethics requirement. The 10-year period starts on the date of licensure or certification from another state.
Delaware	\$140.00	CPA Permit Fee	\$140.00	Biennial Renewal Fee	1 year	The applicant has had 1 year of experience	80 hours	Biennial Licensing Term	Reciprocity	Reciprocal permits to practice shall be issued to applicants who have passed the Uniform CPA Examination and hold a valid CPA certificate, or license to practice in an equivalent state or who individually are determined to be substantially equivalent.
Maine	\$76.00	License fee of \$55.00 Criminal Background check fee of \$21.00 Total Due: \$76.00	\$55.00	Annual Renewal Fee	2 years	2 years of experience under the direction of a CPA licensed by any state or territory of the U.S. or by a licensed professional CPA in another country.	40 hours	Annual Licensing Term	Endorsement	Substantial equivalency: the holder of a license or certificate issued by another state who establishes that holder's principal place of business in this State shall request the issuance of a license from the board prior to establishing such principal place of business.

Maryland	\$89.00	Application Fee \$67.00 License Fee \$22.00 Total Due: \$89.00	\$56.00	Biennial Renewal Fee	1 year	File a Report of Practical Work Experience, which documents at least one year of experience in accounting, advice using accounting, attest, management advisory, financial advisory, tax or consulting skills.	80 hours	Biennial Licensing Term	Reciprocity	Board has CPA - Reciprocal Initial Application, applicant must meet board requirements
Massachusetts	\$175.00	Application Fee	\$161.00	Biennial Renewal Fee	1 year or 2,000 hours	Full or part-time employment in public accounting that extends for a minimum of 1 year and a maximum of 3 years and includes 2,000 hours of performance of services.	80 hours	Biennial Licensing Term	Reciprocity	The Board in its discretion and on a case by case basis, will accept applications who passed the IQEX exam and apply for reciprocity based upon their compliance with the education and experience requirements of 252 CMR 2.07
New Hampshire	\$150.00	CPA/PA – Initial Licensing Fee \$75.00 Board Fee: \$75.00 Total Due: \$150.00	\$275.00	Triennial Renewal Fee	1 year	On or after July 1, 2014, 1 year experience required.	120 hours	Triennial Licensing Term	Reciprocity	For a reciprocity certification, submit an application package that shall include: A fully completed Reciprocity Application Form, including all required attachments, as described in Act 301.05;

New Jersey	\$105.00 - \$165.00	Application Fee \$75.00 Initial License Fee: 1 st year of a triennial term: \$90.00 2 nd year \$60.00 3 rd year \$30.00	\$90.00	Triennial Renewal Fee	1 year	Must have of 1 year of intensive and diversified experience in public accounting or its equivalent under the supervision of a Board licensee or an individual who is entitled to practice as a certified public accountant in this State.	120 hours	Triennial Licensing Term	Endorsement	Endorsement: The applicant holds a license issued by a board in another jurisdiction. they may apply for endorsement, on initial application
New York	\$377.00	The fee for licensure and the first registration	\$242.00	Triennial Renewal Fee	1 year	1 year of acceptable full-time experience, or the equivalent thereof, shall be required for an applicant who has met the professional education requirements for licensure	72-120 hours	Triennial Renewal Term 24 to 40 CE hours each years. 24 if concentrated in one of the recognized subject areas or 40 if in any combination of recognized subject areas	Endorsement	Endorsement of licenses of other states. A license to practice certified public accountancy issued by another state of the United States may be endorsed by the Department for practice in New York State
Ohio	\$100.00	Application Fee	\$150.00	Triennial Renewal Fee	N/A		120 hours	Triennial Renewal Term	Reciprocity	The board may issue a CPA certificate by reciprocity to the holder of any valid and unrevoked foreign certificate issued by another state, territory, or political subdivision of the United States

Pennsylvania	\$65.00	Certification and initial licensure of certified public accountant fee.	\$100.00	Biennial Renewal Fee	1 year or 1,600 hours	All candidates need 150 semester credit hours of education and must have 1 year (1,600 hours) of qualified experience within five years prior to the date of certification application.	80 hours	Biennial Renewal Term	Reciprocity	The board may, in its discretion, issue a certificate of certified public accountant to a holder of a certificate of certified public accountant then in full force and effect issued by any other state following passage of an examination if the applicant shall submit evidence satisfactory to the board.
Rhode Island	\$375.00	Application Fee	375.00	Triennial Renewal Fee	1 year	Has 1 year of experience in providing any type of service or advice involving the use of accounting, attest, management advisory, financial advisory, tax or consulting skills all of which was verified by a licensee, meeting requirements prescribed by the board by rule.	120 hours	Triennial Renewal Term	Reciprocity	Reciprocity: Upon the date of filing the completed application with the board, the applicant is deemed qualified to practice, and may practice, public accounting in this state pending board review of the application; provided, that the applicant meets all other applicable requirements under this chapter.
Vermont	\$75.00	Application Fee	\$120.00	Biennial Renewal Fee	1 year / 2,080 hours	1 year (2080 hours minimum) of experience (V.S.A. Title 26, Section 71a)	80 hours	Biennial Renewal Term	Endorsement	An applicant to practice as a certified public accountant by endorsement must hold a license in good standing as a certified public accountant in a jurisdiction that has licensure requirements substantially equal to Vermont's.

West Virginia	\$120.00	The Initial Application for Initial Certification /License for Certified Public Accountant	\$85.00	Annual Renewal Fee	1 year	Applicants for certification in West Virginia must have 1 year of public accounting experience in the four-year period immediately preceding his or her application.	120 hours	Biennial Renewal Term, CE is due every other licensing term	Reciprocity	Applicants who have met the preceding requirements may make application for certification on the Application for Reciprocal Certificate From a Substantially Equivalent Jurisdiction .
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Public Accountant

Definition

“Public Accountant” An accountant whose services are available to the public at large, in contrast to one employed on a full-time basis by a company.

[Public accountant. (n.d.). Dictionary.com Unabridged. Retrieved April 30, 2018 from Dictionary.com website <http://www.dictionary.com/browse/public-accountant>

“Public Accountant” An individual who was qualified and accepted for registration in accordance with former section 8.7 of Pennsylvania Accountancy Act.

[CHAPTER 11 STATE BOARD OF ACCOUNTANCY § 11.1 issued under section 506 of The Administrative Code of 1929 <https://www.pacode.com/secure/data/049/chapter11/s11.1.html>]

“Public Accounting” Offering to perform or performing for a client or potential client: (1) Attest activity. (2) Other services involving the use of accounting skills, including, but not limited to, management advisory or consulting services, business valuations, financial planning, preparation of tax returns or furnishing of advice on tax matters by a person holding out as a certified public accountant, public accountant or firm.

[CPA LAW Act of May. 26, 1947, P.L. 318, No. 140 Cl. 63, section 2 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Accountancy/Documents/Applications%20and%20Forms/Acct%20Laws.pdf>]

- This occupation is no longer licensed in Pennsylvania. Delaware, New Hampshire and New York license public accountants.

ARCHITECTS BOARD

- Registered Architects



Registered Architect

Definition

"Architect" A person who engages in the profession of architecture. A person professionally engaged in the design of certain large constructions other than buildings and the like

[architect. (n.d.). Dictionary.com Unabridged. Retrieved April 20, 2018 from Dictionary.com website <http://www.dictionary.com/browse/architect>]

"Architect" An individual licensed under this act to engage in the practice of architecture within the Commonwealth of Pennsylvania.

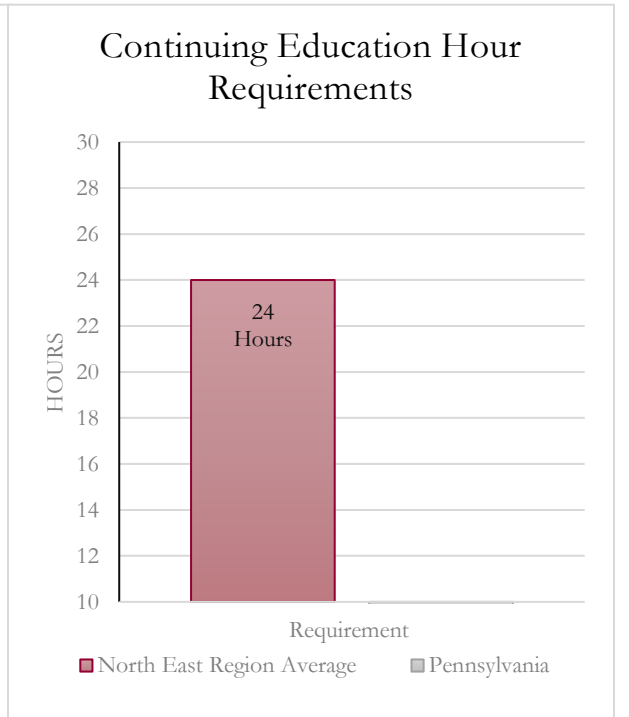
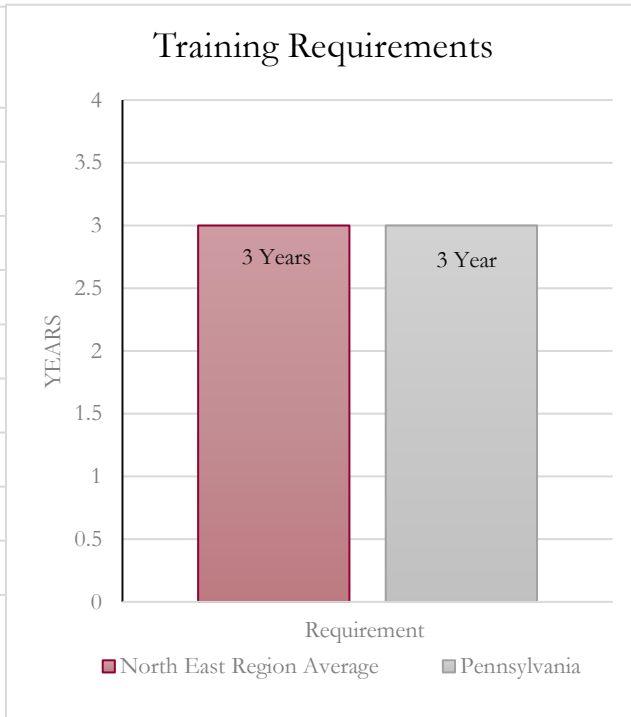
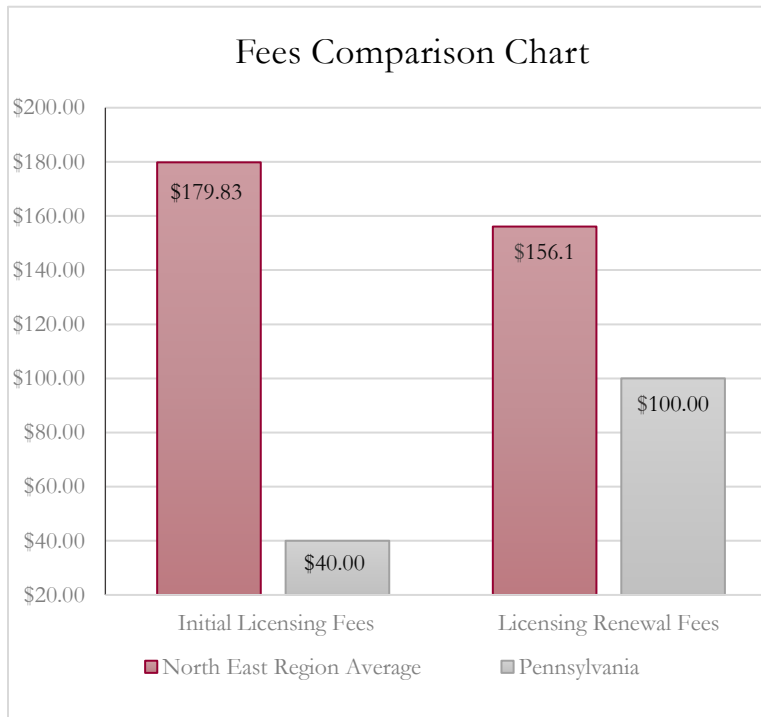
[ARCHITECTS LICENSURE LAW Act of Dec. 14, 1982, P.L. 1227, No. 281
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Architects/Documents/Arch%20Law.pdf>]

"Practice of Architecture" The rendering or offering to render certain services, hereinafter described, in connection with the design and construction of a structure or group of structures which have as their principal purpose human habitation or use, and the utilization of space within and surrounding such structures. The services referred to in the previous sentence include planning, providing preliminary studies, designs, drawings, specifications, and other design documents, construction management and administration of construction contracts. The foregoing shall not be deemed to include the practice of engineering as such, for which separate registration is required under the provisions of the act of May 23, 1945 (P.L.913, No.367), known as the "Professional Engineers Registration Law," excepting only engineering work incidental to the practice of architecture.

[ARCHITECTS LICENSURE LAW Act of Dec. 14, 1982, P.L. 1227, No. 281 Cl. 63, section 3 definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Architects/Documents/Arch%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$179.83 Pennsylvania: \$40.00	North East Region Average: \$156.10* Pennsylvania: \$100.00	North East Region Average: 3 years or 3,740 hours. Pennsylvania: 3 years or 3,740 hours.	North East Region Average: 24 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle . Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



OBSERVATION SECTION

Connecticut

<http://www.portal.ct.gov/DCP/Agency-Administration/AA-Legislation-and-Regulations/Laws-and-Regulations#arch>

- Connecticut licenses architects under the **Department of Consumer Protection**

Maine

<http://www.maine.gov/pfr/professionallicensing/professions/architects/index.html>

- Maine licenses architects under the **Board of Licensure for Architects, Landscape Architects and Interior Designers**, under the **Department of Professional & Financial Regulation, Office of Professional & Occupational Regulation**

New Jersey

<http://www.njconsumeraffairs.gov/arch/>

- New Jersey licenses architects under the **State Board of Architects, Office of the Attorney General Division of Consumer Affairs**

Ohio

<http://www.arc.ohio.gov/>

- **The Ohio Architects Board and the Ohio Landscape Architects Board** are responsible for the regulation of the practices of architecture and landscape architecture in the State of Ohio. **There are two boards, with one budget and one staff.** The Ohio Architects Board was established in 1929 and the Ohio Landscape Architects Board was established in 1965.

Rhode Island

<http://www.bdp.state.ri.us/>

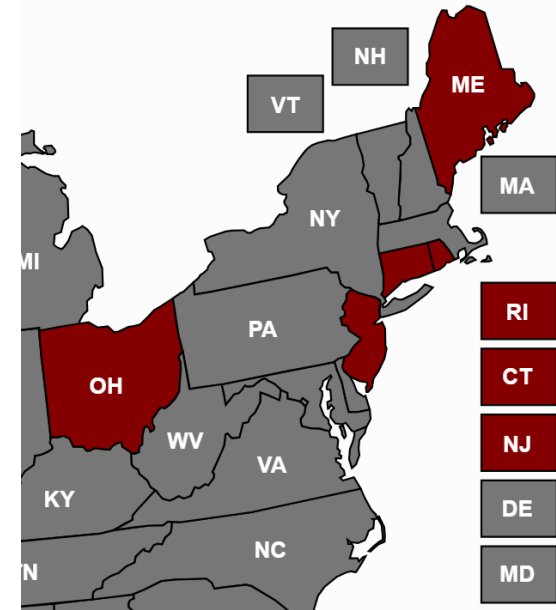
- Rhode Island licenses architects under the Architects board. This board one of four members of **the Division of Design Professionals**. This division regulates Architects, Landscape Architects, Professional Engineers, and Professional Land Surveyors.

Renewal Cycle

Annual: Maine, Massachusetts, Ohio, West Virginia

Biennial: Connecticut, Delaware, Maryland, New Hampshire, New Jersey, **Pennsylvania**, Rhode Island, Vermont

Triennial: New York



Out of the 13 states in the northeast region, only 1 state (Maine) has architects in a board that licenses more than one occupation. The department with oversight of the board varies. Some states have this board under the Department of Consumer Affairs or Department of Professional & Financial Regulation.

*Licensing requirements for this occupation are comparable.

COMPARED DATA

State	Initial Licensing/ Registration Fees	Initial Licensing/ Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/ Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$262.00	Application Fee: \$72.00 Initial Licensing Fee \$190.00 Total Due: \$262.00	\$190.00	Biennial Renewal Fee	3,740 hours	To take the Architect Registration Examination, applicant must have satisfied the N.C.A.R.B. Intern Development Program training requirements, of 3,740 hours.	N/A		Endorsement	Architects currently registered or licensed in another state, presenting evidence satisfactory to the Board that such state has registration requirements substantially equal to the licensure requirements of the State of Connecticut, and that they have been practicing in such other state for a period of at least ten continuous years.
Delaware	\$127.00	Architect Licensing Fee	\$127.00	Biennial Renewal Fee	3,740 hours	The Intern Development Program file must be sent from NCARB directly to the Board office that meet the training requirements, as presently in effect the N.C.A.R.B requires 3,740 hours.	24 hours	Biennial Renewal Term	Reciprocity (four options)	The Board will determine whether the standards are substantially similar at a regularly scheduled Board meeting. If the standards are not substantially similar, you may apply by another Reciprocity option or by Direct Application.
Maine	\$141.00	Application Fee: \$50.00	\$70.00	Annual Renewal Fee	3,740 hours	The completion of the Intern Development	0 hours	Maine does not have a continuing	Reciprocity	Licensure without Examination (Reciprocity): An

		License Fee: \$70.00 Criminal Records Check: \$21.00 Total Due: \$141.00				Program is required as part of the experience component. The training requirements, as presently in effect the N.C.A.R.B requires 3,740 hours.		education requirement for renewal		architect license may be issued without examination to an applicant who is currently licensed in another state and holds a current and valid NCARB certificate.
Maryland	\$111.00	License Fee: \$76.00 Application Fee \$35.00 Total Due: \$111.00	\$76.00	Biennial Renewal Fee	3 years / 3,740 hours	Have completed the Intern Development Program (IDP). The average duration of the IDP is 3 years.	24 hours	Biennial Renewal Term	Reciprocity	Licensure by Reciprocity: In order to qualify for licensure by reciprocity, an individual must have met the requirements in the state of original licensure that were at least equal to those required, at that time or at the time of application, by the Maryland Board of Architects.
Massachusetts	\$260.00	Application Fee \$135.00 Licensure Fee \$125.00 Total Due: \$260.00	\$125.00	Annual Renewal Fee	3,740 hours	Applicants must meet the National Council of Architectural Registration Boards for Intern Development Program. The training requirements are 3,740 hours.	12 hours	Annual Renewal Term	N/A	
New Hampshire	\$150.00	Architectural Registration Exam Application	\$150.00	Biennial Renewal Fee	3 years / 3,740 hours	At least 3 years architectural experience in accordance with the NCARB	24 hours	Biennial Renewal Term	Reciprocity	Reciprocity. Candidates for licensure who are licensed or registered in another state, provided that the other state's licensure or registration

						Certification Guidelines				requirements are consistent with Arch 302.01 and the NCARB Certification Guidelines.
New Jersey	\$130.00 - \$210.00	Application Fee \$50.00 Initial License Fee: 1st year of a triennial term: \$160.00 2nd year of a triennial term: \$80.00	\$160.00	Biennial Renewal Fee	3 years / 3,740 hours	The applicant has to present evidence of successful completion of at least 3 years in the Intern Development Program (IDP) administered by the National Council of Architectural Registration Boards.	24 hours	Biennial Renewal Term	Credentials	LICENSURE BY CREDENTIALS: Any person registered or licensed to practice architecture in another jurisdiction of the United States or one of its territories or possessions may be granted registration if they meet the boards requirements.
New York	\$377.00	Licensure via NCARB licensing examination	\$242.00	Triennial Renewal Fee	3,740 hours	Documentation of completion of the Intern Development Program is required as part of the experience component. The training requirements, as presently in effect the N.C.A.R.B requires 3,740 hours.	36 hours	Triennial Renewal Term	Endorsement	You may apply for endorsement if you are licensed in another jurisdiction and meet the board's requirements.
Ohio	\$50.00	Registration by Examination Application Fee	\$125.00	Annual Renewal Fee	3,740 hours	Ohio follows the Architectural Experience Program Guidelines as established by NCARB. The	12 hours	Annual Renewal Term	Reciprocity	Ohio requires that all applicants for reciprocal registration hold a National Council of Architectural Registration Boards Certificate.

						Intern Development Program training requirements, as presently in effect the N.C.A.R.B requires 3,740 hours.				
Pennsylvania	\$40.00	Initial License Fee	\$ 100.00	Biennial Renewal Fee	3 years / 3,740 hours.	Three years of diversified training experience demonstrated by training requirements of the IDP.	0 hours	Pennsylvania currently does not have continuing education requirements for architects	Reciprocity	Reciprocity: Licensure may be granted to an applicant who holds a license to practice architecture in another state, territory or country where the qualifications required for licensure are equal to the requirements for licensure in this Commonwealth.
Rhode Island		FEE WAIVED - If No Employees	\$120.00	Biennial Renewal Fee	3 years / 3,740 hours	The applicant has to successful complete a three years Intern Development Program administered by the National Council of Architectural Registration Boards.	24 hours	Biennial Renewal Term	Reciprocity	Once the reciprocal application and NCARB record is received, the application and record will be presented to the Board at its next regularly scheduled meeting. The Board meets every second Monday of the month.

Vermont	\$80.00	Application for license \$60.00 Initial license issuance \$20.00 Total Due: \$80.00	\$155.00	Biennial Renewal Fee	3 years	At least 3 years of PRACTICAL EXPERIENCE under the supervision of an experienced architect	24 hours	Biennial Renewal Term	Reciprocity	If you are licensed in another state but don't have an NCARB certificate, you may apply by Reciprocity or Endorsement
West Virginia	\$350.00	Filing Fee \$100.00 Registration Fee \$250.00 Total Due: \$350.00	\$75.00	Annual Renewal Fee	3,740 hours	Meet all training requirements under the IDP system as stipulated by NCARB. The Intern Development Program (I.D.P.) training requirements, as presently in effect the N.C.A.R.B requires 3,740 hours.	12 hours	Annual Renewal Term	Reciprocity	Reciprocal Registration. Registration of NCARB Certificate Holders. -- An applicant who holds a current and valid certification issued by the NCARB, and submits satisfactory evidence of that certification to the Board shall be registered without the necessity of complying with the provisions of subdivision 5.1.1.

AUCTIONEER EXAMINERS BOARD

- Apprentice Auctioneer
 - Auctioneer
- Trading Assistant

Apprentice Auctioneer



Definition

"Apprentice Auctioneer" An individual who is licensed under this act as an apprentice auctioneer.

[AUCTIONEER AND AUCTION LICENSING ACT Act of Dec. 22, 1983, P.L. 327, No. 85 Section 2 Definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/AuctioneerExaminers/Documents/Auctioneer%20Law%20Act.pdf>]

"Auctioneer" A person who conducts sales by auction.

[auctioneer. (n.d.). Dictionary.com Unabridged. Retrieved April 23, 2018 from Dictionary.com website <http://www.dictionary.com/browse/auctioneer>]

"Auctioneer." An individual who sells or offers or attempts to sell property at auction.

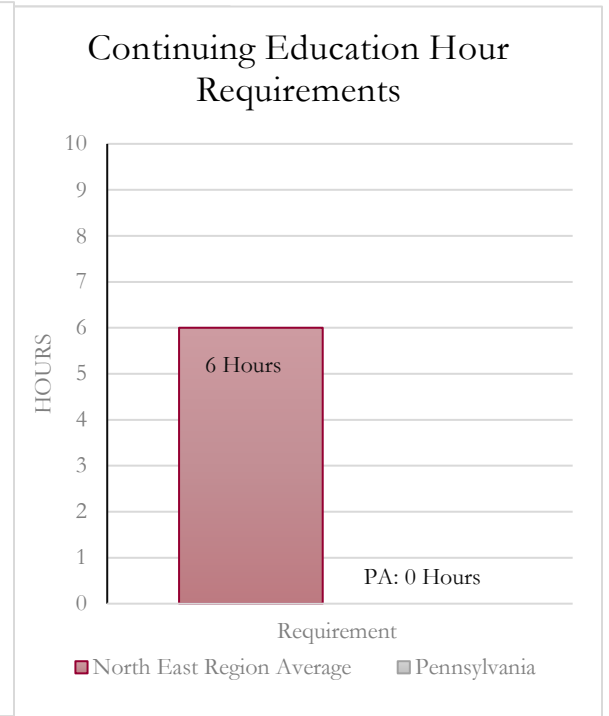
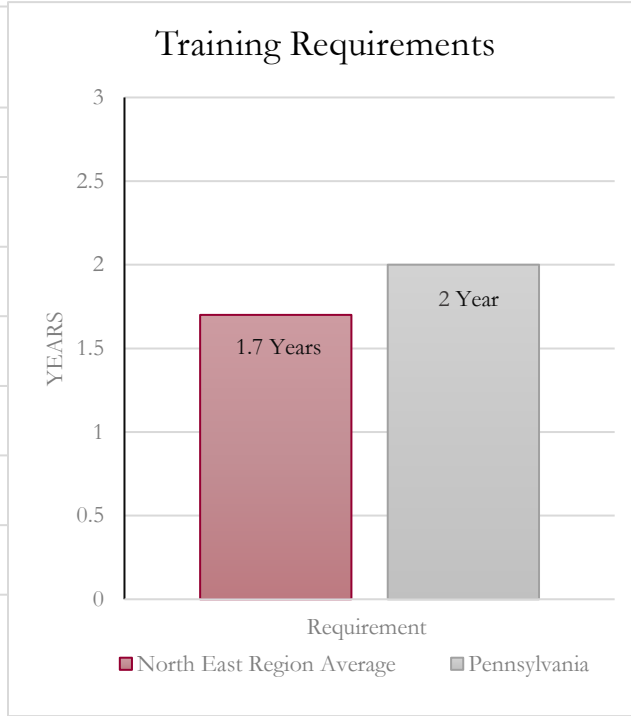
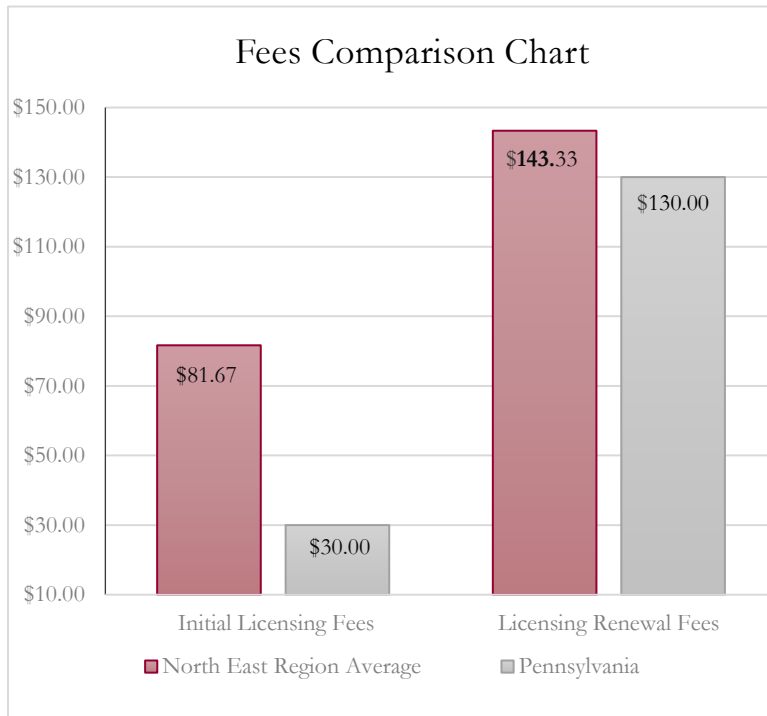
[AUCTIONEER AND AUCTION LICENSING ACT Act of Dec. 22, 1983, P.L. 327, No. 85 Section 2 Definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/AuctioneerExaminers/Documents/Auctioneer%20Law%20Act.pdf>]

"Auction" or "Sale at Auction" (1) A method for the sale or lease of property, or any interest in property, by means of a verbal exchange, regular mail, telecommunications, the Internet, an electronic transmission or a physical gesture between an auctioneer, apprentice auctioneer or auction company and one or more potential purchasers or lessees through the solicitation of offers, in the form of bids, in an effort to advance the amount of the bids to obtain the highest or most favorable offer. (2) The term "auction" or "sale at auction" includes: (i) live auctions; (ii) online auctions; (iii) real-time auctions; (iv) extended auctions; (v) any similar such events as may be devised with the development of technology; and (vi) any combination of the foregoing.

[AUCTIONEER AND AUCTION LICENSING ACT Act of Dec. 22, 1983, P.L. 327, No. 85 Section 2 Definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/AuctioneerExaminers/Documents/Auctioneer%20Law%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$81.67 Pennsylvania: \$30.00	North East Region Average: \$143.00* Pennsylvania: \$130.00	North East Region Average: 1.17 years – 1.7 years Pennsylvania: 2 years	North East Region Average: 6 hours * Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



OBSERVATION SECTION

Apprentice Auctioneer:

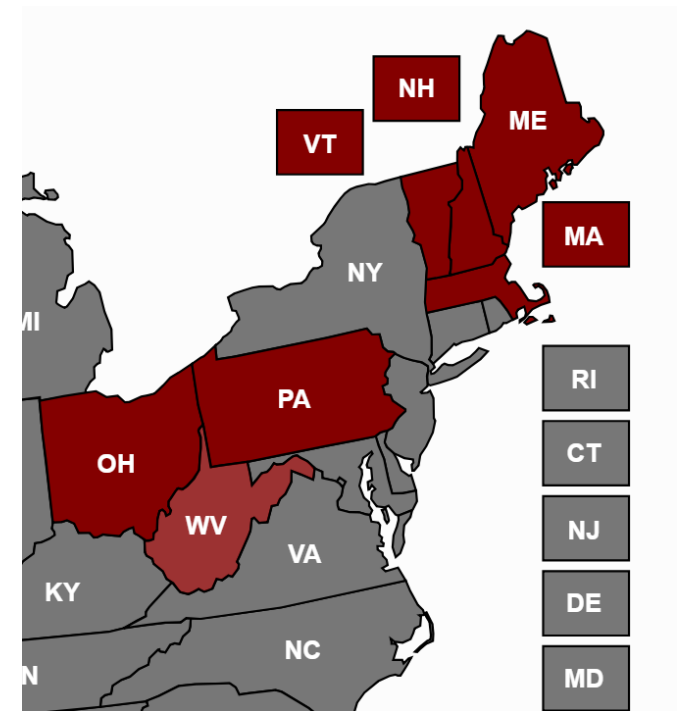
- Three north east region state license this occupation. **Ohio, Pennsylvania and West Virginia.**
 - **Renewal Cycle: Annual** (Ohio and West Virginia); **Biennial** (Pennsylvania)
-

Auctioneers:

- Seven north east region states license Auctioneers: **Maine, Massachusetts, New Hampshire, Ohio, Pennsylvania, Vermont and West Virginia**
 - **Renewal Cycle: Annual** (Maine, Massachusetts, West Virginia); **Biennial** (New Hampshire, **Pennsylvania**, Ohio, Vermont)
-

Trade Assistants:

Pennsylvania is the only state in the north east region to license this occupation



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	No state occupational regulation for apprentice auctioneers in Connecticut									
Delaware	No state occupational regulation for apprentice auctioneers in Delaware									
Maine	No state occupational regulation for apprentice auctioneers in Maine									
Maryland	No state occupational regulation for apprentice auctioneers in Maryland									
Massachusetts	No state occupational regulation for apprentice auctioneers in Massachusetts									
New Hampshire	No state occupational regulation for apprentice auctioneers in New Hampshire									
New Jersey	No state occupational regulation for apprentice auctioneers in New Jersey									
New York	No state occupational regulation for apprentice auctioneers in New York									
Ohio	\$115.00	Application Fee \$100.00 Exam Fee\$15.00 Total Due: \$115.00	\$100.00	Annual Renewal Fee	1 year	In order to become a licensed auctioneer, you must first serve a one year apprenticeship, act as a bid caller in twelve auctions,	N/A		N/A	
Pennsylvania	\$30.00	Application Fee	\$130.00	Biennial Renewal Fee	2 years	An apprenticeship as a licensed apprentice auctioneer for a period of not less than two years and participating for compensation in no less than 30 auctions.	N/A		N/A	

Rhode Island	As of 2015 Auctioneers no longer need an occupational license in RI.									
Vermont	No state occupational regulation for apprentice auctioneers in Vermont									
West Virginia	\$100.00	Application and License Fee	\$50.00	Annual Renewal Fee	6 months to 2 years	Serving a 2 year apprenticeship under a licensed auctioneer; or attending a nationally accredited graduate school of auctioneering, approved by the commissioner, and serving an apprenticeship of six months.	3 hours	Annual Renewal Term	N/A	

Auctioneer



Definition

“Auctioneer” A person who conducts sales by auction.

[auctioneer. (n.d.). Dictionary.com Unabridged. Retrieved April 23, 2018 from Dictionary.com website
<http://www.dictionary.com/browse/auctioneer>]

"Auctioneer" An individual who sells or offers or attempts to sell property at auction.

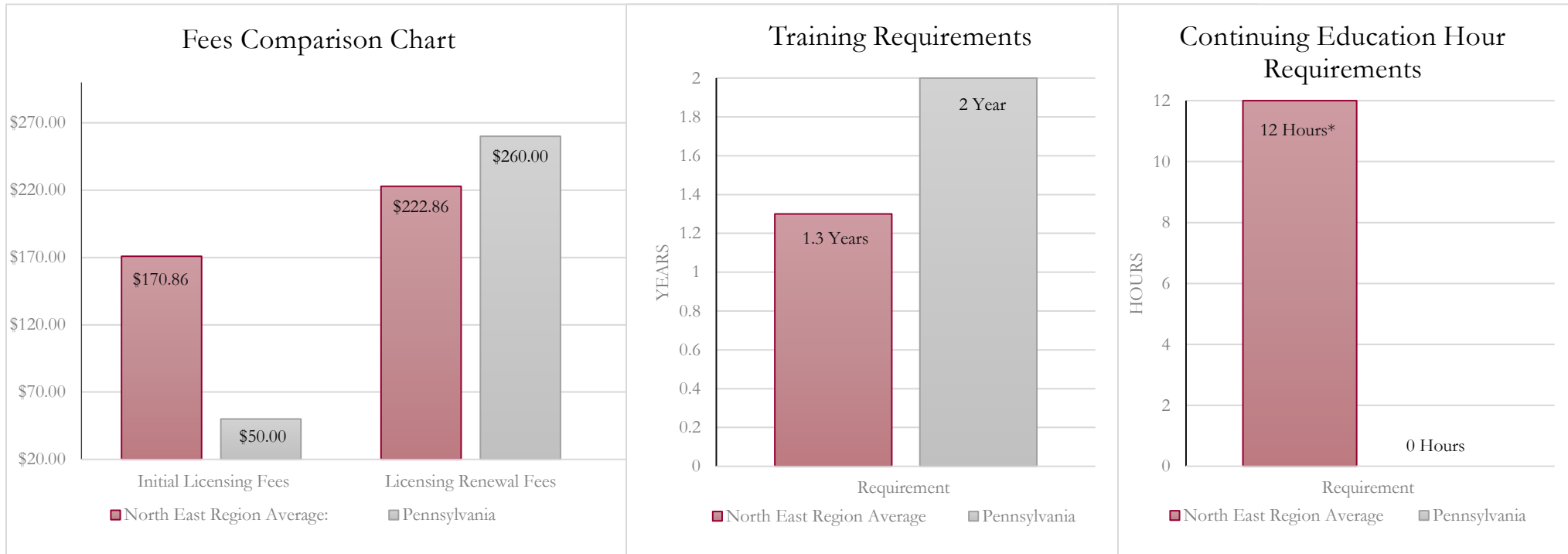
[AUCTIONEER AND AUCTION LICENSING ACT Act of Dec. 22, 1983, P.L. 327, No. 85 Section 2 Definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/AuctioneerExaminers/Documents/Auctioneer%20Law%20Act.pdf>]

"Auction" or "Sale at Auction" (1) A method for the sale or lease of property, or any interest in property, by means of a verbal exchange, regular mail, telecommunications, the Internet, an electronic transmission or a physical gesture between an auctioneer, apprentice auctioneer or auction company and one or more potential purchasers or lessees through the solicitation of offers, in the form of bids, in an effort to advance the amount of the bids to obtain the highest or most favorable offer. (2) The term "auction" or "sale at auction" includes: (i) live auctions; (ii) online auctions; (iii) real-time auctions; (iv) extended auctions; (v) any similar such events as may be devised with the development of technology; and (vi) any combination of the foregoing.

[AUCTIONEER AND AUCTION LICENSING ACT Act of Dec. 22, 1983, P.L. 327, No. 85 Section 2 Definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/AuctioneerExaminers/Documents/Auctioneer%20Law%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$170.86 Pennsylvania: \$ 50.00	North East Region Average: \$222.86 *Pennsylvania: \$260.00	North East Region Average: 1.7 years Pennsylvania 2 years	North East Region Average: 12 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	Connecticut requires auctioneers to be licensed by the town in which the auction takes place if the auctioneer does not live in that town									
Delaware	Business Licensed Required not Occupational License									
Maine	\$421.00	Application Fee: \$50.00 License Fee: \$200.00 Criminal Records Check Fee \$21.00 Examination Fee: \$150.00 Total Due: 421.00 *A surety bond for \$10,000.00	\$200.00	Annual Renewal Fee	N/A		N/A		N/A	
Maryland	Maryland licenses auctioneers on a county basis									

Massachusetts	\$100.00	Licensing Fee *a surety bond in the amount of \$10,000.00	\$100.00	Annual Renewal Fee	N/A		N/A		Reciprocity	If your state has reciprocity with Massachusetts, you can obtain your auctioneers license by completing the (new) auctioneer application, \$10,000 surety bond (bond form shows how bond is to written.), a copy of your diploma or certificate of completion, 2 references and \$100.00 fee.
New Hampshire	\$200.00	Licensing Application Fee *\$25,000.00 bond	\$200.00	Biennial Renewal Fee	6 months	The applicant must have served as an apprentice auctioneer for said auctioneer not less than 6 months and participated in all phases of auctioneering over the course of not less than a total of 10 auctions OR A certificate of graduation from an approved auctioneering school	N/A		Reciprocity	The board may grant an auctioneer's license to any applicant who is similarly licensed in any other state, provided the other state's licensing requirements are substantially equivalent to or higher than those of this state.
New Jersey	No state occupational regulation for auctioneers in New Jersey									
New York	New York licenses auctioneers on a local level									

Ohio	\$225.00 - \$125.00	<p>License Fee: \$200.00</p> <p>Applying half way through the biennium the license fee is \$100.00.</p> <p>Exam Fee (due with application) \$25.00</p> <p>*\$25,000.00 Auctioneer Bond</p>	\$200.00	Biennial Renewal Fee	1 year	In order to become a licensed auctioneer you must first serve a 1 year apprenticeship, act as a bid caller in twelve auctions,	N/A		Reciprocity	Reciprocity with selective states, PA and WV are the only two Northeast Region States with reciprocity
Pennsylvania	\$50.00	Application Fee	\$260.00	Biennial Renewal Fee	2 years	An apprenticeship as a licensed apprentice auctioneer for a period of not less than 2 years and participating for compensation in no less than 30 auctions,	N/A		Reciprocity	Reciprocity with other states. A person who is licensed in good standing as an auctioneer in another state may, on application to the board, be granted licensure as an auctioneer, in this Commonwealth upon the payment of the proper application fee and the filing with the board of a properly certified copy of the license issued to the applicant by the applicant's current licensing state.
Rhode Island	As of 2015 Auctioneers no longer need an occupational license in RI.									

Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	1 year	Applying through apprenticeship experience: apprenticeship of at least 250 hours of experience obtained within 1 calendar year which includes active participation in at least 6 auctions, including bid calling, under the direction and supervision of an auctioneer licensed.	N/A		Endorsement	ENDORSEMENT: Applicants currently licensed in another state. To qualify, an applicant must be licensed or certified in good standing in another state or jurisdiction in which the standards and qualifications required for regulation in that jurisdiction are substantially equivalent to Vermont's.
West Virginia	\$100.00	Auctioneer Examination Application and License Fee	\$50.00	Annual Renewal Fee	6 months - 2 years	A 2 year apprenticeship under a licensed auctioneer; or Attending a nationally accredited graduate school of auctioneering, approved by the commissioner, and serving an apprenticeship of 6 months.	6 hours	Annual Renewal Term	Reciprocity	To qualify for a nonresident license by reciprocity, the applicant must show evidence of licensing in another state for a period of one year preceding the date of application.

Trading Assistant



Definition

"Trading Assistant" An individual who, for a commission or fee, conducts or intends to conduct a business within this Commonwealth of selling, or offering to sell, the personal property of another through an online trading assistant consignment sale transaction, or who performs, or offers to perform, any of the functions or act"

[AUCTIONEER AND AUCTION LICENSING ACT Act of Dec. 22, 1983, P.L. 327, No. 85 Section 2 Definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/AuctioneerExaminers/Documents/Auctioneer%20Law%20Act.pdf>]

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity / Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	No state occupational regulation for trading assistants in Connecticut									
Delaware	No state occupational regulation for trading assistants in Delaware									
Maine	No state occupational regulation for trading assistants in Maine									
Maryland	No state occupational regulation for trading assistants in Maryland									
Massachusetts	No state occupational regulation for trading assistants in Massachusetts									

New Hampshire	No state occupational regulation for trading assistants in New Hampshire								
New Jersey	No state occupational regulation for trading assistants in New Jersey								
New York	No state occupational regulation for trading assistants in New York								
Ohio	No state occupational regulation for trading assistants in Ohio								
Pennsylvania	\$100.00	Application Fee: * \$5,000.00 Bond	\$100.00	Biennial Renewal Fee	N/A		N/A		N/A
Rhode Island	No state occupational regulation for trading assistants in Rhode Island								
Vermont	No state occupational regulation for trading assistants in Vermont								
West Virginia	No state occupational regulation for trading assistants in West Virginia								

BARBER EXAMINERS BOARD

- Barber
- Barber Teacher

Barber



Definition

“Barber” A person whose occupation it is to cut and dress the hair of customers, especially men, and to shave or trim the beard.

[barber. (n.d.). Dictionary.com Unabridged. Retrieved May 7, 2018 from Dictionary.com website [http://www.dictionary.com/browse/barber.](http://www.dictionary.com/browse/barber)]

“Barber” An individual who is engaged in the practice of barbering

[Barbers' license law Act 589 of 1931 Section 2.1

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/BarberExaminers/Documents/Board%20Information/Barber%20Law.pdf>]

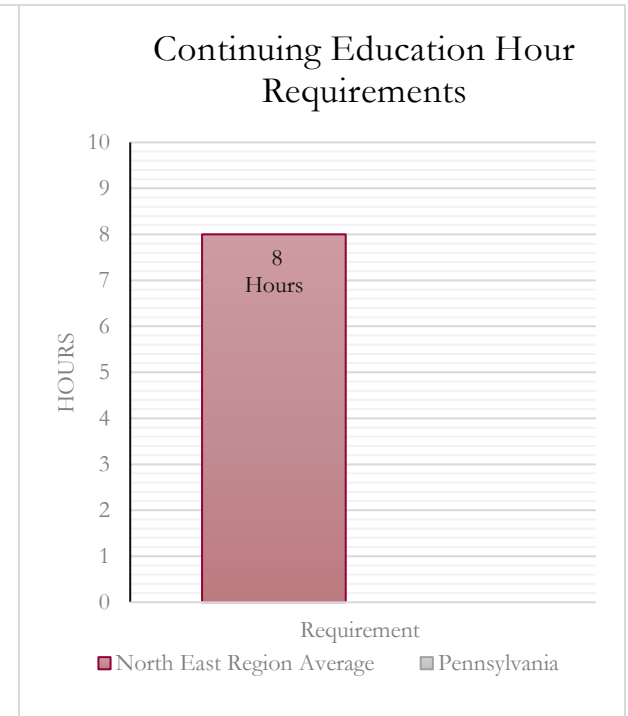
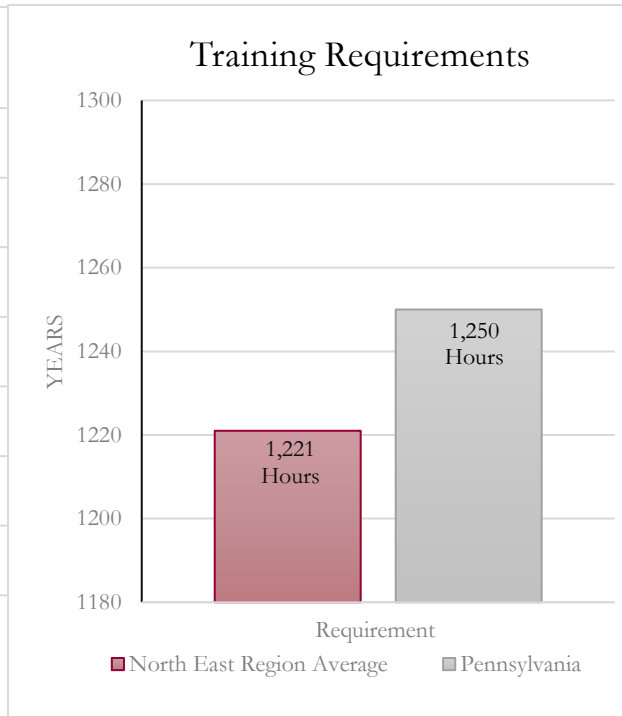
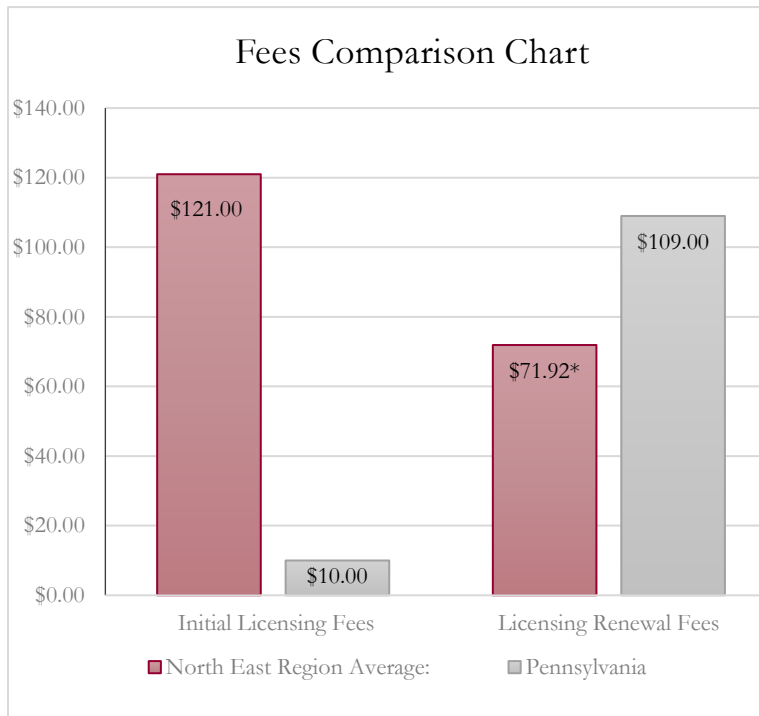
"Barbering" To shave or trim the beard; to cut, shape, trim or blend the hair with the proper tools or instruments designed for this purpose; to shape the eyebrows, to give facial and scalp massaging, facial and scalp treatment, with any preparations made for this purpose, either by hand or by mechanical or electrical appliances; to singe and shampoo the hair or apply any makes of hair cream, hair lotions or hair tonics; to dye, color or bleach the hair and to perform any service on a wig or hairpiece; to style and to render hair straightening, hair processing, hair weaving, hair waving and curling, with such methods as: manual, mechanical, chemical or electrical with the proper devices or proper chemical compounds developed and designed for this purpose. The term shall not include any or all of the above services when performed by a member of one's immediate household.

[Barbers' license law Act 589 of 1931 Section 2.1

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/BarberExaminers/Documents/Board%20Information/Barber%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$117.00-\$121.00 Pennsylvania: \$10.00	North East Region Average: \$71.92* Pennsylvania: \$109.00	North East Region Average: 1,221 hours Pennsylvania: 1,250 hours	North East Region Average: 8 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 and 4 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



OBSERVATION SECTION

Massachusetts

<https://www.mass.gov/orgs/board-of-registration-of-cosmetology-and-barbering>

- Massachusetts requires barber apprentices to obtain an occupational license.
- This state has one board for barbers and cosmetologist called the **Board of Registration of Cosmetology and Barbering, under the Division of Professional Licensure, Consumer Affairs and Business Regulation**. This board was created in May 2015 and combines barbers and cosmetologists under one board.

New Hampshire

<https://www.oplc.nh.gov/index.htm>

- New Hampshire licenses barbers under the **New Hampshire Board of Barbering, Cosmetology, and Esthetics, Division of Health Professions: New Hampshire Office of Professional Licensure and Certification**.
- The Office of Professional Licensure and Certification (OPLC) was created effective with the passage of the 2016/2017 budget.

Connecticut

<http://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Barber/Barber-Licensing>

- Connecticut licenses barbers under their own section of the **Practitioner Licensing & Investigations Section, under the Department of Health**.

West Virginia

<http://www.wvbbc.com/>

- West Virginia licenses barbers under the **West Virginia Board of Barbers and Cosmetologists, under the Department of State**.
- WV is the only state in the north east region to require continuing education hours.

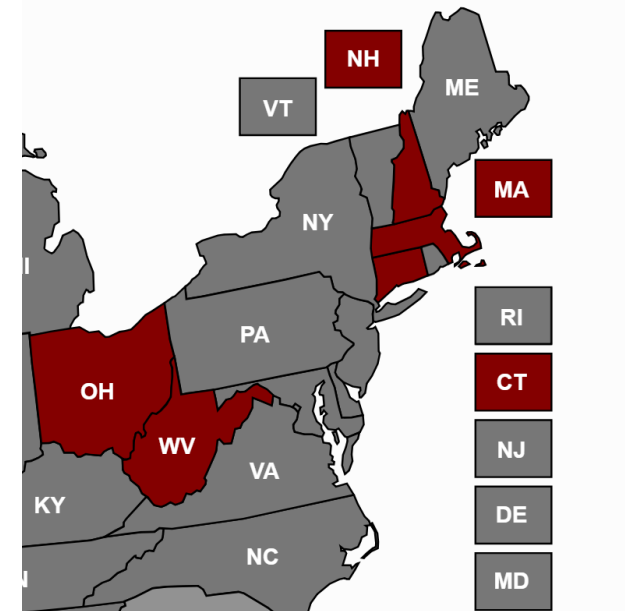
-Barber teacher licensure requirements vary from state-to-state.

Generally, barber teachers meet minimum experience requirements working as a licensed barber and/or have a teaching certification from the board.

-Renewal Cycle for barber teachers: Annual: Maine, Massachusetts, West Virginia;

Biennial: Delaware, New Hampshire, New Jersey, Ohio, **Pennsylvania**, Rhode Island; **Five-**

year cycle: New York.



-Nine of the north east region states have barbers and cosmetologist licensed under the same board (Delaware, Maine, Massachusetts, New Hampshire, New Jersey, Ohio, Rhode Island, Vermont and West Virginia). The department the board is under varies.

-Rhode Island and New York license barber apprentices (Pennsylvania does not issue this license)

-Renewal Cycle for barbers: Most states are biennial (including **Pennsylvania**). Maine and West Virginia are annual. New York has a four-year cycle.

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$100.00	Initial License Fee	\$100.00	Biennial Renewal Fee	1,000 hours	1,000 hours in a school approved by the Board	N/A		Endorsement	A person licensed as a barber or to perform similar services in another state, D.C, U.S. commonwealth or territory can be licensed without examination, if the other jurisdiction required education, training, and an exam for licensure.
Delaware	\$225.00	Cosmetology Theory and Practical Exam Fee	\$103.00	Biennial Renewal Fee	1,500 hours	Applicant must complete at least 1,500 classroom training hours or 3,000 apprenticeship hours.	N/A		Reciprocity	Delaware grants licensure by reciprocity to those licensed in other states by two methods: one for those with equal or higher standards and one for those with lower standards. Any applicant from a state with less stringent requirements than those of Delaware, shall submit a notarized statement(s) from current or previous employer(s) testifying to work

										experience in the field for which the applicant is seeking a license in Delaware
Maine	\$41.00	Application Fee	\$20.00	Annual Renewal Fee	1,500 hours	1,500 hours in not less than 9 months in a school licensed by the director or have experience in the practice of barbering as a trainee of 2,500 hours distributed over a period of at least 18 months.	N/A		Endorsement	The director may waive the examination and grant a license to any applicant who presents proof of being licensed to practice by another state or other jurisdiction of the United States or another country that maintains professional standards considered by the director to be equivalent to or higher than those set forth in this chapter, as long as no cause exists for denial of a license.
Maryland	\$129.00	Practical and Theory Examination Fee: \$79.00 License Fee: \$50.00 Total Due: \$129.00	\$50.00	Biennial Renewal Fee	1, 200 hours	1,200 hours of barber student training in a barber school or 2,250 hours as a registered apprentice in a licensed barbershop and qualify by examination	0 hours	There is no continuing education requirement to renew a barber license.	Endorsement	Applicant must possess a current license in another state; Provide certification that their license is in good standing and was obtained under the same standards as required in Maryland; and Possess two years' notarized work experience.

						given by the Board.				
Massachusetts	\$274.00	Master Barber License Fee: \$78.00 Practical and Written Exam for Master Barbers: \$196.00 Total Due: \$274.00	\$78.00	Biennial Renewal Fee	1,000 hours	1,000 hours in an accredited barber school. To become a master barber, must have apprenticed under a master barber for 18 months or longer.	N/A		Endorsement	The board may license, with or without examination, any individual who has been licensed as a barber, under the laws of another state, which, in the opinion of the board, maintains a standard substantially equivalent to that of the commonwealth.
New Hampshire	\$30.00	License Fee	\$40.00	Biennial Renewal Fee	800 hours	800 hours of training in a school of barbering approved by the board; or 1,600 hours distributed over a period of at least 12 months under a licensed barber who has engaged in the practice of barbering within the state	N/A		Reciprocity	The board may license, with or without examination, any individual who has been licensed as a barber, under the laws of another state, which, in the opinion of the board, maintains a standard substantially equivalent to that of New Hampshire.

						for at least 2 years.				
New Jersey	\$95.00 - \$140.00	Application Fee: \$50.00 Licensing Fee: 1 st year of a license cycle: \$90.00 2 nd year \$45.00	\$60.00	Biennial Renewal Fee	900 hours	To obtain a barbering license, you must complete a 900-hour barbering course.	N/A		Endorsement	In order to work in New Jersey you need to have a license issued by the New Jersey State Board of Cosmetology and Hairstyling. You must submit an "out-of-state" application and required documentation and pass the Board's examination
New York	\$55.00	Application Fee: \$40.00 Practical Examination Fee: \$15.00 Total Due: \$55.00	\$40.00	Four Year Renewal Fee		A one-time course on sanitation and a 2-year apprenticeship. Applicant must	N/A		Reciprocity	New York will provide reciprocity for those already licensed in Maine, New Mexico, or Pennsylvania.
Ohio	\$120.00	Examination Fee: \$90.00	\$110.00	Biennial Renewal Fee	1, 800 hours	Ohio requires that an applicant graduate with not less than eighteen	N/A		Reciprocity	Any person who holds a current license or registration to practice as a barber in any other state or district of the United States or country whose

		Initial License Fee: \$30.00				hundred (1,800) hours of training from a Board approved barber school.				requirements for licensure or registration of barbers are substantially equivalent to the requirements and that extends similar reciprocity to persons licensed as barbers in this state may apply to the state cosmetology and barber board for a barber license.
		Total Due: \$120.00								
Pennsylvania	\$10.00	License Fee	\$109.00	Biennial Renewal Fee	1,250 hours	1,250 hours in a licensed barber school under a licensed barber teacher, or in a licensed barber shop under a licensed barber manager or barber teacher.	N/A		Reciprocity	A barber license by reciprocity (without examination) can be granted to those individuals possessing a current barber license in a State with which Pennsylvania has an agreement of reciprocity. A barber license by endorsement examination (theory only) can be granted to those individuals currently licensed as a barber in a State with which Pennsylvania does not have an agreement of reciprocity.

Rhode Island	\$25.00	License Fee	\$25.00	Biennial Renewal Fee	1,500 hours	Applicant must complete 1,500 hours of training.	N/A		Endorsement	Any person licensed to practice barbering in another state where the requirements are the equivalent of those of this state is entitled to a license as a barber upon the acceptance of his or her credentials by the division; provided, that the state in which that person is licensed extends a similar privilege to licensed barbers of this state.
Vermont	\$110.00	Application Fee	\$130.00	Biennial Renewal Fee	1,000 hours	An accredited barber school program or apprenticeship of not less than 12 months and not more than 36 months consisting of a minimum of 2,000 hours and a maximum of 3,000 hours.	N/A		Reciprocity	Without requiring an examination, the board shall issue an appropriate license to a person who is licensed or certified under the laws of another jurisdiction with requirements that the board considers to be substantially equal to those of this state, provided the individual has been in active practice for at least three years immediately preceding application or has 2,000 documented hours of

										practice in not less than one year.
West Virginia	\$134.00	Initial Barber License Fee: \$35.00 Examination Fee: \$99.00 Total Due: \$134.00	\$35.00	Annual Renewal Fee	1,200 hours	1,200 clock-hour barber training program without chemical services or a fifteen hundred clock-hour barber training program with chemical services, or has successfully completed the barber apprenticeship program	4 hours	Annually Renewal Term	Endorsement	The board may issue a license to an applicant who: Holds a license or other authorization to practice in another state which was granted after completion of educational requirements substantially equivalent to those required in this state and passed an examination that is substantially equivalent to the examination required in this state.

Barber Teacher



Definition

“Career and Technical Education Teachers” individuals who teach academic and technical content to provide students with the skills and knowledge necessary to enter an occupation

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Career and Technical Education Teachers, on the Internet at <https://www.bls.gov/ooh/education-training-and-library/career-and-technical-education-teachers.htm> (visited April 13, 2018).]

“Barber Teacher” An individual to whom a barber-teacher’s license has been issued will be deemed qualified to perform the functions of a barber-teacher, manager-barber or a barber

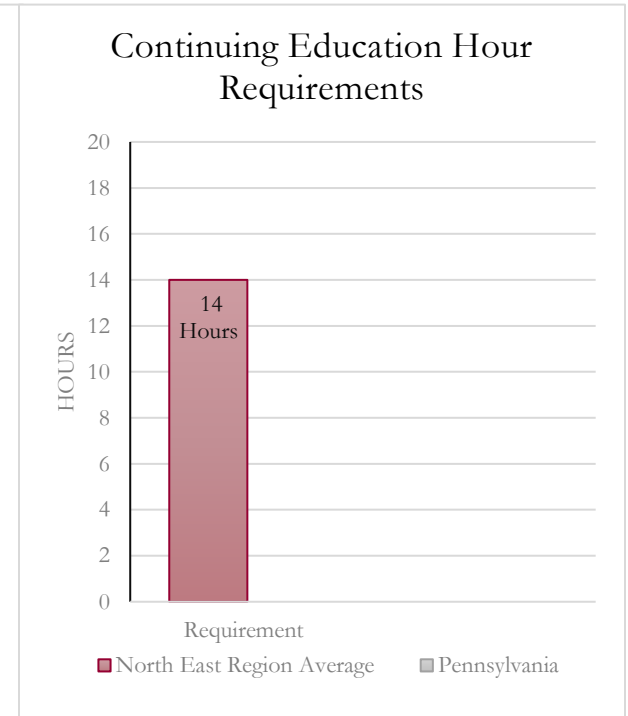
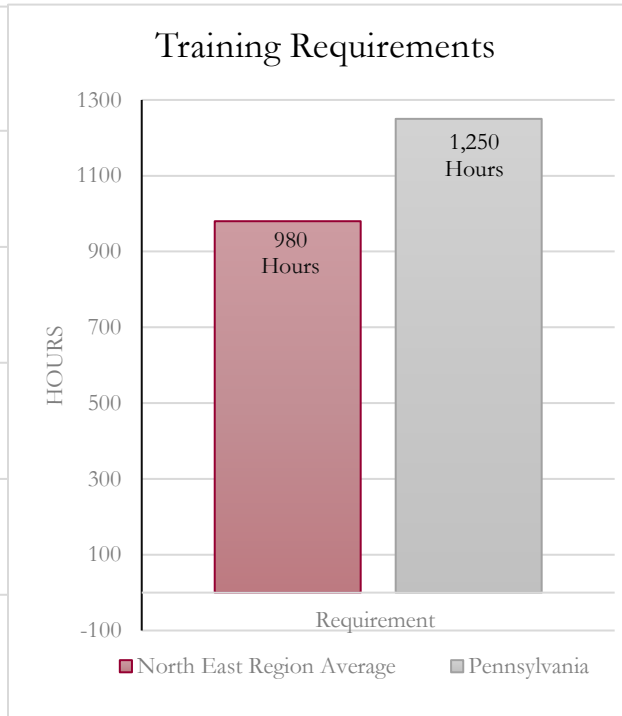
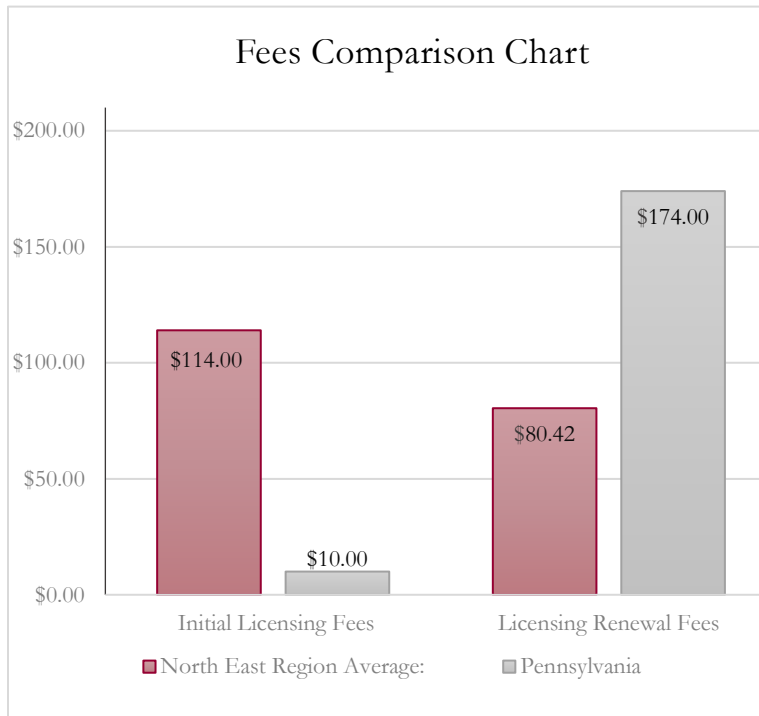
[Chapter 3 State board of barber examiners § 3.12 issued under section 506 of The Administrative Code of 1929 (71 P. S. § 186) <https://www.pacode.com/secure/data/049/chapter3/chap3toc.html>]

"Barbering" To shave or trim the beard; to cut, shape, trim or blend the hair with the proper tools or instruments designed for this purpose; to shape the eyebrows, to give facial and scalp massaging, facial and scalp treatment, with any preparations made for this purpose, either by hand or by mechanical or electrical appliances; to singe and shampoo the hair or apply any makes of hair cream, hair lotions or hair tonics; to dye, color or bleach the hair and to perform any service on a wig or hairpiece; to style and to render hair straightening, hair processing, hair weaving, hair waving and curling, with such methods as: manual, mechanical, chemical or electrical with the proper devices or proper chemical compounds developed and designed for this purpose. The term shall not include any or all of the above services when performed by a member of one's immediate household.

[Barbers' license law Act 589 of 1931 Section 2.1 <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/BarberExaminers/Documents/Board%20Information/Barber%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$110.00- \$114.00 Pennsylvania: \$10.00	North East Region Average: \$80.42* Pennsylvania: \$174.00	North East Region Average: 980 hours Pennsylvania: 1,250 hours	North East Region Average: 14 hours Pennsylvania: 0 hours
	•Not all states use the same renewal cycle. Renewal cycles range between 1-2 and 5 years	*Excluding NY and OH since the unit of measurement is years and months	•Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Barber teachers are not currently regulated in Connecticut. However, instructors shall be at least 18 years of age, hold a high school diploma or equivalent, hold a current license as a barber in good standing in Connecticut, and have at least 2 years of licensed work experience (e.g., barber shop, salon, instructor, etc.).									
Delaware	\$225.00	Exam Fee	\$173.00	Biennial Renewal Cycle	500 hours	Applicant must have 500 classroom hours in teacher training or 2 years' experience plus at least 250 hours of instruction	N/A		Reciprocity	Delaware grants licensure by reciprocity to those licensed in other states by 2 methods: Both methods require you to have passed a written and practical examination which was professionally developed and used on a national basis. Whether your application is Method 1 or 2 depends on whether any jurisdiction where you are currently licensed requires at least the same hours that Delaware requires.
Maine	\$41.00	License Fee: \$20.00 Criminal Background Check Fee: \$21.00	\$20.00	Annual Renewal Cycle	2,500 hours	1,500 hours of experience as a licensed barber and a course of study for instructors 1,000 hours	14 hours	Biennial Renewal Cycle	Endorsement	Maine grants licensure by endorsement for applicants who meet the requirements of Maine.

		Total Due: \$41.00								
Maryland	Not currently regulated by the state of Maryland. Master barbers may provide training to one apprentice									
Massachusetts	\$195.00	Application Fee: \$170.00 CORI Fee: \$25.00 Total Due: \$195.00	\$84.00	Annual Renewal Cycle		Must be a licensed Master Barber in Massachusetts.	N/A		Credentials	The board shall also issue licenses to all instructors to teach barbering who have adequate experience and education and meet any examination determined by the board
New Hampshire	\$80.00	Application Fee: \$50.00 Licensure Fee: \$30.00 Total Due: \$80.00	\$55.00	Biennial Renewal Cycle	800 hours	800 hours of instructor training in a school for barbering and cosmetology; or 12 months of actual employment in a shop and 500 hours of instructor training in a school for barbering and	N/A		Reciprocity	Reciprocity permitted if the other states requirements are substantially equivalent to or higher than those of New Hampshire

						cosmetology; or 8 years of actual employment in a shop.				
New Jersey	\$95.00 - \$140.00	Application Fee: \$50.00 Licensing Fee: 1 st year of biennial renewal cycle \$90.00 2 nd year \$45.00	\$60.00	Biennial Renewal Cycle	530 hours	Teacher training course of 500 hours and a 30-hour teaching methods plus 6 months of practice	N/A		N/A	
New York	\$50.00	Initial Certificate	\$100.00	Term of the initial certificate is five years.	2 years	A minimum of 2 years of work experience as a barber.	N/A		Endorsement	National Board Certification pathway allows the holder of a National Board Teacher Certificate to obtain a comparable New York State certificate
Ohio	\$185.00	Application Fee	\$150.00	Biennial Renewal Cycle	18 months	18 months of work experience in a licensed barbershop, or to have employed as an assistant barber teacher under	N/A		Reciprocity	Any person who holds a current license or registration to practice as a barber in any other state or district of the United States or country whose requirements for licensure or registration of barbers are substantially

						the supervision of a licensed barber teacher for at least 1 year.				equivalent to the requirements of this chapter and rules adopted under it and that extends similar reciprocity to persons licensed as barbers in this state may apply to the state cosmetology and barber board for a barber license.
Pennsylvania	\$10.00	License Fee	\$174.00	Biennial Renewal Cycle	1,250 hours	Must either have 5 years of experience as a licensed barber in a licensed shop or must be a barber manager who has trained for 1,250 hours under a licensed barber teacher in a licensed barber school as a teacher trainee.	N/A		Reciprocity	Reciprocity can be granted to individuals licensed in those states with which PA has an understanding of reciprocity. To qualify, an individual must have a current license from the state that they are applying from. If the applicant does not meet the requirements for reciprocity, the Pennsylvania examination must be successfully completed.
Rhode Island	\$25.00	License Fee	\$25.00	Biennial Renewal Cycle	300 hours	You must have held a license for at least 3 years as a barber and satisfactorily completed 300 hours of instruction in	N/A		Endorsement	Any person licensed to practice another state where the requirements are the equivalent of those of this state, the applicant shall be entitled to a license for barbering instructor, upon the

						barber teacher training approved by the Department.				acceptance of his or her credentials by the Department
Vermont	\$250.00	Not licensed. Endorsed by the board. \$250.00 Instructor's theory and State law exam	N/A		3 years	Have 3 full-time years of experience or possess sufficient teacher education and experience to permit the Board to determine that the instructor applicant's background is equal to those of a practitioner with 3 years' experience.	24 hours	Biennial Renewal Cycle	Endorsement	The board may issue a license to an individual who is currently licensed or certified in another jurisdiction in good standing, provided the individual has been in active practice for at least three years immediately preceding application or has 2,000 documented hours of practice in not less than one year.
West Virginia	\$50.00	Application Fee	\$50.00	Annual Renewal Cycle.		Official Certificate from Teaching Techniques Seminar from WVU Tech.	4 hours	Annual Renewal Cycle	Reciprocity	Must fill out reciprocity forms and meet state board requirements.

CHIROPRACTIC BOARD

- Chiropractors

Chiropractors



Definition

"Chiropractor " One whose occupation is the practice of chiropractic.

[chiropractor. (n.d.). Dictionary.com Unabridged. Retrieved April 27, 2018 from Dictionary.com website <http://www.dictionary.com/browse/chiropractor>]

"Chiropractic" A therapeutic system based primarily upon the interactions of the spine and nervous system, the method of treatment usually being to adjust the segments of the spinal column.

chiropractic. (n.d.). Dictionary.com Unabridged. Retrieved April 27, 2018 from Dictionary.com website <http://www.dictionary.com/browse/chiropractic>

"Chiropractor" A practitioner of chiropractic.

[CHIROPRACTIC ACT ACT 188 OF 1986 Chapter 1. Section 102. Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Chiropractic/Documents/Applications%20and%20Forms/NonApplication%20Documents/ChiroM%20-%20Act%20188%20of%201986.pdf>]

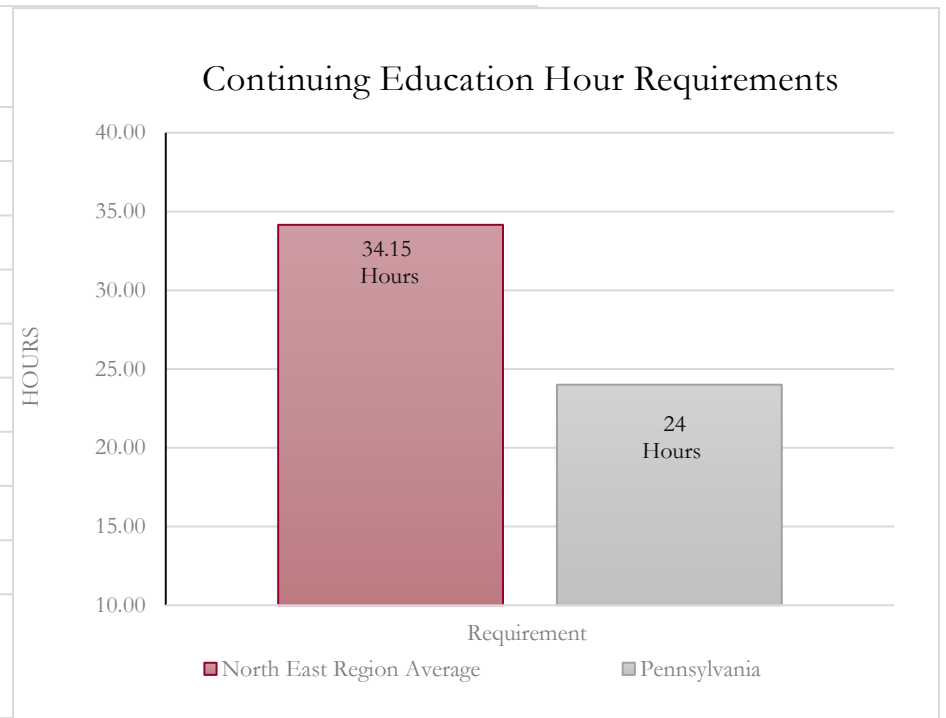
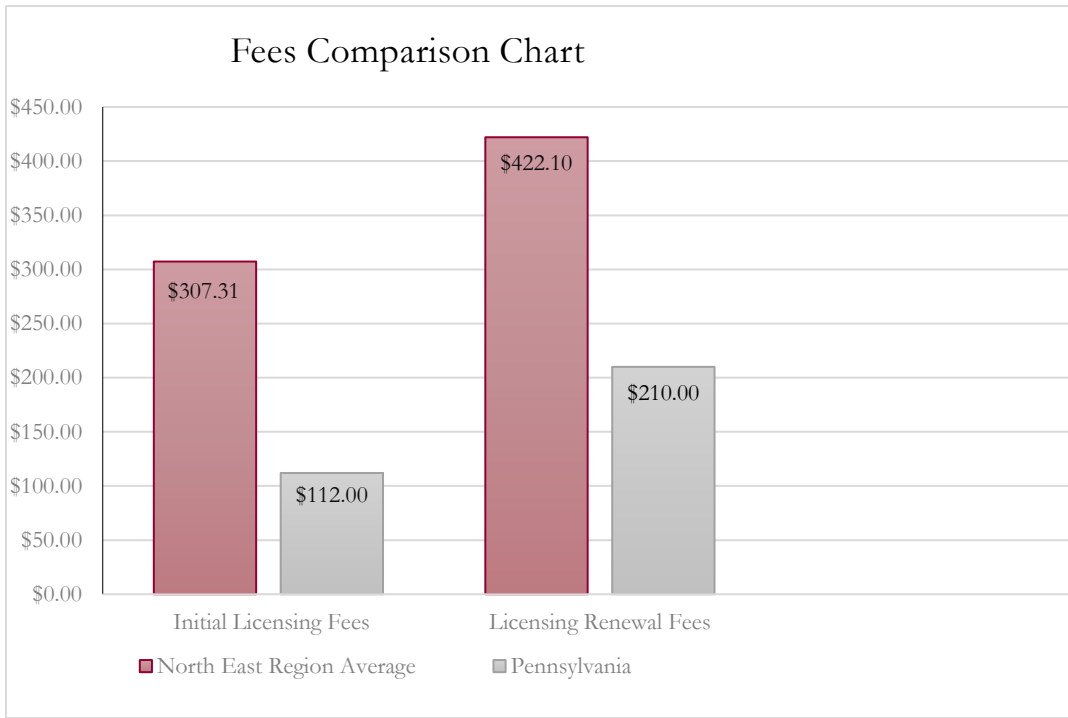
"Chiropractic" A branch of the healing arts dealing with the relationship between the articulations of the vertebral column, as well as other articulations, and the neuro-musculoskeletal system and the role of these relationships in the restoration and maintenance of health. The term shall include systems of locating misaligned or displaced vertebrae of the human spine and other articulations; the examination preparatory to the adjustment or manipulation of such misaligned or displaced vertebrae and other articulations; the adjustment or manipulation of such misaligned or displaced vertebrae and other articulations; the furnishing of necessary patient care for the restoration and maintenance of health; and the use of board-approved scientific instruments of analysis, including X-ray. The term shall also include diagnosis, provided that such diagnosis is necessary to determine the nature and appropriateness of chiropractic treatment; the use of adjunctive procedures in treating misaligned or dislocated vertebrae or articulations and related conditions of the nervous system, provided that, after January 1, 1988, the licensee must be certified in accordance with this act to use adjunctive procedures; and nutritional counseling, provided that nothing herein shall be construed to require licensure as a chiropractor in order to engage in nutritional counseling. The term shall not include the practice of obstetrics or gynecology, the reduction of fractures or major dislocations, or the use of drugs or surgery.

[CHIROPRACTIC ACT ACT 188 OF 1986 Chapter 1. Section 102. Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Chiropractic/Documents/Applications%20and%20Forms/NonApplication%20Documents/ChiroM%20-%20Act%20188%20of%201986.pdf>]

-
- Pennsylvania has lower initial licensing and renewal fees than the average of comparison states.
 - Pennsylvania has continuing education requirements that are similar to comparison states.
 - **Renewal Cycle:**
 - Annual:** Connecticut, Maine, Massachusetts, West Virginia
 - Biennial:** Delaware, Maryland, New Hampshire, New Jersey, Ohio, **Pennsylvania**, Vermont
 - Triennial:** New York and Vermont
-

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$307.31 Pennsylvania: \$112.00	North East Region Average: \$422.10* Pennsylvania: \$210.00	No Comparable Data	North East Region Average: 32.77 hours Pennsylvania: 24 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$565.00	Initial Application Fee	\$570.00	Annual Renewal Fee		Academic Preceptorship	48 hours	48 hours in each continuing education monitoring period. A monitoring period consisting of two consecutive license renewal periods.	Reciprocity	Applicant may acquire a license from Connecticut if the state that he or she is from has similar license requirements, has a valid and active license, has presented evidence satisfactory to the board.
Delaware	\$286.00	License Fee: \$221.00 Application Fee:\$65.00 Total Due: \$286.00	\$221.00	Biennial Renewal Fee		Academic Preceptorship	24 hours	Biennial Renewal Term	Reciprocity	Reciprocity; applicant must give proof of license in state that has similar requirements, proof of good standing and pay a fee
Maine	\$121.00	Application Fee	\$100.00	Annual Renewal Fee		Academic Preceptorship	48 hours	48 hours in each continuing education monitoring period. A monitoring period consisting of two consecutive license renewal periods	Endorsement	Endorsement; applicant must prove licensure to practice in another jurisdiction of the U.S or another country whose licensing requirements are equivalent to the Boards.

Maryland	\$750.00	Application Fee: \$200.00 Exam Fee: \$300.00 Licensing Fee: \$200.00 Background Check Fee: \$30.00 Fingerprinting Fee: \$20.00 Total Due: \$750.00	\$700.00	Biennial Renewal Fee		Academic Preceptorship	48 hours	Biennial Renewal Term	Endorsement	Endorsement: applicant must have valid license and currently active in another state that has similar license requirements for at least 5 years
Massachusetts	\$502.00	Application Fee: \$367.00 Licensing Fee: \$135.00 Total Due: \$502.00	\$135.00	Annual Renewal Fee		Academic Preceptorship	12 hours	Annual Renewal Term	Reciprocity	Reciprocity; applicant must verify that their license is current and active, that he or she is in good moral standing and that they have been practicing chiropractic medicine for at least 3 years
New Hampshire	\$300.00	License Fee	\$300.00	Biennial Renewal Fee		Academic Preceptorship	20 hours	Biennial Renewal Term	Endorsement	Endorsement; the state's requirements that the applicant is licensed from must be equivalent to New Hampshire

New Jersey	\$205.00	Application Fee: \$125.00 Online New Licensee Orientation and Jurisprudence Examination: \$50.00 Academic Qualifying Certificate Fee: \$30.00 Total Due: \$205.00	\$350.00	Biennial Renewal Fee		Academic Preceptorship	30 hours	Biennial Renewal Term	Endorsement	Endorsement: must be in good standing, must complete a background check, pay endorsement fee, and completed similar examination requirements
New York	\$294.00	Licensure and Registration Fee	\$224.00	Triennial Renewal Fee		Academic Preceptorship	36 hours	Triennial Renewal Term	Endorsement	Endorsement: applicant must have successfully completed I,II, and a clinical competency exam
Ohio	\$250.00	Application Fee	\$500.00	Biennial Renewal Fee		Academic Preceptorship	34 hours	Biennial Renewal Term	Reciprocity	Reciprocity with other states (ORC 4734.23). Applicant must pay \$500 and proof of license from a different state
Pennsylvania	\$112.00	Pennsylvania Chiropractic Law Examination: \$87.00 Application: \$25.00 Total Due: \$112.00	\$210.00	Biennial Renewal Fee		Academic Preceptorship	24 hours	Biennial Renewal Term	Reciprocity	Applicants for reciprocity must have valid license from another state; and the states have similar requirements to Pennsylvania

Rhode Island	\$210.00	Application Fee	\$210.00	Triennial Renewal Fee		Academic Preceptorship	60 hours	Biennial Renewal Term	Endorsement	Endorsement : applicant must have been a license practicing chiropractor for at least 5 years in a state that has similar qualifications
Vermont	\$200.00	Application Fee	\$265.00	Biennial Renewal Fee		Academic Preceptorship	24 hours	Biennial Renewal Term	Endorsement	The board may grant a license without written examination to an applicant who is licensed and is in good standing to practice chiropractic in another jurisdiction of the United States or Canada with standards and qualifications required for licensure of chiropractors that are deemed by the board to be substantially equivalent to those required.

West Virginia	\$200.00	Application Fee: \$150.00 Licensing Fee: \$50.00 Total Due: \$200.00	\$300.00	Annual Renewal Fee		Academic Preceptorship	18 hours	Annual Renewal Term	Endorsement	Applicant must have all current state requirements which includes: the national board exam, a current chiropractic license, good moral character, pays fee, and completes oral jurisprudence exam.
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COSMETOLOGY BOARD

- Cosmetologist
- Cosmetology Teacher
 - Esthetician
- Esthetician Teacher
 - Nail Technician
- Nail Technician Teacher

OBSERVATION SECTION

Ohio

<http://cos.ohio.gov/CONTINUING-EDUCATION/CONTINUING-EDUCATION-COSMETOLOGY>

- Ohio requires 8 continuing education hours every 2 years for cosmetology license renewal.

Maryland

<https://www.dlrr.state.md.us/license/cos/cosnews.shtml>

- Maryland HB 1,600 State Board of Cosmetologists - License Renewal - Continuing Education This legislation establishes a requirement for licensees to complete 6 hours of continuing education during each 2 year licensing term.

West Virginia

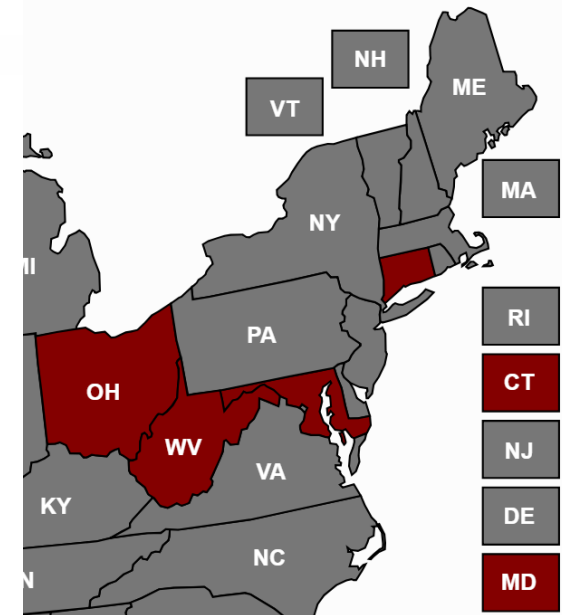
<http://www.wvbbc.com/MenuStructure/ContinuingEducation/ContinuingEducation/Information/tabid/1896/Default.aspx>

- All licensees under the West Virginia Board of Barbers and Cosmetologist are required to obtain 4 hours of continuing education in order to renew their license.

Connecticut

https://www.cga.ct.gov/2017/pub/Chap_387.htm#sec_20-260

- Connecticut does not require instructors of cosmetology to obtain an occupational license to teach.
- Individuals performing facials, pedicures, eyebrow arching, shampooing, manicures, or braiding are not required to obtain a cosmetology license.



- See the Barbers' report for boards that combined Cosmetology and Barbering.
- Four of the thirteen states in the northeast region do not require esthetician teachers to obtain an occupational license: Connecticut, Maryland, New Jersey and New York.
- Three of the thirteen states in the northeast region require hair braiders to obtain a cosmetology license: Massachusetts, New Jersey, and Vermont.
- **Some states license certified public accountants under different departments, but overall the requirements are comparable.**
- **Renewal cycle**
- **Annual: Connecticut, Maine, West Virginia**
- **Biennial: Delaware, Maryland, Massachusetts, Pennsylvania, Vermont**
- **Triennial: New Hampshire, New Jersey, New York, Ohio, Rhode Island**

Cosmetologist



Definition

“Cosmetologist” A person skilled or trained in the use of cosmetics and beauty treatments.

[cosmetologist. (n.d.). Dictionary.com Unabridged. Retrieved April 20, 2018 from Dictionary.com website [http://www.dictionary.com/browse/cosmetologist.](http://www.dictionary.com/browse/cosmetologist)]

“Cosmetologist” A licensed individual who is engaged in the practice of cosmetology.

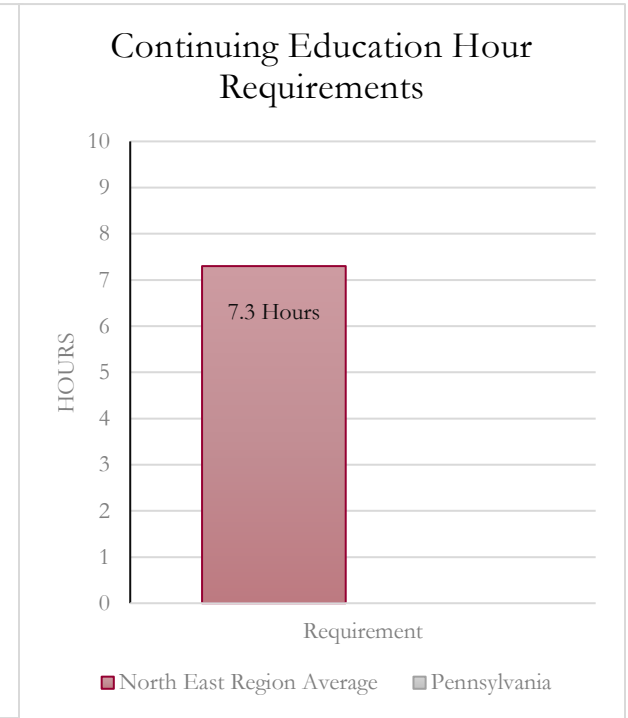
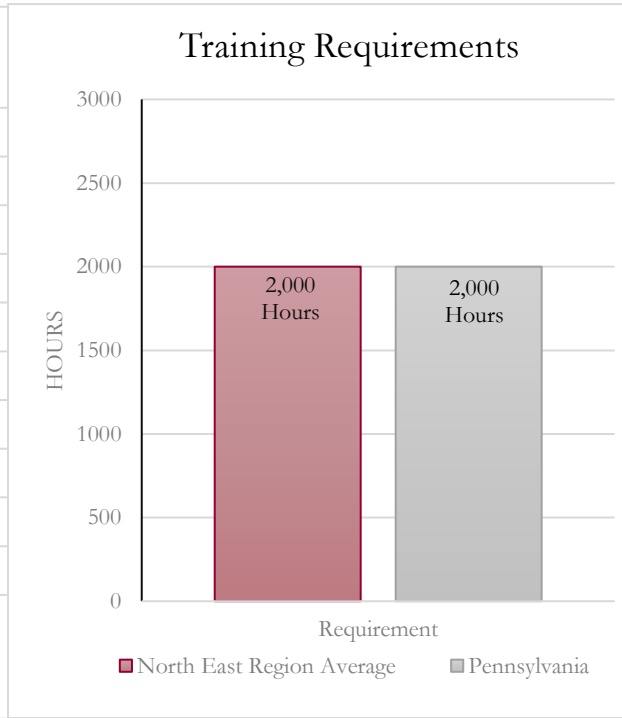
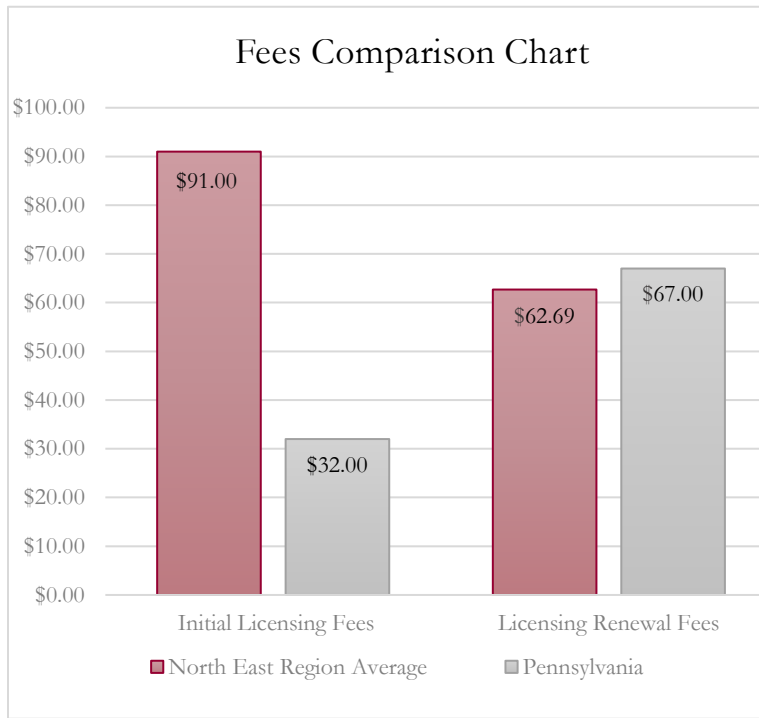
[CHAPTER 7. STATE BOARD OF COSMETOLOGY § 7.1 amended under sections 5 and 11 of the act of May 3, 1933
<https://www.pacode.com/secure/data/049/chapter7/s7.1.html>]

“Cosmetology” Includes any or all work done for compensation by any person, which work is generally and usually performed by cosmetologists, which work is for the embellishment, cleanliness and beautification of the human hair, such as arranging, braiding, dressing, curling, waving, permanent waving, cleansing, cutting, singeing, bleaching, coloring, pressing, or similar work thereon and thereabout, and the removal of superfluous hair, and the massaging, cleansing, stimulating, manipulating, exercising, or similar work upon the scalp, face, arms or hands, or the upper part of the body, by the use of mechanical or electrical apparatus or appliances or cosmetics, preparations, tonics, antiseptics, creams or lotions, or by any other means, and of manicuring the nails, which enumerated practices shall be inclusive of the term cosmetology but not in limitation thereof. The term also includes the acts comprising the practice of nail technology, natural hair braiding and esthetics.

[Cosmetology Law Act of May 3, 1933 P.L. 242, No. 86, CL. 63, section 1 Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Documents/Board%20Documents/COSMETOLOGY%20LAW.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$91.00 Pennsylvania: \$32.00	North East Region Average: \$62.69* Pennsylvania: \$67.00	North East Region Average: 2,000 hours Pennsylvania: 2,000 hours	North East Region Average: 7.3 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-4 years	• Excluding MD and MA since they have months and years as units of measurement	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut issues hairdresser licenses not cosmetologist licenses									
Delaware	\$225.00	Exam Fee	\$225.00	Biennial Renewal Fee	3,000 hours	1,500 hours of continuous training or 3,000 hours in an apprenticeship	N/A		Reciprocity	Upon payment of the appropriate fee and submission and acceptance of a written application on forms provided by the Board, the Board shall grant a license to each applicant who shall present proof of current licensure in good standing in another state, the District of Columbia, or territory of the United States whose standards for licensure are substantially similar to those of this State
Maine	\$41.00	Application Fee	\$20.00	Annual Renewal Fee	2,500 hours	Experience as a trainee of 2,500 hours distributed over a period of at least 18 months or a course of instruction in cosmetology of 1,500 hours in not less than 9 months in a school licensed by the director	N/A		Endorsement	The director may waive the examination and grant a license to any applicant who presents proof of being licensed to practice by another state or other jurisdiction of the US or another country that maintains professional standards considered by the director to be equivalent to or higher than those set forth by the Maine legislation.

Maryland	\$104.00	Application Fee: \$25.00 Exam Fees: \$79.00 Total Due: \$104.00	\$25.00	Biennial Renewal Fee	24 months	24 month apprenticeship or 1,500 hours of training	6 hours	Biennial Renewal Cycle	Endorsement	Candidates must: Possess a current license in another state and Provide certification that their license is in good standing and was obtained under the same standards as required in Maryland.
Massachusetts	\$107.00	Application Fee: \$82.00 CORI Fee: \$25.00 Total Due: \$107.00	\$68.00	Biennial Renewal Fee	2 years	2 years of practice must be under a licensed cosmetologist	N/A		Reciprocity	The board may license, any individual who has been licensed as cosmetologist under the laws of another state, which, in the opinion of the board, maintains a standard substantially equivalent to that of the commonwealth.
New Hampshire	\$130.00	Application Fee: \$100.00 Licensure Fee: \$30.00 Total Due: \$130.00	\$40.00	Biennial Renewal Fee	3,000 hours	3,000 hours over at least 18 months under a licensed cosmetologist or 1,500 hours of training in a school of cosmetology approved by the board	N/A		Endorsement	The board shall license any applicant who is similarly licensed in any other state, provided the other state's licensing requirements are substantially equivalent to or higher than those of this state
New Jersey	\$140.00	Application Fee: \$50.00 Licensing Fee: \$90.00 Total Due: \$140.00	\$60.00	Biennial Renewal Fee	1,200 hours	1,200-hour course of instruction in cosmetology and hairstyling	N/A		Endorsement	Licensure by endorsement is offered to cosmetologist applicants if they satisfy the NJ requirements for licensure as a cosmetologist, and presently hold a current license as a barber and beautician in another state or foreign country

New York	\$70.00	Application Fee: \$40.00 Written Examination Fee: \$15.00 Practical Examination Fee: \$15.00 Total Due: \$70.00	\$40.00	All licenses shall expire four years from the date of issuance	N/A		N/A		Reciprocity / Endorsement	For Endorsement or Reciprocity: An applicant who holds a Cosmetology license in another jurisdiction may obtain a Cosmetology license in New York through endorsement or reciprocity. An applicant must submit an original certification from the jurisdiction where s/he holds an equivalent license.
Ohio	\$76.50	Application Fee: \$45.00 Examination Fee: \$31.50 Total Due: \$76.50	\$45.00	Biennial Renewal Fee	N/A		8 hours	Biennial Renewal Cycle	Reciprocity	The state cosmetology and barber board shall issue a license to practice a branch of cosmetology or instructor license to an applicant who is licensed or registered in another state or country to practice that branch of cosmetology or teach the theory and practice of that branch of cosmetology, as appropriate to state requirements.
Pennsylvania	\$32.00	Licensing Fee: \$10.00 Criminal Background Check \$22.00 Total Due: \$32.00	\$67.00	Biennial Renewal Fee	2,000 hours	Apprenticeship required only if beauty school degree is not obtained	N/A		Reciprocity	Any person who has practiced or taught cosmetology under a certificate, license or permit, for 2 years in another state, territory, or D.C, may secure the license required by this act without an examination

Rhode Island	\$25.00	Application Fee	\$25.00	Biennial Renewal Fee	N/A		N/A		Endorsement	Any person licensed to practice barbering, hairdressing/cosmetic therapy, manicuring or esthetics in another state where the requirements are the equivalent of those of this state, the applicant shall be entitled to a license for barbering, hairdresser/cosmetician, manicurist or esthetician, upon the acceptance of his or her credentials by the Department.
Vermont	\$110.00	Application Fee	\$130.00	Biennial Renewal Fee	2,000 hours	Apprenticeship required only if beauty school degree is not obtained	N/A		Endorsement	Without requiring an examination, the board shall issue an appropriate license to a person who is licensed or certified under the laws of another jurisdiction with requirements that the board considers to be substantially equal to those of this state
West Virginia	\$35.00	Application Fee	\$35.00	Annual Renewal Fee	300 hours	Must have 300 clock hours before working on general public	4 hours	Annual Renewal Cycle	Reciprocity	Transferring a license (also known as Reciprocity) to West Virginia requires that state in which the applicant holds a current and valid license to transfer them official documents of licensure and applicants must take and pass the WV State Law exam.

Cosmetology Teacher



Definition

“Career and Technical Education Teachers” individuals who teach academic and technical content to provide students with the skills and knowledge necessary to enter an occupation.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Career and Technical Education Teachers, on the Internet at <https://www.bls.gov/ooh/education-training-and-library/career-and-technical-education-teachers.htm> (visited April 13, 2018).]

“Cosmetology Teacher” an individual who is qualified, without further licensure, to perform the functions of a teacher, cosmetologist, esthetician, nail technician or natural hair braider.

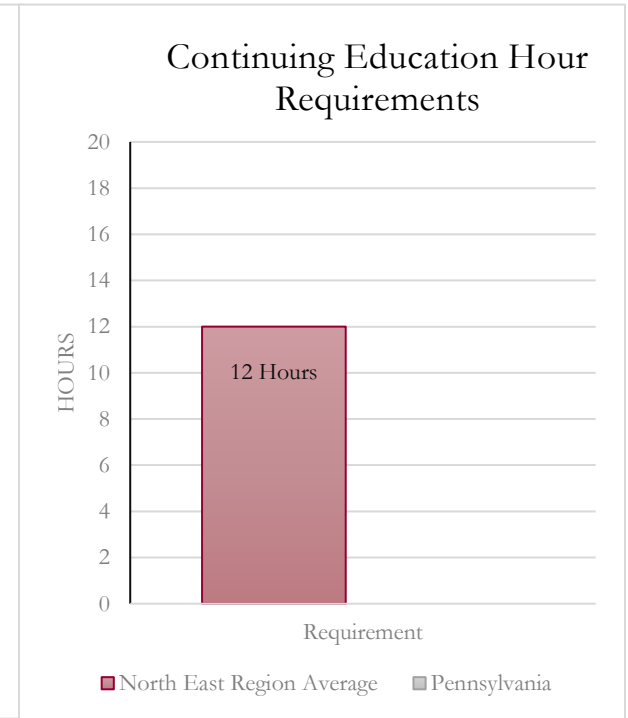
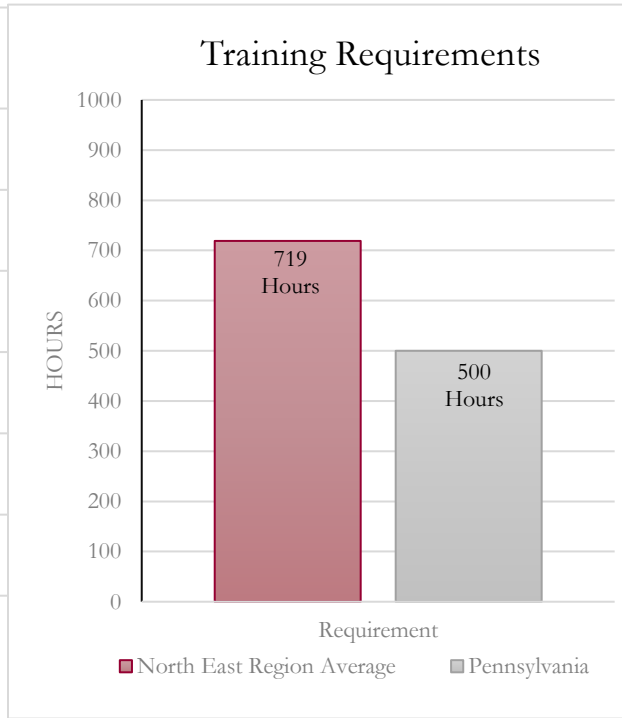
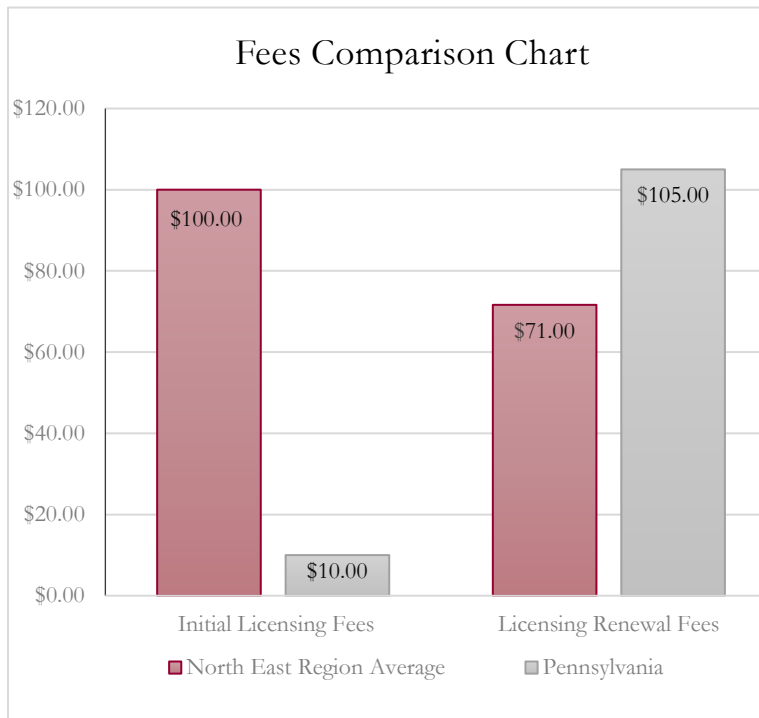
[CHAPTER 7 STATE BOARD OF COSMETOLOGY § 7.12 amended under sections 5, 11, 14 and 16 of the act of May 3, 1933 <https://www.pacode.com/secure/data/049/chapter7/s7.12.html>]

“School of Cosmetology” any individual, partnership, association, business corporation, nonprofit corporation, municipal corporation, school district or any group of individuals however organized whose purpose is to provide courses of instruction in cosmetology or the teaching of cosmetology.

[CHAPTER 7 STATE BOARD OF COSMETOLOGY § 7.12 amended under sections 5, 11, 14 and 16 of the act of May 3, 1933 <https://www.pacode.com/secure/data/049/chapter7/s7.12.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$92.00-\$100.00 Pennsylvania: \$10.00	North East Region Average: \$71.64* Pennsylvania: \$105.00	North East Region Average: 719 hours Pennsylvania: 500 hours	North East Region Average: 8 hours Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years	*Excluding NY since the requirements is measured in years	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue cosmology-teaching licenses.									
Delaware	\$225.00	Exam Fee	\$225.00	Biennial Renewal Fee	500 hours	500 hours of instructor training or at least 2 years' experience as an active licensed, practicing cosmetologist			Reciprocity	Upon payment of the appropriate fee and submission and acceptance of a written application on forms provided by the Board, the Board shall grant a license to each applicant who shall present proof of current licensure in good standing in another state, the District of Columbia, or territory of the United States whose standards for licensure are substantially similar to those of this State
Maine	\$41.00	License Fee: \$20.00 Background Check Fee: \$21.00 Total Due: \$41.00	\$20.00	Annual Renewal Fee	600 hours	600 hours of instructor training	14 hours	Biennial Renewal Cycle	Endorsement	The director may waive the examination and grant a license to any applicant who presents proof of being licensed to practice by another state or other jurisdiction of the US or another country that maintains professional standards considered by the director to be equivalent to or higher than those set forth by the Maine legislation.

Maryland	\$74.00	License Fee: \$25.00 Theory exam Fee: \$49.00 Total Due: \$74.00	\$25.00	Biennial Renewal Fee	N/A		6 hours	Biennial Renewal Cycle	Credentials	Candidates must: Possess a current license in another state and Provide certification that their license is in good standing and was obtained under the same standards as required in Maryland.
Massachusetts	\$161.00	Application Fee: \$136.00 CORI Fee: \$25.00 Total Due: \$161.00	\$68.00	Biennial Renewal Fee	N/A				Credentials	The board may license, any individual who has been licensed as cosmetologist under the laws of another state, which, in the opinion of the board, maintains a standard substantially equivalent to that of the commonwealth.
New Hampshire	\$80.00	Application Fee \$50.00 Licensure Fee: \$30.00 Total Due: \$80.00	\$55.00	Biennial Renewal Fee	800 hours	800 hours training or 12 months of actual employment in a shop and 500 hours of training or eight years of actual employment in a shop			Reciprocity	The board shall license any applicant who is similarly licensed in any other state, provided the other state's licensing requirements are substantially equivalent to or higher than those of this state
New Jersey	\$95.00-\$140.00	Application Fee: \$50.00 Licensing Fee: \$90 (\$45.00 during second year of cycling)	\$60.00	Biennial Renewal Fee	530 hours	530 hours of training. A teacher training course of 500 hours and a 30 hour teaching methods course.				Licensure by endorsement is offered to cosmetologist applicants if they satisfy the NJ requirements for licensure as a cosmetologist, and presently hold a current license as a barber and beautician in another state or foreign country

New York	\$50.00	Initial Certificate	\$100.00	Term of the initial certificate is five years.	2 years	A minimum of 2 years of work experience as a barber.		Term of the initial certificate is five years.	Endorsement	For Endorsement or Reciprocity: An applicant who holds a Cosmetology license in another jurisdiction may obtain a Cosmetology license in New York through endorsement or reciprocity. An applicant must submit an original certification from the jurisdiction where s/he holds an equivalent license.
Ohio	\$45.00	Application Fee	\$45.00	Biennial Renewal Fee	1,800 hours	1,800 hours work experience or 1,000 hours of board-approved cosmetology instructor training as an apprentice instructor	8 hours	Biennial Renewal Cycle	Reciprocity	The state cosmetology and barber board shall issue a license to practice a branch of cosmetology or instructor license to an applicant who is licensed or registered in another state or country to practice that branch of cosmetology or teach the theory and practice of that branch of cosmetology, as appropriate to state requirements.
Pennsylvania	\$10.00	Licensing Fee	\$105.00	Biennial Renewal Fee	500 hours	500 hours of instruction in a licensed school of cosmetology			Reciprocity	Any person who has practiced or taught cosmetology under a certificate, license or permit, for 2 years in another state, territory, or D.C, may secure the license required by this act without an examination

Rhode Island	\$25.00	Application Fee	\$25.00	Biennial Renewal Fee	300 hours	300 hours of instructor training			Endorsement	Any person licensed to practice barbering, hairdressing/cosmetic therapy, manicuring or esthetics in another state where the requirements are the equivalent of those of this state, the applicant shall be entitled to a license for barbering, hairdresser/cosmetician, manicurist or esthetician, upon the acceptance of his or her credentials by the Department.
Vermont	\$250.00	Not licensed. Endorsed by the board. Instructor's theory and State law exam fee	N/A		N/A		24 hours	Biennial Renewal Cycle	Endorsement	Without requiring an examination, the board shall issue an appropriate license to a person who is licensed or certified under the laws of another jurisdiction with requirements that the board considers to be substantially equal to those of this state
West Virginia	\$50.00	Application Fee	\$50.00	Annual Renewal Fee	N/A		4 hours	Annual Renewal Cycle	Reciprocity	Transferring a license (also known as Reciprocity) to West Virginia requires that state in which the applicant holds a current and valid license to transfer them official documents of licensure and applicants must take and pass the WV State Law exam.

Esthetician / Aesthetician



Definition

“Esthetician” a person with special training in administering facials, aromatherapy, hair and skin care, makeup, etc.

[esthetician. (n.d.). Dictionary.com Unabridged. Retrieved April 23, 2018 from Dictionary.com website <http://www.dictionary.com/browse/esthetician.>]

“Esthetician” An individual licensed by the Board to practice esthetics

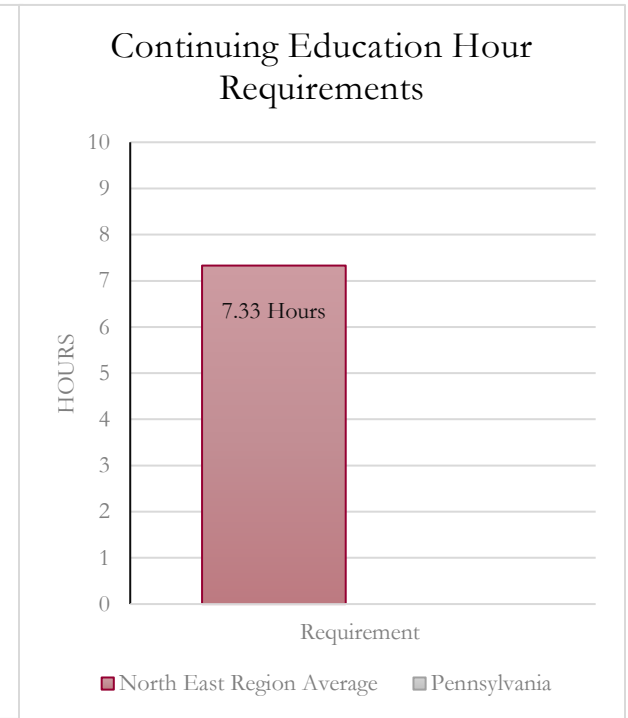
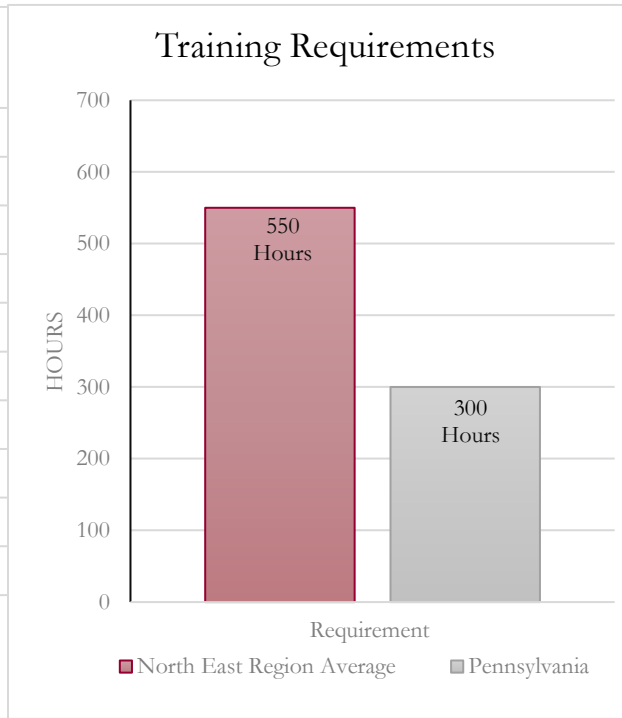
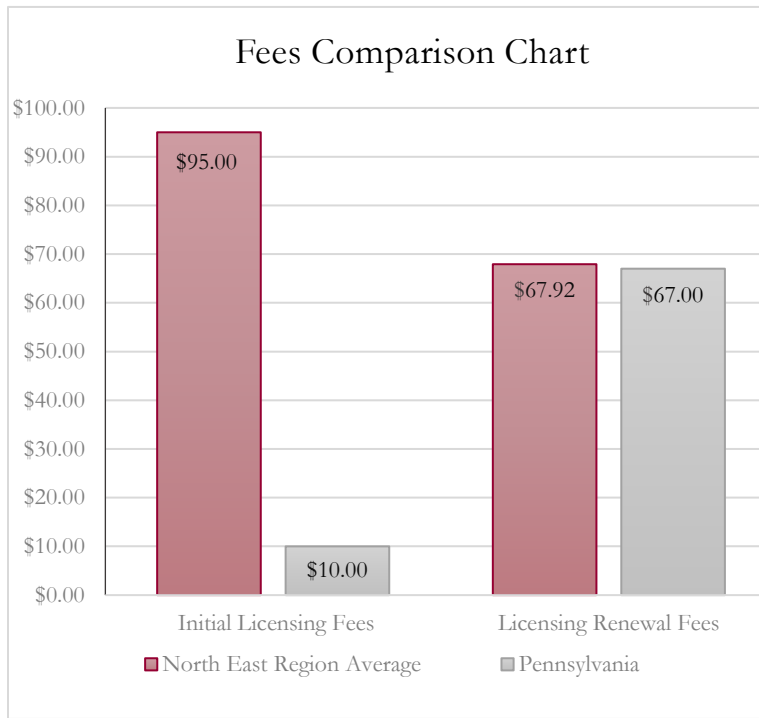
[CHAPTER 7. STATE BOARD OF COSMETOLOGY § 7.1 amended under sections 5 and 11 of the act of May 3, 1933 <https://www.pacode.com/secure/data/049/chapter7/s7.1.html>]

“Esthetics” means the practice of massaging the face, applying cosmetic preparations, antiseptics, tonics, lotions or creams to the face, removing superfluous hair by tweezers, depilatories or waxes and the dyeing of eyelashes and eyebrows.

[Cosmetology Law Act of May 3, 1933 P.L. 242, No. 86, CL. 63, section 1 Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Documents/Board%20Documents/COSMETOLOGY%20LAW.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$92.00-\$95.00 Pennsylvania: \$10.00	North East Region Average: \$67.92* Pennsylvania: \$67.00	North East Region Average: 550 hours Pennsylvania: 300 hours	North East Region Average: 6 hours Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles vary between 1, 2 and 4 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	There is no licensure or certification offered or required for estheticians in Connecticut.									
Delaware	\$225.00	Exam Fee	\$225.00	Biennial Renewal Fee	600 hours	Successfully complete a minimum of 600 classroom hours of continuous training for a complete course in Aesthetics; or\ Successfully complete a 1,200 hours apprenticeship with a licensed Aesthetician.			Reciprocity	Upon payment of the appropriate fee and submission and acceptance of a written application on forms provided by the Board, the Board shall grant a license to each applicant who shall present proof of current licensure in good standing in another state, the District of Columbia, or territory of the United States whose standards for licensure are substantially similar to those of this State
Maine	\$41.00	Application Fee	\$20.00	Annual Renewal Fee	600 hours	Successfully complete a minimum of 600 classroom hours of continuous training			Endorsement	The director may waive the examination and grant a license to any applicant who presents proof of being licensed to practice by another state or other jurisdiction of the US or another country that maintains professional standards considered by the director to be equivalent to or higher than those set forth by the Maine legislation.

Maryland	\$104.00	Application Fee: \$25.00 Examination Fee: \$79.00 Practical and Theory: \$79.00 Total Due: \$104.00	\$25.00	Biennial Renewal Fee	600 hours	600 hours of training in a cosmetology school or 12 months as a registered apprentice in a licensed beauty salon.	6 hours	Biennial Renewal Cycle	Credentials	Candidates must: Possess a current license in another state and Provide certification that their license is in good standing and was obtained under the same standards as required in Maryland.
Massachusetts	\$203.00	Exam Fee: \$135.00 Application Fee: \$68.00 Total Due: \$203.00	\$68.00	Biennial Renewal Fee	300 hours	Complete a basic 300 course in an approved aesthetic program	N/A		Reciprocity	The board may license, any individual who has been licensed as cosmetologist under the laws of another state, which, in the opinion of the board, maintains a standard substantially equivalent to that of the commonwealth.
New Hampshire	\$30.00	Licensing Fee	\$40.00	Biennial Renewal Fee	600 hours	600 hour of training required	N/A		Endorsement	The board shall license any applicant who is similarly licensed in any other state, provided the other state's licensing requirements are substantially equivalent to or higher than those of this state
New Jersey	\$95.00 - \$140.00	Application Fee: \$50.00 Licensing Fee: 1 st year of renewal term \$90.00 2 nd year \$45.00	\$60.00	Biennial Renewal Fee	600 hours	Provide proof of successful completion of a 600-hour course of instruction at an approved school in New Jersey, another state or a foreign country	N/A		Endorsement	Licensure by endorsement is offered to cosmetologist applicants if they satisfy the NJ requirements for licensure as a cosmetologist, and presently hold a current license as a barber and beautician in another state or foreign country

New York	\$70.00	Application Fee: \$40.00 Examination Fee: \$30.00 Total Due: \$70.00	\$40.00	Four Year Renewal Cycle	600 hours	600 hours of training required	N/A		Endorsement	For Endorsement or Reciprocity: An applicant who holds a Cosmetology license in another jurisdiction may obtain a Cosmetology license in New York through endorsement or reciprocity. An applicant must submit an original certification from the jurisdiction where s/he holds an equivalent license.
Ohio	\$45.00	Application Fee	\$45.00	Biennial Renewal Fee	600 hours	600 hours of training required	8 hours	Biennial Renewal Cycle	Reciprocity	The state cosmetology and barber board shall issue a license to practice a branch of cosmetology or instructor license to an applicant who is licensed or registered in another state or country to practice that branch of cosmetology or teach the theory and practice of that branch of cosmetology, as appropriate to state requirements.
Pennsylvania	\$10.00	Application Fee	\$67.00	Biennial Renewal Fee	300 hours	Have completed a minimum of 300 hours of instruction in skin care in a licensed school of cosmetology.	N/A		Reciprocity	Any person who has practiced or taught cosmetology under a certificate, license or permit, for 2 years in another state, territory, or D.C, may secure the license required by this act without an examination

Rhode Island	\$25.00	Application Fee	\$25.00	Biennial Renewal Fee.	600 hours	600 hours of training required	N/A		Endorsement	Any person licensed to practice barbering, hairdressing/cosmetic therapy, manicuring or esthetics in another state where the requirements are the equivalent of those of this state, the applicant shall be entitled to a license for barbering, hairdresser/cosmetician, manicurist or esthetician, upon the acceptance of his or her credentials by the Department.
Vermont	\$110.00	Application Fee	\$130.00	Biennial Renewal Fee	600-800 Hours	800 hours apprenticeship or 600 hours of Educational training	N/A		Endorsement	Without requiring an examination, the board shall issue an appropriate license to a person who is licensed or certified under the laws of another jurisdiction with requirements that the board considers to be substantially equal to those of this state
West Virginia	\$142.00	Application Fee: \$110.00 Exam Fee: \$107.00 Total Due: \$142.00	\$35.00	Annual Renewal Fee	600 Hours	A student shall complete a course of study consisting of a minimum of 600 clock hours	4 Hours	Annual Renewal Cycle	Reciprocity	Transferring a license (also known as Reciprocity) to West Virginia requires that state in which the applicant holds a current and valid license to transfer them official documents of licensure and applicants must take and pass the WV State Law exam.

Esthetician Teacher



Definition

“Career and Technical Education Teachers” individuals who teach academic and technical content to provide students with the skills and knowledge necessary to enter an occupation.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Career and Technical Education Teachers, on the Internet at <https://www.bls.gov/ooh/education-training-and-library/career-and-technical-education-teachers.htm> (visited April 13, 2018).]

“Limited Practice Teacher” a teacher licensed by the Board for the purpose of providing instruction in the area of esthetics, nail technology or natural hair braiding only.

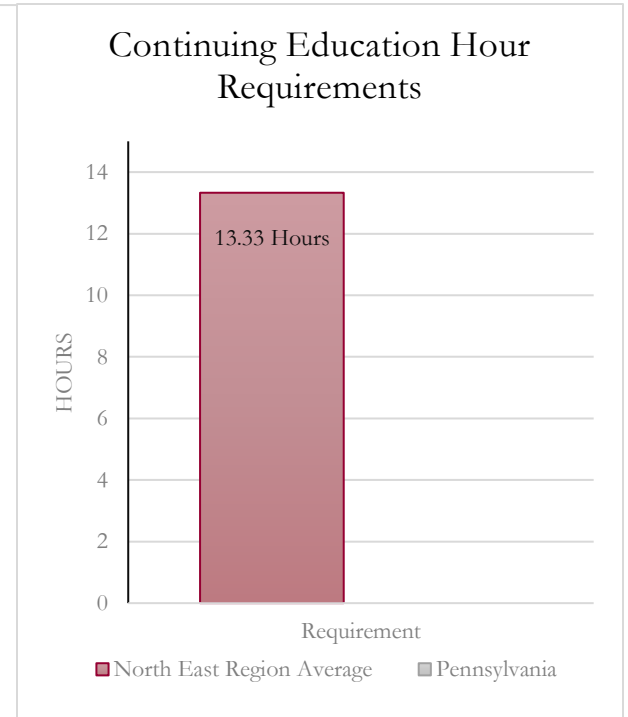
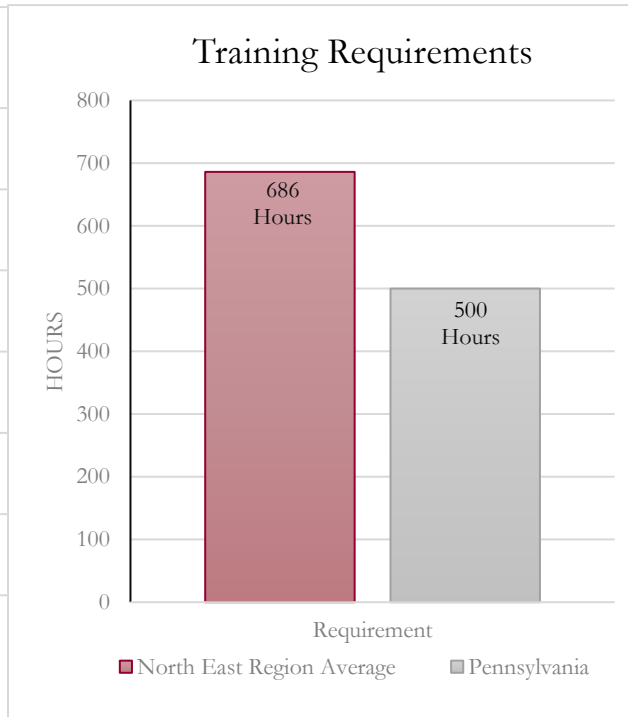
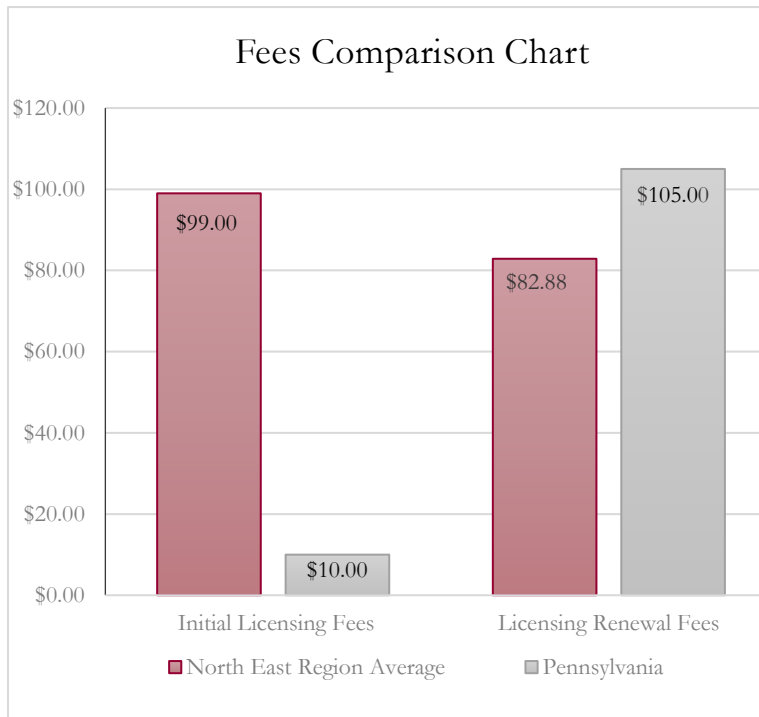
[CHAPTER 7. STATE BOARD OF COSMETOLOGY § 7.1 amended under sections 5 and 11 of the act of May 3, 1933 <https://www.pacode.com/secure/data/049/chapter7/s7.1.html>]

“Esthetics” means the practice of massaging the face, applying cosmetic preparations, antiseptics, tonics, lotions or creams to the face, removing superfluous hair by tweezers, depilatories or waxes and the dyeing of eyelashes and eyebrows.

[Cosmetology Law Act of May 3, 1933 P.L. 242, No. 86, CL. 63, section 1 Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Documents/Board%20Documents/COSMETOLOGY%20LAW.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$99.00 Pennsylvania: \$10.00	North East Region Average: \$82.88* Pennsylvania: \$105.00	North East Region Average: 686 hours Pennsylvania: 500 hours	North East Region Average: 13.33 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	No occupational regulation									
Delaware	\$225.00	Exam Fee	\$225.00	Biennial Renewal Fee	500 hours	500 hours of instruction in a registered school of aesthetics, or at least 2 years' experience supplemented by at least 250 hours of instruction			Reciprocity	Reciprocity. In order to apply for an Instructor License in the State of Delaware, you must first obtain a Delaware Aesthetician License. Once you have obtained a Delaware License, you may apply for an Instructor License
Maine	\$41.00	Application Fee: \$20.00 Background Check Fee: \$21.00 Total Due: \$41.00	\$20.00	Annual Renewal Fee	600 hours	Must hold a valid esthetician license. 600 hours of instructor training in not less than 15 weeks at a licensed school			Endorsement	The applicant shall submit evidence of a having a valid license to teach or instruct in another State or jurisdiction
Maryland	No occupational regulation									
Massachusetts	\$161.00	Application Fee: \$136.00 CORI Fee: \$25.00 Total Due: \$161.00	\$68.00	Biennial Renewal Fee	300 hours	At least 300 hours of professional training in an aesthetics school approved by the Board			Credentials	The board shall issue licenses to all instructors to teach aesthetics who have adequate experience and education and meet any examination determined by the board

New Hampshire	\$80.00	Application Fee: \$30.00 Licensure Fee: \$50.00 Total Due: \$80.00	\$55.00	Biennial Renewal Fee	800 hours	800 hours training or 12 months of actual employment in a shop and 500 hours of training or eight years of actual employment in a shop			Reciprocity	Reciprocity permitted if the other state requirements are substantially equivalent to or higher than those of New Hampshire
New Jersey	Not licensed. New Jersey Department of Education issues technical education teaching certificates for estheticians									
New York	Not licensed through division of licensing services department of state. Certified as technical teacher									
Ohio	\$45.00	Licensing Fee	\$45.00	Biennial Renewal Fee	1800 hours	1800 hours of practice or 500 hours of board-approved esthetics instructor training as an apprentice instructor	8 hours	Biennial Renewal Cycle	Reciprocity	The state cosmetology and barber board shall issue an instructor license to an applicant who is licensed or registered in another state or country if he or she meets requirements set in ORC 4713.34
Pennsylvania	\$10.00	Licensing Fee	\$105.00	Biennial Renewal Fee	500 hours	500 hours of instructor training			Reciprocity	An individual who meets the criteria for licensure by reciprocity under section 9 of the act may obtain a license without examination
Rhode Island	\$25.00	Licensing Fee	\$25.00	Biennial Renewal Fee	300 hours	300 hours of instructor training			Endorsement	Any person licensed to practice esthetics in another state where the requirements are the equivalent of those of this state, the applicant shall be entitled to a license for barbering, hairdresser/cosmetician, manicurist or esthetician, upon the acceptance of his or her credentials by the Department.

Vermont	\$250.00	Instructor's Theory and State law Exam Fee			N/A	Three (3) full-time years of experience or possess sufficient teacher education and experience to permit the Board to determine that the instructor applicant's background is equal to those of a practitioner with three years of experience. Must hold an esthetician license	24 hours	Biennial Renewal Cycle	Endorsement	If you meet experience requirements and hold an esthetician license, endorsement can be obtained after taking the instructor's examination
West Virginia	\$50.00	Application Fee	\$50.00	Annual Renewal Fee	N/A		4 hours	Annual Renewal Cycle	Reciprocity	Transferring a license (also known as Reciprocity) to West Virginia requires that state in which the applicant holds a current and valid license to transfer their official documents of licensure and applicants must take and pass the WV State Law exam.

Nail Technician



Definition

“Nail Technician” A person whose job is to take care of and decorate people's fingernails

[Nail technician. (n.d.). Collins English Dictionary - Complete & Unabridged 10th Edition. Retrieved April 23, 2018 from Dictionary.com website <http://www.dictionary.com/browse/nail-technician>]

“Nail Technician” An individual licensed by the Board to engage in the practice of nail technology.

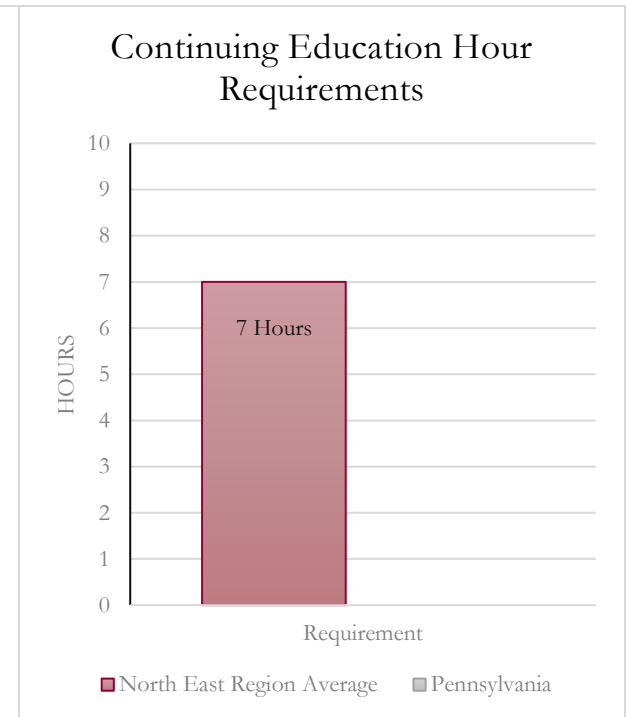
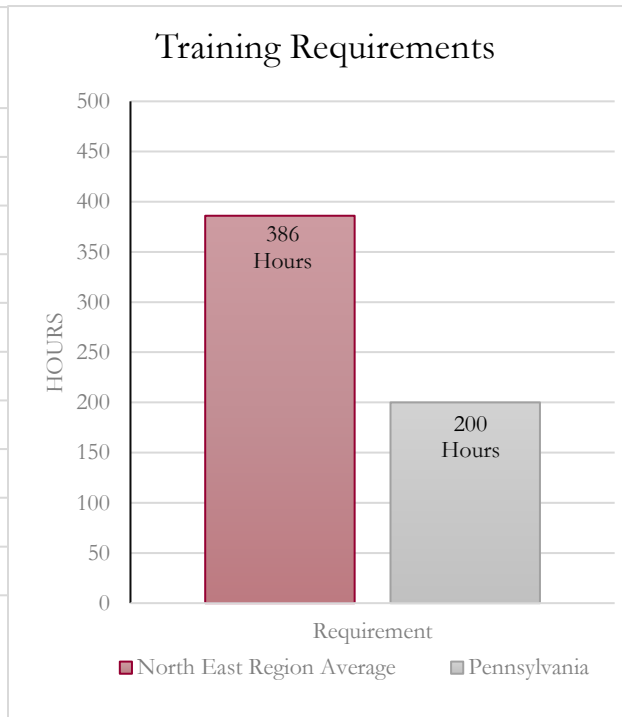
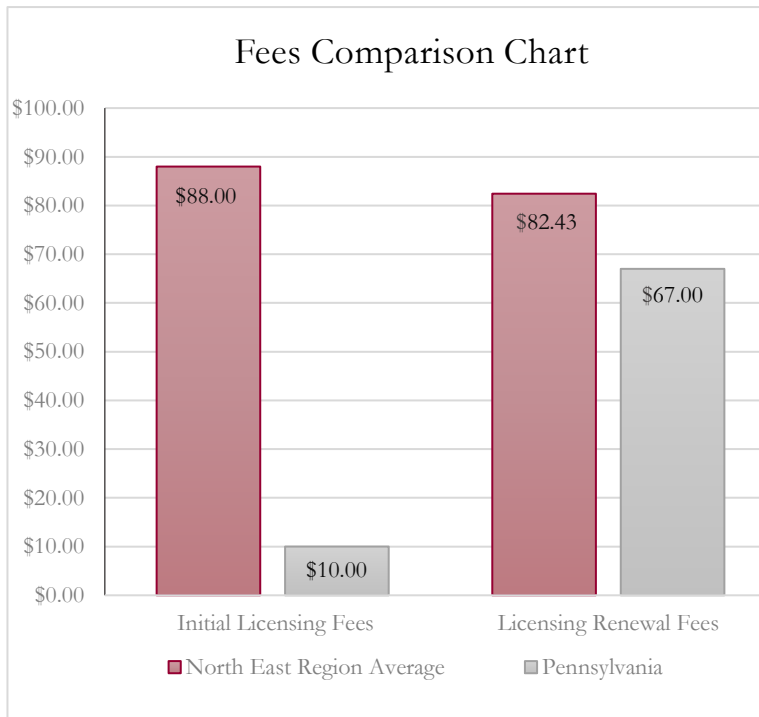
[CHAPTER 7. STATE BOARD OF COSMETOLOGY § 7.1 amended under sections 5 and 11 of the act of May 3, 1933
<https://www.pacode.com/secure/data/049/chapter7/s7.1.html>]

“Nail Technology” Means the practice of manicuring the nails of an individual, applying artificial or sculptured nails to an individual, massaging the hands of an individual or massaging the lower arms of an individual up to the individual’s elbow, massaging the feet of an individual or the lower legs of an individual up to the individual’s knee, or a combination of these acts.

[Cosmetology Law Act of May 3, 1933 P.L. 242, No. 86, CL. 63, section 1 Definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Documents/Board%20Documents/COSMETOLOGY%20LAW.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$88.00 Pennsylvania: \$10.00	North East Region Average: \$82.43 Pennsylvania: \$67.00	North East Region Average: 286-386 hours Pennsylvania: 200 hours	North East Region Average: 7 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-4 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	Not licensed. Pursuant to Section 20-250(4), Connecticut General Statutes, no Connecticut license is required of individuals performing facials, pedicures, eyebrow arching, shampooing, manicures, or braiding									
Delaware	\$225.00	First Time Exam Fee	\$225.00	Biennial Renewal Fee	300-600 hours	300 hours of cosmetology school or 600 hour apprenticeship	N/A		Reciprocity	Licensure by reciprocity
Maine	\$41.00	License Fee \$20.00 Criminal Background Check Fee \$21.00 Total Due: \$41.00	\$20.00	Annual Renewal Fee	200-400 hours	Completed a course of instruction in nail technology of 200 hours in not less than 5 weeks or has experience in the practice of nail technology as a trainee of 400 hours distributed over a period of at least 10 weeks	N/A		Endorsement	The director may waive the examination and grant a license to any applicant who presents proof of being licensed to practice by another state as long as no cause exists for denial of a license
Maryland	\$104.00	Licensing Fee: \$25.00 Exam Fee: \$79.00 Total Due: \$104.00	\$25.00	Biennial Renewal Fee	250 hours	250 hours of cosmetology school or eight months as a registered apprentice in a licensed beauty salon	6 hours	Biennial Renewal Cycle	Endorsement	Licensure by endorsement
Massachusetts	Massachusetts issues manicurist licenses not nail technicians									
New Hampshire	New Hampshire issues manicurist licenses not nail technicians									

New Jersey	New Jersey issues manicurist licenses not nail technicians									
New York	\$70.00	Application Fee: \$40.00 Exam Fees: \$30.00 Total Due: \$70.00	\$40.00	Licenses expire four years from the date of issuance	250 hours	250 hours of cosmetology school	N/A		Endorsement	Endorsement agreements with certain states (see the source link for exact states)
Ohio	Ohio issues manicurist licenses not nail technicians									
Pennsylvania	\$32.00	Licensing Fee: \$10.00 Criminal History Record Check: \$22.00 Total Due: \$32.00	\$67.00	Biennial Renewal Fee	200 hours	200 hours of cosmetology school	N/A		Reciprocity	Licensure by reciprocity
Rhode Island	Rhode Island issues manicurist licenses not nail technicians									
Vermont	\$110.00	Application Fee	\$130.00	Biennial Renewal Fee	400-600 hours	400 hours of cosmetology or 600 hour apprenticeship	N/A		Endorsement	To qualify, an applicant must be licensed or certified in good standing in another state or jurisdiction in which the standards and qualifications required for regulation in that jurisdiction are substantially equivalent to Vermont's.
West Virginia	\$35.00	Licensing Fee	\$35.00	Annual Renewal Fee	400 hours	Graduate Cosmetology school	4 hours	Annual Renewal Cycle	Reciprocity	Licensure by Reciprocity

Nail Technician Teacher



Definition

“Career and Technical Education Teachers” Individuals who teach academic and technical content to provide students with the skills and knowledge necessary to enter an occupation.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Career and Technical Education Teachers, on the Internet at <https://www.bls.gov/ooh/education-training-and-library/career-and-technical-education-teachers.htm> (visited April 13, 2018).]

“Limited Practice Teacher” A teacher licensed by the Board for the purpose of providing instruction in the area of esthetics, nail technology or natural hair braiding only.

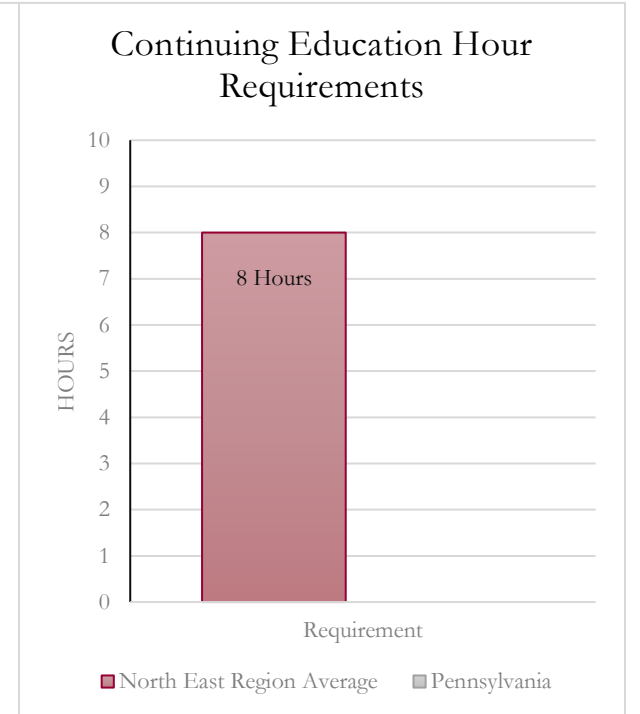
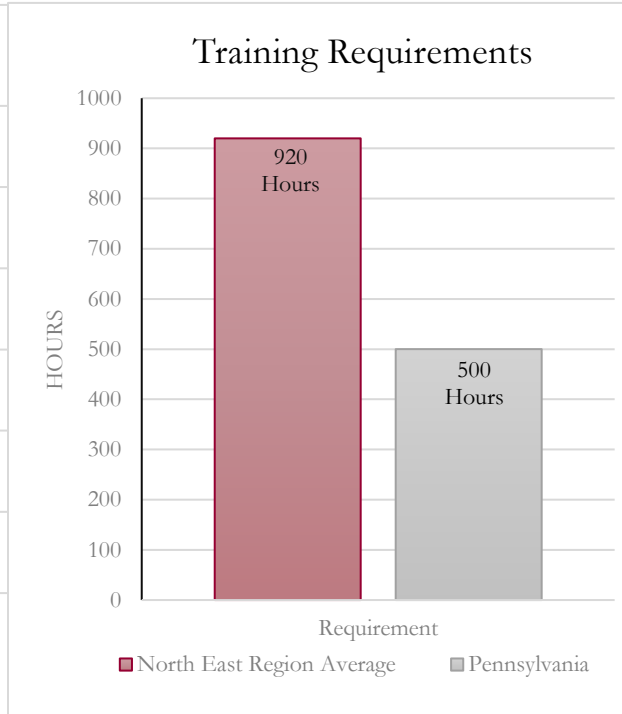
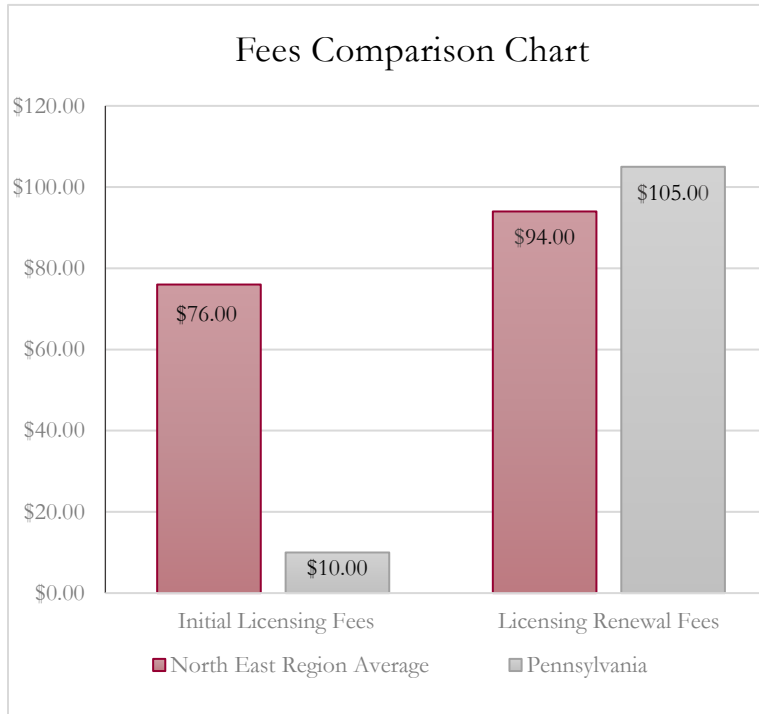
[CHAPTER 7. STATE BOARD OF COSMETOLOGY § 7.1 amended under sections 5 and 11 of the act of May 3, 1933 <https://www.pacode.com/secure/data/049/chapter7/s7.1.html>]

“Nail Technology” Means the practice of manicuring the nails of an individual, applying artificial or sculptured nails to an individual, massaging the hands of an individual or massaging the lower arms of an individual up to the individual’s elbow, massaging the feet of an individual or the lower legs of an individual up to the individual’s knee, or a combination of these acts.

[Cosmetology Law Act of May 3, 1933 P.L. 242, No. 86, CL. 63, section 1 Definitions <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Documents/Board%20Documents/COSMETOLOGY%20LAW.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$76.00 Pennsylvania: \$10.00	North East Region Average: \$94.00* Pennsylvania: \$105.00	North East Region Average: 440-920 hours Pennsylvania: 500 hours	North East Region Average: 8 hours* Pennsylvania: 0 hours
	<ul style="list-style-type: none"> Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years 		<ul style="list-style-type: none"> Renewal cycle is biennial



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	No occupational licensing regulation									
Delaware	\$225.00	Licensing Fee	\$225.00	Biennial Renewal Fee	250 hours	250 hours of instructor training	N/A		Reciprocity	Reciprocity. In order to apply for an Instructor License in the State of Delaware, you must first obtain a Delaware Aesthetician License. Once you have obtained a Delaware License, you may apply for an Instructor License
Maine	\$20.00	Licensing Fee	\$20.00	Annual Renewal Fee	600-1,500 hours	600 hours if student instructor; 1,500 hours practical experience plus one 4 credit class	N/A		Reciprocity	The applicant shall submit evidence of a having a valid license to teach or instruct in another State or jurisdiction
Maryland	No occupational licensing regulation									
Massachusetts	No occupational licensing regulation									
New Hampshire	\$80.00	Application Fee: \$50.00 Licensure Fee: \$30.00 Total Due: \$80.00	\$55.00	Biennial Renewal Fee	550 hours	550 hours of instructor training	N/A		Credentials	The board shall license any applicant in another jurisdiction with substantially equivalent licensing requirements
New Jersey	See Cosmetology Instructor.									
New York	No occupational licensing regulation									

Ohio	\$45.00	Licensing Fee	\$45.00	Biennial Renewal Fee	300-1,800 hours	300 hours of instructor training or 1,800 hours of salon experience	8 hours	Biennial Renewal Cycle	Reciprocity	The state cosmetology and barber board shall issue an instructor license to an applicant who is licensed or registered in another state or country if he or she meets requirements set in ORC 4713.34
Pennsylvania	\$10.00	Licensing Fee	\$105.00	Biennial Renewal Fee	500 hours	500-hour teaching course	N/A		Reciprocity	An individual who meets the criteria for licensure by reciprocity under section 9 of the act may obtain a license without examination
Rhode Island	See Cosmetology Instructor									
Vermont	Not licensed. Endorsed by the board. See Cosmetology Teacher									
West Virginia	Certified Instructor. See Cosmetology Teacher									

CRANE OPERATORS BOARD

- Crane Operators

Crane Operator

Definition

“Crane” A power-operated hoisting machine that has a power-operated winch, load line and boom moving laterally by the rotation of the machine on a carrier or base which has a manufacturer's rated maximum lifting capacity of 15 tons or more as specified in ASME B30.5 and includes a derrick, crawler crane and wheel-mounted crane of both truck and self-propelled wheel type. The term includes a tower crane, which has a manufacturer's rated maximum lifting capacity of ten meter tons or more, as specified in ASME B30.3 and ASME B30.4. The term does not include a crane or drag line used in coal mining operations, forklift, digger derrick truck, aircraft, bucket truck, vehicle or machine not having a power-operated winch, tow truck or wrecking crane when used for towing or vehicle recovery, locomotive crane, load line or crane used in longshore or other intermodal operations or a crane used in manufacturing applications.

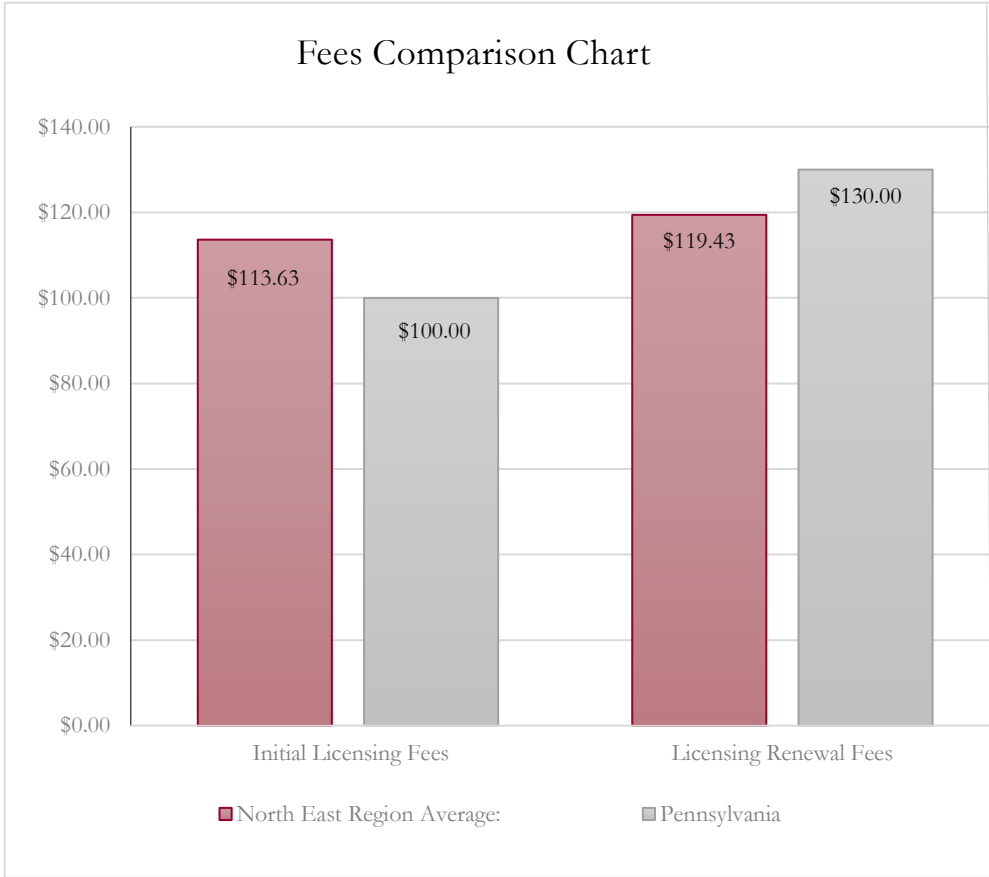
[ACT NO. 2008-100 H.B. No. 647 PROFESSIONS AND OCCUPATIONS--CRANE OPERATOR LICENSURE ACT, Section Section 102. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/CraneOperators/Documents/Board%20Documents/Crane%20Law.pdf>]

“Crane Operator.” An individual licensed by the State Board of Crane Operators to operate a crane.

[ACT NO. 2008-100 H.B. No. 647 PROFESSIONS AND OCCUPATIONS--CRANE OPERATOR LICENSURE ACT, Section Section 102. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/CraneOperators/Documents/Board%20Documents/Crane%20Law.pdf>]

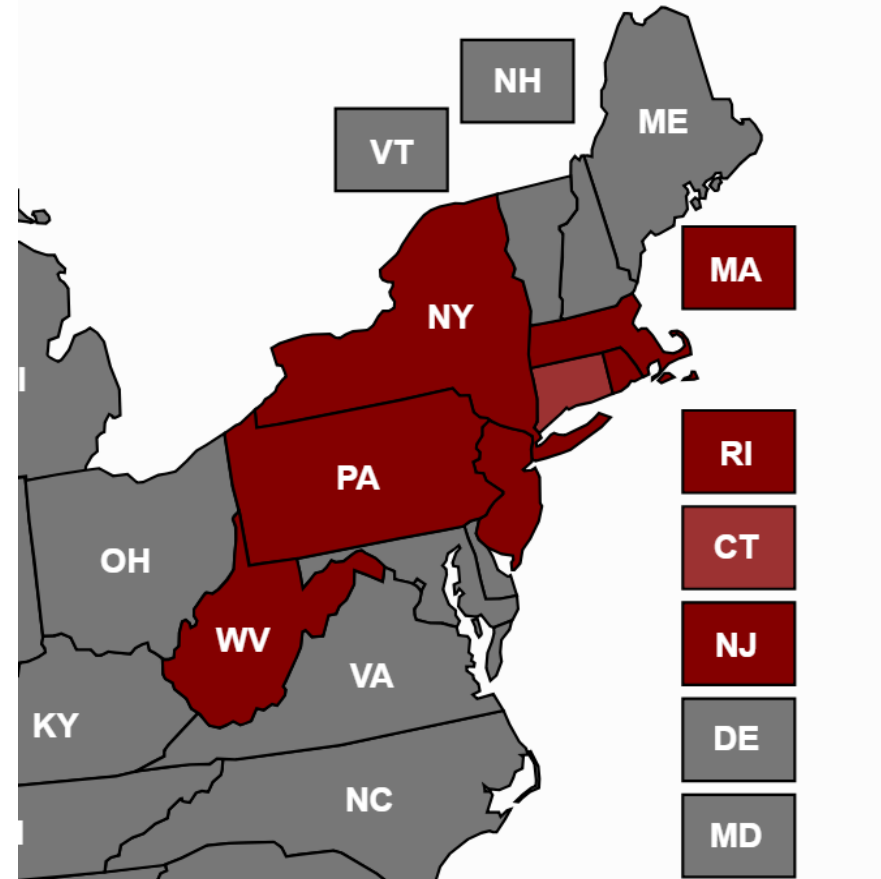
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average:\$113.625 Pennsylvania: \$100.00	North East Region Average: \$119.43* Pennsylvania: \$130.00	No Comparable Data	No Comparable Data
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		



OBSERVATION SECTION

- **Seven north east region states require crane operators to obtain an occupational license:** Connecticut, Massachusetts, New Jersey, New York, **Pennsylvania**, Rhode Island and West Virginia.
- **Renewal Cycle: Annual:** West Virginia; **Biennial:** Connecticut, Massachusetts, **Pennsylvania**, Rhode Island; **Triennial:** New York; **Five-year cycle:** New Jersey.
- Rhode Island and Massachusetts are the only 2 states that require continuing education.
- Four of the north east region states require minimum training for crane operators (Connecticut, New Jersey, New York, and West Virginia). The requirements range from 24 hours (WV) to 3 years (NY).
- Massachusetts licenses crane operators under the Department of Public Safety.
- New Jersey licenses crane operators under the Department of Labor and Workforce Development.
- New York and Rhode Island license crane operators under the Department of Labor.
- West Virginia licenses crane operators under the Division of Labor.
- Another title for this occupation is a “hoisting engineer” (in Rhode Island).



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$100.00	Application Fee: \$50.00 Licensing Fee: \$50.00 Total Due: \$100.00	\$200.00	Biennial Renewal Fee	2 years	Each applicant shall have at least two years of experience in the operation of a crane		Every four years the licensee shall take and pass an exam, prior to the issuance of a license renewal, the examination developed by the board that is designed to ensure that the licensee continues to meet the technical knowledge and skills requirements	N/A	
Delaware	No state occupational regulation for Crane Operator in Delaware									
Maine	No state occupational regulation for Crane Operator in Maine									
Maryland	No state occupational regulation for Crane Operator in Maryland									
Massachusetts	\$75.00	Application Processing Fee	\$60.00	Biennial Renewal Fee	N/A		4 hours	The license holder must complete continuing education for each restriction that he or she holds, consisting of two (2) hours of regulatory and industry standard training and two (2) hours of equipment-specific training	N/A	

New Hampshire	No state occupational regulation for Crane Operator in New Hampshire									
New Jersey	\$250.00	Licensing Fee	\$250.00	Five Year Renewal	1,000 hours	Have at least 1,000 hours of crane--related experience	N/A		N/A	
New York	\$150.00	Application Fee	\$150.00	Triennial Renewal Fee	3 years	Crane operators must have 3 years of practical experience prior to applying.	N/A		N/A	
Ohio	No state occupational regulation for Crane Operator in Ohio									
Pennsylvania	\$100.00	Initial Licensing Application Fee: \$100.00 Addition of Crane Specialty \$70.00	\$130.00	Biennial Renewal Fee	N/A				Reciprocity	The board may issue a license to an individual who has licensure or its equivalent as a crane operator in any other state or territory of the United States or the Dominion of Canada, if all of the following requirements are met
Rhode Island	\$159.00	Hoisting License Fee: \$84.00 Application Fee: \$75.00 Total Due: \$159.00	\$ 96.00	Biennial Renewal Fee	N/A		15 hours	15 Hour Electrical Mandatory Continuing Education	Endorsement	Endorsement licensure can be granted by the board for equivalent license from another U.S state.

Vermont	No state occupational regulation for Crane Operator in Vermont									
West Virginia	\$75.00	Application Fee	\$75.00	Annual Renewal Fee	24 hours	An approved training course for class B recertification shall consist of at least 24 hours of instructional time.		Class A certification renewal requirements of individuals who operate cranes in the State of West Virginia, that must include a written examination and a current physician's certificate at least every five year	Reciprocity	Reciprocity: The commissioner, in his or her discretion, may grant certification to persons certified by other states, without examination or without the required training upon satisfactory proof that the qualifications for the applicants are equal to the qualifications of this state.

DENTISTRY BOARD

- Dentist
- Dental Hygienists
- Dental Assistant
- Public Health Dental Hygiene Practitioner

Dentist



Definition

“Dentist” The profession or science dealing with the prevention and treatment of diseases and malformations of the teeth, gums, and oral cavity, and the removal, correction, and replacement of decayed, damaged, or lost parts, including such operations as the filling and crowning of teeth, the straightening of teeth, and the construction of artificial dentures.

[dentistry. (n.d.). Dictionary.com Unabridged. Retrieved May 1, 2018 from Dictionary.com website <http://www.dictionary.com/browse/dentistry>.]

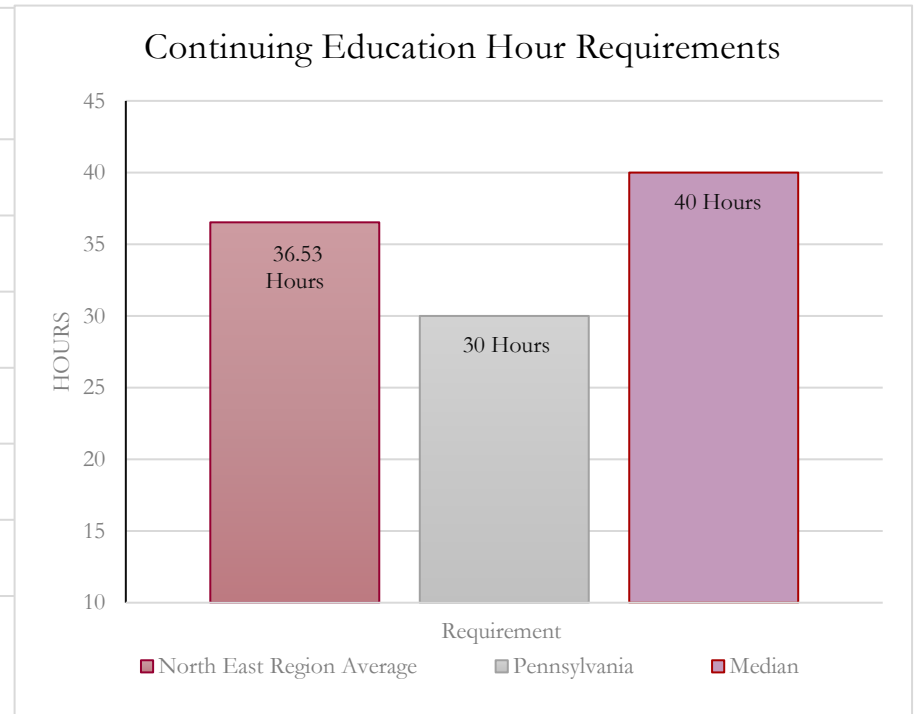
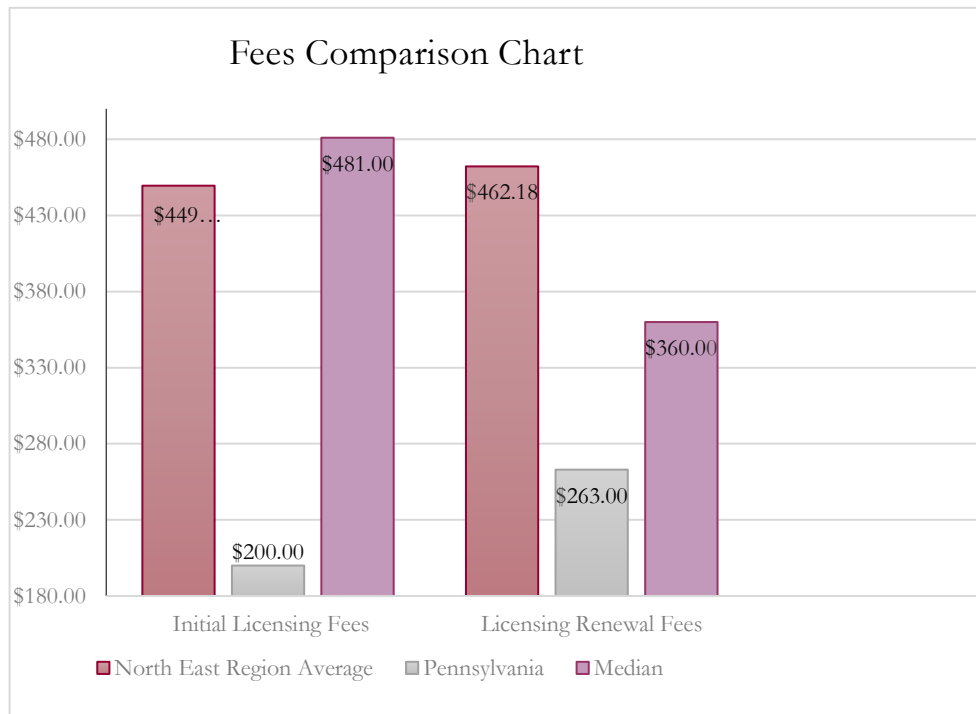
“Practice of Dentistry” within the meaning of PA Dental Law, who diagnoses, treats, operates on, or prescribes for any disease, pain or injury, or regulates any deformity or physical condition, of the human teeth, jaws, or associated structures, or conducts a physical evaluation, or administers anesthetic agents, or uses ionizing radiation in the course of dental practice, or who fits, constructs, and inserts any artificial appliance, plate, or denture for the human teeth or jaws, or who holds himself or herself out as being able or legally authorized to do so. [The Dental Law. Act of May 1. 1933, P.L. 216, No. 76

Cl. 63. Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Dentistry/Documents/Applications%20and%20Forms/Non-Application%20Documents/DentM%20-%20Dental%20Act%2010-10.pdf>

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$449.52 Pennsylvania: \$200.00	North East Region Average: \$462.18* Pennsylvania: \$263.00	No Comparable Data	North East Region Average: 36.53 hours Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Reported biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years



OBSERVATION SECTION

Maine

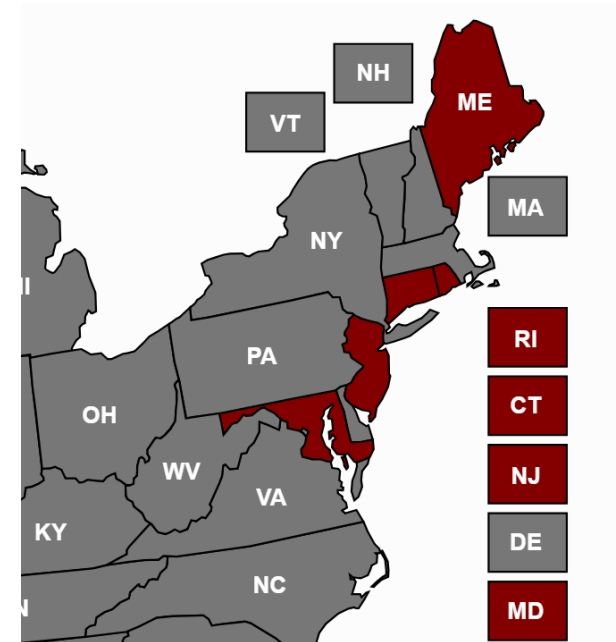
<http://www.maine.gov/dental/licensure/license-types.html>

- Maine licenses **Dental Therapist** and **Denturists** under their Board of Dental Practice.
- **The Board of Dental Practice is under the Department of Professional and Fincial Regulation**

New Jersey

<http://www.njconsumeraffairs.gov/den/Pages/applications.aspx>

New Jersey State Board of Dentistry is under **the Division of Consumer Affairs, Office of the Attorney General**



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- Dentists and dental hygienists licensure requirements are similar in the north east region.
 - All 13 states license both dentists and dental hygienists.
 - Seven north east region states have occupational regulation for dental assistants.
 - Three north east region states have occupational regulations for public health dental hygienists
 - Connecticut, Rhode Island and Maryland have their Dental Boards under the Department of Health.
 - Significant differences in scope of practice for dental hygienists exist in the north east region. Interested readers are referred to the Oral Health Workforce Research Center (<http://www.oralhealthworkforce.org/resources/variation-in-dental-hygiene-scope-of-practice-by-state/>)
 - **Renewal cycle: dentists and dental hygienists:** most north east region states (including **Pennsylvania**) have a biennial renewal cycle. Connecticut and West Virginia are annual. New York is triennial; **dental assistants: Biennial:** New Jersey, **Pennsylvania**, Vermont **Triennial:** New York **Five-year:** Maine; **public health dental hygiene practitioner:** north east region states that license this profession (including **Pennsylvania**) have biennial renewal cycles (West Virginia has an annual cycle).
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COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$569.75	Application Fee	\$575.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from an ADA CODA accredited dental school.	25 hours	Biennial Licensing Term	Endorsement	Applicant must be a dentist who is licensed in some other state or territory, if such other state or territory has requirements for admission determined by the department to be similar to or higher than the requirements of this state.
Delaware	\$537.00	Dentist Exam Fee: \$250.00 Dentist Application Processing Fee: \$287.00 Total Due: \$537.00	\$287.00	Biennial Renewal Fee	1 Year	Has acquired 1 years' experience as a dental intern within a general practice residency accredited by the American Dental Association	50 hours	Biennial Licensing Term	Reciprocity	An applicant for licensure as a dentist by reciprocity who has had at least 3 years of active dental practice in another state or territory of the United States is not required to provide evidence of a general practice or specialty residency.
Maine	\$481.00	Application Fee: \$240.00 Licensure Fee: \$220.00 Payment Of Criminal Background Check: \$21.00 Total Due: \$481.00	\$440.00	Biennial Renewal Fee	N/A	Applicant must be graduate of accredited dental college and must submit copy of CPR certificate.	40 hours	Biennial Licensing Term	Reciprocity	Applicant who has been actively practicing for 3 years prior to application, must submit scores of National Board exam and the Regional exam, and pass the Jurisprudence exam

Maryland	\$500.00	Licensure Fee: \$450.00 State Law Exam Fee: \$50.00 Total Due: \$500.00	\$560.00	Biennial Renewal Fee	N/A	Any training requirements associated with obtaining doctorate degree.	30 hours	Biennial Licensing Term	Credentials	Applicant must hold a license in another state, is of good moral character, have passed the ADLEX Examination and have passed the National Jurisprudence exam
Massachusetts	\$660.00	License Fee	\$360.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an ADA CODA accredited dental school.	40 hours	Biennial Licensing Term	Credentials	Applicant must be a dentist currently licensed in another jurisdiction, provided the applicant has practiced a minimum of 5 years and has met all the eligibility requirements.
New Hampshire	\$565.00	Application Fee: \$200.00 Registration Fee: \$365 Total Due: \$565.00	\$365.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an ADA CODA accredited dental school.	40 hours	Biennial Licensing Term	Endorsement	Applicant must hold a current unrestricted license in one or more states, must have taken the Board exam, including a periodontal exam, and must have practiced dentistry throughout the three years immediately prior to submitting the application
New Jersey	\$125.00	Application Fee	\$390.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a CODA accredited dental school.	40 hours	Biennial Licensing Term	Endorsement	Licensee who has not taken the A.D.E.X. exam but who is currently licensed and has worked five years immediately preceding the application to the Board in a state with which New Jersey has reciprocity.
New York	\$377.00	Licensure And First Registration Fee	\$287.00	Triennial Renewal Fee	N/A	Any training requirements associated with graduation from an approved dental program.	60 hours	Triennial Licensing Term	Endorsement	Applicant must be licensed in another jurisdiction of the United States and practiced lawfully for at least two years (full-time) following initial licensure.

Ohio	\$267.00 - \$454.00	Application Fee: Even Year \$454.00 Odd Year \$267.00	\$312.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an approved dental program.	40 hours	Biennial Licensing Term	Reciprocity	Applicant must currently possess a license in good standing from another state for at least five (5) years immediately preceding this application.
Pennsylvania	\$200.00	Application Fee	\$263.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an ADA CODA accredited dental school.	30 hours	Biennial Licensing Term	Credentials	Licensure by Criteria Approval is for applicants who have obtained a license in another state based on completion of that state's clinical examination.
Rhode Island	\$965.00	Application Fee	\$965.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an ADA CODA accredited dental school.	40 hours	Biennial Licensing Term	Endorsement	Applicant must hold a current license in good standing for 5 years immediately preceding the application.
Vermont	\$225.00	Application Fee	\$355.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an ADA CODA accredited dental school.	30 hours	Biennial Licensing Term	Endorsement	Applicant must be currently licensed in good standing in another state or jurisdiction in which that standards and qualifications are substantially equivalent to Vermont's, pay the fee, and scan a copy of the answer sheet for Vermont Dentist Jurisprudence Exam
West Virginia	\$185.00	Application Fee	\$185.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from an ADA CODA accredited dental school.	35 hours	Biennial Licensing Term	Credentials	Applicant must submit evidence of license from another state that has substantially equivalent to those required in West Virginia.

Dental Hygienists



Definition

“Dental Hygienist” A person who is trained and licensed to clean teeth, take dental x-rays, and provide related dental services and care, usually under the supervision of a dentist.

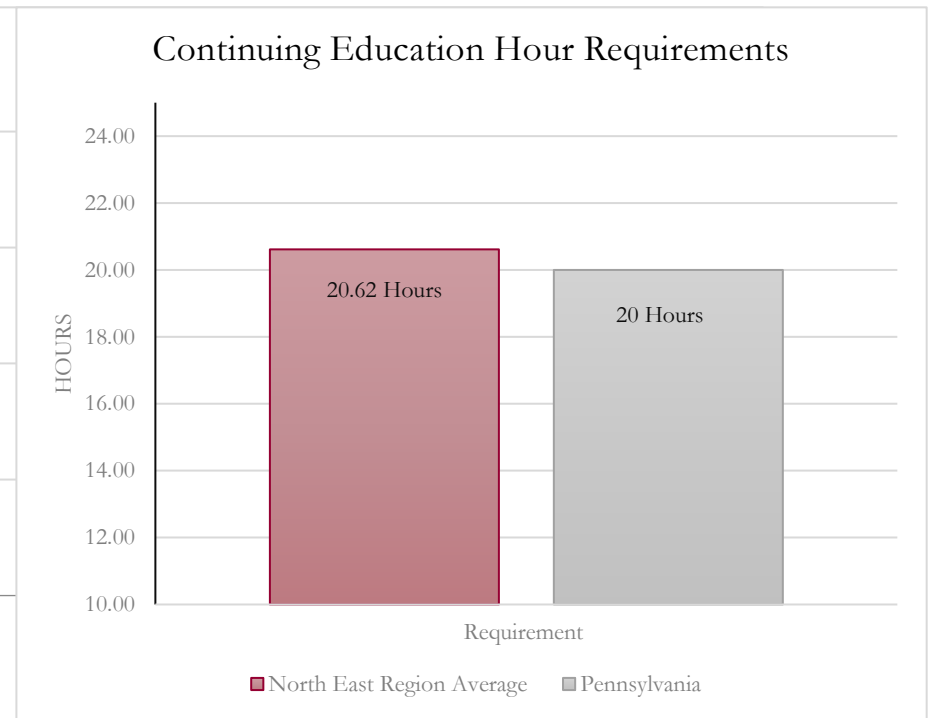
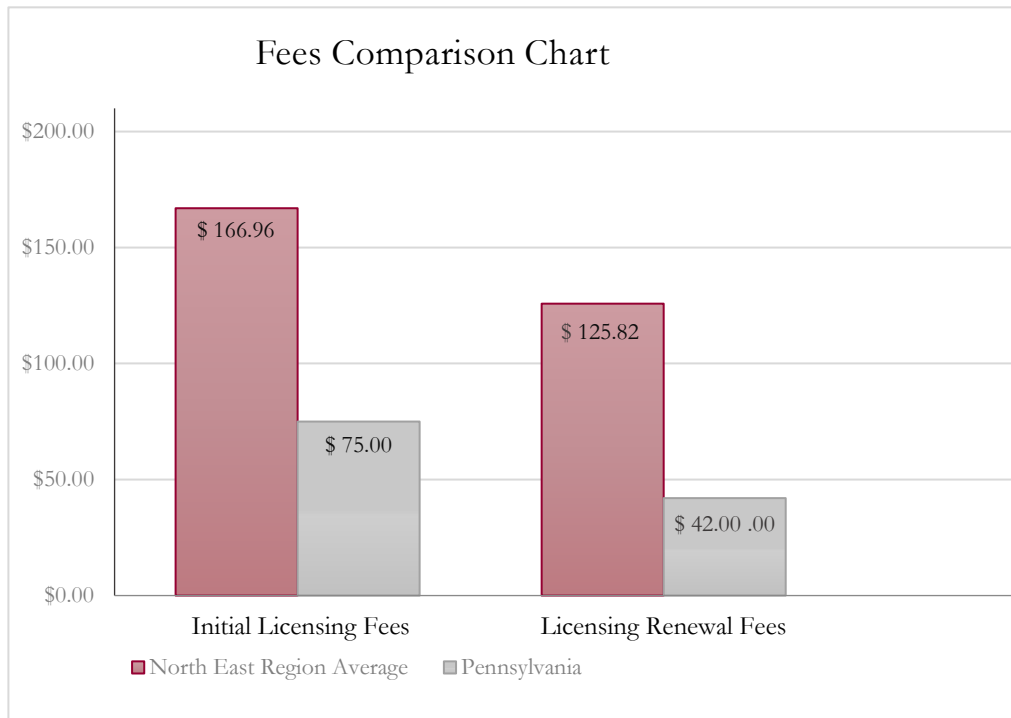
[dental hygienist. (n.d.). Dictionary.com Unabridged. Retrieved April 20, 2018 from Dictionary.com website <http://www.dictionary.com/browse/dental-hygienist>]

“Dental Hygienist” Is someone who is legally licensed as such by the State Board of Dentistry to perform those educational, preventive, and therapeutic services and procedures that licensed dental hygienists are educated to perform. Licensed dentists may assign to dental hygienists intra-oral procedures which the hygienists have been educated to perform and which require their professional competence and skill but which do not require the professional competence and skill of the dentist.

[The Dental Law. Act of May 1, 1933, P.L. 216, No. 76 Cl. 63. Section 2. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Dentistry/Documents/Applications%20and%20Forms/Non-Application%20Documents/DentM%20-%20Dental%20Act%2010-10.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$166.96 Pennsylvania: \$75.00	North East Region Average: \$125.82* Pennsylvania: \$42.00	No Comparable Data	North East Region Average: 20.62 hours* Pennsylvania: 20 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$150.00	Application Fee	\$105.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission.	16 hours	Biennial Licensing Term	Credentialed	The Department of Public Health may, issue a license to any dental hygienist who has provided evidence of professional education not less than that required in this state and who is licensed in some other state or territory.
Delaware	\$174.00	Application Fee: \$74.00 Examination Fee: \$100.00 Total Due: \$174.00	\$174.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission and proof of current certification in cardiopulmonary resuscitation (CPR)	24 hours	Biennial Licensing Term	Reciprocity	Hold a current Dental Hygienist license in another jurisdiction (state, U.S. territory or District of Columbia), and have practiced as a Dental Hygienist at least three of the past five years.

Maine	\$241.00 - \$171.00	Application Fee: \$80.00 Licensure Fee: 1 st year of renewal cycle \$140.00 2 nd year \$70.00 Background Check: \$21.00	\$140.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission and proof of current certification in cardiopulmona ry resuscitation (CPR).	20 hours	Biennial Licensing Term	Endorsement	If you are currently licensed in another state or jurisdiction and are applying for licensure in Maine, you must submit all of the required documentation and meet board requirements.
Maryland	\$325.00	Application Fee: \$275.00 Jurisprudence Examination Fee \$50.00 Total Due: \$325.00	\$182.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission.	30 hours	Biennial Licensing Term	Credentialed	A dental hygienist holding an active license in any other state may be granted a license in Maryland if the applicant meets board requirements.
Massachusetts	\$126.00	Licensure Fee	\$60.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental	20 hours	Biennial Licensing Term	Credentialed	Applicant must have proof of credentials from currently licensed states that are in good standing and meet state standards.

						association commission.				
New Hampshire	\$265.00	Application Fee \$100.00 Registration Fee \$165.00 Total Due \$265.00	\$165.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission.	20 hours	Biennial Licensing Term	Endorsement	Licensure by endorsement may be considered by the board for each applicant who holds a current, unrestricted license and registration certificate to practice dentistry or dental hygiene and who submits to the board the required credentials if, for the 3 years preceding the application.
New Jersey	\$212.50 - \$152.50	Application Fee \$75.00 Initial License Fee: 1 st Year of a Biennial Term \$120.00 2 nd Year of a Biennial Term \$60.00 Criminal Background Check \$17.50	\$120.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission.	20 hours	Biennial Licensing Term	Reciprocity	Must submit reciprocity application and fee with supporting documents of licensure in reciprocal state.
New York	\$128.00	Licensure and First Registration Fee \$128.00	\$88.00	Triennial Renewal Fee	N/A	In addition to the professional education requirement, every applicant for licensure must complete coursework or training in the identification and reporting	24 hours	Triennial Licensing Term	Endorsement	The Department may endorse a dental hygiene license issued by another state if the Department determines you have met New York's educational requirements, have passed a comparable licensing examination, have the required

						of child abuse and infection control.				professional experience.
Ohio	\$184.00 - \$120.00	Licensure Fee: Odd Years \$120.00 Even Years \$184.00	\$144.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission.	24 hours	Biennial Licensing Term	Credentialed	Must pass national and jurisprudence exam and hold a license in good standing from another state and has actively engaged in the reputable practice of dental hygiene in another state or in the armed forces, the United States public health service, or the United States department of veterans' affairs for five years immediately preceding application.
Pennsylvania	\$75.00	Application Fee	\$42.00	Biennial Renewal Fee	N/A	The Dental hygiene course of study comprises a minimum of 2 years of at least 32 weeks of at least 30 hours each week or its equivalent	20 hours	Biennial Licensing Term	Credentialed	Dental hygienists who are currently licensed or certified in another state or territory or in Canada may be granted licensure or certification in the PA Commonwealth if the credentials submitted meet the requirements.
Rhode Island	\$65.00	Application Fee	\$65.00	Biennial Renewal Fee	N/A	In addition to the professional education requirement, all dental hygienists practicing in a dental setting shall hold a current certificate of	20 hours	Biennial Licensing Term	Endorsement	Must meet board requirements for endorsement.

						completion in Basic Life Support (BLS).				
Vermont	\$150.00	Application Fee	\$125.00	Biennial Renewal Fee	N/A	In addition to the professional education requirement, every applicant for licensure as a dental hygienist must complete an approved emergency office procedure course.	18 hours	Biennial Licensing Term	Endorsement	The board may grant a license to practice dentistry to an applicant who is currently licensed in good standing to practice dentistry in any jurisdiction of the United States or Canada which has licensing requirements deemed by the board to be substantially equivalent to those of this state.
West Virginia	\$75.00	Application Fee	\$75.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from a dental hygiene school accredited by the American dental association commission.	20 hours	Biennial Licensing Term	Credentialed	Application asks to list all states in which you have ever been licensed.

Dental Assistants



Definition

“Dental Assistants” Perform many tasks, ranging from providing patient care and taking x rays to recordkeeping and scheduling appointments. Their duties vary by state and by the dentists’ offices where they work.

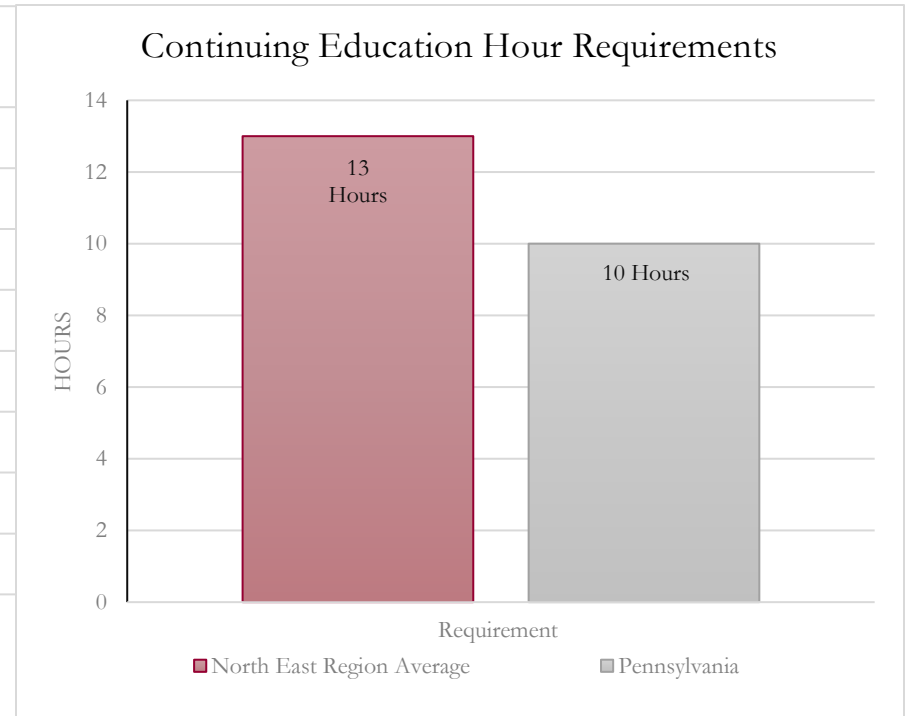
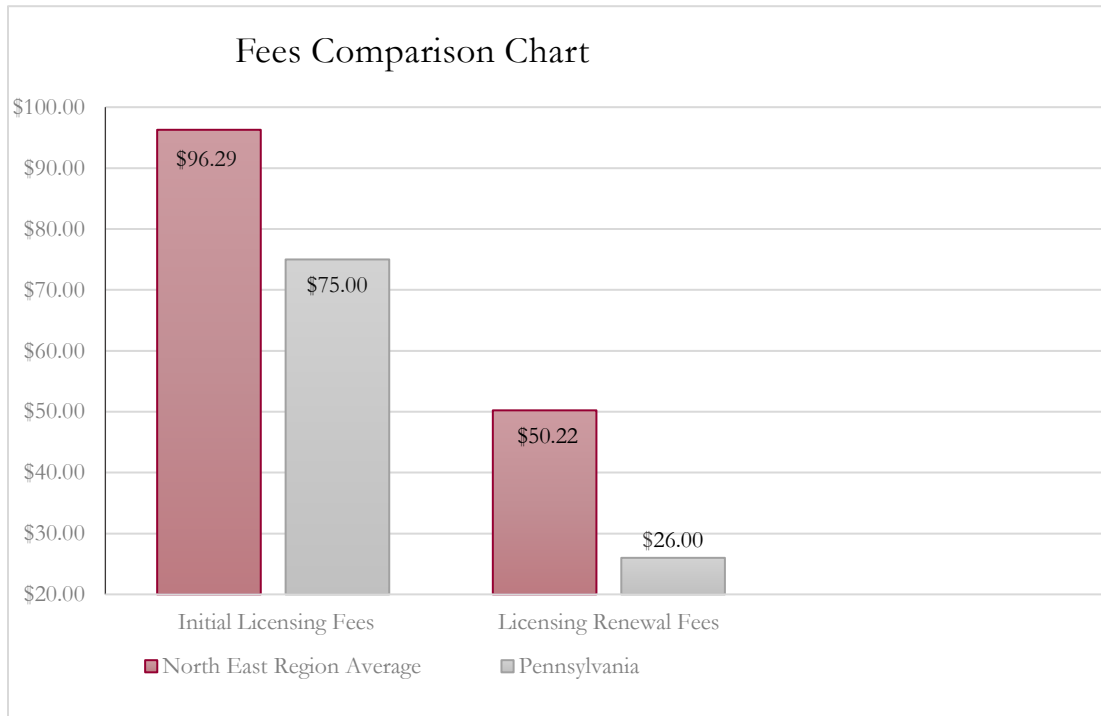
[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Dental Assistants, on the Internet at <https://www.bls.gov/ooh/healthcare/dental-assistants.htm> (visited April 28, 2018).]

“Expanded Function Dental Assistant” Means an individual who holds a current valid certification under this act to perform reversible intraoral procedures authorized by this act under the direct supervision of a licensed dentist and under an assignment of duties by a dentist, as defined.

[The Dental Law. Act of May 1, 1933, P.L. 216, No. 76 Cl. 63. Section 2. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Dentistry/Documents/Applications%20and%20Forms/Non-Application%20Documents/DentM%20-%20Dental%20Act%2010-10.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$96.29 Pennsylvania: \$75.00	North East Region Average: \$50.22* Pennsylvania: \$26.00	No Comparable Data	North East Region Average: 13 hours* Pennsylvania: 10 hours
	<ul style="list-style-type: none"> •Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-5 years 		<ul style="list-style-type: none"> •Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-5 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Dental Assistants.									
Delaware	Delaware does not issue an occupational license for Dental Assistants.									
Maine	\$181.00	Application Fee: \$80.00 Registration Fee: \$80.00 Maine Criminal Background Check Fee: \$21.00 Total Due: \$181.00	\$80.00	5 year Renewal Term	N/A	Training in a school or program required by board rule	50 hours	5 Year Renewal Term	Endorsement	If you are currently licensed in another state or jurisdiction and are applying for licensure in Maine, you must submit all of the required documentation.
Maryland	\$70.00	Dental Assistant Examination Fee: \$20.00 Jurisprudence Examination: \$50.00 Total Due: \$70.00	N/A		35 hours	Board-approved educational program in dental assisting general duties of at least 35 hours.	N/A		N/A	
Massachusetts	\$60.00	Application Fee	\$45.00	Biennial Renewal Fee	N/A	Board approved training or education.	12 hours	Biennial Renewal Term	N/A	
New Hampshire	New Hampshire does not issue an occupational license for Dental Assistants.									

New Jersey	\$80.00 - \$125.00	Application Fee: \$35.00 Registration Form: 1 st Year of Biennial Term: \$45.00 2 nd Year of Biennial Term: \$90.00	\$90.00	Biennial Renewal Fee	N/A	Dental Assistant Internship	10 hours	Biennial Renewal Term	N/A	
New York	\$103.00	Licensure and Registration Fee	\$50.00	Triennial	N/A	Completed a licensure-qualifying program in dental assisting or an equivalent program as determined by the State Education Department.	N/A		N/A	
Ohio	Ohio does not issue an occupational license for Dental Assistants.									
Pennsylvania	\$75.00	Application Fee	\$26.00	Biennial Renewal Fee	N/A	Completion of a board approved program.	10 hours	Biennial Renewal Term	Credentials	Licensure and certification by criteria approval. Expanded function dental assistants who are currently licensed or certified in another state or territory or in Canada may be granted licensure or certification in this Commonwealth if the credentials submitted meet the requirements of the Dental Licensing Act

Rhode Island	Rhode island does not issue an occupational license for Dental Assistants.									
Vermont	\$60.00	Application Fee	\$75.00	Biennial Renewal Fee	N/A	Graduate from a program of dental hygiene accredited by the Commission on Dental Accreditation of the American Dental Association	N/A	All dental assistants shall as a condition of every registration renewal complete a course in emergency office procedures.	Endorsement	Must have documented six months lawful employment as a dental assistant,
West Virginia	West Virginia does not issue an occupational license for Dental Assistants.									

Public Health Dental Hygiene Practitioner



Definition

“Dental Hygienists” Clean teeth, examine patients for signs of oral diseases such as gingivitis, and provide other preventive dental care. They also educate patients on ways to improve and maintain good oral health.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Dental Hygienists, on the Internet at <https://www.bls.gov/oooh/healthcare/dental-hygienists.htm> (visited April 13, 2018).]

“Dental Hygienist” Is someone who is legally licensed as such by the State Board of Dentistry to perform those educational, preventive, and therapeutic services and procedures that licensed dental hygienists are educated to perform. Licensed dentists may assign to dental hygienists intra-oral procedures which the hygienists have been educated to perform and which require their professional competence and skill but which do not require the professional competence and skill of the dentist. Such assignments shall be under the supervision of a licensed dentist. Such performance of intra-oral procedures by licensed dental hygienists shall be in the private office of a dentist or public or private institution such as prescribed under section 11.9(b). Dental hygienists certified as public health dental hygiene practitioners may perform intraoral procedures without the assignment of a dentist pursuant to section 11.9. The foregoing shall not be construed as authorizing the assignment of diagnosing, treatment planning and writing prescriptions for drugs or writing authorizations for restorative, prosthetic, or orthodontic appliances. The board shall issue rules setting forth the necessary education and defining the procedures that may be performed by dental hygienists licensed under this act including those procedures that may be performed under direct and general supervision.

[The Dental Law. Act of May 1, 1933, P.L. 216, No. 76 Cl. 63. Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Dentistry/Documents/Applications%20and%20Forms/Non-Application%20Documents/DentM%20-%20Dental%20Act%2010-10.pdf>]

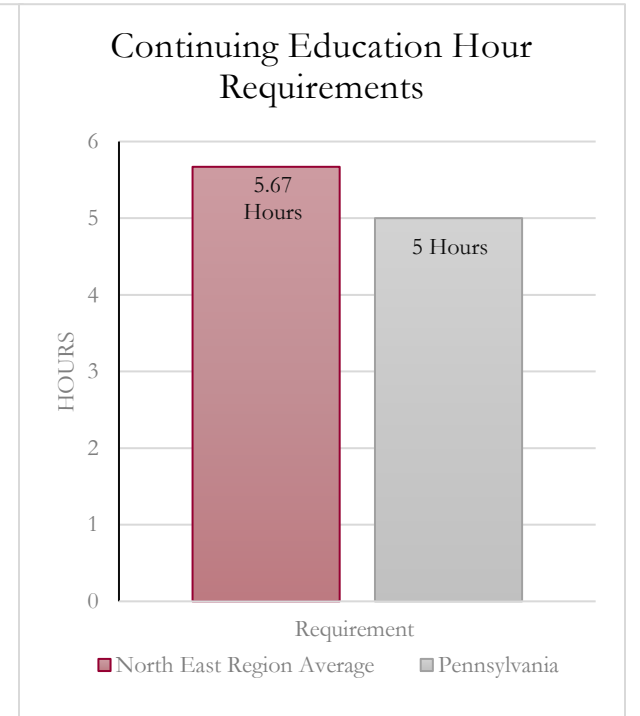
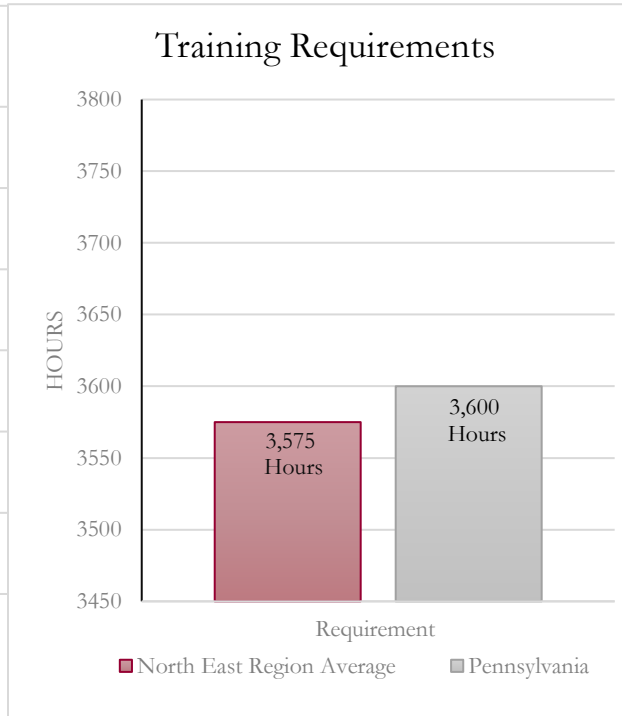
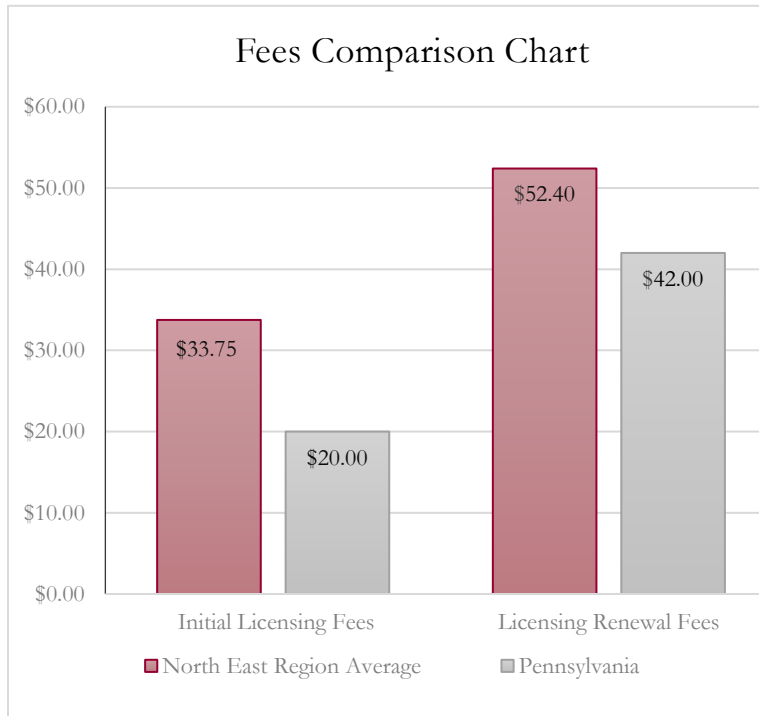
“Public Health Dental Hygiene Practitioner” Means a licensed dental hygienist who may perform educational, preventive, therapeutic and intra-oral procedures which the hygienist is educated to perform and which require the hygienist’s professional competence and skill but which do not require the professional competence and skill of a dentist without the authorization, assignment or examination of a dentist, and who is certified by the State Board of Dentistry as having satisfied the requirements.

[The Dental Law. Act of May 1, 1933, P.L. 216, No. 76 Cl. 63. Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Dentistry/Documents/Applications%20and%20Forms/Non-Application%20Documents/DentM%20-%20Dental%20Act%2010-10.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$33.75 Pennsylvania: \$20.00	North East Region Average: \$52.40* Pennsylvania: \$42.00	North East Region Average: 3,575 hours Pennsylvania: 3,600 hours	North East Region Average: 5.67 hours Pennsylvania: 5 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years	*MD is excluded because the requirement is measured in years.	



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
Delaware	Delaware does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
Maine	Maine does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
Maryland	N/A		N/A		3 years	A Public Health Dental Hygienists must be a qualified registered dental hygienist who has a written collaborative agreement w/a licensed dentist or local or state agency or other institution and has at least 3 years of full-time clinical experience who is practicing full or part time in a public health setting.	N/A		N/A	
Massachusetts	Massachusetts does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
New Hampshire	\$25.00	Application Fee	\$25.00	Biennial Renewal Fee	3,200 hours	All Certified PHDHs shall have practiced as a dental hygienist for 3,200 hours, 1,600 hours of which shall be within the 2 years prior to certification.	N/A		N/A	Must have active dental hygienist license in NH.

New Jersey	New Jersey does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
New York	New York does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
Ohio	Ohio does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
Pennsylvania	\$20.00	Application Fee	\$42.00	Biennial Renewal Fee	3,600 hours	Provide to the Board a certification statement signed by a licensed dentist verifying that the dental hygienist has completed a minimum of 3,600 hours of practice as a licensed dental hygienist under the supervision of a licensed dentist.	5 hours	Biennial Renewal Term	N/A	Must have active dental hygienist license in PA.
Rhode Island	\$65.00	Application Fee	\$65.00	Biennial Renewal Fee	4,500 hours	Minimum of 3 years of full-time or an equivalent 4,500 hours of clinical experience	6 hours	Biennial Renewal Term	N/A	Must have active dental hygienist license in RI.
Vermont	Vermont does not issue an occupational license for Public Health Dental Hygiene Practitioners.									
West Virginia	\$25.00	Application Fee	\$65.00	Annual Renewal Fee	3,000 hours	2 years and 3,000 hours of clinical dental hygiene experience.	6 hours	Biennial Renewal Term	N/A	Must have active dental hygienist license in WV.

ENGINEERS, LAND SURVEYORS, GEOLOGISTS BOARD

- Professional Engineers
- Engineer -In-Training
- Professional Geologists
- Geologist -In-Training
- Professional Land Surveyor
- Land Surveyor-In-Training

Professional Engineers



Definition

“Engineer” A person trained and skilled in the design, construction, and use of engines or machines, or in any of various branches of engineering

[engineer. (n.d.). Dictionary.com Unabridged. Retrieved May 3, 2018 from Dictionary.com website <http://www.dictionary.com/browse/engineer>]

“Professional Engineer” Means an individual licensed and registered under the laws of this Commonwealth to engage in the practice of engineering. A professional engineer may not practice land surveying unless licensed and registered as a professional land surveyor as defined and set forth in this act; however, a professional engineer may perform engineering land surveys.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>

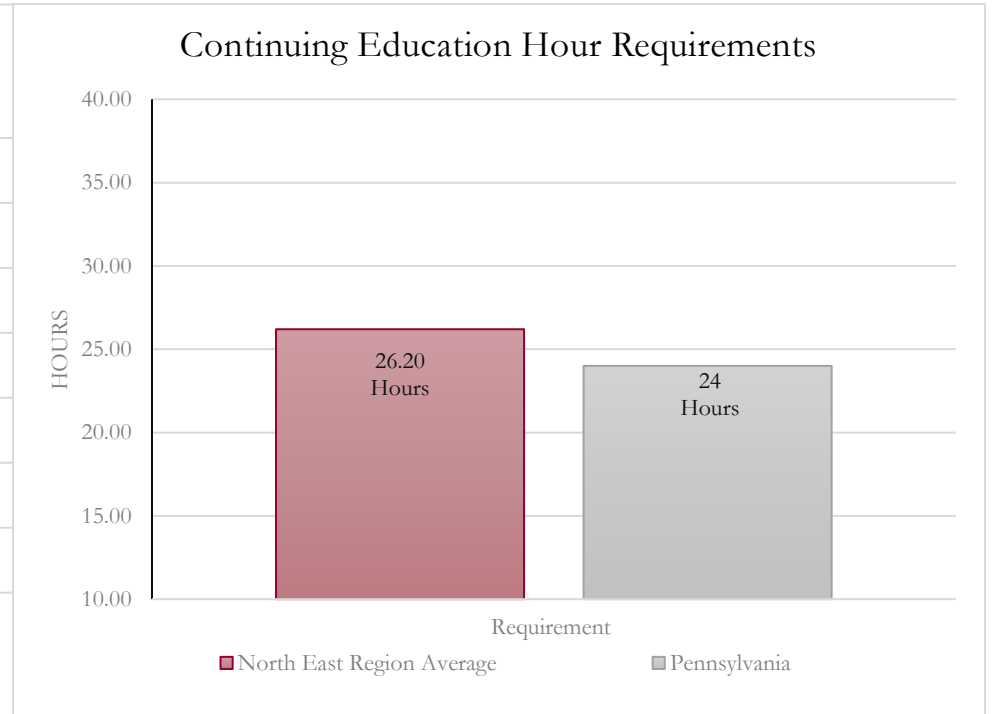
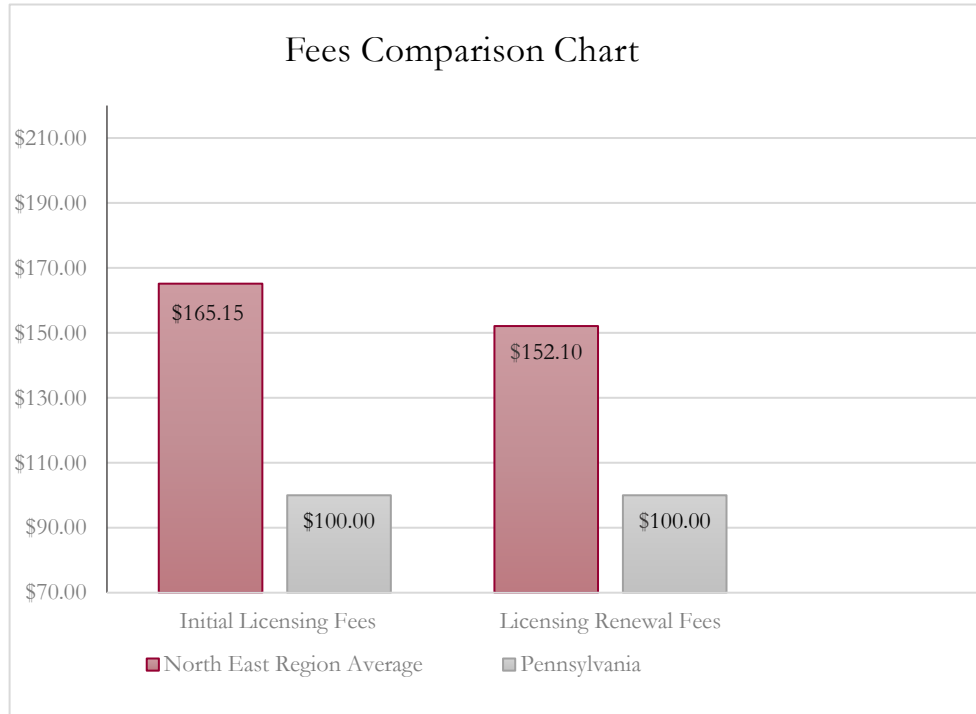
“Practice of Engineering” Shall mean the application of the mathematical and physical sciences for the design of public or private buildings, structures, machines, equipment, processes, works or engineering systems, and the consultation, investigation, evaluation, engineering surveys, construction management, planning and inspection in connection therewith, the performance of the foregoing acts and services being prohibited to persons who are not licensed under this act as professional engineers unless exempt under other provisions of the Engineer, Land Surveyor, and Geologist Registration Law Act.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$165.15 Pennsylvania: \$100.00	North East Region Average: \$152.10* Pennsylvania: \$100.00	Not Comparable Data	North East Region Average: 26.2 hours * Pennsylvania: 24 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years.		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years.



OBSERVATION SECTION

Connecticut

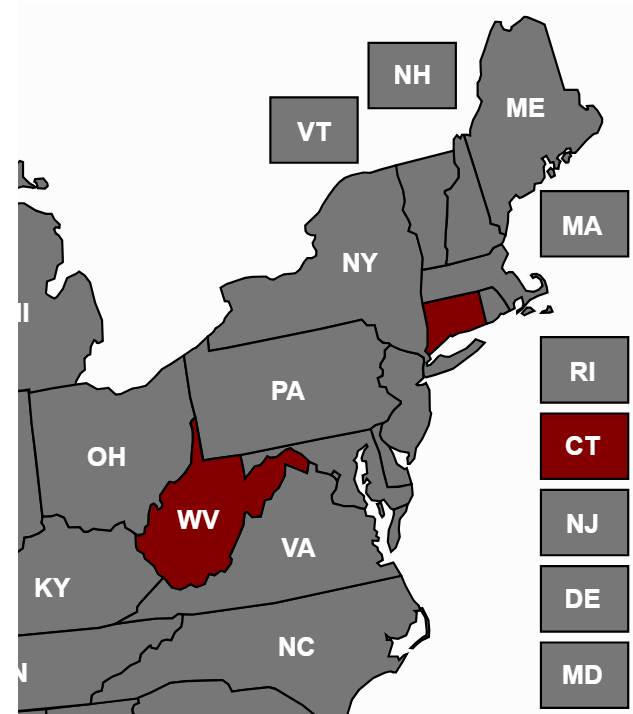
<http://www.ct.gov/deep/cwp/view.asp?A=2715&Q=324978>

- There is no professional licensing required for geologists in the State of Connecticut, however geologists, geoscientists, and engineers who work in the field of environmental remediation often pursue Licensed Environmental Professional (LEP) licensing, or work under an LEP licensed supervisor

West Virginia

<https://dep.wv.gov/dlr/oer/brownfieldsection/LRS%20Program/LRS%20Requirements/Pages/default.aspx>

- There is no professional geologist licenses, however someone with a Bachelor's degree from an accredited institution in one of the following fields: Biology, Chemistry, Earth Sciences, Environmental Sciences, Geology, Hydrogeology Microbiology, Soil Sciences, Toxicology, Hazardous Waste Management, Engineering can be a Licensed Remediation Specialist (LRS). An LRS is a person certified by the Director of the West Virginia Department of Environmental Protection (WVDEP) as qualified to perform professional remediation services and to supervise the remediation of contaminated sites



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- **Pennsylvania** is the only north east region state to license geologist-in-training.
 - Five north east region license professional geologists.
 - All north east region states license engineers and land surveyors
 - Maryland and Vermont do not license surveyors-in-training
 - **Renewal cycle: engineers-** Most north east region states (including **Pennsylvania**) have biennial cycles. Connecticut and New Hampshire are annual. New York is triennial; **geologists-** Most north east region states (including **Pennsylvania**) have biennial cycles. Maine is annual. New York is triennial; **land surveyors-** Most north east region states (including **Pennsylvania**) have biennial cycles. Connecticut, Delaware, and West Virginia are annual. New York is triennial.

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$300.00	Professional Engineer Application Fee: \$80.00 Initial Licensing Fee: \$220.00 Total Due: \$300.00	\$285.00	Annual Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	N/A		Reciprocity	Applicants applying for reciprocity must show proof of passing the Fundamentals of Engineering and the Principles of Practice of Engineering written exams.
Delaware	\$ 150.00	PE Application Fee	\$50.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	24 hours	Biennial Renewal Term	N/A	
Maine	\$65.00 - \$105.00	Application Fee: \$25.00 Licensure Fee: Odd Year \$80.00 Even Years \$40.00	\$80.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	30 hours	Biennial Renewal Term	Licensure by Comity	Licensure by Comity: You must have a current and valid professional engineering license, in good standing, from a jurisdiction of equivalent licensure.

Maryland	\$76.00	License Fee	\$76.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	16 hours	Biennial Renewal Term	Reciprocity	Reciprocity: When licensed to practice engineering in another state, and you have passed the NCEES Principles and Practices of Engineering examination, you may qualify for licensure by reciprocity.
Massachusetts	\$324.00	Application Fee: \$164.00 License Fee: \$160.00 Total Due: \$324.00	\$150.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	N/A		Licensing by Comity	For Comity Registration as a PE, you must hold a current engineering license in another state, or US Jurisdiction, and must submit a current NCEES Record, or Board approved equivalent.
New Hampshire	\$150.00	Application Fee	\$100.00	Annual Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	30 hours	Biennial Renewal Term	Reciprocity	Reciprocity licensure for those who are licensed in another state, provided that the other state's licensure requirements are equivalent to, or higher than, those of this state. You shall apply to the board for licensure on a form provided by the board as specified in Eng 302.02 and pay the fee.

New Jersey	\$115.00- \$155.00	Application Fee: \$75.00 Initial License Fee: During the 1 st year of a biennial renewal period; \$80.00 2 nd Year: \$40.00	\$ 80.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	24 hours	Biennial Renewal Term	None	The New Jersey State Board of Professional Engineers and Land Surveyors (Board) does not possess an eminence or “grandfather” clause, or reciprocity with any other state.
New York	\$377.00	Licensure and First Registration Fee	\$242.00	Triennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	36 hours	Triennial Renewal Term	Endorsement	Applicants Licensed in Another State (Endorsement): You may be eligible for licensure in New York State if you: Meet all requirements for licensure in New York State.
Ohio	\$150.00	FE Exam Application Approval Fee: \$25.00 PE Exam Application Approval Fee: \$75.00 Registration Fee: \$50.00 Total Due: \$150.00	\$40.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	30 hours	Biennial Renewal Term	Reciprocity	Reciprocity: A currently-licensed professional engineer, or professional surveyor, in good standing, may apply for an Ohio license based on their license in another state or U.S. jurisdiction.

<p>Pennsylvania</p>	<p>\$100.00</p>	<p>Examination Permission Fee: \$50.00 Certification Licensure or Registration Fee: \$50.00 Total Due: \$100.00</p>	<p>\$100.00</p>	<p>Biennial Renewal Fee</p>	<p>Varies</p>	<p>4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.</p>	<p>24 hours</p>	<p>Biennial Renewal Term</p>	<p>Reciprocity</p>	<p>In relation to engineers and surveyors, the board may, in its discretion, enter into agreements for reciprocity with the National Council of Examiners for Engineering and Surveying, and with states under such rules and regulations as the board may prescribe.</p>
<p>Rhode Island</p>	<p>\$100.00</p>	<p>Application Fee</p>	<p>\$300.00</p>	<p>Biennial Renewal Fee</p>	<p>Varies</p>	<p>4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.</p>	<p>0 hours</p>	<p>RI does not require continuing education for engineers.</p>	<p>Endorsement</p>	<p>A person holding a current certificate to engage in the practice of engineering, on the basis of comparable written examinations, issued by proper authority of a state, territory, or possession of the United States, the District of Columbia, or of any foreign country, and whose qualifications meets the requirements of this State.</p>

Vermont	\$80.00	Application Fee	\$100.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	30 hours	Biennial Renewal Term	Endorsement	License by Endorsement: Applicants must meet state requirements.
West Virginia	\$80.00	PE Application Fee	\$70.00	Biennial Renewal Fee	Varies	4 years when graduated from ABET approved program. Other STEM curriculum may be substituted if the applicant has relevant engineering experience.	30 hours	Biennial Renewal Term	Reciprocity	Reciprocity: For licensure in West Virginia by comity (reciprocity) if you are actively registered as a Professional Engineer in any state in the United States, the District of Columbia, or a territory of the United States



Engineer-In-Training

Definition

“Engineer” A person trained and skilled in the design, construction, and use of engines or machines, or in any of various branches of engineering

[engineer. (n.d.). Dictionary.com Unabridged. Retrieved May 3, 2018 from Dictionary.com website <http://www.dictionary.com/browse/engineer>]

“Engineer-in-Training” Means a candidate for licensure as a professional engineer, who has been granted a certificate as an engineer-in-training after successfully passing the prescribed written examination in fundamental engineering subjects, and who shall be eligible upon the completion of the requisite years of experience in engineering, under the supervision of a professional engineer, or similarly qualified engineer, for the final examination prescribed for licensure as a professional engineer.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>

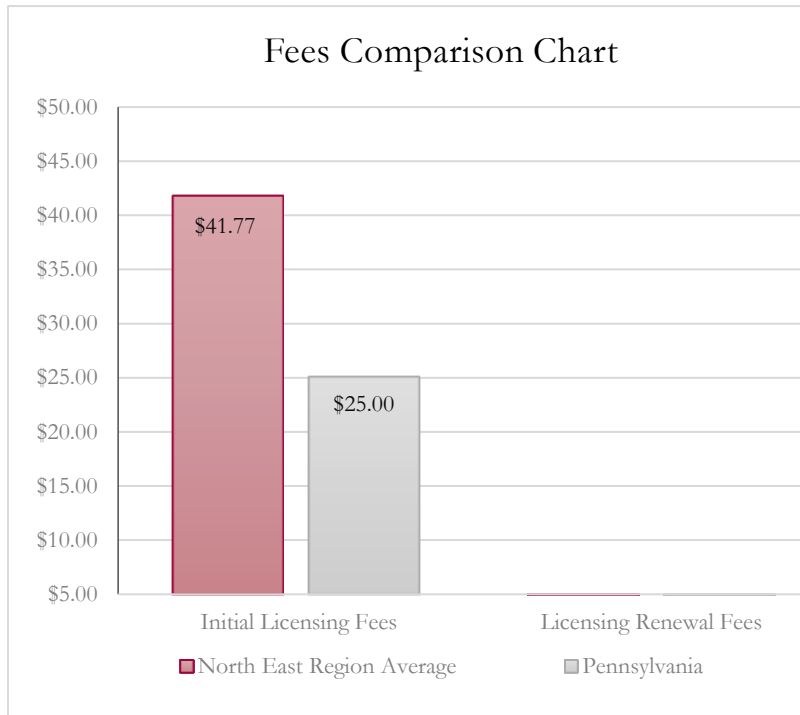
“Practice of Engineering” Shall mean the application of the mathematical and physical sciences for the design of public or private buildings, structures, machines, equipment, processes, works or engineering systems, and the consultation, investigation, evaluation, engineering surveys, construction management, planning and inspection in connection therewith, the performance of the foregoing acts and services being prohibited to persons who are not licensed under this act as professional engineers unless exempt under other provisions of the Engineer, Land Surveyor, and Geologist Registration Law Act.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63

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LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$41.77 Pennsylvania: \$25.00	Engineer-in-training licensing are valid until the applicant becomes a fully licensed engineer	Not Required	Not Required



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$76.00	Engineer In-Training Application Fee	No Renewal	Annual renewal not required: License is valid for ten years.	N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		Reciprocity	Applicants applying for reciprocity must show proof of passing the Fundamentals of Engineering, and the Principles of Practice of Engineering, written exams.
Delaware	\$25.00	Fundamentals of Engineering Application/ Certification Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		Reciprocity	Certificate of Reciprocity on initial application.
Maine	\$10.00	Application Fee	No Renewal	Certification as an engineer-intern is valid for an indefinite period.	N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	
Maryland	\$15.00	Engineer-in-Training Certificate Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	

Massachusetts	\$52.00	Engineer-in-Training Certificate Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	
New Hampshire	\$75.00	Application Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	
New Jersey	\$30.00	Application Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		None	The New Jersey State Board of Professional Engineers and Land Surveyors (Board) does not possess an eminence or “grandfather” clause, or reciprocity with any other state.
New York	\$70.00	Application for Intern-Engineer Certificate Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	
Ohio	\$25.00	FE Exam Application Approval Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam:	N/A		N/A	

Pennsylvania	\$25.00	Application Fee	No Renewal	Valid Indefinitely	N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	
Rhode Island	\$65.00	Application Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	
Vermont	\$50.00	Application for Engineer-Intern Certificate	No Renewal		N/A	Exam Requirement: Pass the Fundamentals of Engineering Exam.	N/A		N/A	
West Virginia	\$25.00	Engineer-Intern Application Fee	No Renewal		N/A	Exam Requirements: Pass the Fundamentals of Engineering Exam.	N/A		N/A	

Professional Geologist



Definition

“Geologist” A person who specializes in geologic research and study.

[geologist. (n.d.). *Dictionary.com Unabridged*. Retrieved May 4, 2018 from Dictionary.com website <http://www.dictionary.com/browse/geologist>]

“Geology”The science that deals with the dynamics and physical history of the earth, the rocks of which it is composed, and the physical, chemical, and biological changes that the earth has undergone or is undergoing

[geology. (n.d.). *Dictionary.com Unabridged*. Retrieved May 4, 2018 from Dictionary.com website <http://www.dictionary.com/browse/geology>]

“Geology” Means the science, which treats the Earth in general, the study of the physical Earth, the investigation of the Earth’s crust and the rocks and other minerals which compose it and the applied science of utilizing knowledge of the Earth and its constituent rocks, minerals, liquids, gases and other materials for the benefit of mankind.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

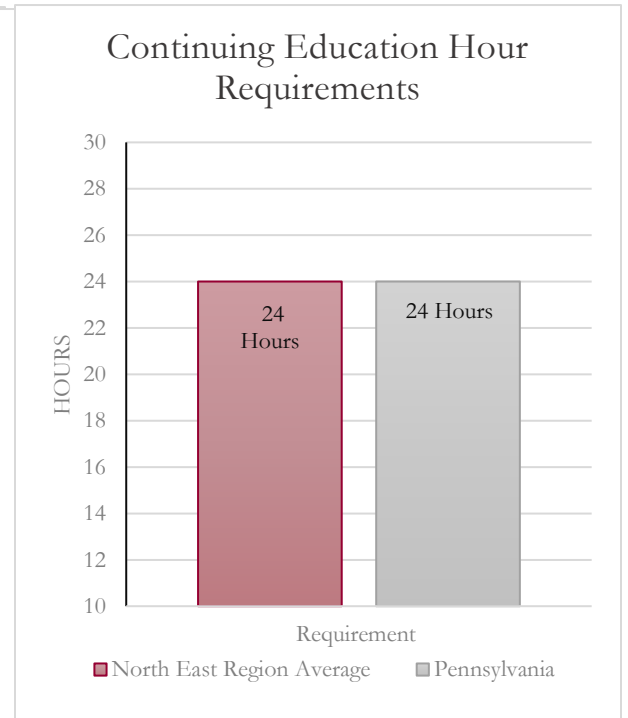
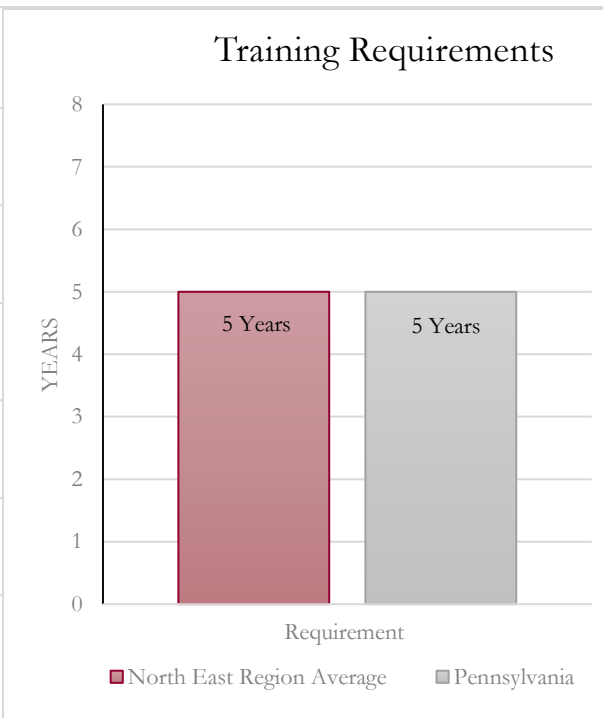
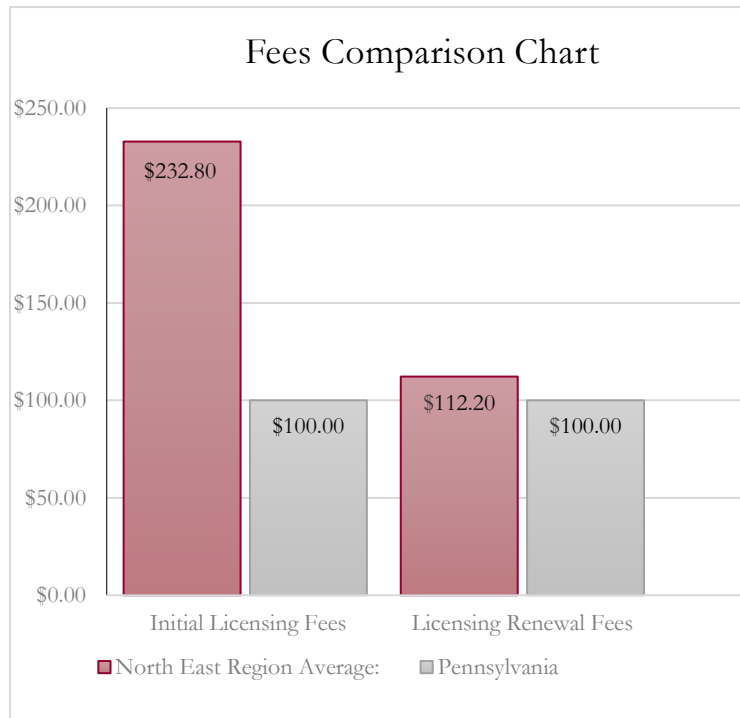
“Practice of Geology” Means the practice or the offer to practice geology for others for a fee, including, but not limited to, describing the natural processes acting on earth materials, gases or fluids, predicting the probable occurrence of natural resources, predicting and locating natural or man-induced phenomena which may be useful or hazardous to mankind and recognizing, determining and evaluating geologic factors. The term shall also include the performance of geological service or work, consultation, investigation, evaluation, planning, mapping and inspection of geological work required in implementing the provisions of any Federal or State law or regulation or the provisions of any ordinance, code, rule or permit required by any local political subdivision. The term shall not include the practice of engineering, land surveying or landscape architecture for which separate licensure is required.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$232.80 Pennsylvania: \$100.00	North East Region Average: \$112.20* Pennsylvania: \$100.00	North East Region Average: 5 years Pennsylvania: 5 years	North East Region Average: 24 hours* Pennsylvania: 24 hours
	<ul style="list-style-type: none"> •Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years. 		<ul style="list-style-type: none"> •Reported biennially. Only Pennsylvania and Delaware require CE for renewal.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	Connecticut does not have occupational regulations for Geologists.									
Delaware	\$193.00	Processing Fee	\$193.00	Biennial Renewal Fee	5 years	Has acquired 5 years of experience in geologic work satisfactory to the Board, and as defined in its rules and regulations.	24 hours	Biennial Renewal Term	Reciprocity	Apply by reciprocity if you: Hold a current license in another jurisdiction, have two years of geologic work experience acquired in that jurisdiction, or have passed the FG and PG examinations.
Maine	\$216.00	Application Fee: \$25.00 License Fee: \$170.00 Criminal Background Check Fee: \$21.00 Total Due: \$216.00	\$170.00	Annual Renewal Fee	N/A		N/A		Reciprocity	Reciprocity: The Board, in its discretion, may extend complete, or partial, reciprocity to currently registered geologists and soil scientists of other states or countries.
Maryland	Maryland does not have occupational regulations for Geologists.									
Massachusetts	Massachusetts does not have occupational regulations for Geologists.									

New Hampshire	\$225.00	Application Fee	\$150.00	Biannual Renewal Fee	5 years	The applicant shall present evidence satisfactory, to The Board, of at least 5 years of experience in the practice of geology.	N/A			New Hampshire does not have a written reciprocity agreement with any other state. Applicants who are licensed/registered in other States, must meet New Hampshire requirements to become licensed.
New Jersey	New Jersey does not have occupational regulations for Geologists.									
New York	\$430.00	Licensure Fee	\$210.00	Triennial Renewal Fee	5 years	If applicant only has a bachelor's degree, they need 5 years' experience working under the supervision of a licensed professional geologist.	N/A		Endorsement	Licensure by Endorsement: You may be eligible for licensure in New York State via endorsement if you meet all the requirements for licensure in New York State.
Ohio	Ohio does not have occupational regulations for Geologists.									
Pennsylvania	\$100.00	Examination Permission Fee: \$50.00 Certification, Licensure, or Registration Fee: \$50.00	\$100.00	Biennial Renewal Fee	5 years	Must have been certified as a geologist-in-training or have five years of experience.	24 hours	Biennial Renewal Term	N/A	
Rhode Island	Rhode Island does not have occupational regulations for Geologists.									
Vermont	Vermont does not have occupational regulations for Geologists.									
West Virginia	West Virginia does not have occupational regulations for Geologists.									

Geologist-In-Training



Definition

“Geologist” A person who specializes in geologic research and study.

[geologist. (n.d.). *Dictionary.com Unabridged*. Retrieved May 4, 2018 from Dictionary.com website <http://www.dictionary.com/browse/geologist>]

“Geology” The science that deals with the dynamics and physical history of the earth, the rocks of which it is composed, and the physical, chemical, and biological changes that the earth has undergone or is undergoing

[geology. (n.d.). *Dictionary.com Unabridged*. Retrieved May 4, 2018 from Dictionary.com website <http://www.dictionary.com/browse/geology>]

“Geologist-in-Training” Means a candidate for licensure as a professional geologist who has been granted a certificate as a geologist-in-training after successfully passing the required written examination in fundamental geology subjects and who shall be eligible, upon completion of the requisite years of experience in geology under the supervision of a professional or similarly qualified geologist, for the final examination prescribed for licensure as a professional geologist.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P. >, 913, No. 367 Cl. 63

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

“Practice of Geology” Means the practice or the offer to practice geology for others for a fee, including, but not limited to, describing the natural processes acting on earth materials, gases or fluids, predicting the probable occurrence of natural resources, predicting and locating natural or man-induced phenomena which may be useful or hazardous to mankind and recognizing, determining and evaluating geologic factors. The term shall also include the performance of geological service or work, consultation, investigation, evaluation, planning, mapping and inspection of geological work required in implementing the provisions of any Federal or State law or regulation or the provisions of any ordinance, code, rule or permit required by any local political subdivision. The term shall not include the practice of engineering, land surveying or landscape architecture for which separate licensure is required.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P. >, 913, No. 367 Cl. 63

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

Pennsylvania is the only state in the northeast region that licenses Geologists -In -Training.



Professional Land Surveyor

Definition

“Surveyors” Make precise measurements to determine property boundaries. They provide data relevant to the shape and contour of the Earth’s surface for engineering, mapmaking, and construction projects.

[Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Surveyors, on the Internet at <https://www.bls.gov/ooh/architecture-and-engineering/surveyors.htm> (visited APRIL 13, 2018)]

“Professional Land Surveyor” An individual licensed and registered under the laws of this Commonwealth to engage in the practice of land surveying.

“Practice of Land Surveying” means the practice of that branch of the profession of engineering which involves the location, relocation, establishment, reestablishment or retracement of any property line or boundary of any parcel of land or any road right-of-way, easement or alignment.

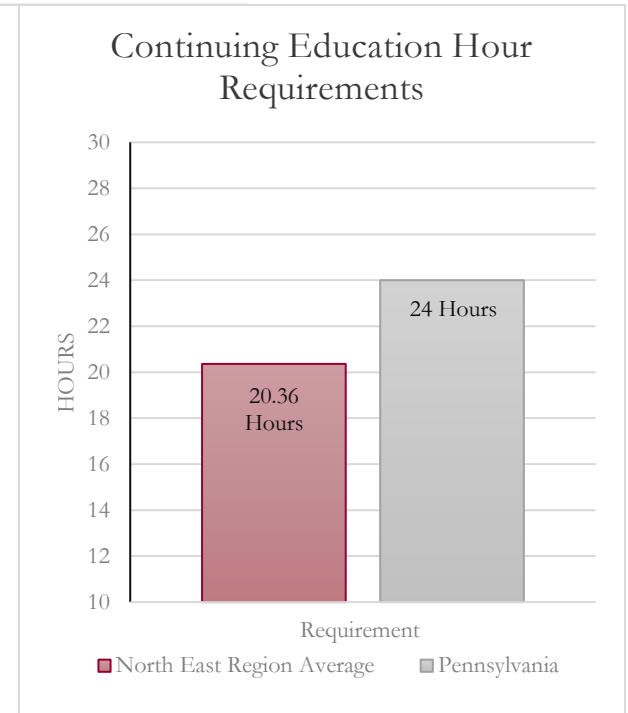
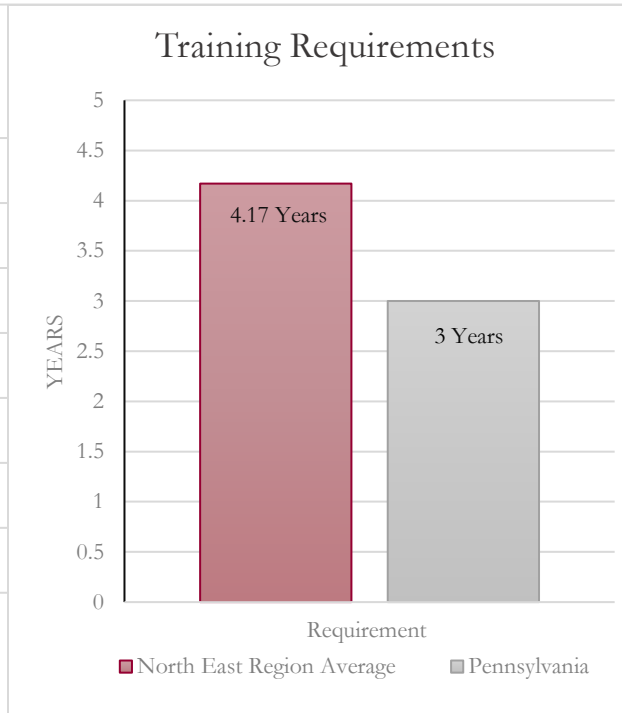
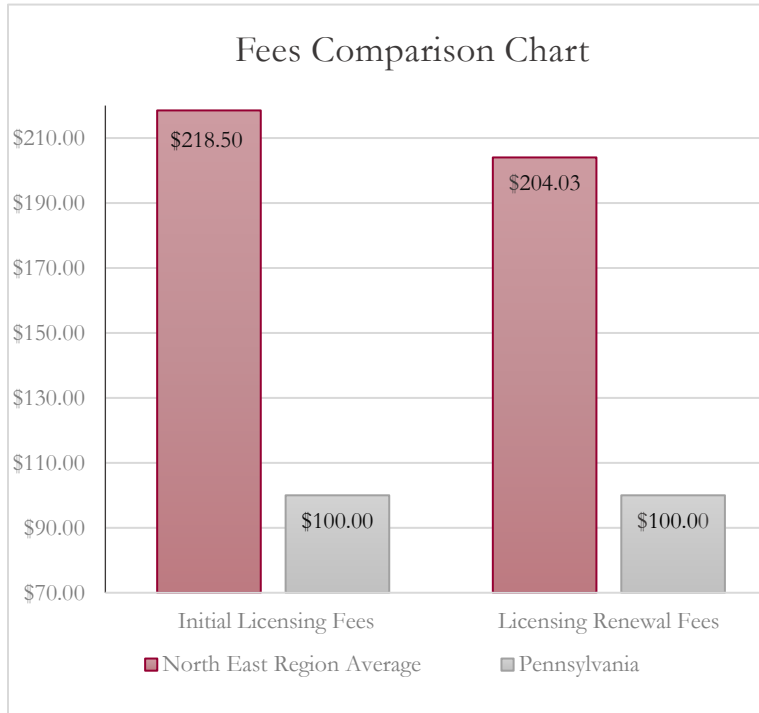
[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

“Practice of Land Surveying” Means the practice of that branch of the profession of engineering which involves the location, relocation, establishment, reestablishment or retracement of any property line or boundary of any parcel of land or any road right-of-way, easement or alignment; the use of principles of land surveying, determination of the position of any monument or reference point which marks a property line boundary, or corner setting, resetting or replacing any such monument or individual point including the writing of deed descriptions; procuring or offering to procure land surveying work for himself or others; managing or conducting as managers, proprietors or agent any place of business from which land surveying work is solicited, performed, or practiced; the performance of the foregoing acts and services being prohibited to persons who are not granted certificates of registration under this act as a professional land surveyor unless exempt under other provisions of this act.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63
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LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$218.50 Pennsylvania: \$100.00	North East Region Average: \$204.03* Pennsylvania: \$100.00	North East Region Average: 4.17 years Pennsylvania: 3 years	North East Region Average: 20.36 hours* Pennsylvania: 24 hours
	•Adjusted biennially. Not all states use the same renewal cycle . Renewal cycles range between 1-3 years.		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$300.00	Application Fee: \$80.00 Initial Licensing Fee \$220.00 Total Due: \$300.00	\$285.00	Annual Renewal Fee	3 years	A specific record of an additional 3 years of active practice in land surveying.	0 hours	Not required	Reciprocity	Applicants applying for reciprocity must show proof of passing the Fundamentals of Engineering, and the Principles of Practice of Engineering, written exams. The Board will not approve applicants who have not passed both exams.
Delaware	\$161.00	Licensing Fee	\$150.00	Annual Renewal Fee		Must complete internship.	24 hours	Biennial Renewal Term	Reciprocity	Apply for Land Surveyor Licensure by reciprocity when you hold a current land surveying license in another jurisdiction (state, U.S. territory or jurisdiction).
Maine	\$446.00	License Fee: \$275.00 Criminal Records Check: \$21.00 Examination Fee: \$150.00 Total Due: \$446.00	\$275.00	Biennial Renewal Fee	2 years	2 years of progressive combined office, and field, experience as a Maine land-surveyor-in-training.	8 hours	Biennial Renewal Term	Reciprocity	If you are applying for licensure as a PLS in Maine via reciprocity from another state, territory, or possession of the United States, you must meet qualifications.

Maryland	\$111.00	License Fee: \$76.00 Application Fee: \$35.00 Total Due: \$111.00	\$76.00	Biennial Renewal Fee	2 years	Has at least 2 years of experience in land surveying that is satisfactory to The Board.	24 hours	Biennial Renewal Term	Reciprocity	Surveyors licensed in the US may qualify for licensure by reciprocity if requirements for licensure were equivalent to those required by Maryland.
Massachusetts	\$382.00	Application Fee: \$150.00 Jurisprudence Exam Fee: \$72.00 Initial License Fee: \$160.00 Total Due: \$382.00	\$150.00	Biennial Renewal Fee	4 years	Land Survey Experience Requirements: 4 years	0 hours	Not required	Comity/ Recognition	Must hold a current land surveying license in another state, or US Jurisdiction, and must pass the Massachusetts specific jurisprudence exam.
New Hampshire	\$120.00	Application Fee	\$150.00	Biennial Renewal Fee	6 years	6 years, or more, of accumulated experience in land surveying work	8 hours	Biennial Renewal Term	Reciprocity	Reciprocity option is available on initial license application.
New Jersey	\$115.00- \$155.00	Application Fee: \$75.00 Initial license Fee: 1 st year of a biennial renewal: \$80.00 2 nd Year: \$40.00	\$80.00	Biennial Renewal Fee	3 years	Applicants must have obtained 3 full years of professional surveying experience.	24 hours	Biennial Renewal Term	None	

New York	\$377.00	Licensure Fee and First Registration Fee	\$242.00	Triennial Renewal Fee	6 years	Combination of education and/or experience totaling 8 years beyond high school graduation.	24 hours	Triennial Renewal Term	Endorsement	Applicants may be eligible for licensure in New York State if all requirements for licensure in New York State are met.
Ohio	\$125.00	Exam Application Approval Fee: \$75.00 Final Registration Fee: \$50.00 Total Due: \$125.00	\$40.00	Biennial Renewal Fee	4 years	4 or more years of surveying, office and field experience, with at least 2 years under the direct supervision of a professional surveyor.	30 hours	Biennial Renewal Term	Reciprocity	Reciprocity is Ohio's application process whereby a currently-licensed professional engineer or professional surveyor, in good standing, may apply for an Ohio license based on their license in another state, or U.S. jurisdiction.
Pennsylvania	\$100.00	Examination Permission Fee: \$50.00 Certification, Licensure, or Registration Fee: \$50.00 Total Due: \$100.00	\$100.00	Biennial Renewal Fee	3 years	Must be certified as a surveyor-in-training for no less than 3 years.	24 hours	Biennial Renewal Term	Reciprocity	The board may, in its discretion, enter into agreements for reciprocity with the National Council of Examiners for Engineering and Surveying as well as with states under such rules and regulations as the board may prescribe.
Rhode Island	\$100.00	Application Fee	\$250.00	Biennial Renewal Fee	4 years	A minimum 4 years of experience in land surveying.	20 hours	Biennial Renewal Term	Reciprocity	Applicants for examination reciprocity, or COA must disclose any, and all, disciplinary action imposed by other professional registration jurisdictions.

Vermont	\$200.00	Application Fee	\$300.00	Biennial Renewal Fee	3 years	Complete a 3 year internship	30 hours	Biennial Renewal Term; 15 hours each year.	Endorsement	Upon an applicant's successful completion of the Vermont portion of the licensing examination, the board may issue a license to an applicant who is licensed, or registered, and currently in good standing in a United States or Canadian jurisdiction having licensing requirements which are substantially equivalent to the requirements of Vermont.
West Virginia	\$200.00	Application Fee	\$100.00	Annual Renewal Fee	8 years	Minimum of 8 years of experience, education can supplement this requirement.	8 hours	Annual Renewal Term	Endorsement	Applicant by comity

Land Surveyor-In-Training



Definition

“Surveyors” Make precise measurements to determine property boundaries. They provide data relevant to the shape and contour of the Earth’s surface for engineering, mapmaking, and construction projects.

[Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Surveyors, on the Internet at <https://www.bls.gov/ooh/architecture-and-engineering/surveyors.htm> (visited APRIL 13, 2018)]

“Surveyor-in-Training” Means a candidate for licensure as a professional land surveyor who has been granted a certificate as a surveyor-in-training after successfully passing the prescribed written examination in fundamental land surveying subjects and who shall be eligible, upon the completion of the requisite years of experience in land surveying, under the supervision of a professional land surveyor or similarly qualified surveyor, for the final examination

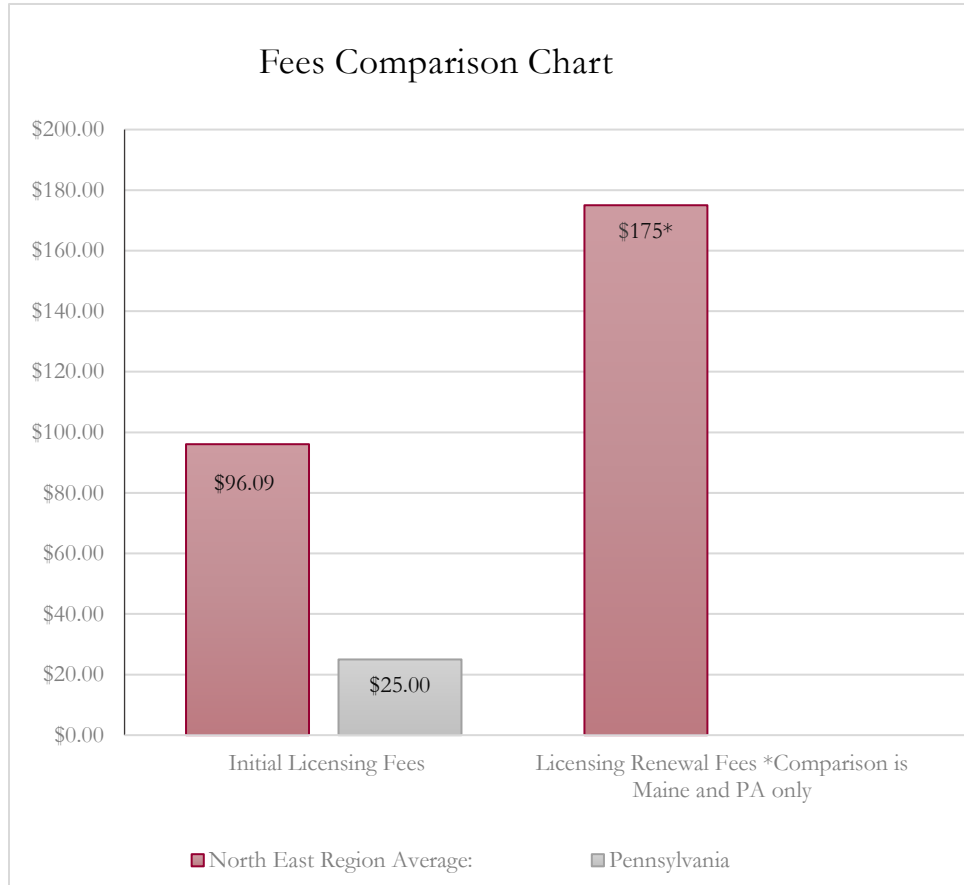
[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

“Practice of Land Surveying” Means the practice of that branch of the profession of engineering which involves the location, relocation, establishment, reestablishment or retracement of any property line or boundary of any parcel of land or any road right-of-way, easement or alignment; the use of principles of land surveying, determination of the position of any monument or reference point which marks a property line boundary, or corner setting, resetting or replacing any such monument or individual point including the writing of deed descriptions; procuring or offering to procure land surveying work for himself or others; managing or conducting as managers, proprietors or agent any place of business from which land surveying work is solicited, performed, or practiced; the performance of the foregoing acts and services being prohibited to persons who are not granted certificates of registration under this act as a professional land surveyor unless exempt under other provisions of this act.

[Engineer, Land Surveyor, and Geologist Registration Law Act of May 23, 1945, P.>, 913, No. 367 Cl. 63
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$102.91 Pennsylvania: \$25.00	Maine: \$175.00* Pennsylvania: N/A	No Comparable Data	No states in the region require CE.
	•Reported biennially. Maine is the only state with renewal.		



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$64.00	Application Fee	Not Required	License valid for 10 years	Varies	4 years of approved surveying curriculum. Other science curriculum may be substituted if the applicant has relevant surveying experience.	0 hours	Not Required	Reciprocity	Applicants applying for reciprocity must show proof of passing the Fundamentals of Engineering, and the Principles of Practice of Engineering, written exams. The Board will not approve applicants who have not passed both exams.

Delaware	\$150.00	Processing Application Fee	No Renewal		Varies	4 years of approved surveying curriculum. Other science curriculum may be substituted if the applicant has relevant surveying experience.	0 hours	Not Required	N/A	
Maine	\$196.00	<p>Examination Fee: Paid directly to NCEES</p> <p>License fee: \$175.00</p> <p>Criminal Records Check Fee: \$21.00</p> <p>Total Due: \$196.00</p>	\$175.00	Biennial Renewal Fee	Varies	4 years of approved surveying curriculum. Other science curriculum may be substituted if the applicant has relevant surveying experience.	0 hours	Not Required	Reciprocity	Required to furnish verification of licensure as Land Surveyor-in-Training in another state.
Maryland	Maryland does not have occupation regulations for Surveyors-in-Training.									

Massachusetts	\$202.00	Board Application Fee: \$150.00 Certification Fee: \$52 .00 Total Due: \$202.00	No Renewal		2-4 years	2 years required if a graduate of a board approved bachelor's program. 4 years required for a 2-year program.	0 hours	Not Required	N/A	
New Hampshire	\$75.00	Application Fee	No Renewal		N/A		0 hours	Not Required	N/A	
New Jersey	\$30.00	Non-Refundable Application Filing Fee	No Renewal		0 years	If you have an undergraduate degree from a non-ABET accredited program, your education credentials must be evaluated.	0 hours	Not Required	N/A	
New York	\$70.00	Application Fee	No Renewal		0 years	Must graduate from an ABET baccalaureate program.	0 hours	Not Required	N/A	

Ohio	\$25.00	Exam Application Approval Fee	No Renewal		0 years	Must graduate from an approved surveying program.	0 hours	Not Required	Reciprocity	Reciprocity is Ohio's application process, whereby a currently-licensed professional engineer or professional surveyor in good standing may apply for an Ohio license based on their license in another state or U.S. jurisdiction.
Pennsylvania	\$25.00	Licensing Fee	No Renewal		Varies	Minimum completion of an associate's degree. 6 years of approved education may substitute for education.	0 hours	Not Required	Reciprocity	The board may, in its discretion, enter into agreements for reciprocity with the National Council of Examiners for Engineering and Surveying with states under such rules and regulations as the board may prescribe.

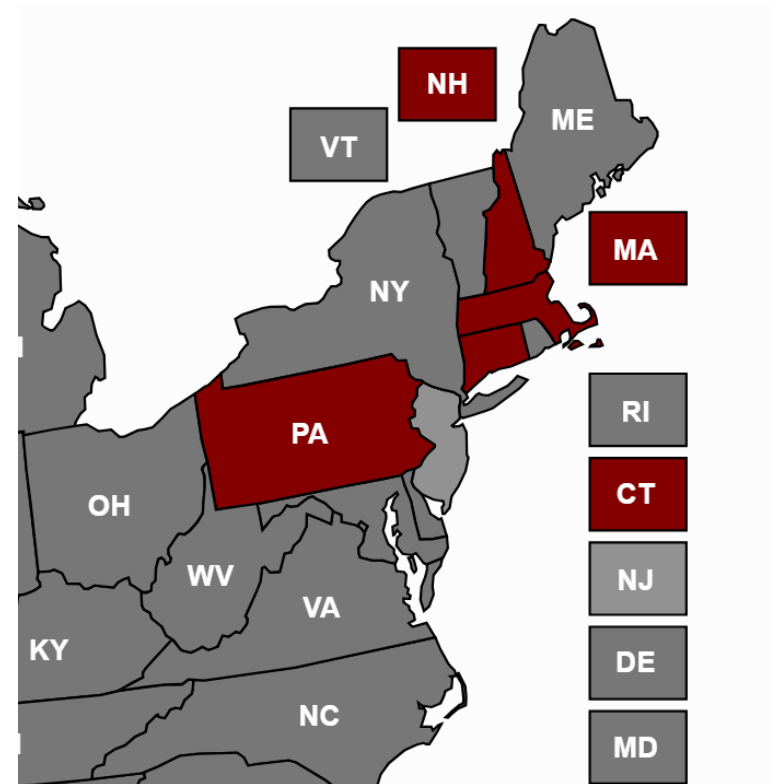
Rhode Island	\$100.00	Licensing Fee	No Renewal		Varies	4 years of approved education. Education can be substituted with experience.	0 hours	Not Required	Endorsement/Comity	All applicants applying under this section must have passed the written examinations in the Fundamentals of Land Surveying, and the Principles and Practice of Land Surveying. If, based upon verified evidence and the opinion of the board, the applicant meets all appropriate requirements of this section, the applicant will be allowed to take the Rhode Island legal portion.
Vermont	Vermont does not have occupational regulations for Surveyors-in-Training.									
West Virginia	\$120.00	Licensing Fee	No Renewal		0	Must complete an approved associate's degree program.	0 hours	Not Required	N/A	

FUNERAL DIRECTORS BOARD

- Funeral Director
- Funeral Resident Intern
 - Funeral Trainee
- Funeral Supervisor

OBSERVATION SECTION

- **Pennsylvania** is the only state in the north east region that issues different licensure for funeral resident interns and funeral trainees.
 - Pennsylvania is the only state in the north east region that requires funeral supervisors to have an occupational license.
 - Connecticut, Massachusetts and New Hampshire are the only 3 states in the north east region that require embalmers to complete an apprenticeship.
 - Four north east region states have annual renewal cycles for funeral directors.
-



Renewal Cycle Notes:

Funeral Director: Biannual (excluding Connecticut, Maine, Massachusetts and Rhode Island- annual)

Funeral Resident Intern/ Funeral Trainee: Annual with limits (excluding New York- biennial)

Funeral Supervisor: Biennial (Pennsylvania only)

Funeral Director



Definition

“Funeral Director” A person, usually a licensed embalmer, who supervises or conducts the preparation of the dead for burial and directs or arranges funerals.

[funeral director. (n.d.). Dictionary.com Unabridged. Retrieved May 10, 2018 from Dictionary.com website <http://www.dictionary.com/browse/funeral-director>]

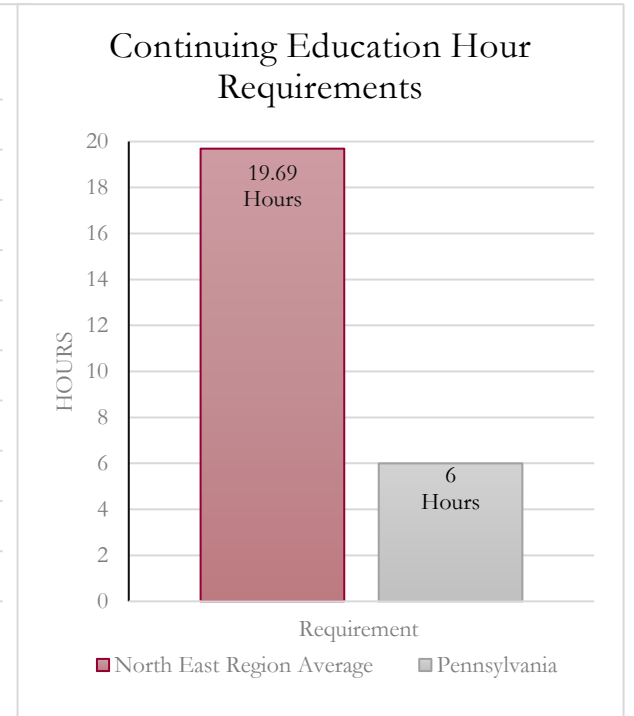
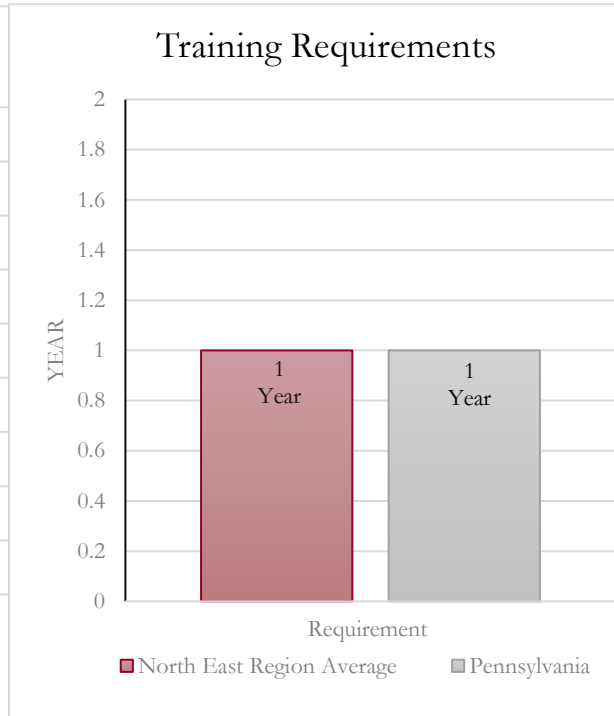
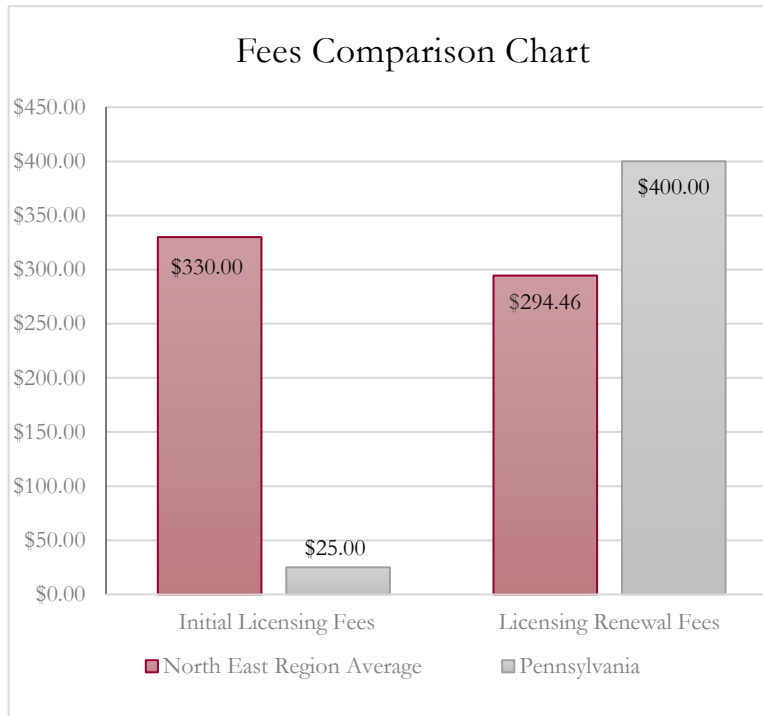
“Funeral Director” Any person engaged in the profession of a funeral director or in the care and disposition of the human dead, or in the practice of disinfecting and preparing by embalming the human dead for the funeral service, burial or cremation, or the supervising of the burial, transportation or disposal of deceased human bodies, or in the practice of funeral directing or embalming. The term "funeral director" shall also mean a person who makes arrangements for funeral service and who sells funeral merchandise to the public incidental to such service or who makes financial arrangements for the rendering of such services and the sale of such merchandise.

[Funeral Director Law Section 2 July 31, 1968, P.L. 1008, No. 295

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/FuneralDirectors/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$295.00-\$330.00 Pennsylvania: \$25.00	North East Region Average: \$294.46* Pennsylvania: \$400.00	North East Region Average: 1 year Pennsylvania: 1 year	North East Region Average: 19.69 hours* Pennsylvania: 6 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years	*Excluding MD since the unit of measurement is hours	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$210 .00	Application Fee	\$235.00	Annual Renewal Fee	1 Year	Apprenticeship training and experience in full-time, paid employment under the supervision of a licensed embalmer during which time the apprentice embalmed or assisted in the embalming of at least 50 human bodies	6 Hours	Annual Renewal Cycle	Endorsement	Any person licensed as a funeral director in another state whose requirements are substantially similar to or higher and who is a currently practicing competent practitioner shall be eligible for licensure without examination upon application and payment of a fee, provided all such applicants shall be required to pass a Law examination.
Delaware	\$218.00	Application Fee: \$153.00 Criminal Background Check Fee: \$65.00 Total Due: \$218.00	\$153.00	Biennial Renewal Fee	1 Year	Serve a 1-year internship in a Delaware-licensed funeral establishment under the sponsorship of a Delaware-licensed funeral director; Complete and submit 25 embalming reports and 4 quarterly work reports	10 Hours	Biennial Renewal Cycle	Reciprocity	To apply by reciprocity, applicants must hold a current Funeral Director license in another jurisdiction (state, U.S. territory or District of Columbia) and have practiced as a funeral director at least 3 of the past 5 years.

Maine	\$326.00	<p>Application Fee: \$230.00</p> <p>Examination Fee: \$75.00</p> <p>Criminal History Check Fee: \$21.00</p> <p>Total Due: \$326.00</p>	\$230.00	Annual Renewal Fee	1 Year	Must have served as a practitioner trainee for 12 months under the personal supervision of a person licensed for the practice of funeral service and approved by the board	12 Hours	Biennial Renewal Cycle	Endorsement	Documented proof of one of the following: That the applicant has been in active practice in another state for at least 3 years immediately preceding application in Maine.; or Official documentation that the applicant holds an active license from another state with requirements that are substantially equivalent to Maine.
Maryland	\$565.00- \$865.00	<p>Licensing Fee (between May 1st of every even numbered year, through April 30th of every odd numbered year): \$600.00</p> <p>Otherwise: \$300.00</p> <p>Examination Fee: \$265.00</p>	\$600.00	Biennial Renewal Fee	1000 Hours	Practical experience in funeral service arrangements, including: 24 funeral directions and 1,000 hours worked under the direct supervision of the apprentice sponsor or the sponsor's delegate	12 Hours	Biennial Renewal Cycle	Reciprocity	Reciprocity is available with the state of Delaware.

Massachusetts	\$571.00	Application Fee: \$33.00 Examination Fee: \$166.00 License Fee: \$66.00 Total Due: \$571.00	\$155.00	Annual Renewal Fee	2 Years	Embalmer apprenticeship for 3 years, during which period he has embalmed 50 dead human bodies	8 Hours	Annual Renewal Cycle	Endorsement	Endorsement; The applicant holds a valid license in another state in funeral directing and embalming substantially equivalent to this state, an associate degree in mortuary sciences, and evidence that the applicant is of good moral character.
New Hampshire	\$450.00	Application Fee: \$300.00 Written Examination: \$150.00 Total Due: \$450.00	\$300.00	Biennial Renewal Fee	1 Year	Embalm 25 bodies unassisted and arrange the details required for conducting 25 funerals	14 Hours	Biennial Renewal Cycle	Endorsement	Endorsement is available to applicants holding a valid license from another state or jurisdiction, who's requirements meet those of New Hampshire's licensure requirements.

New Jersey	\$375.00- \$500.00	Application Fee: \$50.00 Licensure Examination Fee: \$125.00 Practical Examination Fee: \$75.00 Initial License Fee (during the 1st year of a biennial renewal period): \$250.00 Initial License Fee (during the 2nd year of a biennial renewal period): \$125.00	\$250.00	Biennial Renewal Fee	2 Year	2 years of practical training and experience as a registered trainee with an annual case volume of at least 25 cases, having assisted in embalming at least 75 bodies, under a licensed Practitioner of Mortuary Science, an embalmer, or funeral director	10 Hours	Biennial Renewal Cycle	Credentialed	The Board shall issue a license to engage in the practice of mortuary science to any person who holds a valid license or certification to practice mortuary science issued by another state or possession of the United States, or the District of Columbia, provided that the applicant has met education and experience substantially equivalent to those of this state.
New York	N/A	No fee is required to register as a resident with the New York State Department of Health	\$125.00	Biennial Renewal Fee	1 Year	12-month training program as a registered resident at an approved funeral firm operating in New York State after all educational requirements have been satisfied.	12 Hours	Biennial Renewal Cycle	Endorsement	In the state of New York, endorsement is determined per application. Endorsement will only be available for evaluation if the reciprocal state recognizes New York's Licensure for endorsement.

Ohio	\$185.00	Application Fee: \$150.00 Examination Fee: \$35.00 Total Due: \$185.00	\$150.00	Biennial Renewal Fee	1 Year	Must complete/assist in: 10 Removals, 15 Death Certificates, 15 Burial/ Cremation Permits, 25 Funeral/ Memorial Services	18 Hours	Biennial Renewal Cycle	Reciprocity	The board of embalmers and funeral directors may recognize licenses issued to embalmers and funeral directors by other states, and upon presentation of such licenses, may issue to the holder an embalmer's or funeral director's license.
Pennsylvania	\$25.00	Initial License Fee	\$400.00	Biennial Renewal Fee	1 Year	Applicant must successfully complete The National Board Examination and the written and oral examinations on the clinical practice of funeral directing	6 Hours	Biennial Renewal Cycle	Reciprocity	The District of Columbia or a state or territory of the United States of America whose agency that is authorized to license persons to practice the profession of funeral director in that jurisdiction has entered into an agreement with the Board under which persons licensed in that jurisdiction may receive a limited license in this Commonwealth
Rhode Island	\$30.00	Application Fee	\$30.00	Annual Renewal Fee	1 Year	Assist in embalming at least 50 bodies for a 1-year internship. Otherwise embalm at least 25 bodies for each year of the internship	5 Hours	Annual Renewal Cycle	Endorsement	Any funeral director/embalmer who is currently licensed in good standing in another state may be licensed by endorsement in Rhode Island.

Vermont	\$170.00	Application Fee: \$70.00 Exam Fee: \$100.00 Total Due: \$170.00	\$350.00	Biennial Renewal Fee	1 Year	A traineeship of 12 months of full-time employment, having assisted with 30 funerals under the direct supervision of a licensed funeral director within a licensed funeral establishment	10 Hours	Biennial Renewal Cycle	Endorsement	Licensure by endorsement is available upon presentation of verification of licensure and good standing.
West Virginia	\$410.00	State law Exam: \$250.00 Initial Fee: \$160.00 Total Due: \$410.00	\$200.00	Biennial Renewal Fee	1 Year	An apprenticeship, having taken an active part in the operation of embalming 35 dead human bodies and an active part in conducting 35 funeral services	7 Hours	Biennial Renewal Cycle	Reciprocity	Reciprocal licenses may be issued to a person licensed in another state with educational requirements substantially equivalent to those required in this state.

Funeral Resident Intern



Definition

“Funeral” The ceremonies for a dead person prior to burial or cremation; obsequies.

[funeral. (n.d.). Dictionary.com Unabridged. Retrieved April 24, 2018 from Dictionary.com website <http://www.dictionary.com/browse/funeral>.]

“Intern” A person who works as an apprentice or trainee in an occupation or profession to gain practical experience, and sometimes also to satisfy legal or other requirements for being licensed or accepted professionally.

[intern. (n.d.). Dictionary.com Unabridged. Retrieved May 4, 2018 from Dictionary.com website <http://www.dictionary.com/browse/intern>]

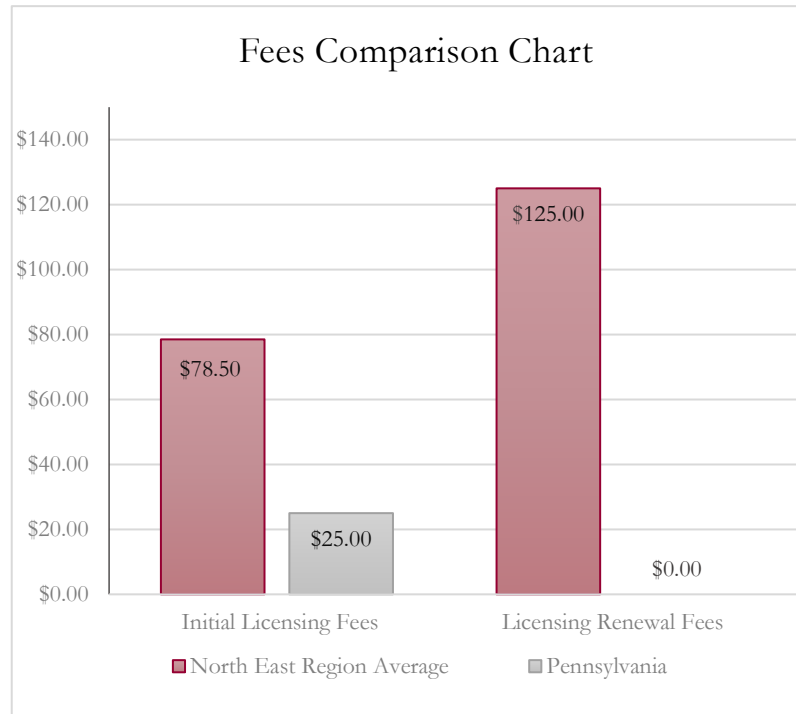
“Funeral Resident Intern” Any person operating under or with a funeral director for the purpose of learning the profession, to the end that he may become a licensed funeral director.

[Section 2 Funeral director law July 31, 1968, P.L. 1008, No. 295

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/FuneralDirectors/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$78.50 Pennsylvania: \$25.00	North East Region Average: \$125.00 Pennsylvania: None		
	•Renewal cycle is biennial		



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	Connecticut registers "Embalmer Pre-Graduate Trainee" *See Embalmer Apprentice									
Delaware	\$121.00	Funeral Resident Intern Fee: \$56.00 Criminal Background Check Fee: \$65.00 Total Due: \$121.00	N/A	Annual Renewal is available for up to 1 year	Education	Must be a graduate from an accredited high school or its equivalent, and receive an Associate Degree or its equivalent in mortuary science, consisting of 60 credit hours, from a school fully accredited by the ABFSE or its successor	N/A	Licensure examination upon completion of requirements	Reciprocity	The Division, upon request of a registered intern or applicant seeking licensure via reciprocity, shall administer the State examination.
Maine	*See Funeral Trainee									
Maryland	Apprenticeship. Apprentice must have 2/3 of education completed *See Funeral Trainee									
Massachusetts	Licensed as Apprentice Embalmer *See Apprentice Embalmer									
New Hampshire	To be a funeral director, one must be the holder of an embalmer's license. To hold an embalmer's license, one must become an apprentice embalmer *See Apprentice Embalmer									
New Jersey	\$75.00	Intern Registration Fee	N/A	N/A	Education	Satisfactorily completed 2 or 3 years of academic instruction in a college or university approved by the Commission on Higher Education, or shall be completing the	N/A	Licensure examination upon completion of requirements	N/A	Applicant shall have been a resident of the State of New Jersey continuously during the

						requirement while registered as an intern				period of his training and experience
New York	\$50.00	Student Registration Fee	\$125.00	Biennial Renewal	Education	Must be enrolled in a funeral service education institution	N/A	Licensure examination upon completion of requirements	N/A	N/A
Ohio	Funeral Directing Apprenticeship *See Funeral Trainee									
Pennsylvania	\$25.00	Initial Registration for Resident Intern Fee	N/A	N/A	Education	To qualify as a resident intern, an applicant shall present satisfactory evidence of having completed the college requirements, as a student trainee	N/A	Licensure examination upon completion of requirements	N/A	A resident intern shall complete the resident intern training in a funeral establishment in this Commonwealth under the supervision of a qualified preceptor.
Rhode Island	\$25.00	Funeral Directors Intern Registration Fee	N/A	Annual Renewal available for up to 5 years	The internship may be served before, after, or during attendance at mortuary school.	For completion, the intern must have assisted in embalming at least 50 bodies if the internship is to be satisfied in 1 year. If the internship is for more than 1 year, the applicant must embalm at least 25 bodies for each year of the internship.	N/A	Licensure examination upon completion of requirements	N/A	N/A
Vermont	No license available for Funeral Resident Intern.									

The Board may by rule prescribe an alternative pathway to licensure for individuals who have not attended a school of funeral service but who have demonstrated through an approved program of apprenticeship and study the skills deemed necessary by the Board to ensure competence as a funeral director

West Virginia	\$175.00	Registration Fee	N/A	1-year active course under a licensed embalmer and funeral director	Education	Possess a high school diploma or equivalent, have an associate degree from an accredited college or university, or have successfully completed 60 semester hours or 90 quarter hours of academic work in an accredited college or university toward a baccalaureate degree with a declared major field	N/A	Licensure examination upon completion of requirements	Reciprocity	Reciprocal licenses may be issued when such license was granted after completion of educational and examination requirements substantially equivalent to those required in this state.

Funeral Trainee



Definition

“Funeral” - The ceremonies for a dead person prior to burial or cremation; obsequies.

[funeral. (n.d.). Dictionary.com Unabridged. Retrieved April 24, 2018 from Dictionary.com website <http://www.dictionary.com/browse/funeral>.]

“Trainee” - A person being trained, especially in a vocation; apprentice.

[trainee. (n.d.). Dictionary.com Unabridged. Retrieved April 24, 2018 from Dictionary.com website <http://www.dictionary.com/browse/trainee>.]

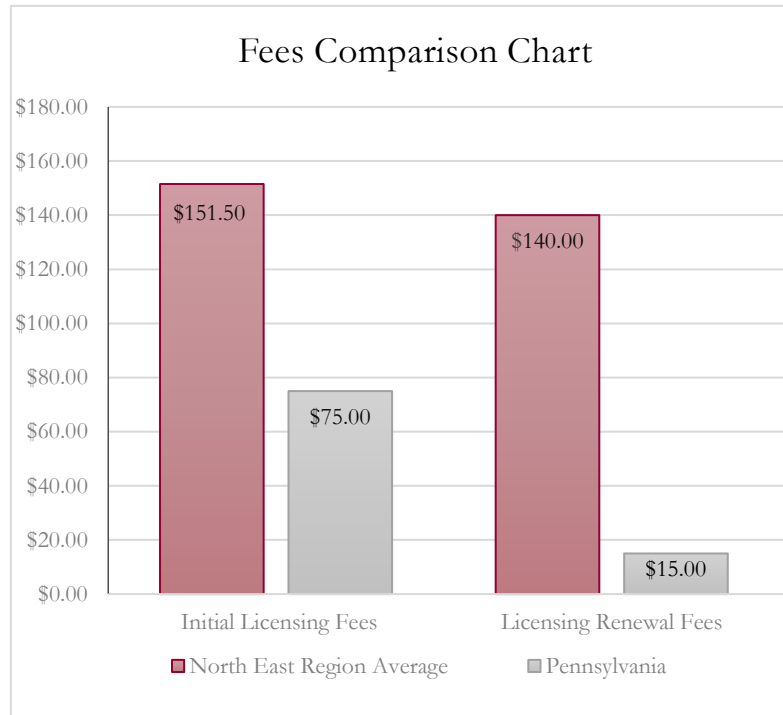
“Funeral Trainee” - Any person accepted for matriculation at a mortuary college or university specializing in mortuary subjects which have been approved by the American Board of Funeral Service Education, Inc.

[Section 2 Funeral director law July 31, 1968, P.L. 1008, No. 295

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/FuneralDirectors/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$151.50 Pennsylvania: \$75.00	North East Region Average: \$280.00* Pennsylvania: \$15.00		
	•Renewal cycle is annual		



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	Licensed as “Embalmer Apprentice” *See Embalmer Apprentice "Student Funeral Director"- A person studying the funeral service business and registered with the Department of Public Health as an apprentice. The board issues registration as a pre-graduate student embalmer or pre-graduate student funeral director to a person who has not yet completed the program of education or examination.									
Delaware	Registered as “Resident Intern” *See Funeral Resident Intern									
Maine	\$101.00	License Fee: \$80.00 Criminal History Check Fee: \$21.00 Total Due: \$101.00	\$80.00	Annual Renewal Fee	Education	Completion of high school or its equivalent	N/A	Licensure examination upon completion of requirements	Credentialed	Verification of licensure held in other states
Maryland	\$325.00	Initial License Fee	\$325.00	Annual Renewal Fee	Education	Must complete 2/3rds of the academic credits for a mortuary science program at a school accredited by the American Board of Funeral Service or approved by the Board, with a 2.0 grade point average or higher	N/A	Licensure examination upon completion of requirements	Reciprocity	The Board may grant a waiver if the state of initial licensure has equal requirements of licensure and grants similar waivers to Maryland Licensees

Massachusetts	Licensed as “Apprentice Embalmer” *See Apprentice Embalmer									
New Hampshire	*See Apprentice Embalmer "Apprentice"- Any person engaged in embalming under the instruction and supervision of a licensed embalmer and actively engaged in embalming in this state. To be a funeral director, one must be the holder of an embalmer's license. To hold an embalmer's license, one must become an apprentice embalmer.									
New Jersey	*See Funeral Resident Intern "Intern"- A person registered with the Board who is engaged in learning to practice as a practitioner of mortuary science under the supervision of a Board licensee, and includes registered trainees									
New York	Licensed as “Funeral Resident Intern” *See Funeral Resident Intern A prospective, licensed New York State funeral director must serve a 12-month training program as a registered resident at an approved funeral firm operating in New York State.									
Ohio	\$105.00	Registration Fee: \$25.00 Certification Fee: \$10.00 Criminal Record Check Fee: \$70.00 Total Due: \$105.00	N/A	N/A	Mortuary Science College Training Optional	1 year of mortuary science college training with 1-year apprenticeship assisting with 25 funerals or a 2-year apprenticeship assisting in 50 funerals	N/A	Licensure examination upon completion of requirements	N/A	The applicant must complete at least 1-year internship in this state.
Pennsylvania	\$75.00	Application Fee: \$25.00 Certificate of Preliminary Education Fee: \$50.00 Total Due: \$75.00	\$15.00	Annual Renewal Fee	2 years	2 years of college credits in liberal arts is required. In addition, an applicant must be accepted at a mortuary college or a university or college specializing in mortuary subjects which has been approved by the American Board of Funeral Service Education	N/A	Licensure examination upon completion of requirements	N/A	N/A

Rhode Island	<p>*See Funeral Resident Intern</p> <p>"Funeral Director Intern"- Any person engaged in learning the practice or profession of funeral directing and the science, practice or profession of embalming under the instruction and supervision of a licensed funeral director/embalmer, and actively engaged in the practice, or profession of funeral directing and embalming in Rhode Island.</p>
Vermont	<p>A requirement for a funeral director license is a traineeship of 12 months of full-time employment or its equivalent under the direct supervision of a person duly licensed</p>
West Virginia	<p>Licensed as "Funeral Apprentice"</p> <p>*See Funeral Resident Intern</p> <p>"Apprentice"- A person who is preparing to become a licensed funeral director and is learning the practice of funeral directing cremation under the direct supervision and personal instruction of a duly licensed funeral director</p>

Funeral Supervisor



Definition

“Funeral” The ceremonies for a dead person prior to burial or cremation; obsequies.

[funeral. (n.d.). Dictionary.com Unabridged. Retrieved April 24, 2018 from Dictionary.com website <http://www.dictionary.com/browse/funeral>.]

“Supervisor” A person who supervises workers or the work done by others; superintendent.

[supervisor. (n.d.). Dictionary.com Unabridged. Retrieved April 24, 2018 from Dictionary.com website <http://www.dictionary.com/browse/supervisor>]

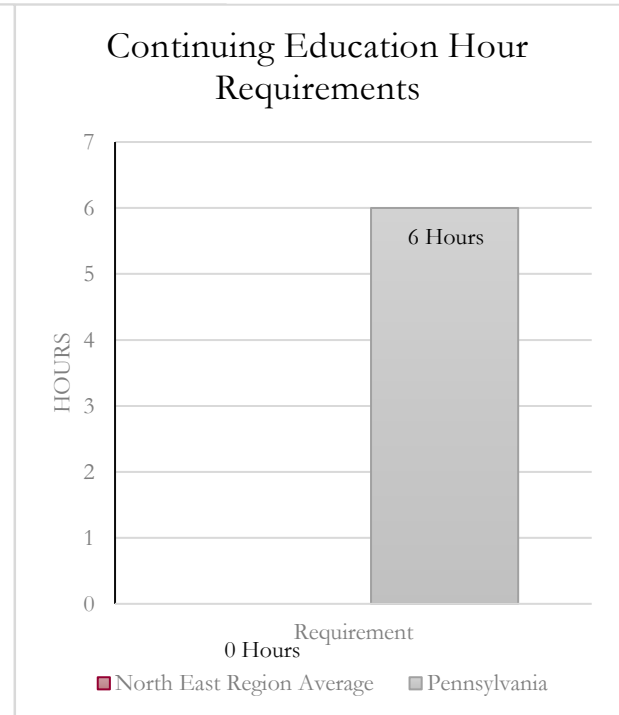
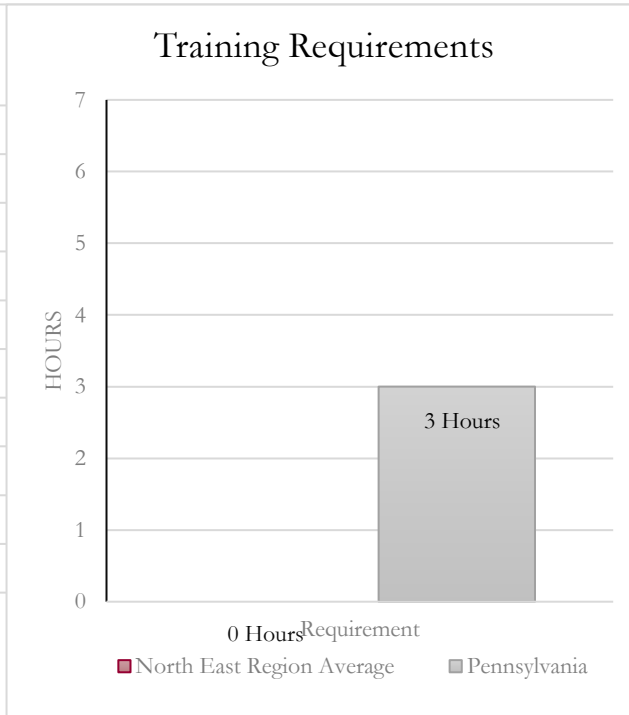
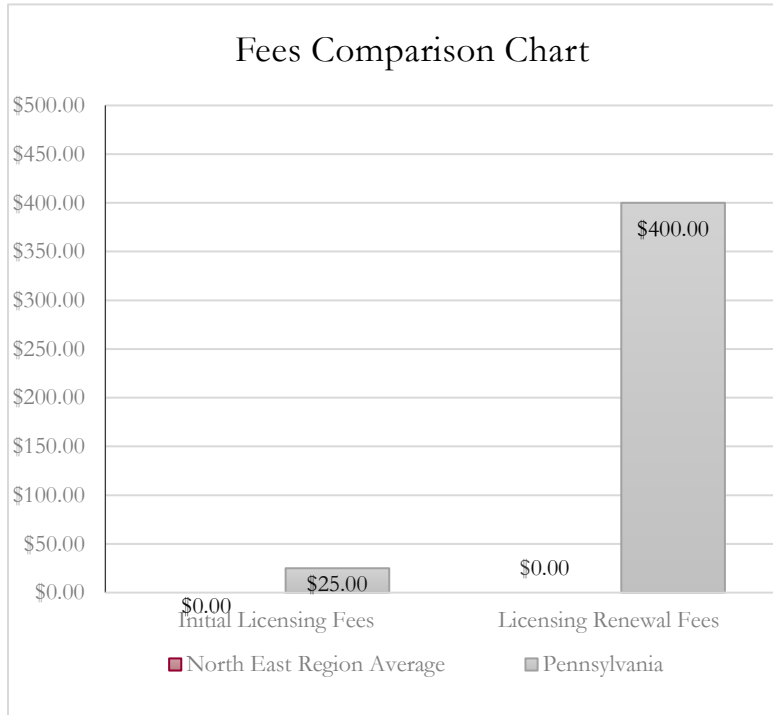
“Funeral Supervisor” A licensed funeral director who is a registered supervisor of no more than one funeral establishment and who is accessible to serve the public at the funeral establishment which he is supervising and is not engaged in any activity, business or profession, including assisting other funeral directors, which substantially interferes with or prevents the supervision of the practice carried on by the funeral establishment which he supervises.

[Section 2 Funeral director law July 31, 1968, P.L. 1008, No. 295

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/FuneralDirectors/Documents/Board%20Documents/Board%20Document%20-%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$25.00 Pennsylvania: \$25.00	North East Region Average: \$400.00* Pennsylvania: \$400.00	North East Region Average: 3 hours Pennsylvania: 3 hours	North East Region Average: 6 hours* Pennsylvania: 6 hours
	•Renewal is biennial. Funeral supervisors are licensed only in PA		



COMPARED DATA

State	Initial Licensing/ Registration Fees	Initial Licensing/ Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/ Compact Agreements	Reciprocity/ Compact Agreements Notes
Connecticut	<p>*See Funeral Director</p> <p>“Funeral Directing”- The business, practice or profession, as commonly practiced, of (A) directing or supervising funerals, or providing funeral services; (B) handling or encasing or providing services for handling and encasing dead human bodies, otherwise than by embalming, for burial or disposal; (C) providing embalming services; (D) providing transportation, interment and disinterment of dead human bodies; (E) maintaining an establishment so located, constructed and equipped as to permit the decent and sanitary handling of dead human bodies, with suitable equipment in such establishment for such handling; (F) conducting an establishment from which funerals may be held; (G) engaging in consultations concerning arrangements for the disposition of human remains, including, but not limited to, arrangements for cremation or alkaline hydrolysis; (H) casketing human remains; (I) making cemetery and cremation arrangements; and (J) preparing funeral service contracts. No person, firm, partnership or corporation shall enter into, engage in, or carry on a funeral service business unless an inspection certificate has been issued by the department for each place of business. Any person, firm, partnership or corporation desiring to engage in the funeral service business shall submit, in writing, to the department an application upon blanks furnished by the department for an inspection certificate for a funeral service business for each place of business, and each such application shall be accompanied by a fee of three hundred seventy-five dollars and shall identify the manager. “Manager” means an individual who (A) is licensed as an embalmer or funeral director pursuant to this chapter and (B) has direct and personal responsibility for the daily operation and management of a funeral service business.</p>									
Delaware	No licensure available for the occupation Funeral Supervisor									
Maine	<p>A funeral director may engage in all activities of a practitioner of funeral service other than embalming.</p> <p>*See Funeral Director</p>									
Maryland	<p>*See Funeral Director</p> <p>A licensed funeral establishment shall designate a licensed mortician whose license is in good standing with the Board to be the supervising mortician for the funeral establishment. A licensed mortician designated to be the supervising mortician for a funeral establishment shall complete the registration required by the Board</p>									
Massachusetts	<p>*See Funeral Director</p> <p>Licensed Funeral Establishment is operated by one business entity and the business of that entity is under the direction and control of a Type 3. Type 3 is a Funeral Director and Embalmer who is duly registered as a Type 3 by the Board pursuant to M.G.L. c. 112, § 83 and licensed by a city or town pursuant to M.G.L. c. 114, § 49, who meets the qualifications outlined in 239 CMR 3.02(3)(a). Licensed Funeral Establishment is a fixed place or establishment privately owned or maintained by a person, partnership, corporation, association or other organization which has been duly registered by the Board</p>									

New Hampshire	<p>*See Funeral Director</p> <p>"Funeral Directing"- The business, practice, or profession of: Directing or supervising funerals; Conducting or maintaining a preparation room or establishment equipped with necessary drainage and ventilation, which contains the necessary instruments and supplies for the preparation and embalming of dead human bodies for burial, cremation, or transportation; or Conducting or maintaining a funeral home or parlor, mortuary or funeral chapel from which funerals may be held and in which services may be conducted. Funeral director means any person engaged, or holding oneself out as engaged, in funeral directing</p>									
New Jersey	<p>*See Funeral Director</p> <p>"Funeral Directing"- (1) the engaging in or conducting or holding one's self out as being engaged in or conducting the preparation (other than embalming) for burial or disposal and the direction or supervision of burial or disposal of dead human bodies; or (2) maintaining, using or operating a mortuary. Every mortuary shall be under the immediate and personal supervision, direction, management, and control of a person duly licensed as a practitioner of mortuary science, under the provisions of this act, or of a person duly licensed as a funeral director under the provisions of this act or of any prior law of this State (Mortuary science act 45:7-61). Every establishment authorized to carry on the practice of mortuary science shall be under the direct supervision of a full-time licensed manager; newly designated manager shall submit to the Board the following:1) A letter indicating such acceptance; 2) An application to become a manager; and 3) The fee prescribed for the application; the term "senior director" or "executive director" may be substituted for "manager"</p>									
New York	<p>The manager of each funeral firm shall be a funeral director or undertaker duly licensed as such under and pursuant to the laws of the State of New York and shall be duly registered with the department as such manager</p> <p>*See Funeral Director</p>									
Ohio	<p>*See Funeral Director</p> <p>"Funeral Directing"- The business or profession of directing or supervising funerals for profit from one or more funeral homes licensed under this chapter, the arrangement or sale of funeral services, the filling out or execution of a funeral service contract, the business or profession of preparing dead human bodies for burial by means other than embalming, the disposition of dead human bodies, the provision or maintenance of a place for the preparation, the care, or disposition of dead human bodies, the use in connection with a business of the term "funeral director," "undertaker," "mortician," or any other term from which can be implied the business of funeral directing, or the holding out to the public that one is a funeral director or a disposer of dead human bodies.</p> <p>"Funeral director"- A person who engages, in whole or in part, in funeral directing and who is licensed under this chapter. Each funeral home shall be directly supervised by a funeral director licensed under ORC Chapter 4717, who may supervise more than one funeral home</p>									
Pennsylvania	\$25.00	Initial Registration Fee	\$400.00	Biennial Renewal Fee	3 hours	3 hours of mandatory DHS-approved training in child abuse recognition and reporting	6 hours	6 hours of mandatory continuing education during each 2-year renewal	N/A	N/A

Rhode Island	<p>No licensure available for the occupation Funeral Supervisor</p> <p>No person, association, co-partnership, corporation, limited liability company or otherwise, shall conduct, maintain, manage or operate a funeral establishment or branch office unless a license for each such funeral establishment and branch office has been issued by the Department and is conspicuously displayed. No license to operate a funeral establishment shall be issued by the Department unless the applicant for the funeral establishment license has registered with the Department a licensed funeral director/embalmer that shall be in charge therein as the funeral director-of-record.</p>
Vermont	<p>*See Funeral Director</p> <p>“Funeral Director”- A person who is engaged in the practice of funeral services for a fee or other compensation (Rules of the board of Funeral services Part 2). "Funeral services" are any services which may be used to: (1) Care for and prepare deceased human bodies for burial, cremation or other final disposition; and (2) arrange, supervise or conduct the funeral ceremony or the final disposition of deceased human bodies. (Rules of the board of Funeral services §§453.1)</p> <p>"Funeral Director"- A licensed person who is the owner, co-owner, employee, or manager of a licensed funeral establishment and who, for compensation, engages in the practice of funeral service. A person, partnership, association, or other organization desiring to operate a funeral establishment, shall apply, in writing, to the Board of Funeral Service for a license. The applicant, if a corporation, partnership, association, or other organization, must have a manager or co-owner who is a licensed funeral director.</p>
West Virginia	<p>*See Funeral Director</p> <p>"Funeral Directing"- The business of engaging in the arranging or supervising of a funeral or memorial service for a deceased; Every separate funeral establishment in this state offering services set forth in this article shall be operated under the supervision and management of a licensee in charge who is licensed as a funeral director in this state. Licensee in charge means a licensed embalmer and funeral director who accepts responsibility for the operation of a funeral establishment</p>



LANDSCAPE ARCHITECTS BOARD

- 
- Landscape Architect

Landscape Architect



Definition

"Landscape Architect"- the art of arranging or modifying the features of a landscape, an urban area, etc., for aesthetic or practical reasons.

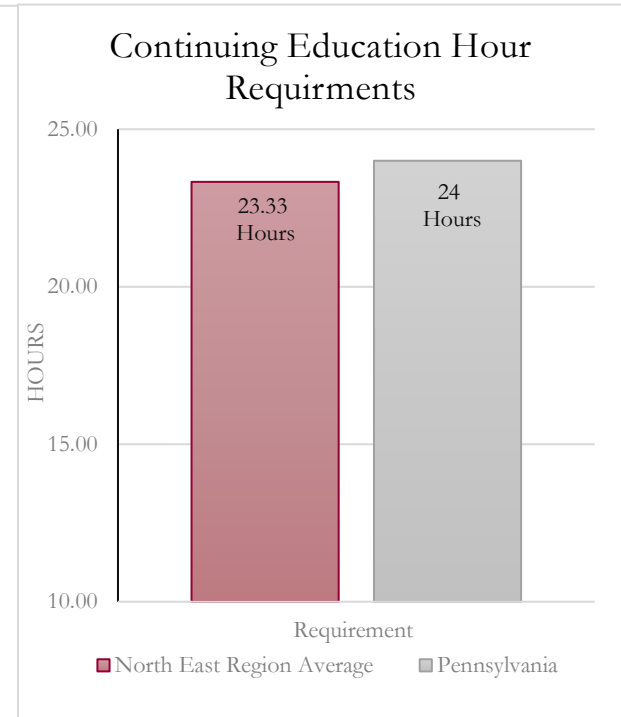
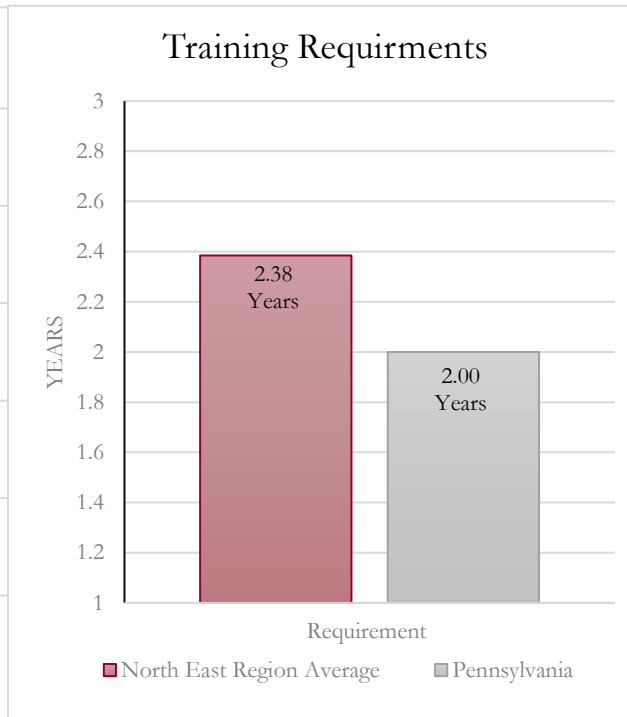
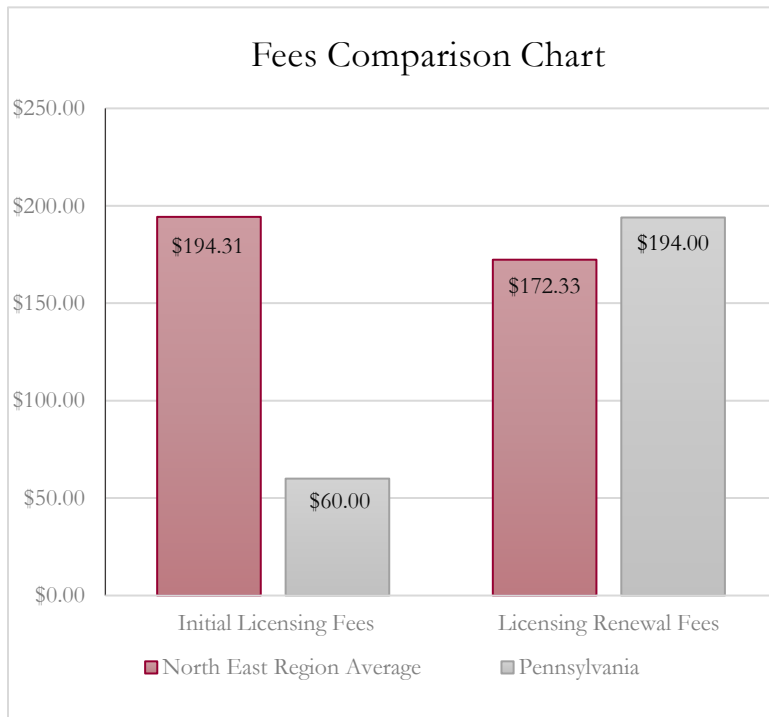
[landscape architecture. (n.d.). Dictionary.com Unabridged. Retrieved April 27, 2018 from Dictionary.com website <http://www.dictionary.com/browse/landscape-architecture>]

"Landscape architect" means a person who engages or offers to engage in the practice of landscape architecture in this Commonwealth under the authority of this act.

[Act 535 of 1965 "Landscape Architects' Registration Law, Section 2. Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/LandscapeArchitects/Documents/Board%20Documents/Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$194.31 Pennsylvania: \$60.00	North East Region Average: \$172.33* Pennsylvania: \$194.00	North East Region Average: 2.38 years Pennsylvania 2 years	North East Region Average: 23.33 hours* Pennsylvania: 24 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



OBSERVATION SECTION

Maine

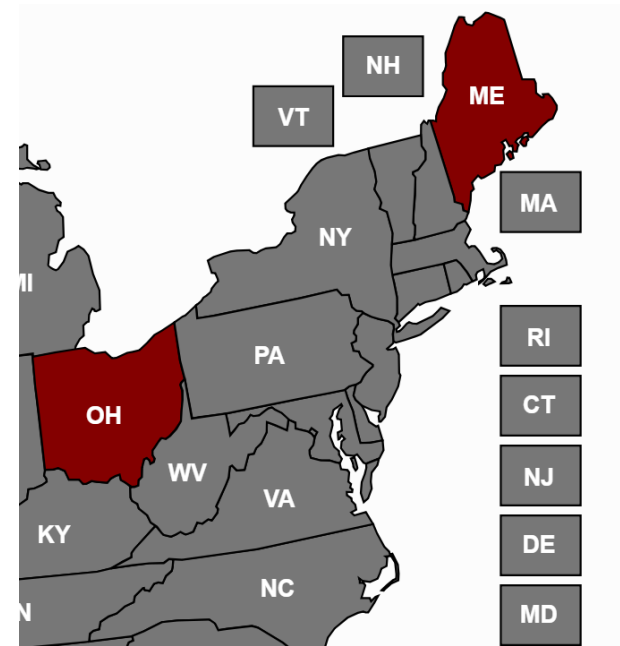
<http://www.maine.gov/pfr/professionallicensing/professions/architects/landscape.html>

- Maine licenses landscape architects under the Board of Licensure for Architects, Landscape Architects and Interior Designers under the Department of Professional & Financial Regulation, Office of Professional & Occupational Regulation.

Ohio

www.arc.ohio.gov/

- The Ohio Architects Board and the Ohio Landscape Architects Board share one budget and one staff.



-
- PA initial license fees for landscape architects are lower than comparison states. PA license renewal fees for landscape architect are higher than comparison states.
 - Training requirements for landscape architect licensure in PA are lower than the average and equal to the median in comparison states.
 - Continuing education requirements for landscape architects in PA are equal to the mean and median in comparison states.
 - **Renewal cycle:**
 - Annual:** Connecticut, Maine, Massachusetts, West Virginia
 - Biennial:** Delaware, Maryland, New Hampshire, New Jersey, Ohio, **Pennsylvania**, Rhode Island, Vermont
 - Triennial:** New York
-

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$360.00	Application Fee \$80.00 Licensing Fee:\$280.00 Total Due: \$360.00	\$160.00	Annual Renewal Fee	2 years	2 years of diversified experience in landscape architecture under the direct supervision of a licensed landscape architect.	24 hours	Biennial Renewal Term	Reciprocity	The Board may, by discretionary powers granted under Section 20-371 of the General Statutes, grant licensure by reciprocity subject to subsections
Delaware	\$334.00	Landscape Architect Process Fee	\$334.00	Biennial Renewal Fee	2 – 4 years	Bachelor's Degree holders have 2 years of practical experience. If the applicant. does not have a degree four (4) years of practical experience is required	20 hours	Biennial Renewal Term	Reciprocity	Reciprocity: When the applicant is already licensed in another state, the Board shall accept a certificate or other evidence of passing the examination issued by the National Council of Landscape Architectural Registration Boards.
Maine	\$141.00	Application Fee: \$50.00 License Fee: \$70.00 Criminal Records Check: \$21.00 Total Due: \$141.00	\$70.00	Annual Renewal Fee	2 years	2 years experience in landscape architecture.	N/A	Maine does not currently have continuing education requirements for Landscape Architects	Reciprocity	Licensure Without Examination (Reciprocity) can be given by the board to candidates with CLARB Certificate

Maryland	\$111.00	License Fee: \$76.00 Application Fee: \$35.00 Total Due: \$111.00	\$76.00	Biennial Renewal Fee	2 years	Must have at least 2 years of work experience in landscape architecture	24 hours	Biennial Renewal Term	Reciprocity	License by Reciprocity. The Board will grant a license to an applicant who is licensed to practice landscape architecture in another state which qualifications that are substantially equivalent to the examination and qualifications in Maryland.
Massachusetts	\$111.00	Application Fee: \$45.00 Licensing Fee: \$66.00 Total Due: \$111.00	\$66.00	Annual Renewal Fee	2 years	Applicant has had 2 years of practical experience in landscape architectural work of a grade and character satisfactory to the board. In lieu of graduation from a landscape architecture program, an applicant must present evidence of at least six years of practical experience in landscape architectural work.	N/A		Reciprocity	The board may certify for registration without examination an applicant who is legally registered as a landscape architect in any other state or country whose requirements for registration are at least substantially equivalent to the requirements of this commonwealth,

<p>New Hampshire</p>	<p>\$425.00</p>	<p>Landscape Architect Registration Exam \$150.00 CLARB Certification \$275.00 Total Due: \$425.00</p>	<p>160.00</p>	<p>Biennial Renewal Fee</p>	<p>3-5 years</p>	<p>3 years professional experience with an accredited Bachelor's Degree, non-accredited 4-year landscape architecture degree or a 4-year degree in a related field 5 years professional experience is required.</p>	<p>30 hours</p>	<p>Biennial Renewal Term</p>	<p>Reciprocity</p>	<p>Reciprocity. Candidates for licensure who are licensed/registered in another state, provided that the other state's licensure/registration requirements are substantially equivalent to or higher than those of this state, shall apply to the board for licensure on a form provided by the board</p>
<p>New Jersey</p>	<p>\$205.00 - \$285.00</p>	<p>Filing Fee: \$125.00 Initial Licensing Fee 1st year of a biennial renewal \$160.00 2nd year \$80.00</p>	<p>\$160.00</p>	<p>Biennial Renewal Fee</p>	<p>2-4 years</p>	<p>Engaged in practical landscape architectural work for 4 years after completion of the educational requirement with at least 2 years of which the applicant worked on a full-time basis under the supervision of a certified or licensed landscape architect, architect, professional planner or professional engineer</p>	<p>24 hours</p>	<p>Biennial Renewal Term</p>	<p>Reciprocity</p>	<p>Reciprocity based on my CLARB certification</p>

New York	\$294.00	Licensing Fee	\$179.00	Triennial Renewal Fee	2 years	You must complete at least two years of your professional experience requirement directly under the supervision of a lawfully practicing landscape architect.	36 hours	Triennial Renewal Term	Endorsement	When applying for licensure based upon licensure in another jurisdiction, applicant must meet the Education and Experience Requirements of NY law.
Ohio	\$50.00	Registration by Examination Fee	\$125.00	Biennial Renewal Fee	3 years	Candidates are required to complete an internship period of three years.	24 hours	Biennial Renewal Term	Reciprocity	Reciprocal Landscape Architect applicants must hold a Council of Landscape Architectural Registration Boards (CLARB) Council Record. Applicants must have their CLARB Record transmitted to the Board.
Pennsylvania	\$60.00	Application Fee	\$194.00	Biennial Renewal Fee	2 years	After graduation has at least two years of practical experience in landscape architectural work of a grade	24 hours	Biennial Renewal Term	Endorsement	Endorsement: submit with the application an official certification of registration from applicant's home state, territory or country from the secretary of the exam or registration board stating on how registration was granted, whether by oral or written exam or exemption, and whether the registration is in good standing at the time of the application for registration in this Commonwealth.

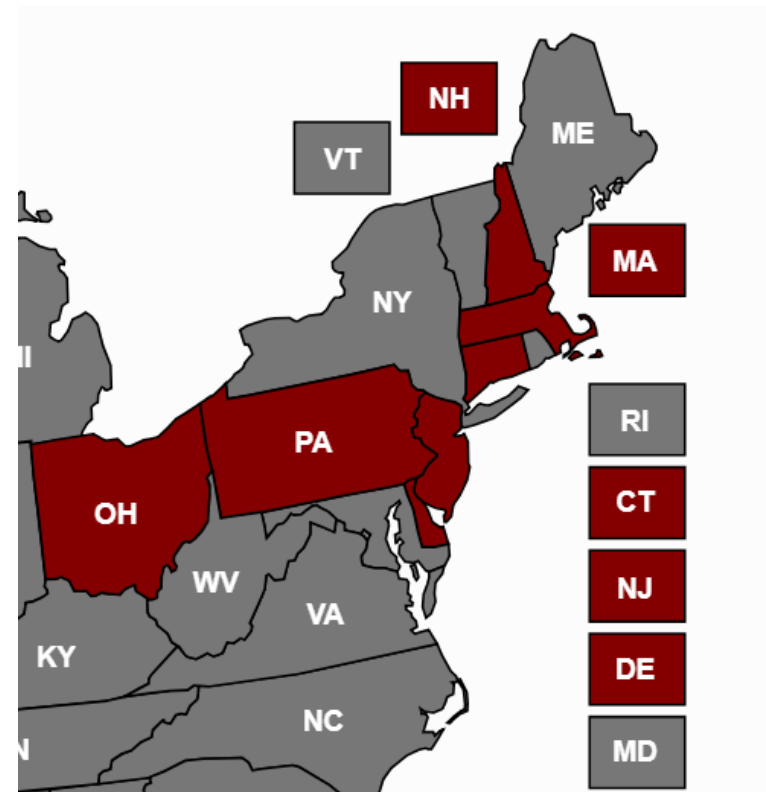
Rhode Island	\$180.00	Application for Registration Fee: \$150.00 Initial Registration Fee\$30.00 Total Due: \$180.00	\$80.00	Biennial Renewal Fee	2 years	a minimum of 2 years' experience in landscape architectural work under the direct supervision of a registered landscape architect and of a grade and character satisfactory to the board;	N/A		Reciprocity	Reciprocity – The board may waive the requirements for examination of a competent landscape architect holding a license in another state, territory, or foreign country, provided that applicant's license shall be based on comparable examinations and qualifications that meet all of the requirements of the law and board.
Vermont	\$75.00	Application Fee	\$200.00	Biennial Renewal Fee	3 years	3 years of experience in landscape architecture under the supervision of a licensed, landscape architect. Without education 9 years of experience is required.	N/A		Endorsement	Endorsement: an applicant must be licensed or certified in good standing in another state or jurisdiction in where standards and qualifications are substantially equivalent to Vermont's
West Virginia	\$100.00	New Application	\$100.00	Annual Renewal Fees	2 years	At least two years of experience in landscape architecture under the supervision of a landscape architect	8 hours	Annual Renewal Term	Reciprocity	Reciprocity applicants shall meet the standards of West Virginia's Board

STATE BOARD OF MEDICINE

- Acupuncturist
- Athletic Trainer
- Behavior Analyst/ Specialist
- Certified Nurse Midwife
- Genetic Counselor
- Orthotic Fitter
 - Orthotist
 - Podiatrist
- Perfusionist
- Physician and Surgeon
- Physician Assistant
- Physician Acupuncturist
- Practitioner of Oriental Medicine
 - Prosthetist
- Radiology Technicians
- Respiratory Therapists

OBSERVATION SECTION (ACUPUNCTURIST, ATHLETIC TRAINER, BEHAVIOR ANALYST/SPECIALIST, CERTIFIED NURSE MIDWIFE, AND GENETIC COUNSELOR)

- Seven north east region states license genetic counselors. Connecticut and Delaware have a 5-year continuing education cycle for genetic counselors.
 - The department or board that licenses athletic trainers varies from state to state. Connecticut and Rhode Island license athletic trainers from the Department of Health. Maine and New York license athletic trainers from the Office of Profession and Professional and Financial Regulation. New York and Massachusetts license athletic trainers from Consumer Affairs. Delaware includes athletic trainers with the Physical Therapy Board. Ohio groups athletic trainers, physical therapists and occupational therapists under one board. Maryland and **Pennsylvania** license them under the medial board.
 - Pennsylvania is the only state in the north east region that has certified nurse midwives under the Board of Medicine. All other states either have it under the Board of Nursing or as a separate board (New York and New Jersey)
 - **Renewal Cycle Notes:**
 - **Acupuncturists:** all states have a biennial renewal cycle excluding New York (triennial) and Rhode Island (annual)
 - **Athletic Trainers:** all states have a biennial renewal cycle excluding New York (triennial) and two states (Connecticut and Maine) with an annual cycle.
 - **Behavioral Specialists:** all states that license behavioral specialists are on a biennial renewal cycle excluding New York (triennial).
 - **Certified Nurse Midwife:** all states have a biennial renewal cycle excluding: Connecticut (annual).
 - **Genetic Counselor::** all states that license genetic counselors are on a biennial renewal cycle excluding Connecticut (annual).
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OBSERVATION SECTION (ORTHOTIC FITTER, ORTHOTIST, PEDORTHIST, PERFUSIONIST, AND PHYSICIAN AND SURGEON)

New Jersey

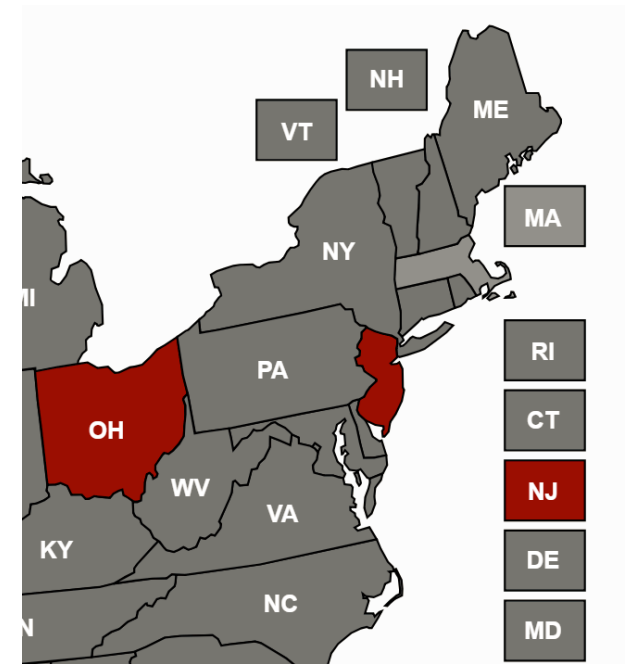
<http://www.njconsumeraffairs.gov/orth>

- New Jersey licenses orthotics and prosthetics under the Orthotics and Prosthetics Board of Examiners under the Division of Consumer Affairs that is located in the Attorney General's Office.

Ohio

<http://www.opp.ohio.gov/Home.aspx>

- The licensing for Orthotic, Prosthetic & Pedorthic Practitioners has moved to the Occupational Therapy, Physical Therapy and Athletic Trainers Board effective January 22, 2018.



- **Pennsylvania** is the only north east region state that licenses orthotic fitters.
- Ohio and **Pennsylvania** are the only two north east region states that license Pedorthists. Ohio has an annual renewal cycle and Pennsylvania has a biennial renewal cycle for Pedorthists.
- New Jersey, Ohio and **Pennsylvania** are the only three north east region states that license orthotist. New Jersey and Pennsylvania have biennial renewal cycles and New Jersey has an annual renewal cycle for orthotists.
- Six north east region states license perfusionists: Connecticut, Maryland, Massachusetts, New Jersey, New York and **Pennsylvania**. Most states have a biennial renewal cycle for perfusionists excluding Connecticut (annual) and New York (triennial).
- **Renewal Cycle Note for Physician and Surgeons:** All north east region states have a biennial renewal cycle for physicians and surgeons excluding Connecticut (annual).

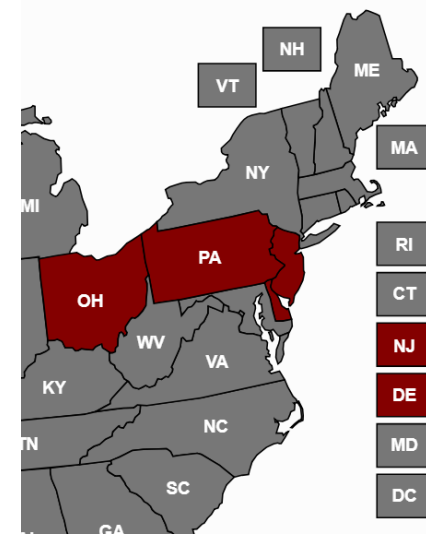
OBSERVATION SECTION (PHYSICIAN ASSISTANT, PHYSICIAN ACUPUNCTURIST, PRACTITIONER OF ORIENTAL MEDICINE, PROSTHETIST, RADIOLOGY TECHNICIANS, AND RESPIRATORY THERAPISTS)

Practitioner of
Oriental Medicine

- Three north east region states license practitioners of Oriental Medicine: Delaware, Ohio and **Pennsylvania**.

Prosthetist

- Three north east region states license prosthetists: New Jersey, Ohio and **Pennsylvania**.



-
- Physician Acupuncturists are not issued a single unique occupational license. Instead, physician acupuncturists are medical doctors that hold two separate occupational licenses: a medical doctor license and an acupuncturist license.
 - **Renewal Cycle Notes:**
 - **Physician Assistants:** all north east region states are on a **Biennial** renewal cycle excluding New York (triennial) and two states (Connecticut and New Hampshire) on **Annual** renewal cycles.
 - Practitioner of Oriental Medicine: all states are on a **Biennial** renewal cycle.
 - Prosthetist: **Annual:** Ohio, **Biennial:** New Jersey and **Pennsylvania**
 - Radiology Technicians: all north east region states are on a **Biennial** renewal cycle excluding Delaware (triennial) and two states (New York and West Virginia) on **Annual** renewal cycles.
 - Respiratory Therapist: all north east region states are on a **Biennial** renewal excluding New York (triennial) and three states (Connecticut, Maine and West Virginia) on an **Annual** renewal cycle.
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Acupuncturist

Definition

“Acupuncturist” A Chinese medical practice or procedure that treats illness or provides local anesthesia by the insertion of needles at specified sites of the body.

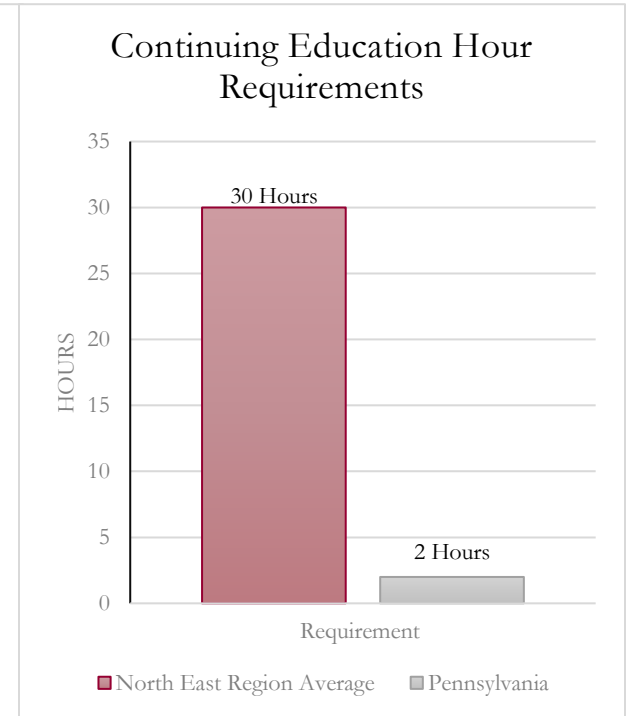
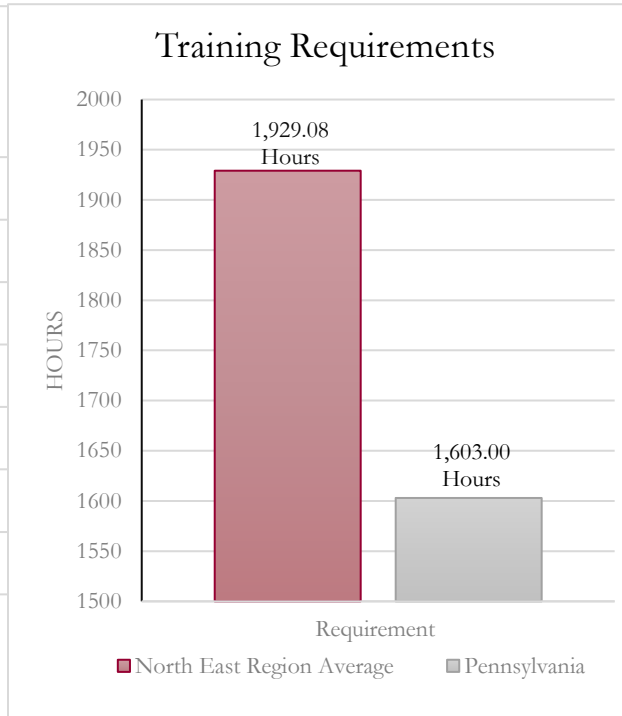
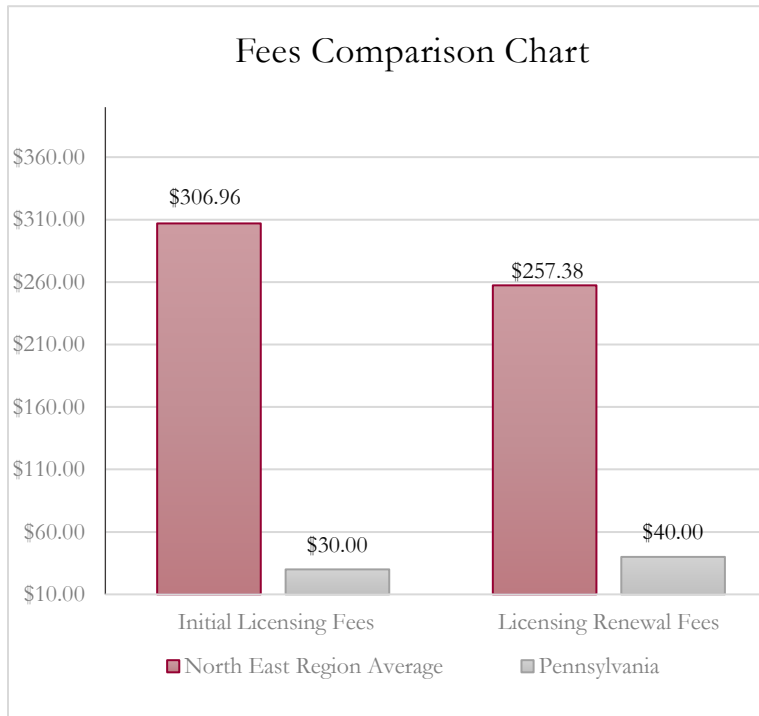
[Acupuncture. (n.d.). Dictionary.com Unabridged. Retrieved April 24, 2018 from Dictionary.com website <http://www.dictionary.com/browse/acupuncture>]

“Acupuncture” The stimulation of certain points on or near the surface of the body by the insertion of needles to prevent or alleviate the perception of pain or to normalize physiological functions, including pain control, for the treatment of certain diseases or dysfunctions of the body. (ii) The term also includes the use of supplemental techniques.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS. Subchapter B. REGISTRATION AND PRACTICE OF ACUPUNCTURISTS AND PRACTITIONERS OF ORIENTAL MEDICINE § 18.11. Definitions. Issued under sections 6(a) and (d), 8 and 51 of the Medical Practice Act of 1985 (63 P. S. §§ 422.6(a) and (d), 422.8 and 422.1 note); section 812.1 of The Administrative Code of 1929. <https://www.pacode.com/secure/data/049/chapter18/subchapBtoc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$306.96 Pennsylvania: \$30.00	North East Region Average: \$257.38* Pennsylvania: \$40.00	North East Region Average: 1,929.08 hours Pennsylvania: 1,603 hours	North East Region Average: 30 hours* Pennsylvania: 2 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-4 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$200.00	Application Fee	\$255.00	Biennial Renewal Fee	1,095 hours	A minimum of one thousand nine hundred five hours of didactic and clinical training, six hundred sixty of which were clinical.	30 hours	Biennial Licensing Term	Endorsement	Licensure by endorsement.
Delaware	\$188.00	Acupuncture Practitioner Fee	\$188.00	Biennial Renewal Fee	1,600 hours	Must meet NCCAOM Exam Requirements: Total Minimum Hours Required 1,600 Hours and 410 Hours Minimum Clinical Hours	30 hours	Biennial Licensing Term	Endorsement	Must hold a current license in good standing of the same type in another jurisdiction (state, D.C. or U.S. territory) that has similar licensure requirements.
Maine	\$396.00	Application Fee: \$180.00 Criminal Background Checks: \$21.00 License Fee: \$195.00 Total Due: \$396.00	\$195.00	Biennial Renewal Fee	1,300 hours	Proof of 1,000 Acupuncture Classroom Hours Proof of 300 Acupuncture Hours of Clinical Experience	30 hours	Biennial Licensing Term	Endorsement	An applicant who holds a current valid license to practice acupuncture from another state with requirements for licensure at least equal to the requirements of Maine must be issued a license by the board.

Maryland	\$525.00	Application Fee	\$551.00	Biennial Renewal Fee	1,800 hours	Graduation from a course of training of at least 1,800 hours, including 300 clinical hours, that is: Approved by the Maryland Higher Education Commission, Approved by the ACAOM, or Found by the Board to be equivalent.	30 hours	Biennial Licensing Term	Reciprocity	Existing license, certification, or registration in acupuncture in another state that has a reciprocity agreement with Maryland and has education, practice, or examination requirements equal to or greater than those established in this State.
Massachusetts	\$300.00	Application Fee	\$200.00	Biennial Renewal Fee	1,905 hours	1,905 hours of clinical and didactic instruction in acupuncture related courses, of which a minimum of 100 hours must be in the supervised diagnosis and treatment of patients for whom the applicant is solely responsible.	30 hours	Biennial Licensing Term	Endorsement	Massachusetts does not have reciprocity. An applicant that is licensed in another state must apply for a full license. However, The Committee, in its discretion, may grant a waiver of the education requirement for applicants who are licensed acupuncturists in another state

New Hampshire	\$110.00	Application Fee	\$110.00	Biennial Renewal Fee	1,600 hours	Must meet NCCAOM Exam Requirements: Total Minimum Hours Required 1,600 Hours and 410 Hours Minimum Clinical Hours	30 hours	Biennial Licensing Term	Endorsement	Education requirement can be waived for an applicant who possesses a current valid license to practice acupuncture in another state, and that license is in good standing, verified directly from the state.
New Jersey	\$370.00	Licensing Fee: \$270.00 Application Fee: \$100.00 Total Due: \$370.00	\$270.00	Biennial Renewal Fee	2,500 hours	The acupuncture program that is required for the licensure shall consist of at least 2,500 hours of instruction.	30 hours	Biennial Licensing Term	Credentialed	Application requires "Verification of State License" from other states.
New York	\$788.00	Licensure Fee	\$288.00	Triennial Renewal Fee	4,050 hours	A program must consist of a minimum of 4,050 hours of classroom instruction, supervised clinical experience, and out-of-classroom or out-of-clinic study assignments.	N/A	A New York State professional license is valid for life unless it is revoked, annulled, or suspended by the Board of Regents.	Endorsement	License by endorsement.

Ohio	\$173.50	Application Fee: \$100.00 Transaction Fee: \$3.50 Criminal Record Check Fees: \$70.00 Total Due: \$173.50	\$100.00	Biennial Renewal Fee	1,600 hours	Must meet NCCAOM Exam Requirements: Total Minimum Hours Required 1,600 Hours and 410 Hours Minimum Clinical Hours.	60 hours	4 Year Licensing Term	Credentialed	Applicant must meet all state license requirements.
Pennsylvania	\$30.00	Application Fee	\$40.00	Biennial Renewal Fee	1,603 hours	Must meet NCCAOM Exam Requirements: Minimum Hours Required 1,600 Hours including 410 Hours Minimum of Clinical Hours. In addition, complete 3 hours of DHS-approved training in child abuse.	2 hours	Biennial Licensing Term	Credentialed	Must meet state board requirements.
Rhode Island	\$310.00	Application Fee	\$310.00	Annual Renewal Fee	2,500 hours	Not less than twenty-five hundred (2,500) hours of training and clinical internship training that is designated as appropriate by NCCAOM.	20 hours	Annually Licensing Term	Reciprocity	Reciprocal licensing requirements must be met.

Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	1,600 hours	Must meet NCCAOM Exam Requirements: Total Minimum Hours Required 1,600 Hours and 410 Hours Minimum Clinical Hours	30 hours	Biennial Licensing Term	Endorsement	To qualify, an applicant must be licensed or certified in good standing in another state or jurisdiction in which the standards and qualifications required for regulation in that jurisdiction are substantially equivalent to Vermont's.
West Virginia	\$500.00	Application Fee: \$75.00 License Fee: \$425.00 Total Due: \$500.00	\$425.00	Biennial Renewal Fee	1,800 hours	Graduation from a course of training of at least one thousand eight hundred hours, including three hundred clinical hours.	48 hours	Biennial Licensing Term	Reciprocity	Reciprocity is not authorized for acupuncturists from another state where that state does not permit reciprocity to acupuncturists licensed in West Virginia.

Athletic Trainer

Definition

“Athletic Trainers” Specialize in preventing, diagnosing, and treating muscle and bone injuries and illnesses.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Athletic Trainers, on the Internet at <https://www.bls.gov/ooh/healthcare/athletic-trainers.htm> (visited April 13, 2018).]

“Licensed Athletic Trainer” A person who is licensed to perform athletic training services by the Board or the State Board of Osteopathic Medicine.

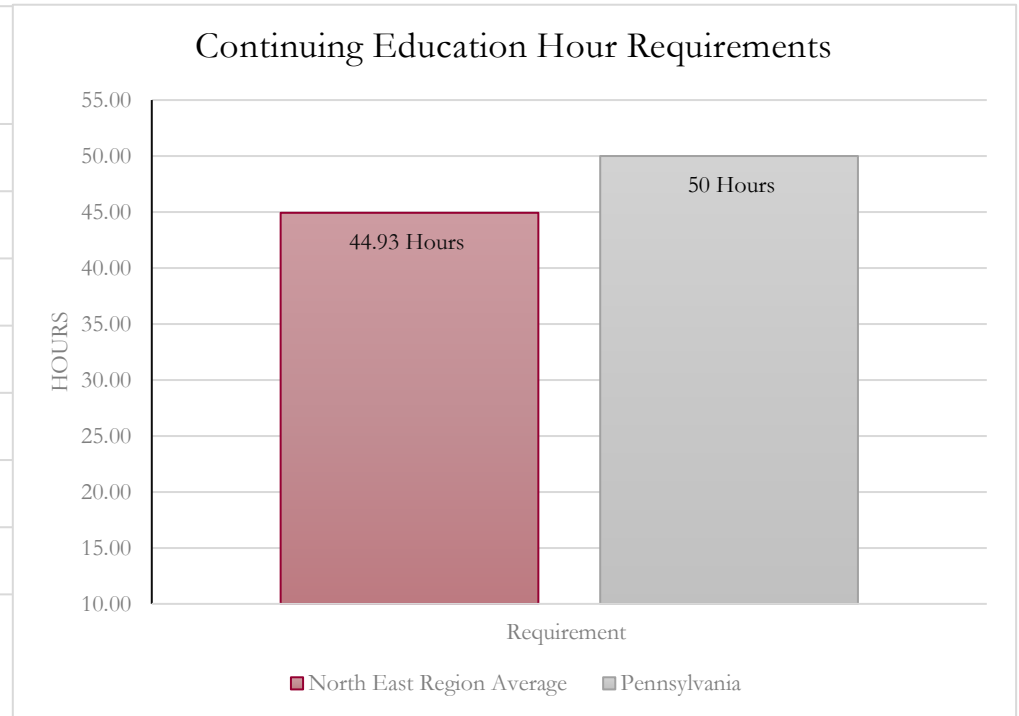
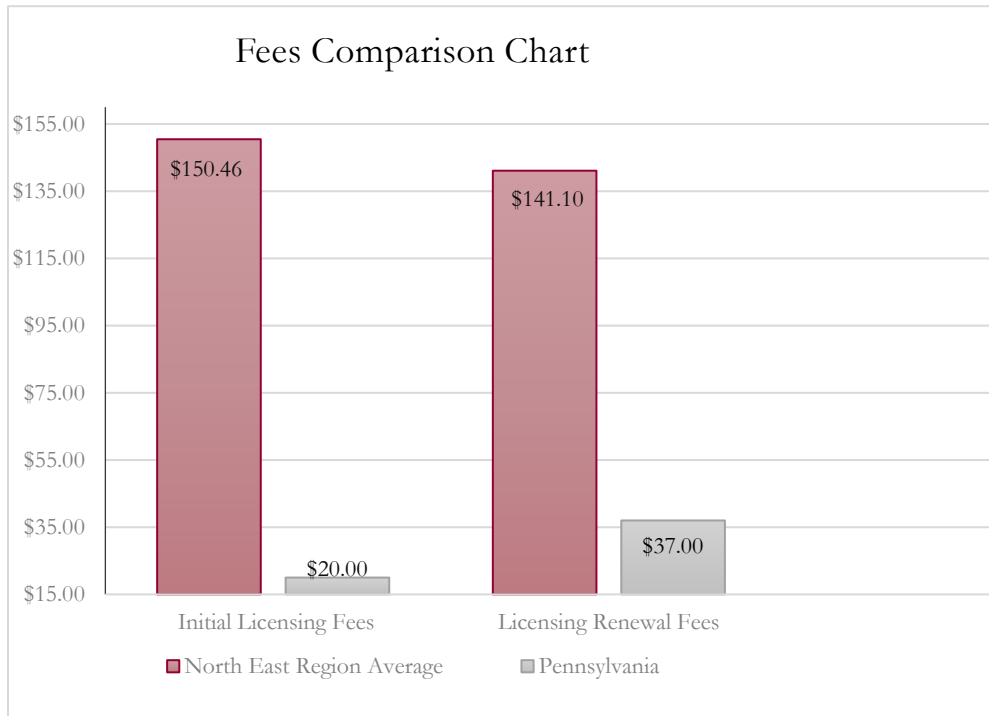
[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS: Subchapter H. ATHLETIC TRAINERS § 18.502. Definitions. Issued under section 51.1 of the Medical Practice Act of 1985 <https://www.pacode.com/secure/data/049/chapter18/subchapHtoc.html>

“Athletic Training Services” The management and provision of care of injuries to a physically active person, with the direction of a licensed physician.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS: Subchapter H. ATHLETIC TRAINERS § 18.502. Definitions. Issued under section 51.1 of the Medical Practice Act of 1985 <https://www.pacode.com/secure/data/049/chapter18/subchapHtoc.html>

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$150.46 Pennsylvania: \$20.00	North East Region Average: \$141.10* Pennsylvania: \$37.00	North East Region Average: N/A Pennsylvania: N/A	North East Region Average: 44.93* Pennsylvania: 50 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•All states use biennial cycle.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$190.00	Application Fee	\$205.00	Annual Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Endorsement	Connecticut requires another state having requirements for practicing in such capacity that are substantially similar to or higher than the requirements in force in this state.
Delaware	\$198.00	Application Processing Fee: \$133.00 Criminal Background Check: \$65.00 Total Due: \$198.00	\$198.00	Biennial Renewal Fee	N/A	N/A	30 hours	Biennial Licensing Term	Reciprocity	If you hold a current Athletic Trainer license in another jurisdiction, certain board requirements must be met.
Maine	\$196.00	Licensure Fee: \$150.00 Application Fee: \$25.00 State Police Criminal Background Check Fee: \$21.00 Total Due: \$196.00	\$150.00	Annual Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Credentials	BOC certification is required. The Board of Certification, Inc. (BOC).

Maryland	\$200.00	License Fee	\$161.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Credentials	Verification of other state licenses, certifications or registrations in athletic training and BOC certification.
Massachusetts	\$259.00	Initial Licensure Fee: \$209.00 Criminal Offender Record Information Fee: \$25.00 Verification Of BOC Certification: \$25.00 Total Due: \$259.00	\$100.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Endorsement	The initial application has a section that is applicable to persons holding a current or lapsed license as an Athletic Trainer or Assistant issued by another state and/or is certified by BOC.
New Hampshire	\$170.00	Application Processing Fee: \$60.00 Initial License Fee: \$110.00 Total Due: \$170.00	\$110.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Credentials	BOC certification is required. The Board of Certification, Inc. (BOC).

New Jersey	\$140.00 - \$180.00	Application Fee: \$100.00 Initial Licensure Fee: 1 st Year Of A Biennial Term \$40.00 2 nd Year Of A Biennial Term \$80.00	\$80.00	Biennial Renewal Fee	N/A	N/A	24 hours	Biennial Licensing Term	Endorsement	Verification of state license on application. Endorsement fee: \$60.
New York	\$158.00	Licensure Fee	\$50.00	Triennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Credentials	BOC certification is required. The Board of Certification, Inc. (BOC).
Ohio	\$100.00	Application Fee	\$70.00	Biennial Renewal Fee	N/A	N/A	25 hours	Biennial Licensing Term	Endorsement	The endorsement application applies to any individual seeking licensure in Ohio who holds a current, valid license to practice as an athletic trainer in another state or U.S. territory and has never held a license to practice athletic training in Ohio.
Pennsylvania	\$20.00	Application Fee	\$37.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Credentials	BOC certification is required. The Board of Certification, Inc. (BOC).

Rhode Island	\$60.00	Application Fee	\$60.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Endorsement	All applicants who hold or have held an Athletic Trainer license in any state must provide a completed Interstate Verification Form from each of those states. The Verification Form from the State of original licensure must include documentation of licensure/certification.
Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Endorsement	Applicants currently licensed in another state. To qualify, an applicant must be licensed or certified in good standing in another state or jurisdiction in which the standards and qualifications required for regulation in that jurisdiction are substantially equivalent to Vermont's.

West Virginia	\$125.00	Registration Fee: \$100.00 Application Processing Fee: \$25.00 Total Due: \$125.00	\$75.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Licensing Term	Credentials	Request official verification from any state you are or have ever been licensed, certified or registered (active or not) as an athletic trainer. BOC certification, The Board of Certification, Inc. (BOC).
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Behavior Analyst/ Specialist

Definition

“Behaviorism” The theory or doctrine that human or animal psychology can be accurately studied only through the examination and analysis of objectively observable and quantifiable behavioral events, in contrast with subjective mental states.

[behaviorist. (n.d.). Dictionary.com Unabridged. Retrieved April 30, 2018 from Dictionary.com website <http://www.dictionary.com/browse/behaviorist>]

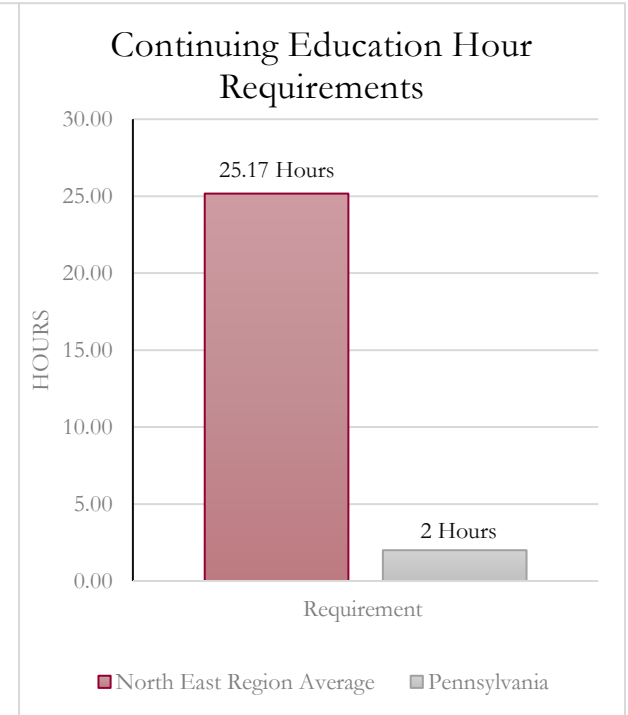
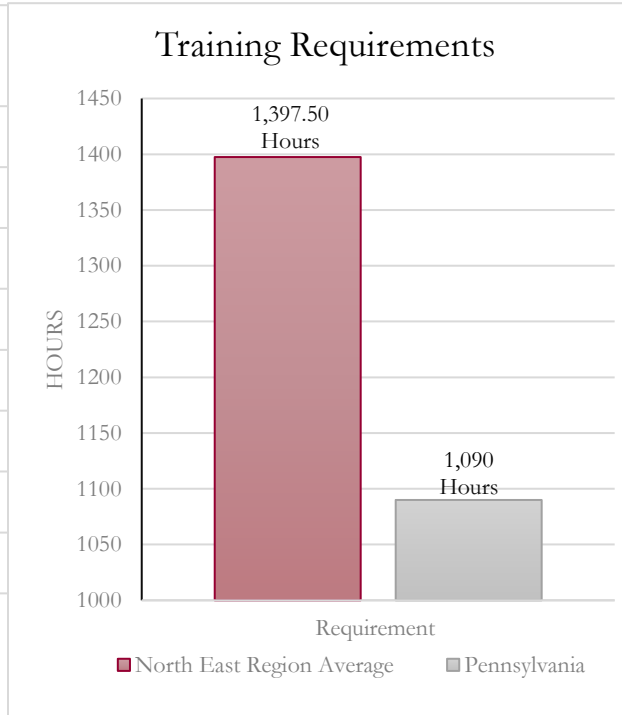
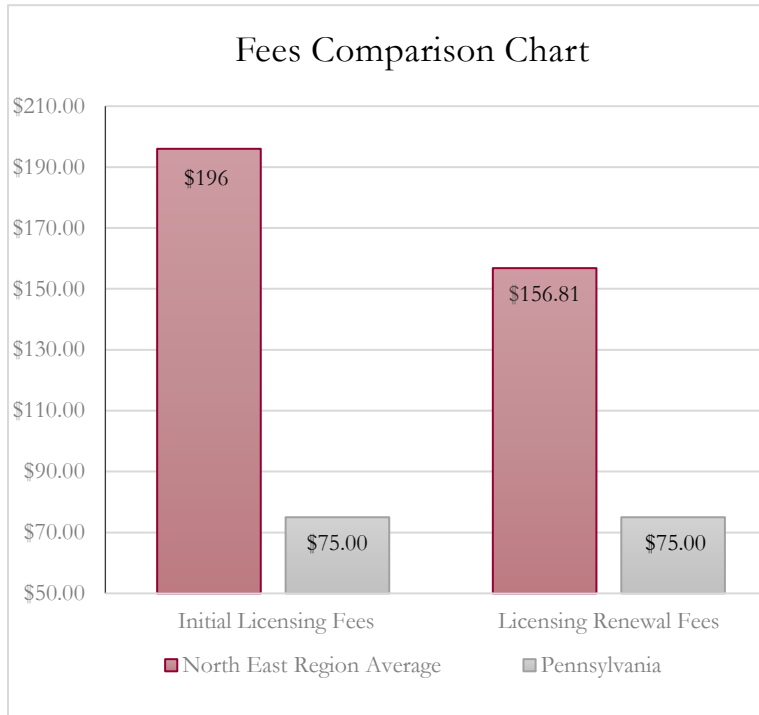
“Behavior Specialist” An individual who designs, implements or evaluates a behavior modification intervention component of a treatment plan, including those based on applied behavioral analysis, to produce socially significant improvements in human behavior or to prevent loss of attained skill or function, through skill acquisition and the reduction of problematic behavior.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS "Subchapter I issued under sections 8 and 25 of the Medical Practice Act of 1985 § 18.522. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/VeterinaryMedicine/Documents/Board%20Documents/Vet%20-%20Practice%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$196.00 Pennsylvania: \$75.00	North East Region Average: \$156.81* Pennsylvania: \$75.00	North East Region Average: 1,397.5 hours Pennsylvania: 1,090 hours	North East Region Average: 25.17 hours Pennsylvania: 2 hours
*OH certifies behavioral analyst / specialists but certification is required to practice	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years		•NY does not require Continuing Education. Reported biennially.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Initial Licensing/Registration Fees
Connecticut	Connecticut certifies the title of Behavior Analyst. Connecticut General Statute Chapter 382a protects the title of certification directly or by implication by requiring possession of a current BCBA® certification.									
Delaware	Delaware does not issue an occupational license for Behavior Analyst/ Specialists.									
Maine	Maine does not issue an occupational license for Behavior Analyst/ Specialists.									
Maryland	\$350.00	Application Fee: \$200.00 Licensure Fee: \$150.00 Total Due: \$350.00	\$301.00	Biennial Renewal Fee	N/A	Behavior Analyst Certification Board requires advanced training in behavior analysis in addition to a graduate degree and a passing score on the BCBA exam.	32 hours	Biennial Licensing Term	Credentialed	Verification from the credentialing state(s) where applicant is currently licensed is required. The credentialing state must complete the verification form and send form directly to the Maryland Board. A copy of current license or certificate from each state, territory, or jurisdiction where you are authorized to practice alcohol and drug counseling is required.

Massachusetts	\$272.00	Application Fee: \$117.00 License Fee: \$155.00 Total Due: \$272.00	\$155.00	Biennial Renewal Fee	1,500 hours	ABA Course Sequence and supervised work [Independent Fieldwork (1,500 hours), Practicum (1000 hours) and/or Intensive Practice Work Experience (750 hours)]	30 hours	Biennial Licensing Term	Credentialed	Any applicant who holds a license, certification or registration as an Applied Behavior Analyst, or the equivalent thereof as determined by the Board, issued by another state or jurisdiction, may apply to the Board for licensure as an Applied Behavior Analyst by reciprocal recognition.
New Hampshire	New Hampshire does not issue an occupational license for Behavior Analyst/ Specialists.									
New Jersey	New Jersey does not issue an occupational license for Behavior Analyst/ Specialists.									
New York	\$300.00	Licensure Fee	\$100.00	Triennial Renewal Fee	1,500 hours	For Licensed Behavior Analyst, a year is defined as 1,500 clock hours.	N/A	N/A	Credentialed	Applicant required to list other states of jurisdictions where licensed. Applied Behavior Analysis Form 3 Verification of Other Professional Licensure/ Certification form must be filled out.

Ohio	\$125.00	Application Fee	\$150.00	Biennial Renewal Fee	N/A	Behavior Analyst Certification Board requires advanced training in behavior analysis in addition to a graduate degree and a passing score on the BCBA exam.	23 hours	Biennial Licensing Term	Credentialed	Upon application by an Applied Behavior Analyst licensed or certified by the licensing department of another state, a territory, or the District of Columbia, who wishes to practice in this state must comply with requirements.
Pennsylvania	\$75.00	Application Fee	\$75.00	Biennial Renewal Fee	1,090 hours	1,000 hours of in-person clinical experience with individuals with behavioral challenges or at least 1,000 hours of experience in a related field.	2 hours	Biennial Licensing Term	See Notes Section	The Board does not have licensure by reciprocity. However, if you hold current BACB certification (BCBA-D or BCBA), the following documentation will not need to be provided to the Board: Verification of Master's (or higher) Degree or Post Master's Certificate (Form 2) and transcript. Verification of 90 Hours of Evidence-Based Coursework (Form 5).

										<p>Verification of Master's Degree/Post Masters' Certificate Awarded is a Related Field (Form 6).</p> <p>PLEASE NOTE: Certification as a Board Certified Assistant Behavior Analyst (BCaBA) or Registered Behavior Technician (RBT) is not acceptable to meet this requirement.</p>
Rhode Island	\$150.00	Application Fee	\$150.00	Biennial Renewal Fee	N/A	Completed the amount of coursework in behavior analysis consistent with BACB requirements.	32 hours	Biennial Licensing Term	Credentialed	Applicants who hold or have held an Applied Behavioral Analyst license in any state must provide the completed Interstate Verification Form.
Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	1,500 hours	1,500 hours over a period of not less than one calendar year	32 hours	Biennial Licensing Term	Endorsement	A person may be licensed under this chapter if he or she possesses a valid registration or license and meets board requirements
West Virginia	West Virginia does not issue an occupational license for Behavior Analyst/ Specialists.									

Certified Nurse Midwife

Definition

“Nurse Midwife” A person licensed by the Board to practice midwifery.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS, Subchapter A. LICENSURE AND REGULATION OF MIDWIFE ACTIVITIES, Section 18.1. Definitions, <https://www.pacode.com/secure/data/049/chapter18/subchapAtoc.html>]

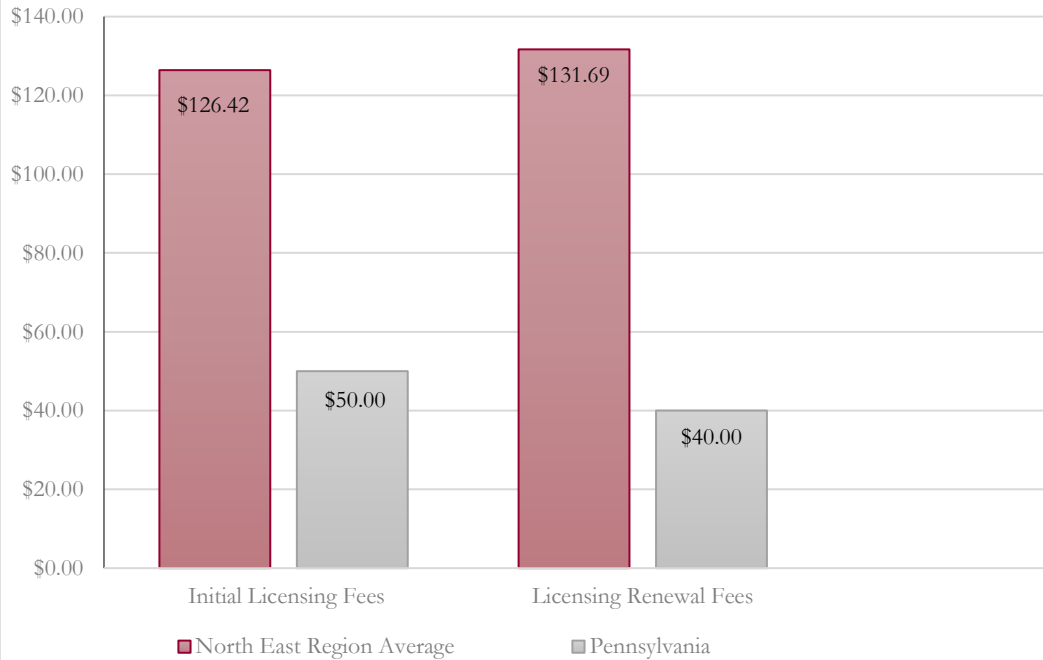
“Midwifery Practice” Management of the care of essentially normal women and their normal neonates. This includes antepartum, intrapartum, postpartum and non-surgically related gynecological care.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS, Subchapter A. LICENSURE AND REGULATION OF MIDWIFE ACTIVITIES, Section 18.1. Definitions, <https://www.pacode.com/secure/data/049/chapter18/subchapAtoc.html>]

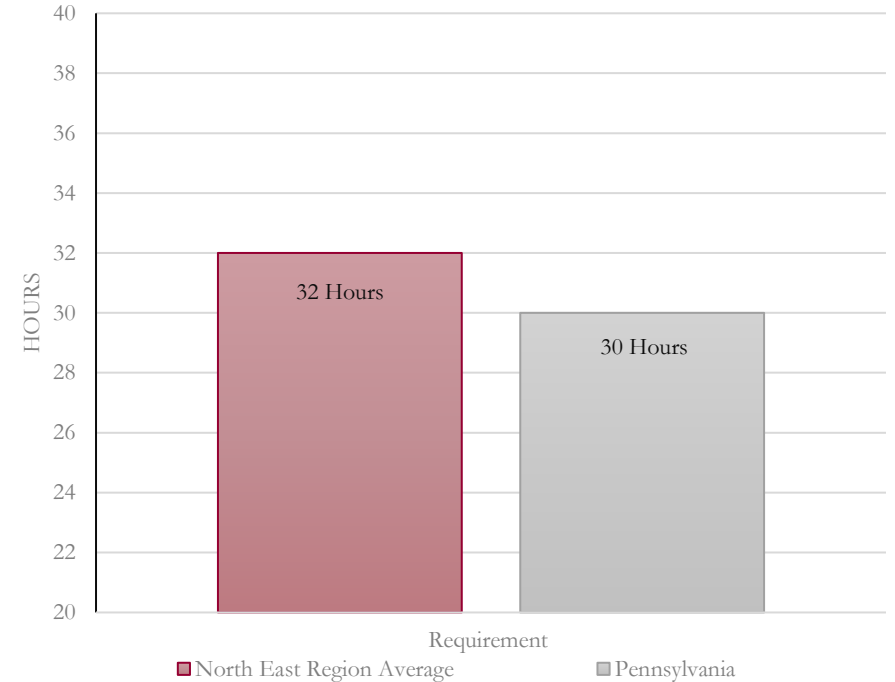
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average:\$126.42 Pennsylvania: \$50.00	North East Region Average: \$131.69* Pennsylvania: \$40.00	No Comparable Data	North East Region Average: 32 hours Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*Only New Hampshire requires extra training to become a Nurse Midwife.	

Fees Comparison Chart



Continuing Education Hour Requirements



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$100.00	Application Fee	\$130.00	Annual Renewal Fee	N/A	N/A	50 hours	Biennial Renewal Term	Endorsement	Any registered nurse who is licensed in another state of the US, D.C, a commonwealth or territory subject to the laws of the United States, which licensure requirements that are substantially similar to or higher than those of this state shall be eligible for licensure.
Delaware	\$141.00	Processing Fee for Application	\$141.00	Biennial Renewal Fee	N/A	N/A	30 – 40 hours	Biennial Renewal Term, for prescriptive authority 10 additional EC hour in pharmacology /pharmacotherapeutics is required	Endorsement	Registered Nurse who has endorsed into Delaware during a biennium or whose license was reactivated or reinstated during a biennium must earn 15 contact hours if more than a full calendar year remains in the biennium to obtain a Registered Nurse license for the next biennium period.
Maine	\$100.00	Application Fee	\$100.00	Biennial Renewal Fee	N/A	N/A	75 hours	Biennial Renewal Term	Endorsement	The board may issue a license without examination of the applicant by the board to an applicant licensed to practice by a state or territory of the United States or a province of Canada if the applicant meets requirements set in Maine.

Maryland	\$50.00	Application Fee	\$146.00	Biennial Renewal Fee	N/A	N/A	20 hours	Biennial Renewal Term	Endorsement	Licensure by Endorsement: For endorsement with taking the NCLEX, applicants but submit FBI fingerprints, state and federal background checks, submit Original state of Nurse License Verification, and complete the online RN/LPN Endorsement Application.
Massachusetts	\$150.00	APRN Authorization Fee	\$180.00	Biennial Renewal Fee	N/A	N/A	15 hours	Biennial Renewal Term	Reciprocity	Applicant must meet all Board and state, good moral, education, training and requirements by submitting proof of current licensure from another US state or territory that is in good standing.
New Hampshire	\$100.00	Application Fee	\$100.00	Biennial Renewal Fee	480 hours	Must complete at least 480 hours of clinical nursing practice.	30 hours	Biennial Renewal Term	Endorsement	The board may issue one or more licenses to applicants meeting the qualifications of the board.

New Jersey	\$277.50 - \$412.50	Application Fee: \$125.00 Background Check Fee: \$17.50 License Fee: 1 st year of renewal period \$270.00 2 nd year: \$135.00 Prescriptive Authority Fee: \$50.00 Total Due: \$277.50 - \$412.50	\$270.00	Biennial Renewal Fee	N/A	N/A	30 hours	Biennial Renewal Term	Endorsement	Applicant may apply for licensure through endorsement if he/she currently holds a license in another state or jurisdiction.
New York	\$200.00	Initial License Fee	\$100.00	Biennial Renewal Fee	N/A	N/A	None Required by State	New York State licensed midwife is not required to complete a minimum amount of continuing education in order to renew a registration to practice. APRN must keep a current certification by a national APRN specialty certifying organization.	Endorsement	A midwifery license in New York State may not be issued solely on the basis of an applicant being licensed in another country or another U.S. jurisdiction. NYS law authorizes the Board of Regents to endorse a license issued by another state or country if the applicant satisfies various requirements relating to education, experience, examination, age, citizenship or immigration status, and character.

Ohio	\$150.00	Application Fee	\$135.00	Biennial Renewal Fee	N/A	N/A	24 hours	Biennial Renewal Term	Endorsement	A certified nurse-midwife, who is practicing or has practiced as such in another jurisdiction may apply for a license by endorsement to practice nursing as an advanced practice registered nurse and designation as a certified nurse-midwife in this state if the nurse meets the requirements set forth in Ohio Board of Nursing Administrative Code.
Pennsylvania	\$50.00	Application Fee	\$40.00	Biennial Renewal Fee	N/A	N/A	30 hours	Biennial Renewal Term	None	Pennsylvania does not offer reciprocity or endorsement of CNMs.
Rhode Island	\$80.00	Application Fee	\$130.00	Biennial Renewal Fee	N/A	N/A	24 hours	Biennial Renewal Term	Endorsement	For Endorsement: If an applicant was licensed as a midwife in another state or territory, she/he may be issued a license to practice midwifery in Rhode Island, if, in the opinion of the Council, she/he meets the licensure qualifications in place in Rhode Island at the time of licensure in the other state or territory.

Vermont	\$75.00	Application Fee	\$75.00	Biennial Renewal Fee	N/A	N/A	None Required by State	APRN must keep a current certification by a national APRN specialty certifying organization.	Endorsement	The Board may issue a license to an applicant who: (a) is licensed as a RN in a U.S. jurisdiction on the basis of a U.S. nursing education and (b) has practiced for: 50 days (400 hours) in the previous 2 years; or 120 days (960 hours) in the previous 5 years. After applicant proves and meets RN endorsement requirements they can make a case to the Board for ARR N license.
West Virginia	\$35.00 - \$160.00	Application Fee: \$35.00 Additional Fee for Prescriptive Authority: \$125.00 Total Due: \$35.00 - \$160.00	\$35.00	Biennial Renewal Fee	N/A	N/A	24 contact hours	Biennial Renewal Term	Endorsement	The board may, upon application, issue a license to practice registered professional nursing by endorsement to an applicant who has been duly licensed as a registered professional nurse under the laws of another state, territory or foreign country if in the opinion of the board the applicant meets the qualifications required

Genetic Counselor

Definition

“Genetic Counseling” The counseling of individuals with established or potential genetic problems, concerned with inheritance patterns and risks to future offspring.

[genetic counseling. (n.d.). Dictionary.com Unabridged. Retrieved May 15, 2018 from Dictionary.com website <http://www.dictionary.com/browse/genetic-counseling>]

“Genetic Counseling” The provision of services to individuals, couples, families and organizations by one or more appropriately trained individuals to address the physical and psychological issues associated with the occurrence or risk of occurrence of a genetic disorder, birth defect or genetically influenced condition or disease in an individual or a family.

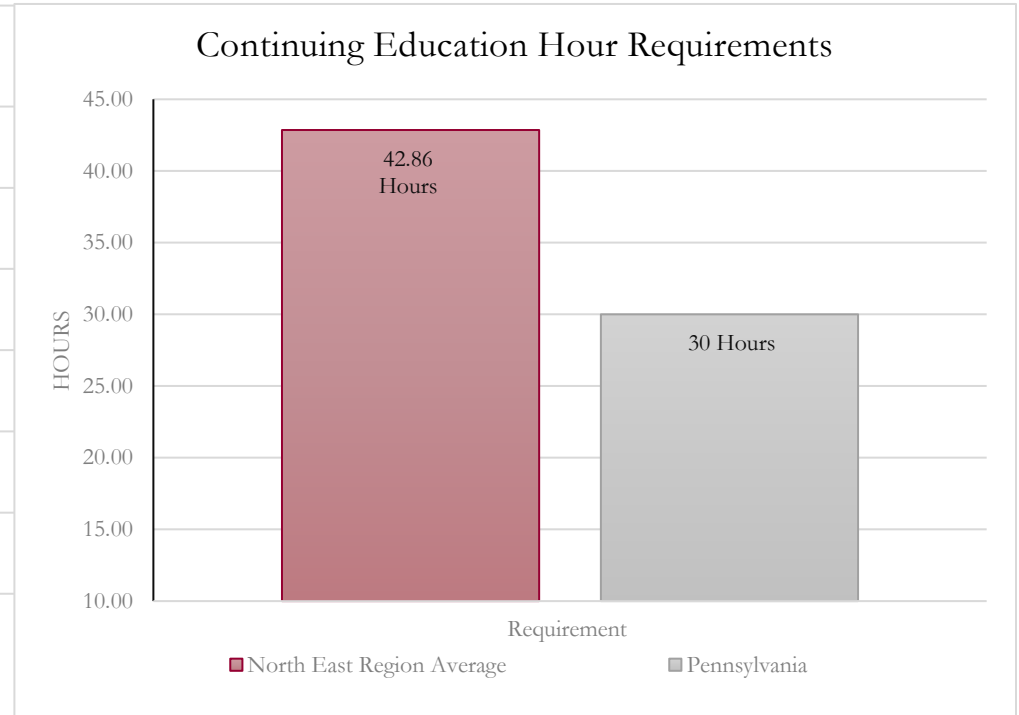
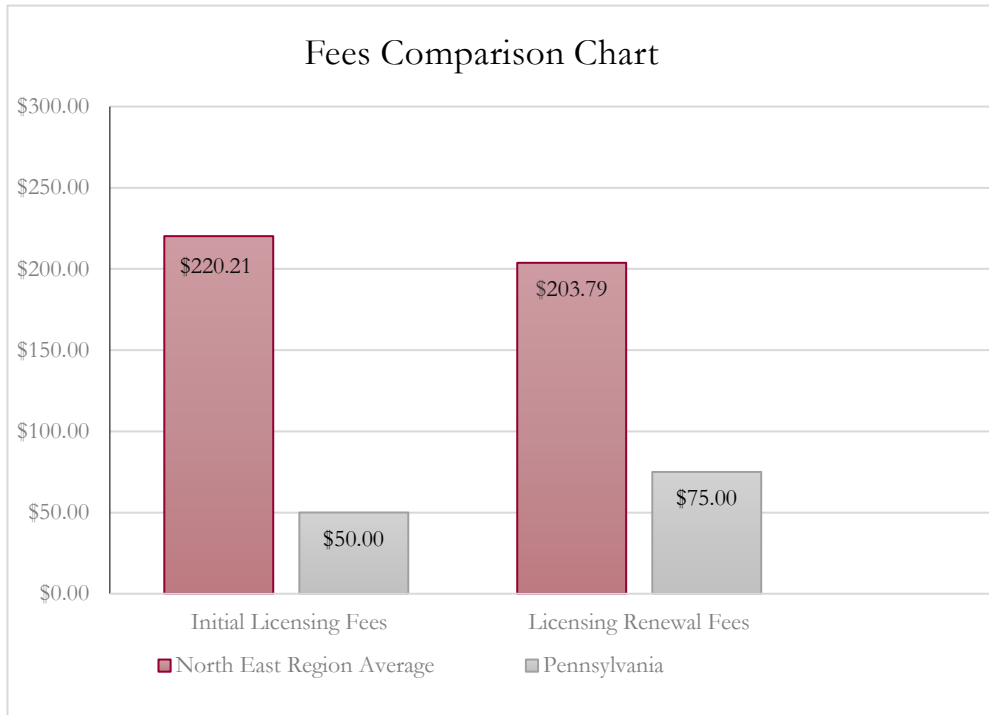
[“Medical Practice Act of 1985 (63 P. S. § § 422.8 and 422.13d). Subchapter K. §18.702. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapKtoc.html>]

“Genetic Counselor” An individual who is licensed to practice genetic counseling by the Board or the State Board of Osteopathic Medicine.

[“Medical Practice Act of 1985 (63 P. S. § § 422.8 and 422.13d). Subchapter K. §18.702. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapKtoc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$220.21 Pennsylvania: \$50.00	North East Region Average: \$203.79* Pennsylvania: \$75.00	North East Region Average: N/A Pennsylvania: N/A	North East Region Average: 42.86 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-5 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$315.00	Application Fee	\$190.00	Annual Renewal Fee	N/A	Applicant must earn a certification as a Genetic Counselor from the ABGC or the ABMGG.	125 hours	5 Year Renewal Term (Maintain certification with the ABGC or the ABMGG)	Endorsement	An applicant shall present evidence that the applicant is licensed or certified as a Genetic Counselor, or as a person entitled to perform similar services under a different designation, in another state or jurisdiction that has requirements for practicing substantially similar to, or higher than, those of this state.
Delaware	\$253.00	Application Fee: \$188.00 Criminal Background Check: \$65.00 Total Due: \$253.00	\$188.00	Biennial Renewal Fee	N/A	Applicant must earn a certification as a Genetic Counselor from the ABGC or the ABMGG.	125 hours	5 Year Renewal Term (Maintain certification with the ABGC or the ABMGG)	Reciprocity	An applicant for licensure by reciprocity must possess a current license in a state which has licensing requirements equal to or exceeding the requirements of this state, and there may not be any outstanding or unresolved complaints against the applicant.
Maine	Maine does not issue an occupational license for Genetic Counselors.									

Maryland	Maryland does not issue an occupational license for Genetic Counselors.									
Massachusetts	\$300.00	Application Fee	\$300.00	Biennial Renewal Fee	N/A	Applicant must earn a certification as a Genetic Counselor from the ABGC or the ABMGG.	50 hours	Biennial Renewal Term	Credentialed	Verification of licensure status, in signed, sealed envelopes, from any state or jurisdiction in which you now or have previously held any professional license. The state or other jurisdictions must send verifications directly to the Board.
New Hampshire	\$170.00	Application Fee: \$60.00 Initial Licensure Fee: \$110.00 Total Due: \$170.00	\$110.00	Biennial Renewal Fee	N/A	Applicant must earn a certification as a Genetic Counselor from the ABGC or the ABMGG.	50 hours	Biennial Renewal Term	Reciprocity	The requirements or standards for certification or licensure in that state are equivalent to, or greater than those of New Hampshire.
New Jersey	\$140.00 - \$250.00	Application Fee: \$30.00 License Fee: 1 st Biennial Renewal Period \$220.00 2 nd Biennial Renewal Period \$110.00 Total Due: \$140.00 - \$250.00	\$220.00	Biennial Renewal Fee	N/A	Applicant must earn a certification as a Genetic Counselor from the ABGC or the ABMGG.	40 hours	Biennial Renewal Term	N/A	There is no reciprocity for a Genetic Counselor's license.

New York	New York does not issue an occupational license for Genetic Counselors.									
Ohio	\$203.50	Application Fee: \$200.00 Transaction Fee: \$3.50 Total Due: \$203.50	\$153.50	Biennial Renewal Fee: \$150.00 Transaction Fee: \$3.50 Total Due: \$153.50	N/A	Applicant must earn a certification as a Genetic Counselor from the ABGC or the ABMGG.	30 hours	Biennial Renewal Term	Credentialed	Application requires verification of certificate, licensure or registration status that you hold with any other country, state or province that were not uploaded as part of the application process.
Pennsylvania	\$50.00	Application Fee	\$75.00	Biennial Renewal Fee	N/A	Applicant must earn a certification as a Genetic Counselor from the ABGC or the ABMGG.	Yes	30 Hours	N/A	N/A
Rhode Island	Rhode Island does not issue an occupational license for Genetic Counselors.									
Vermont	Vermont does not issue an occupational license for Genetic Counselors.									
West Virginia	West Virginia does not issue an occupational license for Genetic Counselors.									

Orthotic Fitter

Definition

“Orthotics” A branch of mechanical and medical science that deals with the design and fitting of orthotics

[certified public accountant. (n.d.). Dictionary.com Unabridged. Retrieved April 18, 2018 from Dictionary.com website <http://www.dictionary.com/browse/certified-public-accountant>.]

"Orthotic Fitter" An individual who is licensed under this act to properly fit, dispense and adjust prefabricated orthotic devices pursuant to a written prescription of a physician, podiatrist, certified registered nurse practitioner or physician assistant.

[MEDICAL PRACTICE ACT OF 1985 - LICENSURE OF PROSTHETISTS, ORTHOTISTS, PEDORTHISTS AND ORTHOTIC FITTERS. Act of Jul. 5, 2012, P.L. 873, No. 90 Cl. 63. Session of 2012. <http://www.legis.state.pa.us/cfdocs/legis/li/uconsCheck.cfm?yr=2012&sessInd=o&act=90>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: N/A* Pennsylvania: \$25.00	North East Region Average: N/A* Pennsylvania: \$75.00	North East Region Average: N/A* Pennsylvania: 1,000 hours	North East Region Average: N/A* Pennsylvania: 13 hours
*Pennsylvania is the only state listed to license orthotic fitters.			

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Orthotic Fitters.									
Delaware	Delaware does not issue an occupational license for Orthotic Fitters.									
Maine	Maine does not issue an occupational license for Orthotic Fitters.									
Maryland	Maryland does not issue an occupational license for Orthotic Fitters.									
Massachusetts	Massachusetts does not issue an occupational license for Orthotic Fitters.									
New Hampshire	New Hampshire does not issue an occupational license for Orthotic Fitters.									
New Jersey	New Jersey does not issue an occupational license for Orthotic Fitters.									
New York	New York does not issue an occupational license for Orthotic Fitters.									
Ohio	Ohio does not issue an occupational license for Orthotic Fitters.									

Pennsylvania	\$25.00	License Application Fee: \$25.00 (Exam Application Fee: \$150.00) ABC Examination Fee: \$200.00)	\$75.00	Biennial Renewal Fee	1,000 hours	Successfully completed board-approved, entry-level education program specific to orthotic fitting and a minimum of 1,000 hours of documented patient care.	13 hours	Biennial Licensing Term	Credentialed	Must hold a current certification as an orthotic fitter from ABC, BOC or another orthotic fitter credentialing organization whose program is recognized by ICE, accredited by NCCA and approved by the Board.
Rhode Island	Rhode Island does not issue an occupational license for Orthotic Fitters.									
Vermont does	Vermont does not issue an occupational license for Orthotic Fitters.									
West Virginia	West Virginia does not issue an occupational license for Orthotic Fitters.									

Orthotist

Definition

“Orthotics” A branch of medicine dealing with the making and fitting of orthotic devices.

[orthotist. (n.d.). Dictionary.com Unabridged. Retrieved May 10, 2018 from Dictionary.com website <http://www.dictionary.com/browse/orthotist>]

“Orthotist” An individual who is licensed by the Board to practice orthotics.

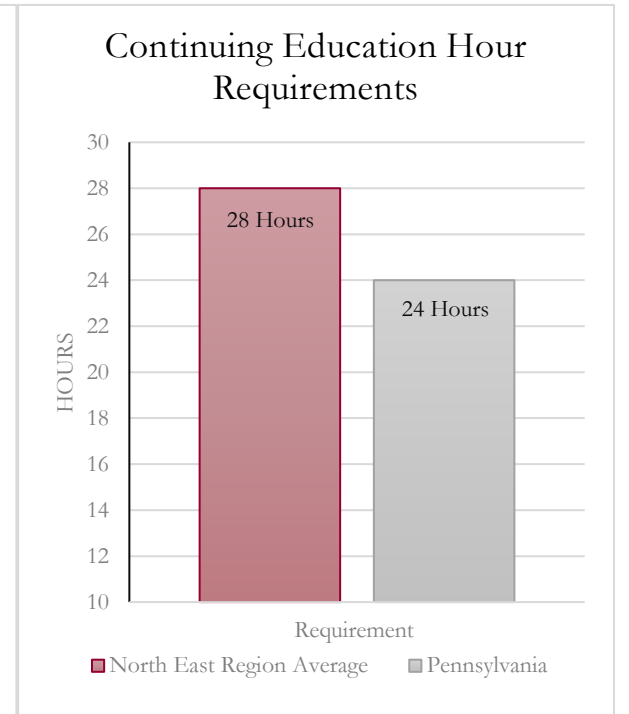
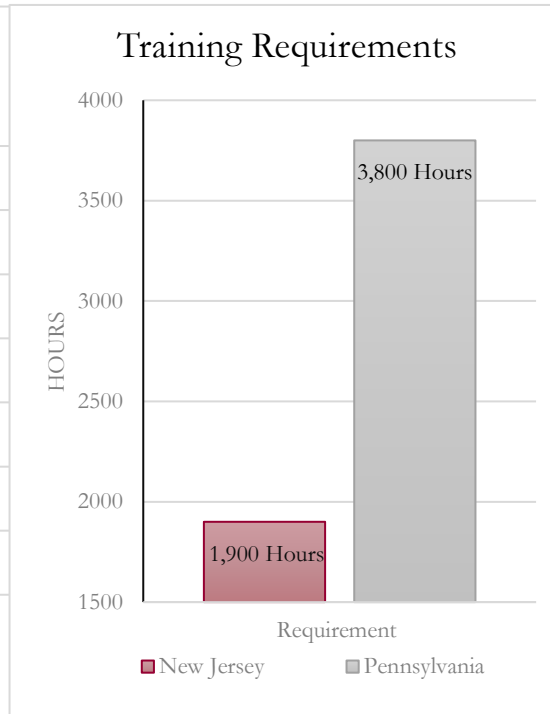
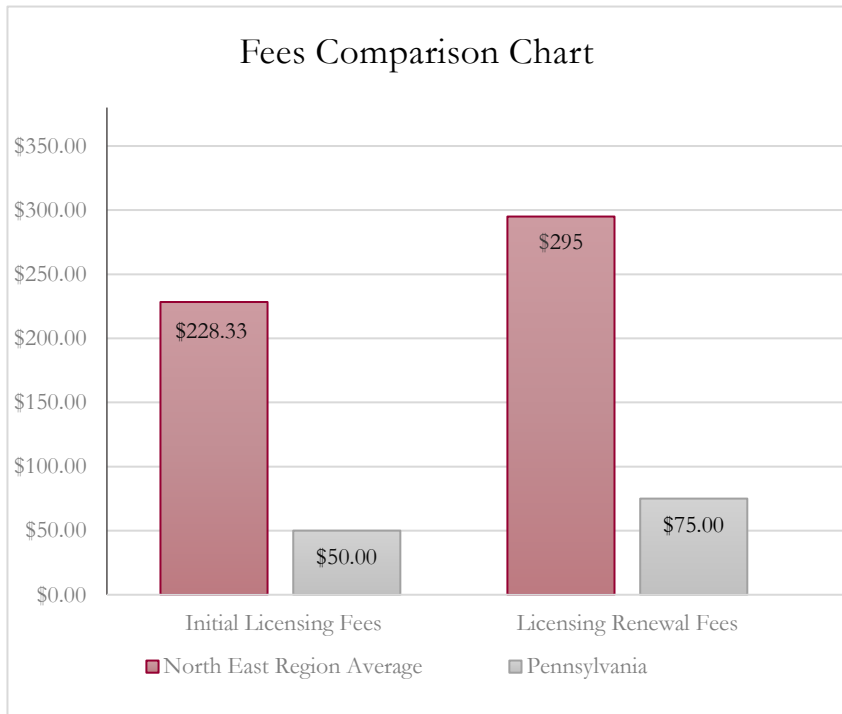
[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS, Subchapter L. PROSTHETISTS, ORTHOTISTS, PEDORTHISTS AND ORTHOTIC FITTERS § 18.802. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapLtoc.html>]

“Orthotics” The practice of evaluating, measuring, designing, fabricating, assembling, fitting, adjusting or servicing an orthosis for the correction or alleviation of neuromuscular or musculoskeletal dysfunction, disease, injury or deformity pursuant to a written prescription of a licensed prescribing practitioner.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS, Subchapter L. PROSTHETISTS, ORTHOTISTS, PEDORTHISTS AND ORTHOTIC FITTERS § 18.802. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapLtoc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$228.33 Pennsylvania: \$50.00	North East Region Average: \$295.00* Pennsylvania: \$75.00	Pennsylvania: 3,800 New Jersey: 1,900	North East Region Average: 28 hours* Pennsylvania: 24 hours
*Only NJ, OH, and PA license Prosthetists	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years	*OH measures training requirements for Orthotists in semesters.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Orthotists.									
Delaware	Delaware does not issue an occupational license for Orthotists.									
Maine	Maine does not issue an occupational license for Orthotists.									
Maryland	Maryland does not issue an occupational license for Orthotists.									
Massachusetts	Massachusetts does not issue an occupational license for Orthotists.									
New Hampshire	New Hampshire does not issue an occupational license for Orthotists.									
New Jersey	\$330.00 - \$535.00	Application Fee: \$125.00 Licensure Fee: First Year of the Biennial Term \$410.00 Second Year of the Biennial Term \$205.00 Total Due: \$330.00 - \$535.00	\$410.00	Biennial License Renewal	1,900 hours	An applicant must complete a period of clinical practice of no less than 1,900 hours in the professional area for which a license is sought.	30 hours	Biennial Renewal Term	Credentialed	The Board shall issue a temporary license to an individual licensed in another state which has licensing standards equivalent to those in this State if the individual.
New York	New York does not issue an occupational license for Orthotists.									
Ohio	\$100.00	Application Fee	\$200.00	Annual Renewal Fee	Two semesters	Two semesters or three quarters of instruction in orthotics.	45 hours	Triennial Renewal Term	N/A	N/A

Pennsylvania	\$50.00	Application Fee	\$75.00	Biennial Renewal Fee	3,800 hours	Completion of at least 2 (two) years (3,800 hours) of experience providing direct patient care services in orthotics or prosthetics/orthotics.	24 hours	Biennial Renewal Term	N/A	N/A
Rhode Island	Rhode Island does not issue an occupational license for Orthotists.									
Vermont	Vermont does not issue an occupational license for Orthotists.									
West Virginia	West Virginia does not issue an occupational license for Orthotists.									

Pedorthist

Definition

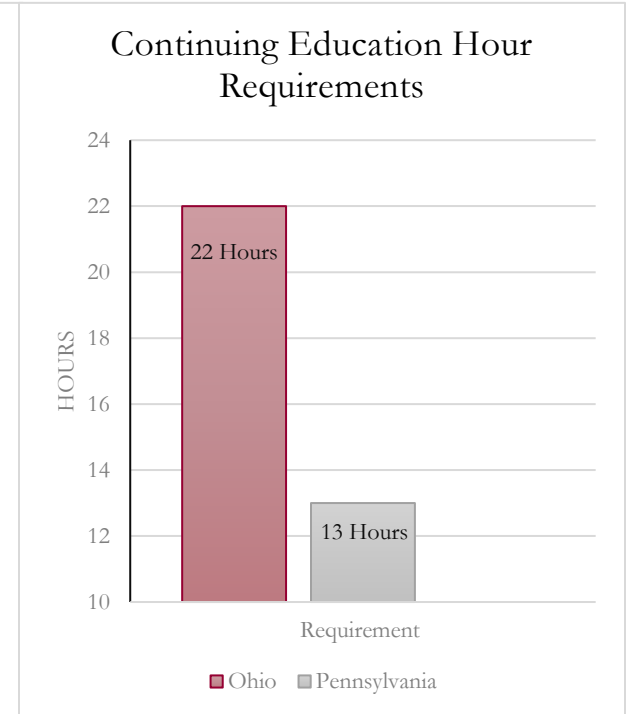
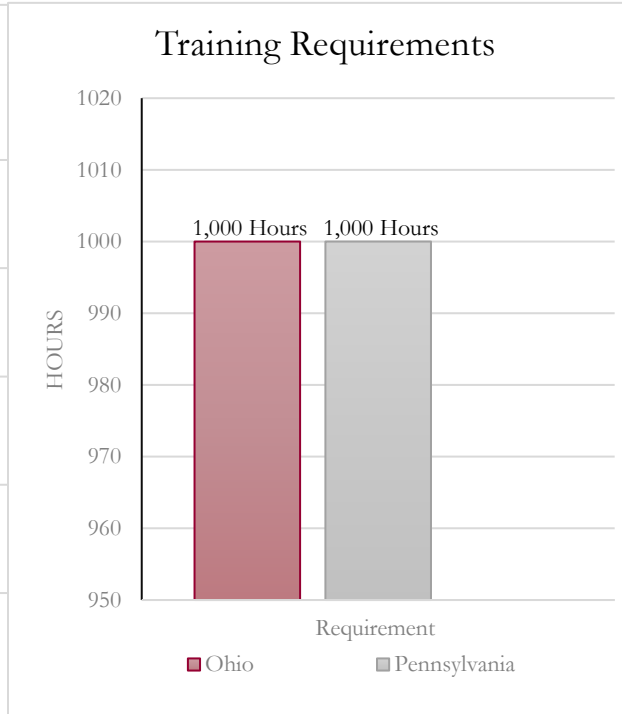
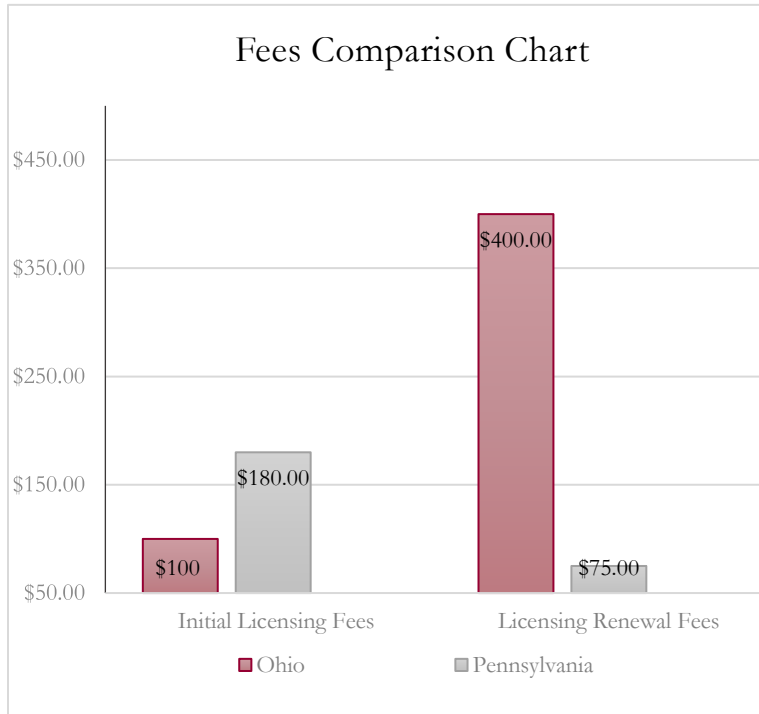
“Pedorthics” The art concerned with the design, manufacture, fit, and modification of foot appliances as prescribed for relief of painful or disabling conditions of the foot. [Pedorthics. (n.d.). The American Heritage® Science Dictionary. Retrieved April 24, 2018 from Dictionary.com website <http://www.dictionary.com/browse/pedorthics>]

“Pedorthist” An individual who is licensed by the Board to practice pedorthics. *Pedorthics* – The practice of evaluating, measuring, designing, fabricating, assembling, fitting, adjusting or servicing necessary to accomplish the application of a pedorthic device for the prevention or amelioration of painful or disabling conditions related to the lower extremities pursuant to a written prescription of a licensed prescribing practitioner.

[Subchapter L issued under section 8 of the Medical Practice Act of 1985 (63 P.S. § 422.8); section 3 of the act of July 5, 2012 (P.L. 873, No. 90). <https://www.pacode.com/secure/data/049/chapter18/subchapLtoc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
Pennsylvania: \$180.00 Ohio: \$100.00 *Only PA and OH license Pedorthists of the states listed	Pennsylvania: \$75.00 Ohio: \$400.00 *PA has a biennial renewal fee *OH has an annual renewal fee. Adjusted here to show biennial equivalent.	Pennsylvania: 1,000 hours Ohio: 1,000 hours	Pennsylvania: 13 hours Ohio: 22 hours *PA has a biennial renewal period *OH has a triennial renewal period adjusted here to show biennial requirements.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Pedorthists.									
Delaware	Delaware does not issue an occupational license for Pedorthists.									
Maine	Maine does not issue an occupational license for Pedorthists.									
Maryland	Maryland does not issue an occupational license for Pedorthists.									
Massachusetts	Massachusetts does not issue an occupational license for Pedorthists.									
New Hampshire	New Hampshire does not issue an occupational license for Pedorthists.									
New Jersey	New Jersey does not issue an occupational license for Pedorthists.									
New York	New York does not issue an occupational license for Pedorthists.									
Ohio	\$100.00	Application Fee	\$200.00	Annual Renewal Fee	1,000 hours	Must have engaged in a supervisory relationship consisting of at least 1000 hours of supervised pedorthic care practice including procedures.	33 hours	Triennial Licensing Term	Credentialed	Must meet board requirements.
Pennsylvania	\$180.00	License/Processing Fee	\$75.00	Biennial Renewal Fee	1,000 hours	Provide proof of the completing a minimum of 1,000 hours of supervised patient fitting experience.	13 hours	Biennial Licensing Term	Credentialed	Application requires applicant to list other states or jurisdictions where license is held.

Rhode Island	Rhode Island does not issue an occupational license for Pedorthists.
Vermont does	Vermont does not issue an occupational license for Pedorthists.
West Virginia	West Virginia does not issue an occupational license for Pedorthists.

Perfusionist

Definition

“Perfusionist” A medical technician responsible for blood transfusion and the heart-lung machine during cardiopulmonary surgery

[perfusionist. (n.d.). Dictionary.com's 21st Century Lexicon. Retrieved May 16, 2018 from Dictionary.com website <http://www.dictionary.com/browse/perfusionist>]

“Perfusion” The functions necessary for the support, treatment, measurement or supplementation of the cardiovascular system or other organs, or a combination of those functions, and for ensuring the safe management of physiologic functions by monitoring and analyzing the parameters of the systems under the supervision of a physician licensed under the act or the Osteopathic Medical Practice Act.

[“Pennsylvania Code. Chapter 18. Subchapter J. §18.602. Definitions. [https://www.pacode.com/secure/data/049/chapter18/subchap\]toc.html](https://www.pacode.com/secure/data/049/chapter18/subchap]toc.html)]

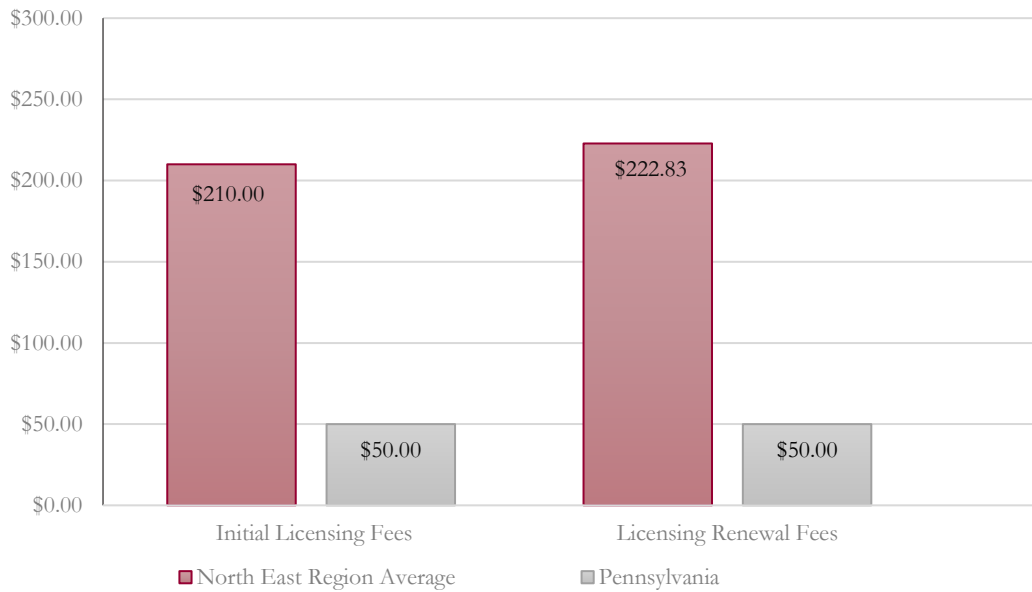
“Perfusionist” *An individual who is licensed to practice perfusion by the Board or the State Board of Osteopathic Medicine.*

[“Pennsylvania Code. Chapter 18. Subchapter J. §18.602. Definitions. [https://www.pacode.com/secure/data/049/chapter18/subchap\]toc.html](https://www.pacode.com/secure/data/049/chapter18/subchap]toc.html)]

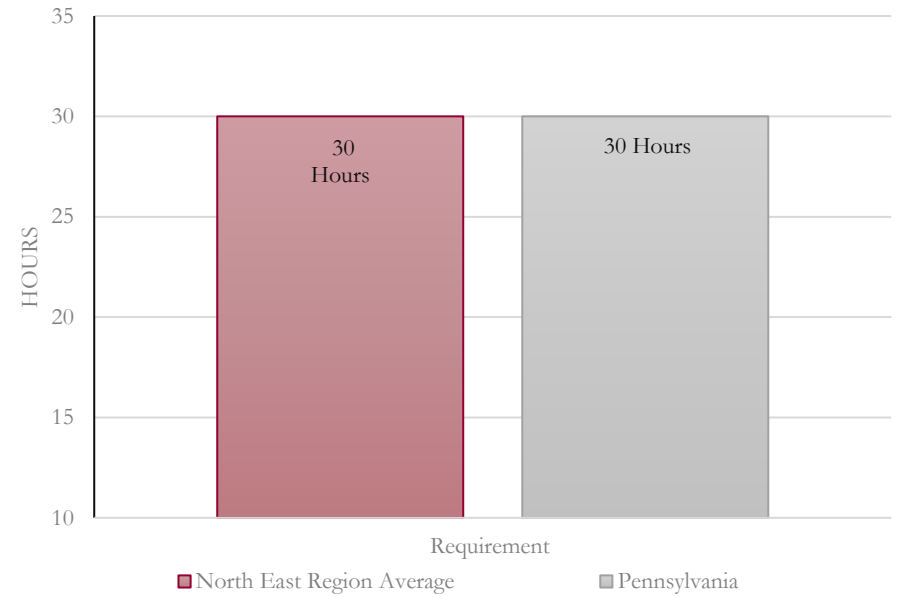
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$210.00 Pennsylvania: \$50.00	North East Region Average: \$222.83* Pennsylvania: \$50.00	North East Region Average: N/A Pennsylvania: N/A	North East Region Average: 30 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years

Fees Comparison Chart



Continuing Education Hour Requirements



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$315.00	Application Fee	\$320.00	Annual Renewal Fee	N/A	Has completed a minimum of fifty perfusion cases after graduation from a perfusion education program.	N/A	N/A	N/A	N/A
Delaware	Delaware does not issue an occupational license for Perfusionists.									
Maine	Maine does not issue an occupational license for Perfusionists.									
Maryland	\$300.00	Licensing Fee	\$247.00	Biennial Renewal Term	N/A	Graduation from a perfusion educational program accredited by the Commission on Accreditation of the Allied Health Education Program (CAAHEP), or its predecessor or successor.	45 hours	Triennial Renewal Period (in order to maintain current ABCP certification)	N/A	Application requests for information about Licensure in other states

Massachusetts	\$225.00	Application Fee	\$150.00	Biennial Renewal Fee	N/A	Graduate of a perfusion education program which meets the educational standards established by the Accreditation Committee for Perfusion Education.	30 hours	Biennial Renewal Period (or maintain current ABCP certification)	Endorsement	A person who holds a current, valid license, registration or certification as a perfusionist issued under the laws of another state, territory or political subdivision of the United States may be granted a license to practice perfusion by the Board if requirements are met.
New Hampshire	New Hampshire does not issue an occupational license for Perfusionists.									
New Jersey	\$95.00 - \$170.00	Application Fee: \$20 Initial Registration Fee: 1 st Biennial Renewal Period \$150.00 2 nd Biennial Renewal Period \$75.00 Total Due: \$95.00 - \$170.00	\$150.00	Biennial Renewal Fee	N/A	Graduation from a perfusion educational program accredited by the Commission on Accreditation of the Allied Health Education Program (CAAHEP), or its predecessor or successor.	30 hours	Biennial Renewal Term	Reciprocity	A perfusionist with a valid license in another state that meets substantially equivalent licensure requirements of this state shall be issued a license without examination upon submission of an application and payment.

New York	\$200.00	Licensure Fee	\$150.00	Triennial Renewal Fee	N/A	Graduation from a perfusion educational program accredited by the Commission on Accreditation of the Allied Health Education Program (CAAHEP), or its predecessor or successor.	N/A	N/A	N/A	N/A
Ohio	Ohio does not issue an occupational license for Perfusionists.									
Pennsylvania	\$50.00	Application Fee	\$50.00	Biennial Renewal Fee	N/A	Must hold a current certification by a certifying agency approved by a Nationally-recognized accrediting agency approved by the Board.	30 hours	Biennial Renewal Term	N/A	N/A
Rhode Island	Rhode Island does not issue an occupational license for Perfusionists.									
Vermont	Vermont does not issue an occupational license for Perfusionists.									
West Virginia	West Virginia does not issue an occupational license for Perfusionists.									

Physician and Surgeon

Definition

“Physicians and Surgeons” Diagnose and treat injuries or illnesses. Physicians examine patients; take medical histories; prescribe medications; and order, perform, and interpret diagnostic tests. They counsel patients on diet, hygiene, and preventive healthcare. Surgeons operate on patients to treat injuries, such as broken bones; diseases, such as cancerous tumors; and deformities, such as cleft palates.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Physicians and Surgeons, on the Internet at <https://www.bls.gov/ooh/healthcare/physicians-and-surgeons.htm> (visited May 10, 2018).]

“Medicine and Surgery” The art and science of which the objectives are the cure of diseases and the preservation of the health of man, including the practice of the healing art with or without drugs, except healing by spiritual means or prayer.

[Section 2 Medical practice Act Law - Act 112 of 1985

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Medicine/Documents/Board%20Documents/MedM%20-%20Act.pdf>]

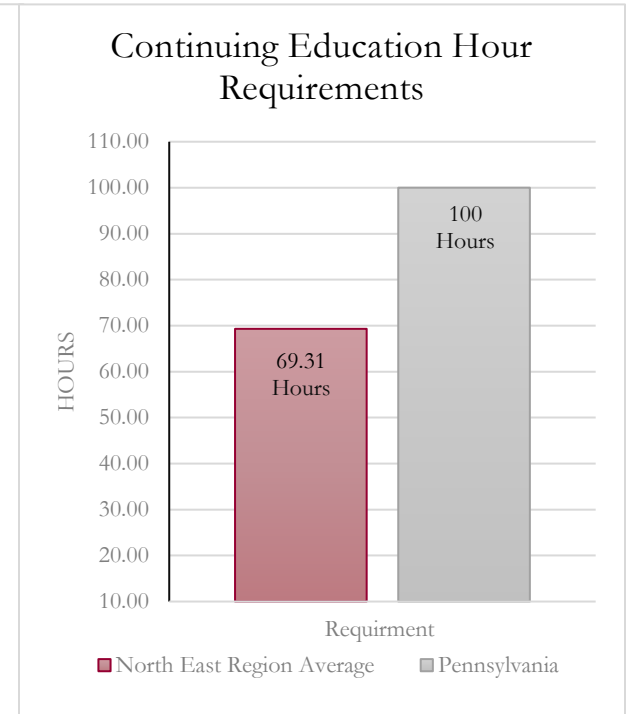
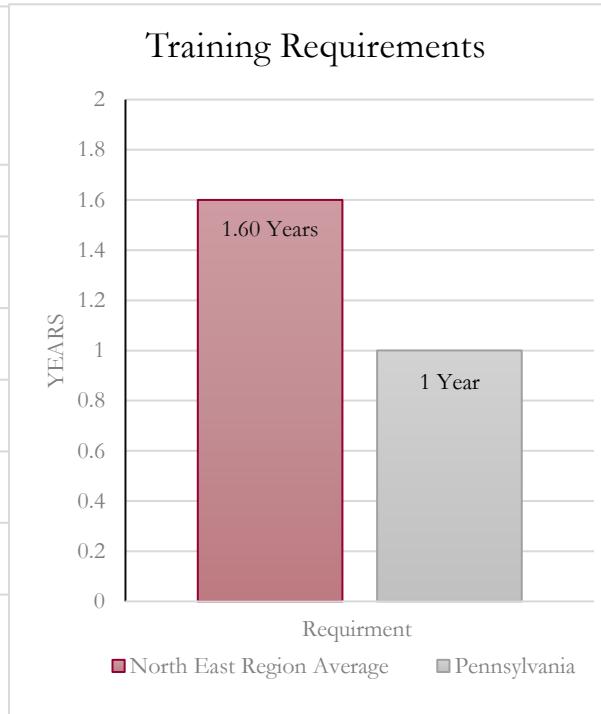
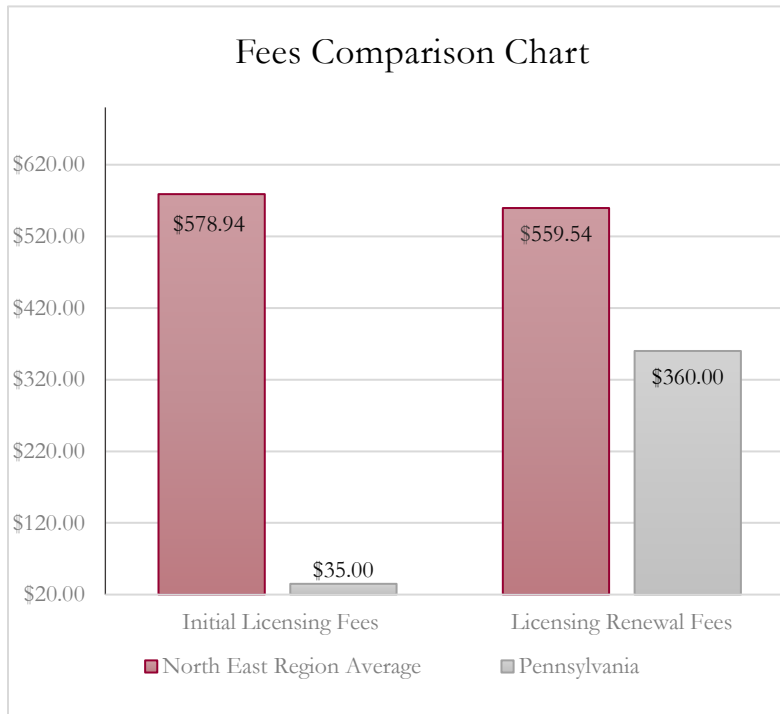
"Medical Doctor" An individual who has acquired one of the following licenses to practice medicine and surgery issued by the board: (1) License without restriction. (2) Interim limited license. (3) Graduate license. (4) Institutional license. (5) Temporary license. (6) Extraterritorial license.

[Section 2 Medical practice Act Law - Act 112 of 1985

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Medicine/Documents/Board%20Documents/MedM%20-%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$556.63-\$578.94 Pennsylvania: \$35.00	North East Region Average: \$559.54 Pennsylvania: \$360.00	North East Region Average: 1.6 years Pennsylvania: 1 year	North East Region Average: 69.31 hours* Pennsylvania: 100 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years		•Not all states use the same renewal cycle. Renewal cycles are biennial



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$569.75	Application Fee	\$575.00	Annual Renewal Fee	2 Years	Completed at least two (2) years of progressive, post-graduate medical training as a resident physician in a program accredited by the Accreditation Council for Graduate Medical Education (ACGME) or the American Osteopathic Association (AOA).	50 hours	Biennial Renewal Cycle	Credentials	Physicians and Surgeons licensed in other states can work as physicians in Connecticut on a temporary basis. A) If nonresident physicians or surgeons come into this state to treat, operate or prescribe for any injury, deformity, ailment or disease they may practice in this state without a Connecticut license for a period not to exceed thirty consecutive days. B) Any physician or surgeon who holds a license in good standing in another state may practice as a youth camp physician in this state without a license for a period not to exceed nine weeks.
Delaware	\$443.00	Application Fee: \$378.00 Criminal Background Fee: \$65.00 Total Due: \$443.00	\$378.00	Biennial Renewal Fee	1 Year	Graduates from an AMA or AOA approved program must have completed one year of postgraduate training in the U.S.	41 hours	Biennial Renewal Cycle	Credentials	Physicians licensed in another state can apply for professional examination waiver in case of temporary certificates.

Maine	\$700.00	Application Fee: \$600.00 Examination Fee: \$100.00 Total Due: \$700.00	\$500.00	Biennial Renewal Fee	3 Years	Postgraduate training: Satisfactorily completed at least 36 months in an internship/ residency/ fellowship program	40 hours	Biennial Renewal Cycle	Reciprocity	The board may, at its discretion, grant licensure without written examination to a physician in good standing who otherwise meets qualifications for medical licensure and has been examined and certified by the National Board of Medical Examiners; examined and licensed by a board of another state.
Maryland	\$790.00	Licensure Fee for American Medical Graduates: \$790.00 Licensure Fee for Foreign Medical Graduates: \$890.00	\$436.00	Biennial Renewal Fee	1 year	American Medical Graduates must have successfully completed at least one year of ACGME or AOA accredited postgraduate training or equivalent training as determined by the Board.	50 hours	Biennial Renewal Cycle	Reciprocity	An applicant for initial licensure by reciprocity shall: (1) Have an active, unrestricted license to practice medicine in another jurisdiction that: (a) At the time the applicant was licensed, had licensure requirements substantially equivalent to the Board's current licensure requirements (b) Offers a similar reciprocal licensure process to physicians licensed by the Board; (2) Be in good standing under the laws of every jurisdiction where the individual is licensed; and (3) Submit to a State and national criminal history records check in accordance with Maryland Law.

Massachusetts	\$600.00	Initial License Fee	\$600.00	Biennial Renewal Fee	2 years	Completion of 2 years of ACGME approved accredited post-graduate medical training. Applicants who prescribe controlled substances shall complete appropriate pain management training and opioid education (3 credits).	100 hours	Biennial Renewal Cycle	N/A	There is no formal reciprocity. All applicants must complete an application.
New Hampshire	\$300.00	Application Fee	\$350.00	Biennial Renewal Fee	2 years	Completion of 2 years of post-graduate training in a program accredited by A.C.G.M.E., the A.O.A. or, in the case of Canadian graduates, by R.C.P.S., or its equivalent.	100 hours	Biennial Renewal Cycle	Credentials	Locum Tenens Licenses. Applicants must maintain a full, unrestricted license in another state and must provide a verification of licensure from that state indicating that the applicant's license covers the dates in which he or she is practicing in New Hampshire. If the applicant is applying for full license, and wishes to obtain a courtesy license in the interim, he or she must provide a second license verification in order to be granted a courtesy license. Complete the short application and pay the fee, currently \$150.00.

New Jersey	\$615.00 - \$905.00	Application Fee: \$325.00 Initial License Fee paid during the first year of a biennial renewal period \$580.00 or otherwise \$290.00	\$580.00	Biennial Renewal Fee	3 years	Licensee has completed and received academic credit for at least two years of post-graduate training in an accredited program and has signed a contract for a third year of post-graduate training.	100 hours	Biennial Renewal Cycle	Endorsement	At the discretion of the board of medical examiners of this State, applicants may be granted a license to practice medicine and surgery without further examination upon payment to the treasurer of the board of a license fee.
New York	\$735.00	Licensure Fee	\$600.00	Biennial Renewal Fee	1 year	Graduates from a NYS- registered or LCME- or AOA-accredited program, must complete at least one year of postgraduate hospital training in an accredited residency program. Two hours regarding the identification and reporting of child abuse and maltreatment.	N/A	N/A	Endorsement	In New York State "endorsement" refers to satisfaction of the New York State licensure exam requirement by acceptance of licensure by examination in another jurisdiction.

Ohio	\$308.50	Application Fee: \$305.00 Transaction Fee: \$3.50 Total Due: \$308.50	\$305.00	Biennial Renewal Fee	1 year	Graduates of medical schools located in the U.S. or Canada and accredited by LCME or American Osteopathic Association (AOA) must successfully complete one year of graduate medical education (GME) or its equivalent as determined by the Board.	100 hours	Biennial Renewal Cycle	Endorsement	The license must be current and in good standing and must be full and unlimited. The applicant for endorsement must have passed required examination. The board may refuse an applicant who has not been engaged in the preceding two years (1) The active clinical practice (2) The taking of graduate medical education (3) The attendance as a student at a medical or osteopathic school. Also endorse diplomat status with the NBME or the NBOME, or licentiate status with the Medical Council of Canada if other eligibility requirements are met.
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Pennsylvania	\$35.00	Application Fee	\$360.00	Biennial Renewal Fee	1 year	A year of graduate medical training at a first or second-year level if the applicant is a graduate of an accredited or unaccredited medical college and participated in a graduate medical training program prior to June 30, 1987. (ii) Two years of graduate medical training at a first and second-year level if the applicant is a graduate of an accredited medical college and did not participate in a graduate medical training program prior to June 30, 1987. (iii) Three years of graduate medical training at a first, second and third-year level if the applicant is a graduate of an unaccredited medical college and did not participate in a graduate medical training program prior to June 30,	100 hours	Biennial Renewal Cycle	Reciprocity	The applicant for an extraterritorial license shall (i) Possess a license to practice medicine and surgery without restriction or an equivalent license in a state adjoining this Commonwealth. (ii) Reside in or maintain an office of practice in the adjoining state near its boundary line with this Commonwealth and desire to extend that practice into this Commonwealth. (iii) Submit evidence with the application that the applicant is in compliance with professional liability insurance responsibilities imposed by the MCARE Act. (iv) Arrange for the licensing authority of the adjoining state to file a certification with the Board, issued by that licensing authority, attesting to the fact that the applicant is licensed in that state. (v) Satisfy the qualifications (relating to general qualifications for licenses and certificates). (2) The licensing authority of the adjoining state shall reciprocate by extending the same
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						1987. Medical doctors and osteopaths must have at least 200 hours of acupuncture education and be registered by the board in order to practice acupuncture in Pennsylvania.				privileges to medical doctors licensed in this Commonwealth. (c) An extraterritorial license is automatically revoked if the licensee relocates a residence or office of practice, the location of which was relevant to the issuance of the license. (d) If a medical doctor who holds an extraterritorial license intends to change a residence or office of practice, the location of which was relevant to the issuance of the license, the doctor shall advise the Board, in writing, prior to doing so. If the doctor continues to qualify for an extraterritorial license after the change in residence or office of practice, the doctor may apply for a new extraterritorial license by submitting an application provided by the Board and paying the required fee.
Rhode Island	\$1,090.00	License Fee	\$1,090.00	Biennial Renewal Fee	2 years	Completed two (2) years of progressive post graduate training, internship and residency, in a accredited program.	40 hours	Biennial Renewal Cycle	Endorsement	The Board may grant expedited full and unrestricted licensure to applicants with a verified full and unrestricted licensure in another state with administrative approval from the Chief Administrative Officer provided that the

										candidate shall: (1) have no formal disciplinary actions or active or pending investigations (2) hold unrestricted licenses in every jurisdiction that the candidate holds a license, (3) meet minimum requirements for a license in the state of Rhode Island, (4) have submitted a completed application, in the English language or accompanied by a certified translation thereof into English for reciprocal licensure.
Vermont	\$650.00	Application Fee	\$525.00	Biennial Renewal Fee	1 year	U.S. graduates must have at least one year of post graduate training in the U.S. at an ACGME-approved program.	30 hours	Biennial Renewal Cycle	Reciprocity	The board may, upon payment of the fee, issue a license to a physician who licensed in a jurisdiction whose requirements for registration are deemed by the board as equivalent, if such jurisdiction grants the same reciprocity to a Vermont physician or by the National Board of Medical Examiners.

West Virginia	\$400.00	Application Fee	\$400.00	Biennial Renewal Fee	1 year	Completed a minimum of one year of graduate clinical training in a program approved by the Accreditation Council for Graduate Medical Education.	50 hours	Biennial Renewal Cycle	Endorsement	Applicant must submit an application to the board on forms provided by the board and remit a reasonable licensure fee, the amount of such reasonable fee to be set by the board. The application must, as a minimum, require a statement that the applicant is a licensed physician or podiatrist in good standing and indicate whether any medical disciplinary action has been taken against him or her in the past; and (2) He or she must demonstrate to the satisfaction of the board that he or she has the requisite qualifications to provide the same standard of care as a physician initially licensed in this state.
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Physician Assistant

Definition

“Physician Assistant” A person trained to perform under the supervision of a physician many clinical procedures traditionally performed by a physician, as diagnosing and treating minor ailments.

[Physician's assistant. (n.d.). Dictionary.com Unabridged. Retrieved May 17, 2018 from Dictionary.com website <http://www.dictionary.com/browse/physician-s-assistant>

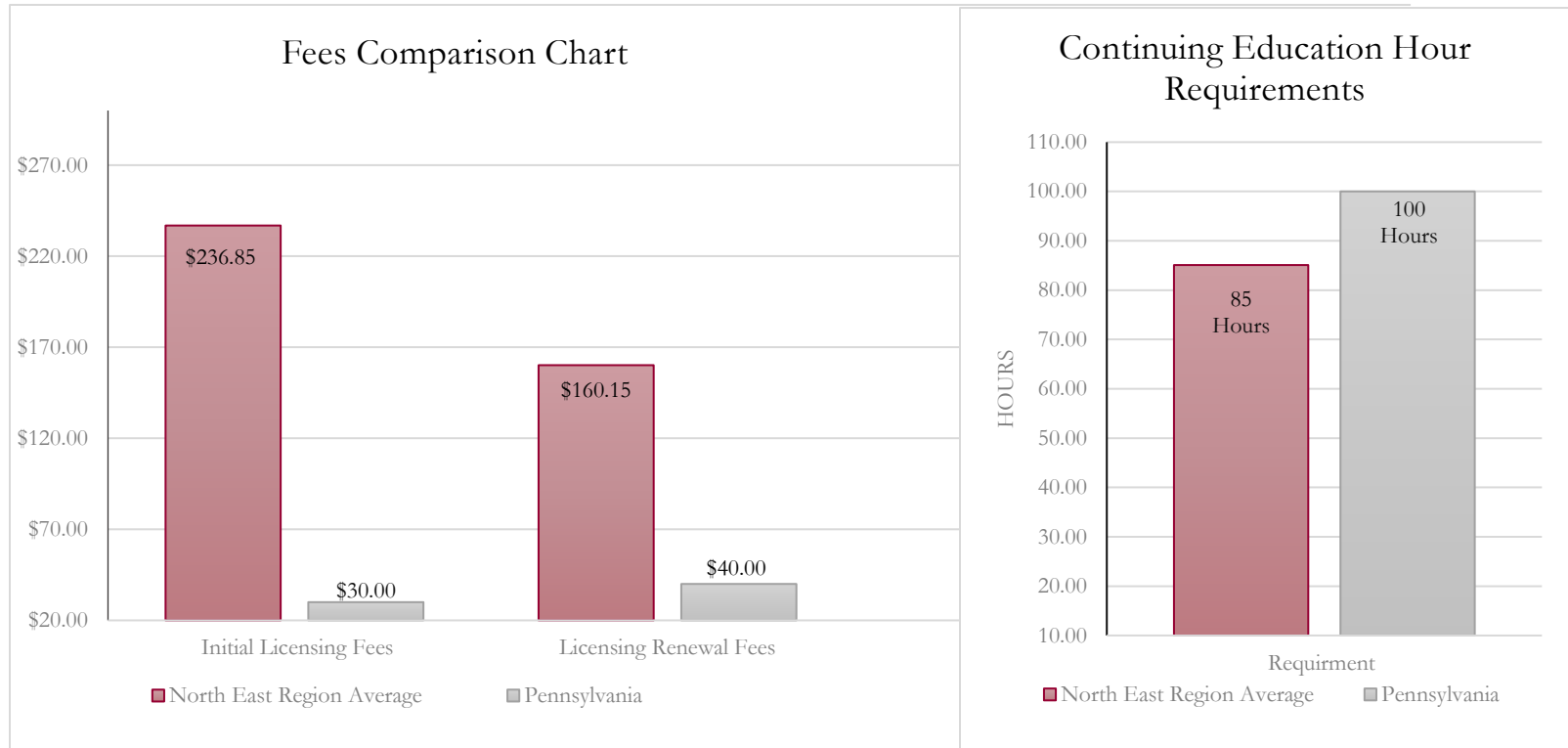
“Physician Assistant” An individual who is licensed as a physician assistant by the Board.

[Chapter 18. State Board of Medicine—Practitioners other than Medical Doctors Subchapter D. Physician Assistants § 18.122

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Medicine/Documents/Board%20Documents/MedM%20-%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$236.85 Pennsylvania: \$30.00	North East Region Average: \$160.15 Pennsylvania: \$40.00	North East Region Average: N/A Pennsylvania: N/A	North East Region Average: 85 hours Pennsylvania: 100 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles are biennial



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$190.00	Application Fee	\$155.00	Annual Renewal Fee	N/A	N/A	101 CME	Biennial Renewal Cycle	Credentials	Upon receipt of application fee, physician assistant license may be issued to an applicant who: (1) Holds a baccalaureate or higher degree in any field from a regionally accredited institution of higher education; (2) has graduated from an accredited physician assistant program; (3) has passed the certification examination of the national commission; (4) has satisfied the mandatory continuing medical education requirements of the national commission for current certification by such commission and has passed any examination or continued competency assessment the passage of which may be required by the national commission for maintenance of current certification by such commission; and (5) has completed not less than sixty hours of didactic instruction in pharmacology for physician assistant practice approved by the department.

Delaware	\$253.00	Application Fee: \$188.00 Criminal Background Check Fee: \$65.00 Total Due: \$253.00	\$188.00	Biennial Renewal Fee	N/A	N/A	100 hours	Biennial Renewal Cycle	Credentials	Applicants must meet qualification for licensure and meet Additional Continuing Medical Education (100 hours) if they hold a current P.A. license in another jurisdiction.
Maine	\$250.00	Initial License Application Fee: \$200 Initial Certificate of Registration Fee: \$50 Total Due: \$250.00	\$200.00	Biennial Renewal Fee	N/A	N/A	100 hours	Biennial Renewal Cycle	Credentials	The Board, or if delegated, Board staff may issue a full license as a physician assistant to an applicant who:(1) Submits an administratively complete application on forms approved by the Board;(2) Pays the appropriate uniform licensure fee;(3) Has successfully completed an educational program for physician assistants accredited by the American Medical Association Committee on Allied Health Education and Accreditation, or the Commission for Accreditation of the Allied Health Education Programs, or their successors;(4) Has no license, certification or registration as a physician assistant, or any other type or classification of health care provider license, certification or registration under current discipline, revocation, suspension, restriction or

										probation;(5) Has no cause existing that may be considered grounds for disciplinary action or denial of licensure as provided by law;(6)Passes, at the time of license application, a jurisprudence examination administered by the Board; and(7)Has passed the NCCPA certification examination and holds a current certification issued by the NCCPA that has not been subject to disciplinary action by the NCCPA at the time the license application is acted upon by the Board.
Maryland	\$225.00	Initial Licenses Fee	\$186.00	Biennial Renewal Fee	N/A	N/A	50 hours	Biennial Renewal Cycle	Credentials	Meet the qualification requirements and an applicant who passed the physician assistant certifying examination administered by the National Commission on Certification of Physician Assistants before 1986 is not required to meet the education requirements if both of the following are true:(a) The applicant has met the continuing education requirements and recertification requirements of the National Commission on Certification of Physician Assistants on a continuous basis since passing the examination; and(b) The applicant has

										been practicing on a continuous basis since passing the examination.
Massachusetts	\$250.00	License Application Fee: \$225.00 CORI Fee: \$25 Total Due: \$250.00	\$150.00	Biennial Renewal Fee	N/A	N/A	100 hours	Biennial Renewal Cycle	Credentials	Any person who commenced practice as a physician assistant in the Commonwealth of Massachusetts on or after January 1, 1990 shall be granted a certificate of registration as a physician assistant by the Board upon submission of:(a) good moral character;(b) baccalaureate degree from an educational institution on the list of accredited colleges or any like approved institution;(c) graduated from a physician assistant training program which holds a valid certificate of program approval (d) passed the certifying examination of the National Commission on Certification of Physician Assistants. If licensed in any a state or jurisdiction outside of Massachusetts Submit verification of your licensure status, in signed, sealed envelopes, from any state or jurisdiction in which you now or have ever held any professional license or board certification.
New Hampshire	\$115.00	Application Fee	\$65.00	Annual Renewal Fee	N/A	N/A	100 CME	Biennial Renewal Cycle	Credentials	(a) Have graduated from a physician assistant approved training program (b) Have passed

										a national proficiency examination (c) Maintain current national certification if required by a national certifying body. (d) Demonstrate that the applicant has good character. (e) Submit a complete set of fingerprints and a notarized criminal history record. The application shall include a statement of good standing from the licensing authority of all states in which the applicant currently holds a license.
New Jersey	\$362.50	Application Fee: \$125.00 Licensing Fee: \$220.00 Criminal Background Check Fee: \$17.50 Total Due: \$362.50	\$220.00	Biennial Renewal Fee	N/A	N/A	50 credit hours	Biennial Renewal Cycle	Credentials	The board shall issue a license as a physician assistant to an applicant who has fulfilled the following:(1) Is at least 18 years of age;(2) Is of good moral character;(3) Has successfully completed an accredited program; and(4) Has passed the national certifying examination administered by the National Commission on Certification of Physician Assistants, or its successor.
New York	\$115.00	Application Fee: \$70.00 First Three-Year Registration Fee: \$45.00	\$45.00	Triennial Renewal Cycle	N/A	N/A	N/A	N/A	Credentials	Applicant must request the licensing authority of the jurisdiction(s) to provide verification of licensure/certification on Form 3 - Verification of Licensure/Certification in Another Jurisdiction and

		Total Due: \$115.00								must meet all requirements for licensure in New York State.
Ohio	\$503.50	Application Fee: \$500.00 Transaction Fee: \$3.50 Total Due: \$503.50	\$203.50	Biennial Renewal Fee	N/A	N/A	100 hours	Biennial Renewal Cycle	Credentials	Meet the eligibility requirements (good moral character, background check, NCCPA certification) and hold the valid license from another jurisdiction for three years preceding application
Pennsylvania	\$30.00	Application Fee	\$40.00	Biennial Renewal Fee	N/A	N/A	100 CME	Biennial Renewal Cycle	Credentials	The Board will approve for licensure as a physician assistant an applicant who: (1) Satisfies the licensure requirements in Å§ 16.12 (relating to general qualifications for licenses and certificates). (2) Has graduated from a physician assistant program recognized by the Board. (3) Has submitted a completed application together with the required fee (4) Has passed the physician assistant examination. An examination to test whether an individual has accumulated sufficient academic knowledge to qualify for licensure as a physician assistant. The Board recognizes the certifying examination of the NCCPA.
Rhode Island	\$110.00- \$310.00	Fee of \$110.00 or \$310.00 with CSR	\$110.00	Biennial Renewal Fee	N/A	N/A	20 hours	Biennial Renewal Cycle	Credentials	An applicant must:(a) be of good character and reputation;(b) have been graduated from a physician assistant

		CSR (Uniform Controlled Substances Act Registration Form)								training program certified by the Accreditation Review Commission on Education for the Physician Assistant, Inc.(ARC-PA)2 or its successor;(c) have passed a certifying examination approved by the National Commission on Certification of Physician Assistants, or any other national certifying exam approved by the Board and(d) have submitted a completed application together with the required fee.
Vermont	\$225.00	Initial Application Fee	\$215.00	Biennial Renewal Fee	N/A	N/A	100 hours	Biennial Renewal Cycle	Credentials	License may be granted to an applicant who:(1) submits a completed application form and (2) a fee (3) has graduated from an accredited physician assistant program or has passed and maintained the certification examination by the NCCPA prior to 1988;(4) has passed the certification examination given by the NCCPA;(5) is mentally and physically able to engage safely in practice as a physician assistant;(6) does not hold any license, certification, or registration as a physician assistant in another state or jurisdiction which is under current disciplinary action, or has been revoked, suspended, or

										placed on probation for cause resulting from the applicant's practice as a physician assistant, unless the board has considered the applicant's circumstances and determines that licensure is appropriate;(7) is of good moral character;(8) submits any other information that the board deems necessary; and(9) has engaged in practice within the last three years or has complied with the requirements for updating knowledge and skills. This requirement shall not apply to applicants who have graduated from an accredited physician assistant program within the last three years.
West Virginia	\$250.00	Application Fee	\$100.00	Biennial Renewal Fee	N/A	N/A	100 hours	Biennial Renewal Cycle	Credentials	Applicant must:(A) Obtained a baccalaureate or masters degree from an accredited program of instruction for physician assistants;(B) Prior to July 1, 1994, graduated from an approved program of instruction in primary health care or surgery; or(C) Prior to July 1, 1983, was certified by the Board of Medicine as a physician assistant then classified as "Type B";(4) Has passed the Physician Assistant National Certifying Examination administered by the

										<p>National Commission on Certification of Physician Assistants;(5) Has a current certification from the National Commission on Certification of Physician Assistants; 5(6) Is mentally and physically able to engage safely in practice as a physician assistant;(7) Has not had a physician assistant license, certification or registration in any jurisdiction suspended or revoked;(8) Is not currently subject to any limitation, restriction, suspension, revocation or discipline concerning a physician assistant license, certification or registration in any jurisdiction: Provided, That if a board is made aware of any problems with a physician assistant license, certification or registration and agrees to issue a license, certification or registration notwithstanding the provisions of this subdivision or subdivision (7) of this subsection;(9) Is of good moral character; and(10) Has fulfilled any other requirement specified by the appropriate board.</p>
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Physician Acupuncturist

Definition

“Physician Acupuncturist” A medical doctor who intends to practice acupuncture and any other individual who intends to practice acupuncture shall obtain a license from the Board as an acupuncturist.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS Subchapter B § 18.12 <https://www.pacode.com/secure/data/049/chapter18/s18.12.html>]

"Medical Doctor" An individual who has acquired one of the following licenses to practice medicine and surgery issued by the board: (1) License without restriction. (2) Interim limited license. (3) Graduate license. (4) Institutional license. (5) Temporary license. (6) Extraterritorial license.

[Section 2 Medical practice Act Law - Act 112 of 1985 <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Medicine/Documents/Board%20Documents/MedM%20-%20Act.pdf>]

"Medicine and Surgery" The art and science of which the objectives are the cure of diseases and the preservation of the health of man, including the practice of the healing art with or without drugs, except healing by spiritual means or prayer.

[Section 2 Medical practice Act Law - Act 112 of 1985 <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Medicine/Documents/Board%20Documents/MedM%20-%20Act.pdf>]

“Acupuncturist” An individual licensed to practice acupuncture by the Board.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS Subchapter B § 18.11 <https://www.pacode.com/secure/data/049/chapter18/s18.11.html>]

“Acupuncture” The stimulation of certain points on or near the surface of the body by the insertion of needles to prevent or alleviate the perception of pain or to normalize physiological functions, including pain control, for the treatment of certain diseases or dysfunctions of the body. (ii) The term also includes the use of supplemental techniques.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS. Subchapter B. REGISTRATION AND PRACTICE OF ACUPUNCTURISTS AND PRACTITIONERS OF ORIENTAL MEDICINE § 18.11. Definitions. Issued under sections 6(a) and (d), 8 and 51 of the Medical Practice Act of 1985 (63 P. S. § § 422.6(a) and (d), 422.8 and 422.1 note); section 812.1 of The Administrative Code of 1929. <https://www.pacode.com/secure/data/049/chapter18/subchapBtoc.html>]

***A person must hold two occupational licenses in order to practice as a Physician Acupuncturist. First license must be a Medical Doctor license (Physician) and the second must be an Acupuncturist license.**

Please see Physician report and Acupuncturist report for data/information on those occupations.

Practitioner of Oriental Medicine

Definition

“Traditional Chinese Medicine” Is an ancient and still very vital holistic system of health and healing, based on the notion of harmony and balance, and employing the ideas of moderation and prevention.

[traditional Chinese medicine. (n.d.) Gale Encyclopedia of Medicine. (2008). Retrieved May 17 2018 from <https://medical-dictionary.thefreedictionary.com/traditional+Chinese+medicine>]

“Practitioner of Oriental Medicine” An acupuncturist who is licensed by the Board to use herbal therapy.

[“Pennsylvania Code. Chapter 18. Subchapter B. §18.11. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapBtoc.html>]

“Herbal Therapy” The application of Chinese herbology to the treatment of acupuncture patients.

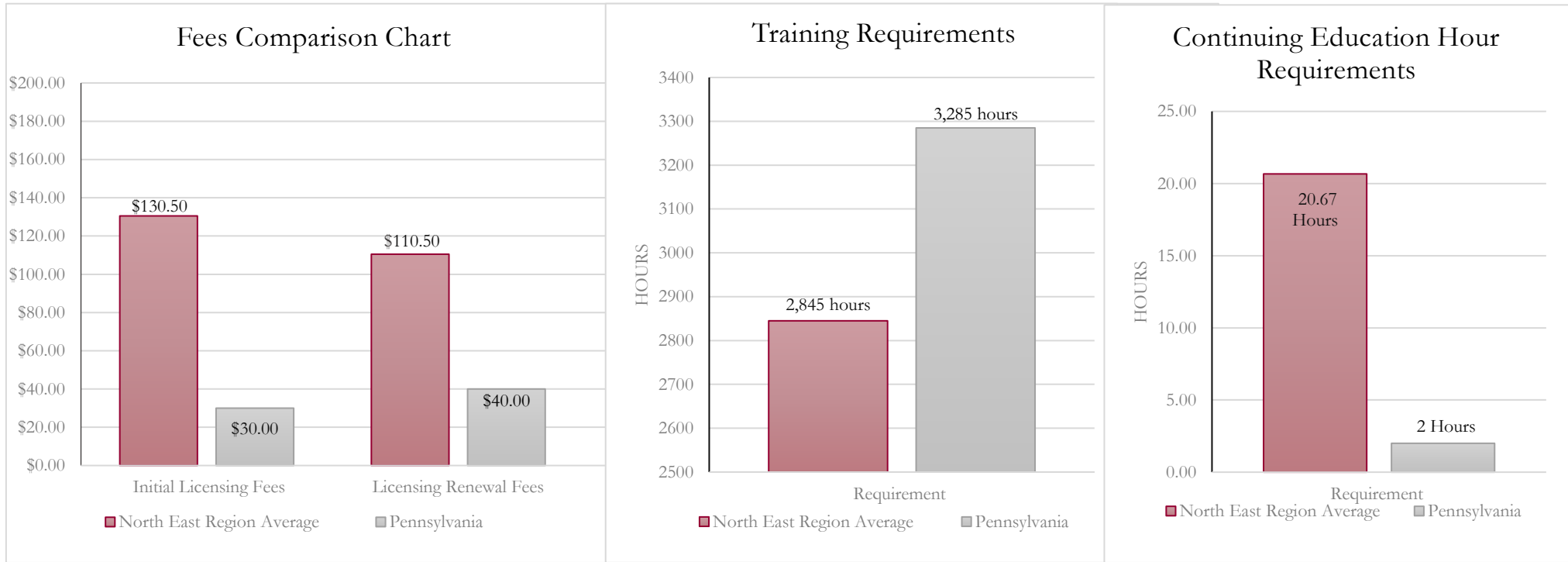
[“Pennsylvania Code. Chapter 18. Subchapter B. §18.11. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapBtoc.html>]

“Acupuncture” The stimulation of certain points on or near the surface of the body by the insertion of needles to prevent or alleviate the perception of pain or to normalize physiological functions, including pain control, for the treatment of certain diseases or dysfunctions of the body.

[“Pennsylvania Code. Chapter 18. Subchapter B. §18.11. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapBtoc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$130.50 Pennsylvania: \$30.00	North East Region Average: \$110.50* Pennsylvania: \$40.00	North East Region Average: 2,845 hours Pennsylvania: 3,285 hours	North East Region Average: 20.67 hours* Pennsylvania: 2 hours
	•Reported biennially.		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-4 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Practitioner of Oriental Medicine.									
Delaware	\$188.00	Application Fee	\$188.00	Biennial Renewal Fee	2,625 hours	NCCAOM exam requirements	30 hours	Biennial Renewal Term	Reciprocity	All applicants for reciprocal licensing must possess a current license in another state which has licensing requirements equal to or exceeding the requirements of this subchapter, and there may not be any outstanding or unresolved complaints against the applicant.
Maine	Maine does not issue an occupational license for Practitioner of Oriental Medicine.									
Maryland	Maryland does not issue an occupational license for Practitioner of Oriental Medicine.									
Massachusetts	Massachusetts does not issue an occupational license for Practitioner of Oriental Medicine.									
New Hampshire	New Hampshire does not issue an occupational license for Practitioner of Oriental Medicine.									
New Jersey	New Jersey does not issue an occupational license for Practitioner of Oriental Medicine.									
New York	New York does not issue an occupational license for Practitioner of Oriental Medicine.									
Ohio	\$173.50	Application Fee: \$100.00	\$103.50	Biennial Renewal Fee: \$100.00	2,625 hours	NCCAOM certification requirements	60 hours	4 Year Renewal Term	N/A	N/A

		Transaction Fee: \$3.50 FBI and Ohio BCI Criminal Records Check Fee: \$70.00 Total Fees \$173.50		Transaction Fee: \$3.50 Total Fee: \$103.50						
Pennsylvania	\$30.00	Application Fee	\$40.00	Biennial Renewal Fee	3,285 hours	NCCAOM certification requirements and Chinese Herbology Program (ACAOM Guideline: Chinese herbal certificate training program for Master of Acupuncture students and practitioners will be a minimum of 450 hours of didactic instruction in herbs and 210 hours of herbal clinical training.)	2 hours	Biennial Renewal Term	N/A	N/A
Rhode Island	Rhode Island licenses Practitioners of Oriental Medicine with Acupuncturists in one license. See Acupuncturists.									
Vermont	Vermont does not issue an occupational license for Practitioner of Oriental Medicine.									
West Virginia	West Virginia does not issue an occupational license for Practitioner of Oriental Medicine.									

Prosthetist

Definition

“Prosthetist” A person skilled in making or fitting prosthetic devices.

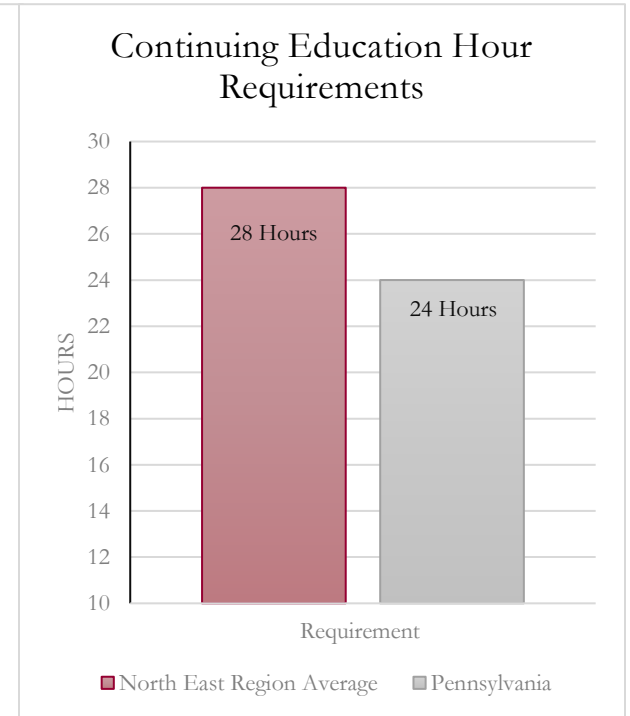
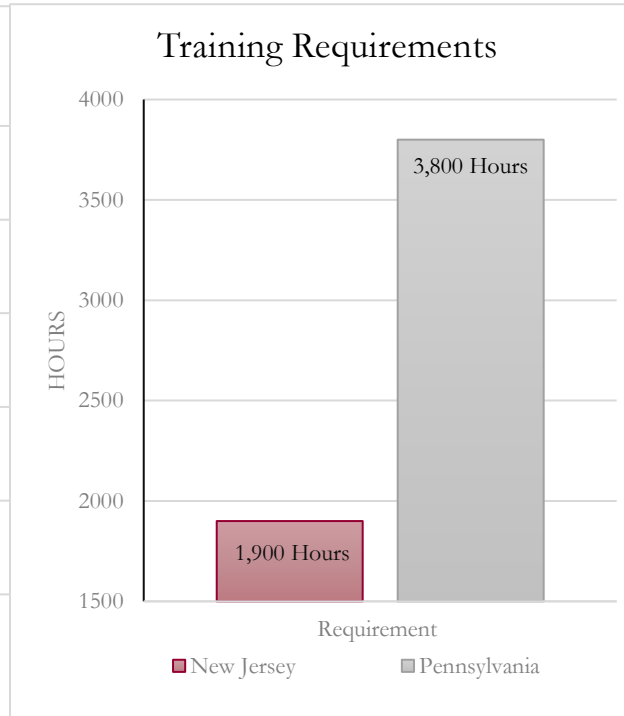
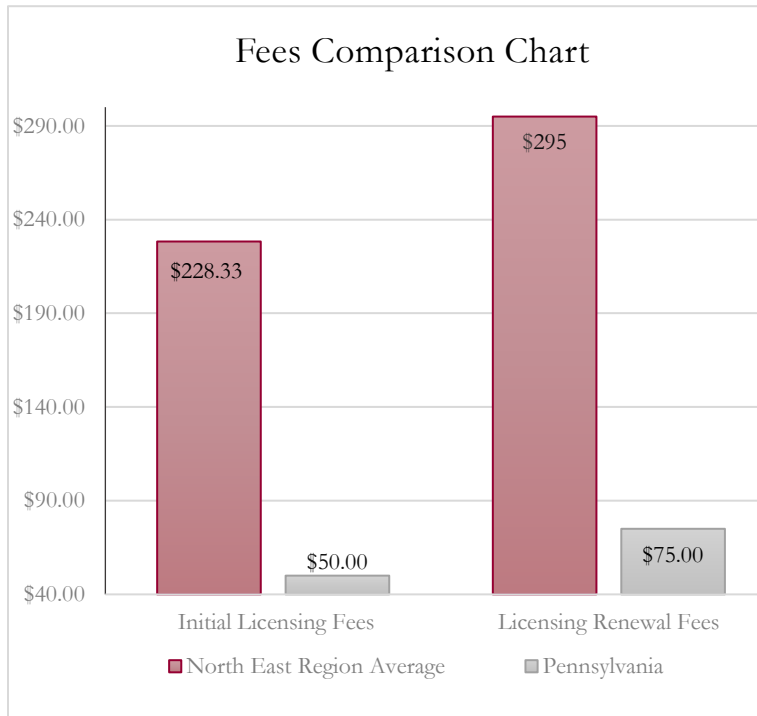
[prosthetist. (n.d.). Dictionary.com Unabridged. Retrieved April 27, 2018 from Dictionary.com website <http://www.dictionary.com/browse/prosthetist>]

“Prosthetist” An individual who is licensed by the Board to practice prosthetics. *Prosthetics*—The practice of evaluating, measuring, designing, fabricating, assembling, fitting, adjusting or servicing a prosthesis pursuant to a written prescription of a licensed prescribing practitioner.

[CHAPTER 18. STATE BOARD OF MEDICINE—PRACTITIONERS OTHER THAN MEDICAL DOCTORS, Subchapter L. PROSTHETISTS, ORTHOTISTS, PEDORTHISTS AND ORTHOTIC FITTERS § 18.802. Definitions. <https://www.pacode.com/secure/data/049/chapter18/subchapLtoc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$228.33 Pennsylvania: \$50.00	North East Region Average: \$295.00* Pennsylvania: \$75.00	Pennsylvania: 3,800 hours New Jersey: 1,900 hours	North East Region Average: 28 hours* Pennsylvania: 24 hours
*Only NJ, OH, and PA license Prosthetists	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years	*Excluding OH as it uses months as measurement	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Prosthetists.									
Delaware	Delaware does not issue an occupational license for Prosthetists.									
Maine	Maine does not issue an occupational license for Prosthetists.									
Maryland	Maryland does not issue an occupational license for Prosthetists.									
Massachusetts	Massachusetts does not issue an occupational license for Prosthetists.									
New Hampshire	New Hampshire does not issue an occupational license for Prosthetists.									
New Jersey	\$330.00 - \$535.00	Application Fee: \$125.00 Initial License Fee: 1 st Year of the Biennial Renewal Period \$410.00 2 nd Year of the Biennial Renewal Period \$205.00 Total Due: \$330.00 - \$535.00	\$410.00	Biennial Renewal Fee	1,900 hours	An applicant must complete a period of clinical practice of no less than 1,900 hours.	30 hours	Biennial Licensing Term	Credentials	Apply by Credentials
New York	New York does not issue an occupational license for Prosthetists.									

Ohio	\$100.00	Initial Application Fee	\$200.00	Annual Renewal Fee	8 months	The applicant has practiced prosthetics for not less than eight months under the supervision of a licensed individual.	45 hours	Triennial Licensing Term	N/A	N/A
Pennsylvania	\$50.00	Application Fee	\$75.00	Biennial Renewal Fee	3,800 hours	The form must verify the completion of at least 2 (two) years (3,800 hours) of experience providing direct patient care services in orthotics or prosthetics/ orthotics	24 hours	Biennial Licensing Term	N/A	N/A
Rhode Island	Rhode Island does not issue an occupational license for Prosthetists.									
Vermont	Vermont does not issue an occupational license for Prosthetists.									
West Virginia	West Virginia does not issue an occupational license for Prosthetists.									

Radiology Technicians

Definition

“Radiologic Technologists” Also known as radiographers, perform diagnostic imaging examinations, such as x rays, on patients. MRI technologists operate magnetic resonance imaging (MRI) scanners to create diagnostic images.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Radiologic and MRI Technologists, on the Internet at <https://www.bls.gov/ooh/healthcare/radiologic-technologists.htm> (visited May 10, 2018).]

“Radiologic Procedure” The use of ionizing radiation for a diagnostic or therapeutic purpose.

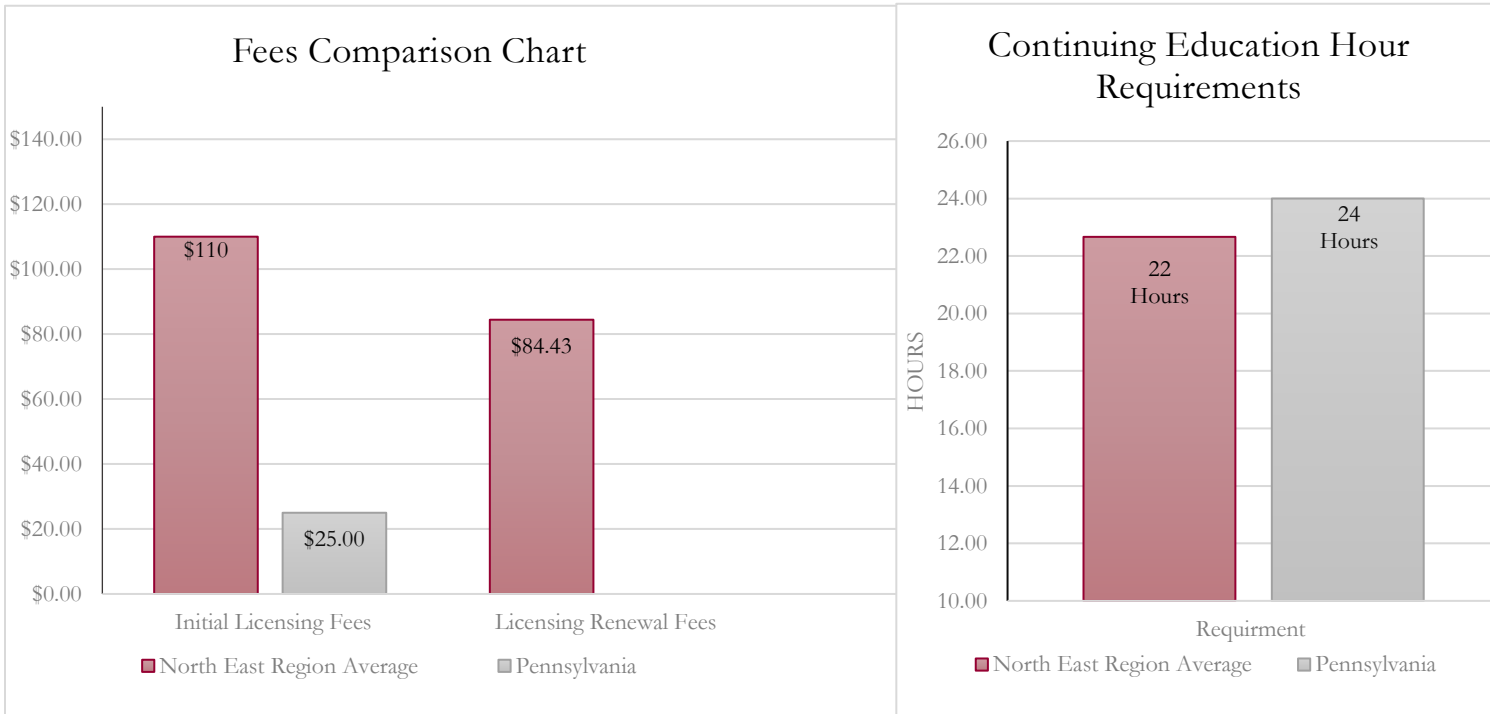
[Chapter 18. State board of Medicine —Practitioners other than medical doctors Subchapter E § 18.201 issued under sections 6 and 8 of the Medical Practice Act of 1985 <https://www.pacode.com/secure/data/049/chapter11/s11.1.html>]

“Auxiliary Personnel” Persons other than a medical doctor, osteopathic doctor, dentist, podiatrist or chiropractor.

[Chapter 18. State board of Medicine —Practitioners other than medical doctors Subchapter E § 18.201 issued under sections 6 and 8 of the Medical Practice Act of 1985 <https://www.pacode.com/secure/data/049/chapter11/s11.1.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$110.00 Pennsylvania: \$25.00	North East Region Average: \$84.43* Pennsylvania: None	North East Region Average: N/A Pennsylvania: N/A	North East Region Average: 22.67* hours Pennsylvania: 24 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	N/A	Fees are not maintained by the state.	N/A	Fees are not maintained by the state.	N/A	Must obtain certification with the Nuclear Medicine Technology Certification Board (NMTCB).	N/A	Must maintain current certification in good standing as a nuclear medicine technologist with the Nuclear Medicine Technology Certification Board or the American Registry of Radiologic Technologists.	N/A	N/A
Delaware	\$50.00	Application Fee	\$50.00	Triennial Renewal Fee	N/A	Must obtain certification with the Nuclear Medicine Technology Certification Board (NMTCB).	N/A	Must maintain current certification with the Nuclear Medicine Technologist Certification Board.	N/A	N/A
Maine	\$171.00	Application Fee: \$50.00 Licensure Fee: \$100.00 Criminal History Records Check Fee: \$21.00	\$50.00	Biennial Renewal Fee	N/A	Must obtain certification with, American Registry of Radiologic Technologists (ARRT) or The Nuclear Medicine Technology Certification	24 hours	Completing 24 hours of continuing education activities during the licensing biennium or maintain current certification	N/A	The Radiologic Technology Board of Examiners requests written verification from all states that the applicant holds or has held any certification, licensure, or credential.

		Total Due: \$171.00				Board (NMTCB).		with the NMTCB or ARRT.		
Maryland	\$150.00	Application Fee	\$161.00	Biennial Renewal Fee	N/A	Must obtain certification with the Nuclear Medicine Technology Certification Board (NMTCB).	24 hours	Biennial Renewal Term or maintain current certification with the NMTCB or ARRT.	N/A	Application requires verification of other state licenses form.
Massachusetts	\$225.00	Application Fee: \$75.00 License Fee: \$150.00 Total Due: \$225.00	\$150.00	Biennial Renewal Fee	N/A	Must obtain certification with, American Registry of Radiologic Technologists (ARRT) or The Nuclear Medicine Technology Certification Board (NMTCB).	24 hours	Completion of a minimum of 24 Continuing Education Units and current certification with the NMTCB or ARRT.	Reciprocity	If applicant has an out- of-state radioactive material license, they must be generally licensed via reciprocal agreement with the Radiation Control Program to possess or use naturally occurring and accelerator produced radioactive material in Massachusetts.
New Hampshire	N/A	N/A	N/A	N/A	N/A	Must obtain ARRT or NMTCB.	24 hours	Biennial Renewal Term	N/A	N/A
New Jersey	\$115.00	Examination Fee: \$75.00 License Fee: \$40.00 Total Due: \$115.00	\$40.00	Biennial Renewal Fee	N/A	Must obtain certification with, American Registry of Radiologic Technologists (ARRT) or The Nuclear Medicine Technology Certification Board (NMTCB).	N/A	N/A	Credentialed	Must hold a current certificate, registration, or license as a nuclear medicine technologist in another state or country or by an approved organization and have engaged in the practice for at least 1,000 hours during the preceding three years.

New York	\$120.00	Application Fee	\$20.00	Annual Fee	N/A	Depends on what licensing board applicant is certified with, ARRT or NMTCB.	12 credit hours	Annual Renewal Cycle	N/A	N/A
Ohio	\$65.00	Initial Application Fee	\$45.00	Biennial Renewal Fee	N/A	Depends on what licensing board applicant is certified with, ARRT or NMTCB.	12 hours	Biennial Renewal Cycle	Credentials	An examination can be waived if the applicant holds a valid license, certificate or other credential issued by another state that the department determines uses standards for radiologic professions that are at least equal to this state's standards
Pennsylvania	\$25.00	Application Fee	N/A	N/A	N/A	Depends on American Registry of Radiologic Technologists (ARRT) certification requirements.	24 hours	Biennial Renewal Cycle	N/A	N/A
Rhode Island	\$85.00	Application Fee	\$85.00	Biennial Renewal Fee	N/A	Depends on American Registry of Radiologic Technologists (ARRT) certification requirements.	24 hours	Biennial Renewal Cycle	Endorsement	Must make application to the Board on a written form and in the manner that the Board prescribes and shall pay all the application fees required by §8.0 of these Regulations. The applicant shall also furnish evidence to the Board that he or she holds a current certificate.
Vermont	\$100.00	Application Fee	\$110.00	Biennial Renewal Fee	N/A	Depends on American Registry of Radiologic	24 hours	Biennial Renewal Cycle	Endorsement	The board may grant a license to an applicant who possesses a license in good standing in

						Technologists (ARRT) certification requirements.				another state and possesses the applicable ARRT or NMTCB primary and post primary certifications as set forth in sections 2821a and 2821b of this subchapter, respectively.
West Virginia	\$100.00	Application Fee	\$65.00	Annual Renewal Fee	N/A		24 credits	Biennial Renewal Cycle	Reciprocity	The board may consider reciprocity with individual states on individual basis. Reciprocity Fee \$40.00

Respiratory Therapists

Definition

“Respiratory Therapists” Care for patients who have trouble breathing. Their patients range from premature infants with undeveloped lungs to elderly patients who have diseased lungs. They also provide emergency care to patients suffering from heart attacks, drowning, or shock.

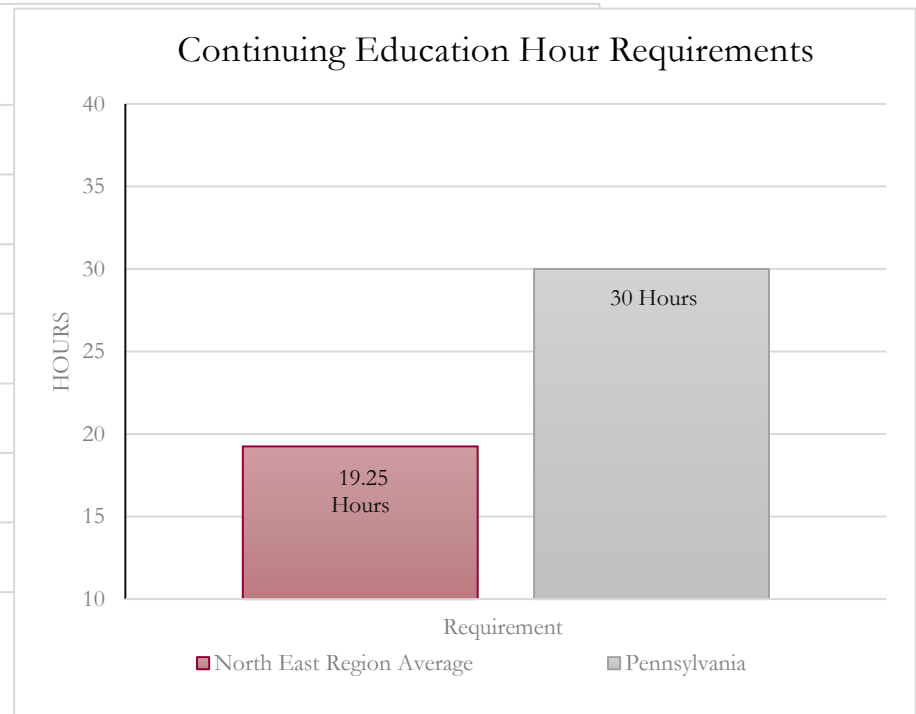
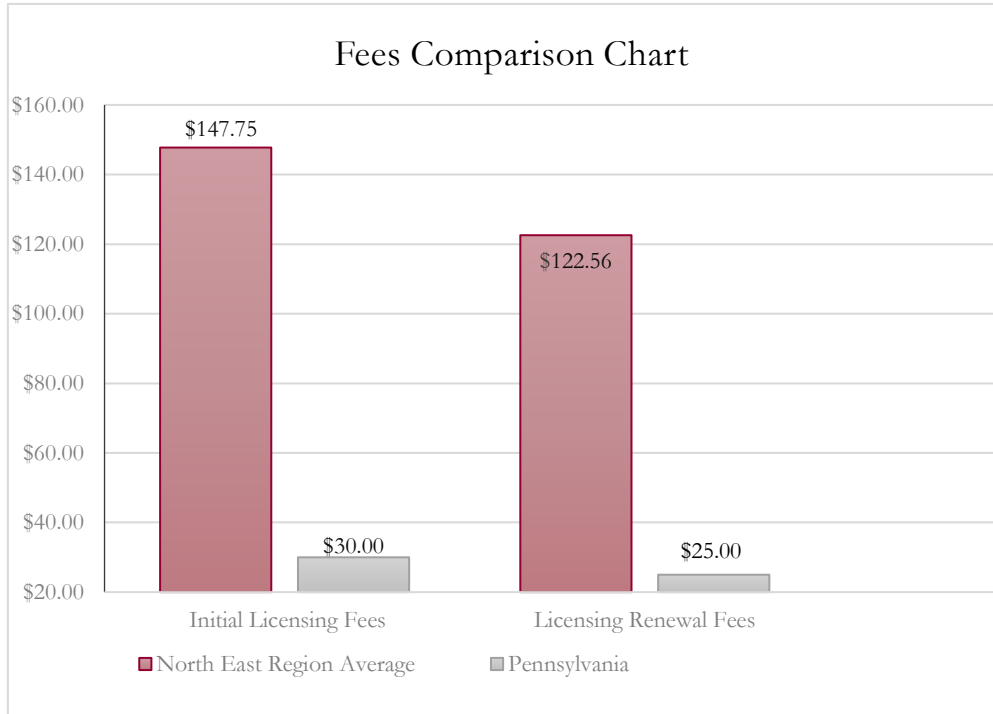
[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Respiratory Therapists, on the Internet at <https://www.bls.gov/ooh/healthcare/respiratory-therapists.htm> (visited April 13, 2018).]

“Function of Respiratory Therapists” A respiratory therapist may implement direct respiratory care to an individual being treated by either a licensed medical doctor or a licensed doctor of osteopathic medicine, upon prescription or referral by a physician, certified registered nurse practitioner or physician assistant, or under medical direction and approval consistent with standing orders or protocols of an institution or health care facility

[13.1(c) and 36.1 of the Medical Practice Act of 1985 (63 P. S. § § 422.13a and 422.36a); and sections 10.1(c) and 10.2 of the Osteopathic Medical Practice Act (63 P. S. § § 271.10a(c) and 71.10b) <https://www.pacode.com/secure/data/049/chapter18/subchapFtoc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$147.75 Pennsylvania: \$30.00	North East Region Average: \$122.56 Pennsylvania: \$25.00	There are no training requirements for respiratory therapists	North East Region Average: 19.25 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same CE cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$190.00	Application Fee	\$105.00	Annual Renewal Fee	N/A	N/A	6 hours	Annually Licensing Term	Endorsement	Verification of all licenses held, current or expired. Applicants must meet Board requirements.
Delaware	\$108.00	Licensing Fee	\$108.00	Biennial Renewal Fee	N/A	N/A	20 hours	Biennial Licensing Term	Reciprocity	The applicant must possess a current license in a state which has licensing requirements equal to or exceeding the requirements of this subchapter, and there may not be any outstanding or unresolved complaints pending against the applicant.
Maine	\$86.00	License Fee: \$65.00 State Police Criminal Background Check Fee: \$21.00 Total Due: \$86.00	\$65.00	Annual Renewal Fee	N/A	N/A	Not Required		Reciprocity	If applicant holds or has held a professional license in another state or jurisdiction, applicant must submit evidence from the State of licensure in the form of a License Verification.
Maryland	\$200.00	Initial License Fee	\$176.00	Biennial Renewal Fee	N/A	N/A	16 hours	Biennial Licensing Term	Reciprocity	An applicant for initial licensure by reciprocity shall meet the board requirements.
Massachusetts	\$260.00	Licensing Fee	\$110.00	Biennial Renewal Fee	N/A	N/A	15 hours	Biennial Licensing Term	Reciprocity	The Board may license without examination an applicant currently registered or licensed in

										another state or territory if the Board determines that such applicant has met or exceeded the requirements for licensure in this commonwealth.
New Hampshire	\$170.00	License Fee: \$110.00 Application Fee: \$60.00 Total Due: \$170.00	\$110.00	Biennial Renewal Fee	N/A	N/A	24 hours	Biennial Licensing Term	None	N/A
New Jersey	\$205.00- \$285.00	Application Fee: \$125.00 Initial License Fee: 1 st Year of the Biennial Renewal Period \$160.00 2 nd Year of the Biennial Renewal Period \$80.00 Total Due: \$205.00- \$285.00	\$160.00	Biennial Renewal Fee	N/A	N/A	30 hours	Biennial Licensing Term	Reciprocity	Upon payment to the board of a fee and the submission of a written application on forms provided by it, the board shall issue without examination a license to a respiratory care practitioner who holds a valid license issued by another state, jurisdiction, or US possession which has education and experience requirements substantially equivalent to the requirements of New Jersey Law.
New York	\$294.00	Licensure Fee	\$179.00	Triennial Renewal Fee	N/A	N/A	30 hours	Triennial Licensing Term	None	N/A
Ohio	\$75.00	Initial Processing Fee	\$75.00	Biennial Renewal Fee	N/A	N/A	20 hours	Biennial Licensing Term	Reciprocity	Applicants meeting the provisions shall be recognized as holding a license in another state based upon standards that are equivalent to those in

										the state of Ohio on the date of application.
Pennsylvania	\$30.00	Application Fee	\$25.00	Biennial Renewal Fee	N/A	N/A	30 hours	Biennial Licensing Term	Reciprocity	Holds a valid license, certificate or registration as a respiratory therapist in another state, territory or the District of Columbia which has been issued based on requirements substantially the same as those required by the Commonwealth, including the examination requirement.
Rhode Island	\$60.00	Application Fee	\$60.00	Biennial Renewal Fee	N/A	N/A	12 hours	Biennial Licensing Term	Reciprocity	Respiratory care providers who are licensed or otherwise regulated to practice under laws of another state, territory, or jurisdiction may, upon receiving an authorization, perform as a respiratory care practitioner under the supervision of a qualified and licensed respiratory care practitioner.
Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	N/A	N/A	12 hours	Biennial Licensing Term	Endorsement	The director may issue a license to practice respiratory care by endorsement and without examination to an applicant who is currently licensed to practice respiratory care under the laws of another state, territory, or country.
West Virginia	\$200.00	Application Fee	\$55.00	Annual Renewal Fee	N/A	N/A	20 hours	Biennial Licensing Term	Endorsement	The board may also issue a license to practice respiratory care by

										endorsement to an applicant who is currently licensed to practice respiratory care under the laws of another state, territory or country if the qualifications of the applicant are deemed by the board to be equivalent to, or greater than, those required in this state.
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NAVIGATION COMMISSION

- Maritime Pilots, First – Sixth Class

Maritime Pilots, Class First-Sixth



Definition

“Pilot” a person duly qualified to steer ships into or out of a harbor or through certain difficult waters.

[pilot. (n.d.). *Dictionary.com Unabridged*. Retrieved May 5, 2018 from Dictionary.com website <http://www.dictionary.com/browse/pilot>]

OBSERVATION SECTION

Connecticut and New Jersey

<http://www.ct.gov/dot/cwp/view.asp?A=1394&Q=259560>

- Connecticut and New Jersey licenses marine pilots through the Department of Transportation

Delaware

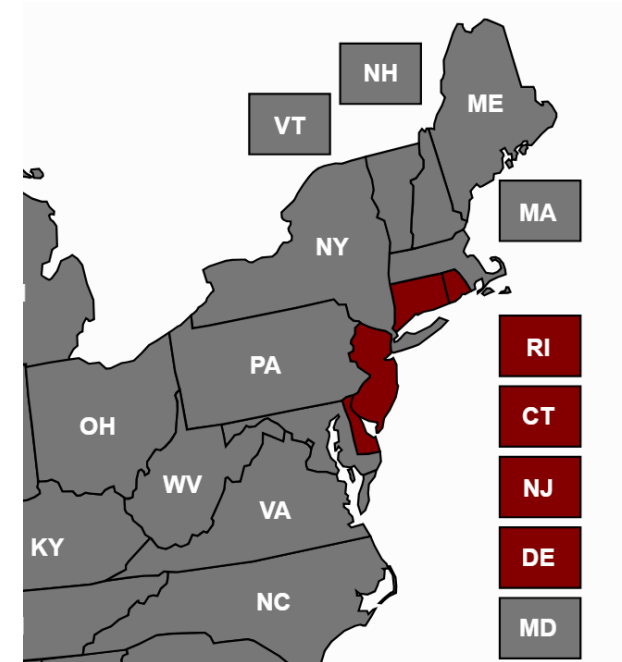
<https://dpr.delaware.gov/boards/riverpilots/>

- In Delaware initial licensure is for the title of Apprentice Pilot. Upon renewal, the license reflects the licensee's classification

Rhode Island

<http://www.dem.ri.gov/commissions/pilotage.php>

- Rhode Island licenses marine pilots through the Department of Environmental Management



-The nine north east region states that license this occupation have a large waterway for ships to pass through and dock.

-**Renewal cycle: Annual-** Delaware, New York, **Pennsylvania;** **Five-year cycle-** Maine, Maryland, Massachusetts, New Jersey

-**Requirements for this license is unique to each state and based off their waterways. (no statistics chart)**

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	N/A		N/A		12 round trips	Pilot Training Program: Applicant(s) selected by the commissioner for the Program ("Apprentice") shall enter the Program under the supervision of currently licensed Senior Pilot(s) and the oversight by the CPC. An Apprentice shall meet all the requirements contained in section 15-13(a) of the Connecticut General Statutes. An Apprentice shall be required to make twelve (12) round trips over each pilotage section of the waters described in section 15-15a-6(m) of the Regulations of Connecticut State Agencies.			None	Applicants shall provide copies of documents related to education, licenses, endorsements, training and experience referred to in this subsection and subsection (a) of this section in order to receive credit.. No person not licensed as a pilot under the provisions of section 15-13 or of the laws of any other state having concurrent jurisdiction over Long Island Sound shall pilot
Delaware	\$145.00	Licensure Fee	\$145.00	Annual Renewal Fee	3-4 years	No person shall be entitled to a license in any class	40 hours	Annual Renewal	Endorsement	The Board of Pilot Commissioners shall issue endorsements

						without first having completed the apprenticeship program enacted by regulation of the Board. The period of apprenticeship shall be 4 years, excepting those apprentices who, at the time of appointment, held the above-described third-mate's or master's license, whose apprenticeship need be no longer than 3 years				for any tributaries of the Bay and River Delaware to any Delaware licensed Pilot who has passed examination for same.
Maine	\$500.00	Application Fee: \$500.00 (for the first pilotage area) Each Additional Successive Pilotage Area: \$50.00	\$375.00	5 Year Renewal	156 trips	Submit proof of training trips: Training must consist of round 156 trips on vessels of tonnage, as established by the Commission, by these regulations and should include trips made in all weather and seasonal conditions anticipated for the pilotage area	40 hours	Five Year Renewal	Endorsement	Proof of current federal license with a first class pilot endorsement for the region for which application for re-licensing is being made.
Maryland	\$625.00	Application Fee: \$25.00	N/A	5 year renewal cycle	2 years	A pilot-in-training who is selected by the Board shall	N/A	5 year renewal cycle Once every	None	There is no reciprocal licensing process in Maryland.

		<p>32-foot-draft-Limited License - Permits the licensee to pilot vessels not exceeding 32-foot draft: \$200.00</p> <p>Other fees for classes 1-6 pilots Unlimited License - Permits the licensee to pilot vessels of any draft: \$600.00</p> <p>40-foot-draft-Limited License - Permits the licensee to pilot vessels not exceeding 40-foot draft: \$300.00</p> <p>36-foot-draft-Limited License - Permits the licensee to pilot vessels not exceeding 36-foot draft: \$300.00</p> <p>32-foot-draft-Limited License -</p>				<p>serve under the supervision of unlimited licensed pilots for at least two years after being selected before being issued a limited license to pilot vessels not exceeding 32 feet of draught.</p>		<p>five years, a licensed pilot must satisfactorily complete a course approved by the Board or a course offered at an institute approved by the Board in each of the following subject areas:</p> <p>(1) Automatic Radar Piloting Aids (ARPA); (2) Radar Operator Renewal (ROR); (3) Bridge Resource Management for Pilots (BRMP); (4) Differential Global Positioning System (DGPS); and (5) E- Navigation.</p>		
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		Permits the licensee to pilot vessels not exceeding 32-foot draft: \$200.00								
Massachusetts	\$100.00	Application Fee		5 Year Renewal Fee	2 years	Merchant Marine experience must be: (a) at least two years service at sea during the five year period preceding the date on which original application for such Commission is made		5 Year Renewal Term	None	There is no reciprocal licensing process in Massachusetts
New Hampshire	New Hampshire does not have Maritime Pilots Licenses									
New Jersey	\$500.00	Admin Fee	No Fee	5 year Renewal	4 Years	Only a person who has successfully served an apprenticeship with the United New Jersey or New York Sandy Hook Pilots' Benevolent Associations and passed an examination approved by the commission shall be licensed as a deputy maritime pilot or maritime pilot of the State of New Jersey. Apprentices shall		Annual continuing education is required, but no set CEU	None	There is no reciprocal licensing process in New Jersey

						serve at least four years and for such longer periods of time as may be required by the commission.				
New York	\$500.00	Admin Fee	No Fee	Annual Renewal	4 years	Sandy Hook. apprentices shall serve at least four years apprenticeship in order to become licensed. The Hudson River requirements for a Pilot-in-Training include a 1,600 Ton master's credential issued by the US Coast Guard .The Long Island Sound/Bock Island Sound Pilots require an unlimited master's license issued by the USCG for a Pilot-in-Training. There are 3 Marine areas for license in NY, the Hudson river; Long Island Sound & Block Island and Sandy Hook.		The board and all three associations require continuing education but no set amount of CEUs, just set programs	None	There is no reciprocal licensing process in New York
Ohio	Ohio does not have Maritime Pilots Licenses									
Pennsylvania	\$400.00	Licensing Fee	\$400.00	Annual Renewal Fee for all classes of	3- 4 years	An individual seeking to become a pilot must first become an apprentice. A four-	40 credits, every two-year term which is consistent	Every 5 years, complete a Commission-approved	None	There is no reciprocal licensing process in Pennsylvania

				pilots license		<p>year apprentice will complete approximately 800 trips on the Delaware River and Bay under the supervision of a state-licensed pilot while a three-year apprentice will complete approximately 650 trips. Once individuals become licensed as sixth-class pilots, their training and experience must continue before they can attain a first-class license. To achieve this, they will serve for at least one year in each of five classes of licensure. The Commission issues the following classes of pilot licenses based on the maximum draft of the vessel that may be piloted: sixth-class license, a maximum draft of 27 feet; fifth class license, a maximum draft of 32 feet; fourth-class license, a maximum draft of 35 feet; third class license, a maximum draft of 40 feet; second-</p>	with maintaining U.S. Coast Guard Certification	course in bridge resource management (BRM)		
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						class license, a maximum draft of 45 feet; and first-class license, unlimited draft. Therefore, as a pilot gains more experience, the pilot commands larger vessels.				
Rhode Island	\$100.00	Application Fee	N/A		N/A	No person may be licensed as a pilot without first having successfully completed the required program of apprentice training and qualification and hold a current valid license as "Master of Steam or Motor Vessels of any Gross Tons upon Oceans" issued by the US Coast Guard. This is applicable to all licenses.	N/A		Limited	Applicants for apprenticeship shall be required to have not less than a Master's License with a federal First Class Pilot's endorsement covering the waters of Block Island Sound issued by the US Coast Guard
Vermont	Vermont does not have Maritime Pilots Licenses									
West Virginia	West Virginia does not have Maritime Pilots Licenses									

NURSING BOARD

- Certified Registered Nurse Practitioner
 - Clinical Nurse Specialist
 - Dietitian-Nutritionist
- Licensed Practical Nurse
 - Registered Nurse

Certified Registered Nurse Practitioner



Definition

“CRNP, Certified Registered Nurse Practitioner” A professional nurse licensed in this Commonwealth who is certified by the Board in a specialty and who, while functioning in the expanded role as a professional nurse, performs acts of medical diagnosis or prescription of medical therapeutic or corrective measures in collaboration with a physician licensed to practice in this Commonwealth and in accordance with the act and this subchapter. Nothing in this subchapter is to be deemed to limit or prohibit a professional nurse from engaging in those activities which constitute the practice of professional nursing as defined in section 2 of the act (63 P.S. § 212).

[[PROFESSIONAL NURSING LAW, Section 2 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Documents/Applications%20and%20Forms/Professional%20Nurse%20Law.pdf>]

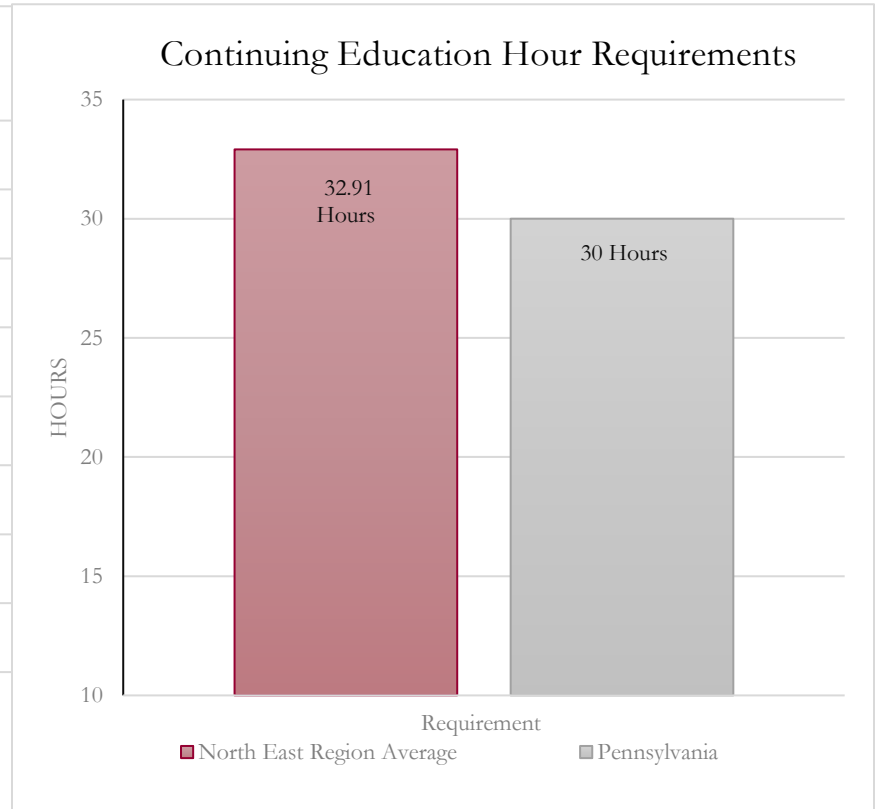
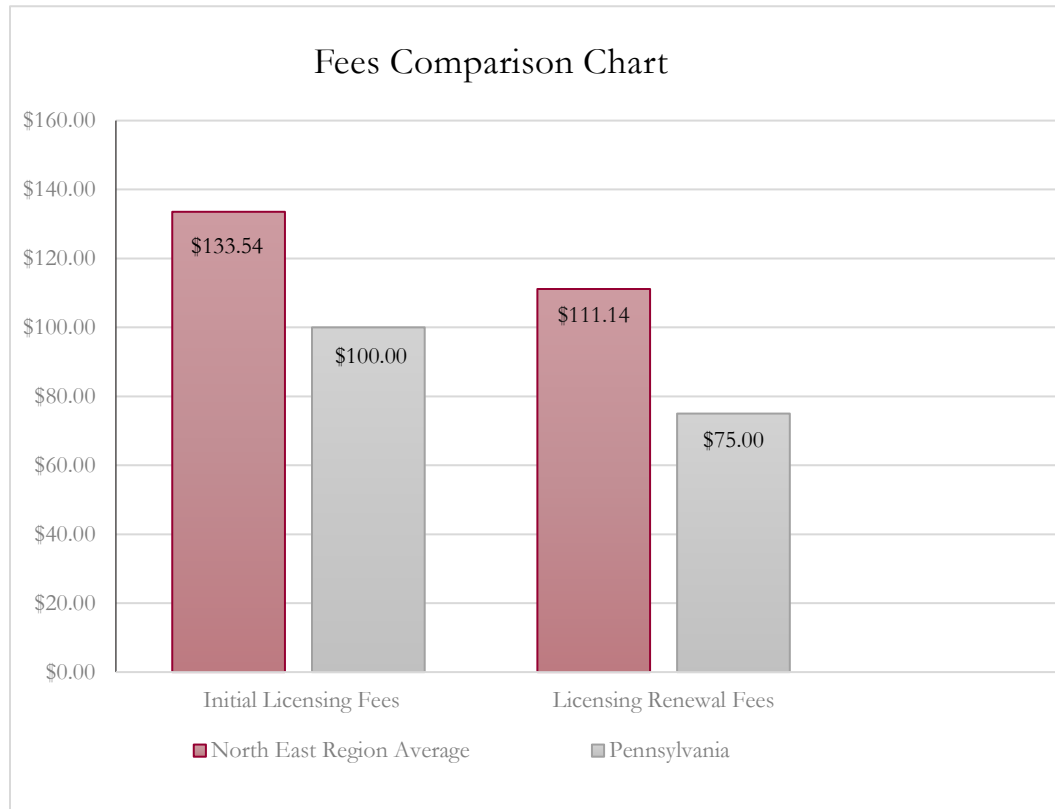
"Practice of Professional Nursing" Means diagnosing and treating human responses to actual or potential health problems through such services as case finding, health teaching, health counseling, and provision of care supportive to or restorative of life and well-being, and executing medical regimens as prescribed by a licensed physician or dentist. The foregoing shall not be deemed to include acts of medical diagnosis or prescription of medical therapeutic or corrective measures, except as performed by a certified registered nurse practitioner acting in accordance with rules and regulations promulgated by the Board.

[PROFESSIONAL NURSING LAW, Section 2 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Documents/Applications%20and%20Forms/Professional%20Nurse%20Law.pdf>]

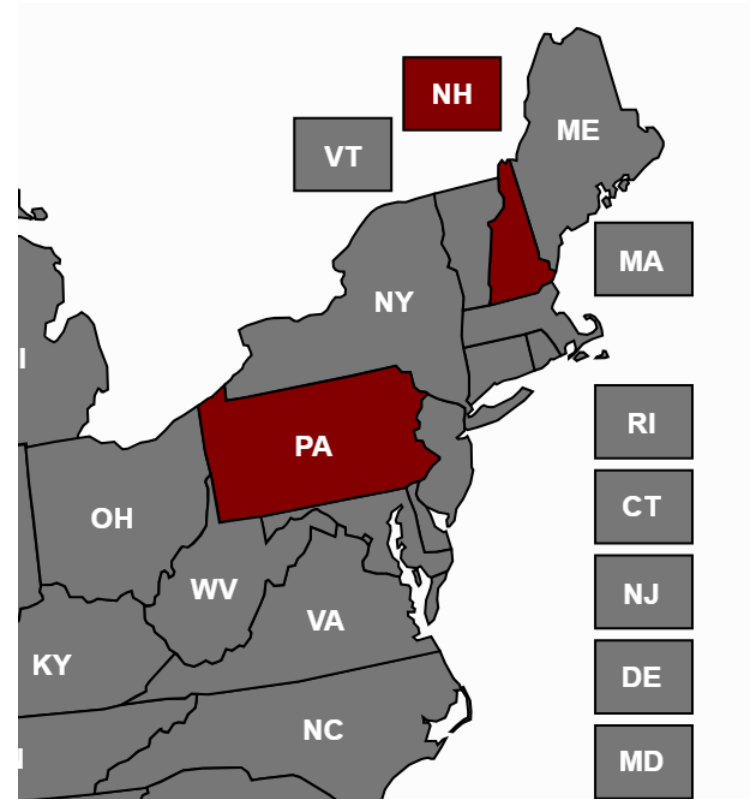
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average:\$133.54 Pennsylvania: \$100.00	North East Region Average: \$111.14* Pennsylvania: \$75.00	No Comparable Data	North East Region Average: 32.91 hours Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	States generally do not require extra training to become a Certified Nurse Practitioner. Units vary from state to state.	



OBSERVATION SECTION

- Pennsylvania does not have certified nurse midwives under the Nursing Board.
 - New Hampshire does not issue a license for clinical nurse specialists.
 - Following the definitions of the American Association of Nurse Practitioners, there is notable differences in the practice environment of nurse practitioners in the north east region. Massachusetts is classified as “**restrictive**” meaning that nurse practitioners generally must be supervised or have tasks delegated by physicians. Connecticut, Maine, Maryland, New Hampshire, Rhode Island, and Vermont are classified as “**full practice**” states meaning that nurses can practice to the full extent of their medical training without physician involvement. The remaining north east region states (Delaware, New Jersey, New York, Ohio, **Pennsylvania**, and West Virginia) are classified as “**reduced**” states. In **Pennsylvania**, for example, nurse practitioners must enter into collaborative practice agreements with physicians in order to practice to the full extent of their medical training.
 - **Pennsylvania** is the only state in the north east region and nationally that licenses dietitians/nutritionists under the board of nursing.
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- **Renewal Cycle:**

Nurse practitioner: Biennial excluding New York (triennial) and West Virginia (annual)

Clinical nurse specialist: Biennial excluding New York (triennial) and two states with annual renewal (Connecticut and Rhode Island).

Dietitian/nutritionist: Biennial excluding New York (triennial) and three states with annual renewal (Connecticut, Maine, and West Virginia).

Licensed practical nurse: Biennial excluding Connecticut (annual) and New York (triennial).

Registered nurse: Biennial excluding New York (triennial).

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$200.00	Application Fee	\$130.00	Biennial Renewal Fee	30 hours	Applicant must complete thirty hours of education in pharmacology for advanced nursing practice.	50 hours	Biennial Renewal Term	Endorsement	Any registered nurse who is licensed in another state of the US, D.C, a commonwealth or territory subject to the laws of the United States, which licensure requirements that are substantially similar to or higher than those of this state shall be eligible for licensure.
Delaware	\$206.00	Advanced Practice Registered Nurse: \$141.00 Criminal History Checks: \$65.00 Total Due: \$206.00	\$141.00	Biennial Renewal			30 hours	Biennial Renewal Terms	Endorsement	Registered Nurse who has endorsed into Delaware during a biennium or whose license was reactivated or reinstated during a biennium must earn 15 contact hours if more than a full calendar year remains in the biennium to obtain a Registered Nurse license for the next biennium period.
Maine	\$100.00	Application Fee	\$100.00	Biennial Renewal Fee	24 months	Must practice, for 24 months, under the supervision of a licensed Physician or a supervising Nurse Practitioner or employed by a clinic or hospital that has a Medical	75 hours	Biennial Renewal Terms	Endorsement	The board may issue a license without examination of the applicant by the board to an applicant licensed to practice by a state or territory of the United States or a province of Canada if the applicant

						Director who is a license Physician.				meets requirements set in Maine.
Maryland	\$50.00	Application Fee	\$146.00	Biennial Renewal Fee			20 hours	Biennial Renewal Terms	Endorsement	Licensure by Endorsement: For endorsement with taking the NCLEX, applicants but submit FBI fingerprints, state and federal background checks, submit Original state of Nurse License Verification, and complete the online RN/LPN Endorsement Application.
Massachusetts	\$150.00	Application Fee	\$180.00	Biennial Renewal Fee			15 hours	Biennial Renewal Terms	Reciprocity	Applicant must meet all Board and state, good moral, education, training and requirements by submitting proof of current licensure from another US state or territory that is in good standing.
New Hampshire	\$100.00	Application Fee	\$100.00	Biennial Renewal Fee	400 hours	Applicant must have used advanced practice nursing knowledge, judgment, and skills for at least 400 hours within the 4 years immediately preceding the application.	30 hours	Biennial Renewal Term	Endorsement	The board may issue one or more licenses to applicants meeting the qualifications of the board.
New Jersey	\$260.00	License Fee: \$160.00 Application Fee - \$100.00	\$160.00	Biennial Renewal Fee			30 hours	Biennial Renewal Term	Endorsement	Applicant may apply for licensure through endorsement if he/she currently holds a license in another state or jurisdiction.

		Total Due: \$260.00								
New York	\$85.00	Application Fee: \$50.00 Initial Registration Fee: \$35.00 Total Due: \$85.00	\$35.00	Triennial Renewal Fee	N/A		None Required by State	New York State licensed midwife is not required to complete a minimum amount of continuing education in order to renew a registration to practice. APRN must keep a current certification by a national APRN specialty certifying organization.	Endorsement	A midwifery license in New York State may not be issued solely on the basis of an applicant being licensed in another country or another U.S. jurisdiction. NYS law authorizes the Board of Regents to endorse a license issued by another state or country if the applicant satisfies various requirements relating to education, experience, examination, age, citizenship or immigration status, and character.
Ohio	\$150.00	Application Fee		Biennial Renewal			24 hours	Biennial Renewal Term	Endorsement	A certified nurse-midwife, who is practicing or has practiced as such in another jurisdiction may apply for a license by endorsement to practice nursing as an advanced practice registered nurse and designation as a certified nurse-midwife in this state if the nurse meets the requirements set forth in Ohio Board of Nursing Administrative Code.

Pennsylvania	\$100.00	Certification Fee: \$100.00 Application for Prescriptive Authority: \$50.00	\$75.00	Biennial Renewal Fee			30 hours	Biennial Renewal Term	None	Pennsylvania does not offer reciprocity or endorsement.
Rhode Island	\$225.00	Initial Application Fee: \$145.00 License Fee: \$80.00 Total Due: \$225.00	\$145.00	Biennial Renewal Fee			10 hours	Biennial Renewal Term	Endorsement	For Endorsement: If an applicant was licensed as a midwife in another state or territory, she/he may be issued a license to practice midwifery in Rhode Island, if, in the opinion of the Council, she/he meets the licensure qualifications in place in Rhode Island at the time of licensure in the other state or territory.
Vermont	\$75.00	Application Fee	\$75.00	Biennial Renewal Fee			None Required by State	APRN must keep a current certification by a national APRN specialty certifying organization.	Endorsement	The Board may issue a license to an applicant who: (a) is licensed as a RN in a U.S. jurisdiction on the basis of a U.S. nursing education and (b) has practiced for: 50 days (400 hours) in the previous 2 years; or 120 days (960 hours) in the previous 5 years. After applicant proves and meets RN endorsement requirements they can make a case to the Board for ARRN license.

West Virginia	\$35.00	Application Fee: \$35.00 Additional Fee For Prescriptive Authority: \$125.00	\$35.00	Annual Renewal Fee	N/A		24 contact hours	Annual Renewal Term	Endorsement	The board may, upon application, issue a license to practice registered professional nursing by endorsement to an applicant who has been duly licensed as a registered professional nurse under the laws of another state, territory or foreign country if in the opinion of the board the applicant meets the qualifications required
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Clinical Nurse Specialist



Definition

“CNS, Clinical Nurse Specialist” An individual licensed in this Commonwealth to practice professional nursing who meets the educational and examination or equivalency requirements of the act and who is certified by the Board as a clinical nurse specialist.

[PROFESSIONAL NURSING LAW, Section 2 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Documents/Applications%20and%20Forms/Professional%20Nurse%20Law.pdf>]

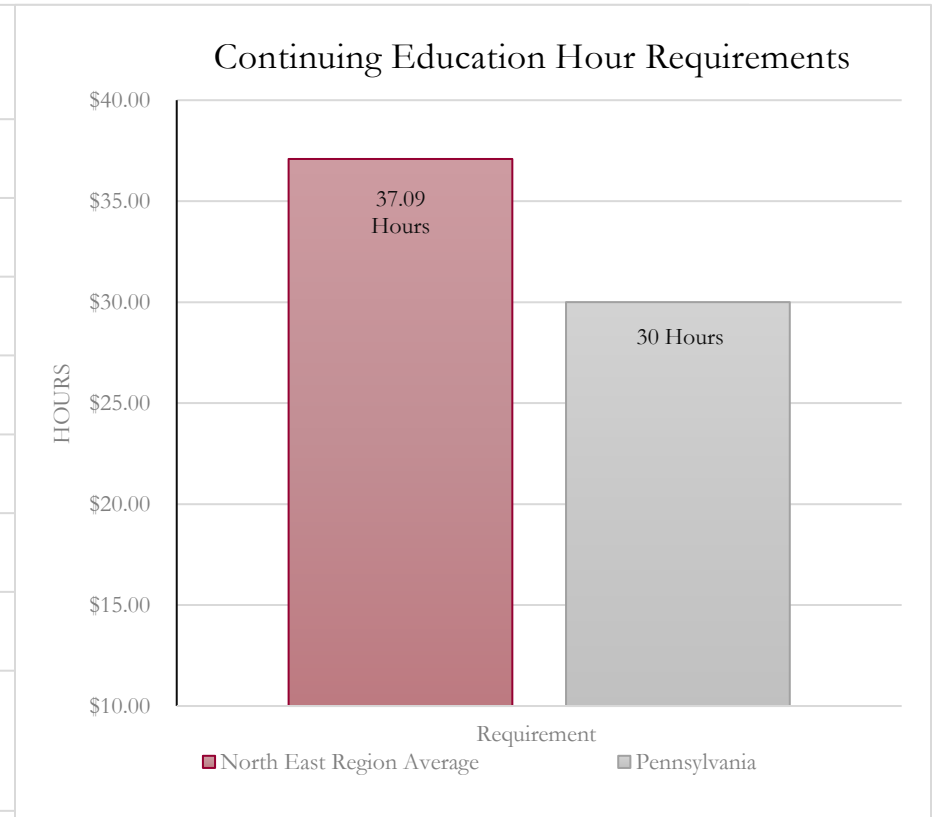
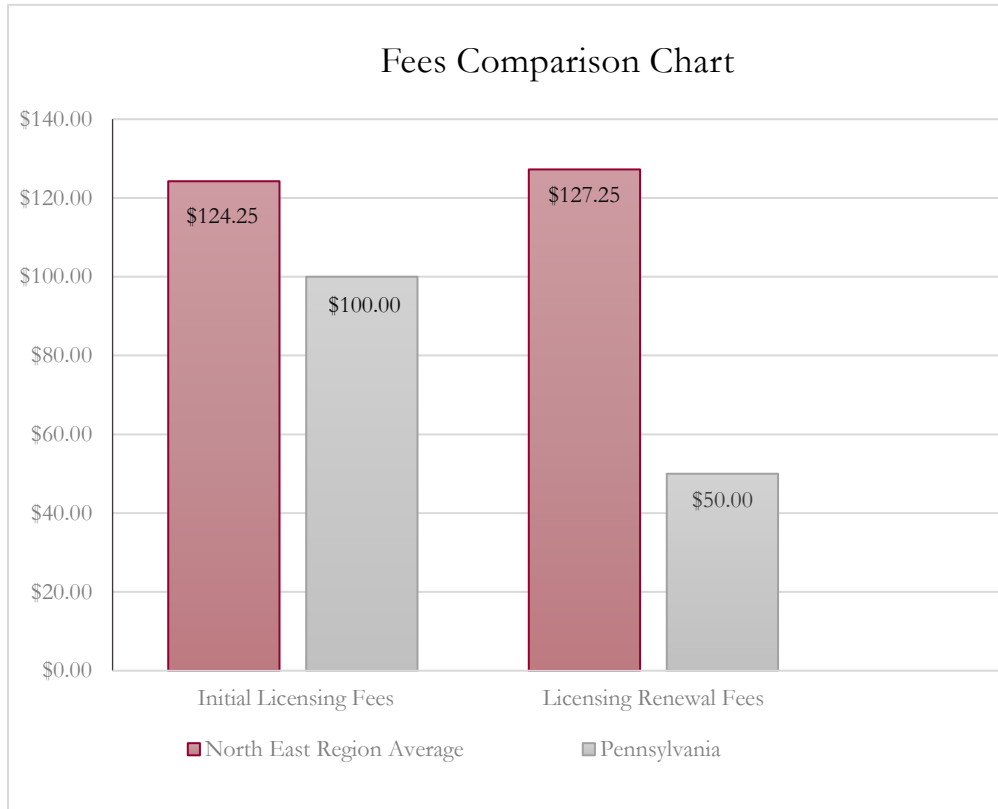
"Practice of Professional Nursing" Means diagnosing and treating human responses to actual or potential health problems through such services as case finding, health teaching, health counseling, and provision of care supportive to or restorative of life and well-being, and executing medical regimens as prescribed by a licensed physician or dentist. The foregoing shall not be deemed to include acts of medical diagnosis or prescription of medical therapeutic or corrective measures, except as performed by a certified registered nurse practitioner acting in accordance with rules and regulations promulgated by the Board.

[PROFESSIONAL NURSING LAW, Section 2 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Documents/Applications%20and%20Forms/Professional%20Nurse%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average:\$124.25 Pennsylvania: \$100.00	North East Region Average: \$127.25* Pennsylvania: \$50.00	Analysis not performed*	North East Region Average: 37.09 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	States generally set a mix of experience and educational requirements.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$200.00	Application Fee	\$130.00	Annual Renewal Fee	30 hours	Thirty hours of education in pharmacology for advanced nursing practice.	15 hours	Annual Renewal Term	Endorsement	Any registered nurse who is licensed at the time of application in another state of the United States, the District of Columbia or a commonwealth or territory subject to the laws of the United States, which has licensure requirements that are substantially similar to or higher than those of this state shall be eligible for licensure in this state and entitled to a license without examination.
Delaware	\$206.00	Processing Fee - \$141.00 Criminal Background Check Fee - \$65.00	\$206.00	Biennial Renewal		Practice in the specialty of either 600 hours over the past two years or 1,500 hours over the past five years, or Graduation from the specialty program within the past two years.	30 hours	Biennial Renewal Term	Endorsement	The Board may, by endorsement, license as an Advanced Practice Registered Nurse an applicant who is duly licensed as an Advanced Practice Registered Nurse or is entitled to perform similar services under a different title under the laws of another state, territory or foreign country if, in the opinion of the Board, the applicant meets all qualifications specified by these regulations for Advanced Practice Registered Nurses in this State.

Maine	\$100.00	Application Fee	\$100.00	Biennial Renewal Fee	1500 hours	Evidence of a minimum of 1500 hours of practice in an expanded specialty nursing role within 5 years preceding application.	75 hours	Biennial Renewal Term	Endorsement	An applicant from another U.S. jurisdiction seeking approval by endorsement as an advanced practice registered nurse in Maine must have met requirements comparable to what was current Maine law at the time of graduation.
Maryland	\$50.00	Application Fee	\$146.00	Biennial Renewal Fee	N/A		20 hours	Biennial Renewal Term	Endorsement	Applicant may apply for certification through endorsement.
Massachusetts	\$150.00	Application Fee	\$180.00	Biennial Renewal Fee	N/A		15 hours	Biennial Renewal Term	Reciprocity	Applicant may apply for initial authorization through reciprocity.
New Hampshire	New Hampshire does not license Clinical Nurse Specialists.									
New Jersey	\$200.00	Application Fee: \$75.00 License Fee: \$120.00 Alternative to Discipline Fee: \$5.00 Total Due: \$200.00	\$160.00	Biennial Renewal Fee	N/A		75 hours	Biennial Renewal Term	Endorsement	Applicant may apply for certification through endorsement.

New York	\$80.00	Application Fee: \$50.00 Initial Registration Fee: \$30.00	\$30.00	Triennial Renewal Fee	3,000 hours	Must complete 3,000 hours of clinical practice.	None Required by State	New York State licensed midwife is not required to complete a minimum amount of continuing education in order to renew a registration to practice. APRN must keep a current certification by a national APRN specialty certifying organization.	Endorsement	One of the paths to meet education requirements is to hold a license or certification as a clinical nurse specialist issued by another state or country and having met the substantial equivalent of the New York requirements for clinical nurse specialist certification, as determined by NYSED.
Ohio	\$150.00	Application Fee	\$135.00	Biennial Renewal Fee	N/A		24 hours	Biennial Renewal Term	Endorsement	A clinical nurse specialist who is practicing or has practiced as such in another jurisdiction may apply for a license by endorsement to practice nursing as an advanced practice registered nurse and designation as a clinical nurse specialist.

Pennsylvania	\$100.00	Application Fee	\$50.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Endorsement	An applicant for certification by the Board who holds an unrestricted license, certificate or authorization to practice as a CNS from another state, territory or possession of the United States or a foreign country, who met initial certification requirements equivalent to the Board's certification requirements and a current RN license in this Commonwealth may be granted certification by endorsement.
Rhode Island	\$145.00	Application Fee	\$80.00	Annual Renewal Fee	N/A		10 hours	Biennial Renewal Term	Endorsement	The board of nursing may issue a license by endorsement to an APRN licensed under the laws of another state if, in the opinion of the board of nursing, the applicant meets the qualifications for licensure in this jurisdiction.
Vermont	\$75.00	Application Fee	\$75.00	Biennial Renewal Fee	N/A	Applicant must have:(a) graduated from an APRN program within two years of making the application; or practiced as an licensed APRN for a minimum of: (1) 50 days (400 hours) in the previous two years; or(2) 120 days (960 hours) in the previous five years.	75 hours	Biennial Renewal Term	Endorsement	The Board may issue a license to an applicant who: (a) is licensed as a RN in a U.S. jurisdiction on the basis of a U.S. nursing education and (b) has practiced for: 50 days (400 hours) in the previous 2 years; or 120 days (960 hours) in the previous 5 years. After applicant proves and meets RN endorsement requirements they can make a case to the Board for ARRN license.

West Virginia	\$35.00	Application Fee: \$35.00 Additional Fee for Prescriptive Authority: \$125.00	\$35.00	Biennial Renewal Fee	N/A		24 contact hours	Biennial Renewal Term	Endorsement	The board may, upon application, issue a license to practice registered professional nursing by endorsement to an applicant who has been duly licensed as a registered professional nurse under the laws of another state, territory or foreign country if in the opinion of the board the applicant meets the qualifications required
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Dietitian-Nutritionist (LDN)



Definition

“LDN, Licensed Dietitian-Nutritionist”—A person holding a current license under this subchapter to practice dietetics-nutrition in this Commonwealth.

[PROFESSIONAL NURSING LAW, Section 2 Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Documents/Applications%20and%20Forms/Professional%20Nurse%20Law.pdf>]

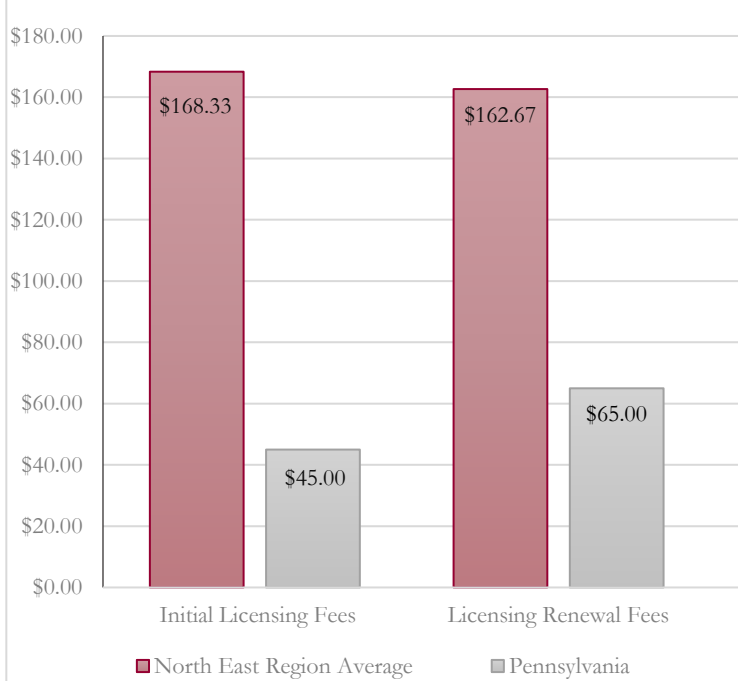
"Practice of Dietetics-Nutrition" Means the integration and application of principles derived from the sciences of food nutrition, biochemistry, physiology, management and behavior to provide for all aspects of nutrition therapy for individuals and groups, including nutrition therapy services and medical nutrition therapy, compatible with dietitian-nutritionist education and professional competence.

[PROFESSIONAL NURSING LAW, Section 2 Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Documents/Applications%20and%20Forms/Professional%20Nurse%20Law.pdf>]

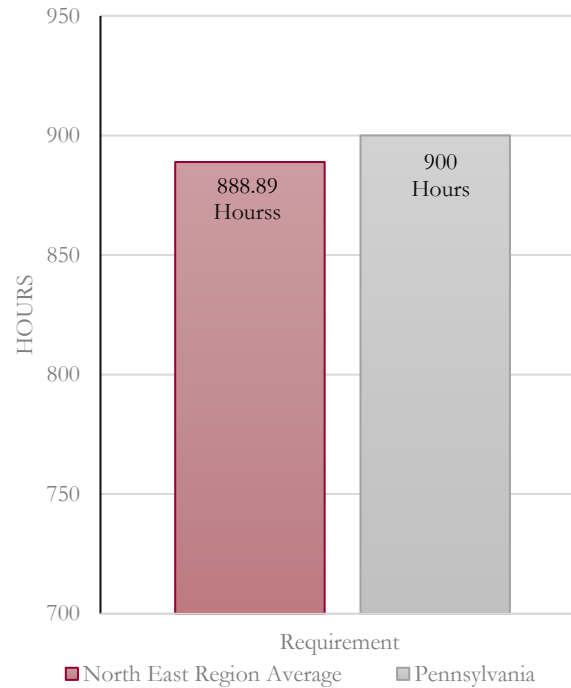
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average:\$168.33 Pennsylvania: \$45.00	North East Region Average: \$162.67* Pennsylvania: \$65.00	North East Region Average: 888.89 hours Pennsylvanian: 900 hours	North East Region Average: 27 hours* Pennsylvanian: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	Not all states measure training in the same units. Only states which require “hours” are included in chart.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years

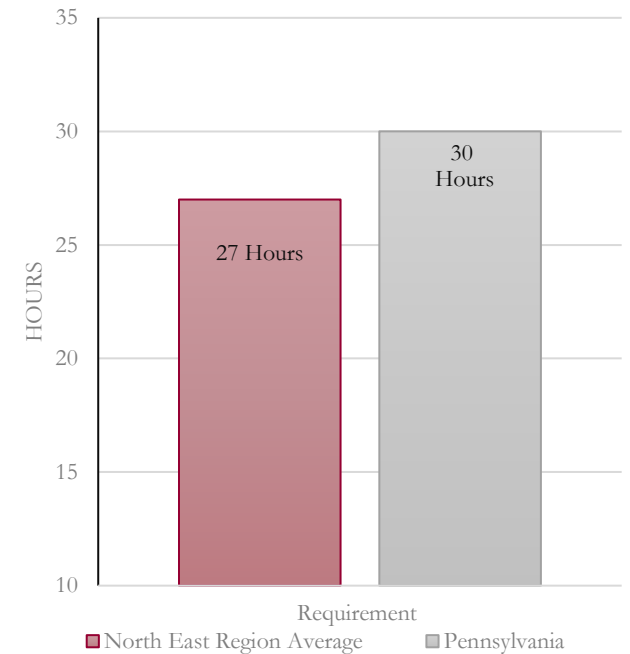
Fees Comparison Chart



Training Requirements



Continuing Education Hour Requirements



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$190.00	Application Fee	\$105.00	Annual Renewal Fee	N/A		N/A		Endorsement	The department may issue a certificate without examination to any person who is licensed or certified as a dietitian or nutritionist in another state, the District of Columbia, or territory of the United States which has the same or higher standards for certification.
Delaware	\$194.00	Application Fee		Biennial Renewal	900 hours	Supervised practice experience component in dietetics practice, of not less than 900 hours under the supervision of a registered dietitian, a state's licensed healthcare practitioner or an individual with a doctoral degree in related field.	30 hours	Biennial Renewal Term	Reciprocity	Reciprocity will be provided for licensed dietitians or licensed nutritionists from other states provided that the standards for registration, certification and/or licensure in that state are reasonably equivalent to Delaware.

Maine	\$171.00	License Fee: \$150.00 Criminal History Check Fee: \$21.00 Total Due: \$171.00	\$150.00	Annual Renewal Fee	6 months	The experience must include at least 6 months full-time experience in the field of dietetics, or its part-time equivalent.	15 credits	Annual Renewal Term	Reciprocity	The board may, in its discretion, grant a license under this chapter to an individual licensed in another state if it determines that the requirements or standards for licensure in that state are equivalent to, or greater than, those established by this chapter.
Maryland	\$300.00	Application Fee - \$75.00 Licensing Fee - \$225.00	\$250.00	Biennial Renewal Fee	900 hours	900 hours of supervised experience in dietetic or nutritionist practice.	30 hours	Biennial Renewal Term	Endorsement	The Board may waive the examination requirement for an applicant who pays the application fee and is licensed in another state or country to practice dietetics.
Massachusetts	\$196.00	Application Fee	\$130.00	Biennial Renewal Fee	900 hours	Post baccalaureate internship of not less than 900 hours in the Field of Dietetics and Nutrition supervised by a licensed dietitian/nutritionist	30 hours	Biennial Renewal Term	Reciprocity	The Board may issue a license by reciprocal recognition to any person who holds a license, as a dietitian/nutritionist, or the equivalent thereof as determined by the Board.

New Hampshire	\$110.00	Application Fee	\$110.00	Biennial Renewal Fee	900 hours	Have successfully completed a dietetic internship of no less than 900 hours, pre-professional practice program under supervision of a registered, certified, or licensed dietitian.	20 hours	Biennial Renewal Term	Reciprocity	The board may grant a license to an individual certified or licensed in another state if it determines that the requirements or standards for certification or licensure in that state are equivalent to, or greater than, those established by this chapter.
New Jersey	New Jersey does not license Dietitian-Nutritionist									
New York	\$294	Application Fee	\$179	Triennial Renewal Fee	800 hours	You must have completed one-half of a full-time equivalent year of planned work experience (800 hours), which could have been a structured part of your educational program.				

Ohio	\$295.00	Initial License Fee: \$225.00 BCI/FBI Processing Fee: \$70.00 Total Due: \$295.00	\$180.00	Biennial Renewal Fee	N/A	An applicant shall successfully complete a preprofessional dietetic experience that is approved by "The Academy of Nutrition and Dietetics" and is at least equivalent to the requirement for such programs adopted by "The Commission On Dietetic Registration."	75 hours	Five Year Renewal Term	Reciprocity	If an applicant seeks licensure on the basis that the applicant has met equivalent requirements in another state or foreign country, the applicant shall attach to the application proof that the requirements of the other state or foreign country are equivalent to those of this state.
Pennsylvania	\$45.00	Application Fee	\$65.00	Biennial Renewal Fee	900 hours	Complete a planned continuous preprofessional experience of at least 900 hours under appropriate supervision.	30 hours	Biennial Renewal Term	Endorsement	To obtain licensure, an applicant must meet educational and experience requirements, pass the required examination and pay the required fees.
Rhode Island	\$75.00	Application Fee	\$125.00	Biennial Renewal Fee	900 hours	Experience in dietetic practice of not less than nine hundred (900) hours under the supervision of a registered dietitian or dietitian/nutritionist licensed in the state.	20 credits	Biennial Renewal Term	N/A	

Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	900 hours	Satisfactorily completed a minimum of 900 practicum hours of supervision under an Academy of Nutrition and Dietetics dietitian registered by the Commission on Dietetic Registration.	30 hours	Biennial Renewal Term	Endorsement	To qualify, an applicant must be licensed or certified in good standing in another state or jurisdiction in which the standards and qualifications required for regulation in that jurisdiction are substantially equivalent to Vermont's.
West Virginia	\$50.00	Application Fee	\$50.00	Annual Renewal Fee	900 hours	Has completed a planned continuous professional experience component of dietetic practice of not less than nine hundred hours under the supervision of a registered or licensed dietitian.	20 hours	Biennial Renewal Term	Endorsement	The Board shall not grant a waiver from the written examination for an individual who holds a current license from another state with equivalent standards or who holds the registration by the Commission on Dietetic Registration unless the applicant has filed the license application, including required documentation, and paid the application fee.

Licensed Practical Nurse



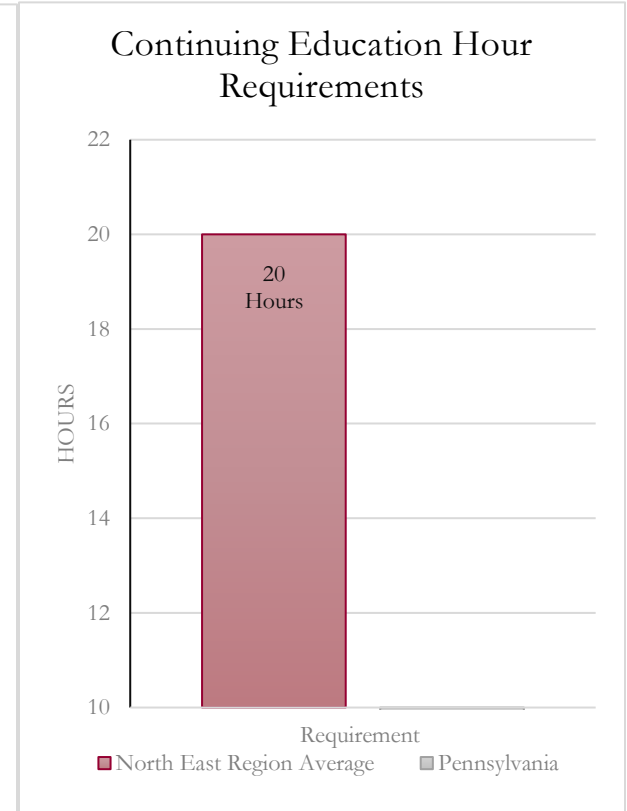
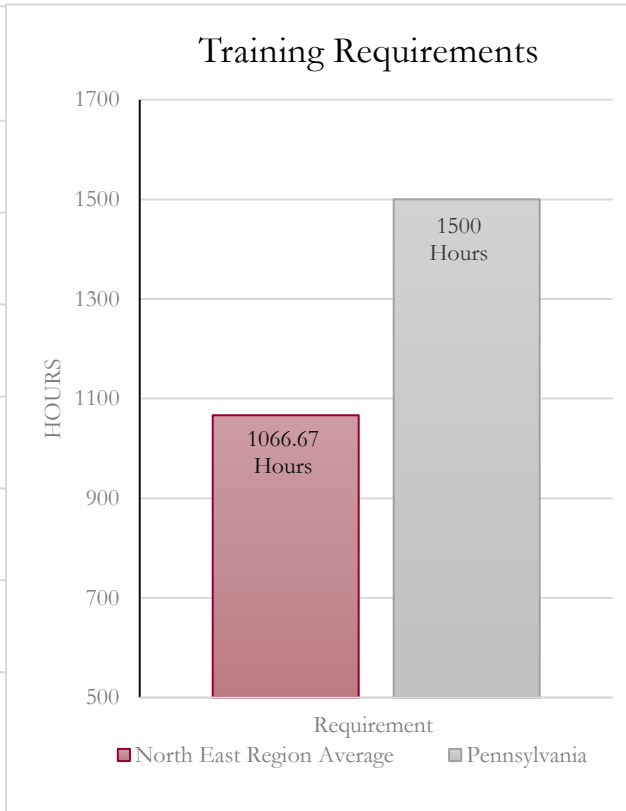
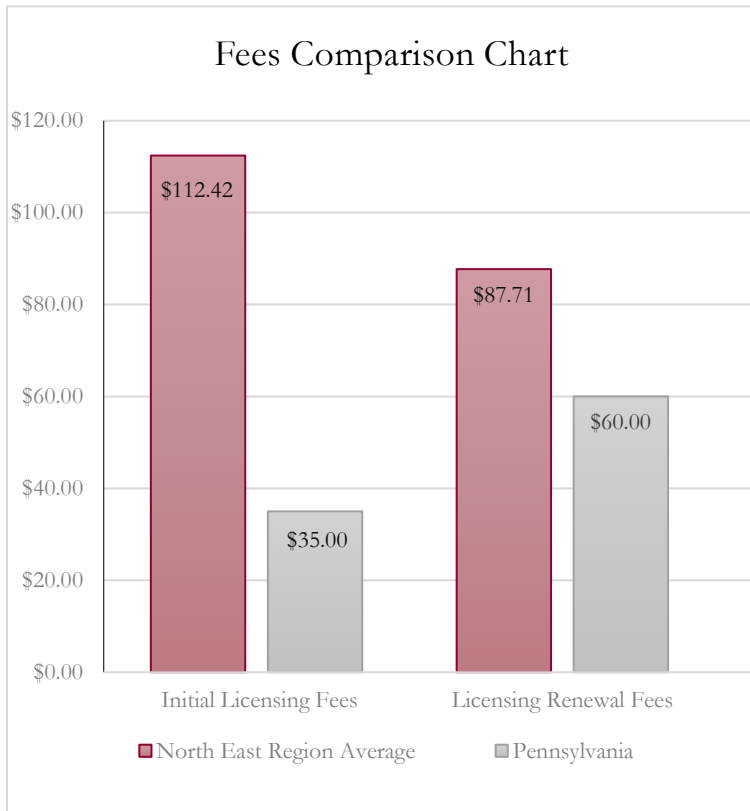
Definition

“LPN, Licensed Practical Nurse” A nurse licensed under this subchapter to practice in this Commonwealth.

"Practice of Practical Nursing" Means the performance of selected nursing acts in the care of the ill, injured or infirm under the direction of a licensed professional nurse, a licensed physician or a licensed dentist which do not require the specialized skill, judgment and knowledge required in professional nursing.

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average:\$112.42 Pennsylvania: \$35.00	North East Region Average: \$91.68* Pennsylvania: \$60.00	North East Region Average: 1,066.67 hours Pennsylvania: 1,500 hours	North East Region Average: 20 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	States generally set a mix of experience and educational requirements. Only 3 states included in the chart.	Adjusted biennially. States generally set a mix of experience and educational requirements.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$150.00	Application Fee	\$70.00	Annual Renewal Fee	1,500 hours	Successfully complete a practical nursing program that provided at least 1,500 hours of theory over no less than ten months. 50% of the contact hours must have been in supervised direct client care experiences and observational experiences	N/A		Endorsement	Any person who is licensed as a licensed practical nurse in another state of the United States, the District of Columbia or a commonwealth or territory subject to the laws of the United States whose requirements for licensure in such capacity are equivalent to or higher than those of this state, shall be eligible for licensure.
Delaware	\$141.00	Application Fee	\$141.00	Biennial Renewal Term	200 hours	Must complete 200 hours of clinical experience.	24 hours	Biennial Renewal Term	Endorsement	The Board may grant license to a LPN under the laws of another state or a territory of the United States or a foreign country, if the applicant meets the qualifications specified by this state.

Maine	\$50.00	Application Fee	\$50.00	Biennial Renewal Fee	N/A		N/A		Endorsement	Applicants licensed by other states, United States territories and Canadian provinces. The board may issue a license without examination of the applicant by the board to an applicant licensed to practice by a state or territory of the United States or a province of Canada if the applicant meets Maine Board and Law's requirements
Maryland	\$100.00	Application Fee	\$110.00	Biennial Renewal Fee	N/A		N/A		Endorsement	Endorsement by submitting Original state of Nurse License Verification or NCLEX scores from another state.

Massachusetts	\$230.00	Application Fee	\$120.00	Biennial Renewal Fee	N/A		15 hours	Biennial Renewal Term	Reciprocity	The Board may license by reciprocity an applicant who is licensed as a Practical Nurse in another state, the District of Columbia, a U.S. Territory, or Canada under laws which, in the opinion of the Board, maintain standards substantially the same as those required in this state.
New Hampshire	\$120.00	Licensing Fee	\$80.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Endorsement	The Board may grant a license by endorsement to applicant who meet the requirements of New Hampshire.

New Jersey	\$200.00	Application Fee: \$75.00 License Fee: \$120.00 Alternative to Discipline Fee: \$5.00 Total Due: \$200.00	\$120.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Endorsement	A licensed practical nurse licensed in another state, territory or possession of the United States, or the District of Columbia, who wishes to be licensed in New Jersey may be licensed by endorsement in this State if he or she meets the requirements for licensure as set forth in New Jersey.
New York	\$143.00	License Fee	\$73.00	Triennial Renewal Fee	N/A		3 hours	4 year requirement	Endorsement	A licensed practical nurse licensed in another state, territory or possession of the United States, or the District of Columbia, who wishes to be licensed in New Jersey may be licensed by endorsement in this State if he or she meets the requirements for licensure as set forth in N.J Law.

Ohio	\$75.00	Application Fee	\$65.00	Biennial Renewal Fee	N/A		24 hours	Biennial Renewal Term	Endorsement	Licensure by endorsement for applicants who meet the requirement of Ohio.
Pennsylvania	\$35.00	Application Fee	\$60.00	Biennial Renewal Fee	1,500 hours	Has satisfactorily completed a course in practical nursing prescribed and approved by the Board in a school, hospital or other institution of not less than 1,500 hours and within a period of not less than 12 months.	N/A		Endorsement	A practical nurse who obtained licensure in another jurisdiction of the United States or Canada upon having passed an examination considered by the Board to be equivalent to the examination required for licensure in this Commonwealth may be granted licensure by endorsement.
Rhode Island	\$45.00	Application Fee	\$45.00	Biennial Renewal Fee	N/A		10 hours	Biennial Renewal Term	Endorsement	A practical nurse license may be issued to an applicant who is currently licensed under the laws of another state or territory of the District of Columbia if the applicant meets the qualifications in the state of Rhode Island.

Vermont	\$60.00	Application Fee	\$140.00	Biennial Renewal Fee	N/A		N/A		Endorsement	An applicant must be licensed in good standing in another jurisdiction where the standards and qualifications are substantially equivalent to Vermont's.
West Virginia	\$75.00	Licensure Examination Fee	\$40.00	Biennial Renewal	N/A		24 hours	Biennial Renewal Term	Endorsement	The board shall issue a license by endorsement to any applicant who is licensed or registered as a practical nurse, or who is entitled to perform similar services under the same or a different title in any other state, territory or foreign country, if the applicant meets other requirements for licensed practical nurses in this state.

Registered Nurse



Definition

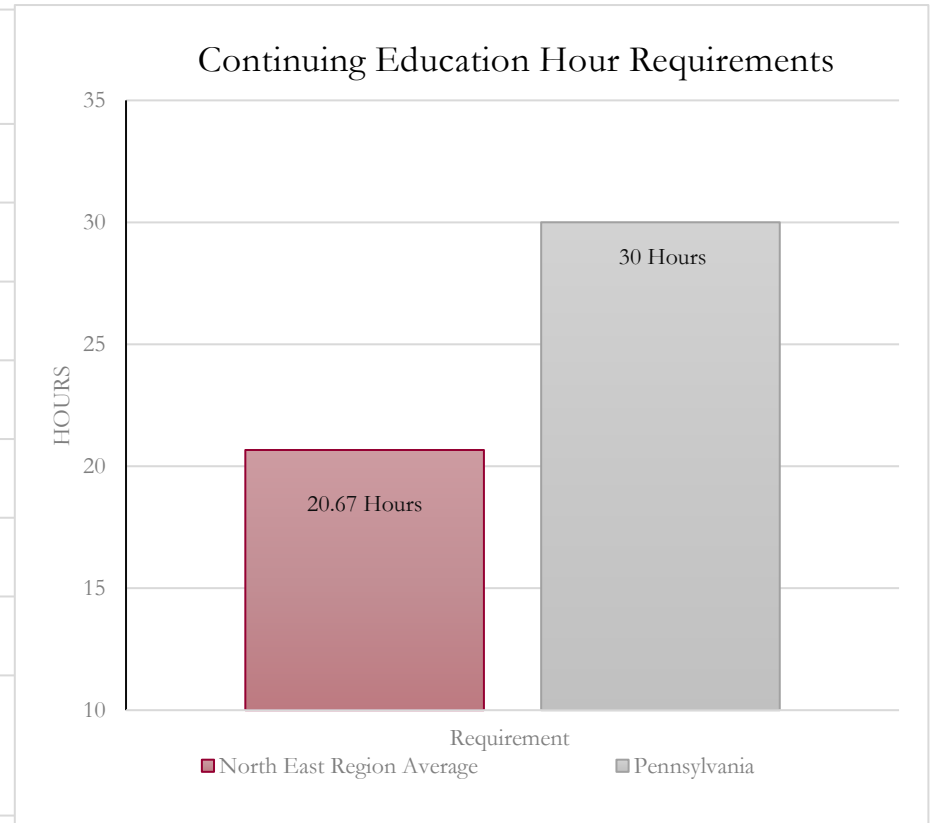
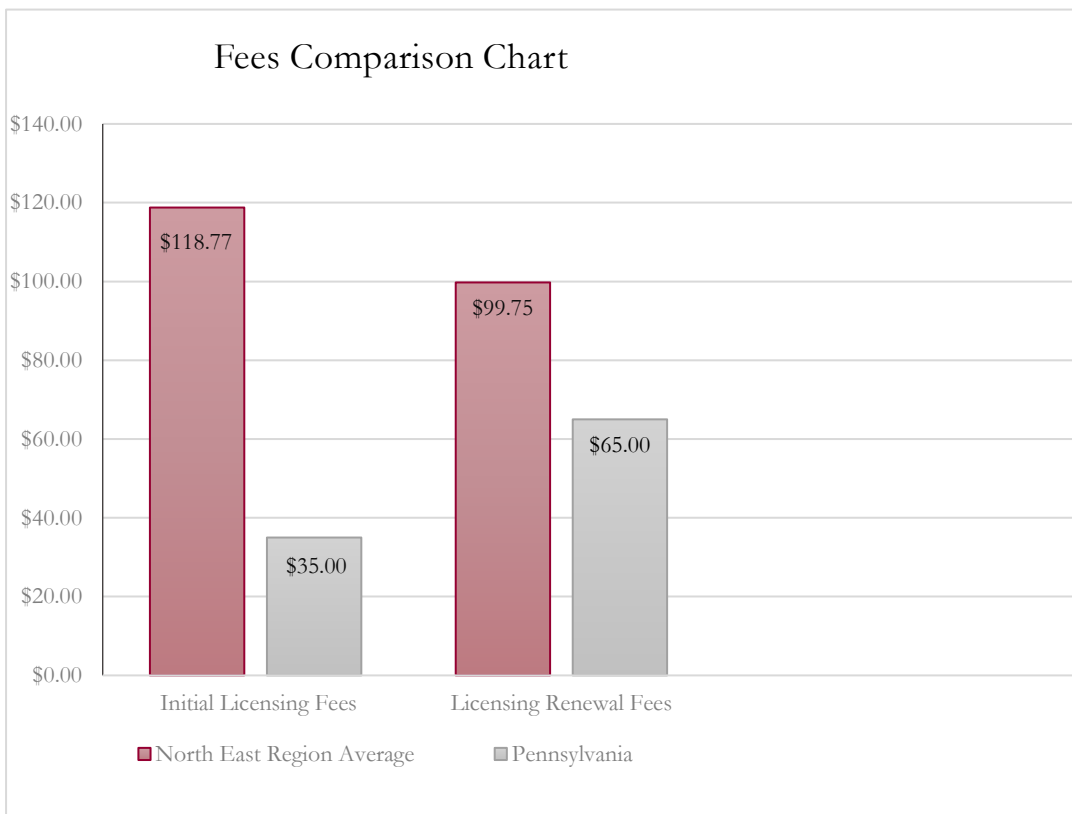
"Practice of Professional Nursing" Means diagnosing and treating human responses to actual or potential health problems through such services as case finding, health teaching, health counseling, and provision of care supportive to or restorative of life and well-being, and executing medical regimens as prescribed by a licensed physician or dentist. The foregoing shall not be deemed to include acts of medical diagnosis or prescription of medical therapeutic or corrective measures, except as performed by a certified registered nurse practitioner acting in accordance with rules and regulations promulgated by the Board.

[PROFESSIONAL NURSING LAW, Section 2 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Documents/Applications%20and%20Forms/Professional%20Nurse%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average:\$118.77 Pennsylvania: \$35.00	North East Region Average: \$99.75* Pennsylvania: \$65.00	No Comparable Data	North East Region Average: 20.67 hours Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	States generally set a mix of experience and educational requirements.	States generally set a mix of experience and educational requirements.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$180.00	Application Fee	\$110.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	N/A		Limited	Licensure without examination. Temporary permit. Any registered nurse who is licensed at the time of application in another state of the United States, the District of Columbia or a commonwealth or territory subject to the laws of the United States, which has licensure requirements that are substantially similar to or higher than those of this state shall be eligible for licensure in this state and entitled to a license without examination.
Delaware	\$141.00	Licensing Fee	\$141.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	30 hours	Biennial Renewal	Endorsement	Registered Nurse who has endorsed into Delaware during a biennium or whose license was reactivated or reinstated during a biennium must earn 15 contact hours if more than a full calendar year remains in the biennium to obtain a Registered Nurse license for the next biennium period.

Maine	\$75.00	Licensing – Application Fee	\$75.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	N/A		Endorsement	Applicants licensed by other states, United States territories and Canadian provinces. The board may issue a license without examination of the applicant by the board to an applicant licensed to practice by a state or territory of the United States or a province of Canada if the applicant meets Maine Board and Law’s requirements
Maryland	\$100.00	Licensing – Application Fee	\$136.00	Biennial Active Registered Nurse renewal Includes \$26.00 MHCC fee \$136.00*	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	N/A		Endorsement	Endorsement by submitting Original state of Nurse License Verification or NCLEX scores from another state.
Massachusetts	\$120.00	Licensing – Application Fee	\$120.00	Biennial Renewal Term	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	15 hours	Biennial Renewal Term	Reciprocity	The Board may license by reciprocity to an applicant who is, or has been, licensed as a Registered Nurse or Practical Nurse in another state, the District of Columbia, a U.S. Territory, or Canada under laws which, in the opinion of the Board, maintain standards substantially the same as those required for licensure as a Registered Nurse or Practical Nurse in Massachusetts, as applicable.

New Hampshire	\$120.00	Licensing – Application Fee	\$80.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	30 hours	Biennial Renewal Term	Endorsement	The Board may grant a license by endorsement to applicant who meet the requirements of New Hampshire
New Jersey	\$200.00	Licensing – Application Fee	\$120.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	30 hours	Biennial Renewal Term	Endorsement	<p>LICENSURE BY ENDORSEMENT</p> <p>A registered professional nurse or licensed practical nurse licensed in another state, territory or possession of the United States, or the District of Columbia, who wishes to be licensed in New Jersey may be licensed by endorsement in this State if he or she meets the requirements for licensure as set forth in N.J.S.A. 45:1-14 et seq., 45:11-26 and 45:11-27.</p>

New York	\$143.00	Licensing – Application Fee	N/A	Triennial Renewal	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	5 hours	4 year requirement	Endorsement	The New York State Education Department grants nursing licenses "by endorsement" to qualified registered professional nurses, licensed practical nurses or licensed vocational nurses. To qualify for endorsement applicants must have completed their nursing education in another state and be licensed in other states. Please note that New York State is not a "Nursing Compact State". Proof of acceptable education and verification of license from all states where you hold a license is required.
Ohio	\$75.00	Licensing – Application Fee	\$65.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	24 hours	Biennial Renewal Term	Endorsement	If seeking licensure by endorsement as a registered nurse, have been originally licensed by examination to practice as a registered nurse in a jurisdiction of the national council of state boards of nursing, and meet Ohio Board requirements.

Pennsylvania	\$35.00	Licensing – Application Fee	\$65.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	30 hours	Biennial Renewal Term	Endorsement	A registered nurse who has graduated from an approved professional nursing education program in the United States or Canada and who obtained licensure in another jurisdiction having passed an examination considered by the Board to be equivalent to the examination required for licensure in this Commonwealth may be granted licensure by endorsement.
Rhode Island	\$135.00	Licensing – Application Fee	\$80.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	10 hours	Biennial Renewal Term	Endorsement	Without examination by endorsement. A license to practice nursing as a professional nurse may be issued without examination to an applicant who is licensed by examination as a professional nurse under the laws of another state or territory if, in the opinion of the board of nurse registration and nursing education, the applicant meets the qualifications required of professional nurses in this state.
Vermont	\$150.00	Licensing – Application Fee	\$140.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	N/A		Endorsement	Endorsement: An applicant who is licensed in another jurisdiction may apply on the basis of the other jurisdiction’s license. This is called “licensure by endorsement.”

West Virginia	\$70.00	Licensing – Application Fee	\$65.00	Biennial Renewal Fee	N/A	Must complete clinical rotations in nursing school program required in order to receive degree	12 hours	Biennial Renewal Term	Endorsement	For licensure by endorsement applicant must be licensed in another U.S jurisdiction and meet WV Board requirements.
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SOCIAL WORKERS, MARRIAGE & FAMILY THERAPISTS, PROFESSIONAL COUNSELORS BOARD

- Nursing Home Administrators

Nursing Home Administrators



Definition

"Nursing Home Administrator" Means any individual who is charged with the general administration of a nursing home whether or not such individual has an ownership interest in such home and whether or not his functions and duties are shared with one or more other individuals.

[Nursing Home Administrators License Act, section 3 definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/NursingHomeAdministrators/Documents/Applications%20and%20Forms/Non-Application%20Documents/NHAM%20-%20NHA%20Board%20Act.pdf>]

"Practice of Nursing Home Administration" The planning, organizing, directing and control of the operation of a nursing home.

[CHAPTER 39. STATE BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS section 39.1. Definitions.
<https://www.pacode.com/secure/data/049/chapter39/chap39toc.html>]

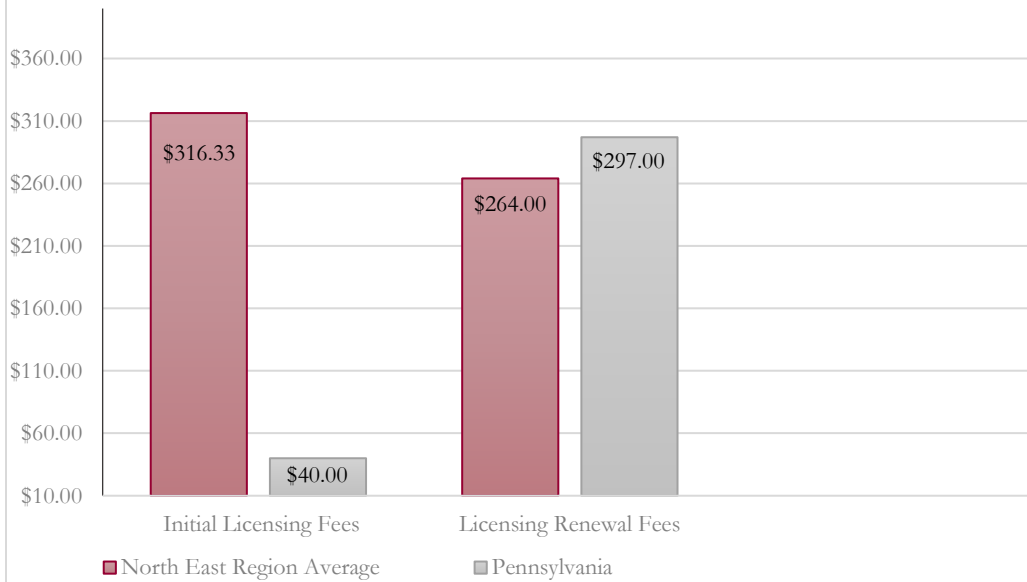
"Nursing Home" Means any institution or facility in which nursing care and related medical or other health services are provided for a period exceeding twenty-four hours, for two or more individuals, who are not relatives of the administrator who are not acutely ill and not in need of hospitalization, but who, because of age, illness, disease, injury, convalescence or physical or medical infirmity need such care.

[Nursing Home Administrators License Act, section 3 definitions
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/NursingHomeAdministrators/Documents/Applications%20and%20Forms/Non-Application%20Documents/NHAM%20-%20NHA%20Board%20Act.pdf>]

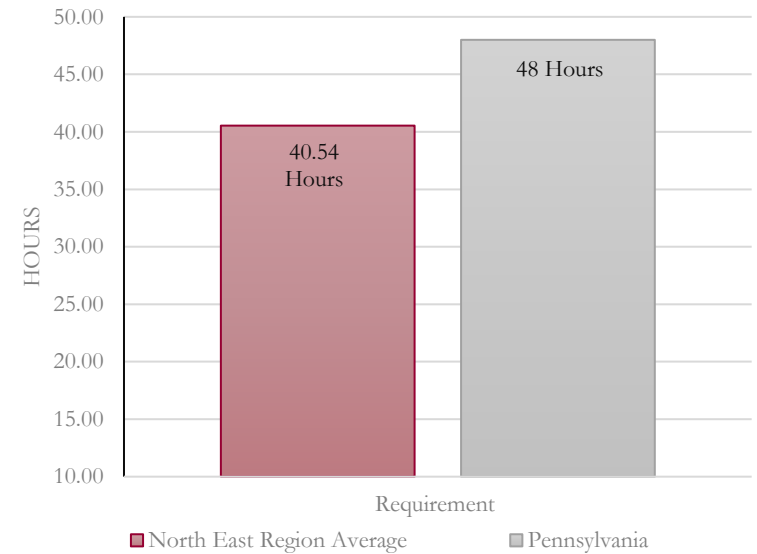
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$316.33 Pennsylvania: \$40.00	North East Region Average: \$264.00* Pennsylvania: \$297.00	Not Comparable Data	North East Region Average 40.54 hours* Pennsylvania: 48 hours
*Some states fees were unavailable.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years. Some states fees were unavailable.		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years

Fees Comparison Chart

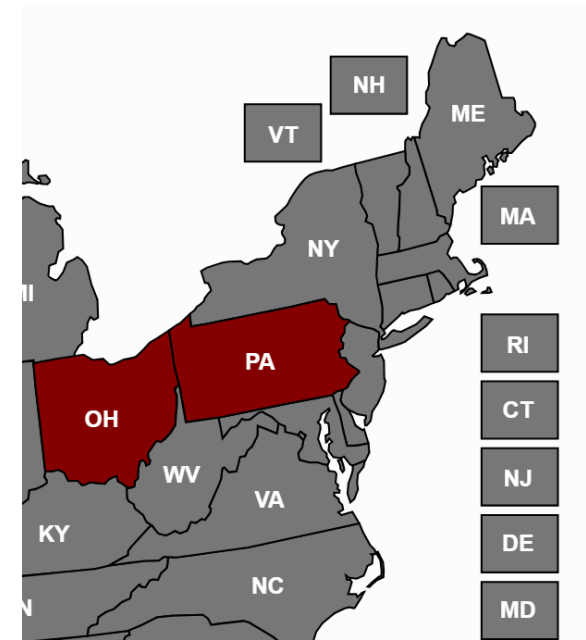


Continuing Education Hour Requirements



OBSERVATION SECTION

- All 13 of the north east region states have a licensing board for Nursing Home Administrator.
 - **Six states in the north east require licensees to be at least 18 years old** (Delaware, Massachusetts, New Jersey, Ohio, Rhode Island, and Vermont).
 - **Six states in the north east require licensees to be at least 21 years old** (Pennsylvania, Maine, Maryland, New Hampshire, New York, and West Virginia).
 - Connecticut does not have an age requirement.
 - **Six north east region states have the Nursing Home Administration Board located within The Department of Health** (Connecticut, Maryland, New Jersey, New York, Rhode Island and West Virginia).
 - **Ohio** has the Nursing Home Administration Board located within **the Department of Aging**.
 - **Pennsylvania** is the only state in the northeast region that does not require a bachelor's degree for licensure. In PA, an applicant may become licensed with a high school degree and 3 years of acceptable supervisory experience AND 1,000 hours in the practice of nursing home administration.
 - **Renewal cycle:** Most north east region states (including **Pennsylvania**) are biennial. Maine, Ohio, and West Virginia are annual. New York is triennial.
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COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$200.00	Application Fee	\$100.00	Biennial Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	40 hours	Biennial Renewal Term	Endorsement	Licensure by Endorsement; persons holding a current valid license as a nursing home administrator in another state may apply for licensure by endorsement.
Delaware	\$325.00	Application Fee: \$260.00 Background Check Fee: \$65.00 Total Due: \$325.00	\$260.00	Biennial Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	48 hours	Biennial Renewal Term	Reciprocity	For reciprocity, the applicant must submit the laws and regulations governing licensure from the jurisdiction from which reciprocity is sought. The applicant must demonstrate that the licensure standards are equivalent to those of this State. Based upon the information presented, the Board shall grant licensure.
Maine	\$371.00	Exam Fee: \$75.00 Application Fee: \$75.00 License Fee: \$200.00 Background Check Fee: \$21.00	\$200.00	Annual Renewal Fee	1040 hours	Board approved The Administrator-In-Training (AIT) program 1,040 hours	24 hours	Annual Renewal Term	Endorsement	The Board may endorse, without written national examination, a valid, permanent license issued by the proper authorities of any other state to a Nursing Home Administrator and passes Maine written state exam

		Total Due: \$371.00								
Maryland	\$330.00	Application Fee: \$100.00 Original License Fee: \$200.00 Background Check Fee: \$30.00 Total Due: \$330.00	\$200.00	Biennial Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	40 hours	Biennial Renewal Term	Endorsement	The applicant's previous jurisdiction of endorsement must possess similar standards to those of Maryland and one must pass the state of Maryland written exam.
Massachusetts	\$175.00	Application Fee: \$150.00 Background Check Fees: \$25.00 Total Due: \$175.00	\$75.00	Biennial Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	15 hours	Biennial Renewal Term	Reciprocity	The Board may approve the application for licensure of a Nursing Home Administrator licensed in another jurisdiction, provided the applicant demonstrates the licensure requirements in the foreign jurisdiction are substantially similar to those in MA
New Hampshire	\$300.00	Licensing Fee	\$300.00	Biennial Renewal Fee	1 year	1 year of experience as administrator-in-training (AIT) in a nursing home of at least 50 beds or equivalent experience	40 hours	Biennial Renewal Term	Reciprocity	The applicant's previous jurisdiction of endorsement must possess similar standards to those of New Hampshire and one must pass the state of NH written exam.
New Jersey	\$400.00	Application Fee: \$100.00 Original License Fee: \$300.00	\$300.00	Triennial Renewal Fee	1,750 hours	Must be an Administrator-In-Training (AIT) with no fewer than 60 beds for at least 1,750 hours at a	60 hours	Triennial Renewal Term	Equivalency	An individual licensed in good standing as a nursing home administrator in another jurisdiction may request approval of the Board for

		Total Due: \$400.00				rate of no more than 50 hours per week				issuance of a New Jersey license by equivalency.
New York	\$40.00	Application Fee	\$40.00	Biennial Renewal Fee	Varies	12-month Administrator-In-Training Program (Internship) OR two years of qualifying field experience.	48 hours	Biennial Renewal Term	Endorsement	An individual holding a valid and current nursing home administrator license from another state seeking a New York State nursing home administrator license must submit a complete licensure application and pay all applicable fees (10 NYCRR Section 96.12)
Ohio	\$915.00	Application Fee: \$50.00 Original License Fee: \$250.00 Administrator-in-Training Application Fee: \$50.00 Exam Fee: \$565.00 Total Due: \$915.00	\$300.00	Annual Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	20 hours	Annual Renewal Term	Reciprocity	Must prove standards of previous jurisdiction meet those of this state and must pass the Ohio written exam. If you have a minimum of a Bachelor's Degree from an accredited college; have at least 9-12 months experience either through an internship or actual NHA experience; and have no discipline on your license and have a current and active license, a reciprocity form will be sent to the state or states where you are licensed for endorsement
Pennsylvania	\$40.00	Application Fee	\$297.00	Biennial Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	48 hours	Biennial Renewal Term	Reciprocity	Reciprocity: the board, in its discretion, may grant licensure if qualifications and examinations for a nursing home administrator license

										are equivalent to those required in PA and if that state will endorse PA licensure.
Rhode Island	N/A		\$160.00	Biennial Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	40 hours	Biennial Renewal Term	Reciprocity	Must prove standards of previous jurisdiction meet those of this state and must pass the Rhode Island written exam.
Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	40 hours	Biennial Renewal Term	Endorsement	An applicant who is licensed and in good standing in another jurisdiction, whose licensing requirements are equivalent to Vermont's may apply for a license without written examination for proficiency and competence. The applicant must still successfully complete the Vermont jurisprudence examination and meet continuing education requirements
West Virginia	\$600.00	Application Fee and Licensing Fee	\$300.00	Annual Renewal Fee	Varies	Training requirements are contingent on degree type / education level.	20 hours	Annual Renewal Term	Reciprocity	The Board in its discretion, and subject to W. Va. Code §30-25-9 prescribing the qualifications for a nursing home administrator license, may grant a nursing home administrator license to an individual licensed in another state, who possesses the qualifications and meets the reasonable standards prescribed by the Board

OCCUPATIONAL THERAPY BOARD

- Occupational Therapist
- Occupational Therapist Assistant
- Occupational Therapist -Temporary
- Occupational Therapist Assistant - Temporary

Occupational Therapist



Definition

“Occupational Therapists” Treat injured, ill, or disabled patients through the therapeutic use of everyday activities. They help these patients develop, recover, improve, as well as maintain the skills needed for daily living and working.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Occupational Therapists, on the Internet at <https://www.bls.gov/ooh/healthcare/occupational-therapists.htm> (visited April 13, 2018).]

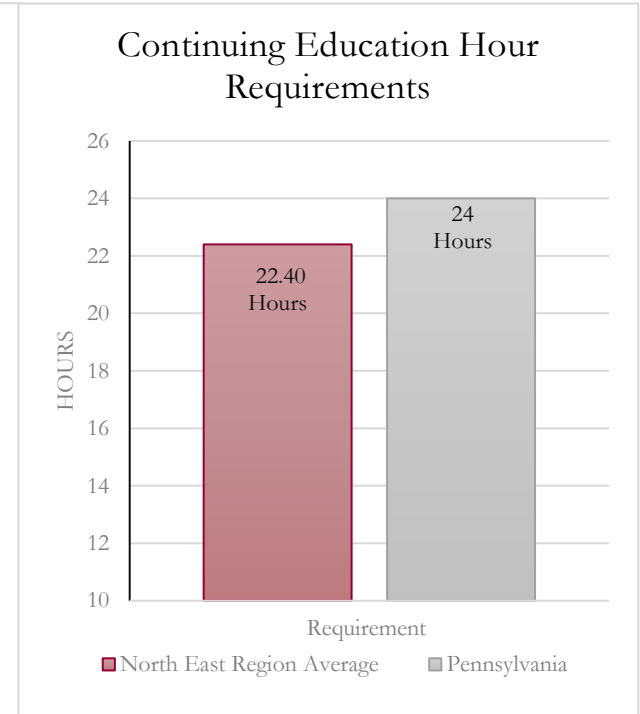
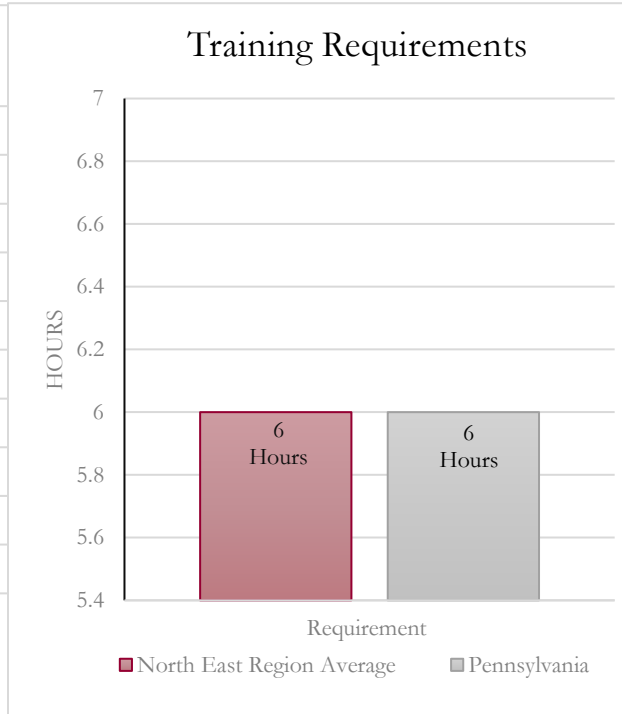
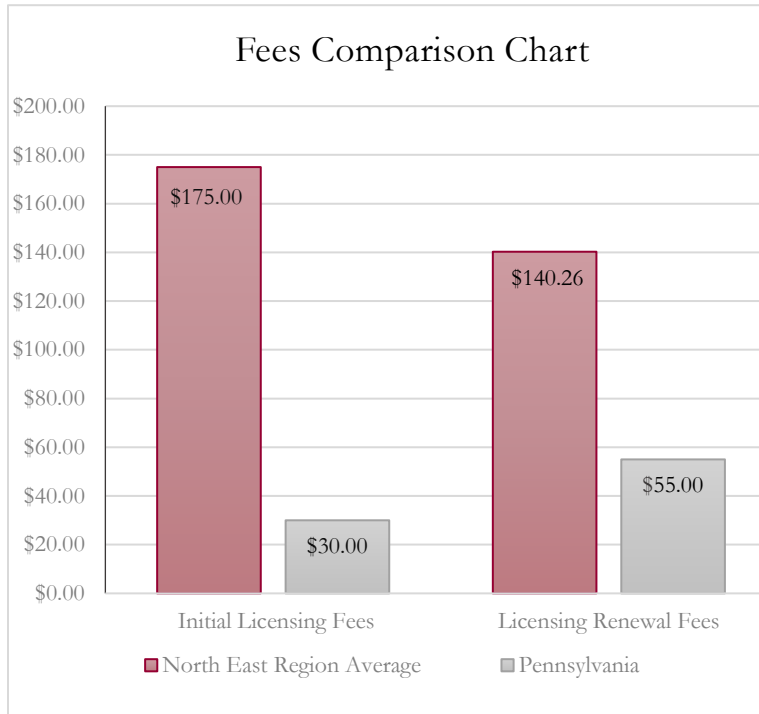
“Occupational Therapist” A person who is licensed to practice occupational therapy and who offers such services to the public under any title incorporating the words "occupational therapy," "occupational therapist" or any similar title or description of occupational therapy services.

[Occupational therapy practice act of Jun. 15, 1982, P.L. 502, No. 140 Cl. 63 Section 3

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/OccupationalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/OTM%20-%20OT%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$169.00- \$175.00 Pennsylvania: \$30.00	North East Region Average: \$140.26* Pennsylvania: \$55.00	North East Region Average: 6 hours Pennsylvania: 6 hours	North East Region Average: 22.40 hours* Pennsylvania: 24 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years



OBSERVATION SECTION(BOARD OVERVIEW)

Massachusetts

<https://www.mass.gov/how-to/apply-for-a-license-from-the-board-of-allied-health-professions>

Massachusetts has one board for occupational therapists, physical therapists and athletic trainers called the **Board of Allied Health Professions**, under the **Division of Professional Licensure**

New Hampshire

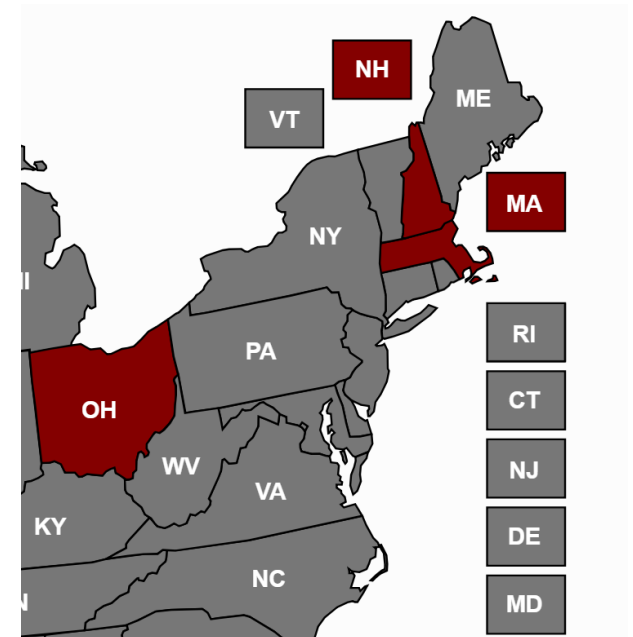
<https://www.oplc.nh.gov/allied-health/administration.htm>

New Hampshire has one licensing office for Athletic Trainer, Genetic Counselors, Occupational Therapy, Physical Therapy, Recreational Therapists, Respiratory Care Practitioners and Speech-Language Pathology, **The Office of Allied Health Professionals, under the Office of Professional Licensure and Certification.**

Ohio

<http://otptat.ohio.gov/Occupational-Therapy-Section>

Ohio has one licensing board for occupational therapists, physical therapists and athletic trainers: **The Ohio Occupational Therapy, Physical Therapy, and Athletic Trainers (OTPTAT) Board.** (OTPTAT) Board is responsible for the regulation of the practice of occupational therapy, physical therapy, athletic training, orthotics, prosthetics, and pedorthics in the State of Ohio.



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- **Connecticut, Maryland and Rhode Island** have their Boards of Occupational Therapy under the **Department of Health.**
 - Pennsylvania has the lowest fees for initial licensure and licensure renewal in the north east region.
 - **Renewal Cycle for occupational therapists and occupational therapist assistants:** Most north east region states (including **Pennsylvania**) have biennial renewal. Maine is annual and New York is triennial.

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$200.00	Application Fee	\$205.00	Biennial Renewal Fee	24 weeks	24 weeks of supervised fieldwork experience.	24 hours	Biennial Renewal Cycle	Endorsement	Endorsement with; evidence of certification in another state or jurisdiction whose requirements are equal to those of this state, verification from each state the license has been held in, and a NBCOT Certification Verification Letter.
Delaware	\$259.00	Licensure Fee: \$194.00 Criminal Background Check Fee: \$65.00 Total Due: \$259.00	\$194.00	Biennial Renewal Fee	24 weeks	ACOTE standard is 24 weeks.	20 hours	Biennial Renewal Cycle	Reciprocity	Reciprocity; the applicant holds a current and active license, in addition to a letter of good standing from another state or territory.
Maine	\$121.00	Application Fee: \$60.00 Licensure Fee: \$40.00 Criminal History Record Check Fee: \$21.00 Total Due: \$121.00	\$40.00	Annual Renewal Fee	6 months	A minimum of 6 months, or 940 hours.	N/A	There is no requirement for continuing education hours.	Endorsement	Endorsement; the applicant holds an active and valid license in another state, submits their official verification of licensure, and submits the applicable documents.

Maryland	\$200.00	Application Fee	\$270.00	Biennial Renewal Fee	6 months	6 months of supervised full-time work experience	24 hours	Biennial Renewal Cycle	Credentialed	Applicant must submit; proof of an active and valid license from another state, verification of completion of the Maryland Board of Occupational Therapy Jurisprudence Examination, and documentation of a current certification with the NBCOT.
Massachusetts	\$234.00	Professional Credential Services Fee: \$109.00 Board Fee: \$100.00 CORI Fee: \$25.00 Total Due: \$234.00	\$100.00	Biennial Renewal Fee	24 weeks	ACOTE standard is 24 weeks.		MA does not currently have a requirement for CE. All licensees are encouraged to engage in continuing competence.	Endorsement	Applicant must submit; proof of good character, proof of graduation from a Board-approved, accredited program, and verification of licensure status from every state in which they have ever been licensed
New Hampshire	\$170.00	Application Fee: \$60.00 Licensing Fee: \$110.00 Total Due: \$170.00	\$110.00	Biennial Renewal Fee	6 months	6 months of supervised fieldwork experience	24 hours	Biennial Renewal Cycle	N/A	There is no reciprocity in New Hampshire.

New Jersey	\$197.50- \$277.50	Application Fee: \$100.00 Criminal Background Check Fee: \$17.50 License Fee: 1st year of renewal period: \$160.00 2 nd year of renewal: \$80.00	\$160.00	Biennial Renewal Fee	24 weeks	24 weeks of supervised fieldwork experience		No continuing education required.	Credentialed	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.
New York	\$294.00	Licensure Fee	\$224.00	Triennial Renewal Fee	6 months	6 months of supervised fieldwork experience	36 hours	Triennial Renewal Cycle	Credentialed	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.
Ohio	\$100.00	Application Fee	\$70.00	Biennial Renewal Fee	6 months	6 months of fieldwork experience	20 hours	Biennial Renewal Cycle	Endorsement	Applicants must hold a current, and valid, license from another state with equal requirements, or possess current, valid certification from NBCOT.
Pennsylvania	\$30.00	Application Fee	\$55.00	Biennial Renewal Fee	6 months	6 months of supervised fieldwork	24 hours	Biennial Renewal Cycle	Credentialed	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.

Rhode Island	\$140.00	Licensure Fee	\$140.00	Biennial Renewal Fee	24 weeks	24 weeks of supervised fieldwork experience	20 hours	Biennial Renewal Cycle	Endorsement	Applicants licensed in another state or territory must submit proof of completion of examination by the NBCOT. Applicants may be issued a permit by the Division to practice under the supervision of another licensed occupational therapist during the time that their application is being considered.
Vermont	\$100.00	Application Fee	\$150.00	Biennial Renewal Fee	24 weeks	24 weeks of supervised fieldwork experience	20 hours	Biennial Renewal Cycle	Endorsement	Endorsement; the applicant holds a current, and active, license, in good standing, from another state with equal requirements, and submits the applicable documents.
West Virginia	\$150.00	Initial License Fee	\$140.00	Biennial Renewal Fee	24 weeks	ACOTE standard is 24 weeks	24 hours	Biennial Renewal Cycle	Reciprocity	Reciprocity; the applicant holds a current, and active, license, in good standing, from another state with equal requirements, and submits the applicable documents.

Occupational Therapist Assistant



Definition

“Occupational Therapy Assistants” Help patients develop, recover, improve, as well as maintain the skills needed for daily living and working. Occupational therapy assistants are directly involved in providing therapy to patients. They work under the direction of occupational therapists.

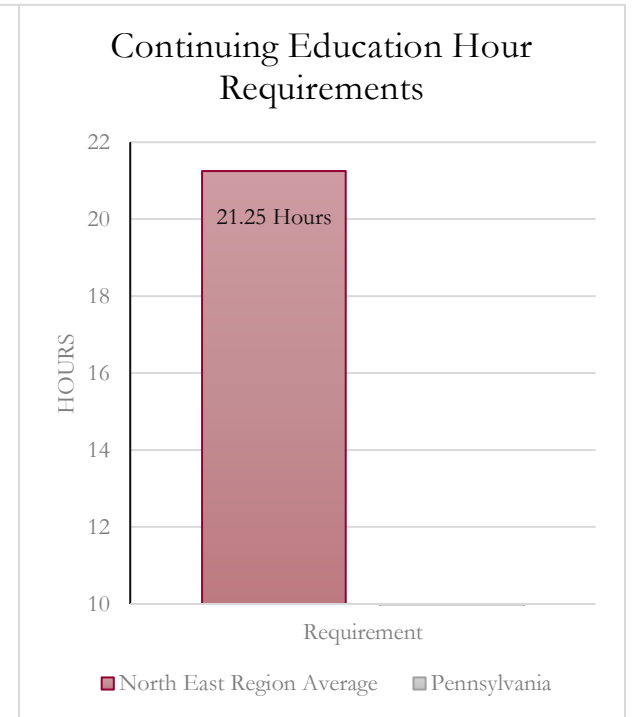
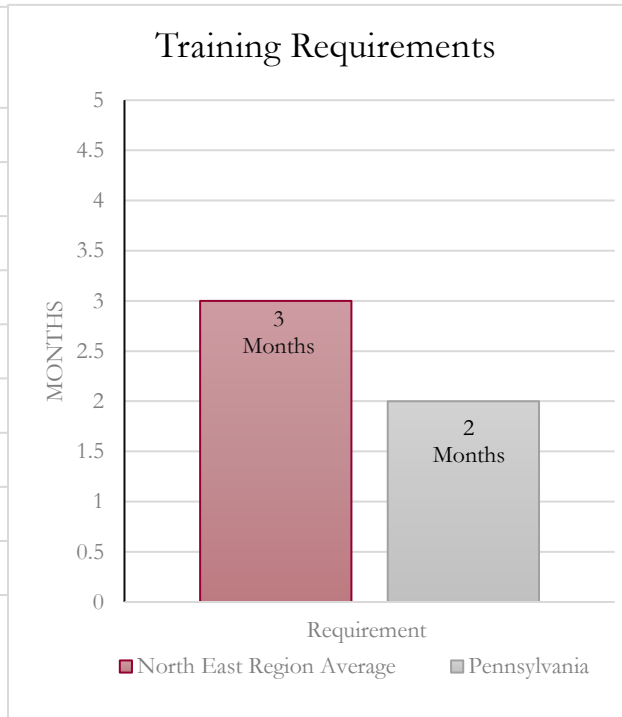
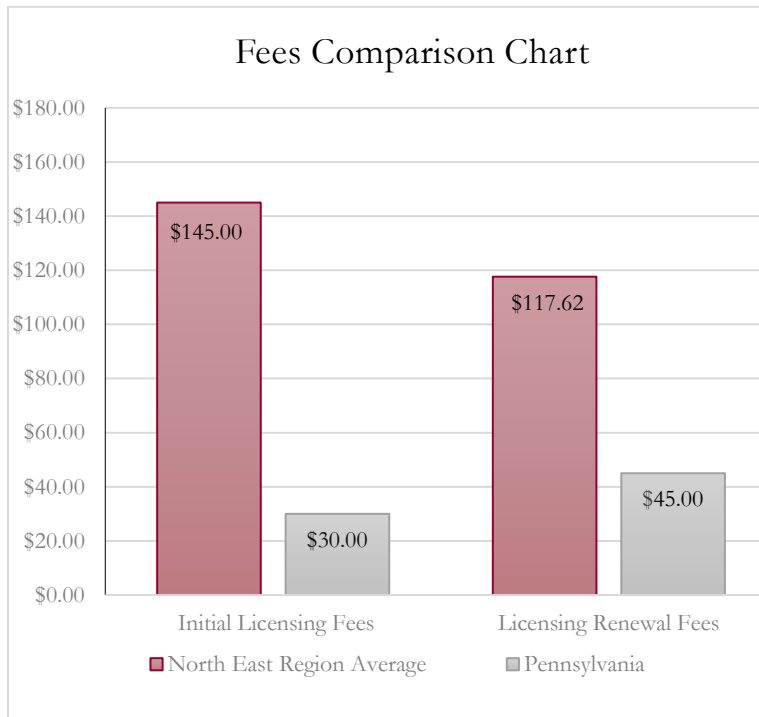
[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Occupational Therapy Assistants and Aides, on the Internet at <https://www.bls.gov/ooh/healthcare/occupational-therapy-assistants-and-aides.htm> (visited April 13, 2018).]

“Occupational Therapy Assistant” A person licensed to assist in the practice of occupational therapy, under the supervision of an occupational therapist.

[Section 3 Occupational therapy practice act Jun. 15, 1982, P.L. 502, No. 140
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/OccupationalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/OTM%20-%20OT%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$141.00-\$145.00 Pennsylvania: \$30.00	North East Region Average: \$117.62* Pennsylvania: \$45.00	North East Region Average: 3 months Pennsylvania: 2 months	North East Region Average: 21.25 hours* Pennsylvania: 0 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*Requirements measured in weeks were converted to months at the ratio 4 weeks to 1 month	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 2-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$200.00	Application Fee	\$205.00	Biennial Renewal Fee	8 weeks	8 weeks of supervised field work experience	18 hours	Biennial Renewal Term	Endorsement	Endorsement; the applicant has a current, and active, license, in good standing, from another state with equal requirements, and the applicable documents.
Delaware	\$133.00	Application Fee: \$68.00 Criminal Background Check Fee: \$65.00 Total Due: \$133.00	\$133.00	Biennial Renewal Fee	16 weeks	Supervised field work experience arranged by the recognized educational institution.	20 hours	Biennial Renewal Term	Reciprocity	Applicant must hold a current and active license, in addition to a letter of good standing from another state.
Maine	\$116.00	Application Fee: \$60.00 Licensure Fee: \$35.00 Background Check Fee: \$21.00 Total Due: \$116.00	\$35.00	Annual Renewal Fee	12 weeks	A minimum of 12 weeks, or 440 hours, of Level II fieldwork.	N/A		Credentialed	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.

Maryland	\$200.00	Application Fee	\$210.00	Biennial Renewal Fee	4 months	Applicant must complete at least 4 months of supervised full-time field work.	24 hours	Biennial Renewal Term	Credentialed	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.
Massachusetts	\$234.00	Credential Services Fee: \$109.00 Board Fee: \$100.00 CORI Fee: \$25.00 Total Due: \$23.00	\$100.00	Biennial Renewal Fee	2 months	Successfully complete a minimum of 2 months of supervised field work.	N/A	N/A	Endorsement	Endorsement; the applicant has a current, and active, license, in good standing, from another state with equal requirements, and submits proof of completion of the examination required by the Board, along with applicable documents.
New Hampshire	\$170.00	Application Processing Fee: \$60.00 Initial License Fee: \$110.00 Total Due: \$170.00	\$110.00	Biennial Renewal Fee	2 months	A minimum of 2 months of supervised fieldwork is required (RSA Title 30 326-C:5)	N/A	N/A	Credentialed	There is no reciprocity in New Hampshire.

New Jersey	\$217.50/ \$167.50	Application Fee: \$100.00 Criminal Background Fee: \$17.50 Initial License Fee: 1 st year of Biennial Renewal: \$100.00 2 nd year: \$50.00	\$100.00	Biennial Renewal Fee	12 weeks	12 weeks of supervised fieldwork experience	N/A		Credentialed	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, as well as verification from any, and all states that the applicant was licensed in, and submit the applicable documents.
New York	\$147.00	Licensure Fee \$147.00 Application Fee: \$58.00 Registration Fee: \$89.00 Total Due: \$147.00	\$114.00	Triennial Renewal Fee	16 weeks	16 weeks of supervised fieldwork	36 hours	Triennial Renewal Term	Credentialed	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.
Ohio	\$100.00	Application Fee	\$70.00	Biennial Renewal Fee	2 months	A minimum of 2 months of supervised fieldwork	20 hours	Biennial Renewal Term	Endorsement	Endorsement; the applicant holds a current, and active, license, in good standing, from another state with equal requirements, and submits the applicable documents.

Pennsylvania	\$30.00	Application Fee	\$45.00	Biennial Renewal Fee	2 months	A minimum of 2 months of supervised fieldwork experience	N/A		Credentials	Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.
Rhode Island	\$140.00	Licensure Fee	\$140.00	Biennial Renewal Fee	12 weeks	A minimum of 12 weeks is required	20 hours	Biennial Renewal Term	Endorsement	Endorsement; any applicant that holds a current and active license in another state can practice occupational therapy under the supervision of an occupational therapist or occupational therapy assistant.
Vermont	\$100.00	Licensure Fee	\$150.00	Biennial Renewal Fee	16 weeks	Applicants must complete a minimum of 16 weeks of supervised fieldwork experience	20 hours	Biennially Renewal Term	Endorsement	Endorsement; Applicant must provide proof of a current, and active, license, in good standing, from another state with equal requirements, and submit the applicable documents.
West Virginia	\$100.00	Licensure Fee	\$120.00	Biennial Renewal Fee	16 weeks	ACOTE standards for fieldwork experience is a minimum of 16 weeks' full-time Level II fieldwork	24 hours	Biennially Renewal Term	Reciprocity	Reciprocity; the applicant holds a current, and active, license, in good standing, from another state with equal requirements, and submits the applicable documents.

Occupational Therapist -Temporary



Definition

“Occupational Therapists” Treat injured, ill, or disabled patients through the therapeutic use of everyday activities. They help these patients develop, recover, improve, as well as maintain the skills needed for daily living and working.

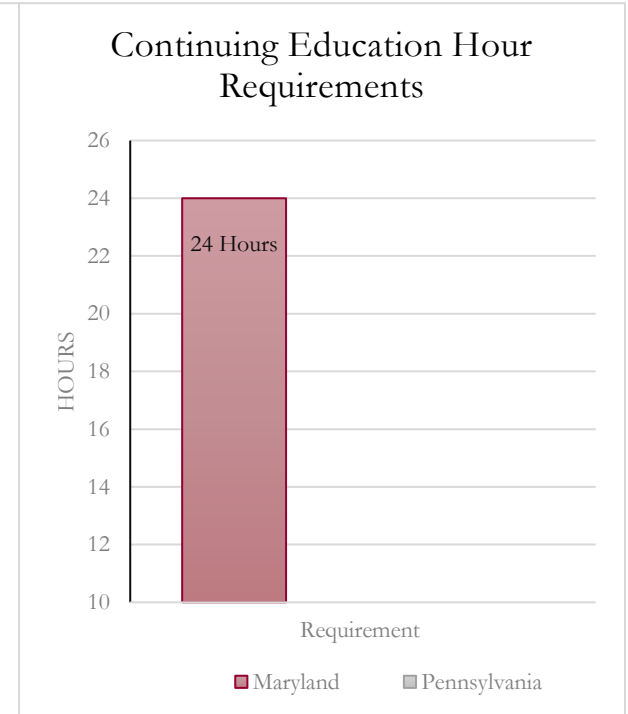
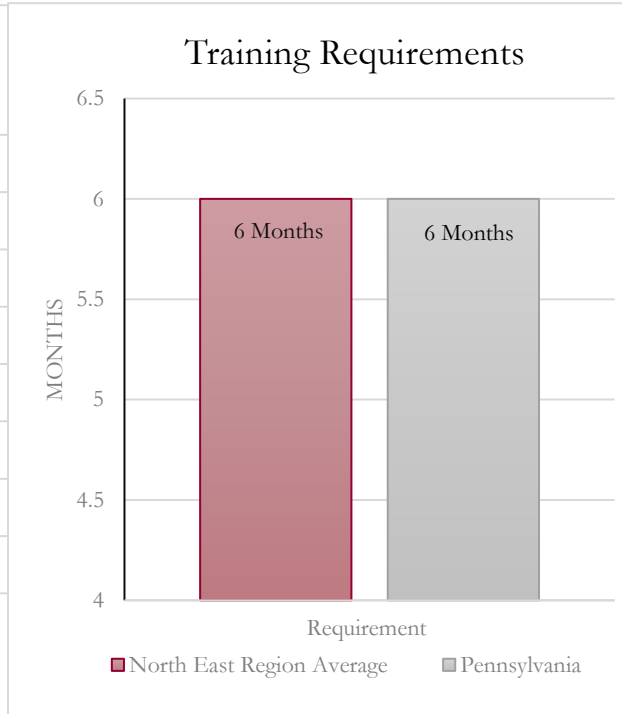
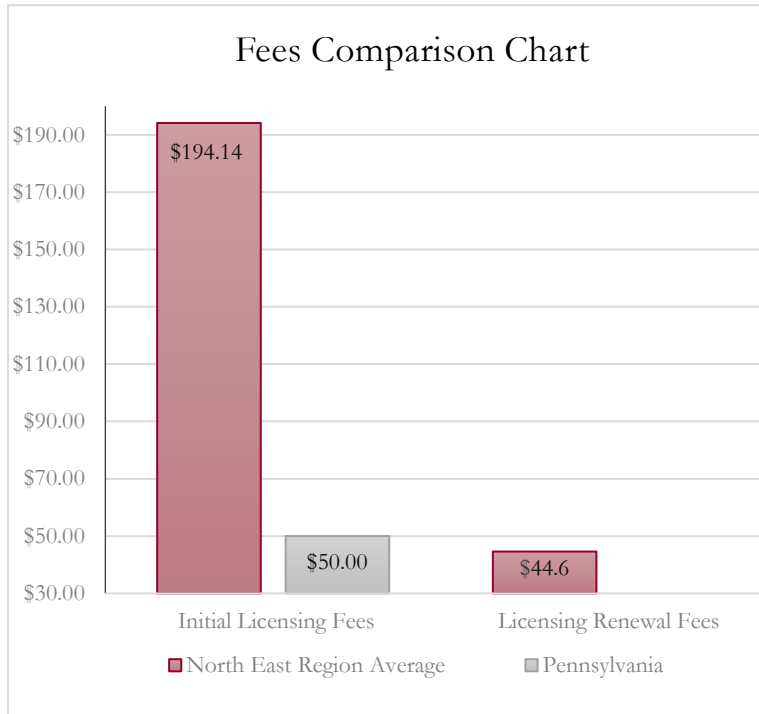
[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Occupational Therapists, on the Internet at <https://www.bls.gov/ooh/healthcare/occupational-therapists.htm> (visited April 13, 2018).]

“Occupational Therapist” A person who is licensed to practice occupational therapy. Occupational therapy is the evaluation of learning and performance skills and the analysis, selection and adaptation of activities for an individual whose abilities to cope with the activities of daily living, to perform tasks normally performed at a given stage of development and to perform essential vocational tasks which are threatened or impaired by that person's developmental deficiencies, aging process, environmental deprivation or physical, psychological, injury or illness, through specific techniques.

[OCCUPATIONAL THERAPY PRACTICE ACT. Act of Jun. 15, 1982, P.L. 502, No. 140. Section 3. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/OccupationalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/OTM%20-%20OT%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$194.14 Pennsylvania: \$50.00	North East Region Average: \$44.60 Pennsylvania: No Renewal	North East Region Average: 6 months Pennsylvania: 6 months	North East Region Average: Pennsylvania:
	•Only ME, MD, MA, NJ, and NY allow temporary license renewal ranging from 1-3 times.	*Requirements measured in weeks were converted into months at the ratio of 4 weeks: 1 month	•MD is the only state to require continuing education if it has been more than 1 year since graduation.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$250.00	Application Fee: \$200.00 Temporary Permit Fee: \$50.00 Total Due: \$250.00	N/A	Temporary permit shall not be renewable	24 Weeks	Successful completion of no less than 24 weeks of supervised field work experience	N/A	Applicant will take the licensure examination on the next eligible date.	N/A	Temporary permits are not renewable and may not be issued to individuals who are licensed in another jurisdiction.
Delaware	Delaware does not issue an occupational license for Occupational Therapist -Temporary									
Maine	\$106.00	Application Fee: \$60.00 License Fee: \$25.00 Criminal History Records Check Fee: \$21.00 Total Due: \$106.00	\$25.00	License may not be renewed more than 1 time	6 months	A minimum of 6 months, or 940 hours, of Level II fieldwork	N/A	Applicant will take the licensure examination on the next eligible date.	Credentialed	On the Application: Verification of licensure from any jurisdiction in which the applicant was at any time licensed as an occupational therapy practitioner.
Maryland	\$200.00	Application Fee	\$50.00	The Board may not issue more than 2 temporary licenses to an individual	6 Months	Completion of the equivalent of at least 6 months of supervised, full-time field work experience	24 contact hours	24 contact hours if it has been more than 1 year since graduation	Credentialed	Indicate on the application: If currently, or previously, authorized to practice in any other state or country, or both, verification of: (i) Licensure; (ii) Registration; or (iii) Certification

Massachusetts	\$262.00	Initial Temporary License Fee: \$237.00 Criminal Offender Record Information Fee: \$25.00 Total Due: \$262.00	\$28.00	You can request a temporary license up to 3times	24 weeks	Successful completion of the therapist level field work requirements, as stipulated in an accredited educational program for an occupational therapist or its equivalent	N/A	Applicant will take the licensure examination on the next eligible date.	N/A	Applicants who currently hold a license to practice occupational therapy in another state and wish to apply for licensure in Massachusetts, as well as those already certified by NBCOT, are NOT eligible for a temporary license to practice in Massachusetts.
New Hampshire	New Hampshire does not issue an occupational license for Occupational Therapist -Temporary									
New Jersey	\$167.50	Application Fee: \$100.00 Verification of Supervision Form Fee: \$50.00 Criminal Background Check Fee: \$17.50 Total Due: \$167.50	\$50.00	The temporary license may be renewed for an additional period until the results of the next licensure examination.	24 Weeks	Successful completion of at least 24 weeks of supervised fieldwork experience approved by an accredited educational institution	N/A	Applicant will take the licensure examination on the next eligible date.	Credentialed	The applicant must obtain a "Verification of State License" form from any state in which the applicant is now or has ever been licensed to practice as an occupational therapist, which shall be forwarded to the Council by the state in which the license is or was held.

New York	\$364.00	Limited Permit Fee: \$70.00 Licensure Fee: \$294.00 Total Due: \$364.00	\$70.00	OT limited permit shall be valid for 1 year. It may be renewed once for a period, not to exceed 1 additional year.	6 Months	Successful completion of the therapist level field work requirements as stipulated in the essentials of an accredited educational program	N/A	Applicant will take the licensure examination on the next eligible date	N/A	A permittee is authorized to practice as an occupational therapist or occupational therapy assistant ONLY under the supervision of a New York State licensed occupational therapist.
Ohio	\$146.00	Application Fee: \$100.00 Background Check Fee: \$22.00 FBI Fee: \$24.00 Total Due: \$146.00	N/A	Limited permits shall not be renewed if the applicant has failed the examination	6 months	A minimum of 6 months of supervised fieldwork experience is required	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	A limited permit to persons who have satisfied the education and experience requirements
Pennsylvania	\$50.00	Application Fee: \$30.00 Temporary Permit Fee: \$20.00 Total Due: \$50.00	N/A	Expiration upon failure to take the licensure examination. Applicant will not be eligible for a renewal until 1 year from the notice date.	6 Months	A minimum of 6 months of supervised fieldwork	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	The applicant must submit evidence of licensure under a state or territory of the US which has requirements equal to the requirements of the act or has met the requirements for certification, as established by NBCOT

Rhode Island	\$140.00	Application Fee	N/A	In no event shall the permit extend beyond 90 days from its issuance	24 Weeks	A minimum of 24 weeks of supervised fieldwork experience shall be required	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	While awaiting examination, the applicant that holds a current and active license in another state can practice occupational therapy under the supervision of an occupational therapist or occupational therapy assistant.
Vermont	\$150.00	Application Fee: \$100.00 Temporary Permit Fee: \$50.00 Total Due: \$150.00	N/A	Temporary licenses are not renewable and may not be extended	24 weeks	A minimum of 24 weeks of supervised fieldwork experience	N/A	Applicant will take the licensure examination on the next eligible date	N/A	The Director will issue a temporary license without examination, for practice, under the direction of an occupational therapist licensed in Vermont.
West Virginia	\$300.00	Limited Permit Fee: \$120.00 Licensure Fee: \$150.00 Application Packet Fee: \$30.00 Total Due: \$300.00	N/A	A limited permit is not renewable, and is valid for 90 days from the date of issuance	24 weeks	Successful completion of a period of supervised fieldwork experience by a recognized educational institution	N/A	Applicant will take the licensure examination on the next eligible date	N/A	The holder of a limited permit may practice occupational therapy only under the direct close supervision of an occupational therapist who holds a current license in this state (WV).

Occupational Therapist Assistant -Temporary



Definition

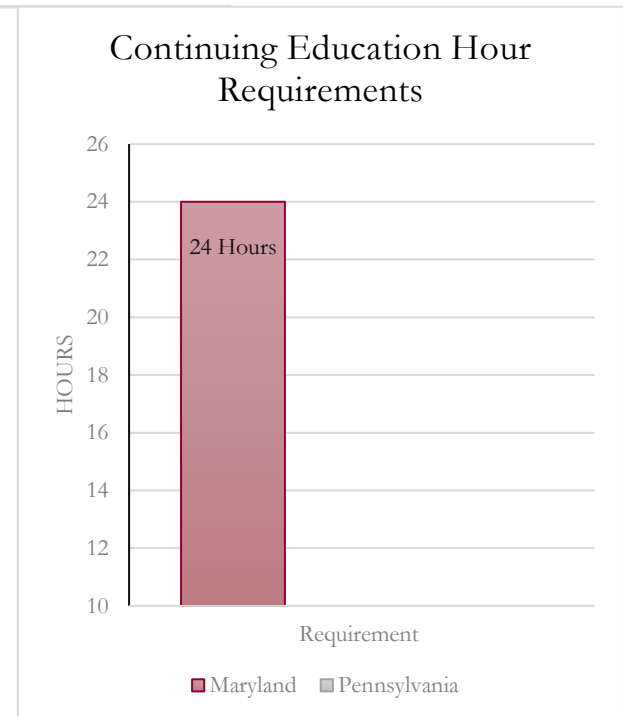
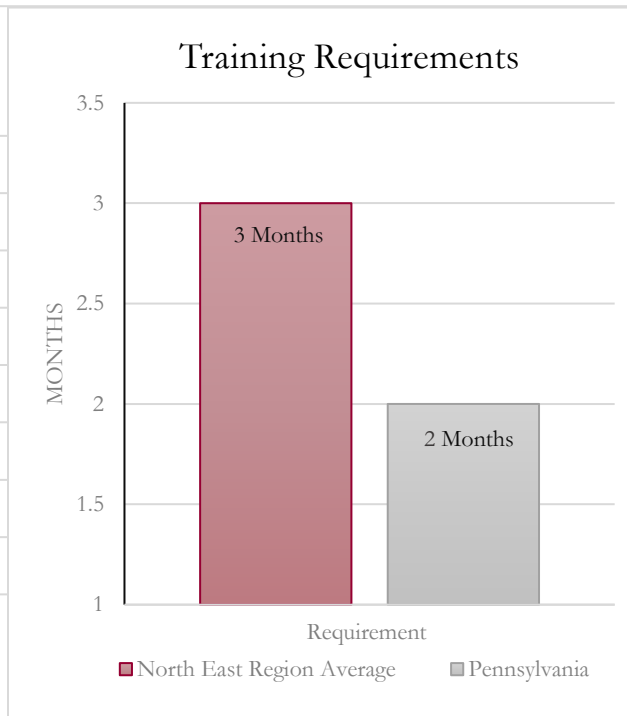
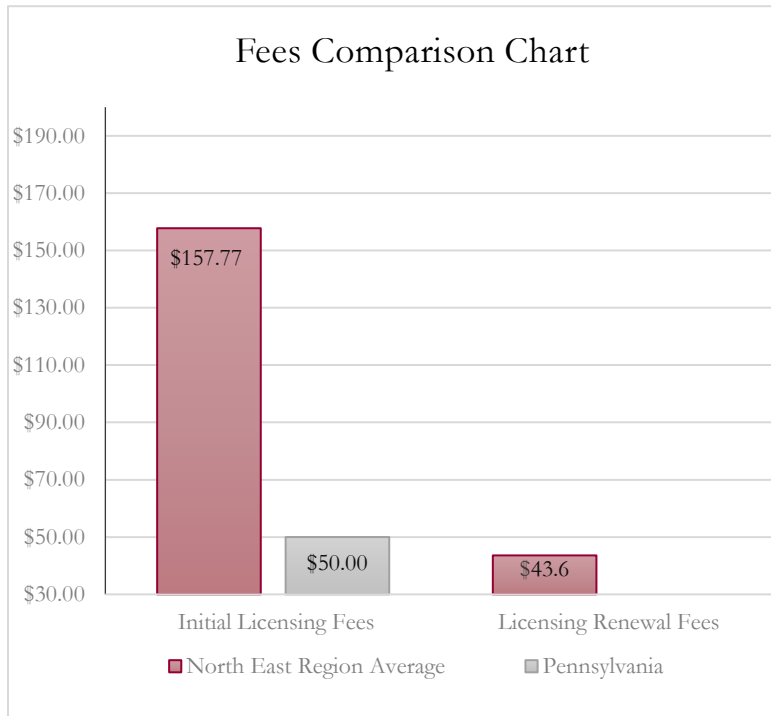
“Occupational Therapy Assistants and Aides” Help patients develop, recover, improve, as well as maintain the skills needed for daily living and working. Occupational therapy assistants are directly involved in providing therapy to patients; occupational therapy aides typically perform support activities. Both assistants and aides work under the direction of occupational therapists. [Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Occupational Therapy Assistants and Aides, on the Internet at <https://www.bls.gov/ooh/healthcare/occupational-therapy-assistants-and-aides.htm> (visited April 13, 2018).]

"Occupational Therapy Assistant" A person licensed to assist in the practice of occupational therapy, under the supervision of an occupational therapist.

[OCCUPATIONAL THERAPY PRACTICE ACT. Act of Jun. 15, 1982, P.L. 502, No. 140. Section 3. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/OccupationalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/OTM%20-%20OT%20Law.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$157.77 Pennsylvania: \$50.00	North East Region Average: \$43.60 Pennsylvania: No Renewal	North East Region Average: 3 months Pennsylvania: 2 months	North East Region Average: Pennsylvania:
	•Only ME, MD, MA, NJ, and NY allow temporary license renewal ranging from 1-3 times.	*Requirements measured in weeks were converted into months at the ratio of 4 weeks: 1 month	•MD is the only state to require continuing education if it has been more than 1 year since graduation.



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$250.00	Application Fee: \$200.00 Temporary Permit Fee: \$50.00 Total Due: \$250.00	N/A	Temporary permit shall not be renewable.	8 weeks	Eight weeks of supervised fieldwork experience.	N/A	Applicant will take the licensure examination on the next eligible date	N/A	Temporary permits are not renewable and may not be issued to individuals who are licensed in another jurisdiction.
Delaware	Delaware does not issue an occupational license for Occupational Therapist Assistant -Temporary									
Maine	\$101.00	Application Fee: \$60.00 Licensure Fee: \$20.00 Background Check Fee: \$21.00 Total Due: \$101.00	\$20.00	One-time renewal in 6 months. A temporary license may not be renewed more than once.	12 weeks	A minimum of 12 weeks, or 440 hours, of Level II fieldwork is required for occupational therapy assistant educational programs	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	On the Application: Verification of licensure from any jurisdiction in which the applicant was at any time licensed as an occupational therapy practitioner.
Maryland	\$200.00	Application Fee	\$50.00	The Board may not issue more than 2 temporary licenses to an individual	4 months	4 months of supervised, full-time field work	24 contact hours	24 contact hours if it has been more than 1 year since graduation	Credentialed	Indicate on the application: If currently, or previously, authorized to practice in any other state or country, or both, verification of: (i) Licensure; (ii) Registration; or (iii) Certification

Massachusetts	\$262.00	Temporary Licensure Fee: \$237.00 Criminal Record Check Fee: \$25.00 Total Due: \$262.00	\$28.00	You can request a temporary license up to 3 times.	2 months	Successfully completed a minimum of 2 months of supervised field work	N/A	Applicant will take the licensure examination on the next eligible date	N/A	Applicants who currently hold a license to practice occupational therapy in another state and wish to apply for licensure in Massachusetts, as well as those already certified by NBCOT, are NOT eligible for a temporary license to practice in Massachusetts.
New Hampshire	New Hampshire does not issue an occupational license for Occupational Therapist Assistant -Temporary									
New Jersey	\$167.50	Application Fee: \$100.00, Verification of Supervision Form Fee: \$50.00 Criminal Background Check Fee: \$17.50 Total Due: \$167.50	\$50.00	The temporary license may be renewed for an additional period until the results of the next licensure examination.	12 weeks	At least 12 weeks of supervised field-work experience, with a minimum of 360 hours, approved by the educational institution at which the applicant completed occupational therapy.	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	The applicant must obtain a "Verification of State License" form from any state in which the applicant is now or has ever been licensed to practice as an occupational therapist, which shall be forwarded to the Council by the state in which the license is or was held.
New York	\$70.00	Temporary Permit Fee	\$70.00	The limited permit shall be valid for 1 year. It may be renewed once for a period not to exceed 1 additional year.	16 weeks	A minimum of 16 weeks clinical experience	N/A	Applicant will take the licensure examination on the next eligible date	N/A	A permittee is authorized to practice as an occupational therapist or occupational therapy assistant ONLY under the supervision of a New York State licensed occupational therapist.

Ohio	\$146.00	Application Fee: \$100.00 Background Check Fee: \$22.00 FBI Fee: \$24.00 Total Due: \$146.00	N/A	Limited permits shall not be renewed if the applicant has failed the examination	2 months	A minimum of two months of supervised fieldwork experience is require	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	A limited permit to persons who have satisfied the education and experience requirement.
Pennsylvania	\$50.00	Application Fee: \$30.00 Temporary Permit Fee: \$20.00 Total Due: \$50.00	N/A	Expiration upon failure to take the licensure examination. The applicant may not be eligible for another temporary license for a period of 1 year from the date of the notice.	2 Months	A minimum of 2 months of supervised fieldwork.	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	The applicant must submit evidence of licensure under a state or territory of the US which has requirements equal to the requirements of the act or has met the requirements for certification, as established by NBCOT
Rhode Island	\$140.00	License Fee	N/A	In no event shall the receipt (permit) extend beyond ninety (90) days from its issuance.	12 weeks	12 weeks of supervised fieldwork	N/A	Applicant will take the licensure examination on the next eligible date	Credentialed	While awaiting examination, the applicant that holds a current and active license in another state can practice occupational therapy under the supervision of an occupational therapist or occupational therapist.

Vermont	\$150.00	Application for Licensure Fee: \$100.00 Temporary Permit Fee: \$50.00 Total Due: \$150.00	N/A	Temporary licenses are not renewable, and may not be extended	16 weeks	16 weeks of supervised fieldwork experience	N/A	Applicant will take the licensure examination on the next eligible date	N/A	The Director will issue a temporary license without examination, for practice, under the direction of an occupational therapist licensed in Vermont.
West Virginia	\$200.00	License Fee: \$100.00 Limited Permit Fee: \$70.00 Application Fee: \$30.00 Total Due: \$200.00	N/A	A limited permit is not renewable, and is valid for 90 days from the date of issuance	16 weeks	Successful completion of a period of supervised fieldwork experience by a recognized educational institution	N/A	Applicant will take the licensure examination on the next eligible date	N/A	The holder of a limited permit may practice occupational therapy only under the direct close supervision of an occupational therapist who holds a current license in this state (WV).

OPTOMETRY BOARD

- Optometrist
 - Optometrist – Diagnostics
 - Optometrist – Therapeutics
- Optometrist – Therapeutics and Glaucoma

Optometrist



Definition

“Optometry” The practice or profession of examining the eyes, by means of suitable instruments or appliances, for defects in vision and eye disorders in order to prescribe corrective lenses or other appropriate treatment.

[Optometry. (n.d.). Dictionary.com Unabridged. Retrieved May 7, 2018 from Dictionary.com website <http://www.dictionary.com/browse/optometry>]

“Optometrist” Any person who, following formal and recognized training in the art and science of optometry has received a doctor of optometry degree from an accredited institution and is qualified to seek or has acquired a license to practice the profession of optometry. An optometrist shall be identified either by “Doctor of Optometry,” “O.D.,” or “Dr.” followed by “Optometrist.”

[OPTOMETRY PRACTICE ACT. ACT 130 AS AMENDED 2002. Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optometry/Documents/Board%20Documents/OptoM%20-%20Act%20130.pdf>]

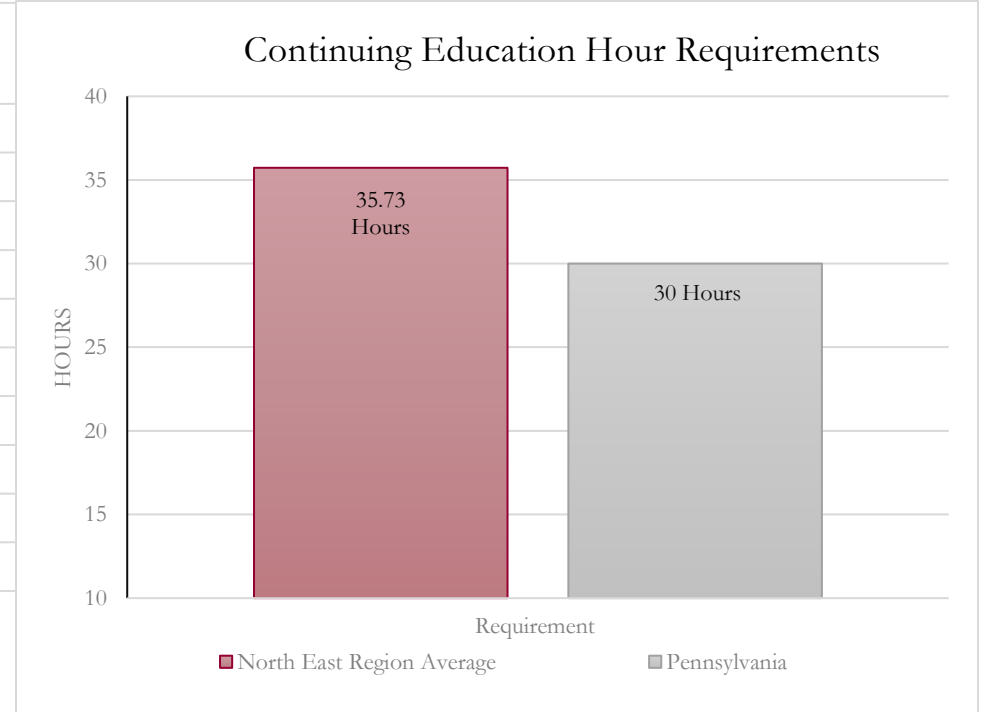
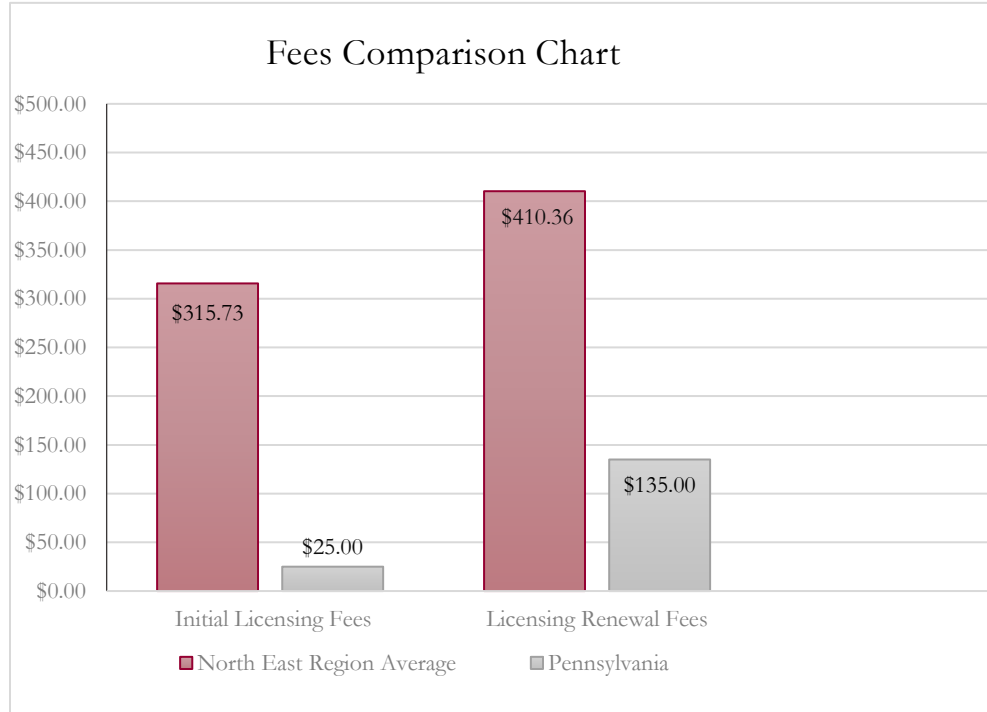
“Practice of Optometry.” (1) The use of any and all means or methods for the examination, diagnosis and treatment of conditions of the human visual system and shall include the examination for, and adapting and fitting of, any and all kinds and types of lenses including contact lenses. (2) The administration and prescription of legend and nonlegend drugs as approved by the Secretary of Health as provided in section 4.3 for treatment of the eye, the eyelids, the lacrimal system and the conjunctiva and the removal of superficial foreign bodies from the ocular surface and adnexa so long as treatment of diseases or conditions of the visual system, other than glaucoma, as authorized under this paragraph shall not continue beyond six weeks from the initiation of treatment 2 unless the prescribing optometrist documents consultation with a licensed physician. As used in this paragraph, the initiation of treatment may, but need not, include the prescription or administration of pharmaceutical agents for therapeutic purposes. (3) The term shall not include: (i) surgery, including, but not limited to, laser surgery; the use of lasers for therapeutic purposes; and the use of injections in the treatment of ocular disease; (ii) the use of Schedule I and Schedule II controlled substances; (iii) treatment of systemic disease; and (iv) the treatment of glaucoma, except that optometrists may use all topical pharmaceutical agents in the treatment of primary open angle glaucoma, exfoliation glaucoma and pigmentary glaucoma.

[OPTOMETRY PRACTICE ACT. ACT 130 AS AMENDED 2002. Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optometry/Documents/Board%20Documents/OptoM%20-%20Act%20130.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$315.73 Pennsylvania: \$25.00	North East Region Average: \$410.36* Pennsylvania: \$135.00	No Comparable Data	North East Region Average 35.73 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*DE is the only state listed that requires a minimum length of training in legislation.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



OBSERVATION SECTION

- Pennsylvania is one of six states in the north east region (in addition to Connecticut, Delaware, Massachusetts, New Hampshire, and New York) that issues an optometrist-diagnostics license. Initial licensing fees for this license in PA (\$25) are more than \$325 below the average (\$359.17).
 - Pennsylvania is one of five states in the north east region (in addition to Connecticut, Maine, Maryland, and New Hampshire) that issues and optometrist-therapeutics and glaucoma license. Initial licensing fees for this license in PA (\$50) are more than \$250 below the average (\$308).
 - In the north east region, no states permit optometrists to perform surgery. Three states (Oklahoma, Louisiana, and Kentucky) currently permit opticians to perform lasik surgery.
 - **Renewal cycles (the same for all licensed optometrist occupations):**
 - Annual:** Connecticut, Maine, Massachusetts, Ohio, Rhode Island
 - Biennial:** Delaware, Maryland, New Hampshire, New Jersey, **Pennsylvania**, Vermont, West Virginia
 - Triennial:** New York
-

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$565.00	Application Fee	\$380.00	Annual Renewal Fee	N/A		20 hours	Annual Renewal Term	Endorsement	Must be certified by the Council on Endorsed Licensure Mobility for Optometrists Certificate Issued by the Association of Regulatory Boards of Optometry
Delaware	\$371.00	Therapeutic Optometrist Licensing Fee \$306.00 Background Check Fee \$65.00 Total Fees: \$371.00	\$306.00	Biennial Renewal Fee	6 months	Internship period must consist of at least 35 hours per week for at least six months in addition to graduation from board approved school.	12 hours	Biennial Licensure Term	Reciprocity	To be licensed by reciprocity, you must hold a current optometry license in another jurisdiction and have practiced at least five years in any single jurisdiction where you hold a current license.
Maine	\$300.00	Licensing Examination Application Fee	\$350.00	Annual Renewal Fee	N/A		25 hours	Annual Renewal Term	None	Reciprocity was Repealed in 1993
Maryland	\$300.00	Application Fee	\$626.00	Biennial Renewal License Fee \$600.00 MHCC Fee: \$26.00 Total Fees: \$626.00	N/A		36 hours	Biennial Renewal Term	Endorsement	The Maryland Board of Optometry may waive the examination requirements for an individual that is licensed to practice in any other state.

Massachusetts	\$408.00	License Fee	\$100.00	Annual Renewal Fee	N/A		18 hours	Annual Renewal Term	Reciprocity	The Board may grant a reciprocal license if: The applicant provides documentation of a current, unrestricted license from another state. That license was issued after an examination and has been in good standing for at least 3 years and requirements for licensure are equivalent to those in the Commonwealth.
New Hampshire	\$300.00	Application Fee	\$300.00	Biennial Renewal Fee	N/A		15 hours	Annual Renewal Term	N/A	
New Jersey	\$250.00 - \$375.00	Application Fee \$125.00 License Fee: 1 st year biennial period \$250.00 2 nd year \$125.00	\$250.00	Biennial Renewal Fee	N/A		50 hours	Biennial Renewal Term	Endorsement /Credentials	No licensee shall be certified by the New Jersey State Board of Optometrists to use or prescribe pharmaceutical agents in the practice of optometry before having completed credentialing requirements in ocular pharmacology approved and administered by the Board of Optometrists
New York	\$377.00	License Fee	\$244.00	Triennial Renewal Fee	N/A	The applicant shall present evidence of completion of 60 semester hours of postsecondary education satisfactory to the department.	N/A	Only optometrists with certification in the use of therapeutic pharmaceuticals are required to complete continuing education.	Endorsement	An applicant for endorsement of an optometry license issued by another jurisdiction shall satisfy all requirements of section 59.6 of Regulations of the Commissioner Part 66, Optometry.

Ohio	\$178.50	Licensure Fee: \$175.00 Transaction Fee: \$3.50 Total Fees: \$178.50	\$130.00	Annual Renewal Fee	N/A		25 hours	Annual Renewal Term	Endorsement	The state board may issue licensure by endorsement to an individual licensed as an optometrist by another state or a Canadian province if the board determines that the other state or province has standards for the practice of optometry that are at least as stringent as the standards established under Ohio law.
Pennsylvania	\$25.00	Application Fee	\$135.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Reciprocity	The applicant must have practiced optometry for at least 4 years continuously in the state of licensure, immediately prior to applying for reciprocity in this Commonwealth.
Rhode Island	\$280.00	License Fee	\$280.00	Annual Renewal Fee	N/A		16 hour	Annual Renewal Term	Endorsement	For endorsement, a statement from the board of examiners in optometry in each state in which the applicant has held or holds licensure to be submitted to the Board of this state attesting to the licensure status of the applicant during the time period the applicant held licensure in said state.

Vermont	\$225.00	Application Fee	\$425.00	Biennial Renewal Fee	N/A		20 hours	Biennial Renewal Term	Endorsement.	To qualify, an applicant must be licensed or certified in good standing in another state or jurisdiction in which the standards and qualifications required for regulation in that jurisdiction are substantially equivalent to Vermont's.
West Virginia	\$400.00	Examination Fee \$300.00 License Fee \$100.00 Total Fees: \$400.00	\$650.00	Biennial Renewal Fee	N/A		43 hours	Biennial Renewal Term	Reciprocity	An applicant for licensure by reciprocity shall be of good moral character and hold a current optometry license in good standing from another state or states which requirements are substantially equivalent to those required in this state.

Optometrist – Diagnostics



Definition

“Optometry” The practice or profession of examining the eyes, by means of suitable instruments or appliances, for defects in vision and eye disorders in order to prescribe corrective lenses or other appropriate treatment.

[Optometry. (n.d.). Dictionary.com Unabridged. Retrieved May 7, 2018 from Dictionary.com website <http://www.dictionary.com/browse/optometry>]

“Examination and Diagnosis” Any examination or diagnostic means or method compatible with optometric education and professional competence. The term shall encompass the use of pharmaceutical agents for diagnostic purposes classified as miotics, mydriatics, cycloplegics, topical anesthetics and dyes when applied topically to the eye, which pharmaceutical agents shall be approved by the Secretary of Health as provided in section 4.3 and, subject to the rules and regulations of the board, provided however that with respect to optometrists licensed before March 1, 1974, only such optometrists who have satisfactorily completed a course in pharmacology as it applies to optometry, with particular emphasis on the topical application of diagnostic pharmaceutical agents to the eye, approved by the board shall be permitted to use diagnostic pharmaceutical agents topically in the practice of optometry.

[OPTOMETRY PRACTICE ACT. ACT 130 AS AMENDED 2002. Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optometry/Documents/Board%20Documents/OptoM%20-%20Act%20130.pdf>]

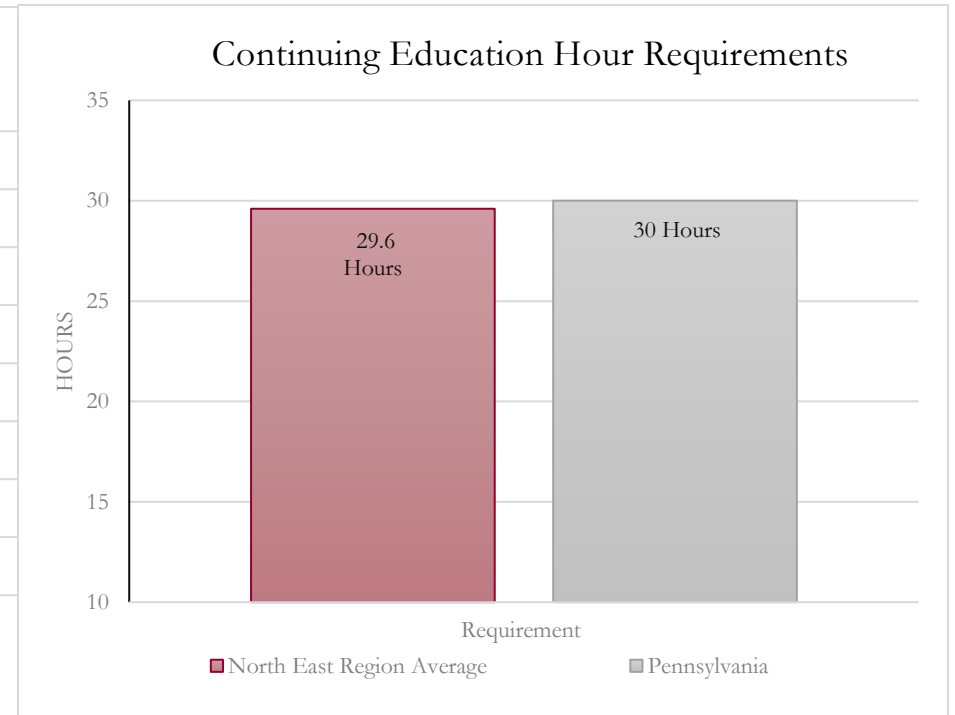
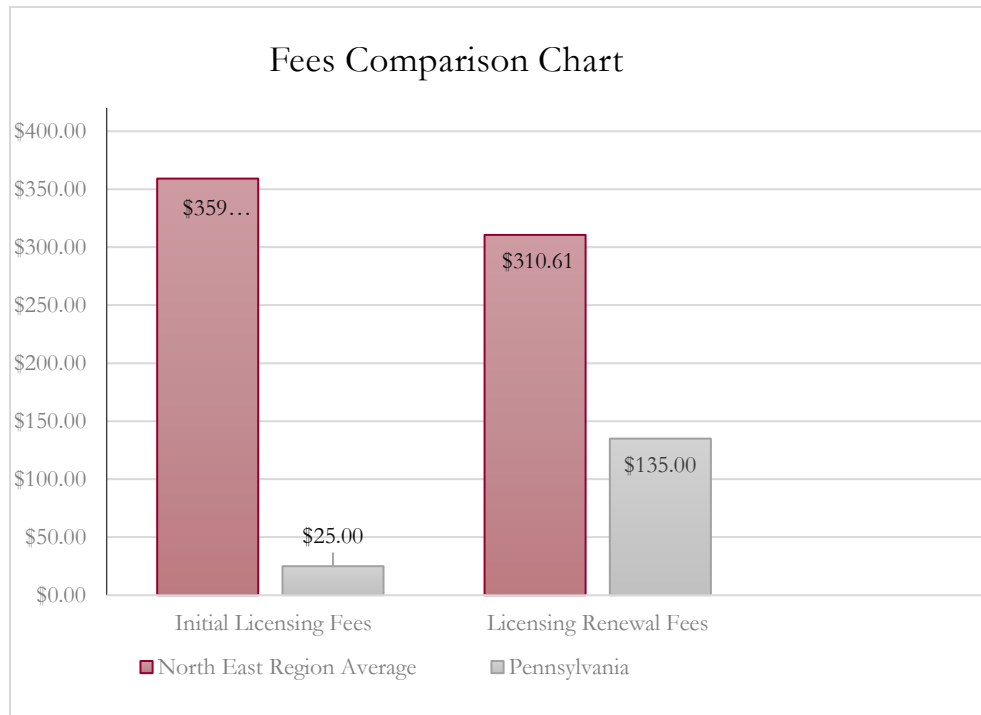
“Treatment” The use of any and all preventive and corrective means and methods for aid to the human visual system and shall include but is not limited to the adapting and fitting of any and all kinds and types of lenses and devices including contact lenses and the provision of vision developmental and perceptual therapy or ocular exercise for aid to or enhancement of visual functions.

[OPTOMETRY PRACTICE ACT. ACT 130 AS AMENDED 2002. Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optometry/Documents/Board%20Documents/OptoM%20-%20Act%20130.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$359.17 Pennsylvania: \$25.00	North East Region Average: \$310.61* Pennsylvania: \$135.00	No Comparable Data	North East Region Average: 29.6 hours Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*CT and MA are the only states listed that require a minimum length of training in legislation.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$565.00	Application Fee	\$380.00	Annual Renewal Fee	60 hours	45 classroom hours and 15 clinical hours in addition to optometrist training requirements.	20 hours	Annual Renewal Term	Endorsement	Must be certified by the Council on Endorsed Licensure Mobility for Optometrists Certificate Issued by the Association of Regulatory Boards of Optometry
Delaware	\$371.00	Therapeutic Optometrist Licensing Fee: \$306.00 Background Check Fee: \$65.00 Total Fees: \$371.00	\$306.00	Biennial Renewal Fee	N/A		12 hours	Biennial Licensure Term	Reciprocity	To be licensed by reciprocity, you must hold a current optometry license in another jurisdiction and have practiced at least five years in any single jurisdiction where you hold a current license.
Maine	Maine does not issue a specific certification for Optometrist – Diagnostics.									
Maryland	Maryland does not issue a specific certification for Optometrist – Diagnostics.									
Massachusetts	\$457.00	Optometrist License Fee: \$408.00 Optometrist DPA Certification: \$49.00 Total Fees: \$457.00	\$100.00	Annual Renewal Fee	95 hours	At least ninety-five hours of study in addition to optometrist requirements.	18 hours	Annual Renewal Term	Reciprocity	The Board may grant a license via reciprocity.
New Hampshire	\$300.00	Application Fee	\$300.00	Biennial Renewal Fee	N/A		15 hours	Annual Renewal Term	Endorsement	Each applicant for licensure by endorsement shall meet board requirements.

New Jersey	New Jersey does not issue a specific certification for Optometrist – Diagnostics.									
New York	\$437.00	License Fee: \$377.00 Optometrists DPA Certification: \$60.00 Total Due: \$437.00	\$244.00	Triennial Renewal Fee	N/A		N/A	Only optometrists with certification in the use of therapeutic pharmaceutic al are required to complete continuing education.	Endorsement	An applicant for endorsement of an optometry license issued by another jurisdiction shall satisfy all requirements of section 59.6 of Regulations of the Commissioner Part 66, Optometry.
Ohio	Ohio does not issue a specific certification for Optometrist – Diagnostics.									
Pennsylvania	\$25.00	Application Fee	\$135.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Reciprocity	The applicant must have practiced optometry for at least 4 years continuously in the state of licensure, immediately prior to applying for reciprocity in this Commonwealth.
Rhode Island	Rhode Island does not issue a specific certification for Optometrist – Diagnostics.									
Vermont	Vermont does not issue a specific certification for Optometrist – Diagnostics.									
West Virginia	West Virginia does not issue a specific certification for Optometrist – Diagnostics.									

Optometrist – Therapeutics



Definition

“Optometry” The practice or profession of examining the eyes, by means of suitable instruments or appliances, for defects in vision and eye disorders in order to prescribe corrective lenses or other appropriate treatment.

[Optometry. (n.d.). Dictionary.com Unabridged. Retrieved May 7, 2018 from Dictionary.com website <http://www.dictionary.com/browse/optometry>]

“Examination and Diagnosis” Any examination or diagnostic means or method compatible with optometric education and professional competence. The term shall encompass the use of pharmaceutical agents for diagnostic purposes classified as miotics, mydriatics, cycloplegics, topical anesthetics and dyes when applied topically to the eye, which pharmaceutical agents shall be approved by the Secretary of Health as provided in section 4.3 and, subject to the rules and regulations of the board, provided however that with respect to optometrists licensed before March 1, 1974, only such optometrists who have satisfactorily completed a course in pharmacology as it applies to optometry, with particular emphasis on the topical application of diagnostic pharmaceutical agents to the eye, approved by the board shall be permitted to use diagnostic pharmaceutical agents topically in the practice of optometry.

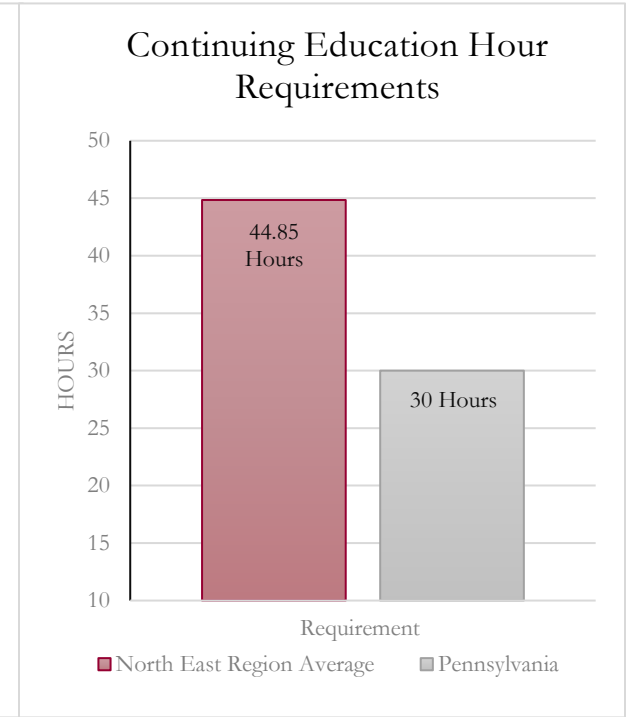
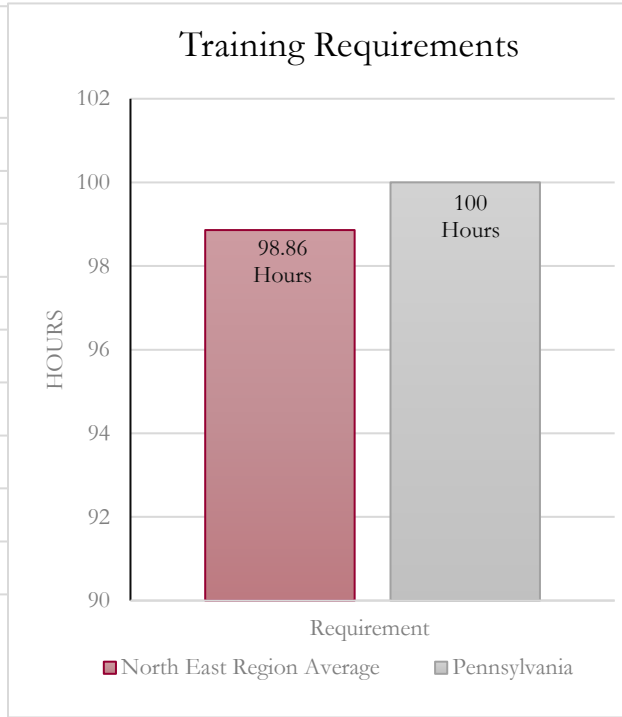
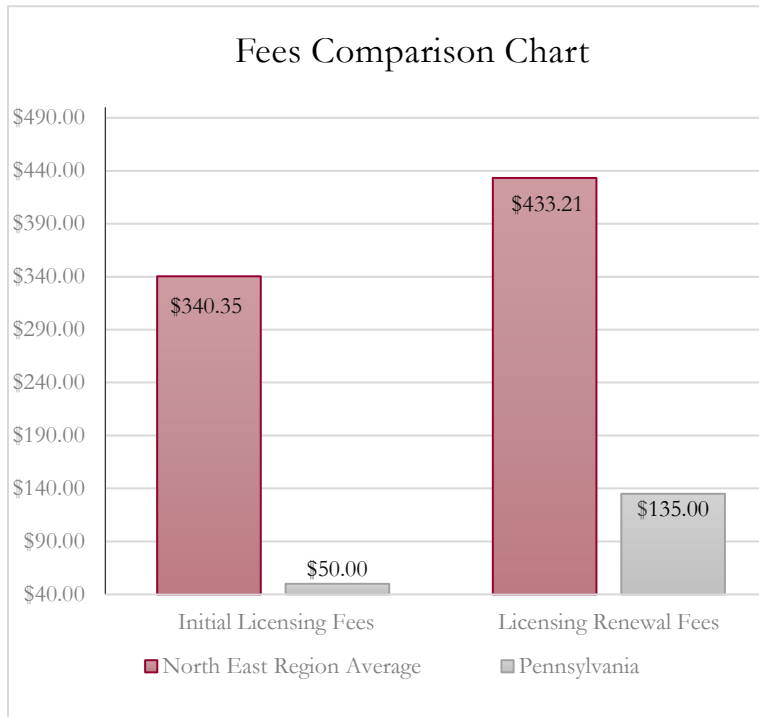
[OPTOMETRY PRACTICE ACT. ACT 130 AS AMENDED 2002. Section 2. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optometry/Documents/Board%20Documents/OptoM%20-%20Act%20130.pdf>]

“Treatment” The use of any and all preventive and corrective means and methods for aid to the human visual system and shall include but is not limited to the adapting and fitting of any and all kinds and types of lenses and devices including contact lenses and the provision of vision developmental and perceptual therapy or ocular exercise for aid to or enhancement of visual functions.

[OPTOMETRY PRACTICE ACT. ACT 130 AS AMENDED 2002. Section 2. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optometry/Documents/Board%20Documents/OptoM%20-%20Act%20130.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$340.35 Pennsylvania: \$50.00	North East Region Average: \$433.21* Pennsylvania: \$135	North East Region Average: 98.86 hours Pennsylvania: 100 hours	North East Region Average: 44.85 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*Training in addition to optometrist licensure requirements	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$565.00	Application Fee	\$380.00	Annual Renewal Fee	110 hours	96 classroom hours and 14 clinical hours in addition to optometrist training requirements.	20 hours	Annual Renewal Term	Endorsement	Must be certified by the Council on Endorsed Licensure Mobility for Optometrists Certificate Issued by the Association of Regulatory Boards of Optometry
Delaware	\$471.00	Therapeutic Optometrist Licensing Fee: \$306.00 Background Check Fee \$65.00 Upgrade to Therapeutic Optometrist \$100.00 Total Fees: \$471.00	\$306.00	Biennial Renewal Fee	40 hours	40 hours of therapeutic experience in addition to optometrist training requirements.	30 hours	Biennial Licensure Term	Reciprocity	To be licensed by reciprocity, you must hold a current optometry license in another jurisdiction and have practiced at least five years in any single jurisdiction where you hold a current license.
Maine	\$300.00	Licensing Examination Application Fee	\$350.00.	Annual Renewal Fee	125 hours	A minimum of 100 hours of ocular therapeutics and at least 25 hours of training in addition to optometry training.	25 hours	Annual Renewal Term	N/A	Reciprocity was Repealed in 1993

Maryland	\$300.00	Application Fee	\$626.00	Biennial Renewal License Fee \$600.00 MHCC Fee: \$26.00 Total Fees: \$626.00	110 hours	Certificates of completion documenting 110 hours of Board-approved therapeutic continuing education.	50 hours	Biennial Renewal Term	Endorsement	The Maryland Board of Optometry may waive the examination requirements for an individual that is licensed to practice in any other state.
Massachusetts	\$408.00	License Fee	\$100.00	Annual Renewal Fee	120 hours	Satisfactory completion of 90 hours of didactic instruction and 30 hours of supervised clinical education relating to the use of therapeutic pharmaceutical in addition to optometrist requirements.	18 hours	Annual Renewal Term	Reciprocity	The Board may grant a license via reciprocity.
New Hampshire	\$325.00	Application Fee: \$300.00 Application Fee for TPA Certification \$25.00 Total Fees: \$325.00	\$300.00	Biennial Renewal Fee	N/A		50 hours	Annual Renewal Term	Endorsement	Each applicant for licensure by endorsement shall meet board requirements.

New Jersey	\$275.00 - \$400.00	Application Fee \$125.00 License Fee: 1 st year of biennial period \$250.00 2 nd year \$125.00 Each additional certificate-certification to prescribe \$125.00	\$250.00	Biennial Renewal Fee	N/A		50 hours	Biennial Renewal Term	Endorsement /Credentials	No licensee shall be certified by the New Jersey State Board of Optometrists to use or prescribe pharmaceutical agents in the practice of optometry before having completed credentialing requirements in ocular pharmacology approved and administered by the New Jersey State Board of Optometrists.
New York	\$377.00	License Fee	\$244.00	Triennial Renewal Fee	N/A	Completion of at least 300 hours of acceptable clinical training in addition to optometrist requirement.	36 hours	Triennial Renewal Term	Endorsement	An applicant for endorsement of an optometry license issued by another jurisdiction shall satisfy all requirements of section 59.6 of Regulations of the Commissioner Part 66, Optometry.
Ohio	\$223.50	Licensure Fee \$175.00 Transaction Fee \$3.50 Application for Therapeutic Pharmaceutical Agents Certificate \$45.00 Total Fees: \$223.50	\$178.50	Annual Renewal Fee \$130.00 Transaction Fee \$3.50 Renewal of a therapeutic pharmaceutical agents certificate \$45.00 Total Fees: \$178.50	87 hours	Eighty-seven clock-hour course of study to be completed at an institution accredited by a post-secondary education accrediting organization recognized by the board in addition to optometrist requirement.	25 hours	Annual Renewal Term	Endorsement	Must meet board requirements.

Pennsylvania	\$50.00	Application Fee \$25.00 Application for certification to prescribe and administer pharmaceutical agents for therapeutic purpose \$25.00 Total Fees: \$50	\$135.00	Biennial Renewal Fee	100 hours	A minimum of 100 hours in the prescription and administration of pharmaceutical agents for therapeutic purposes in addition to meeting optometry requirements.	30 hours	Biennial Renewal Term	Reciprocity	The applicant must have practiced optometry for at least 4 years continuously in the state of licensure, immediately prior to applying for reciprocity in this Commonwealth.
Rhode Island	\$380.00	License Fee \$280.00: Rhode Island Uniform Controlled Substances Act Registration \$100.00 Total Fees: \$380.00	\$380.00	Annual Renewal Fee: \$280.00 Annual Rhode Island Uniform Controlled Substances Act Registration \$100.00: Total Fees: \$380.00	N/A		20 hours	Annual Renewal Term	Endorsement	Option for Application by Endorsement on initial Licensure Application
Vermont	\$225.00	Application Fee	\$425.00	Biennial Renewal Fee	N/A		40 hours	Biennial Renewal Term	Endorsement	To qualify, an applicant must be licensed or certified in good standing in another state or jurisdiction in which the standards and qualifications required for regulation in that jurisdiction are substantially equivalent to Vermont's.

West Virginia	\$400.00	Examination Fee: \$300.00 License Fee \$100.00 Total Fees: \$400.00	\$650.00	Biennial Renewal Fee	N/A		43 hours	Biennial Renewal Term	Reciprocity	An applicant for licensure by reciprocity shall be of good moral character and hold a current optometry license in good standing from another state or states which requirements are substantially equivalent to those required in this state.
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Optometrist – Therapeutics and

Definition

The practice or profession of examining the eyes, by means of suitable instruments or appliances, for defects in vision and eye disorders in order to prescribe corrective lenses or other appropriate treatment.

[Optometry. (n.d.). Dictionary.com Unabridged. Retrieved May 7, 2018 from Dictionary.com website <http://www.dictionary.com/browse/optometry>]

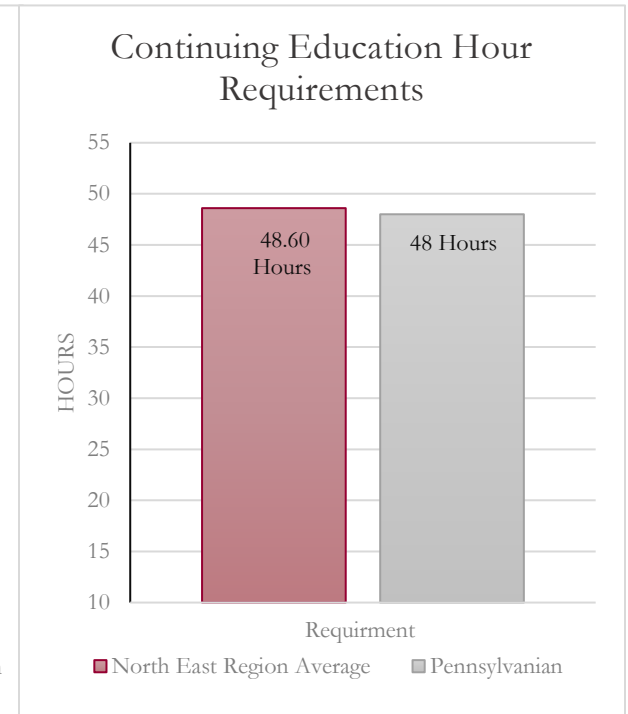
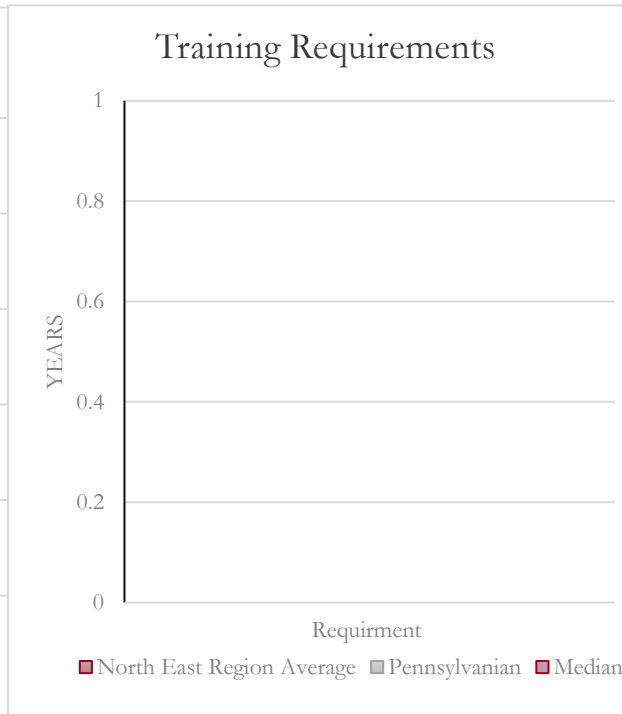
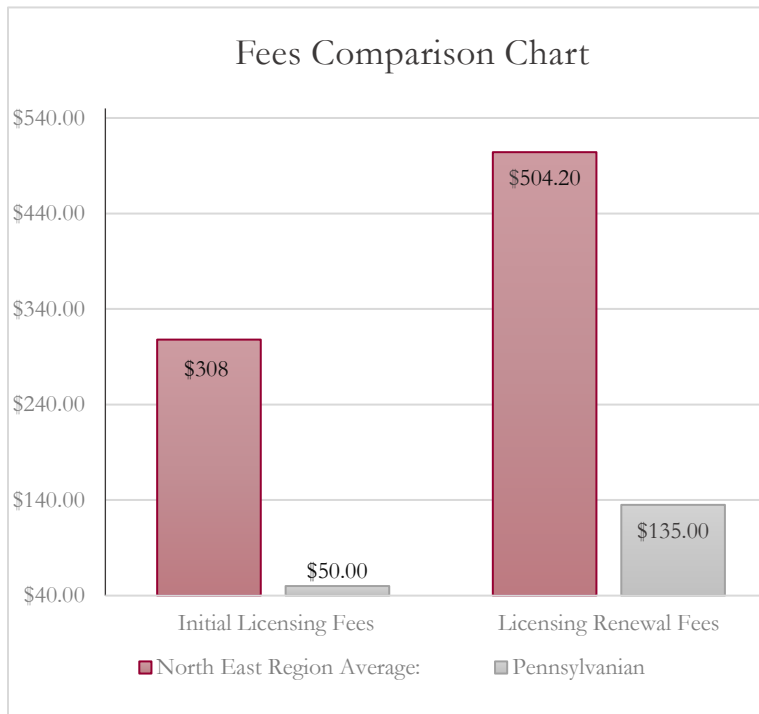
Prior to treating glaucoma for the first time, all therapeutically certified optometrists must have passed an examination that included prescription and administration of pharmaceutical agents for therapeutic purposes as required in section 4.1

[OPTOMETRY PRACTICE ACT. ACT 130 AS AMENDED 2002. Section 4. General qualifications for licensure. Subsection 4.2. <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optomtry/Documents/Board%20Documents/Optom%20-%20Act%20130.pdf>]



LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$308.00 Pennsylvanian: \$50.00	North East Region Average: \$504.20 Pennsylvanian: \$135.00	North East Region Average: Pennsylvanian:	North East Region Average: 48.60 hours* Pennsylvanian: 48 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years	*CT and ME are the only states listed that require a minimum length of training in legislation.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$565.00	Application Fee	\$380.00	Annual Renewal Fee	126 hours	75 classroom hours and 51 clinical hours in addition to optometrist training requirements.	20 hours	Annual Renewal Term	Endorsement	Must be certified by the Council on Endorsed Licensure Mobility for Optometrists Certificate Issued by the Association of Regulatory Boards of Optometry
Delaware	Delaware does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									
Maine	\$300.00	Licensing Examination Application Fee	\$350.00	Annual Renewal Fee	25 hours	Successful completion of a course of at least 25 hours devoted primarily to pharmacology and glaucoma in addition to optometrist therapeutic license training requirements.	25 hours	Annual Renewal Term	N/A	Reciprocity was Repealed in 1993
Maryland	\$300.00	Application Fee	\$626.00	Biennial Renewal License Fee \$600.00 MHCC Fee: \$26.00 Total Fees: \$626.00	N/A	N/A	50 hours	Biennial Renewal Term	Endorsement	The Maryland Board of Optometry may waive the examination requirements for an individual that is licensed to practice in any other state.

Massachusetts	Massachusetts does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									
New Hampshire	\$325.00	Application fee \$300.00 Application Fee for TPA Certification \$25.00 Total Fees: \$325.00	\$300.00	Biennial Renewal Fee	N/A	N/A	50 hours	Annual Renewal Term	Endorsement	Each applicant for licensure by endorsement shall meet board requirements.
New Jersey	New Jersey does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									
New York	New York does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									
Ohio	Ohio does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									
Pennsylvania	\$50.00	Application Fee \$25.00 Application for certification to treat glaucoma \$25.00 Total Fees: \$50	\$135.00	Biennial Renewal Fee	N/A	Must meet all Optometrist Therapeutics requirements and pass an exam.	48 hours	Biennial Renewal Term	Reciprocity	The applicant must have practiced optometry for at least 4 years continuously in the state of licensure, immediately prior to applying for reciprocity in this Commonwealth.
Rhode Island	Rhode Island does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									
Vermont	Vermont does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									
West Virginia	West Virginia does not issue a specific certification for Optometrist – Therapeutics and Glaucoma.									

SOCIAL WORKERS, MARRIAGE & FAMILY THERAPISTS, PROFESSIONAL COUNSELORS BOARD

- Osteopathic Physician
 - Osteopathic Acupuncturist: See Board of Medicine Report
 - Osteopathic Genetic Counselor: See Board of Medicine Report
 - Osteopathic Perfusionist: See Board of Medicine Report
 - Osteopathic Physician Assistant: See Board of Medicine Report
 - Osteopathic Respiratory Therapist: See Board of Medicine Report

Osteopathic Physician



Definition

"Osteopathic Physician" a physician who practices osteopathy.

[osteopath. (n.d.). Dictionary.com Unabridged. Retrieved May 9, 2018 from Dictionary.com website <http://www.dictionary.com/browse/osteopath>]

"Osteopathy" a therapeutic system originally based upon the premise that manipulation of the muscles and bones to promote structural integrity could restore or preserve health: current osteopathic physicians use the diagnostic and therapeutic techniques of conventional medicine as well as manipulative measures.

[osteopathy. (n.d.). Dictionary.com Unabridged. Retrieved May 9, 2018 from Dictionary.com website <http://www.dictionary.com/browse/osteopathy>]

"Physician." A person who has received formal and recognized training in the art and science of osteopathic medicine qualified to seek or who has acquired a license to practice osteopathic medicine and surgery.

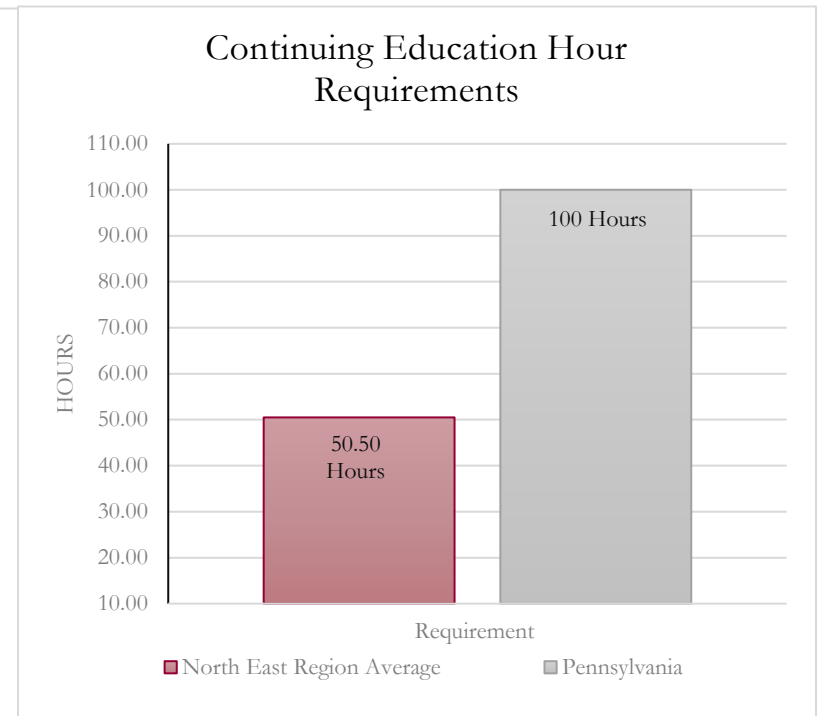
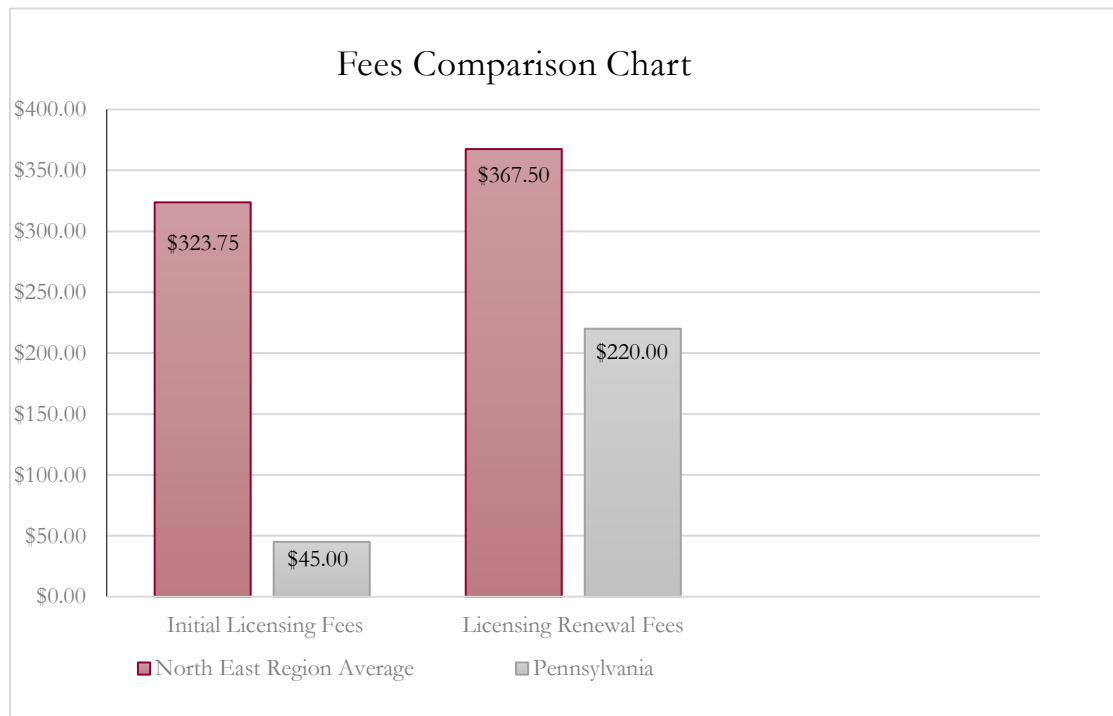
[OSTEOPATHIC MEDICAL PRACTICE ACT Act of Oct. 5, 1978, P.L. 1109, No. 261 Cl. 63, section 2 Definitions , <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/OsteopathicMedicine/Documents/Board%20Documents/OstM%20-%20Board%20act.pdf>]

"Osteopathic medicine and surgery." The art and science having for its object the cure of disease and the preservation of the health of man with or without drugs, except healing by spiritual means or prayer.

[OSTEOPATHIC MEDICAL PRACTICE ACT Act of Oct. 5, 1978, P.L. 1109, No. 261 Cl. 63, section 2 Definitions , <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/OsteopathicMedicine/Documents/Board%20Documents/OstM%20-%20Board%20act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$323.75 Pennsylvania: \$45.00	North East Region Average: \$367.50 Pennsylvania: \$220.00	Not Comparable to Pennsylvania's Requirements	North East Region Average: 50.50 hours Pennsylvania: 100 hours
*Some states fees were unavailable.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years. Some states fees were unavailable.		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years.



OBSERVATION SECTION

Connecticut

<http://www.portal.ct.gov/DPH/Practitioner-Licensing--Investigations/PLIS/Practitioner-Licensing--Investigations-Section>

- Medical Doctors (M.D) and Doctors of Osteopath Medicine (D.O) are licensed as one under **Connecticut Department of Public Health; Practitioner Licensing and Investigations Section**

Maryland

<https://health.maryland.gov/physicians/Pages/home.aspx>

- Medical Doctors (M.D) and Doctors of Osteopath Medicine (D.O) are licensed as one under **Maryland Department of Health; Maryland Board of Physicians**

New Jersey

<http://www.njconsumeraffairs.gov/bme/Pages/regulations.aspx>

- Medical Doctors (M.D) and Doctors of Osteopath Medicine (D.O) are licensed as one under **New Jersey Department of Public Law and Safety: The Office of the Attorney General: Division of Consumer Affairs: State Board of Medical Examiners.**

Maine

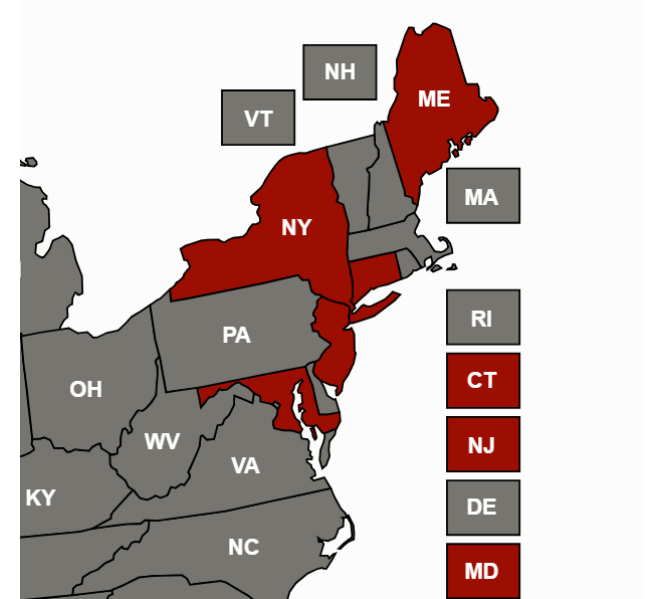
<http://www.maine.gov/osteo/index.htm>

- Sperate occupational license for Doctors of Osteopath Medicine (D.O), which is licensed under the **Maine Department of Professional & Financial Rgulation: The Board of Osteopathic Licensure**

New York

<http://www.op.nysed.gov/prof/>

- Medical (M.D) and Doctors of Osteopath Medicine (D.O) are licensed as one under **the Education Department: Office of the Professions Division of Professional Licensing Services**



-Nine north east region states do not have a separate occupational license for an osteopathic doctor or osteopathic medical practices. These states use the same licensing board for Osteopathic Medicine and Medicine. Usually this combined medical board issues a Physicians or Practitioners license and the physician determines whether they practice as an Osteopathic Doctor or Medical Doctor. The department that issues these licenses varies from state to state. **Note: Compared to the states that do have separate licenses for Osteopathic Doctors, PA has more continuing education hours required than the average.**

- **Renewal cycle:** The four north east region states that license osteopathic doctors separately (including **Pennsylvania**) have a biennial renewal cycle.

-This report does not include osteopathic acupuncturist, osteopathic genetic counselor, osteopathic perfusionist, osteopathic physician assistant and osteopathic respiratory therapist. To see the data on these occupations please see the Board of Medicine report.

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	Connecticut Practitioner Licensing and Investigations Section licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
Delaware	Delaware Division of Professional Regulation licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
Maine	\$350.00	Addendum and the Application Fee	\$500.00	Biennial Renewal Fee	36 months	Postgraduate training: Satisfactorily completed at least 36 months in an internship/residency/fellowship program.	40 hours	Biennial Renewal Term	Endorsement	The SPEX™ (Special Purpose Examination), is a computerized, multiple choice examination of current knowledge requisite for the general, undifferentiated practice of medicine owned and administered by the Federation of State Medical Boards. This is the exam for physicians applying for licensure by endorsement who are several years beyond initial licensure.
Maryland	Maryland Board of Physicians licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
Massachusetts	Massachusetts Board of Registration in Medicine licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
New Hampshire	New Hampshire Board of Medicine licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
New Jersey	New Jersey State Board of Medical Examiners licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
New York	New York Office of the Professions Division of Professional Licensing licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
Ohio	The State Medical Board of Ohio licenses Osteopathic Physicians and Physicians under a Physicians Licenses									

Pennsylvania	\$45.00	Application Fee	\$220.00	Biennial Renewal Fee	N/A		100 hours	Biennial Renewal Term	Endorsement	Applicants can secure a license for the practice of osteopathic medicine if: Applicant provides evidence of a valid license in good standing to practice, is a graduate from an approved osteopathic medical college, receives passing scores on the National Board exam, and a passing score on the practical exam, in addition to completing an approved internship.
Rhode Island	Rhode Island Department of Health licenses Osteopathic Physicians and Physicians under a Physicians Licenses									
Vermont	\$500.00	Application Fee	\$350.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Endorsement	A person shall be entitled to licensure without examination if he or she is a diplomat of the National Board of Examiners for Osteopathic Physicians and Surgeons.
West Virginia	\$400.00	Application Fee	\$ 400.00	Biennial Renewal Fee	1 year	Postgraduate Training: 1 year of clinical training must be in a program approved by the American Osteopathic Association.	32 hours	Biennial Renewal Term	Endorsement	For reciprocal endorsement from another state, or D.C, must provide proof of licensure in that jurisdiction under licensure requirements substantially similar to those in WV, and proof of requisite qualifications to provide the same standard of care as a physician initially licensed in this State.



PHYSICAL THERAPY BOARD





Physical Therapist

Definition

“Physical Therapists” Sometimes called PTs, help injured or ill people improve their movement and manage their pain. These therapists are often an important part of the rehabilitation, treatment, and prevention of patients with chronic conditions, illnesses, or injuries.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Physical Therapists, on the Internet at <https://www.bls.gov/ooh/healthcare/physical-therapists.htm> (visited April 13, 2018).]

“Physical Therapist” A person licensed under the act and this chapter to provide physical therapy services without restriction in this Commonwealth.

[Chapter 40 State board of Physical therapy § 40.1 issued under section 506 of The Administrative Code of 1929 <https://www.pacode.com/secure/data/049/chapter40/s40.1.html>]

“Physical Therapy” (1) The evaluation, examination and testing of individuals with mechanical, physiological and developmental impairments, functional limitations and disabilities, other health-related or movement-related conditions, performed to determine a diagnosis, prognosis and plan of treatment intervention within the scope of this act or to assess the ongoing effects of intervention.

(2) The performance of tests and measurements as an aid in diagnosis or evaluation of function and the Treatment of the individual through the utilization of the effective properties of physical measures such as mechanical stimulation, heat, cold, light, air, water, electricity, sound, massage or mobilization-manual therapy.

(3) The use of therapeutic exercises and rehabilitative procedures, including training in functional activities, with or without the utilization of assistive devices, for the purpose of limiting or preventing disability and alleviating or correcting any physical or mental conditions.

(4) Reducing the risk of injury, impairment, functional limitation and disability, including the promotion and maintenance of fitness, health and wellness in populations of all ages as well as engaging in administration, consultation, education and research.

[Physical Therapy Practice Act, Section 2 Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/PhysicalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/PTM%20-%20Physical%20Therapy%20Practice%20Act.pdf>]

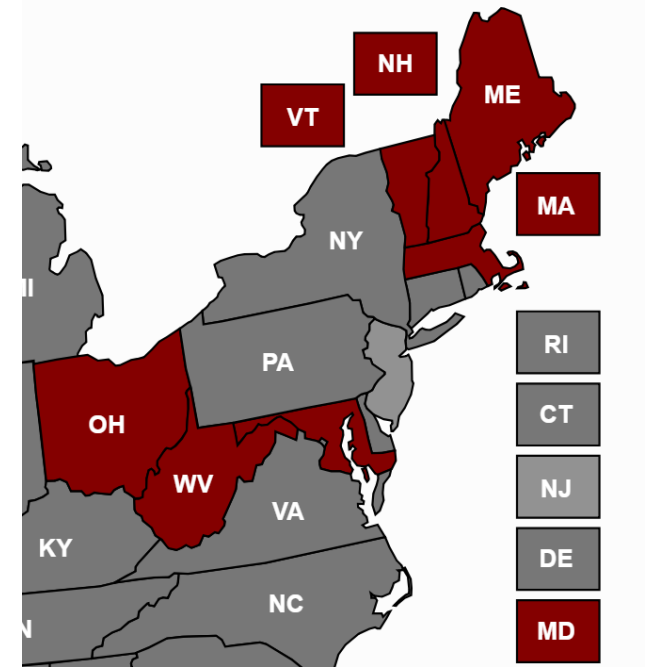
OBSERVATION SECTION

Physical Therapist Temporary License

- Six states in the north east region (Maine, Maryland, Massachusetts, New Hampshire, New Jersey, and Ohio) either do not issue a temporary physical therapist license, or only do so under limited circumstances.

Direct Access

- Four states in the north east region (Maryland, Massachusetts, Vermont, and West Virginia) grant physical therapists unrestricted direct access to patients. All other states (including PA) have provisional direct access.

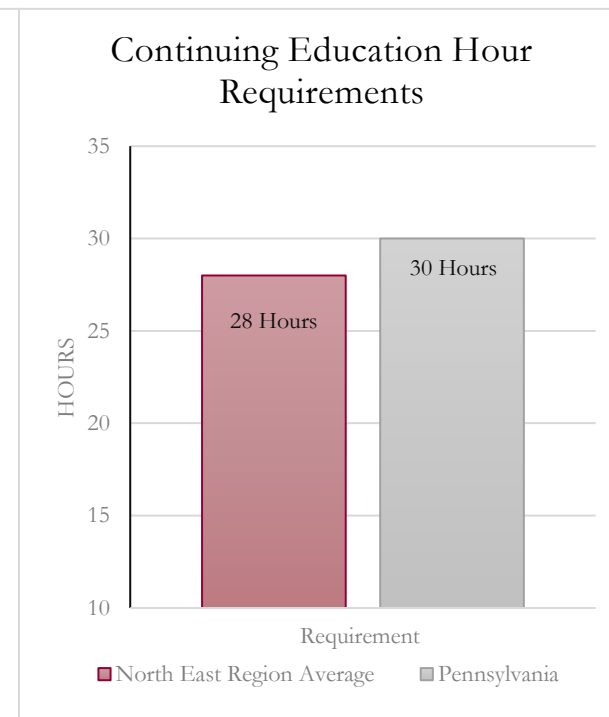
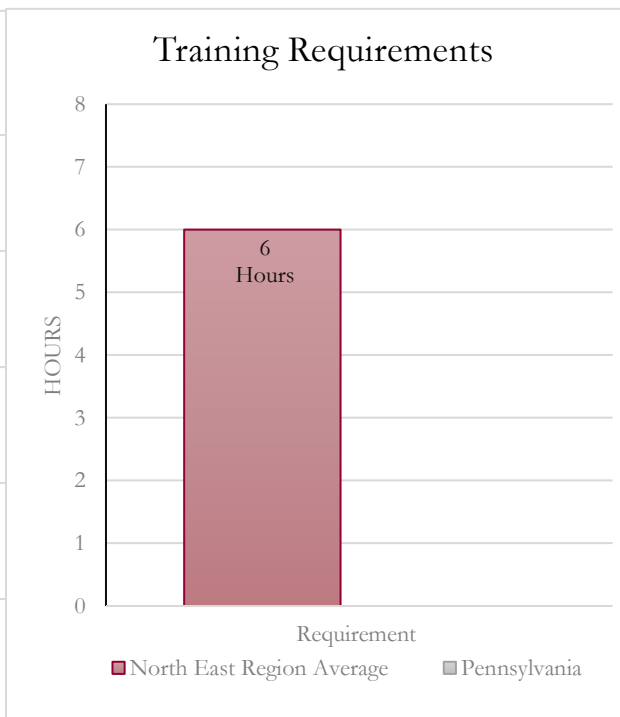
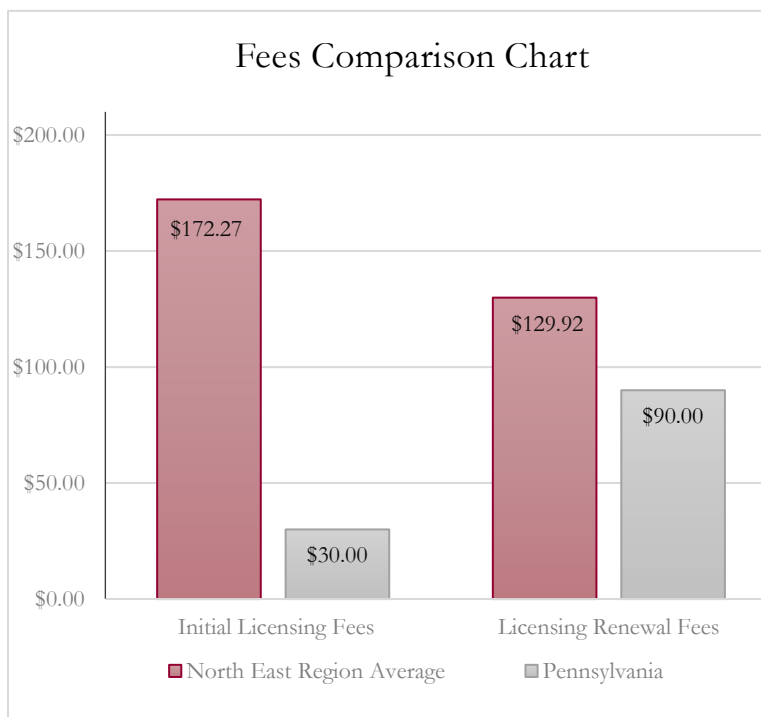


-PA has lower initial licensing and renewal fees than comparison states for all professions licensed by the Physical Therapy Board. PA has higher continuing education requirements for physical therapists and physical therapist assistants than comparison states.

-**Renewal cycle:** All north east region states (excluding Connecticut) have biennial renewal. Connecticut has annual renewal.

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$172.27 Pennsylvania: \$30.00	North East Region Average: \$129.92* Pennsylvania: \$90.00	North East Region Average: 6 months Pennsylvania: none	North East Region Average: 28 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-2 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$285.00	Initial Application Fee	\$105.00	Annual Renewal Fee	N/A		20 Hours	20 hours of continuing education must be completed during the year of renewal.	Reciprocity	Application for licensure by reciprocity or endorsement is filed with the department within six months after starting such practice.
Delaware	\$133.00	Processing Fees for License Application	\$133.00	Biennial Renewal Fee	N/A		30 Hours	30 continuing education hours to renew your license every two years.	Reciprocity	If you hold a current license in another jurisdiction (state, D.C. or U.S. territory) you may apply by Reciprocity
Maine	\$51.00	License Fee: 30.00 Criminal Background Check Fee: \$21.00 Total Due: \$51.00	\$60.00	Biennial Renewal Fee	6 months	Have completed a minimum of six (6) months of experience, approved by the board, as a licensed or authorized physical therapist or physical therapist assistant under the supervision of a licensed physical therapist.	N/A	Maine Law does not require continuing education for this profession	Endorsement	Endorsement: The board may waive the examination requirement for an applicant who is currently licensed in another jurisdiction by virtue of having previously passed a qualifying examination acceptable to the board, if the passing standards for the examination are equivalent to those then required by the law of this State.

Maryland	\$150.00	Application Fee	\$226.00	Biennial Renewal Fee	N/A		30 hours	30 hours of continuing education required every two years	Endorsement	Endorsement: Must meet board requirements
Massachusetts	\$226.00	Licensure by Examination	\$100.00	Biennial Renewal Fee	N/A		N/A	No requirement. It is recommended that all licensees engage in continuing competence.	Reciprocity / Endorsement	The board may waive the examination requirement for an applicant who is currently licensed in another state or other jurisdiction
New Hampshire	\$218.00	Application Fee: \$170.00 Jurisprudence Exam Fee: \$48.00 Total Due: \$218.00	\$110.00	Biennial Renewal Fee	N/A		24 hours	12 hours of clinical continuing professional education, and 12 additional hours of continuing professional education every two years.	Reciprocity	

New Jersey	\$197.50 - \$252.50	Application Fee: \$125.00 Initial licensure fee: If paid during first year of biennial renewal period: \$110.00. Otherwise, \$55.00 Criminal Background Check Fee: \$17.50 Total Due: \$197.50 - \$252.50	\$110.00	Biennial Renewal Fee	N/A		30 hours	30 credits of continuing education biennially, which shall include four credits of jurisprudence and professional ethics.	Endorsement	Applicants possessing a valid license issued by another state may be deemed eligible for licensure in New Jersey without examination if the criteria for licensure in the other state are deemed by the Board to be substantially equivalent to those required in New Jersey.
New York	\$294.00	Physical Therapist (License) Fee	\$225.00	Biennial Renewal Fee	N/A		36 hours	36 hours of continuing education every three years.	Endorsement	Licensure by Endorsement An individual licensed in another jurisdiction may not practice in New York without being licensed in New York State.
Ohio	\$100.00	Application Fee	\$70.00	Biennial Renewal Fee	N/A		24 hours	24 hours of continuing education every two years.	Endorsement	License by endorsement provided the requirements are reasonably equal to the requirements in force in Ohio

Pennsylvania	\$30.00	Application Fee	\$90.00	Biennial Renewal Fee	N/A		30 hours	30 contact hours biennially	Endorsement	Licensure by endorsement: comply with the boards requirements
Rhode Island	\$155.00	Application Fee	\$155.00	Biennial Renewal Fee	N/A		24 hours	24 hours of continuing education every two years.	Endorsement	Without Examination by Endorsement: A license to practice physical therapy may be issued without examination to an applicant who has been duly licensed by examination as a physical therapist under the laws of another jurisdiction, if, in the opinion of the Board, the applicant meets the qualifications required of physical therapists in this state.
Vermont	\$100.00	Application Fee	\$100	Biennial Renewal Fee	N/A		24 hours	A physical therapist licensee must document completion of 24 CCUs during the two-year licensing period preceding renewal.	Endorsement	Licensure by endorsement A person who is licensed in another jurisdiction and who desires licensure as a physical shall apply to the director of the office of professional regulation in writing on a form furnished by the director, accompanied by the specified fee

West Virginia	\$245.00	Application Fee: \$25.00 Licensure Fee: \$220.00 Total Due: \$245.00	\$100.00	Biennial Renewal Fee	N/A		24 hours	24 hours of continuing education every two years.	Endorsement	Licensure by Endorsement
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Physical Therapist Temporary



Definition

“Physical Therapist” Sometimes called PTs, help injured or ill people improve their movement and manage their pain. These therapists are often an important part of the rehabilitation, treatment, and prevention of patients with chronic conditions, illnesses, or injuries.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Occupational Therapists, on the Internet at <https://www.bls.gov/ooh/healthcare/occupational-therapists.htm> (visited April 13, 2018).]

“Physical Therapist Temporary” Issuance by the board of a temporary license shall permit the applicant to practice physical therapy only while under the direct on-premises supervision of a licensed physical therapist with at least two years of experience.

[Physical Therapy Practice Act 110 of 1975 Section 6

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/PhysicalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/PTM%20-%20Physical%20Therapy%20Practice%20Act.pdf>]

“Physical Therapy” (1) The evaluation, examination and testing of individuals with mechanical, physiological and developmental impairments, functional limitations and disabilities, other health-related or movement-related conditions, performed to determine a diagnosis, prognosis and plan of treatment intervention within the scope of this act or to assess the ongoing effects of intervention.

- (2) The performance of tests and measurements as an aid in diagnosis or evaluation of function and the Treatment of the individual through the utilization of the effective properties of physical measures such as mechanical stimulation, heat, cold, light, air, water, electricity, sound, massage or mobilization-manual therapy.
- (3) The use of therapeutic exercises and rehabilitative procedures, including training in functional activities, with or without the utilization of assistive devices, for the purpose of limiting or preventing disability and alleviating or correcting any physical or mental conditions.
- (4) Reducing the risk of injury, impairment, functional limitation and disability, including the promotion and maintenance of fitness, health and wellness in populations of all ages as well as engaging in administration, consultation, education and research.

[Physical Therapy Practice Act, Section 2 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/PhysicalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/PTM%20-%20Physical%20Therapy%20Practice%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$219.00 Pennsylvania: \$15.00	North East Region Average: \$70.00 Pennsylvania: \$0	North East Region Average: 800 hours Pennsylvania: 800 hours	N/A
	•Renewal cycle is six months	• Excluding DE and RI since they have weeks and years as units of measurement	



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$285.00	Application Fee	N/A	Temporary permits are not renewable	N/A		N/A		N/A	Temporary permits may not be issued to individuals who have previously failed the examination or are licensed in another jurisdiction.
Delaware	\$238.00	Processing Fee: \$133.00 Temporary Permit Fee: \$40.00 Criminal Background Check: \$65.00 Total Due: \$238.00	N/A	The temporary license shall be surrendered to the Board and may not be renewed if the applicant fails the exam. In all other cases, a temporary license may be renewed only once. The temporary license is issued for three months.	30 weeks	CAPTE standard for clinical experience for physical therapists - 30 weeks of full-time clinical education experiences	N/A		Credentials	Applicants must meet requirements for a temporary license in Delaware. Before applying for a temporary license, applicants must have a job and a supervising Physical Therapist in Delaware.
Maine	Does Not offer Temporary License									
Maryland	Temporary License Repealed									
Massachusetts	Does Not Offer Temporary License									
New Hampshire	Interim License Repealed									

New Jersey	The board offers a temporary license for visiting Physical Therapists to practice in a medical emergency, however not a traditional temporary license.									
New York	\$364.00	Licensing Fee: \$294.00 Limited Permit Fee: \$70.00 Total Due: \$364.00	\$70.00	Limited permits shall be for six months and the department may renew for not than a total of one year.	800 Hours	800 hours of clinical education with at least 560 hours of clinical internships.	N/A		Credentials	The department of education shall issue a limited permit to an applicant who meets all requirements for admission to the licensing examination.
Ohio	The board offers a temporary license for military spouses but does not offer a traditional temporary permit.									
Pennsylvania	\$15.00	Temporary Permit Fee	N/A	Temporary license must be surrendered to the Board immediately upon the failure of the first examination or 6 months after the date of issuance, whichever occurs first.	800 Hours	Two full-time clinical internships of 800 hours	N/A		Credentials	An applicant for temporary license shall meet the requirements for physical therapist licensure and have made application to take the examination or have taken the examination and be awaiting the results of the examination.

Rhode Island	\$155.00	Application Fee	N/A	If such an applicant fails to take the examination within ninety (90) days from the effective date of graduate status, without due cause, or fails to pass the examination and receive a license in any state, the permit shall automatically cease.	1 Year	One (1) year clinical experience	N/A		Credentials	Every student, upon graduating from a physical therapy school accredited by (CAPTE), who has filed with the Board a completed application with supporting documents may perform as a physical therapist under the supervision of a physical therapist licensed in this state.
Vermont	\$170.00	Application Fee: \$100.00 Verification of Licensure: \$20.00 Temporary License Fee: \$50.00 Total Due: \$170.00	N/A	A temporary license shall not be renewed, and becomes null and void upon the issuance of a Vermont license, or upon the denial of the application.	N/A		N/A		Endorsement	A temporary license may be issued to a physical therapist or physical therapist assistant currently licensed in another jurisdiction who has applied for licensure by endorsement in Vermont.

West Virginia	\$305.00	Licensure Fee: \$220.00 Processing Fee: \$25.00 Exam Fee: \$25.00 Temporary Permit Fee: \$35.00 Total Due: \$305.00	N/A	The temporary permit is valid only for a period of 90 consecutive days and the permit shall not be renewed.	N/A		N/A		Credentials	The board may issue a temporary permit to an applicant to practice as a physical therapist if the applicant has completed the educational requirements, pending the examination and who works under a supervising Physical Therapist.
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Physical Therapist Assistant



Definition

“Physical Therapist Assistants” Sometimes called PTAs, work under the direction and supervision of physical therapists. They help patients who are recovering from injuries and illnesses regain movement and manage pain.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Physical Therapist Assistants and Aides, on the Internet at <https://www.bls.gov/ooh/healthcare/physical-therapist-assistants-and-aides.htm> (visited April 13, 2018).]

“Physical Therapist Assistant” A person who has been certified in accordance with the act and this subchapter to provide services as a physical therapist assistant.

[Subchapter § 40.152 amended under 3(a) of the Physical Therapy Practice Act (63 P. S. § 1303(a)) <https://www.pacode.com/secure/data/049/chapter40/s40.152.html>]

“Physical Therapy” (1) The evaluation, examination and testing of individuals with mechanical, physiological and developmental impairments, functional limitations and disabilities, other health-related or movement-related conditions, performed to determine a diagnosis, prognosis and plan of treatment intervention within the scope of this act or to assess the ongoing effects of intervention.

(2) The performance of tests and measurements as an aid in diagnosis or evaluation of function and the Treatment of the individual through the utilization of the effective properties of physical measures such as mechanical stimulation, heat, cold, light, air, water, electricity, sound, massage or mobilization-manual therapy.

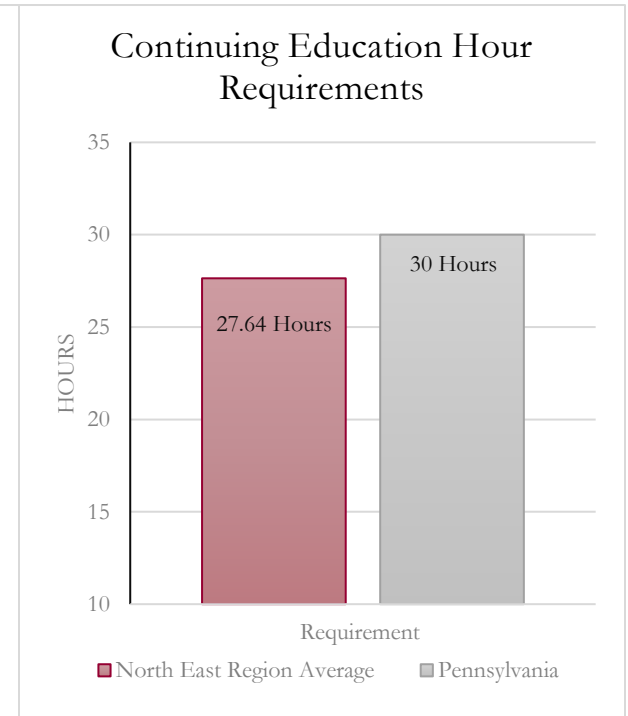
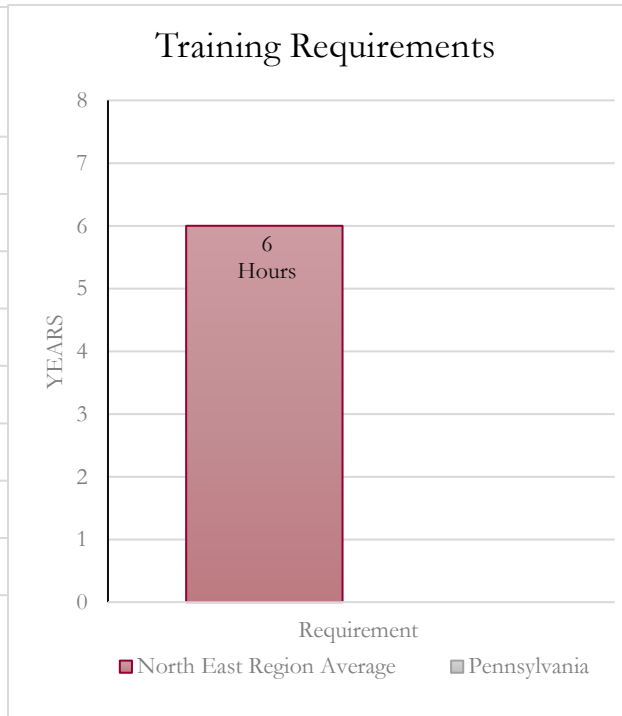
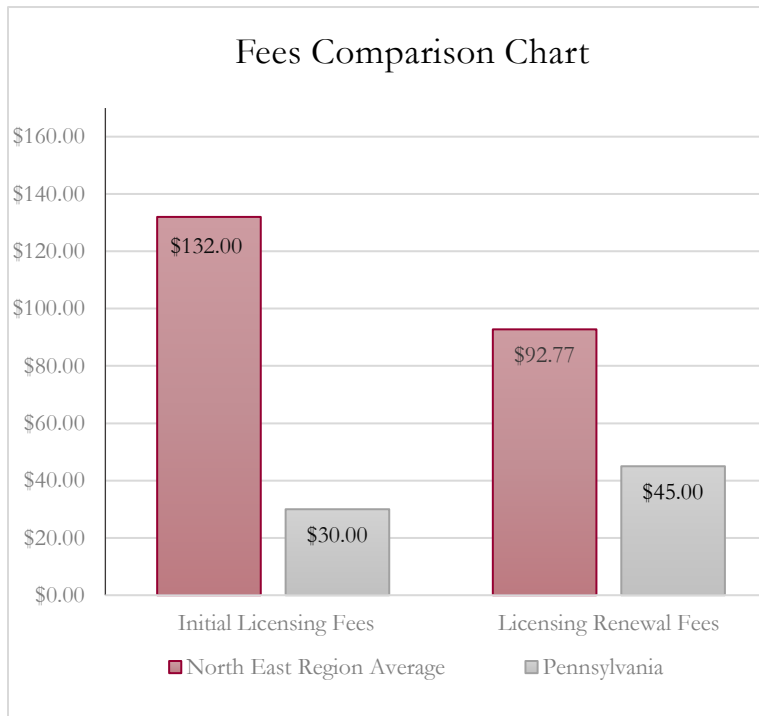
(3) The use of therapeutic exercises and rehabilitative procedures, including training in functional activities, with or without the utilization of assistive devices, for the purpose of limiting or preventing disability and alleviating or correcting any physical or mental conditions.

(4) Reducing the risk of injury, impairment, functional limitation and disability, including the promotion and maintenance of fitness, health and wellness in populations of all ages as well as engaging in administration, consultation, education and research.

[Physical Therapy Practice Act, Section 2 Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/PhysicalTherapy/Documents/Applications%20and%20Forms/Non-Application%20Documents/PTM%20-%20Physical%20Therapy%20Practice%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$128.00-132.00 Pennsylvania: \$30.00	North East Region Average: \$92.77* Pennsylvania: \$45.00	North East Region Average: 6 months Pennsylvania: 0	North East Region Average: 27.64 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$190.00	Initial Application Fee	\$65.00	Annual Renewal Fee	N/A		20 hours	Annual Renewal Cycle	Reciprocity	Application for licensure by reciprocity or endorsement is filed with the department within six months after starting such practice.
Delaware	\$133.00	Processing Fee for License Application	\$133.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Cycle	Reciprocity	If you hold a current license in another jurisdiction (state, D.C. or U.S. territory) you may apply by Reciprocity.
Maine	\$51.00	License Fee: \$30.00 Criminal Background Check Fee: \$21.00 Total Due: \$51.00	\$60.00	Biennial Renewal Fee	6 months	Six months of experience, approved by the board, as a licensed or authorized physical therapist assistant under the supervision of a licensed physical therapist.	N/A	Maine Law does not require continuing education for this profession.	Endorsement	Endorsement: The board may waive the examination requirement for applicants currently licensed in another jurisdiction if the standards for the examination are equivalent to those required by the law of this State.

Maryland	\$150.00	Application Fee	\$145.00	Biennial Renewal Fee	N/A		20 hours	Biennial Renewal Cycle	Endorsement	Endorsement: Must meet board requirements
Massachusetts	\$226.00	Licensure by Examination Fee	\$100.00	Biennial Renewal Fee	N/A			It is recommended that all licensees engage in continuing competence.	Reciprocity / Endorsement	The board may waive the examination requirement for an applicant who is currently licensed in another state or other jurisdiction.
New Hampshire	\$170.00	Application Fee: \$60.00 Initial License Fee: \$110.00 Total Due: \$170.00	\$110.00	Biennial Renewal Fee	N/A		24 hours	Biennial Renewal Cycle	N/A	Reciprocity not permitted
New Jersey	\$192.50 - \$242.50	Application Fee: \$125.00 Initial licensure fee: \$100.00 If paid during first year of biennial renewal period: \$100.00. Otherwise, \$50.00 Criminal Background Check Fee: \$17.50	\$100.00	Biennial Renewal Fee	N/A		30 hours	Annual Renewal Cycle	Endorsement	Endorsement: Applicants possessing a valid license issued by another state may be eligible for licensure in New Jersey without examination if the criteria for licensure in the other state are deemed by the Board to be substantially equivalent.

New York	\$103.00	Licensure Fee	\$103.00	Biennial Renewal Fee	N/A		36 hours	Triennial Registration Period.	Endorsement	Licensure by Endorsement
Ohio	\$100.00	Application Fee	\$70.00	Biennial Renewal Fee	N/A		12 hours	Biennial Renewal Cycle	Endorsement	License by endorsement, if minimal education and passing score on the national physical therapy examination (NPTE) were reasonably equal to the requirements in Ohio
Pennsylvania	\$30.00	Initial Application Fee	\$45.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Cycle	Endorsement	Licensure by endorsement.
Rhode Island	\$50.00	Application Fee	\$50.00	Biennial Renewal Fee	N/A		24 hours	Biennial Renewal Cycle	Endorsement	A license may be issued without examination to an applicant who has been licensed by another state or jurisdiction, if, in the opinion of the Board, the applicant meets the qualifications required of physical therapist assistants in this state.
Vermont	\$100.00	Application Fee	\$100.00	Biennial Renewal Fee	N/A		16 hours	Biennial Renewal Cycle	Endorsement	Licensure by Endorsement.

West Virginia	\$165.00	Application Fee: \$25.00 License Fee: \$140.00 Total Due: \$165.00	\$60.00	Biennial Renewal Fee	N/A		24 hours	Biennial Renewal Cycle	Endorsement	Licensure by Endorsement
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PODIATRY BOARD

- Doctor of Podiatric Medicine
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Podiatrist



Definition

Podiatry – the care of the human foot, especially the diagnosis and treatment of foot disorders.

[podiatry. (n.d.). Dictionary.com Unabridged. Retrieved May 11, 2018 from Dictionary.com website <http://www.dictionary.com/browse/podiatry>]

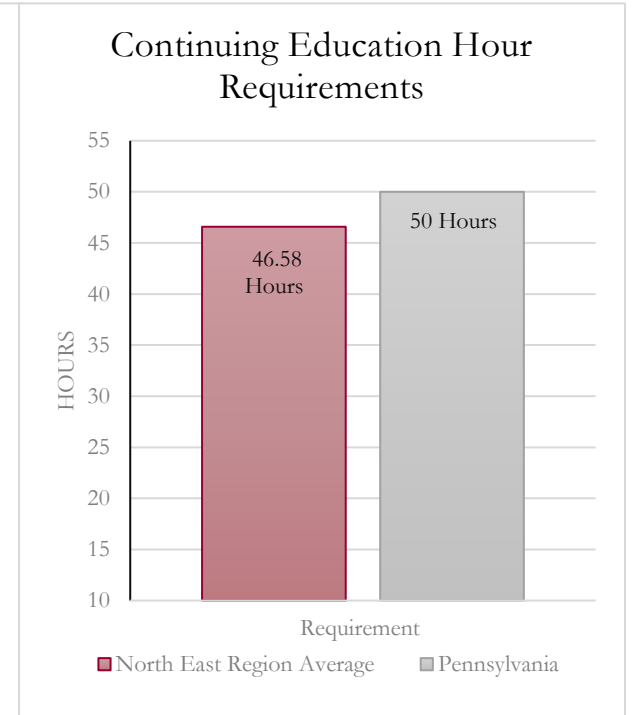
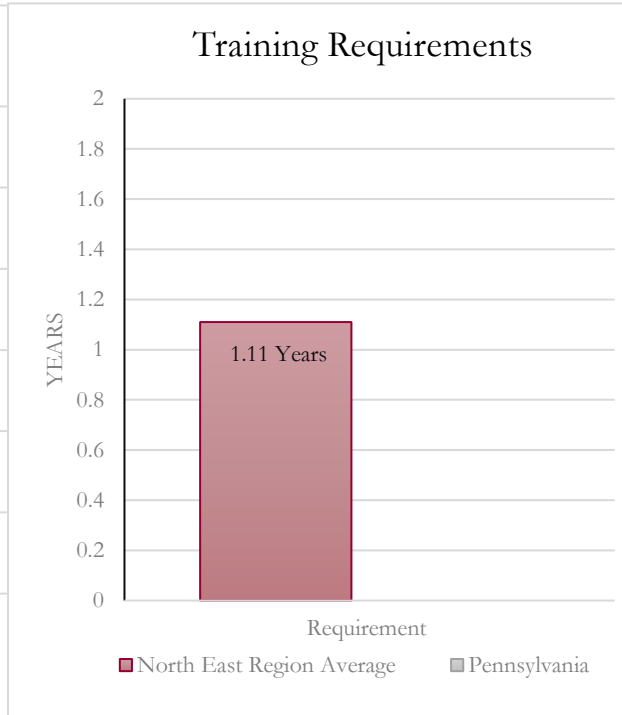
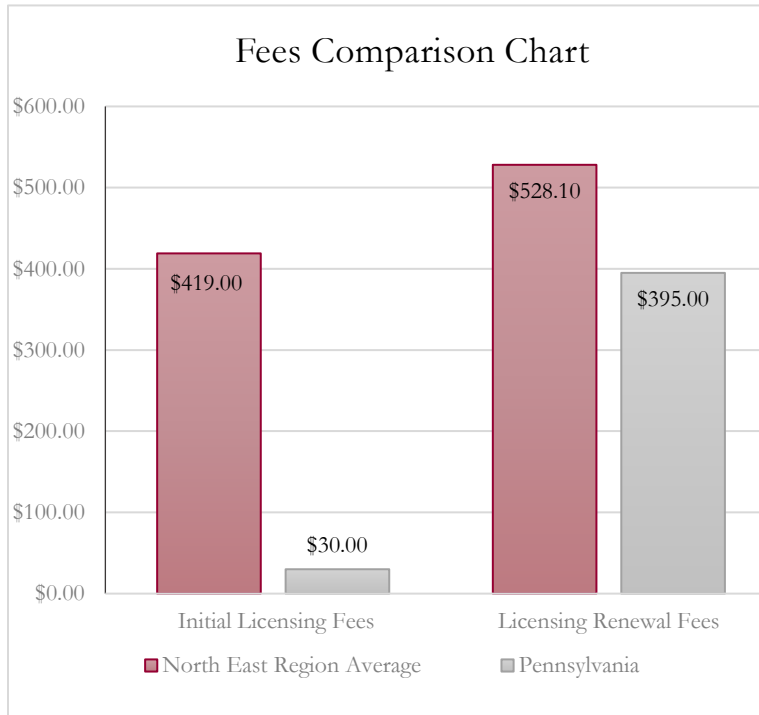
"Podiatric Medicine" shall mean the diagnosis and treatment including mechanical and surgical treatment of ailments of the foot, and those anatomical structures of the leg governing the functions of the foot and the administration and prescription of drugs incidental thereto. It shall include treatment of local manifestations of systemic diseases as they appear on the foot but shall not include amputation of the leg or foot or treatment of systemic diseases of any other part of the body.

["Podiatry Practice Act." (P.L.1199, No.505) Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Podiatry/Documents/Board%20Documents/PodM%20-%20Board%20act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$419.00 Pennsylvania: \$30.00	North East Region Average: \$528.10* Pennsylvania: \$395.00	North East Region Average: 1.11 years Pennsylvania: N/A	North East Region Average: 46.58 hours* Pennsylvania: 50 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



OBSERVATION SECTION

Connecticut

<http://www.portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Podiatry/Podiatry-Licensure>

- The **Department of Health** in Connecticut issues podiatrist licenses.
- Connecticut **does not** have continuing education requirements for podiatrists.

New Jersey

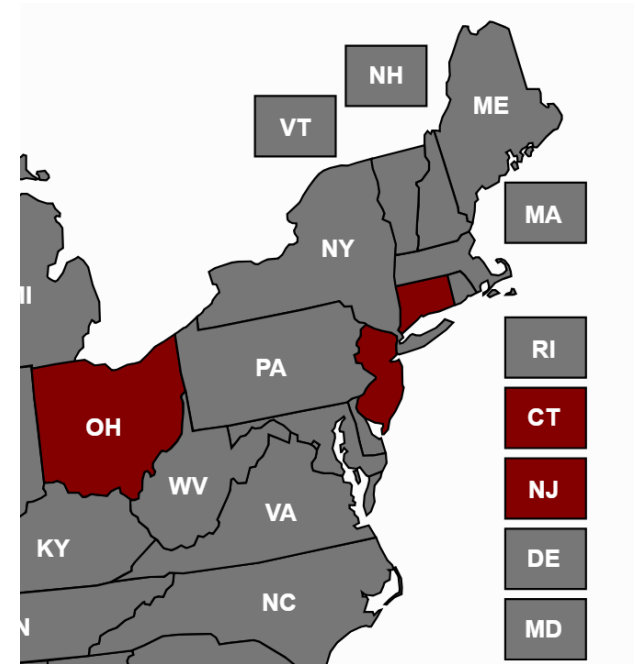
<http://www.njconsumeraffairs.gov/bme/Pages/regulations.aspx>

- New Jersey licenses podiatrists under the **New Jersey State Board of Medical Examiners** under the **New Jersey Division of Consumer Affairs** of the **Office of the Attorney General**

Ohio

<http://med.ohio.gov/Apply/Doctor-of-Podiatric-Medicine-DPM>

- The **State Medical Board of Ohio** (under the Ohio Department of State) issues podiatrist licenses.



-Maryland and Rhode Island have their Board of Podiatry under the state Department of Health.

- Pennsylvania has the lowest initial licensing fee in the north east region.

- **Renewal cycle:**

Annual: Connecticut, Maryland, Massachusetts, New Hampshire

Biennial: Delaware, Maine, New Jersey, Ohio, **Pennsylvania**, Rhode Island, Vermont, West Virginia

Triennial: New York

COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$565.00	Licensing Fee	\$570.00	Annual Renewal Fee	2 years	Graduate from a residency program in podiatric medicine and surgery that was at two years in duration and was accredited by the Council on Podiatric Medical Education, at the time of graduation.	0 hours	Connecticut does not require continuing education for podiatrists.	Credentialed	Requirement that examination be substantially similar to or of higher quality than Connecticut
Delaware	\$292.00	Application Fee	\$292.00	Biennial Renewal Fee	N/A	Has satisfactorily completed a hospital residency program approved by the Council on Podiatric Medical Education.	32 hours	Biennial Renewal Term	Reciprocity	The Board shall grant a license to each applicant who shall present proof of current licensure in "good standing" in another state, the District of Columbia or territory of the United States, whose standards for licensure are substantially similar to those of this State.
Maine	\$571.00	Application Fee: \$50.00 Licensure Fee: \$500.00 Criminal Check Fee \$21.00 Total Due: \$571.00	\$500.00	Biennial Renewal Fee	1 year	Completion of at least one year of postgraduate clinical training in a podiatric residency training program.	25 hours	Biennial Renewal Term	Endorsement	Completed and signed application for licensure with all fees and required documentation.

Maryland	\$900.00 - \$1,100.00	Application Fee: \$50.00 Licensure Fee: (Jan 1 – June 30): \$1050.00 Licensure Fee (July 1 – Dec 31): \$850.00	\$1,050.00	Annual Renewal Fee	1 year	All applicants must have either completed one year of post graduate training in a residency program.	25 hours	Annual Renewal Term	None	The Maryland Board of Podiatric Medical Examiners does not issue licenses based on Reciprocity
Massachusetts	\$471.00	Initial Licensure: \$385.00 Issuance of Initial Licensure \$86.00 Total Fees: \$471.00	\$86.00	Annual Renewal Fee	1 year	Complete a residency, of at least one year in duration, in a duly-licensed clinic, hospital, institution, facility or program approved by the Board.	15 hours	Annual Renewal Term	Reciprocity	The Board may issue a license to an applicant who furnishes satisfactory proof that he or she has the qualifications to be licensed in Massachusetts.
New Hampshire	\$300.00	Application Fee	\$300.00	Annual Renewal Fee	1 year	Applicants shall have completed one year of residency training.	40 hours	Biennial Renewal Term	N/A	
New Jersey	\$142.50	Application Fee: \$125.00 Criminal Background Check \$17.50 Total Fees: \$142.50	\$125.00	Biennial Renewal Fee	N/A	The applicant must be a graduate of an accredited school of podiatric medicine and surgery.	100 hours	Biennial Renewal Term	Endorsement	The Board shall grant without examination a license to practice podiatry to any applicant with proof of satisfaction of the requirements of law relating to applicants for admission by examination and who shall further furnish proof of certification by the National Board of Podiatric Medical Examiners certifying that the applicant has attained a passing score in said examination.

New York	\$377.00	Licensure and First Registration Fee	\$242.00	Triennial Renewal Fee	1 year	Completion of an approved post-graduate residency in podiatric medicine.	50 hours	Triennial Renewal Term. (Must have complete 1.4 hours of continuing education coursework for each month.)	N/A	N/A
Ohio	\$308.50	Application Fee: \$305.00 Transaction fee \$3.50 Total Fee \$308.50	\$305.00	Biennial Renewal Fee	1 year	Including proof of completion of a minimum of one year of postgraduate training in a podiatric internship.	100 hours	Biennial Renewal Term	Endorsement	The state medical board may issue, without examination, to an applicant who meets all of the board requirements.
Pennsylvania	\$30.00	License Fee	\$395.00	Biennial Renewal Fee	N/A	The applicant must be a graduate of an accredited school of podiatric medicine and surgery.	50 hours	Biennial Renewal Term	Reciprocity	Upon a finding by the Board that the applicant was originally licensed in a state or territory of the United States which has standards for licensure that are substantially equivalent to that of the Commonwealth and which extends similar privileges to podiatrists licensed originally by the Commonwealth, the applicant shall be granted a license to practice podiatry in this Commonwealth.

Rhode Island	\$240.00	Application Fee	\$240.00	Biennial Renewal Fee	1 year	Have satisfactorily completed a 1 year residency in Podiatric Medicine.	15 hours	Annual Renewal Term	Endorsement	License Verifications from the state(s) in which applicant holds or has held a license is required.
Vermont	\$650.00	Application Fee	\$525.00	Biennial Renewal Fee	N/A	Applicant must have received a diploma or certificate of graduation from an accredited school of podiatric medicine approved by the board.	2 hours	Biennial Renewal Term.	Credentialed	
West Virginia	\$400.00	Licensure Fee	\$400.00	Biennial Renewal Fee	1 year	He or she must submit evidence to the board of having successfully completed a minimum of one year of graduate clinical training in a program approved by the Accreditation Council for Graduate Medical Education.	50 hours	Biennial Renewal Term	N/A	An applicant who holds a license in another jurisdiction may be eligible for a temporary license and pay an extra \$100 fee for issuance of a temporary license.

PSYCHOLOGY BOARD

- Psychologist



Psychologist

Definition

“Psychologist” A specialist in psychology.

[psychologist. (n.d.). *Dictionary.com Unabridged*. Retrieved May 5, 2018 from Dictionary.com website <http://www.dictionary.com/browse/psychologist>]

“Psychology” The science of the mind or of mental states and processes.

[psychology. (n.d.). *Dictionary.com Unabridged*. Retrieved May 5, 2018 from Dictionary.com website <http://www.dictionary.com/browse/psychology>]

“Practice of Psychology” Means offering to render or rendering to individuals, corporations, institutions, governmental agencies, or the public for remuneration any service involving the following: (i) The application of established principles of learning, motivation, perception, thinking, and emotional relationships to problems of personality evaluation, group relations, and behavior adjustment. The application of said principles includes, but is not restricted to, counseling and the use of psychological methods with persons or groups with adjustment problems in the areas of work, family, school, and personal relationships; measuring and testing of personality, intelligence, aptitudes, and emotions, and offering services as a psychological consultant. Psychologists with appropriate education, training and experience may diagnose and use psychological methods in the treatment of a mental, emotional or nervous illness or disability; alcoholism and other substance abuse; disorders of habit or conduct; psychological aspects of physical illness, accident, injury or disability; and psychoeducational evaluation, therapy, remediation and consultation. (ii) (a) “Measuring and testing,” consisting of the psychological assessment and evaluation of abilities, attitudes, aptitudes, achievements, adjustments, motives, personality dynamics and/or other psychological attributes of individuals, or groups of individuals by means of standardized measurements or other methods, techniques or procedures recognized by the science and profession of psychology, (b) “psychological methods,” consisting of the application of principles of learning and motivation in an interpersonal situation with the objectives of modification of perception and adjustment, and requiring highly developed skills in the disciplines, techniques, and methods of altering through learning processes, attitudes, feelings, values, self-concept, personal goals and adaptive patterns, (c) “psychological consulting,” consisting of interpreting or reporting upon scientific fact or theory in psychology, rendering expert psychological opinion, psychological evaluation, or engaging in applied psychological research.

[PROFESSIONAL PSYCHOLOGISTS PRACTICE ACT Act of Mar. 23, 1972, P.L. 136, No. 52 Cl. 63, Section 2. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Psychology/Documents/Applications%20and%20Forms/Non-Application%20Documents/PsychM%20-%20Psychology%20Board%20Act.pdf>]

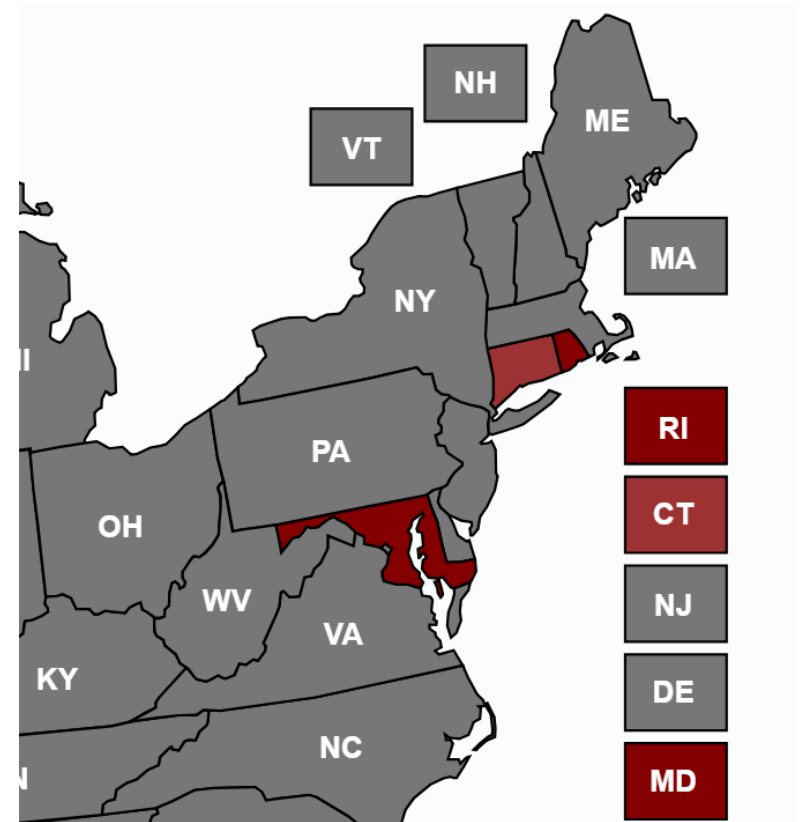
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$356.50 Pennsylvania: \$105.00	North East Region Average: \$344.00* Pennsylvania: \$300.00	North East Region Average: 1.73 years Pennsylvania: 2 years	North East Region Average: 33.08 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years.	Vermont and West Virginia's training requirements were not included due to the time quantification being in hours and not years.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years.



OBSERVATION SECTION

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- The Department of Health in Connecticut, Maryland and Rhode Island issue psychologist licenses.
 - Pennsylvania has the lowest initial licensing fees in the north east region.
 - Licensure requirements for psychologists in the northeast region are similar.
 - **Renewal cycle:** Most north east region states (including **Pennsylvania**) have biennial renewal cycles. Connecticut and Maine are annual.
-



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity/Compact Agreements Notes
Connecticut	\$565.00	Initial Application Fee	\$570.00	Annual Renewal Fee	1 year	Successful completion of at least 1 year of supervised work experience at the pre, or post-doctoral level.	10 hours	Annual Renewal Term	Endorsement	You must hold a current and unrestricted license, in good standing, to practice psychology in another state, territory or foreign country. To be considered for licensure by endorsement under C.R.S. § 12-43-206, an applicant must submit a completed application form, all supporting documentation, and the appropriate fee.
Delaware	\$308.00	Application Fee: \$243.00 Criminal Background Check Fee: \$65.00 Total Due: \$308.00	\$243.00	Biennial Renewal Fee	1 year	After receiving the doctoral degree, at least 1 year of supervised professional experience in psychological work of a type satisfactory to the Board.	40 hours	Biennial Renewal Term	Reciprocity	An applicant who is applying for licensure as a psychologist by reciprocity shall submit evidence that he/she meets the requirements of Delaware and submit evidence that the applicant is licensed or certified in another state and that the applicant has practiced continuously, as a doctoral-level psychologist, in good standing in that jurisdiction for 2 years.

<p>Maine</p>	<p>\$271.00</p>	<p>Licensing Fee: \$250.00 Background Check Fee: \$21.00 Total Due: \$271.00</p>	<p>\$125.00</p>	<p>Annual Renewal Fee</p>	<p>2 years</p>	<p>At least 2 years of experience in psychology, of a type considered by the board to be qualifying in nature. Supervised work experience: Minimum 1500 hours, Predoctoral Experience, & 1500 hours Postdoctoral Experience.</p>	<p>40 hours</p>	<p>Biennial CE Cycle</p>	<p>Endorsement</p>	<p>The board may at any time ,at its discretion, grant a conditional license without examination to any person who at the time of application is licensed by a similar board of another state whose standards, in the opinion of the board, are equivalent to those required by the board and Maine Law.</p>
<p>Maryland</p>	<p>\$1,200.00</p>	<p>Application Fee: \$300.00 EPPP Exam Fee: \$650.00 State Exam Fee: \$250.00 Total Due: \$1,200.00</p>	<p>\$400.00</p>	<p>Biennial Renewal Fee</p>	<p>2 years</p>	<p>Have at least 2 years of professional, supervised experience in psychology that is approved by the Board in accordance with regulations adopted by the Board.</p>	<p>40 hours</p>	<p>Biennial Renewal Term</p>	<p>Reciprocity</p>	<p>Subject to the provisions of this section, the Board may waive any examination requirement of this title for an individual who is licensed or certified as a psychologist in any other state. The Board may grant a waiver under this section only if the applicant: pays the application fee required, and provides adequate evidence that the applicant meets the qualifications otherwise required by the Board and Maryland Law.</p>

Massachusetts	\$150.00	Application Fee	\$270.00	Biennial Renewal Fee	2 years	The 2 years of supervised experience, as used in M.G.L. c. 112, § 119 shall mean no less than 3,200 clock hours, which have been completed within 60 consecutive calendar months, unless the Board, for good cause, determines that additional time is warranted for completing the 3,200 clock hours. (251 CMR 3.04)	20 hours	Biennial Renewal Term	Reciprocity	Upon application therefore, accompanied by required fees, the Board shall issue a license to any person who furnishes, upon a form and in such manner as the Board prescribes, evidence satisfactory to the Board that the person is currently licensed or certified as a psychologist by another state, or another geographical jurisdiction outside the Commonwealth of Massachusetts recognized by the Board,
New Hampshire	\$347.00	Application Fee: \$300.00 Background Check Fee: \$47.00 Total Due: \$347.00	\$300.00	Biennial Renewal Fee	2 years	Has had at least 2 years of satisfactory, supervised experience in the field of psychology.	40 hours	Biennial Renewal Term	Credentials	Persons who wish to apply for a license as a psychologist in New Hampshire, and are already licensed in another state shall: Submit the application form, the supporting documentation as required in Psyc 303.02 (c), including the answers to written essay questions; and the required fees.

New Jersey	\$433.69 - \$583.69	<p>Application Fee: \$125.00</p> <p>Background Check Fee: \$58.69</p> <p>Jurisprudence Exam Fee: \$100.00</p> <p>Initial licensing Fee: 1st year of biennial renewal cycle: \$300.00</p> <p>2nd Year \$150.00.</p>	\$300.00	Biennial Renewal Fee	2 years	An applicant for licensure shall be required to document the competent performance of at least 2 years of full time or full time equivalent supervised experience in the practice of psychology.	40 hours	Biennial Renewal Term	Credentials	The board may issue a license by an examination of credentials to any applicant who presents evidence that they are licensed or certified as a psychologist in another State with requirements for said license or certificate such that the board is of the opinion that said applicant is competent to engage in the practice of psychology in this State or holds a diploma from a nationally recognized psychological board.
New York	\$294.00	<p>Application Fee: \$115.00</p> <p>Registration Fee: \$179.00</p> <p>Total Due: \$294.00</p>	\$179.00	Biennial Renewal Fee	2 years	2 years of full-time supervised experience (defined as 1,750 clock hours per year).	N/A		Credentials	If you are licensed in another jurisdiction, you must file a complete application for licensure and have supporting forms submitted to the Department. The Department may accept an examination that has been used for licensure in another jurisdiction.

Ohio	\$300.00	Application Fee	\$360.00	Biennial Renewal Fee: \$360.00 until: June 30, 2020 after: \$365.00	2 years	Has had at least 2 years of supervised professional experience in psychological work of a type satisfactory to the board.	23 hours	Biennial Renewal Term	Reciprocity	For ABPP, CPQ or NRHSPP certification, reciprocity is available. A senior psychologist license is available for applicants who have held license required for practice in another United States or Canadian jurisdiction for 10 years and meets educational, experience, and professional requirements.
Pennsylvania	\$105.00	Initial Application Fee	\$300.00	Biennial Renewal Fee	1 year	An applicant shall complete 1 year of acceptable postdoctoral supervised experience	30 hours	Biennial Renewal Term	Endorsement	A person who holds a current license, or certificate to practice psychology, issued by a statutory board of psychologist examiners of a state, with requirements for licensure, which are deemed by the Board to be equivalent to those of the Commonwealth, may be exempt from examination.
Rhode Island	\$230.00	Application Fee	\$230.00	Biennial Renewal Fee	2 years	Supervised experience shall consist of the following: Be at least 2 years in duration, 1 year of which shall be post-doctoral.	24 hours	Biennial Renewal Term	Endorsement	A psychologist license may be issued to an applicant who has been licensed under the laws of another state, United States territory or foreign country where the Board determines that the requirements are substantially equivalent to Rhode Island's.

Vermont	\$175.00	Application Fee	\$150.00	Biennial Renewal Fee	4,000 hours	Completed 4,000 hours of supervised practice as defined by the Board by rule, of which no fewer than 2,000 hours were completed after the doctoral degree in psychology was received.	60 hours	Biennial Renewal Term	Endorsement	The Board may at any time issue a license, upon payment of the required fee, if the applicant presents evidence that he or she is licensed or certified to practice psychology in another jurisdiction, in which the requirements for such licensing are, equivalent to Vermont's.
West Virginia	\$100.00	Application Fee	\$350.00	Biennial Renewal Fee	1,800 hours	When the degree held is a Doctor of Philosophy Degree, or its equivalent, at least 1,800 hours must be a predoctoral internship in the performance of any of the psychological services.	20 hours	Biennial Renewal Term	Reciprocity	Psychologists, or school psychologists, licensed by other jurisdictions may be eligible for licensure in West Virginia, if the license was obtained under standards equal to or greater than that of West Virginia.

REAL ESTATE COMMISSION

- Certified General Appraiser
- Certified Real Estate Evaluator
- Certified Residential Real Estate Appraisers
- Certified Real Estate Appraisers
Assistant/Trainee

Certified General Appraiser



Definition

“Appraisers” and “Assessors of Real Estate” provide a value estimate on land and buildings usually before they are sold, mortgaged, taxed, insured, or developed.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Appraisers and Assessors of Real Estate, on the Internet at <https://www.bls.gov/ooh/business-and-financial/appraisers-and-assessors-of-real-estate.htm>]

" Certified General Real Estate Appraiser" A person who holds a certificate issued under authority of section 6(a)(2) and (e) of the act and § 36.12 (relating to qualifications for certification as general real estate appraiser) and who is authorized to perform appraisals of all types of real property in all transactions, whether federally-related or non-federally-related.

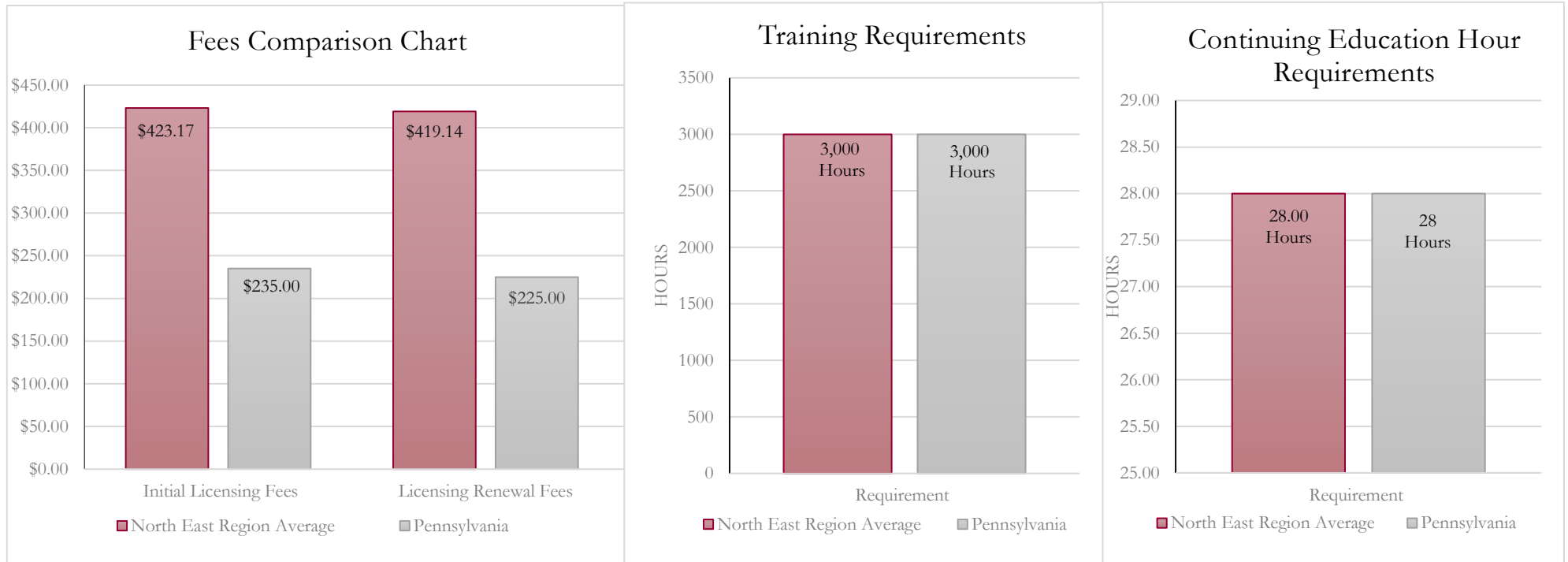
[CHAPTER 36. STATE BOARD OF CERTIFIED REAL ESTATE, 36.1 section definitions <https://www.pacode.com/secure/data/049/chapter36/chap36toc.html>]

“Appraisal” A written analysis, opinion or conclusion relating to the nature, quality, value or utility of specified interests in, or aspects of, identified real property, for or in expectation of compensation.

[REAL ESTATE APPRAISERS CERTIFICATION ACT Act of Jul. 10, 1990, P.L. 404, No. 98, as amended, section 2 Definition, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/CertifiedRealEstateAppraisers/Documents/CREA%20act%20103.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$423.17 Pennsylvania: \$235.00	North East Region Average: \$419.14* Pennsylvania: \$225.00	North East Region Average: 3,000 hours Pennsylvania 3,000 hours	North East Region Average: 28 hours* Pennsylvania: 28 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years

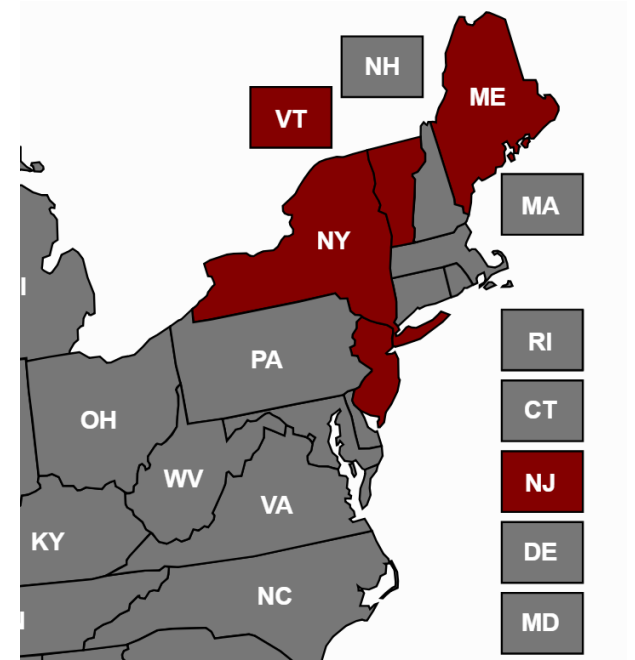


OBSERVATION SECTION

New York

<https://www.dos.ny.gov/licensing/#>

- New York licenses real estate appraisers under the **Department of State's Division of Licensing Services (DLS)**, which includes real estate brokers and real estate salespersons.
- New York is the only state that has real estate appraisers, brokers and salesperson under one licensing entity.



COMPARED DATA

-**Real estate evaluators** are often regulated at the local government level. **Pennsylvania** is one of only four north east region states that regulate the profession at the state level.

-**Maine and Vermont** both regulate **real estate evaluators** through the **Department of Taxes** at the state level and **New Jersey** regulates real estate evaluators through the **Department of Treasury**.

-**Renewal Cycle: Certified General and Residential Real Estate Appraisers:** Most states (including **Pennsylvania**) are biennial. Maine and West Virginia are annual. Maryland is triennial; **Certified Real Estate Evaluator: Pennsylvania** is biennial and New Jersey is triennial; **Certified Real Estate Appraiser Assistant/Trainee: Annual:** Maine, New Jersey, Vermont, West Virginia **Biennial:** Delaware, Massachusetts, New York, Ohio, **Pennsylvania, Rhode Island Triennial:** Maryland.

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$420.00	Application Fee: \$45.00 Initial Licensing Fee: \$375.00 Total Due: \$420.00	\$285.00	Biennial Renewal Fee	3,000 hours	3,000 hours of appraisal, experience obtained during no fewer than 30 months is required.	28 hours	Biennial Renewal Term	Reciprocity	Reciprocal Applicants for State Certified General Appraiser or State Certified Residential Appraiser, you may only apply for a reciprocal license for the same type your currently hold.
Delaware	\$278.00	Application Fee	\$278.00	Biennial Renewal Fee	3,000 hours	3,000 hours of appraisal experience, of which 1500 must be nonresidential property, over	28 hours	Biennial Renewal Term	Reciprocity	If you hold current RPA licensure/certification in another jurisdiction and the classification is the same as you want in

						at least 30 months since the first appraisal				Delaware, apply by reciprocity.
Maine	\$410.00	Application Fee: \$30.00 License Fee: \$380.00 Total Due: \$410.00	\$380.00	Annual Renewal Fee	3,000 hours	Complete a cumulative total of 3,000 hours of experience satisfactory to the Board, 1,500 hours of which must be non-residential appraisal work in no fewer than 30 months	14 hours	Annual Renewal Term	Endorsement	Non-Resident Applicants and Applicants Who Hold a License in Another State An applicant who is licensed in another state may obtain a license by: filing a complete application paying the required fees
Maryland	\$370.00	Certified Fee: \$250.00 National Registry Fee: \$120.00 Total Due: \$370.00	\$370.00	Triennial Renewal Fee	3,000 hours	Compiled a minimum of 3,000 hours of appraisal work over a period of at least 30 months, at least 1,500 hours of which in non-residential real property appraisal work.	42 hours	Triennial Renewal Term	Reciprocity	The Commission may waive the examination requirement and issue a reciprocal license or certificate to an individual
Massachusetts	N/A		\$350.00	Biennial Renewal Fee	3,000 hours	Complete 3,000 hours over a minimum period of at least 30 months of real estate appraisal experience. At least 50% of the experience	28 hours	Biennial Renewal Term	Credentials	All Massachusetts reciprocity agreements are null and void. The applicant must be from a state that complies with the Appraisal Subcommittee requirements and Massachusetts

						must be non-residential appraisal experience.				licensing requirements in order to obtain licensure.
New Hampshire	\$550.00	Application Fee: \$150.00 Licensing Fee: \$400.00 Total Due: \$550.00	\$400.00	Biennial Renewal Fee	3,000 hours	Experience hours of the 3000 total hours may be accrued, but shall not be applied toward licensure until the person has reached the end of the minimum 30-month period.	28 hours	Biennial Renewal Term	Reciprocity	Licensure by Reciprocity. An applicant who is licensed or certified under the laws of another state and whose license or certificate is in good standing may obtain a license or certificate as a licensed or certified real estate appraiser in this state.
New Jersey	\$400.00 - \$675.00	Application Fee: \$125.00 Initial Certification Fee: 1 st year of biennial renewal \$550.00. 2 nd year of a biennial renewal \$275.00	\$630.00	Biennial Renewal Fee: \$550.00 Federal Registration Fee: \$80.00 Total Due:\$630.00	3,000 hours	3,000 hours of experience obtained during no fewer than 30 months is required	28 hours	Biennial Renewal Term	Reciprocity	Reciprocity, It is the policy of this Board to accept candidates who have obtained approval of any issuing state as meeting New Jersey's criteria for licensing .
New York	\$355.00	Application Fee: \$250.00 Federal Registration Fee \$80.00 Examination Fee with	\$330 .00	Biennial Renewal Fee	3,000 hours	State Certified General Real Estate Appraiser: 3,000 hours of experience over a period of not less than 30 months of which a	28 hours	Biennial Renewal Term	Reciprocity	For Reciprocity: An applicant may be licensed in New York State without examination and further qualification if the applicant provides proof and is licensed in another state or

		Application \$25.00 Total Due: \$335.00				minimum of 1,500 hours must be in non-residential appraisal work.				territory: Whose licensing program is in compliance Title XI of The Financial Institutions Reform, Recovery and Enforcement Act of 1989.
Ohio	\$175.00	Application Fee	\$165.00	Biennial Renewal Fee	3,000 hours	3,000 experience hours in no less than 30 months preceding application.	28 hours	Biennial Renewal Term, 14 annually	None	Licensed or certified appraisers from reciprocal states was Rescinded.
Pennsylvania	\$235.00	Application Fee	\$225.00	Biennial Renewal Fee	3,000 hours	In addition to meeting the education requirements, an applicant shall submit evidence to the Board of having acquired 3,000 hours of acceptable appraisal experience	28 hours	Biennial Renewal Term	Reciprocity	Reciprocity. The board shall have the power to grant a reciprocal certification to an applicant who is certified as an appraiser or licensed as an appraiser trainee in another state and has demonstrated qualifications which equal or exceed those required pursuant to this act in the determination of the board.
Rhode Island	\$680.00	Registration Fee: \$200.00 Licensing Fee: \$480.00 Total Due: \$680.00	\$480.00	Biennial Renewal Fee	3,000 hours	3,000 experience hours in no less than 30 months preceding application, at least 50% of which is completed in connection with the	28 hours	Biennial Renewal Term	Reciprocity	Reciprocity. General Requirements. The Department may, upon application, issue a license or certificate to an applicant who has otherwise met the requirements for licensure and/or

						appraisal of real estate other than residential consisting of one to four units				certification in the State of Rhode Island without examination.
Vermont	\$275.00	Application: \$125.00 Initial License: \$150.00 Total Due: \$275.00	\$200.00	Biennial Renewal Fee	3,000 hours	3,000 Hours of Experience in no fewer than 30 months, where a minimum of 1500 hours must be obtained in non-residential appraisal work.	28 hours	Biennial Renewal Term	Reciprocity	Licensure by reciprocity: The Board shall waive all licensing requirements for an appraiser applicant holding a valid certification from another state if the meet state requirements.
West Virginia	\$655.00	Application Fee: \$150.00 State Certified General Appraiser Licensing Fee: \$505.00 Total Due: \$655.00	\$505.00	Annual Renewal Fee	3,000 hours	3,000 Hour of Experience in no fewer than 30 months.	14 hours	Annual renewal Term	Reciprocity	Effective July 1, 2013, an applicant who is currently licensed or certified as a real estate appraiser in another jurisdiction may apply for a West Virginia appraiser license or certification of the same classification as the out-of-state license or certification

Certified Real Estate Evaluator



Definition

“Certified Pennsylvania Evaluator.” An individual who has completed a minimum of 90 hours of basic courses of study covering the appraisal assessing profession and has successfully completed a comprehensive examination covering all phases of the appraisal process and the assessment function established by the assessment statutes of this Commonwealth.

[CHAPTER 36. STATE BOARD OF CERTIFIED REAL ESTATE, 36.1 section definitions <https://www.pacode.com/secure/data/049/chapter36/chap36toc.html>]

“Appraisers” and “Assessors of Real Estate” Provide a value estimate on land and buildings usually before they are sold, mortgaged, taxed, insured, or developed.

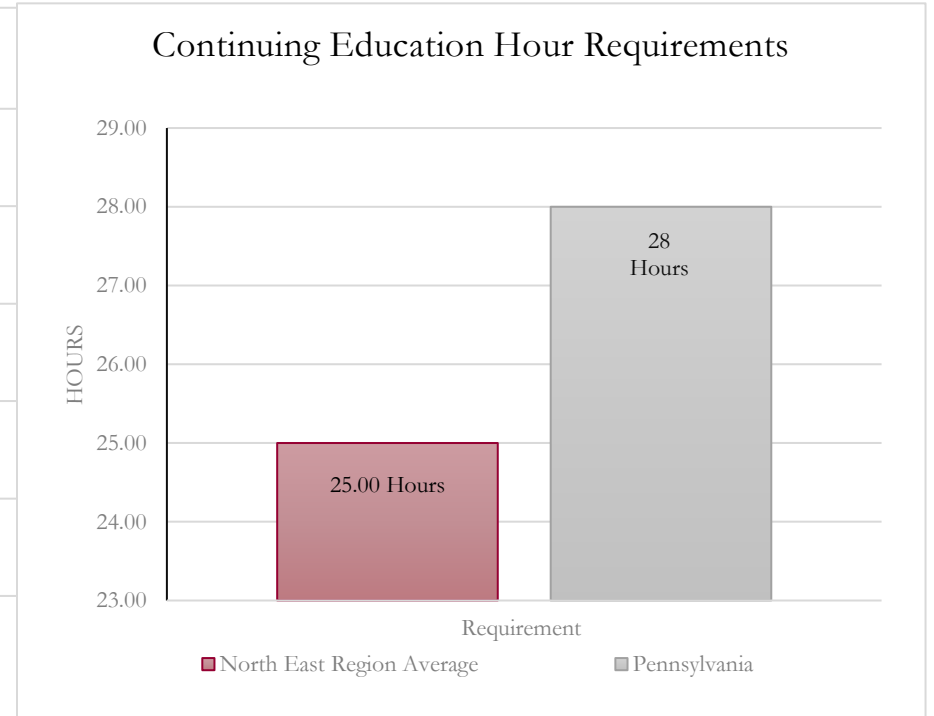
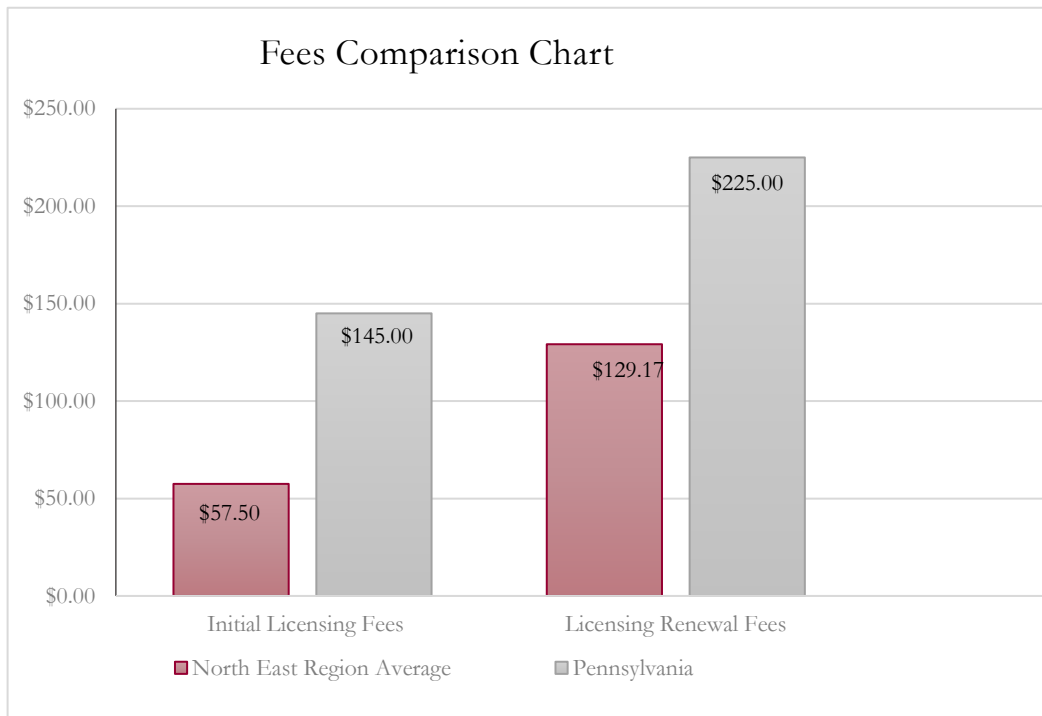
[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Appraisers and Assessors of Real Estate, on the Internet at <https://www.bls.gov/ooh/business-and-financial/appraisers-and-assessors-of-real-estate.htm>]

“Appraisal” A written analysis, opinion or conclusion relating to the nature, quality, value or utility of specified interests in, or aspects of, identified real property, for or in expectation of compensation.

[REAL ESTATE APPRAISERS CERTIFICATION ACT Act of Jul. 10, 1990, P.L. 404, No. 98, as amended, section 2 Definition, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/CertifiedRealEstateAppraisers/Documents/CREA%20act%2010103.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$57.50 Pennsylvania: \$145.00	North East Region Average: \$129.17 Pennsylvania: \$225.00	Not Comparable to Pennsylvania's Requirements	North East Region Average: 25 hours* Pennsylvania: 28 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	Assessors are licensed at the local government level									
Delaware	Assessors are licensed at the local government level									
Maine	\$25.00	Registrations Fee	N/A		N/A		19 hours	19 courses required each year for continuing classroom education	N/A	
Maryland	Assessors are licensed at the local government level									
Massachusetts	Assessors are licensed at the local government level									
New Hampshire	Assessors are licensed at the local government level									
New Jersey	\$35.00	Application Fee: \$10.00 Certification Fee:\$25.00 Total Due: \$35.00	\$50.00	Triennial Renewal Fee	N/A		30 hours	Triennial Renewal Term	N/A	
New York	Assessors are licensed at the local government level									
Ohio	Assessors are licensed at the local government level									

Pennsylvania	\$100.00 - \$145.00	Application Fee: \$55.00 Initial Certification; after 7/1 of odd years or on or before 6/30 of even-numbered years \$90.00 Initial certification (if between 7/1 of even years and 6/30 of odd-numbered years) \$45.00	\$225.00	Biennial Renewal Fee	N/A		28 hours	Biennial Renewal Term	N/A	
Rhode Island	No occupational regulation for Assessors in Rhode Island									
Vermont	\$25.00	Application Fee	N/A		Applicant must be currently elected to the office of lister or an appointed municipal assessor in Vermont		21 hours	Triennial Renewal Term	Reciprocity	Equivalent certification; Minimum 2 years' experience in a related real estate appraisal field with a state or professional designation. Any additional course work will be required. For certified Vermont Property Assessor II
West Virginia	No occupational regulation for Assessors in West Virginia									

Certified Residential Real Estate Appraisers



Definition

“Certified Residential Real Estate Appraiser”—A person who holds a certificate issued under authority of section 6(a)(1) and (d) of the act and § 36.11 (relating to qualifications for certification as residential real estate appraiser) and who is authorized to perform appraisals of residential properties of one-to-four dwelling units in all transactions, whether Federally-related or non-Federally-related.

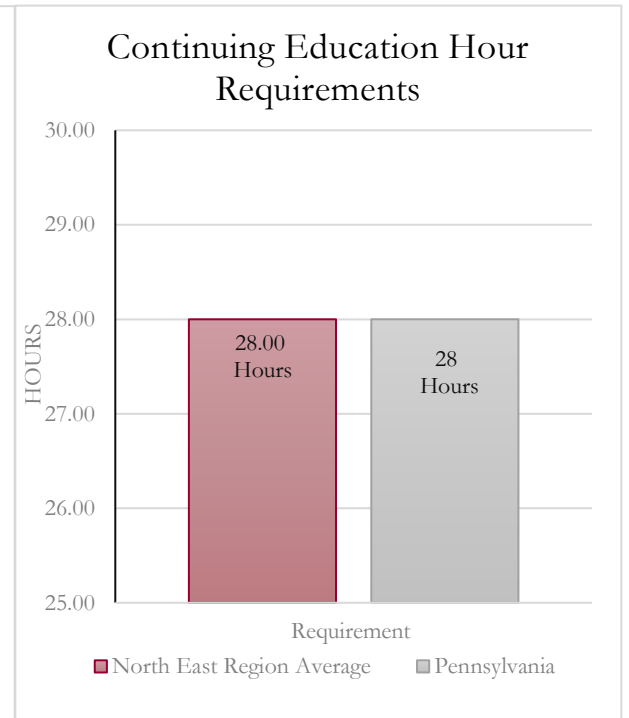
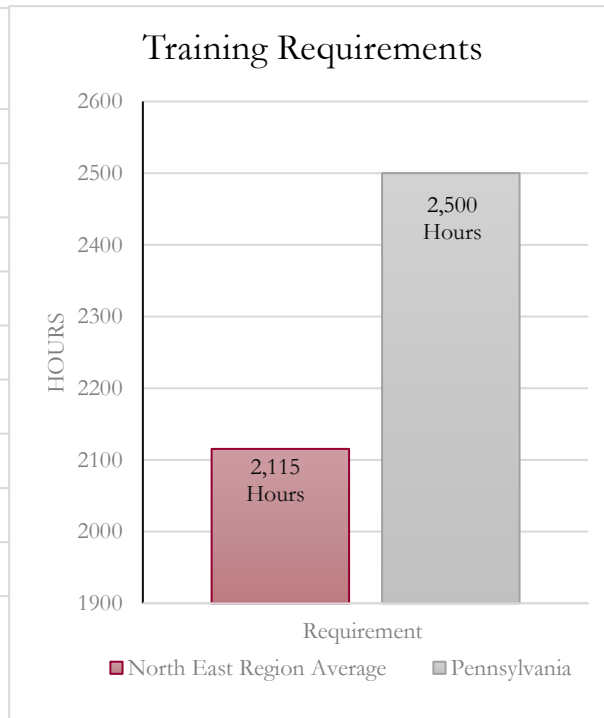
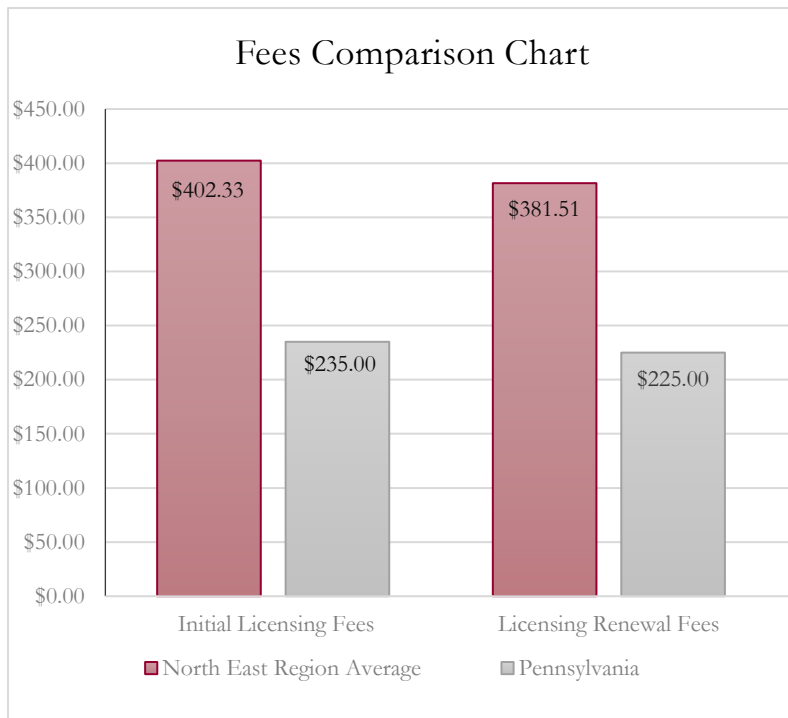
[[CHAPTER 36. STATE BOARD OF CERTIFIED REAL ESTATE, 36.1 section definitions <https://www.pacode.com/secure/data/049/chapter36/chap36toc.html>]

“Certified Pennsylvania Evaluator.” An individual who has completed a minimum of 90 hours of basic courses of study covering the appraisal assessing profession and has successfully completed a comprehensive examination covering all phases of the appraisal process and the assessment function established by the assessment statutes of this Commonwealth.

[[CHAPTER 36. STATE BOARD OF CERTIFIED REAL ESTATE, 36.1 section definitions <https://www.pacode.com/secure/data/049/chapter36/chap36toc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$402.33 Pennsylvania: \$235.00	North East Region Average: \$381.51 Pennsylvania: \$225.00	North East Region Average: 2,115 Hours Pennsylvania: 2,500 Hours	North East Region Average: 28 Hours* Pennsylvania: 28 Hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$420.00	Application Fee: \$45.00 Initial Licensing Fee: \$375.00 Total Due: \$420.00	\$285.00	Biennial Renewal Fee	2,500 hours	As a prerequisite to sit for the examination, completion of two thousand five hundred (2,500) hours of appraisal experience, obtained during no fewer than twenty-four (24) months.	28 hours	Biennial Renewal Term	Reciprocity	Reciprocal Applicants for State Certified General Appraiser or State Certified Residential Appraiser, you may only apply for a reciprocal license for the same type your currently hold.
Delaware	\$278.00	Licensing Fee	\$278.00	Biennial Renewal Fee	2,000 hours	2,000 hours of appraisal experience over at least 24 months since the first appraisal	28 hours	Biennial Renewal Term	Reciprocity	If you hold current RPA licensure/certification in another jurisdiction and the classification is the same as you want in Delaware, apply by reciprocity.

Maine	\$410.00	Application Fee: \$30.00 License Fee: \$380.00 Total Due: \$410.00	\$380.00	Annual Renewal Fee	2,000 hours	Complete a cumulative total of two thousand (2,000) hours of experience in no fewer than twelve months (satisfactory to the Board)	14 hours	Annual Renewal Term	Endorsement	An applicant who is licensed in another state may obtain a license by: filing a complete application paying the required fees submitting a verification of licensure from another jurisdiction
Maryland	\$370.00	Licensed Appraiser Licensing Fee: \$250.00 National Registry Fee: \$120.00 Total Due: \$370.00	\$370.00	Triennial Licensing Fee: \$250.00 National Registry Fee: \$120.00 Total Due: \$370.00	2,000 hours	Compiled at least 2,000 hours of appraisal work experience over a period of at least two calendar years (24 months).	42 hours	Triennial Licensing Term	Reciprocity	The Commission may waive the examination requirement and issue a reciprocal license or certificate to an individual
Massachusetts	N/A		\$350.00	Biennial License Renewal	2,000 hours	Complete 2,000 hours of real estate appraisal experience over a minimum period of 24 months.	28 hours	Biennial License Term	Credentials	All Massachusetts reciprocity agreements are null and void. The applicant must be from a state that complies with the Appraisal Subcommittee requirements and Massachusetts licensing requirements in order to obtain licensure.

New Hampshire	\$550.00	Application Fee: \$150.00 Licensing Fee: \$400.00 Total Due: \$550.00	\$400.00	Biennial Renewal Fee	2,000 hours	Each person who seeks to become a licensed residential real estate appraiser shall accrue at least 2,000 hours which shall be accrued in no fewer than 18 months	28 hours	Within each 2 year cycle all appraisers must have completed at least 28 hours of continuing education.	Reciprocity.	Reciprocity: An applicant who is licensed under the laws of another state and whose license is in good standing may obtain a license as a licensed real estate appraiser in this state.
New Jersey	\$350.00 Even Years - \$625.00 Odd Years	Application Fee: \$75.00 Initial License Fee: 1 st year of a biennial renewal \$550.00 2 nd year of a biennial renewal \$275.00	\$630.00	License Biennial Renewal Fee: \$550.00 Federal Registration Fee: \$80.00 Total Due: \$630.00	2,000 hours	2,000 hours of experience are required to be obtained in no fewer than 12 months.	28 hours	As a condition of renewal, licensees are required to obtain at least 28 credit hours of approved continuing education for each biennial renewal period	Reciprocity	Licensure as a Real Estate Appraiser by Reciprocity, all state appraiser licensing are required to meet the minimum standards of the Appraiser Qualifications Board.
New York	\$355.00	Application Fee: \$250.00 Federal Registration: \$80.00 Exam Fee: \$25.00 Total Due: \$355.00	\$330.00	Biennial Renewal Fee	2,000 hours	State Licensed Residential Real Estate Appraiser: 2,000 hours of experience over a period of not less than 24 months.	28 hours	Biennial Renewal Term	Reciprocity	Reciprocity: An applicant may be licensed in New York State without examination and further qualification if the applicant provides proof and is licensed in another state or territory: Whose licensing program is in compliance with NY law.

Ohio	\$175.00	Application Fee	\$165.00	Biennial Renewal Fee	2,000 hours	2,000 experience hours in no less than 24 months preceding application.	28 hours	Biennial Renewal Term	None	Licensed or certified appraisers from reciprocal states was Rescinded.
Pennsylvania	\$235.00	Application Fee	\$225.00	Biennial Renewal Fee	2,500 hours	The Board requires having acquired 2,500 hours of acceptable appraisal experience during a period of at least 24 months	28 hours	Biennial Renewal Term	Reciprocity	Reciprocity. The board shall have the power to grant a reciprocal certification to applicants who are certified as an appraiser or licensed as an appraiser trainee in another state and demonstrate qualifications which equal or exceed those required by PA law
Rhode Island	\$680.00	Initial Registration Fee: \$200.00 Licensing Fee \$480.00 Total Due: \$680.00	\$480.00	Biennial Renewal Term	2,000 hours	2,000 experience hours in no less than 24 months preceding application.	28 hours	Biennial Renewal Term	Reciprocity	Reciprocity. The Department may, upon application, issue a license or certificate to an applicant who has otherwise met the requirements for licensure in the State of Rhode Island without examination.

Vermont	\$275.00	Application: \$125.00 Initial license: \$150.00 Total Due: \$275.00	\$200.00	Biennial Renewal Fee	2,500 hours	2,500 Hour of Experience in no fewer than 24 months to be completed on the application.	28 hours	Biennial Renewal Term	Reciprocity	Licensure by reciprocity The Board shall waive all licensing requirements for an appraiser applicant holding a valid certification from another state
West Virginia	\$455.00	Licensing Fee: \$305.00 Application Fee: \$150.00 Total Due: \$455.00	\$305.00	Annual Renewal Fee	2,000 hours	An applicant shall have a minimum of 2,000 hours of appraisal experience	14 hours	Annual Renewal Term	Reciprocity	An applicant who is currently licensed as a real estate appraiser in another jurisdiction may apply for a WV appraiser license of the same classification as the out-of-state license

Certified Real Estate Appraisers Assistant/Trainee



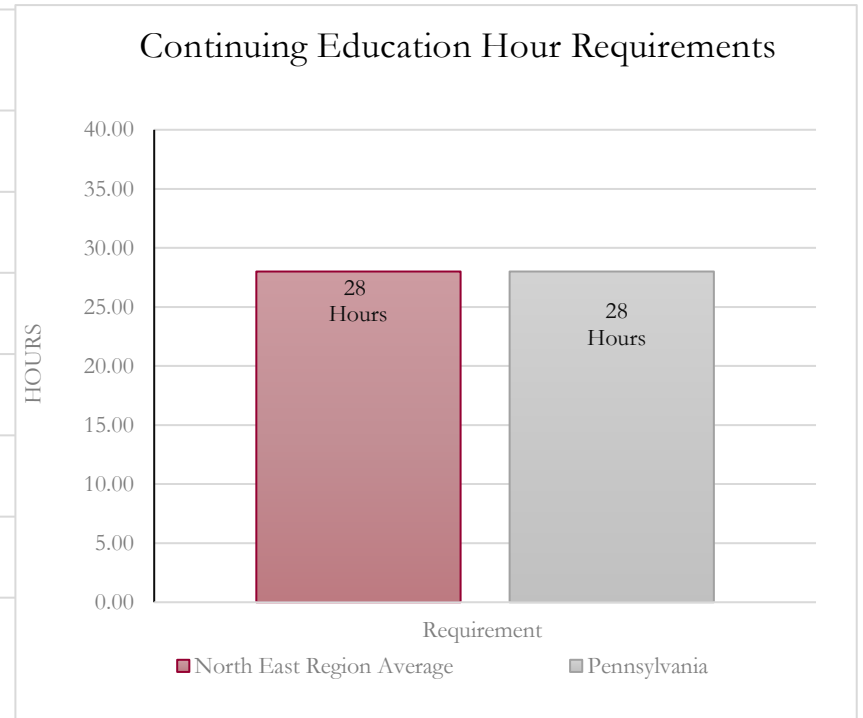
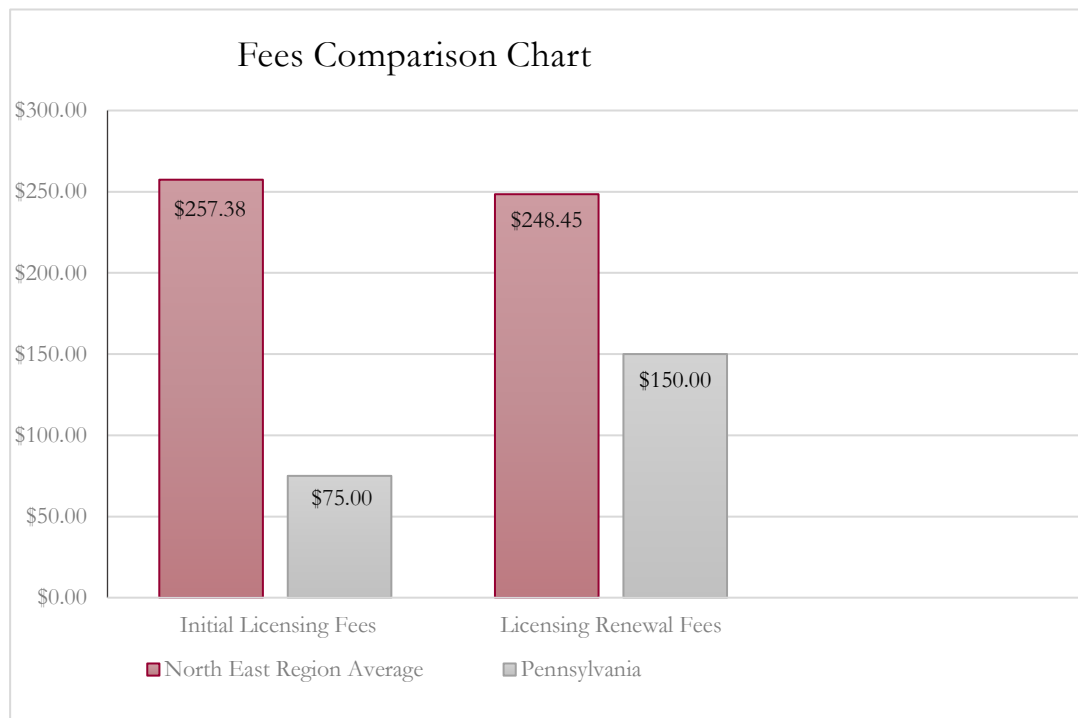
Definition

“Licensed Appraiser Trainee”—A person who holds a license issued under section 6(a.1) of the act and § 36.12a (relating to qualifications for licensure as appraiser trainee) and who is authorized to assist a certified residential real estate appraiser or certified general real estate appraiser in the performance of an appraisal..

[[CHAPTER 36. STATE BOARD OF CERTIFIED REAL ESTATE, 36.1 section definitions
<https://www.pacode.com/secure/data/049/chapter36/chap36toc.html>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$257.38 Pennsylvania: \$75.00	North East Region Average: \$248.45* Pennsylvania: \$150.00	No training requirements required	North East Region Average: 28 Hours* Pennsylvania: 28 Hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$140.00	Application and Initial License Fee	N/A		N/A		28 hours	Biennial Renewal Term	Reciprocity	Reciprocal Provisional Licensed Appraiser, you may only apply for a reciprocal license for the same type your currently hold.
Delaware	\$250.00	Licensing Fee	\$250.00	Biennial Renewal Fee	N/A		28 hours	Biennial Renewal Term	N/A	
Maine	\$410.00	Application Fee: \$ 30.00 License Fee: \$ 380.00 Total Due: \$410.00	\$380.00	Annual Renewal Fee	N/A		14 hours	Annual Renewal Term	Endorsement	An applicant who is licensed in another state may obtain a license by: filing a complete application paying the required fees submitting a verification of licensure from another jurisdiction
Maryland	\$150.00	Application Fee	\$150.00	Triennial Renewal Fee	N/A		42 hours	Triennial Renewal Term	Reciprocity	The Commission may waive the examination requirement and issue a reciprocal license or certificate to an individual

Massachusetts	\$226.00	Licensing Fee: \$113.00 Application Fee: \$113.00 Total Due: \$226.00	\$113.00	Biennial Renewal Fee	N/A		28 hours	Biennial Renewal Term	No Reciprocity	Appraisal trainees are not eligible for reciprocity
New Hampshire	\$300.00	Application Fee: \$150.00 Licensing Fee: \$150.00 Total Due: \$300.00	N/A		N/A		28 hours	Within each 2 year cycle all appraisers must have completed at least 28 hours of continuing education.	Reciprocity.	An applicant who is licensed under the laws of another state and whose license is in good standing may obtain a license as a licensed real estate appraiser in this state.
New Jersey	\$100.00	Application Fee	\$100.00	Annual Renewal Fee	N/A		14 hours	Annual Renewal Term	Reciprocity	Licensure by Reciprocity, all state appraiser licensing are required to meet the minimum standards of the Appraiser Qualifications Board and are approved by the board.

New York	\$250.00	Application Fee	\$250.00	Biennial Renewal Fee	N/A		28 hours	Biennial Renewal Term	Reciprocity	Reciprocity: An applicant may be licensed in New York State without examination and further qualification if the applicant provides proof and is licensed in another state or territory: Whose licensing program is in compliance with NY law.
Ohio	\$150.00	Recovery Fund Fee: \$50.00 Application Fee \$100.00 Total Due: \$150.00	\$50.00	Biennial Renewal Fee	N/A		28 hours	Biennial Renewal Term	None	Licensed or certified appraisers from reciprocal states was Rescinded.
Pennsylvania	\$75.00	Application Fee	\$150.00	Biennial Renewal Fee	N/A		28 hours	Biennial Renewal Term	Reciprocity	Reciprocity. The board shall have the power to grant a reciprocal certification to applicants who are licensed as an appraiser trainee in another state and demonstrate qualifications which equal or exceed those required by PA law

Rhode Island	\$680.00	Initial Registration Fee: \$200.00 Licensing Fee \$480.00 Total Due: \$680.00	\$480.00	Biennial Renewal Fee \$480.00	N/A		28 hours	Biennial Renewal Term	Reciprocity	Reciprocity. The Department may, issue a license or certificate to an applicant who has otherwise met the requirements for licensure in the State of Rhode Island without examination.
Vermont	\$275.00	Application Fee	\$100.00	Annual Renewal Fee	N/A		14 hours	Annual Renewal Term	Reciprocity	Licensure by reciprocity. The Board shall waive all licensing requirements for an appraiser applicant holding a valid certification from another state.
West Virginia	\$340.00	Application Fee: \$150.00 Apprentice Permit Fee: \$190.00 Total Due: \$340.00	\$190.00	Annual Renewal Fee	N/A		14 hours	Annual Renewal Term	Reciprocity	An applicant who is currently licensed as a real estate appraiser in another jurisdiction may apply for a West Virginia appraiser license of the same classification as the out-of-state license.



SOCIAL WORKERS, MARRIAGE &
FAMILY THERAPISTS, PROFESSIONAL
COUNSELORS BOARD



OBSERVATION SECTION

Delaware

<https://dpr.delaware.gov/boards/profcounselors/>

- Delaware licenses associate counselors and marriage & family associate counselor under the Board of Mental Health and Chemical Dependency Professionals of the Division of Professional Regulation

New York

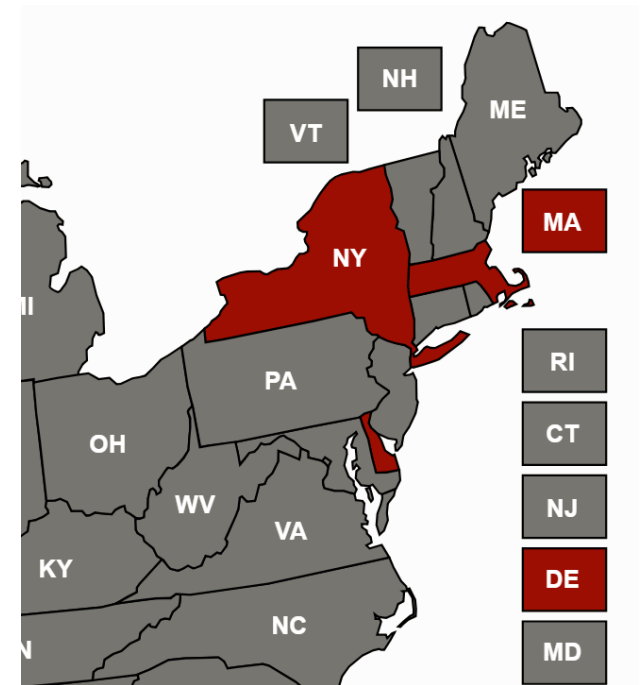
<http://www.op.nysed.gov/prof/>

- New York has a Mental Health Practitioners Board that licenses creative arts therapists, marriage and family therapists, mental health counselors, psychoanalysts.
- There is a separate Social Work Board that licenses Licensed Master Social Workers (LMSW) and Licensed Clinical Social Workers (LCSW).

Massachusetts

<http://www.mass.gov/ocabr/licensee/dpl-boards/mh/eplace-submit-license-app.html#mf>

- Maryland has a Board of Registration of Allied Mental Health and Human Services Professions that licenses applied behavior analysts, assistant applied behavior analysts, educational psychologists, marriage & family therapists, mental health counselors and rehabilitation counselors.



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- Ohio licenses counselors, social workers and marriage & family therapists under one board like Pennsylvania
 - New Hampshire licenses pastoral psychotherapists, clinical social workers, clinical mental health counselors and marriage & family therapists
 - The licensing boards in ten north east region states do not include social workers.
 - Seven north east region states license professional counselors: Connecticut, Maryland, Maine, New Jersey, Ohio, **Pennsylvania**, West Virginia.
 - **Renewal cycle: Clinical social worker- biennial** excluding Connecticut (annual) and New York (triennial);
Family marriage therapists/counselor- biennial excluding New York (triennial) and two states with annual cycles (Connecticut and West Virginia);
Professional counselor- biennial excluding Connecticut and West Virginia (annual cycles);
Social workers-biennial excluding Connecticut (annual) and New York (triennial)

Clinical Social Worker



Definition

“Social Work” organized work directed toward the betterment of social conditions in the community, as by seeking to improve the condition of the poor, to promote the welfare of children, etc.

[social work. (n.d.). *Dictionary.com Unabridged*. Retrieved May 7, 2018 from Dictionary.com website <http://www.dictionary.com/browse/social-work>

“Licensed Clinical Social Worker.” A social worker who holds a current clinical license under this act.

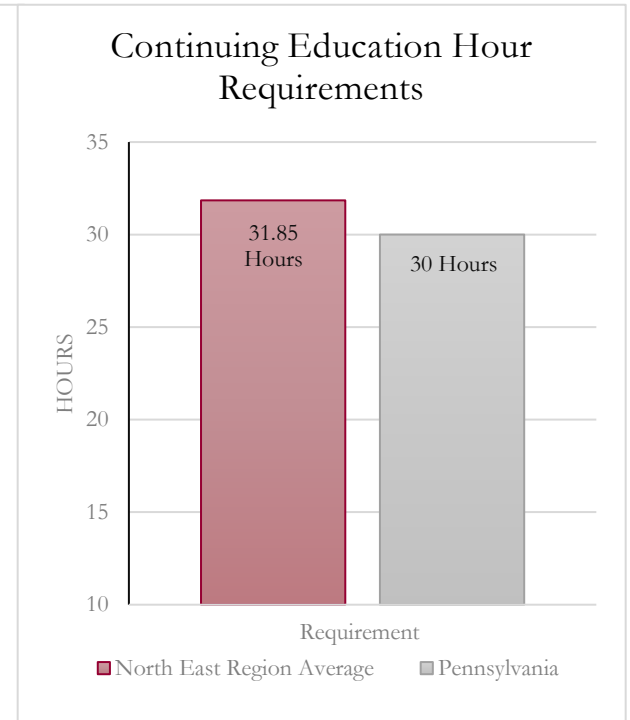
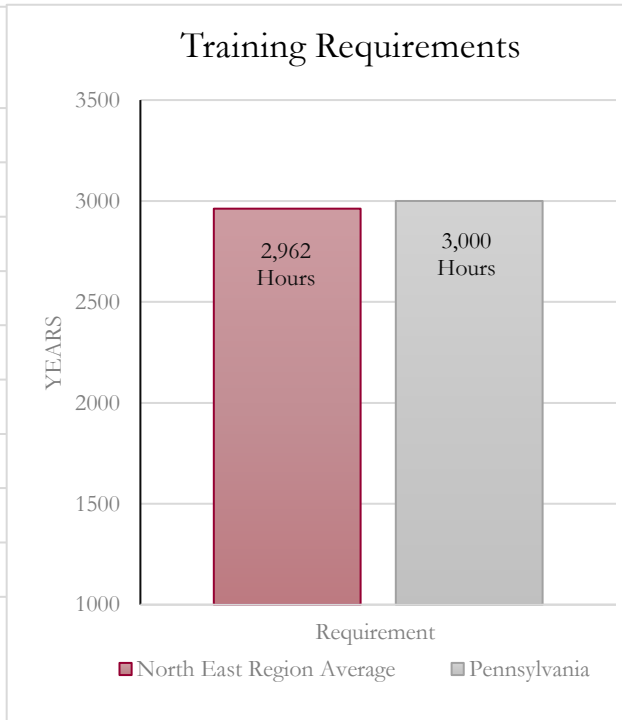
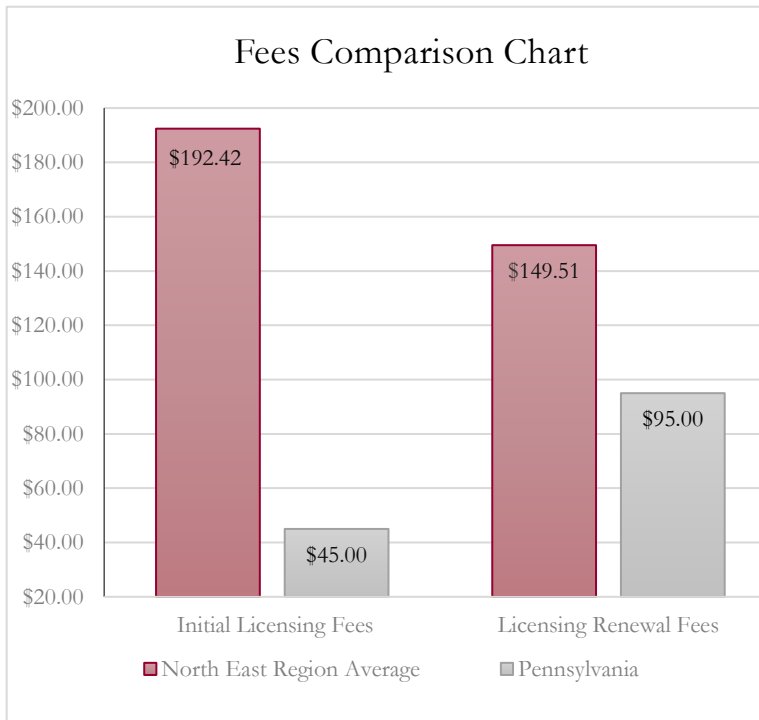
[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageanFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Forms/Non-Application%20Documents/SWM%20-%20SW%20MFT%20PC%20Act.pdf>]

“Practice of Clinical Social Work.” Holding oneself out to the public by any title or description of services incorporating the term “licensed clinical social worker” or using any words or symbols indicating or tending to indicate that one is a licensed clinical social worker and under such description offering to render or rendering a service in which a special knowledge of social resources, human personality and capabilities and therapeutic techniques is directed at helping people to achieve adequate and productive personal, interpersonal and social adjustments in their individual lives, in their families and in their community. The term includes person and environment perspectives, systems theory and cognitive/behavioral theory, to the assessment and treatment of psychosocial disability and impairment, including mental and emotional disorders, developmental disabilities and substance abuse. The term includes the application of social work methods and theory. The term includes the practice of social work plus additional concentrated training and study as defined by the board by regulation.

[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageanFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Forms/Non-Application%20Documents/SWM%20-%20SW%20MFT%20PC%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$192.42 Pennsylvania: \$45.00	North East Region Average: \$149.51* Pennsylvania: \$95.00	North East Region Average: 2,962 Hours Pennsylvania: 3,000 Hours	North East Region Average 31.85* Hours Pennsylvania: 30 Hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*Not all states use hours as the training requirement. Some use years which are not included in graph.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$315.00	Application Fee	\$195.00	Annual Renewal Fee	3,000 hours	Three thousand hours social work experience, which shall include not less than one hundred hours of work under professional supervision by a licensed clinical or certified independent social worker.	15 hours	Annual Renewal Term	Endorsement	The Board may grant licensure by endorsement to an applicant who is licensed as a clinical social worker in good standing in another state or jurisdiction whose requirements for practicing are substantially similar to Connecticut.
Delaware	\$230.00	Application Fee	\$40.00	Biennial Renewal Fee	2 years or 3,200 hours	Two years, and not less than 3,200 hours of clinical social work postmaster's experience that is acceptable to the Board. At least 1600 hours of the required 3,200 hours of post-degree clinical social work experience shall be under professional supervision.	45 hours	Biennial Renewal Term	Reciprocity	Apply by reciprocity if you have already passed the national ASWB licensing examination, and hold a current clinical social work license in another jurisdiction (state, U.S. territory or District of Columbia).
Maine	\$116.00	Application Fee: \$25.00 License Fee: \$70.00 Background Check Fee:\$21.00 Total Due: \$116.00	\$70.00	Biennial Renewal Fee	2-4 years	With a degree in a clinical concentration, than 2 years of social work experience is required. If nonclinical degree, than 4 years of social work experience is required.	25 hours	Biennial Renewal Term	Reciprocity	Must submit a copy of the state laws and rules under which the applicant is licensed, a copy of the applicant's social work license, and a completed Verification of Licensure form.

Maryland	\$175.00	Application Processing Fee: \$100.00, Initial License Fee: \$75.00 Total Due: \$175.00	\$301.00	Biennial Renewal Fee	3,000 hours	Obtained at least two years, of at least 3,000 hours of supervised clinical social work experience in direct service to clients.	40 hours	Biennial Renewal Term	Endorsement	Must complete the appropriate application for licensure by endorsement.
Massachusetts	\$173.00	Application Fee	\$82.00	Biennial Renewal Fee	3,500 hours	At least 3,500 hours of clinical social work services over a period of not less than two years from the date on which he or she received the graduate degree in social work.	30 hours	Biennial Renewal Term	Reciprocity	An applicant who is, or has been, licensed or registered as a social worker under the laws of another state, territory or political subdivision which is a member of the Association of Social Work Boards (ASWB) may be granted a license by the Board without taking the licensing examination.
New Hampshire	\$285.00	License Application Review Fee \$150.00 Approved License Application Fee \$135.00 Total Due: \$285.00	\$270.00	Biennial Renewal Fee	2 years and 3,000 hours	Two years of post-masters experience including completion of a minimum of 3,000 hours of post-masters, supervised clinical experience.	40 hours	Biennial Renewal Term	N/A	

New Jersey	\$155.00- \$235.00	Application Fee: \$75.00 Initial Clinical License Fee \$160.00 (first year of license period) or \$80.00 (second year of license period)	\$160.00	Biennial Renewal Fee	2 years	Two years of full-time experience in the practice of clinical social work under the supervision of a clinical social worker licensed by this State, or any other supervisor who may be deemed acceptable to the board. For purposes of this section, "two years of full-time clinical social work" means 1,920 hours of face-to-face client contact within any three consecutive year period.	40 hours	Biennial Renewal Term	Endorsement	An applicant who is licensed or registered under the laws of a state, territory or jurisdiction of the United States and who otherwise meets all of the New Jersey requirements may be exempted from the examination requirements of New Jersey provided that: the educational and experiential requirements are substantially the same as the requirements of New Jersey.
New York	\$294.00	Licensing Fee	\$224.00	Triennial Renewal Fee	3 years	Three years full-time supervised post-graduate clinical social work experience in diagnosis, psychotherapy, and assessment-based treatment plans, or its part-time equivalent, obtained over a continuous period not to exceed six years, under the supervision, satisfactory to the department, of a psychiatrist, a licensed psychologist, or a licensed clinical social worker in a facility setting.	36 hours	Triennial Renewal Term	Endorsement	Endorsement is available to an applicant for Licensed Clinical Social Worker who was licensed as a clinical social worker in another jurisdiction and has at least 10 years of practice in the 15 years prior to application. The initial license must have been issued on the basis of meeting requirements similar to those in New York State.

Ohio	\$103.50	Application Fee: \$100.00: Processing Fee - \$3.50 Total Due: \$103.50	\$100.00	Biennial Renewal Fee	2 years and 3,000 hours	The individual must complete at least two years and 3,000 hours of postmaster's degree social work experience supervised by an independent social worker and post Licensed Social Worker experience with 150 hours of documented training supervision by a Licensed Independent Social Worker.	30 hours	Triennial Renewal Term	Reciprocity	The Board may enter into a reciprocal agreement with any state that regulates individuals practicing in the same capacities as those regulated under this chapter if the board finds that the state has requirements substantially equivalent to the requirements this state has for receipt of a license or certificate of registration under this chapter.
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Pennsylvania	\$45.00	Application Fee	\$95.00	Biennial Renewal Fee	3,000 hours	Must complete at least 3,000 hours of supervised clinical experience or hold an Academy of Certified Social Workers certificate issued prior to January 1, 2001, by the National Association of Social Workers or otherwise meets the supervision expectation in a fashion acceptable to the board as determined by regulation after completion of the master's degree in social work.	30 clock hours	Biennial Renewal Term	Reciprocity	A license shall be issued based on reciprocity to an applicant who meets the following requirements: Satisfied the general requirements for licensure, provided a letter from other jurisdiction registration boards where the licensed or certified social worker is licensed, certified or practicing, certifying licensure and reporting any violations, and demonstrated qualifications at least equal to the qualifications required by the act and this chapter.
Rhode Island	\$70.00	Application Fee	\$70.00	Biennial Renewal Fee	24 months	Twenty-four (24) months of experience acceptable to the Board, which experience shall only be acceptable if the applicant was licensed as a licensed clinical social worker (if required in the jurisdiction where the experience was attained) and under appropriate supervision.	30 contact hours	Biennial Renewal Term	Endorsement	A license to practice social work may be issued by endorsement to an applicant who has a comparable license, certification, or registration from the state, or another state or territory of the United States that imposes qualifications substantially similar to those of the Act.

Vermont	\$360.00	Application Fee - \$100.00 ASWB Exam Fee \$260.00 Total Due: \$360.00	\$150.00	Biennial Renewal Fee	3,000 hours	3,000 hours of supervised practice of independent clinical social work as defined by rule under the supervision of a licensed independent clinical social worker, the substantial equivalent.	20 hours	Biennial Renewal Term	Endorsement	The applicant must hold an active license to practice licensed master's social work or licensed independent clinical social work in another U.S. or Canadian jurisdiction; and the requirements for licensing in that jurisdiction are, in the judgment of the Director, substantially equivalent to the requirements of this chapter, and successfully complete the Vermont jurisprudence examination.
West Virginia	\$100.00	Initial Licensing Fee	\$85.00	Biennial Renewal Fee	3,000 hours	Minimum of two years full-time; or, three thousand (3,000) hours part-time post-masters clinical experience while under the supervision of a qualified Clinical Licensed Social Worker. Clinical supervision consists of at least one hundred (100) hours, sixty (60) hours of which shall have occurred in face-to-face individual or group supervision meetings with the clinical supervisor.	40 contact hours	Each license holder must complete forty (40) contact hours of continuing social work education during each two (2) year license period.	N/A	

Family - Marriage Therapist / Counselors



Definition

“Therapist” a person trained in the use of psychological methods for helping patients overcome psychological problems.

[therapist. (n.d.). Dictionary.com Unabridged. Retrieved May 7, 2018 from Dictionary.com website <http://www.dictionary.com/browse/therapist>]

“Practice of Marriage and Family Therapy.” The professional application of psychotherapeutic and family systems theories and techniques to the evaluation, assessment and treatment of mental and emotional disorders, whether cognitive, affective or behavioral. The term includes the evaluation and assessment of mental and emotional disorders in the context of significant interpersonal relationships and the delivery of psychotherapeutic services to individuals, couples, families and groups for the purpose of treating such disorders.

[Chapter 47 of this § 47.1 amended under section 3(2) of the Social Workers, Marriage and Family Therapists and Professional Counselors Act (4 P. S. § 1906(2))

“Licensed professional counselor.” An individual who engages in the practice of professional counseling and who holds a current license under this act.

[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageandFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Forms/Non-Application%20Documents/SWM%20-%20SW%20MFT%20PC%20Act.pdf>]

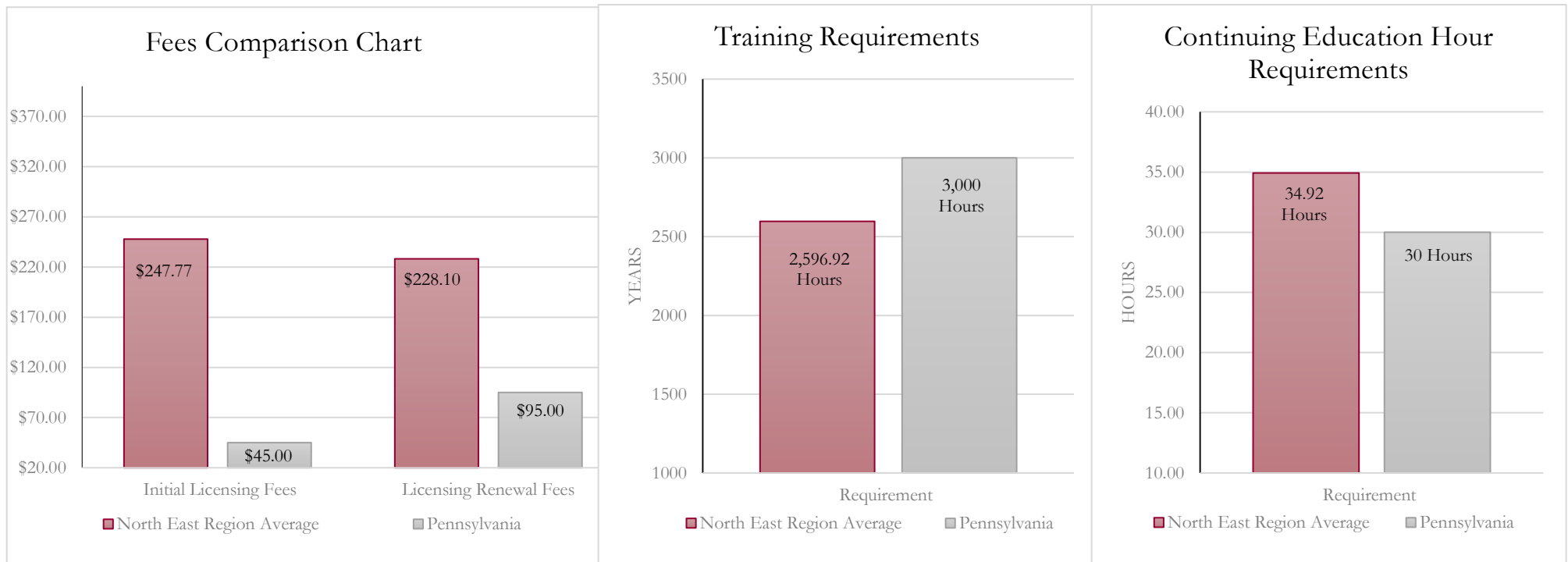
“Practice of professional counseling.” Includes, to the extent compatible with a practitioner’s education and professional competence, all of the following: (1) The application of principles and practices of counseling, mental health and human development to evaluate and 5 facilitate human growth and adjustment throughout the life span and to prevent and treat mental, emotional or behavioral disorders and associated stresses which interfere with mental health and normal human growth and development. (2) The evaluation and assessment of normal and abnormal mental, emotional, social, educational, vocational, family and behavioral functioning throughout the life span; individual, group, family counseling and psychotherapy; crisis intervention, career counseling and educational and vocational counseling; functional assessment of persons with disabilities; and professional consulting. (3) Professional counselors’ utilization of verbal and nonverbal approaches and specialization in the use of arts- based therapeutic approaches, such as art, dance, music or drama, to accomplish treatment objectives.

[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions,

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageandFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Fo>

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$247.77 Pennsylvania: \$45.00	North East Region Average: \$228.10* Pennsylvania: \$95.00	North East Region Average: 2,596.92 hours Pennsylvania: 3,000 hours	North East Region Average: 34.92 hours Pennsylvania: 30 hours Median: 36 hours
*Some states fees were unavailable.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years. Some states fees were unavailable.	*Not all states use hours as the training requirement. Some use years which are not included in graph.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$315.00	Application Fee	\$320.00	Annual Renewal Fee	1,000 hours	A 12 months of supervised postgraduate work experience of 1,000 hours of direct client contact offering marital and family therapy services.	15 hours	Annual Renewal Term	Endorsement	The Department may waive the examination for any applicant who is a currently practicing, in another state and is licensed by a similar board of another state whose standards are similar to or higher than those of this state
Delaware	\$286.00	License Fee \$221.00 Background Checks: \$65.00 Total Due: \$286.00	\$241.00	Biennial Renewal Fee	3,200 hours	You must have post-Masters marriage and family counseling experience of at least 3200 hours over a period of at least two, to four, years.	40 hours	Biennial Renewal Term	Reciprocity	If you hold a current license to practice marriage and family therapy in another jurisdiction, you may apply by reciprocity
Maine	\$296.00	Licensing Fee: \$250.00 Application Fee: \$25.00 Background Check Fee: \$21.00 Total Due: \$296.00	\$250.00	Biennial Renewal Fee	3000 hours	The applicant shall complete 3000 hours of supervised clinical counseling experience in marriage and family counseling over a period of not less than 2 years following attainment of the qualifying degree.	55 hours	Biennial Renewal Term	Endorsement	The Board of Counseling Professionals Licensure does not have reciprocal agreements with other jurisdictions. Applicant must have 5 years actively practicing with an equivalent license immediately preceding application that is in good standing or the applicant's qualifications are similar to Maine's licensing requirements with a license that is in good standing

Maryland	\$350.00	Application and License Fee	\$301.00	Biennial Renewal Fee: \$275.00 Md. Health Care Commission Fee: \$26.00 Total Due: \$301.00	2,000 hours	2 years with a minimum of 2,000 hours of supervised clinical experience in marriage and family therapy obtained under the supervision of an approved marriage and family therapy supervisor after the award of the master's degree,	40 hours	Biennial Renewal Term	Endorsement	Applicants must submit documentation that applicant is currently licensed in good standing to practice marriage and family therapy in another state, territory or jurisdiction. Applicant must submit a copy of the current license from each state territory or jurisdiction where applicant has been licensed or authorized to practice marriage and family therapy.
Massachusetts	\$272.00	Application Fee: \$117.00 Licensing Fee: \$155.00 Total Due: \$272.00	\$155.00	Biennial Renewal Fee	3,360 hours	A minimum of two years full-time, or equivalent part-time (3360 hours), post masters supervised clinical experience.	30 hours	Biennial Renewal Term	Reciprocity	The Board shall issue a license without examination to an applicant licensed as a professional in a comparable field in another state whose requirements for the license are equivalent to or exceed the requirements of the Commonwealth.
New Hampshire	\$285.00	Application Fee: \$150.00 License Fee: \$135.00 Total Due: \$285.00	\$270.00	Biennial Renewal Fee	3,000 hours	The post-graduate experience shall total 3000 hours of supervised experience over the course of two years.	40 hours	Biennial Renewal Term	Endorsement	Persons who wish to apply for a license as a marriage and family therapist and are already licensed in another state shall meet all state licensing requirements.

New Jersey	\$217.50 - \$342.50	Application Fee: \$75.00 Background Check Fee: \$17.50 Initial License Fee: 1 st year of the 2 year cycle \$250.00 2nd year \$125.00	\$250.00	Biennial Renewal Fee	3,000 hours	Applicant has completed two calendar years of supervised marriage and family therapy experience and one calendar year of counseling experience, which may be in marriage and family therapy. "One calendar year" means 1,500 hours over a 50-weeks	40 hours	Biennial Renewal Term	Credentials	Licensure by credentials. The Board shall issue a license as a marriage and family therapist to an applicant who holds a current, active license or certification as a marriage and family therapist in another state provided the licensing requirements in that state are substantially equivalent to the requirements.
New York	\$371.00	Licensing Fee	\$170.00	Triennial Renewal Fee	1,500 hours	Must complete at least 1,500 client contact hours in the practice of Marriage and Family Therapy.	36 hours	Triennial Renewal Term	Endorsement	Endorsement of a license in Marriage and Family Therapy issued by another jurisdiction must present evidence of having completed 5 years of licensed practice in the 10 years prior to applying for licensure in New York State.
Ohio	\$153.50	Application Fee: \$80.00 Processing Fee \$3.50 Criminal Record Check fees FBI and Ohio BCI Fee \$70.00 Total Due: \$153.50	\$80.00	Biennial Renewal Fee	2,700 hours	Postgraduate experience of least 2 calendar years (2,700 hours) of supervised training in the practice of marriage and family therapy.	30 hours	Biennial Renewal Term	Reciprocity	The professional standards committees of the board may, by endorsement, issue the appropriate license or certificate of registration to a resident of a state with which the board does not have a reciprocal agreement, if the person submits proof satisfactory to the committee of currently being licensed, certified, registered, or otherwise

										authorized to practice by that state
Pennsylvania	\$45.00	License and Application Fee	\$95.00	Biennial Renewal Fee	3,000 hours	3,000 hours of post graduate supervised clinical experience.	30 hours	Biennial Renewal Term	Reciprocity	The board shall have the power to grant a reciprocal license to an applicant who is licensed or certified as a marriage and family therapist or in another state and has demonstrated qualifications which equal or exceed those required by Pennsylvania law and licensing board.
Rhode Island	\$130.00	Application Fee	\$130.00	Biennial Renewal Fee	2,000 hours	Minimum 2000 hours Post Graduate completed in minimum of 2 years	40 hours	Biennial Renewal Term	Endorsement	Licensure by endorsement. A license as a marriage and family therapist may be issued, in the discretion of the board, without examination, to an applicant who is licensed or certified in another state whose requirements are equivalent to or exceed the requirements established by RI board and law.
Vermont	\$125.00	Application Fee	\$150.00	Biennial Renewal Fee	3,000 hours	3,000 hours of supervised individual, couple, family or group therapy from a systems perspective over a minimum two year period.	20 hours	Biennial Renewal Term	Endorsement	In certain circumstances depending on the licensing standards of other jurisdictions or duration of licensure, an applicant who is licensed or certified in another jurisdiction may seek licensure on the basis of that license or certification.
West Virginia	\$250.00	Initial Application for Licensure Fee	\$145.00	Annual License Renewal	3,000 hours	3,000 hours of supervised marriage and family therapy experience, after earning a	35 hours	Continuing professional education every biennium.	Endorsement	An individual may apply for endorsement: The licensing requirements of the endorsing state shall be greater than or



					master's degree in marriage and family therapy.				
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					master's degree in marriage and family therapy.				equal to the required by the Board and WV law.
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Professional Counselor

Definition

“Licensed Professional Counselor.” An individual who engages in the practice of professional counseling and who holds a current license under this act.

[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageanFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Forms/Non-Application%20Documents/SWM%20-%20SW%20MFT%20PC%20Act.pdf>]

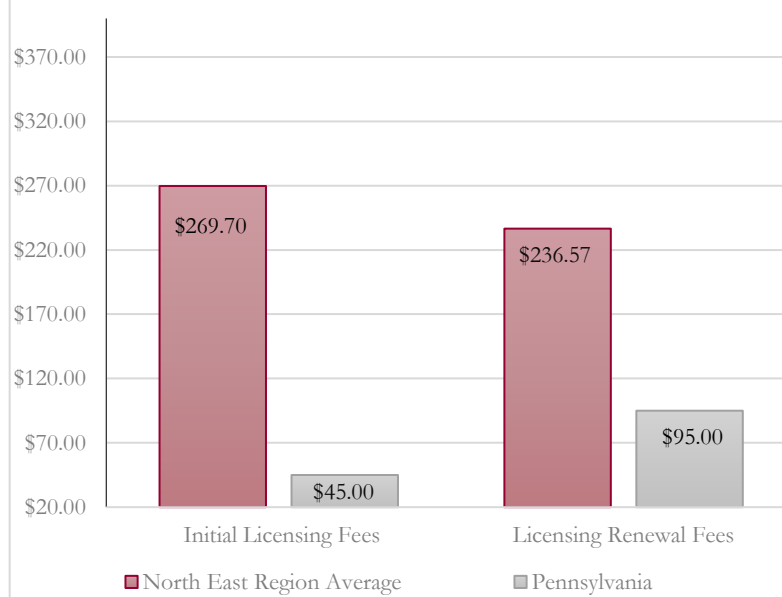
“Practice of Professional Counseling.” Includes, to the extent compatible with a practitioner’s education and professional competence, all of the following: (1) The application of principles and practices of counseling, mental health and human development to evaluate and 5 facilitate human growth and adjustment throughout the life span and to prevent and treat mental, emotional or behavioral disorders and associated stresses which interfere with mental health and normal human growth and development. (2) The evaluation and assessment of normal and abnormal mental, emotional, social, educational, vocational, family and behavioral functioning throughout the life span; individual, group, family counseling and psychotherapy; crisis intervention, career counseling and educational and vocational counseling; functional assessment of persons with disabilities; and professional consulting. (3) Professional counselors’ utilization of verbal and nonverbal approaches and specialization in the use of arts- based therapeutic approaches, such as art, dance, music or drama, to accomplish treatment objectives.

[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageanFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Forms/Non-Application%20Documents/SWM%20-%20SW%20MFT%20PC%20Act.pdf>]

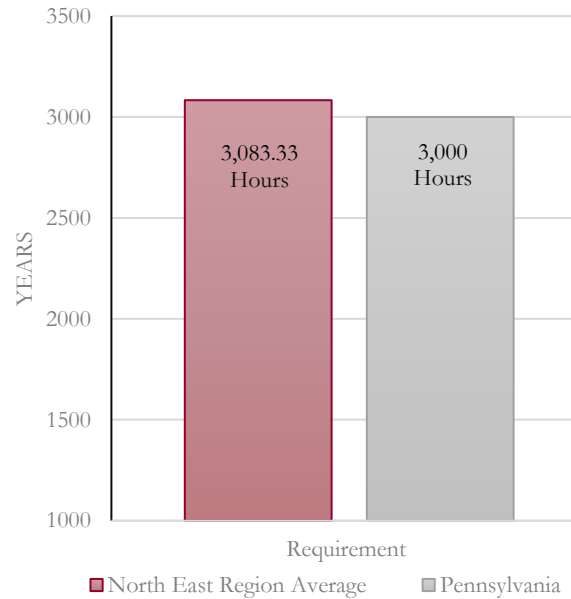
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$269.70 Pennsylvania: \$45.00	North East Region Average: \$236.57 Pennsylvania: \$95.00	North East Region Average: 3,083.33 hours Pennsylvania: 3,000 hours	North East Region Average: 42.14 hours* Pennsylvania: 30 hours
*Some states fees were unavailable.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years. Some states fees were unavailable.	*Not all states use hours as the training requirement. Some use years which are not included in graph.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years

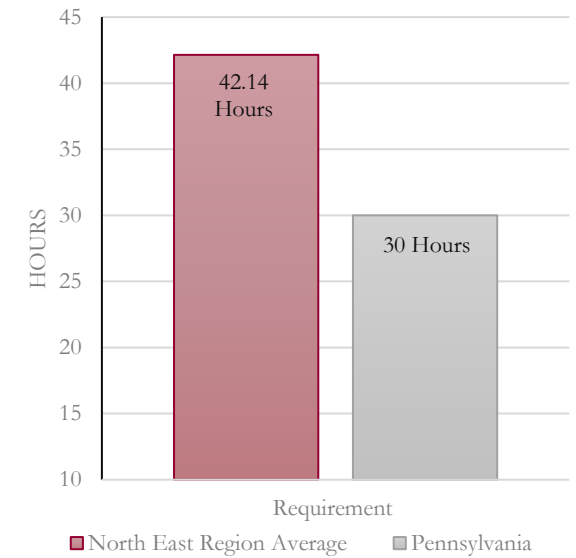
Fees Comparison Chart



Training Requirements



Continuing Education Hour Requirements



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$315.00	Application Fee	\$195.00	Annual Renewal Fee	3,000 hours	Acquired three thousand (3,000) hours of postgraduate supervised experience in professional counseling performed over a period of not less than one year.	15 hours	Annual Renewal Term	Endorsement	An applicant for licensure by endorsement shall present evidence satisfactory to the commissioner that the applicant is licensed or certified as a professional counselor.
Delaware	Delaware does not license professional counselors.									
Maine	\$296.00	Licensing Fee: \$250.00 Application Fee: \$25.00 Background Check Fee \$21.00 Total Due: \$296.00	\$250.00	Biennial Renewal Fee	2,000 hours	Must have 2,000 hours of experience under appropriate supervisor.	55 contact hours	Biennial Renewal Term	Endorsement	When applying select Endorsement/Comity.
Maryland	\$350.00	Application Fee - \$200.00 Licensing Fee: \$150.00 Total Due: \$350.00	\$301.00	Biennial Renewal Fee - \$275.00 User Fee: \$26.00 Total Due: \$301.00	2,000 - 3,000 hours	For a Master's degree, 3 years post graduate experience with a minimum of 3,000 hours. For a Doctorate Degree, 2 years post graduate experience with	40 hours	Biennial Renewal Term.	Endorsement	The Board may waive any examination requirements for an applicant who satisfies the Board that the applicant: obtained certification or licensure in a state or country that grants a similar endorsement to certificate holders or licensees of this State.

						a minimum of 2,000 hours.				
Massachusetts	Massachusetts does not license professional counselors.									
New Hampshire	New Hampshire does not license professional counselors.									
New Jersey	\$217.50 - \$342.50	Application Fee: \$75.00 Background Check Fee: \$17.50 Initial License Fee: 1 st year of a biennial renewal period - \$250.00. 2 nd year \$125.00	\$250.00	Biennial Renewal Fee	3,000 – 4,500 hours	Three calendar years of supervised professional counseling experience in a professional counseling setting, only one calendar year of which may be obtained prior to the granting of the master's degree. “calendar year” means 1,500 hours of supervised counseling experience over a period of 52 weeks.	40 hours	Biennial Renewal Term	Endorsement	Applicants licensed to practice professional counseling by a professional counseling licensing board in the United States may apply to the Committee for a license by endorsement as a licensed professional counselor.
New York	New York does not license professional counselors.									

Ohio	N/A		\$80.00	Biennial Renewal Fee	2 years	An applicant with a qualifying graduate degree which is not a doctorate in counseling shall have completed 2 years of post-licensed professional counselor supervised experience in clinical counseling.	30 hours	Biennial Renewal Term	Reciprocity	The counselor, social worker, and marriage and family therapist board may enter into a reciprocal agreement with any state that regulates individuals practicing in the same capacities as those regulated under this chapter if the board finds that the state has requirements equivalent to the requirements this state has for receipt of a license or certificate of registration under this chapter.
Pennsylvania	\$45.00	Application Fee	\$95.00	Biennial Renewal Fee	2,400 - 3,000 hours	Master's degree-completion of 3,000 hours of supervised clinical experience. Doctoral degree-completion of 2,400 hours of supervised clinical experience.	30 hours	Biennial Renewal Term	Endorsement	To be issued a license by endorsement without examination as a professional counselor, an applicant shall provide proof satisfactory to the Board.
Rhode Island	Rhode Island does not license professional counselors.									
Vermont	Vermont does not license professional counselors.									
West Virginia	N/A	N/A	\$145.00	Annual Renewal Fee	3,000 hours	A minimum of 3,000 hours of postmasters supervised counseling experience or 1,500 hours postdoctoral supervised counseling experience after earning the degree.	35 hours	Annual Renewal Term	Endorsement	Must apply for Licensed Professional Counselor through endorsement.

Social Worker



Definition

“Social Work” organized work directed toward the betterment of social conditions in the community, as by seeking to improve the condition of the poor, to promote the welfare of children, etc.

[social work. (n.d.). *Dictionary.com Unabridged*. Retrieved May 7, 2018 from Dictionary.com website <http://www.dictionary.com/browse/social-work>

“Social Worker.” A person who holds a current license under this act or has received a bachelor’s, master’s or doctoral degree from an accredited school or program of social work or social welfare.

[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageanFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Forms/Non-Application%20Documents/SWM%20-%20SW%20MFT%20PC%20Act.pdf>]

“Licensed Bachelor Social Worker.” A social worker who holds a current bachelor’s level license under this act.*

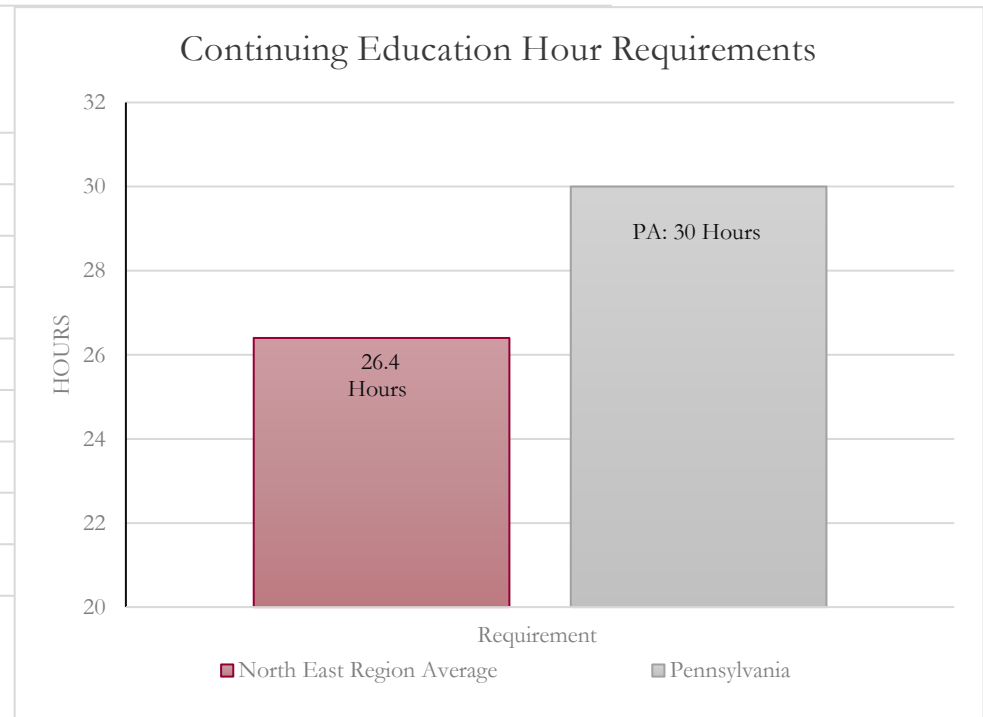
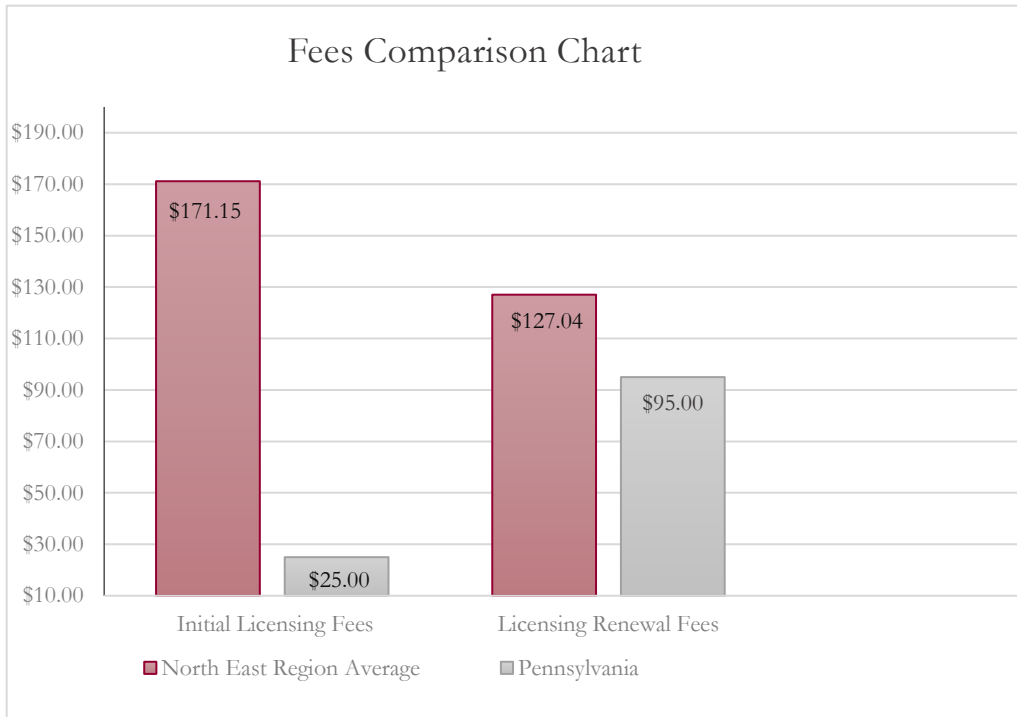
[Chapter 47 SOCIAL WORKERS, MARRIAGE AND FAMILY THERAPISTS AND PROFESSIONAL COUNSELORS ACT Act of Jul. 9, 1987, P.L. 220, No. 39 Cl. 63 Section 3 Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageanFamilyTherapistsandProfessionalCounselors/Documents/Applications%20and%20Forms/Non-Application%20Documents/SWM%20-%20SW%20MFT%20PC%20Act.pdf>]

* **Note: This definition is outdated. Social workers are required to have a master’s degree in Pennsylvania to obtain licensure.**

“Practice of Social Work.” Offering to render or rendering a service in which a special knowledge of social resources, human personality and capabilities and therapeutic techniques is directed at helping people to achieve adequate and productive personal, interpersonal and social adjustments in their individual lives, in their families and in their community or holding oneself out to the public by any title or description of services incorporating the term “social worker” or using any words or symbols indicating or tending to indicate that one is a social worker.

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$171.15 Pennsylvania: \$25.00	North East Region Average: \$127.04* Pennsylvania: \$95.00	North East Region Average: 0 Pennsylvania: 0	North East Region Average: 26.4 hours* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$220.00	Application Fee	\$195.00	Annual Renewal Fee	N/A		15 hours	Annual Renewal Term	Endorsement	The commissioner may grant a license by endorsement to an applicant who presents evidence satisfactory to the commissioner that the applicant (1) is licensed or certified as a master social worker or clinical social worker in good standing in another state or jurisdiction whose requirements for practicing in such capacity are substantially similar to or higher than those of this state, and (2) has successfully completed the master level examination.
Delaware	Delaware does not license social workers.									
Maine	\$116.00	Application Fee: \$25.00 Licensure Fee: \$70.00 Background Check: \$21.00 Total Due: \$116.00	\$70.00	Biennial Renewal Fee	N/A		25 hours	Biennial Renewal Term	Reciprocity	Must submit a copy of the state laws and rules under which the applicant is licensed; a copy of the applicant's social work license; a completed Verification of Licensure form.
Maryland	\$175.00	Application Fee: \$100.00 License Fee \$75.00 Total Due: \$175.00	\$100.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Endorsement	If an applicant currently holds a license to practice as a social worker in another state than they shall apply by the endorsement application.

Massachusetts	\$173.00	Application Fee	\$54.00	Biennial Renewal Fee	N/A		15 hours	Biennial renewal Term	Reciprocity	An applicant who is, or has been, licensed or registered as a social worker under the laws of another state, territory or political subdivision which is a member of the Association of Social Work Boards (ASWB) may be granted a license by the Board without taking the licensing examination.
New Hampshire	New Hampshire does not license social workers.									
New Jersey	\$135.00 - \$195.00	Application Fee: \$75.00 Initial Clinical License Fee: 1 st year of the biennial licensing period \$120.00 2 nd year \$60.00	\$120.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Endorsement	An applicant who is licensed or registered under the laws of a state, territory or jurisdiction of the United States and who otherwise meets all of the New Jersey requirements may be exempted from the examination requirements of New Jersey provided that: the educational and experiential requirements of the state, territory or jurisdiction are substantially the same as the requirements of New Jersey and the applicant has passed an examination which is similar to the Board-required examination.
New York	\$294.00	Licensing Fee	\$224.00	Triennial Renewal Fee	N/A		36 hours	Triennial Renewal Term	Endorsement	You may be eligible for licensure in New York State if you: meet all the general requirements for licensure and have passed the Masters (formerly Intermediate) ASWB licensing examination.

Ohio	\$83.50	Application Fee: \$80.00 Processing Fee: \$3.50 Total Due: \$83.50	\$80.00	Biennial Renewal Fee	N/A		30 hours	Biennial Renewal Term	Reciprocity	The board may enter into a reciprocal agreement with any state that regulates individuals practicing in the same capacities as those regulated under this chapter if the board finds that the state has requirements substantially equivalent to the requirements of this state.
Pennsylvania	\$25.00	Application Fee	\$95.00	Biennial Renewal Fee.	N/A		30 hours	Biennial Renewal Term	Endorsement	A license shall be issued to an applicant who meets the following requirements: Satisfied the general requirements for licensure, provided a letter from other jurisdiction registration boards where the licensed or certified social worker is licensed, certified or practicing, certifying licensure and reporting any violations, and demonstrated qualifications at least equal to the qualifications required by the act and this chapter.
Rhode Island	Rhode Island does not license social workers.									
Vermont	\$330.00	Application Fee: \$100.00 ASWB Exam Fee: \$230.00 Total Due: \$330.00	N/A	Biennial term. The law took effect in July 2017 and renewal fees have not been defined.	N/A		10 hours	Biennial Renewal Term	Endorsement	Licensure by Endorsement: The applicant holds an active license to practice licensed master's social work or licensed independent clinical social work in another U.S. or Canadian jurisdiction; and the requirements for licensing in that jurisdiction are, in the judgment of the Director, substantially equivalent to the requirements of this chapter, and successfully complete the jurisprudence examination.

West Virginia	\$100.00	Initial Licensing Fee	\$85.00	Biennial Renewal Fee	N/A		40 hours	Biennial Renewal Term	N/A	
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SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY BOARD

- Audiologists
- Speech-Language Pathologist

OBSERVATION SECTION

Connecticut

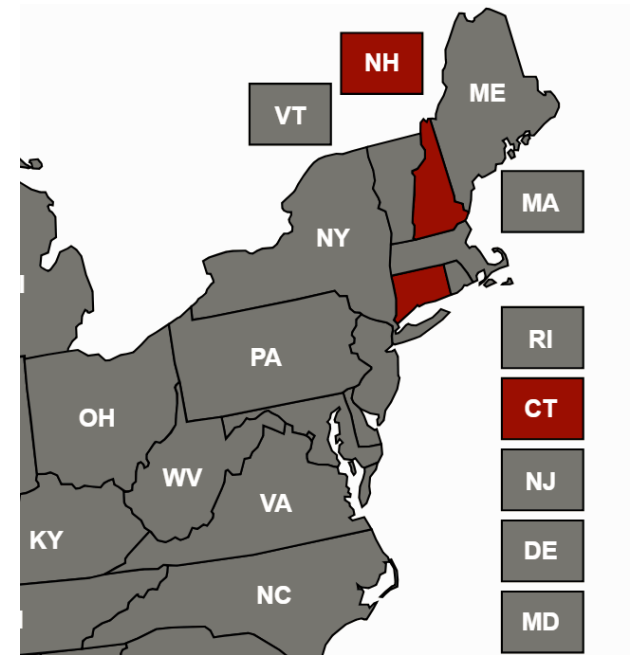
<http://www.portal.ct.gov/DPH/Practitioner-Licensing--Investigations/PLIS/Practitioner-Licensing--Investigations-Section>

- Connecticut licenses speech-pathologists and audiologists under their Department of Public Health, Practitioner Licensing & Investigations Section

New Hampshire

<https://www.nh.gov/index.htm>

- In New Hampshire the Allied Health Professional Board licenses speech-pathologists and the Hearing Care Provider Board licenses audiologists.



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- **Four** northeast region states issue hearing aid dispenser licenses from the speech-pathologist and audiologist board (Delaware, Maine, Maryland and Ohio).
 - **Renewal Cycle:** Audiologists and speech pathologists have biennial renewal cycles excluding Maine (annual) and New York (triennial).
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Audiologist



Definition

“Audiology” the study of hearing disorders, including evaluation of hearing function and rehabilitation of patients with hearing impairments.

[audiologist. (n.d.). Dictionary.com Unabridged. Retrieved May 22, 2018 from Dictionary.com website <http://www.dictionary.com/browse/audiologist>]

"Audiologist" Any person who is qualified by education, training and clinical experience and is licensed under this act to engage in the practice of audiology. The audiologist is an independent practitioner providing services in hospitals, clinics, schools, private practices and other settings in which audiologic services are relevant. A person is deemed to be or to hold himself out as being an audiologist if he offers such services to the public under any title incorporating the terms audiology, audiologist, audiological consultant, hearing aid audiologist or any variation, synonym, coinage or similar title that expresses, employs or implies these terms, names or functions.

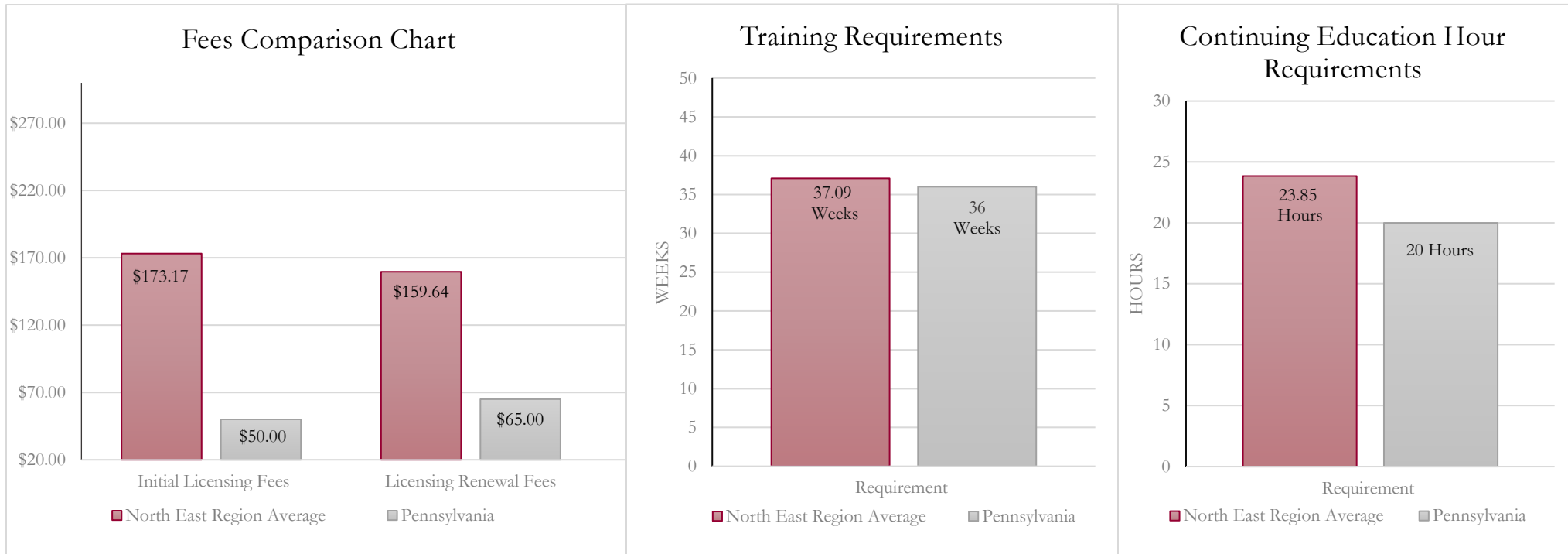
[SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS LICENSURE ACT Act of Dec. 21, 1984, P.L. 1253, No. 238 Section 3. Definitions.
[http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SpeechLanguage%20Pathology%20and%20Audiology/Documents/Applications%20and%20Forms/Non Application%20Documents/SLHM%20-%20Law%20-%20Act.pdf](http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SpeechLanguage%20Pathology%20and%20Audiology/Documents/Applications%20and%20Forms/Non%20Application%20Documents/SLHM%20-%20Law%20-%20Act.pdf)]

"Practice of Audiology" The application of principles, methods and procedures related to disorders of the auditory and vestibular systems.

[SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS LICENSURE ACT Act of Dec. 21, 1984, P.L. 1253, No. 238 Section 3. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SpeechLanguage%20Pathology%20and%20Audiology/Documents/Applications%20and%20Forms/Non Application%20Documents/SLHM%20-%20Law%20-%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$173.17 Pennsylvania: \$50.00	North East Region Average: \$159.64* Pennsylvania: \$65.00	North East Region Average: 37.09 weeks Pennsylvania: 36 weeks	North East Region Average: 23.85 hours* Pennsylvanian: 20 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*Not all states use months as the training requirement. Some use years which are not included in graph.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$200.00	Initial Application Fee	\$205.00	Biennial Renewal Fee	36- 48 weeks	Must complete supervised professional experience under supervision consisting of a minimum of 36 weeks and 1,080 hours of full-time employment or a minimum of 48 weeks and 1,440 hours of part-time employment.	20 hours	Biennial Renewal Term	Endorsement	The commissioner may waive the written examination for any person who (1) is licensed as a speech and language pathologist in another state or territory of the United States and such state or territory has licensing requirements at least equivalent to the requirements in this state; or (2) holds a certificate from a national professional organization, approved by the commissioner, in speech and language pathology.
Delaware	\$125.00	Application Fee	\$125.00	Biennial Renewal Fee.	9-18 months (36-72 weeks)	The Speech/Language Pathology or Audiology applicant must have the equivalent of 9 months of full-time or 18 months of part time (defined as 15-20 hours per week) supervision in the major professional area in which the license is being sought. The CFY must start after completion of the academic and clinical practicum requirements.	30 hours	Biennial Renewal Term	Reciprocity	If you hold a current license in another jurisdiction, you may apply for a permanent Speech/Language Pathology license based on reciprocity by meeting the requirements.

Maine	\$181.00	Application Fee: \$50.00 Licensing Fee: \$110.00 Criminal History Record Check Fee - \$21.00 Total Due: \$181.00	\$110.00	Annual Renewal Fee	36 weeks	Applicant must complete a clinical fellowship which was substantially equivalent to the requirements of a 36-week speech-language pathology clinical fellowship contained in Standard VI of the ASHA 2005 Standards.	25 hours	Annual Renewal Fee	Endorsement	The Board may grant a license to an individual who submits proof of current licensure in another jurisdiction that maintains professional standards determined by the board to be substantially equivalent to those set forth in Maine.
Maryland	\$150.00	Application Fee	\$250.00	Biennial Renewal Fee	36 weeks	Applicant must complete Supervised Professional Experience. The Board may accept completion of the clinical fellowship required for the American Speech-Language-Hearing Association Certificate of Clinical Competence as meeting the requirements for supervised practice in this chapter.	30 hours	Biennial Renewal Term	Endorsement	The Board does endorse licensure from another state if the requirements in the other state are the same or higher than those in Maryland, and the applicant holds a current, non-expired license in the other state.

Massachusetts	\$68.00	Application Fee	\$68.00	Biennial Renewal Fee	36 weeks	The Clinical Fellowship must have consisted of no less than 36 weeks of full-time (minimum of 30 hours per week) professional experience or its part-time equivalent.	20 hours	Biennial Renewal Term	Endorsement	The board shall issue full initial licenses to applicants not holding a currently valid certificate of clinical competence who have been authorized to practice speech-language pathology in another jurisdiction, and are active in the profession.
New Hampshire	\$300.00	Initial License Fee	\$300.00	Biennial Renewal Fee	9 months (36 weeks)	Complete a supervised post-graduate professional experience of at least nine consecutive months with a minimum of 30 hours per week.	20 hours	Biennial Renewal Term	Endorsement	The board shall issue full initial licenses to applicants not holding a currently valid certificate of clinical competence who have been authorized to practice speech-language pathology in another jurisdiction, and are active in the profession.
New Jersey	\$160.00 - \$245.00	Application Fee: \$75.00 Licensing Fee: 1st year of the Biennial Period \$170.00 2nd year \$85.00	\$170.00	Biennial Renewal Fee	9-18 months (36-72 weeks)	The clinical internship shall comprise no less than nine months of full-time employment or the part time equivalent. Clinical internship shall be under the direct supervision of a person licensed to practice audiology.	20 hours	Biennial Renewal Term	Endorsement	An applicant who is currently licensed in another state as a speech-language pathologist which has substantially equivalent requirements for licensure as those in New Jersey may obtain licensure without providing proof of achieving a passing score on the Praxis Examination in audiology or speech-language pathology.

New York	\$294.00	Initial Licensing Fee	\$229.00	Triennial Renewal Fee	36 weeks	Within any four-year period following completion of an educational program that meets the education requirements, an applicant must accrue at least 36 weeks of acceptable supervised experience. A week of acceptable experience is defined as not less than 35 clock hours.	30 hours	Triennial Renewal Term	Endorsement	An applicant seeking endorsement of a license in speech-language pathology or audiology issued by another state or territory of the United States shall meet the requirements of New York.
Ohio	\$200.00	Application Fee	\$120.00	Biennial Renewal Fee		The amount of professional experience shall be determined by board rule and shall be bona fide clinical work that has been accomplished in the major professional area, speech-language pathology or audiology, in which licensure is being sought.	20 hours	Biennial Renewal Term	Endorsement	The state speech and hearing professionals board shall waive the examination, educational, and professional experience requirements for any applicant who presents proof to the board of current certification or licensure in good standing in the area in which licensure is sought in a state that has standards at least equal to the standards in Ohio.

Pennsylvania	\$50.00	Initial License Fee	\$65.00	Biennial Renewal Fee	1,260 hours, within 9 month (36 weeks)	The applicant shall begin the supervised professional experience within 4 years of conferral of the degree, and shall complete no less than 1,260 hours in no less than 9 months, but no more than 2 years.	20 hours	Biennial Renewal Term	Reciprocity	The Board will waive the education, experience and examination requirements of this subchapter for an applicant who holds a currently valid license to practice speech-language pathology or audiology in a state which has standards determined by the Board to be at least equal to those for licensure in this Commonwealth. The applicant shall file an application with the Board, and shall cause the appropriate agency in the state of licensure to submit to the Board a letter attesting to the applicant's good standing.
Rhode Island	\$65.00	Application Fee	\$65.00	Biennial Renewal Fee	12 months	Present evidence of practicum experience that is equivalent to a minimum of twelve (12) months of full-time, supervised experience, that may be completed as part of the graduate degree, as delineated in these Regulations.	20 hours	Biennial Renewal Term	Endorsement	Applicant must present evidence from the board of speech language pathology in each state in which the applicant has held or holds licensure to be submitted to the board of this state, attesting to the licensure status of the applicant during the time period the applicant held licensure in said state.

Vermont	\$100.00	Application Fee	N/A			Completion of a supervised clinical practicum, the length and content of which shall be established by rule. Completion of a period, as determined by rule, of postgraduate professional training as approved by the Director.	20 hours	As a condition of license renewal, applicants must document completion of not fewer than 20 contact hours of continuing education within the biennial licensing period preceding renewal.	Endorsement	LICENSURE BY ENDORSEMENT: Applicants must submit the following: 1. Complete Application;2. Application Fee of \$100.00 (Non-Refundable Processing fee);3. Verification of Licensure form. Provide verification of your original state of licensure as well as the license from your most recent state of employment; and4. Provide proof of ASHA Certification
West Virginia	\$50.00- \$200.00	License Fee: 1 st year of the licensing period January – June \$200.00 1 st year July – December \$150.00 2 nd year January - June \$100.00 2 nd year July - December \$50.00	\$175.00	Biennial Renewal Fee	9 months (36 weeks)	Applicants must also complete a clinical fellowship, the type and amount of experience which is acceptable during the clinical fellowship year is defined as no less than nine months of full time professional employment.	20 hours	Biennial Renewal Term	Endorsement	An applicant who holds current licensure from another state with substantially equivalent standards or who holds the certificate of clinical competence from the American Speech-Language-Hearing Association may practice speech-language pathology or audiology in this state, pending the board's disposition of the application, if the applicant is practicing in the professional field in which the licensure or certificate of clinical competence was granted; and has filed an application with the board and paid the appropriate application fee.

Speech Language Pathologist



Definition

“Speech-Language Pathologists” (sometimes called speech therapists) assess, diagnose, treat, and help to prevent communication and swallowing disorders in children and adults. Speech, language, and swallowing disorders result from a variety of causes, such as a stroke, brain injury, hearing loss, developmental delay, Parkinson’s disease, a cleft palate, or autism.

Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Speech-Language Pathologists, on the Internet at <https://www.bls.gov/ooh/healthcare/speech-language-pathologists.htm> (visited April 27, 2018).

"Speech-Language Pathologist" Any person who is qualified by education, training and clinical experience and is licensed under this act to engage in the practice of speech-language pathology and is an independent practitioner providing services in hospitals, clinics, public school entities, nonpublic schools, private practices and other settings in which speech-language pathology services are relevant. A person is deemed to be or to hold himself out as being a speech-language pathologist if he offers services and functions defined under this act as the practice of speechlanguage pathology or offers to treat any disorders that may be treated by a licensed speech-language pathologist under any title incorporating the terms speech-language pathology, speech-language pathologist, speech therapist, voice therapist, aphasiologist, orofacial myologist, dysphagia therapist or any variation, synonym, coinage or similar title that expresses, employs or implies these terms, names or functions.

[SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS LICENSURE ACT

Act, Section 3. Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Speech->

[Language%20Pathology%20and%20Audiology/Documents/Applications%20and%20Forms/Non-Application%20Documents/SLHM%20-%20Law%20-%20Act.pdf](http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Speech-Language%20Pathology%20and%20Audiology/Documents/Applications%20and%20Forms/Non-Application%20Documents/SLHM%20-%20Law%20-%20Act.pdf)]

"Practice of Speech-Language Pathology" The application of principles, methods and procedures of prevention, screening, consultation, identification, assessment and evaluation, determination of disorders and service delivery model, nonmedical treatment and intervention, counseling, collaboration and referral services for persons with known or suspected language, cognitive and linguistic, social, speech (resonance and voice, fluency and sound production), feeding and swallowing, orofacial my functional disorders or communication disorders.

[SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS LICENSURE ACT

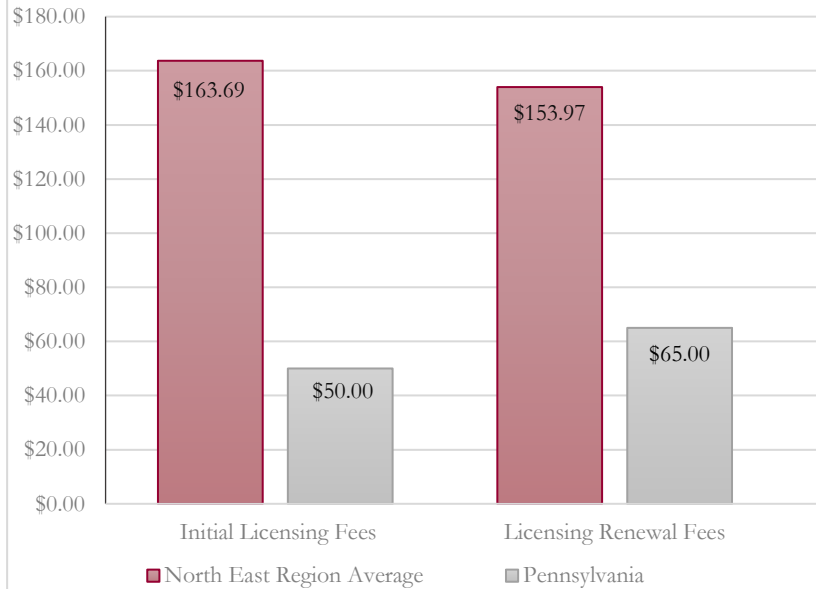
Act, Section 3. Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Speech->

[Language%20Pathology%20and%20Audiology/Documents/Applications%20and%20Forms/Non-Application%20Documents/SLHM%20-%20Law%20-%20Act.pdf](http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Speech-Language%20Pathology%20and%20Audiology/Documents/Applications%20and%20Forms/Non-Application%20Documents/SLHM%20-%20Law%20-%20Act.pdf)]

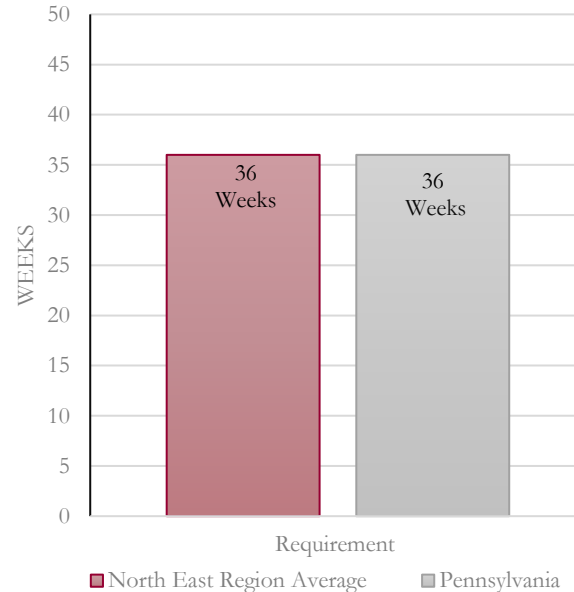
LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$423.17 Pennsylvania: \$50.00	North East Region Average: \$153.97* Pennsylvania: \$65.00	North East Region Average: 36 weeks Pennsylvania: 36 weeks	North East Region Average: 25.28 hours* Pennsylvania: 20 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years	*Not all states use hours as the training requirement. Some use years which are not included in graph.	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years

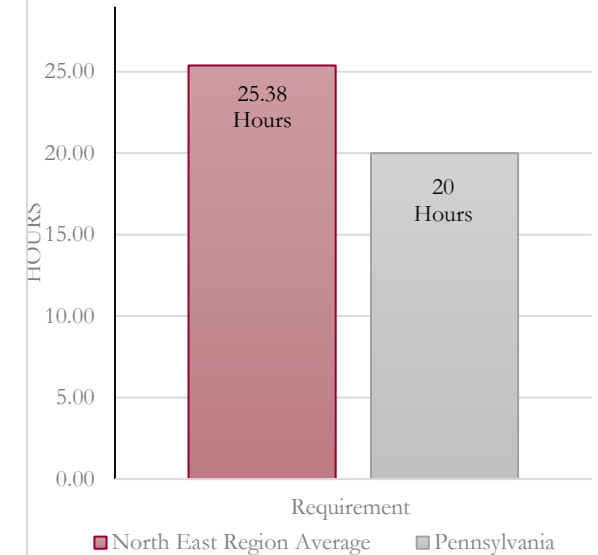
Fees Comparison Chart



Training Requirements



Continuing Education Hour Requirements



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity / Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	\$200.00	Initial Application Fee	\$205.00	Biennial Renewal Fee	36- 48 weeks	Must complete supervised professional experience under supervision consisting of a minimum of 36 weeks and 1,080 hours of full-time employment or a minimum of 48 weeks and 1,440 hours of part-time employment.	20 hours	Biennial Renewal Term	Endorsement	The commissioner may waive the written examination for any person who (1) is licensed as a speech and language pathologist in another state or territory of the United States and such state or territory has licensing requirements at least equivalent to the requirements in this state; or (2) holds a certificate from a national professional organization, approved by the commissioner, in speech and language pathology.
Delaware	\$125.00	Application Fee	\$125.00	Biennial License Renewal Fee	9-18 months (36-72 weeks)	The Speech/Language Pathology or Audiology applicant must have the equivalent of 9 months of full-time or 18 months of part time (defined as 15-20 hours per week) supervision in the major professional area in which the license is being sought. The CFY must start after completion of the academic and clinical practicum requirements.	30 hours	Biennial Renewal Term	Reciprocity	If you hold a current license in another jurisdiction, you may apply for a permanent Speech/Language Pathology license based on reciprocity by meeting the requirements.

Maine	\$181.00	Application Fee: \$50.00 Licensing Fee: \$110.00 Criminal History Record Check Fee - \$21.00 Total Due: \$181.00	\$110.00	Annual Renewal Fee	36 weeks	Applicant must complete a clinical fellowship which was substantially equivalent to the requirements of a 36-week speech-language pathology clinical fellowship contained in Standard VI of the ASHA 2005 Standards.	25 hours	Annual Renewal Term	Endorsement	The Board may grant a license to an individual who submits proof of current licensure in another jurisdiction that maintains professional standards determined by the board to be substantially equivalent to those set forth in Maine.
Maryland	\$150.00	Application Fee	\$250.00	Biennial Renewal Fee	36 weeks	Applicant must complete Supervised Professional Experience. The Board may accept completion of the clinical fellowship required for the American Speech-Language-Hearing Association Certificate of Clinical Competence as meeting the requirements for supervised practice in this chapter.	30 hours	Biennial Renewal Term	Endorsement	The Board does endorse licensure from another state if the requirements in the other state are the same or higher than those in Maryland, and the applicant holds a current, non-expired license in the other state.

Massachusetts	\$68.00	Application Fee	\$110.00	Biennial Renewal Fee	36 weeks	The Clinical Fellowship must have consisted of no less than 36 weeks of full-time (minimum of 30 hours per week) professional experience or its part-time equivalent.	20 hours	Biennial Renewal Term	Endorsement	The board shall issue full initial licenses to applicants not holding a currently valid certificate of clinical competence who have been authorized to practice speech-language pathology in another jurisdiction, and are active in the profession.
New Hampshire	\$170.00	Application Fee: \$60.00 Initial Licensure Fee: \$110.00 Total Due: \$170.00	\$110.00	Biennial Renewal Fee	9 months (36 weeks)	Complete a supervised post-graduate professional experience of at least nine consecutive months with a minimum of 30 hours per week.	30 hours	Biennial Renewal Term	Endorsement	The board shall issue full initial licenses to applicants not holding a currently valid certificate of clinical competence who have been authorized to practice speech-language pathology in another jurisdiction, and are active in the profession.
New Jersey	\$160.00 - \$245.00	Application Fee: \$75.00 Licensing Fee: 1st year of the Biennial Period \$170.00 2 nd year \$85.00	\$170.00	Biennial Renewal Fee	9-18 months (36-72 weeks)	The clinical internship shall comprise no less than nine months of full-time employment or the part time equivalent. Clinical internship shall be under the direct supervision of a person licensed to practice audiology.	20 hours	Biennial Renewal Term	Endorsement	An applicant who is currently licensed in another state as a speech-language pathologist which has substantially equivalent requirements for licensure as those in New Jersey may obtain licensure without providing proof of achieving a passing score on the Praxis Examination in audiology or speech-language pathology.

New York	\$294.00	Initial Licensing Fee	\$229.00	Triennial Renewal Fee - \$229.00	36 weeks	Within any four-year period following completion of an educational program that meets the education requirements, an applicant must accrue at least 36 weeks of acceptable supervised experience. A week of acceptable experience is defined as not less than 35 clock hours.	30 hours	Biennial Renewal Term	Endorsement	An applicant seeking endorsement of a license in speech-language pathology or audiology issued by another state or territory of the United States shall meet the requirements of New York.
Ohio	\$200.00	Application Fee	\$120.00	Biennial Renewal Fee		The amount of professional experience shall be determined by board rule and shall be bona fide clinical work that has been accomplished in the major professional area, speech-language pathology or audiology, in which licensure is being sought.	20 hours	Biennial Renewal Term	Endorsement	The state speech and hearing professionals board shall waive the examination, educational, and professional experience requirements for any applicant who presents proof to the board of current certification or licensure in good standing in the area in which licensure is sought in a state that has standards at least equal to the standards in Ohio.

Pennsylvania	\$50.00	Initial License Fee	\$65.00	Biennial Renewal Fee	1,260 hours, within 9 month (36 weeks)	The applicant shall begin the supervised professional experience within 4 years of conferral of the degree, and shall complete no less than 1,260 hours in no less than 9 months, but no more than 2 years.	20 hours	Biennial Renewal Term.	Reciprocity	The Board will waive the education, experience and examination requirements of this subchapter for an applicant who holds a currently valid license to practice speech-language pathology or audiology in a state which has standards determined by the Board to be at least equal to those for licensure in this Commonwealth. The applicant shall file an application with the Board, and shall cause the appropriate agency in the state of licensure to submit to the Board a letter attesting to the applicant's good standing.
Rhode Island	\$145.00	Application Fee	\$145.00	Biennial Renewal Fee	9 months (36 weeks)	Must completed a clinical fellowship. Which is direct clinical work, consultation or other duties relevant to clinical speech language pathology work with individuals presenting disorders in communication, for a cumulative or equivalent total of nine (9) months of full time employment.	20 hours	Biennial Renewal Term.	Endorsement	Applicant must present evidence from the board of speech language pathology in each state in which the applicant has held or holds licensure to be submitted to the board of this state, attesting to the licensure status of the applicant during the time period the applicant held licensure in said state.

Vermont	\$100.00	Application Fee	N/A			Completion of a supervised clinical practicum, the length and content of which shall be established by rule. Completion of a period, as determined by rule, of postgraduate professional training as approved by the Director.	20 hours	As a condition of license renewal, applicants must document completion of not fewer than 20 contact hours of continuing education within the biennial licensing period preceding renewal.	Endorsement	LICENSURE BY ENDORSEMENT: Applicants must submit the following: 1. Complete Application;2. Application Fee of \$100.00 (Non-Refundable Processing fee);3. Verification of Licensure form. Provide verification of your original state of licensure as well as the license from your most recent state of employment; and4. Provide proof of ASHA Certification
West Virginia	\$50.00- \$200.00	License Fee: 1 st year of the licensing period January – June \$200.00 1 st year July – December \$150.00 2 nd year January - June \$100.00 2 nd year July - December \$50.00	\$175.00	Biennial Renewal Fee	9 months (36 weeks)	Applicants must also complete a clinical fellowship, the type and amount of experience which is acceptable during the clinical fellowship year is defined as no less than nine months of full time professional employment.	20 hours	Biennial Renewal Term.	Endorsement	An applicant who holds current licensure from another state with substantially equivalent standards or who holds the certificate of clinical competence from the American Speech-Language-Hearing Association may practice speech-language pathology or audiology in this state, pending the board's disposition of the application, if the applicant is practicing in the professional field in which the licensure or certificate of clinical competence was granted; and has filed an application with the board and paid the appropriate application fee.

VEHICLE MANUFACTURERS, DEALERS & SALESPERSONS BOARD

- Vehicle Salespersons
- Vehicle Factory Representative

Vehicle Salesperson



Definition

“Salesperson” A person who sells goods, services, etc.

[salesperson. (n.d.). Dictionary.com Unabridged. Retrieved April 29, 2018 from Dictionary.com website <http://www.dictionary.com/browse/salesperson>]

“Motor Vehicle” An automobile, truck, bus, or similar motor-driven conveyance.

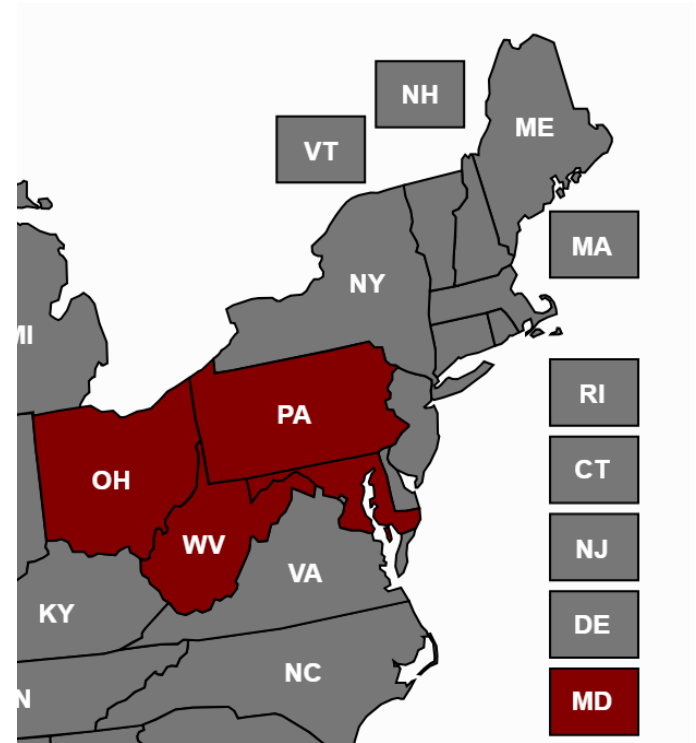
[motor vehicle. (n.d.). Dictionary.com Unabridged. Retrieved April 29, 2018 from Dictionary.com website <http://www.dictionary.com/browse/motor-vehicle>]

“Salesperson” Any person who, for a commission compensation or other consideration, is employed by a dealer to buy, sell, or exchange one or more new or used vehicles.

[Board of Vehicles Act of Dec. 22, 1983 P.L. 306 No. 84 CL. 63 section 2. Definitions, <http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/VehicleManufacturersDealersandSalespersons/Documents/Board%20Documents/vehbd-act.pdf>]

OBSERVATION SECTION

- Four northeast region states license vehicle salespersons (Maryland, Ohio, **Pennsylvania**, West Virginia)
 - The initial application fee for a vehicle sales person in Pennsylvania (\$25) is approximately \$15 below the average initial fee in the north east region (\$40.63).
 - Pennsylvania is the only state in the northeast region that renews vehicle salesperson licenses biennially. Pennsylvania also has the highest renewal fee (\$90) in the northeast region. Ohio has an annual renewal fee of \$10. West Virginia has a renewal fee of \$10 every five years. Maryland licenses are not subject to renewal.
 - **Pennsylvania** and Rhode Island are the only two states in the northeast region that license vehicle factory representatives. Pennsylvania has lower initial application fees than Rhode Island (\$25 vs. \$101.50). Pennsylvania also has a lower renewal fee than Rhode Island (\$90 vs. \$101.50). Pennsylvania has biennial renewal and Rhode Island has annual renewal.
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Renewal Cycle Notes:

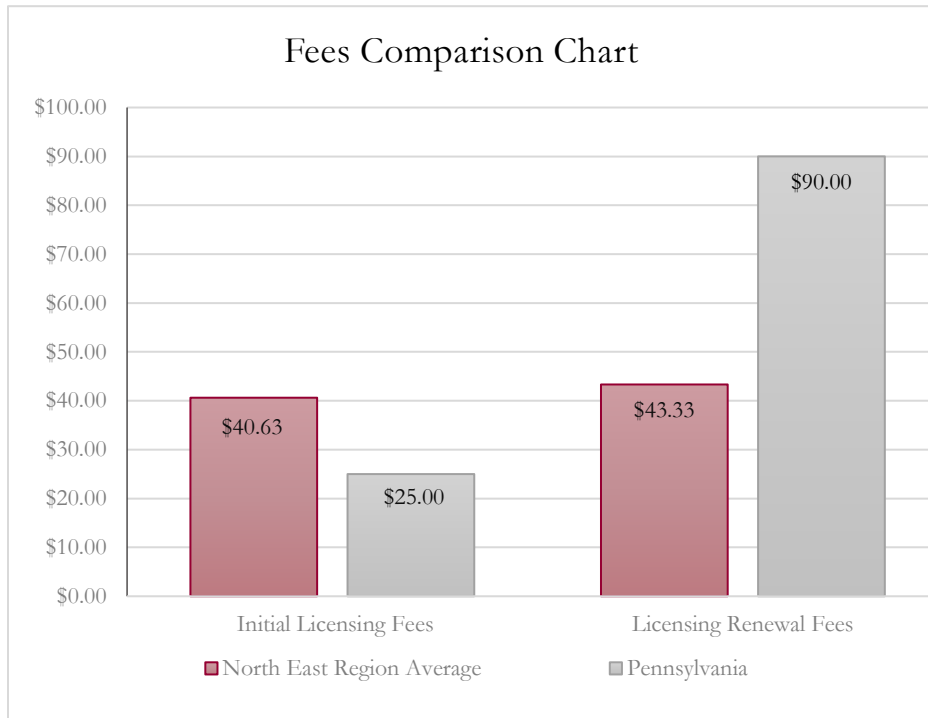
Annual: Ohio

Biennial : Pennsylvania

Five Year Cycle: West Virginia

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$40.63 Pennsylvania: \$25.00	North East Region Average: \$43.33 Pennsylvania: \$90.00	North East Region Average: N/A Pennsylvania	North East Region Average: N/A Pennsylvania:
	<ul style="list-style-type: none"> •Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years 		



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	Vehicle Salesperson do not require an occupational license for employment.									
Delaware	Vehicle Salesperson do not require an occupational license for employment.									
Maine	Vehicle Salesperson do not require an occupational license for employment.									
Maryland	\$67.50	Application Fee	N/A		N/A		N/A		N/A	
Massachusetts	The Massachusetts Registry of Motor Vehicles (RMV) does not handle vehicle salesperson licenses; just like motor vehicle dealer licenses, the municipality's licensing board handles these.									
New Hampshire	A salesperson license is not required to sell vehicles at a dealership in New Hampshire.									
New Jersey	The New Jersey Motor Vehicle Commission (MVC) does not require a salesperson license.									
New York	A vehicle salesperson license is not required for selling vehicles at a dealership in NY.									
Ohio	\$10.00	Application Fee	\$10.00	Annual Renewal	N/A		N/A		N/A	
Pennsylvania	\$ 25.00	Salesperson License Application Fee	\$90.00	Biennial Renewal	N/A		N/A		N/A	
Rhode Island	The Rhode Island Division of Motor Vehicles (DMV) only requires the owner of a motor vehicle dealership to be licensed, not its salespeople.									
Vermont	A vehicle salesperson license is NOT required in Vermont.									

West Virginia	\$32.00 - \$60.00	Pay \$7 per each year licensed. The number of years depends on applicant's birthday, with a maximum of 5 years. \$25 fee for a background investigation.	\$10.00	After initial renewal period, renew license every 5 years for \$10.00	N/A		N/A		N/A	
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Vehicle Factory Representative



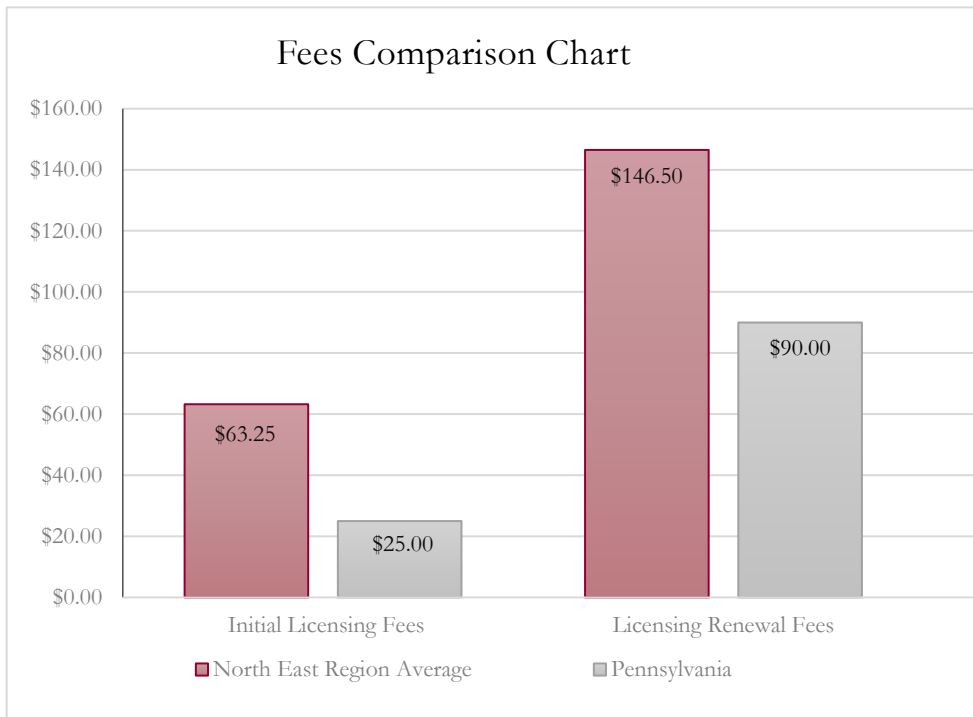
Definition

“Factory Representative” Any representative employed by a manufacture or by a factory branch for the purpose of making or promoting the sale of its vehicle or for supervising or contacting its dealer or prospective dealers.

[Board of Vehicles Act of Dec. 22, 1983 P.L. 306 No. 84 CL. 63 section 2. Definitions,
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/VehicleManufacturersDealersandSalespersons/Documents/Board%20Documents/vehbd-act.pdf>]

Licensing Fees, Renewal Fees, Continuing Education and Training Requirement Statistics

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$63.25 Pennsylvania: \$25.00	North East Region Average: \$146.50* Pennsylvania: \$90.00	North East Region Average: N/A Pennsylvania: N/A	North East Region Average: N/A Pennsylvania: N/A
	<ul style="list-style-type: none"> •Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years 		



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity / Compact Agreements Notes
Connecticut	Vehicle Factory Representatives are not licensed.									
Delaware	Vehicle Factory Representatives are not licensed.									
Maine	Vehicle Factory Representatives are not licensed.									
Maryland	Vehicle Factory Representatives are not licensed.									
Massachusetts	Licensed at the municipal licensing authority level.									
New Hampshire	Vehicle Factory Representatives are not licensed.									
New Jersey	Vehicle Factory Representatives are not licensed.									
New York	Vehicle Factory Representatives are not licensed.									
Ohio	Vehicle Factory Representatives are not licensed.									
Pennsylvania	\$25.00	Initial Licensure Fee	\$90.00	Biennial Renewal Fee	N/A		N/A		N/A	
Rhode Island	\$101.50	Licensing Fee	\$101.50	Annual Renewal Fee						

Vermont	Vehicle Factory Representatives are not licensed.
West Virginia	Vehicle Factory Representatives are not licensed.

VETERINARY MEDICINE

- Veterinarians
- Veterinary Technicians

Veterinarian



Definition

“Veterinarians” Care for the health of animals and work to improve public health. They diagnose, treat, and research medical conditions and diseases of pets, livestock, and other animals.

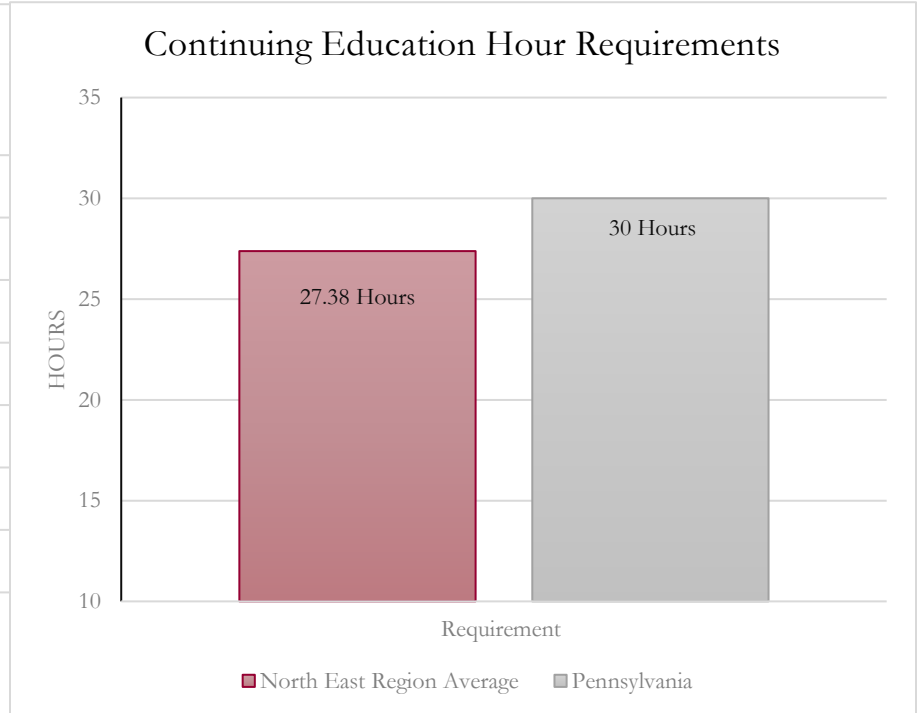
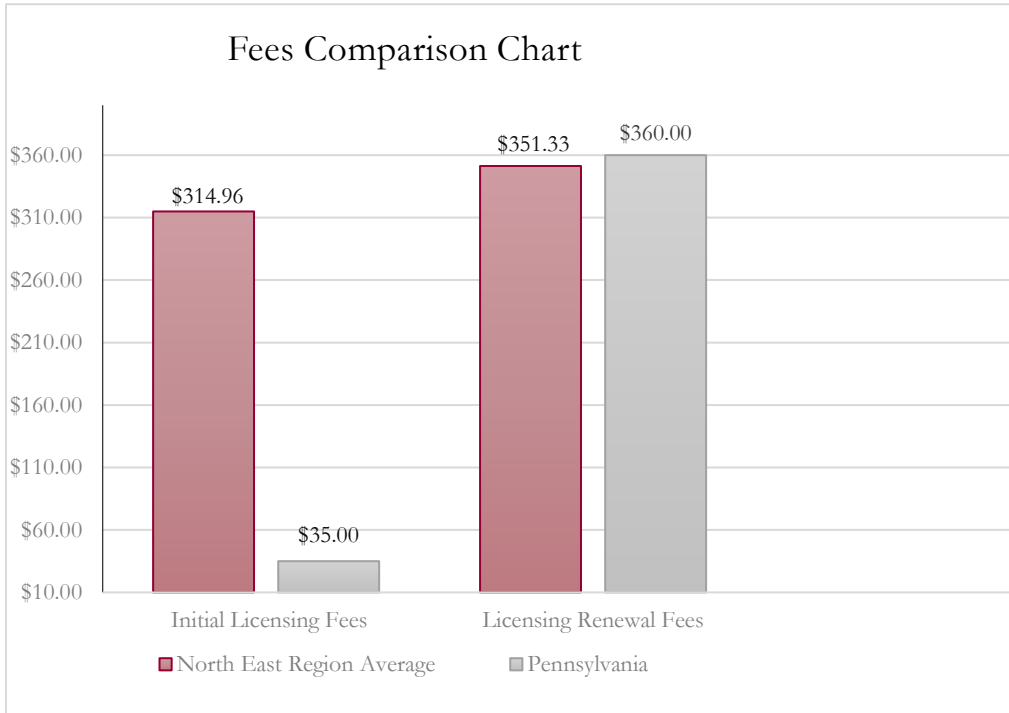
[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Veterinarians, on the Internet at <https://www.bls.gov/ooh/healthcare/veterinarians.htm> (visited April 13, 2018).]

"Licensed doctor of veterinary medicine" Means a person qualified by educational training and experience in the science and techniques of veterinary medicine and who is currently licensed by the board to practice veterinary medicine.

["Veterinary Medicine Practice Act." (P.L.995, No.326) Section 3. Definitions.
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/VeterinaryMedicine/Documents/Board%20Documents/Vet%20-%20Practice%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$314.96 Pennsylvania: \$35.00	North East Region Average: \$351.33* Pennsylvania: \$360.00	North East Region Average: N/A Pennsylvania: N/A	North East Region Average: 27.38* Pennsylvania: 30 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



OBSERVATION SECTION

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- Seven northeast region states issue veterinary technician licenses: Delaware, Maine, Maryland, New York, Ohio, Pennsylvania, West Virginia.
 - Initial licensing fees for veterinarians are more than \$270 below the average in the north east region (\$35 in Pennsylvania compared to \$314.96 on average in the north east region.)
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Renewal Cycle:

Veterinarians-

Annual: Connecticut, Maine, Maryland, Massachusetts, West Virginia

Biennial: Delaware, New Hampshire, New Jersey, Ohio, **Pennsylvania**, Rhode Island, Vermont

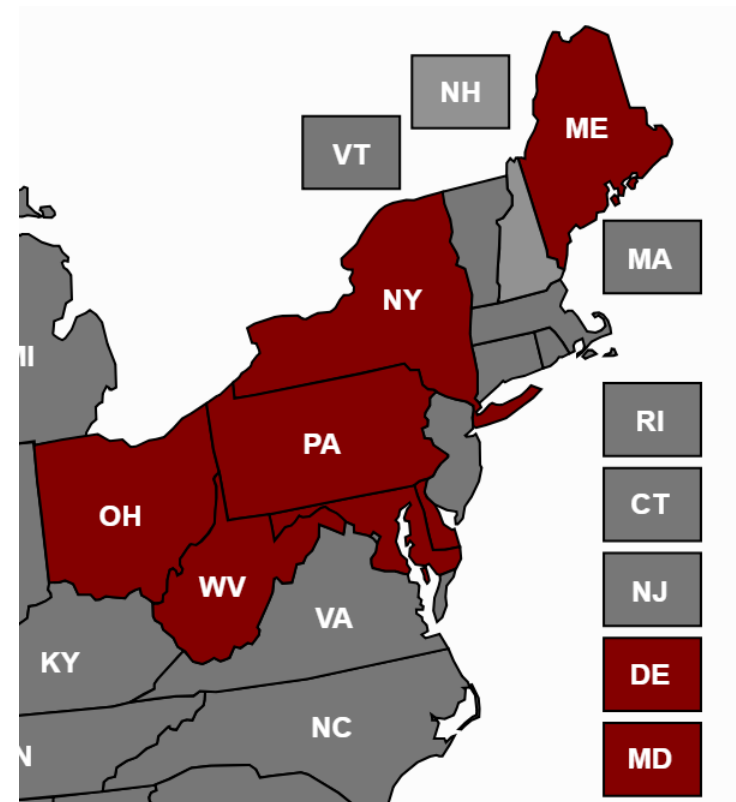
Triennial: New York

Veterinary Technicians-

Annual: Maine and West Virginia

Biennial: Delaware, Ohio, **Pennsylvania**

Triennial: Maryland and New York



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	\$565.00	Application Fee	\$570.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	24 hours	Biennial Renewal Term	Endorsement	The Department may issue a license by endorsement to any veterinarian of good character who is currently licensed and practicing in some other state or territory, having requirements at least equal to that of this state.
Delaware	\$141.00	Licensure Fee	\$141.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program or foreign veterinary college that is not AVMA-accredited.	24 hours	Biennial Renewal Term	Reciprocity	Upon payment of the appropriate fee and submission and acceptance of a written application on forms provided by the Board, the Board shall grant a license to each applicant, who shall present proof of current licensure in "good standing" in another state, the District of Columbia, or territory of the United States.

Maine	\$116.00	License Fee: \$95.00 Criminal Background Check Fee: \$21.00 Total Fees: \$116.00	\$100.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	24 hours	Biennial Renewal Term	Endorsement	The board shall grant a license by endorsement to a veterinarian who: A. Has completed an application; B. Has paid the fee; C. Holds a valid license in another accepted state or territory; D. Has passed an examination; and E. Has actively practiced for 3,000 hours during the preceding 3 years.
Maryland	\$525.00 - \$600.00	Application Fee: \$225.00 Registration Fee First Term: \$150.00 Second Term: \$75.00 State Board Examination Fee: \$225 Total Fees: \$525.00-\$600.00	\$150.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program or minimum 12 month equivalence program (PAVE).	18 hours	Annual Renewal Term	Credentialed	Subject to the provisions the Board may license and certify an applying veterinarian who is licensed in another state or in a foreign jurisdiction and is a graduate of a school accredited by the American Veterinary Medical Association.

Massachusetts	\$343.00	<p>Application Processing Fee: \$117.00</p> <p>Jurisprudence Exam Fee: \$155.00</p> <p>Initial License Fee: \$71.00</p> <p>Total Fees: \$343.00</p>	\$125.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	15 hours	Annual Renewal Term	Reciprocity	If licensed as a veterinarian in another state, licensee may apply for licensure in Massachusetts via reciprocity. Reciprocity applicants are required to complete all portions of the application, including the submission of professional references and passage of the Jurisprudence Examination.
New Hampshire	\$175.00	Application Fee	\$300.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	24 hours	Biennial Renewal Term	Reciprocity	The board may issue a license without examination to a person who pays appropriate fees and meets board requirements.

New Jersey	\$217.50 - \$342.50	Application Fee: \$75.00 First Term: \$250.00 Second Term: \$125.00 Criminal History Background Check: \$17.50 Total Fees: \$217.50 - \$342.50	\$250.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA or ECFVG approved college program.	20 hours	Biennial Renewal Term	Endorsement	The board may waive all but the law portion of the examination of, and issue a license to practice veterinary medicine and surgery to, any person who at the time of the application holds a current license in good standing to practice veterinary medicine, surgery and dentistry in a US Jurisdiction which has education and examination requirements deemed equivalent to New Jersey.
New York	\$372.00	Licensure Fee	\$287.00	Triennial Renewal Fee	N/A	Any requirements associated with a Education determined by the State Education Department and graduation from an AVMA or approved program.	45 hours	Triennial Renewal Term	Endorsement	If application has successfully completed the NBE for licensure in another state, but have not taken or passed the CCT, and have met all other requirements, it is possible applicant may be eligible for licensure in New York State by endorsement of your other license in combination with acceptable experience.

Ohio	\$300.00- \$425.00	First Term: \$425.00 Second Term: \$300.00 Total Fees: \$300.00- \$425.00	\$155.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	30 hours	Biennial Renewal Term	Reciprocity	The Board may issue a Licensure by Reciprocity without the examination requirement to an applicant from another state or country if all board requirements are met.
Pennsylvania	\$35.00	Application Fee	\$360.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from the AVMA, ECFVG or the American Association of Veterinary State Boards equivalence program PAVE.	30 hours	Biennial Renewal Term	Reciprocity	An applicant for licensure by reciprocity who has held a valid license from another state and has been actively engaged in clinical practice in that state for 5 years immediately preceding application for licensure, may be granted a license after having paid the fee required and submitting proper documentation to the Board.

Rhode Island	\$580.00	Application Fee: \$40.00 Licensure Fee: \$540.00 Total Fees: \$580.00	\$580.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	24 hours	Biennial Renewal Term	Endorsement	A license to practice veterinary medicine may be issued without examination to an applicant who has been duly licensed by examination as a veterinarian under the laws of another state or territory or District of Columbia provided additional board requirements are met.
Vermont	\$100.00	Application Fee	\$200.00	Biennial Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	24 hours	Biennial Renewal Term	Endorsement	The board, upon application and payment of the required fee, issue a license without a written national examination to a person who: (1) holds a current license in good standing in another United States or Canadian jurisdiction whose licensing standards are substantially equivalent to those of Vermont; and (2) has met the continuing education requirements.

West Virginia	\$300.00	Application Fee	\$250.00	Annual Renewal Fee	N/A	Any training requirements associated with graduation from an AVMA approved college program.	18 hours	Annual Renewal Term	Credentialed	An applicant from another jurisdiction shall comply with all the requirements.
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Veterinary Technicians



Definition

“Veterinary Technologists and Technicians” Perform medical tests under the supervision of a licensed veterinarian to assist in diagnosing the injuries and illnesses of animals.

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Veterinary Technologists and Technicians, on the Internet at <https://www.bls.gov/ooh/healthcare/veterinary-technologists-and-technicians.htm> (visited April 13, 2018).]

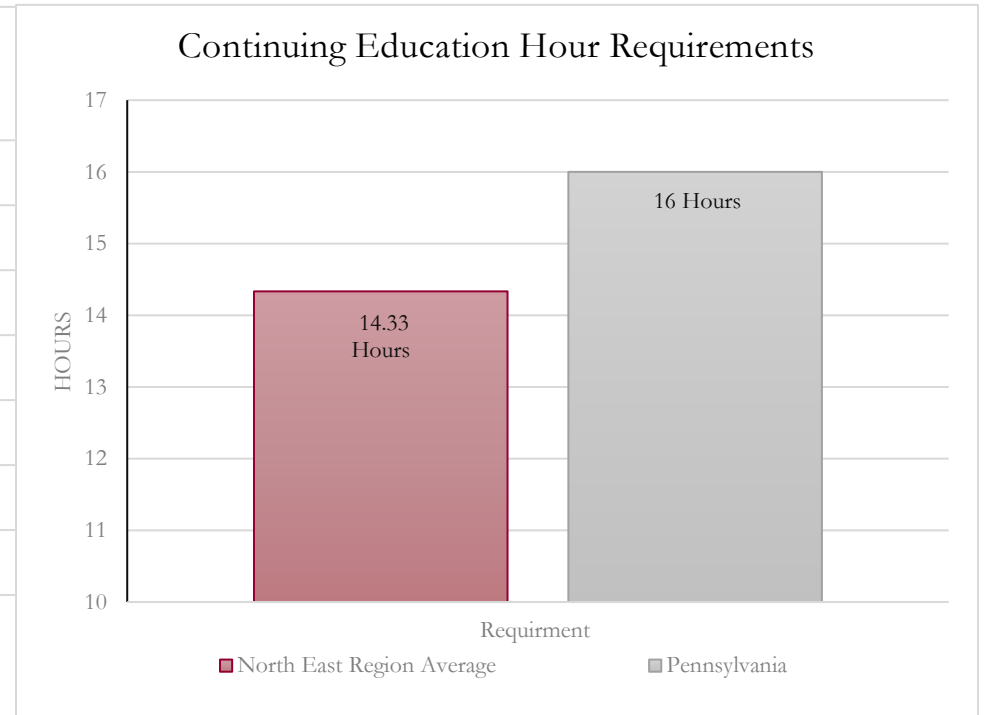
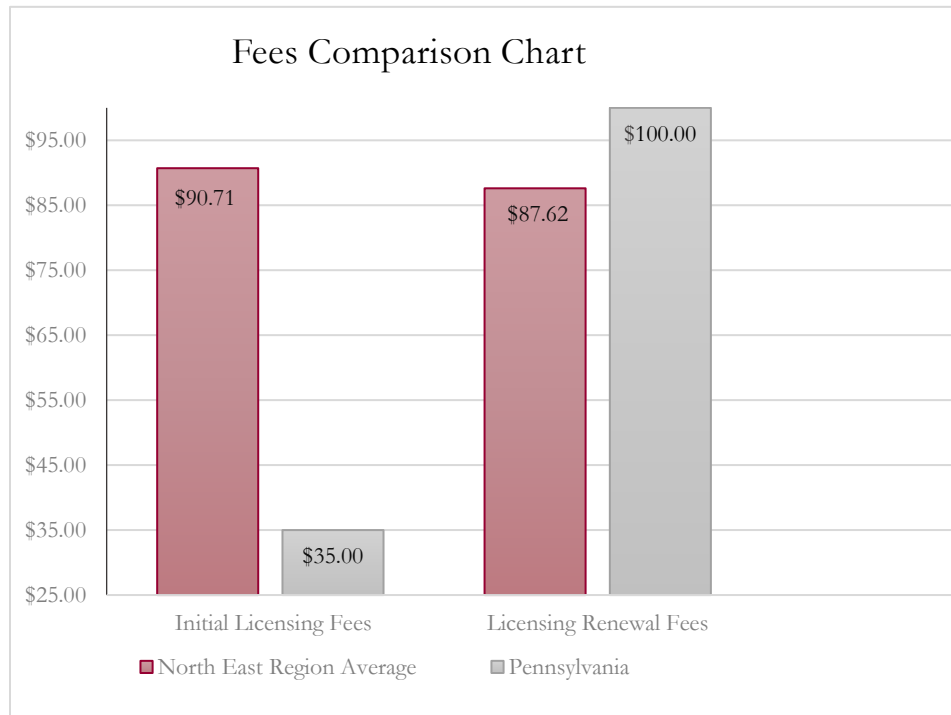
"Veterinary Technology" Means the science and art of providing all aspects of professional medical care and treatment for animals as determined by board regulation, with the exception of diagnosis, prognosis, surgery and prescription of medications. The term includes, but is not limited to, surgical nursing, induction and maintenance of anesthesia, preparation and dispensing of pharmaceuticals, biologicals and ectoparasiticides, administration of medication by all routes, dental prophylaxis, performance of diagnostic imaging, physical examinations, emergency and critical care nursing, including catheterization by all routes, collection and administration of blood products, external cardiopulmonary resuscitation and performing laboratory procedures in hematology, clinical chemistry, parasitology and microbiology.

[Pennsylvania Law - Act 995 of 1974 - Veterinary Practice Act. Section 3. Definitions.

<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/VeterinaryMedicine/Documents/Board%20Documents/Vet%20-%20Practice%20Act.pdf>]

LICENSING FEES, RENEWAL FEES, CONTINUING EDUCATION AND TRAINING REQUIREMENT STATISTICS

Initial Licensing Fees	Licensing Renewal Fees	Training Requirement	Continuing Education
North East Region Average: \$90.71 Pennsylvania: \$35.00	North East Region Average: \$87.62* Pennsylvania: \$100.00	No Comparable Data	North East Region Average: 14.33 hours Pennsylvania: 16 hours
	•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years		•Adjusted biennially. Not all states use the same renewal cycle. Renewal cycles range between 1-3 years



COMPARED DATA

State	Initial Licensing/Registration Fees	Initial Licensing/Registration Fees Notes	Renewal Fees	Renewal Fees Notes	Training Requirements	Training Requirements Notes	Continuing Education	Continuing Education Notes	Reciprocity/Compact Agreements	Reciprocity Compact Agreements Notes
Connecticut	Connecticut does not issue an occupational license for Veterinary Technicians.									
Delaware	\$87.00	Application Fee	\$87.00	Biennial Renewal Fee	N/A	N/A	12 hours	Biennial Renewal Term	Yes	If applicant holds a current, active veterinary technician license in another state or jurisdiction, they may apply for reciprocity.
Maine	\$56.00	License Fee: \$35 Criminal Background Check fee: \$21 Total Fees: \$56.00	\$50.00	Annual Renewal Fee	N/A	N/A	N/A	N/A	Reciprocity/Endorsement	If applicants holds or has held a professional license in another state or jurisdiction, applicant must submit evidence from the State of licensure in the form of a License Verification.
Maryland	\$145.00	Application Fee: \$85.00 Registration Fee: \$60 Total Fee: \$145.00	\$60.00	Triennial Renewal Fee	N/A	Graduate of an AVMA-accredited veterinary technology program or proof of completion of 10,000 hours of work experience.	24 hours	Triennial Renewal Term	N/A	N/A
Massachusetts	Massachusetts does not issue an occupational license for Veterinary Technicians.									
New Hampshire	New Hampshire does not issue an occupational license for Veterinary Technicians.									

New Jersey	New Jersey does not issue an occupational license for Veterinary Technicians.									
New York	\$177.00	Licensure Fee	\$137.00	Triennial Renewal Fee	N/A	N/A	24 hours	Triennial Renewal Term	Endorsement	The Department may endorse a veterinary technician license issued by another state if the Department determines you have met New York's education requirements, have passed a comparable licensing examination.
Ohio	\$25.00 - \$35.00	Odd Numbered Years: \$35.00 Even Numbered Years: \$25.00	\$35.00	Biennial Renewal Fee	N/A	N/A	10 hours	Biennial Renewal Term	Reciprocity	A candidate who currently holds a valid unencumbered license in another state can apply for registration through reciprocity.
Pennsylvania	\$35.00	Application Fee	\$100.00	Biennial Renewal Fee	N/A	N/A	16 hours	Biennial Renewal Term	Endorsement	An applicant for certification as a veterinary technician by endorsement shall complete and file with the Board an application for certification by endorsement on forms prescribed by the Board.
Rhode Island	Rhode Island does not issue an occupational license for Veterinary Technicians.									
Vermont	Vermont does not issue an occupational license for Veterinary Technicians.									

West Virginia	\$100.00	Application Fee	\$80.00	Annual Renewal Fee	N/A	N/A	8 hours	Annual Renewal Term	N/A	N/A
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