



**pennsylvania**  
DEPARTMENT OF STATE

# 50 State Comparison Report

A Comparison of State Occupational Licensure  
Requirements and Processes

This report was funded as part of a \$422,000, three-year grant received from the U.S. Department of Labor in 2018 to reduce excessive occupational licensing requirements and explore alternative approaches that maintain public health and safety.

**May 2021**

## Table of Contents

Executive Summary .....	2
Introduction .....	3
Occupational Licensing Research and Reform Grant .....	5
National Trends in Occupational Licensing .....	6
Prevalence of Licensure.....	10
Comparison of Licensure Types.....	13
Pennsylvania’s Licensing Framework .....	14
Licensee Population in Pennsylvania .....	16
Disciplinary Process .....	17
Legislation in Pennsylvania .....	20
50 State Occupational Licensure Requirement Comparison – Criteria Measured .....	23
Analysis & Recommendations.....	25
Conclusion .....	29
Glossary .....	29
Resources .....	29
Licensure Guide & Timelines .....	30
Appendix A: Licensee Population in Pennsylvania (By License Type) .....	31
Appendix B: Individual Licensing Board Reports	

## **Executive Summary**

This report presents a thorough review of Pennsylvania's occupational licensure structure. In Pennsylvania, the Bureau of Professional and Occupational Affairs (BPOA) oversees professional licensure. BPOA was established in 1963 as part of the Department of State (DOS) to provide administrative, logistical and legal support services to professional and occupational licensing boards and commissions.

There are twenty-nine licensing boards and commissions, each with their own statute governing their powers and functions. The boards and commissions also promulgate regulations to further govern their respective professions. There are over 900,000 licensed professionals among the hundreds of license types offered in the Commonwealth.

This report compares licensure requirements for nearly ninety occupations licensed under the Pennsylvania Department of State to requirements in forty-nine sister states. The report contains comprehensive data on licensure accessibility, educational and examination requirements, training and experience requirements, criminal history policies, continuing education requirements, renewal terms, fees, and reciprocity requirements.

The goal of this analysis is to compare Pennsylvania's licensure requirements to other states in order to identify burdensome licensing requirements that are inconsistent with the national trend. In any case where Pennsylvania exceeds the national average, the report recommends state officials evaluate the health and safety protections associated with licensure against the impact of employment restrictions on Pennsylvania workers and businesses.

The report found that Pennsylvania is on pace with the national trend for education and examination requirements for occupational licensure. Additionally, Pennsylvania's training and continuing education requirements were equivalent or less stringent than the national average. Furthermore, initial licensing and renewal fees for Pennsylvania licenses were found to be typically less than the national average.

The report should be used as a resource to identify opportunities for state officials to remove unnecessary barriers that prevent Pennsylvanians from gaining employment without compromising the health and safety of residents.

The twenty-nine individual board reports featuring the 50-state comparison for licensed occupations can be found in Appendix B.

## Introduction

Over the past several decades, the share of U.S. workers holding an occupational license has grown sharply. 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 nearly a quarter of full-time workers (43 million people) hold an occupational 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 is currently over 1,100 occupations.

When designed and implemented carefully, licensing can offer important health and safety protections to consumers, as well as benefits to workers. Licensing may also help practitioners to professionalize, encouraging individuals to invest in occupational skills and creating career paths for licensed workers. For example, accountants in States requiring more experience (three or more years) are 26 to 36 percent more likely to have acquired training since starting their current job<sup>1</sup>.

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 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.

Occupational licensing laws require individuals to meet entry and renewal requirements to work in specified occupations. These requirements may include minimum levels of schooling, training, or experience; initial licensing 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 protect consumers.

In Pennsylvania, the Bureau of Professional and Occupational Affairs oversees professional licensure. 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.

There are twenty-nine licensing boards and commissions, each with their own statute governing their powers and functions. The boards and commissions also promulgate

---

<sup>1</sup> [https://obamawhitehouse.archives.gov/sites/default/files/docs/licensing\\_report\\_final\\_nonembargo.pdf](https://obamawhitehouse.archives.gov/sites/default/files/docs/licensing_report_final_nonembargo.pdf)

regulations to further govern their respective professions. There are over 900,000 licensed professionals among hundreds of license types offered in the Commonwealth.

The boards and commissions are each comprised of between seven and seventeen members, including professionals in those fields and public members who represent the public at-large. Members 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 over 300,000 nurses and dietitian-nutritionists, while the smallest—the Navigation Commission for the Delaware River and its Navigable Tributaries—licenses just over a few dozen maritime pilots.

The Department 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 provides the boards and commissions with facility inspection and law enforcement capabilities. It maintains regional offices in Harrisburg, Philadelphia, Pittsburgh, and Scranton.

## **Occupational Licensing Research and Reform Grant**

In July 2018, the Department of State was awarded a three-year grant from the U.S. Department of Labor – Employment & Training Administration, devoted to the identification and evaluation of reform priorities related to occupational licensure that improve workforce development.

One of the projects that came as a result of grant funding is the following report of occupational licensure requirements for all fifty states. The report compares licensure requirements for nearly ninety occupations licensed under the Pennsylvania Department of State to requirements in the forty-nine sister states. The report contains comprehensive data on licensure accessibility, educational and examination requirements, training and experience requirements, criminal history policies, continuing education requirements, renewal terms, fees, and reciprocity requirements.

The goal of this report is to compare Pennsylvania licensure requirements to other states in order to identify burdensome licensing standards that are inconsistent with the national trend. In any case where Pennsylvania exceeds the national average, the report recommends state officials to evaluate the health and safety protections associated with licensure against the impact of employment restrictions on Pennsylvania workers and businesses.

The analysis seeks to provide lawmakers and 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. A reduction of overbearing requirements, to be consistent with other states, will keep Pennsylvania competitive in attracting licensed professionals and keep pace with sister states in relation to workforce development and job growth.

The twenty-nine individual board reports featuring the 50-state comparison for licensed occupations can be found in Appendix B.

## National Trends in Occupational Licensing

The National Conference of State Legislatures (NCSL) produced a report in December 2020 titled, “Occupational Licensing Final Report: Assessing State Policies and Practices<sup>2</sup>”, which tracked state policy options at the executive, legislative, and board levels. These policies range from broad, structural changes in overall licensing regulation in the states to smaller and targeted approaches aimed at reducing barriers for a certain occupation or population group.

The report highlights the following national trends in occupational licensure:

- Legislative priorities between 2017 and 2019 included reducing licensing fees and requirements, clarifying licensing requirements, creating a new license for a previously unlicensed occupation, and studying or instituting reciprocity agreements between states.
- There was an increased interest in universal licensure bills in 2019, with enactments in Arizona ([HB 2569](#)<sup>3</sup>), Montana ([HB 105](#)<sup>4</sup>), New Jersey ([A1531](#)<sup>5</sup>) and Pennsylvania ([HB 1172](#)<sup>6</sup>), and then in 2020 with Missouri ([HB 2046](#)<sup>7</sup>) and Colorado ([HB 1326](#)<sup>8</sup>) enacting bills.

Further, the report identifies key populations that states are focusing on in terms of reforming occupational licensure policy. These populations include individuals with a criminal record, veterans and military spouses, and immigrants with work-authorizations.

### Individuals with a criminal record

In recent years, individuals with a criminal record have been the highest priority for lawmakers as nearly 170 bills proposing to remove barriers for this population have been introduced by states across the country from 2017 – 2019<sup>9</sup>. Examples of targeted approaches by states to reform occupational licensure policy to smooth the licensure process for individuals with a criminal record include:

Relevancy Limitations: States that favor reform to licensing policies that exclude people with convictions have aimed to “refrain from categorically excluding individuals with criminal records, and instead exclude those individuals whose

---

<sup>2</sup> <https://www.ncsl.org/research/labor-and-employment/occupational-licensing-final-report-assessing-state-policies-and-practices637425196.aspx>

<sup>3</sup> <https://www.azleg.gov/legtext/54leg/1R/bills/HB2569H.pdf>

<sup>4</sup> <https://leg.mt.gov/bills/2019/billpdf/HB0105.pdf>

<sup>5</sup> <https://legiscan.com/NJ/text/A1531/id/1819949>

<sup>6</sup> <https://www.legis.state.pa.us/CFDOCS/Legis/PN/Public/btCheck.cfm?txtType=PDF&sessYr=2019&sessI nd=0&billBody=H&billTyp=B&billNbr=1172&pn=1989>

<sup>7</sup> <https://house.mo.gov/Bill.aspx?bill=HB2046&year=2020&code=R>

<sup>8</sup> [https://leg.colorado.gov/sites/default/files/2020a\\_1326\\_signed.pdf](https://leg.colorado.gov/sites/default/files/2020a_1326_signed.pdf)

<sup>9</sup> [https://www.ncsl.org/Portals/1/Documents/Labor/NCSL\\_DOL\\_Report\\_05\\_web\\_REVISED.pdf](https://www.ncsl.org/Portals/1/Documents/Labor/NCSL_DOL_Report_05_web_REVISED.pdf)

convictions are recent, relevant, and pose a threat to public safety<sup>10</sup>. At least nineteen states and Washington, D.C. ban boards from considering arrests that did not result in a conviction:

- Arkansas, California, Colorado, Connecticut, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, New Hampshire, New Mexico, New York, Ohio, Pennsylvania, Rhode Island, Texas, Utah, Wisconsin<sup>11</sup>

Modification of Morality Clauses: States have chosen to remove vague and broad standards that limit individuals from obtaining a license. Examples include “good moral character” and restrictions against “moral turpitude” offenses to provide more clarity on exclusionary convictions. Sixteen states generally prevent licensing boards from using vague standards like “good moral character” or “moral turpitude” to deny licenses for ex-offenders:

- Arkansas, California, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Minnesota, Mississippi, New York, North Carolina, Ohio, Pennsylvania, Washington, West Virginia<sup>12</sup>

Preliminary Determinations: Several states allow an applicant to request a determination on eligibility before going through the licensing application process. The following eighteen states, plus Washington, D.C., allow ex-offenders to petition a licensing board at any time, including before enrolling in any required training, to determine if their record would be disqualifying:

- Arizona, Arkansas, Idaho, Indiana, Iowa, Mississippi, Missouri, Nebraska, New Hampshire, North Carolina, Ohio, Oklahoma, Pennsylvania, Tennessee, Texas, Utah, West Virginia, Wisconsin<sup>13</sup>

### Veterans and Military Spouses

Another focus of lawmakers are veterans and military spouses, as states have introduced over 120 bills during the same timeframe targeted towards this population. The difficulty in translating military credentials and work experience to satisfy state occupational license requirements pose a significant barrier to veterans. States interested in improving their licensing processes and policies to benefit veterans often

---

<sup>10</sup> [https://www.kauffman.org/wp-content/uploads/2020/05/Occupational-Licensing-and-the-Formerly-Incarcerated\\_FINAL.pdf](https://www.kauffman.org/wp-content/uploads/2020/05/Occupational-Licensing-and-the-Formerly-Incarcerated_FINAL.pdf)

<sup>11</sup> <https://ij.org/activism/legislation/state-occupational-licensing-reforms-for-people-with-criminal-records/>

<sup>12</sup> <https://ij.org/activism/legislation/state-occupational-licensing-reforms-for-people-with-criminal-records/>

<sup>13</sup> [https://licensing.csg.org/wp-content/uploads/2019/04/criminalRecords\\_v06\\_web.pdf](https://licensing.csg.org/wp-content/uploads/2019/04/criminalRecords_v06_web.pdf)



must figure out how to translate military education and experience to state-specific licensure requirements.

The following legislative approaches should be considered in order to address this barrier to Veterans' licensure:

- Washington's [House Bill 1418](#)<sup>14</sup>, signed into law by Governor Christine Gregoire in 2011, instructed the Washington Department of Licensing to consider military training and experience in satisfying professional licensure requirements unless the Department determines that the training and experience is not "substantially equivalent" to state standards. This legislation created a streamlined path for qualified veterans while shifting the burden of determining substantial equivalency for licensure to the licensing authority.
- Maryland's [Veterans' Full Employment Act of 2013](#)<sup>15</sup> – Under this Act, Maryland licensing boards are required to consider a veteran's relevant military experience when calculating their years of practice in an occupation. Maryland licensing boards must also credit any substantially equivalent military training and education. In addition, the Act requires certain health occupation boards to assign advisors to military applicants.

The United Service Organization (USO) estimates military families move to a new state on average every three years<sup>16</sup>. For military spouses, frequent moves and the resulting need to search for a new job can be a significant problem, especially when finding employment in a new state requires obtaining an occupational license. Military spouses in professionally licensed fields are burdened from the expenses involved in transferring a license or certification to a new state and in some cases, holding multiple state licenses due to the uncertainty of re-location in the future. In order to smooth the transition of re-locating to a new state and securing employment, many states have implemented waivers for initial licensing fees.

- Over one-third of states waive or reduce initial licensure fees for military spouses in certain professions<sup>17</sup>: Alabama, Colorado, Florida, Iowa, Louisiana, Massachusetts, Missouri, Nebraska, New Mexico, New York,

---

<sup>14</sup> <http://lawfilesexternal.wa.gov/biennium/2011-12/Pdf/Bills/House%20Passed%20Legislature/1418.PL.pdf#page=1>

<sup>15</sup> [http://mgaleg.maryland.gov/2013RS/chapters\\_noln/Ch\\_154\\_sb0273T.pdf](http://mgaleg.maryland.gov/2013RS/chapters_noln/Ch_154_sb0273T.pdf)

<sup>16</sup> [uso.org/stories/2277-5-things-to-know-about-militaryfamilies#:~:text=An%20inevitable%20part%20of%20military,and%20some%20even%20more%20frequently](http://uso.org/stories/2277-5-things-to-know-about-militaryfamilies#:~:text=An%20inevitable%20part%20of%20military,and%20some%20even%20more%20frequently)

<sup>17</sup> [https://www.veterans.gov/milspouses/military\\_spouse\\_txt.htm](https://www.veterans.gov/milspouses/military_spouse_txt.htm)

North Carolina, North Dakota, Ohio, Oklahoma, South Dakota, Texas, West Virginia.

### Immigrants with work authorization

According to the U.S. Bureau of Labor Statistics, immigrants make up 17.4% of the U.S. labor force. Foreign-trained workers and U.S.-trained immigrants are filling key niches in the U.S. labor force, alleviating shortages in certain sectors such as health care, where one in six health care professionals overall is foreign-born<sup>18</sup>. Certain occupations are estimated to be growth areas for the U.S. economy, partly as people retire from the workforce and require more health care and other services. Despite the need for qualified professionals, immigrants often struggle in obtaining recognition for foreign education and credentials when applying for an occupational license. The difficulty immigrant professionals encounter in navigating licensure requirements often leave them underemployed or unemployed.

In order to address these challenges and increase research efforts and transparency related to immigrant licensure policy, states have created programs such as welcoming centers for employment, which include training, education and career re-entry services for foreign-trained professionals to expand and improve their local workforce and economy.

- Currently ten states have established an Office on New Americans: California, Michigan, Maryland, Massachusetts, Nevada, New Jersey, New York, Ohio, Virginia, and Washington.

These state offices help New Americans fully participate in civic and economic life by creating “opportunity” centers for information sharing and skill-building, increasing access to English-for-Speakers-of-other-Languages (ESOL) training, develop and leverage the professional skills of workers, and connect workers to business resources to harness their knowledge and abilities.

---

<sup>18</sup> <https://www.ncsl.org/research/labor-and-employment/barriers-to-work-immigrants-with-work-authorization.aspx>

## Prevalence of Licensure

Occupational licensure is a form of government regulation requiring a license to pursue a particular profession or vocation for compensation. The share of American workers who hold an occupational license has grown five-fold over the past half century, and nearly a quarter of the U.S. working population currently holds some form of state license. According to the U.S. Bureau of Labor Statistics (BLS), nationally a quarter of full-time workers have a state license to work in their designated occupation. With 24.71 percent of the workforce professionally licensed and certified, Pennsylvania is ranked 30<sup>th</sup> in the country for the percentage of its total workforce licensed or certified. Looking solely at percentage of workforce professionally licensed, Pennsylvania is comparable to the national average at 19.13 percent.

It is important to note that while licensure is the strictest form of occupational regulation, there are a variety of other options which can be utilized to help protect the public and ensure high quality delivery of services, without creating an unnecessary barrier to entry for a profession. For example:

- Mandatory Bonding and Insurance requirements: With bonding, employers or workers are required to maintain funds against which consumer claims can be made. This both communicates confidence in the expected quality of work and ensures that consumers will be compensated in the event they suffer harm. Alternatively, a worker or firm may purchase insurance. This serves a similar purpose, with the insurance company's willingness to sell a policy itself signaling confidence in the expected quality of work.
- Registration: Registration is the least restrictive form of occupational regulation. It generally involves individuals paying a fee and filing their names, addresses, and qualifications with a government agency. This ensures that practitioners can be reached in the event of a complaint, thereby supporting civil remedies for consumer harm.
- Private certification: Certification often provided by a private organization for the purpose of providing the public protection on those individuals who have successfully met all requirements for the credential and demonstrated their ability to perform their profession competently.
- State Certification: State certification, or "right-to-title," restricts the use of a profession's title to those who have been certified but allows anyone to perform the duties of the profession, regardless of whether they have been certified or not. By restricting use of a title to workers who have achieved certain minimum requirements, certification may represent a less restrictive means of providing consumers with information regarding

provider quality. Regulation through certification provides information to consumers while allowing them to choose the quality they can afford and does so without limiting workers' access to the occupation. Thus, for occupations where the consequences of low-quality service are not severe, voluntary certification from a private or public accreditor may in some cases be more appropriate than licensing. Certification is less appropriate, however, when the public is likely to make improper or dangerous decisions, and when these decisions might have spillover consequences for others.

Table 1 displays the percentage of each state's workforce that is licensed or certified to perform in an occupation.

Table 1: State Workforce Licensure & Certification (as of 11/2018) <sup>19</sup>

State	% of workforce licensed	% of workforce certified	Total % of workforce licensed or certified	Rank of workforce licensed or certified (from highest to lowest)
<b>Nevada</b>	26.58%	6.08%	32.66%	1
<b>Wyoming</b>	22.82%	9.31%	32.13%	2
<b>Iowa</b>	24.33%	6.47%	30.80%	3
<b>West Virginia</b>	21.95%	8.42%	30.38%	4
<b>Hawaii</b>	21.25%	9.05%	30.30%	5
<b>Maine</b>	24.22%	5.61%	29.83%	6
<b>Idaho</b>	23.60%	5.66%	29.26%	7
<b>Missouri</b>	20.98%	8.12%	29.10%	8
<b>Washington</b>	21.46%	7.55%	29.01%	9
<b>Louisiana</b>	22.37%	6.15%	28.52%	10
<b>Rhode Island</b>	17.35%	11.17%	28.52%	11
<b>Connecticut</b>	21.54%	6.65%	28.19%	12
<b>Minnesota</b>	21.78%	5.84%	27.62%	13
<b>North Dakota</b>	22.60%	4.18%	26.78%	14
<b>Tennessee</b>	21.28%	5.34%	26.62%	15
<b>Oklahoma</b>	19.00%	7.30%	26.30%	16
<b>Vermont</b>	18.52%	7.78%	26.30%	17

<sup>19</sup> [https://ij.org/wp-content/uploads/2018/11/Licensure\\_Report\\_WEB.pdf](https://ij.org/wp-content/uploads/2018/11/Licensure_Report_WEB.pdf)

<b>Montana</b>	19.22%	7.02%	26.24%	18
<b>Virginia</b>	20.06%	5.99%	26.05%	19
<b>New York</b>	20.72%	5.32%	26.04%	20
<b>South Dakota</b>	20.94%	5.07%	26.01%	21
<b>Arkansas</b>	20.07%	5.75%	25.82%	22
<b>Oregon</b>	19.83%	5.83%	25.66%	23
<b>Alaska</b>	18.40%	7.15%	25.55%	24
<b>Florida</b>	21.13%	4.39%	25.52%	25
<b>Mississippi</b>	18.73%	6.70%	25.43%	26
<b>New Jersey</b>	19.62%	5.70%	25.32%	27
<b>Kentucky</b>	19.43%	5.37%	24.80%	28
<b>New Mexico</b>	18.37%	6.42%	24.79%	29
<b>Pennsylvania</b>	19.13%	5.58%	24.71%	30
<b>Ohio</b>	18.13%	6.42%	24.55%	31
<b>Arizona</b>	19.14%	5.35%	24.49%	32
<b>Illinois</b>	17.73%	6.71%	24.44%	33
<b>Indiana</b>	17.86%	6.48%	24.34%	34
<b>Wisconsin</b>	17.96%	6.26%	24.22%	35
<b>Michigan</b>	18.56%	5.54%	24.10%	36
<b>Delaware</b>	15.15%	8.73%	23.88%	37
<b>Texas</b>	18.88%	4.99%	23.87%	38
<b>Maryland</b>	18.61%	5.15%	23.76%	39
<b>District of Columbia</b>	18.89%	4.52%	23.41%	-
<b>New Hampshire</b>	16.02%	7.24%	23.26%	40
<b>Kansas</b>	15.97%	7.25%	23.22%	41
<b>North Carolina</b>	18.90%	4.17%	23.07%	42
<b>Utah</b>	16.26%	6.74%	23.00%	43
<b>Colorado</b>	17.58%	5.41%	22.99%	44
<b>South Carolina</b>	17.83%	4.93%	22.76%	45
<b>Massachusetts</b>	17.82%	4.89%	22.71%	46
<b>Nebraska</b>	18.17%	4.18%	22.35%	47
<b>California</b>	17.19%	4.82%	22.01%	48
<b>Alabama</b>	18.11%	3.36%	21.47%	49
<b>Georgia</b>	14.40%	4.15%	18.55%	50
<b>Average</b>	<b>19.54%</b>	<b>6.16%</b>	<b>25.70%</b>	

## Comparison of Licensure Types

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, despite having experience in the profession, because they will now need to be licensed. According to the National Conference of State Legislatures, there are 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.

After a comprehensive review of occupations licensed in Pennsylvania and across the country, ten license types found in less than 10 states were identified, including three which are exclusive to Pennsylvania.

Please see Table 2 below for those occupations and the states that license them.

Table 2: License Types found in less than 10 states:

License Type	Name of Licensing Board	Other States that license this occupation
Cemetery Associate Broker	State Real Estate Commission	None (Pennsylvania only)
Cemetery Broker	State Real Estate Commission	Arizona, California, Florida, Georgia, North Carolina, Texas
Funeral Supervisor	State Board of Funeral Directors	None (Pennsylvania only)
Manager of Record	State Real Estate Commission	Connecticut
Natural Hair Braider Teacher	State Board of Cosmetology	Alabama, Illinois, Michigan, North Carolina, Ohio, Tennessee, Washington D.C.
Orthotic Fitter	State Board of Medicine	Alabama, Florida, Kentucky, Minnesota
Osteopathic Physician Assistant	State Board of Osteopathic Medicine	Nevada, New Mexico, Washington, West Virginia
Practitioner of Oriental Medicine	State Board of Medicine	Delaware, Nevada, New Mexico, Ohio, Washington
Rental Listing Referral Agent	State Real Estate Commission	California, New Jersey
Trading Assistants	State Board of Auctioneer Examiners	None (Pennsylvania only)

## **Pennsylvania's Licensing Framework**

The Bureau of Professional and Occupational Affairs 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 the 29 boards and commissions housed under BPOA:

- 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 Board for Professional Engineers, Land Surveyors, & 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

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. The Secretary of the Commonwealth or a designee serves on these boards.

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. This independent review process ensures public scrutiny through mandatory legal publication and 30-day public comment periods.

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-OP). DOS-OP then reviews the survey, conducts independent research, and completes an analysis with recommendation for the Sunrise Evaluation Committee. DOS-OP does not conduct a Sunrise Evaluation if a group seeking licensure has not requested such an evaluation. Since 2016, DOS-OP has conducted five Sunrise Evaluations.

The Department's Sunrise Evaluation Committee consists of either the Director or Deputy Director of Policy; the Commissioner of the Bureau of Professional and Occupations 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.



## Licensee Population in Pennsylvania

As previously noted, in Pennsylvania, twenty-nine professional boards and commissions regulate over 900,000 professionals. The licensee 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, as they make up over 67 percent of the licensee population in Pennsylvania. Table 3 shows a breakdown of Pennsylvania licensees by licensing board. For licensee totals categorized by license type, please see Appendix A of this report. The data below is current as of March 2021.

Table 3: Licensee Population in Pennsylvania (As of March 2021)

Name of Licensing Board	Count
Navigation Commission for the Delaware River	39
State Architects Licensure Board	9,086
State Board of Accountancy	27,623
State Board of Auctioneer Examiners	1,767
State Board of Barber Examiners	6,060
State Board of Certified Real Estate Appraisers	4,403
State Board of Chiropractic	3,880
State Board of Cosmetology	105,610
State Board of Crane Operators	3,202
State Board of Dentistry	23,683
State Board of Examiners in Speech-Language Pathology and Audiology	9,413
State Board of Examiners of Nursing Home Administrators	1,811
State Board of Funeral Directors	4,855
State Board of Landscape Architects	1,017
State Board of Massage Therapy	8,045
State Board of Medicine	131,181
State Board of Nursing	304,070
State Board of Occupational Therapy	13,671
State Board of Optometry	2,708
State Board of Osteopathic Medicine	15,193
State Board of Pharmacy	39,206
State Board Physical Therapy	21,235
State Board of Podiatry	1,431
State Board of Psychology	6,339
State Board of Social Workers, Marriage & Family Therapists & Professional Counselors	26,541
State Board of Vehicle Manufacturers, Dealers and Salespersons	35,858
State Board of Veterinary Medicine	8,230
State Real Estate Commission	52,503
State Registration Board for Professional Engineers, Land Surveyors & Geologists	52,386
<b>TOTAL</b>	<b>921,046</b>

## Disciplinary Process

The Professional Compliance Office, within the Prosecution Division of the BPOA's Legal Office, reviews thousands of complaints per year to establish whether the complaint alleges conduct, which is a violation of a practice act, whether a Board has jurisdiction, and whether there is enough 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) interview witnesses, 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)<sup>20</sup>.

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 administered 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, 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.

---

<sup>20</sup> 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.

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 Barber and Cosmetology 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.

### Overall Trend

Table 4 below displays the number of annual disciplinary actions per licensing board over the past few years. Disciplinary actions include revocations, suspensions, stayed suspensions, voluntary surrenders, probations, reprimands, civil penalties, and Act 48 violations. The total amount of disciplinary actions has decreased year-over-year as 2,410 actions were recorded in 2018, 2,015 recorded in 2019, and finally 1,505 recorded in 2020. Due to the COVID-19 pandemic, less investigations were being conducted by BEI and as a result, some licensing boards saw a significant decrease in the total number of sanctions issued in 2020 compared to prior years.

Table 4 and Table 5 displays trends in total disciplinary actions annually by licensing board.

Table 4: Annual Disciplinary Actions per Licensing Board (2018 – 2020)

<b>Name of Licensing Board</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>Total</b>
Navigation Commission for the Delaware River	0	0	0	0
State Architects Licensure Board	8	10	2	20
State Board of Accountancy	31	15	33	79
State Board of Auctioneer Examiners	10	3	1	14
State Board of Barber Examiners	168	144	90	402
State Board of Certified Real Estate Appraisers	13	13	18	44
State Board of Chiropractic	8	13	18	39
State Board of Cosmetology	428	255	222	905
State Board of Crane Operators	4	18	4	26
State Board of Dentistry	48	51	65	164
State Board of Examiners in Speech-Language Pathology and Audiology	6	3	5	14
State Board of Examiners of Nursing Home Administrators	2	2	0	4
State Board of Funeral Directors	55	40	35	130
State Board of Landscape Architects	0	0	0	0

State Board of Massage Therapy	41	41	48	130
State Board of Medicine	211	215	143	569
State Board of Nursing	885	646	386	1,917
State Board of Occupational Therapy	1	8	3	12
State Board of Optometry	2	0	2	4
State Board of Osteopathic Medicine	44	42	21	107
State Board of Pharmacy	68	70	93	231
State Board of Physical Therapy	12	7	3	22
State Board of Podiatry	5	2	2	9
State Board of Psychology	8	21	6	35
State Board of Social Workers, Marriage & Family Therapists and Professional Counselors	32	46	33	111
State Board of Vehicle Manufacturers, Dealers and Salespersons	197	207	114	518
State Board of Veterinary Medicine	21	36	32	89
State Real Estate Commission	89	89	109	287
State Registration Board for Professional Engineers, Land Surveyors and Geologists	13	18	17	48
<b>Total</b>	<b>2,410</b>	<b>2,015</b>	<b>1,505</b>	<b>5,930</b>

Since 2018, the five boards listed in Table 5 account for 4,311 of the 5,930 total disciplinary actions taken by all licensing boards, nearly 73%. In the case of the State Board of Nursing, the number of disciplinary actions taken as a percentage of the total overall (32.3%) closely mirrors the number of licensed nurses and dietitian-nutritionists as a percentage of total licensees (33.1%). 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 over 6% of total disciplinary actions.

Table 5: Number of Disciplinary Actions by Board (Top 5) (2018 – 2020)

Rank	Name of Licensing Board	Number of Disciplinary Actions Taken	Percentage of Total Disciplinary Actions	Percentage of Total Licensees
1	State Board of Nursing	1,917	32.3%	33.1%
2	State Board of Cosmetology	905	15.3%	11.5%
3	State Board of Medicine	569	9.5%	14.2%
4	State Board of Vehicle Manufacturers, Dealers and Salespersons	518	8.7%	3.9%
5	State Board of Barber Examiners	402	6.7%	>1%

## Legislation in Pennsylvania

Over the past few years, Pennsylvania has taken major legislative steps to reduce barriers to licensure for professionals re-locating from other states as well as reforming restrictions that previously held back re-entrants from obtaining licensure.

### Act 41

[Act 41](#), signed by Governor Wolf on July 2, 2019, allows for increased portability of out-of-state professional licensees coming to work in Pennsylvania. Many of the boards and commissions of BPOA already have existing procedures that allow for consideration of applicants licensed in another state, territory or country to obtain a Pennsylvania license by way of reciprocity or endorsement.

Licensure by reciprocity is when a license is granted to an applicant based on an agreement between or among licensing jurisdictions in which each agrees to issue licenses to applicants who hold the same type of license in the other jurisdiction, usually based on an assessment that their licensing requirements are similar.

Licensure by endorsement is when a license is granted to an applicant who holds the same type of license in another licensing jurisdiction with substantially equivalent licensing requirements, without regard as to whether the other jurisdiction would do the same.

Act 41 provides yet another option for the boards to consider applicants licensed in other jurisdictions and will help reduce unnecessary barriers for new residents, veterans, military spouses and other individuals who wish to move to and work in Pennsylvania.

If a board's existing endorsement/reciprocity options do not provide a means of licensure, applicants who hold a license in another state or country will be given Act 41 consideration on a case-by-case basis.

Most boards have an application review subcommittee to review applications. Under Act 41, the subcommittee will consider whether an applicant:

- hold the same or similar license in another jurisdiction and the jurisdiction's licensing requirements are substantially equivalent to those required in Pennsylvania.
- are in good standing with the other jurisdiction.
- demonstrate competency in the occupation or profession; and
- meet other administrative and background requirements<sup>21</sup>

---

<sup>21</sup> Act 41 requires that the applicant hold a current license from another state, territory or country whose licensing requirements are substantially equivalent to Pennsylvania's requirements. An applicant will also have to demonstrate competency and satisfy several additional requirements as set forth in Act 41.

For applications that do not initially satisfy all of Act 41's requirements, the boards may (but are not required to) issue a "provisional license" in appropriate situations which will allow an applicant to practice while fulfilling additional requirements for licensure.

A provisional license enables an applicant to begin operating in Pennsylvania for a limited period while satisfying any outstanding requirements or issues that remain, and for the Board to then make its determination whether to issue or deny the license.

As of February 2021, there have been over one hundred full Act 41 licenses issued to applicants. Table 6 displays the amount of Act 41 licenses issued by their respective licensing board. The State Board of Social Workers, Marriage and Family Therapists, and Professional Counselors have utilized Act 41 the most of any licensing board, with forty-six Act 41 Licenses issued.

Table 6: Act 41 Licenses Issued – As of February 2021

Name of Board	Number of Act 41 Licenses Issued
State Board of Barber Examiners	2
State Board of Certified Real Estate Appraisers	2
State Board of Cosmetology	11
State Board of Dentistry	11
State Registration Board for Professional Engineers, Land Surveyors, and Geologists	2
State Board of Massage Therapy	12
State Board of Medicine	6
State Board of Nursing	8
State Board of Optometry	2
State Board of Osteopathic Medicine	8
State Board of Physical Therapy	2
State Board of Psychology	2
State Board of Social Workers, Marriage and Family Therapists, and Professional Counselors	46

### **Act 53**

On July 1, 2020, Governor Tom Wolf signed into law [Act 53 of 2020](#), which made sweeping changes to the occupational licensing rules that govern the use of criminal history information in determining whether to grant, deny, suspend, or revoke a professional license.

With regard to the consideration of criminal convictions, Act 53:

- Prohibits BPOA's licensing boards and commissions from denying licensure based on considerations of "good moral character," "crimes of moral turpitude," or "ethical or honest practice."
- Requires each board and commission to develop and publish a schedule of criminal offenses that may constitute grounds to deny, suspend or revoke a license. The list must also identify which crimes are likely to pose a barrier to licensure because they are offenses "directly related" to the occupation/profession.
- Provides for an "individualized assessment" of each license applicant using objective, detailed criteria that includes rehabilitation and public safety.
- Provides a process for individuals who have criminal convictions to request a "preliminary determination" as to whether a particular conviction will be a bar to licensure. This new tool will enable people with criminal convictions to find out if their convictions would prevent them from getting a license – before enrolling in a training or educational program, before investing significant time and resources, and before formally applying for licensure.

## **50 State Occupational Licensure Requirement Comparison – Criteria Measured**

This comparison of occupational licensure requirements required a critical and complete review of the processes and regulations set in all fifty states. The Department of State has prepared this comparative report for each of the twenty-nine professional and occupational licensing boards in the Commonwealth, which compares licensure requirements for all occupations licensed under the Department of State to all forty-nine sister states.

The comparison includes education and examination requirements, training and experience requirements, continuing education requirements, initial licensing fees, renewal fees, and a description of any applicable reciprocity, endorsement, or comity provisions.

A description of each criteria measured in the analysis are as follows:

### **Education (Degree) Requirement**

States set a certain level of educational attainment in order to fulfill licensure requirements. This can range from a state-approved training program to a high school diploma/graduate equivalency degree (GED) or academic degree. An academic degree is a qualification awarded to students upon successful completion of a course of study in higher education, usually at a college or university. These institutions commonly offer degrees at various levels, usually including bachelor's, master's and doctorates, often alongside other academic certificates and professional degrees.

### **Examination Requirement**

States will often require a professional association accredited examination or certification to serve as their minimum requirements for initial licensure, which can provide a level of uniformity. Exams are a formal test of a person's knowledge or proficiency in a subject or skill.

### **Training & Experience Requirement**

State licensing boards require applicants have a minimum number of hours or years of training and/or experience in the field, under supervision of a licensed professional or through completion of an approved training program, in order to become fully licensed.

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.



## **Continuing Education Requirement**

In order to help safeguard life, health and property and to promote public safety, state licensing boards require continuing professional competency in the form of continuing education (CE) courses. Licensees are required to complete a specific number of CEs, set by the board and statute, in order to renew their license. Continuing education 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.

## **Application & Renewal Fees**

Pursuant to statute, each Board is required to support its operations from the revenue it generates from fees, fines and civil penalties. The Boards are also statutorily required to increase fees if the revenue raised by those fees, fines and civil penalties is determined to be insufficient to meet expenditures over a two-year period.

For those applying for licensure, initial application fees are reflective of the actual costs associated with processing each application. For the day-to-day operating expenses of each board – which includes administrative, legal and investigatory oversight – revenue is derived primarily from the biennial renewal fees paid by licensees to renew their license every two years. This creates less of a burden for individuals initially entering a profession than for individuals who are already licensed and have been practicing.

Fees are established through regulation. When considering changes to its fees, each Board generally projects costs and expenses over a six-year (three biennium) period. If increases are necessary, the Boards may seek graduated increases (as opposed to a flat fee increase) to ensure that the fees charged will coincide more closely with the proposed expenses for each biennium.

Ultimately, this fee structure benefits every citizen in that it ensures the fiscal integrity and continuing operation of each Board moving forward, thereby enabling each Board to carry out its duty to license and regulate the various professions.

## **Analysis & Recommendations**

For comparative analysis, the national average was calculated for each of the criteria measured. Where Pennsylvania licensure requirements exceed the national average, it is recommended that the state board review the requirement to justify that it is necessary to protect the public from harm and is not creating a barrier to entry for professionals.

### **Education (Degree) Requirement**

The analysis found that Pennsylvania is on pace with the national trend for educational requirements for occupational licensure. There are no recommendations for this licensure requirement.

### **Examination Requirement**

The analysis found that Pennsylvania is on pace with the national trend for examination requirements for occupational licensure. There are no recommendations for this licensure requirement.

### **Training & Experience Requirement**

Pennsylvania had less stringent training and experience requirements than the national average for 90% of the occupations analyzed. There were only seven occurrences, as outlined on the next page in Table 7, where Pennsylvania had a higher amount of training hours or years requirement than the national average.

It is recommended that the licensing board governing each profession examine the existing training/experience requirement to determine if the excess hours/years are necessary to specifically fulfill a public health, safety or welfare concern. If not, the requirement should be reduced to stay consistent with the national trend.

Table 7: Training/Experience Requirements higher than the U.S. Average

License Type	Name of Licensing Board	Pennsylvania Training/ Experience Requirement	National Average Training/Experience Requirement
Apprentice Auctioneer	State Board of Auctioneer Examiners	2 years	1.45 years
Auctioneer	State Board of Auctioneer Examiners	2 years	1.35 years
Barber Instructor	State Board of Barber Examiners	5 years	1.88 years
Massage Therapist	State Board of Massage Therapy	600 hours	572 hours
Physician	State Board of Medicine	2 years	1.40 years
Prosthetist	State Board of Medicine	2 years	1.06 years
Public Health Dental Hygiene Practitioner	State Board of Dentistry	3,600 hours	3,225 hours
Real Estate Broker	State Real Estate Commission	3 years	2.33 years

### **Continuing Education Requirement**

Overall, Pennsylvania’s Continuing Education (CE) requirements are largely in line with the national trend. Pennsylvania’s CE requirements were less than the national average 88% of the time for the occupations analyzed. Table 8 shows the cases where Pennsylvania exceeds the national average for continuing education requirements.

It is recommended that the licensing board governing each profession examine the existing continuing education requirement to determine if the excess hours are necessary to specifically fulfill a public health, safety or welfare concern. If not, the continuing education hour requirement should be reduced to stay consistent with the national trend.

Another recommendation would be to repurpose continuing education hour requirements to concentrate on current issues in the profession. For example, the State Board of Nursing Home Administrators repurposed 12 of the 48 CE hours required for licensure renewal - with 6 clock hours dedicated to infection control and another 6 clock hours dedicated to emergency preparedness.

Table 8: Continuing Education Requirements higher than the U.S. Average

License Type	Name of Licensing Board	Pennsylvania Continuing Education Requirement	National Average Continuing Education Requirement
Doctor of Podiatric Medicine	State Board of Podiatry	50 hours	44 hours
Geologist	State Board of Engineers, Geologists, and Land Surveyors	24 hours	9 hours
Massage Therapist	State Board of Massage Therapy	24 hours	18 hours
Nursing Home Administrator	State Board of Nursing Home Administrators	48 hours	37 hours
Osteopathic Physician	State Board of Osteopathic Medicine	100 hours	54 hours
Osteopathic Physician Assistant	State Board of Osteopathic Medicine	100 hours	78 hours
Physical Therapy Assistant	State Board of Physical Therapy	30 hours	24 hours
Physician/Surgeon	State Board of Medicine	100 hours	50 hours
Registered Nurse	State Board of Nursing	30 hours	23 hours
Respiratory Therapist	State Board of Medicine	30 hours	20 hours

### Initial Licensing & Renewal Fees

Pennsylvania's fee change structure skews its fees in relation to comparison states. *For this study, the initial licensing fee comparison excludes, examination fees, background check fees, and finger printing fees.*

Pennsylvania's initial licensing fees are lower than the national trend for 98% of the occupations analyzed. Table 9 outlines the two occurrences where Pennsylvania exceeds the national average.

Pennsylvania's renewal fees are lower than the national trend for 80% of the occupations analyzed. Please see Table 10 for the occurrences where Pennsylvania

exceeds the national average. It is recommended that the licensing board governing each profession examine the excess licensing fees to determine if the fees are justified in order to process initial and renewal licensing applications.

Table 9: Initial Licensing Fees higher than the U.S. Average

License Type	Name of Licensing Board	Pennsylvania Application (Initial) Fee	National Average Application (Initial) Fee
Certified General Appraiser	State Board of Certified Real Estate Appraisers	\$405	\$380
Engineer-In-Training	State Board of Engineers, Geologists, and Land Surveyors	\$50	\$31

Table 10: Licensure Renewal Fees higher than the U.S. Average

License Type	Name of Licensing Board	Pennsylvania Renewal Fee	National Average Renewal Fee
Auctioneer	State Board of Auctioneer Examiners	\$260	\$221
Barber	State Board of Barber Examiners	\$109	\$86
Barber Instructor	State Board of Barber Examiners	\$174	\$112
Certified Registered Nurse Practitioner	State Board of Nursing	\$122	\$111
Cosmetologist	State Board of Cosmetology	\$67	\$64
Cosmetology Teacher	State Board of Cosmetology	\$105	\$71
Crane Operator	State Board of Crane Operators	\$130	\$114
Esthetician Instructor	State Board of Cosmetology	\$105	\$82
Funeral Director	State Board of Funeral Directors	\$400	\$228

Nail Technician	State Board of Cosmetology	\$67	\$60
Nail Technician Instructor	State Board of Cosmetology	\$105	\$79
Natural Hair Braider	State Board of Cosmetology	\$67	\$65
Natural Hair Braider Teacher	State Board of Cosmetology	\$105	\$68
Registered Nurse	State Board of Nursing	\$122	\$112
Vehicle Salesperson	State Board of Vehicle Manufacturers, Dealers, and Salespersons	\$90	\$82
Veterinarian	State Board of Veterinary Medicine	\$360	\$279
Veterinary Technician	State Board of Veterinary Medicine	\$100	\$88

## Conclusion

To summarize, the report found that Pennsylvania is on pace with the national trend for education and examination requirements for occupational licensure. Additionally, Pennsylvania's training and continuing education requirements were equivalent or less stringent than the national average. Furthermore, initial licensing and renewal fees for Pennsylvania licenses were found to be typically less than the national average.

The intent of this analysis is to identify opportunities for state officials to remove unnecessary barriers that prevent Pennsylvanians from gaining employment without compromising the health and safety of residents. The report should be used as a resource when officials evaluate the health and safety protections associated with licensure against the impact of restrictions on Pennsylvania works and businesses.

The twenty-nine individual board reports featuring the 50-state comparison for licensed occupations can be found in Appendix B.

## Glossary

Below is a list of terms that are featured in the 50-state comparison report that may be unfamiliar:

**Licensure by Credentials** - Issuing a license using a performance record in place of examinations

**Mutual Recognition** - An agreement between states that allows an individual to be licensed in another state in most cases by taking the reciprocal state's exam

**Licensure by Waiver** – State boards may waive certain requirements for expedited licensure for professionals from other states (usually in times of emergency)

**Licensure without Examination** – When a state board waives the examination requirement for licensure

## Resources

For more information on occupational licensing in Pennsylvania, please visit the Department of State's website:

<https://www.dos.pa.gov/Pages/default.aspx>

## Licensure Guides & Timelines

The Department of State, in carrying out its mission to protect, preserve and improve the health and safety of Pennsylvania's citizens through the licensing and regulation of occupational and health professionals, developed a series of [professional licensing guides](#)<sup>22</sup> to provide transparency, inform applicants of expected timeframes in receiving their license, and outline steps one can take to reduce mistakes and mitigate delays. Licensure guides have been developed for the following occupations:

- Barber
- Cosmetologist
- Engineer
- Physician & Surgeon
- Graduate Medical Trainee
- Physician Assistant
- Osteopathic Physician & Surgeon
- Osteopathic Graduate Medical Trainee
- Osteopathic Physician Assistant
- Registered Nurse
- Pharmacist
- Real Estate Salesperson
- Real Estate Broker
- Social Worker

To provide the greatest clarity on the licensing process from start to finish, the guides are broken down into three phases, providing estimated times for each stage of the process, and recommendations for how to reduce processing times.

- Phase One measures the time between a submitted application or graduation from an educational program and the initial determination of the status of the application by Department staff. Determinations issued in this phase may include authorization to take a required exam, a notice of missing information or an incomplete application, or that a payment is needed.
- Phase Two measures the time that it takes for an applicant or third-party entity to respond to the Department with all application requirements. This phase may include the applicant preparing for and taking an exam, third-party institutions providing education or training documents, background checks, or completion of training hours by the applicant.
- Phase Three measures the time between the Department's receipt of a complete application, including examination results, confirmation of training hours, and results of background checks, and when a license is issued or denied to an applicant.

---

<sup>22</sup> <https://www.dos.pa.gov/ProfessionalLicensing/Pages/professional-licensing-guides.aspx>



Appendix A: Licensee Population in Pennsylvania (As of March 2021)

<b>Name of Licensing Board</b>	<b>License Type</b>	<b>Count</b>
<b>Accountancy</b>	Certified Public Accountant	27,517
<b>Accountancy</b>	Public Accountant	106
<b>Architects</b>	Registered Architect	9,086
<b>Auctioneer Examiners</b>	Apprentice Auctioneer	179
<b>Auctioneer Examiners</b>	Auctioneer	1,552
<b>Auctioneer Examiners</b>	Trading Assistant	36
<b>Barber Examiners</b>	Barber	3,278
<b>Barber Examiners</b>	Barber Manager	2,506
<b>Barber Examiners</b>	Barber Teacher	276
<b>Certified Real Est. Appraisers</b>	Certified Broker Appraiser	299
<b>Certified Real Est. Appraisers</b>	Certified General Appraiser	1,436
<b>Certified Real Est. Appraisers</b>	Certified Pennsylvania Evaluator	593
<b>Certified Real Est. Appraisers</b>	Certified Residential Appraiser	1,739
<b>Certified Real Est. Appraisers</b>	Licensed Appraiser Trainee	336
<b>Chiropractic</b>	Chiropractor	3,880
<b>Cosmetology</b>	Cosmetologist	75,823
<b>Cosmetology</b>	Cosmetology Apprentice	48
<b>Cosmetology</b>	Cosmetology Teacher	7,242
<b>Cosmetology</b>	Esthetician	7,997
<b>Cosmetology</b>	Esthetician Teacher	35
<b>Cosmetology</b>	Nail Technician	14,400
<b>Cosmetology</b>	Nail Technician Teacher	14
<b>Cosmetology</b>	Natural Hair Braider	49
<b>Cosmetology</b>	Natural Hair Braider Teacher	2
<b>Crane Operators</b>	Crane Operator	3,202
<b>Dentistry</b>	Dental Hygienist	9,559
<b>Dentistry</b>	Dentist	10,242
<b>Dentistry</b>	Expanded Function Dental Asst	2,945
<b>Dentistry</b>	Public Health Practitioner	937
<b>Engineers</b>	Engineer in Training	17,334
<b>Engineers</b>	Geologist in Training	329
<b>Engineers</b>	Professional Engineer	30,417
<b>Engineers</b>	Professional Geologist	2182
<b>Engineers</b>	Professional Land Surveyor	1796
<b>Engineers</b>	Surveyor in Training	328
<b>Funeral Directors</b>	Funeral Director	3099
<b>Funeral Directors</b>	Funeral Intern	83
<b>Funeral Directors</b>	Funeral Supervisor	1276
<b>Funeral Directors</b>	Funeral Trainee	397

<b>Landscape Architects</b>	Landscape Architect	1,017
<b>Massage Therapy</b>	Massage Therapist	8,045
<b>Medicine</b>	Acupuncture Supervisor	147
<b>Medicine</b>	Acupuncturist	554
<b>Medicine</b>	Athletic Trainer	3,390
<b>Medicine</b>	Behavior Specialist	4,074
<b>Medicine</b>	Genetic Counselor	552
<b>Medicine</b>	Graduate Medical Trainee	7,656
<b>Medicine</b>	Graduate Orthotist	11
<b>Medicine</b>	Graduate Prosthetist	11
<b>Medicine</b>	Medical Physician and Surgeon	54,562
<b>Medicine</b>	Medical Physician Asst	10,589
<b>Medicine</b>	Nurse-Midwife	519
<b>Medicine</b>	Orthotic Fitter	213
<b>Medicine</b>	Orthotist	319
<b>Medicine</b>	Pedorthist	119
<b>Medicine</b>	Perfusionist	352
<b>Medicine</b>	Physician Acupuncturist	141
<b>Medicine</b>	Practitioner of Oriental Medicine	245
<b>Medicine</b>	Prosthetist	236
<b>Medicine</b>	Radiology Technician	40,083
<b>Medicine</b>	Respiratory Therapist	7,408
<b>Navigation Commission</b>	Pilot- Fifth Class	3
<b>Navigation Commission</b>	Pilot- First Class	35
<b>Navigation Commission</b>	Pilot- Sixth Class	1
<b>Nursing</b>	Certified Registered Nurse Practitioner	16,191
<b>Nursing</b>	Clinical Nurse Specialist	265
<b>Nursing</b>	Dietitian-Nutritionist (LDN)	4,459
<b>Nursing</b>	Graduate Practical Nurse Permit	374
<b>Nursing</b>	Graduate Registered Nurse Permit	722
<b>Nursing</b>	Practical Nurse	50,434
<b>Nursing</b>	Registered Nurse	231,625
<b>Nursing Home Administration</b>	Administrator in Training	56
<b>Nursing Home Administration</b>	Nursing Home Administrator	1,755
<b>Occupational Therapy</b>	Occupational Therapist	9,768
<b>Occupational Therapy</b>	Occupational Therapy Assistant	3,903
<b>Optometry</b>	Optometrist	1
<b>Optometry</b>	Optometrist-Diagnostics	108
<b>Optometry</b>	Optometrist-Therapeutics	203
<b>Optometry</b>	Optometrist-Therapeutics and Glaucoma	2,396

<b>Osteopathic Medicine</b>	Athletic Trainer	301
<b>Osteopathic Medicine</b>	Graduate Osteopathic Trainee	2,281
<b>Osteopathic Medicine</b>	Osteopathic Acupuncturist	98
<b>Osteopathic Medicine</b>	Osteopathic Acupuncturist Supervisor	26
<b>Osteopathic Medicine</b>	Osteopathic Genetic Counselor	25
<b>Osteopathic Medicine</b>	Osteopathic Perfusionist	35
<b>Osteopathic Medicine</b>	Osteopathic Physician Acupuncturist	51
<b>Osteopathic Medicine</b>	Osteopathic Physician and Surgeon	9,225
<b>Osteopathic Medicine</b>	Osteopathic Physician Assistant	2,644
<b>Osteopathic Medicine</b>	Osteopathic Respiratory Therapist	507
<b>Pharmacy</b>	Authorization to Administer Injectables for Pharmacist	11,356
<b>Pharmacy</b>	Authorization to Administer Injectables for Pharmacy Intern	239
<b>Pharmacy</b>	Pharmacist	23,187
<b>Pharmacy</b>	Pharmacy Intern	4,424
<b>Physical Therapy</b>	Physical Therapist	15,240
<b>Physical Therapy</b>	Physical Therapist Assistant	5,995
<b>Podiatry</b>	Doctor of Podiatric Medicine	1,431
<b>Psychology</b>	Psychologist	6,339
<b>Real Estate Commission</b>	Associate Broker	3,834
<b>Real Estate Commission</b>	Broker Multi-Licensee	3,566
<b>Real Estate Commission</b>	Cemetery Associate Broker	4
<b>Real Estate Commission</b>	Cemetery Broker of Record	48
<b>Real Estate Commission</b>	Cemetery Salesperson	419
<b>Real Estate Commission</b>	Manager of Record	1
<b>Real Estate Commission</b>	Real Estate Salesperson	44,631
<b>Social Work</b>	Clinical Social Worker	7,422
<b>Social Work</b>	Marriage and Family Therapist	894
<b>Social Work</b>	Professional Counselor	9,676
<b>Social Work</b>	Social Worker	8,549
<b>Speech</b>	Audiologist	1,022
<b>Speech</b>	Speech Language Pathologist	8,391
<b>Vehicle Board</b>	Vehicle Representative	1,245
<b>Vehicle Board</b>	Vehicle Salesperson	34,613
<b>Veterinary Medicine</b>	Veterinarian	5,257
<b>Veterinary Medicine</b>	Veterinary Technician	2,973
<b>TOTAL</b>		<b>921,046</b>

## **Appendix B: Individual Board Reports**

# **Occupational Licensing Study 50 State Comparison**

State Board of Accountancy

Certified Public Accountant



Presented by the Pennsylvania  
Department of State

2020

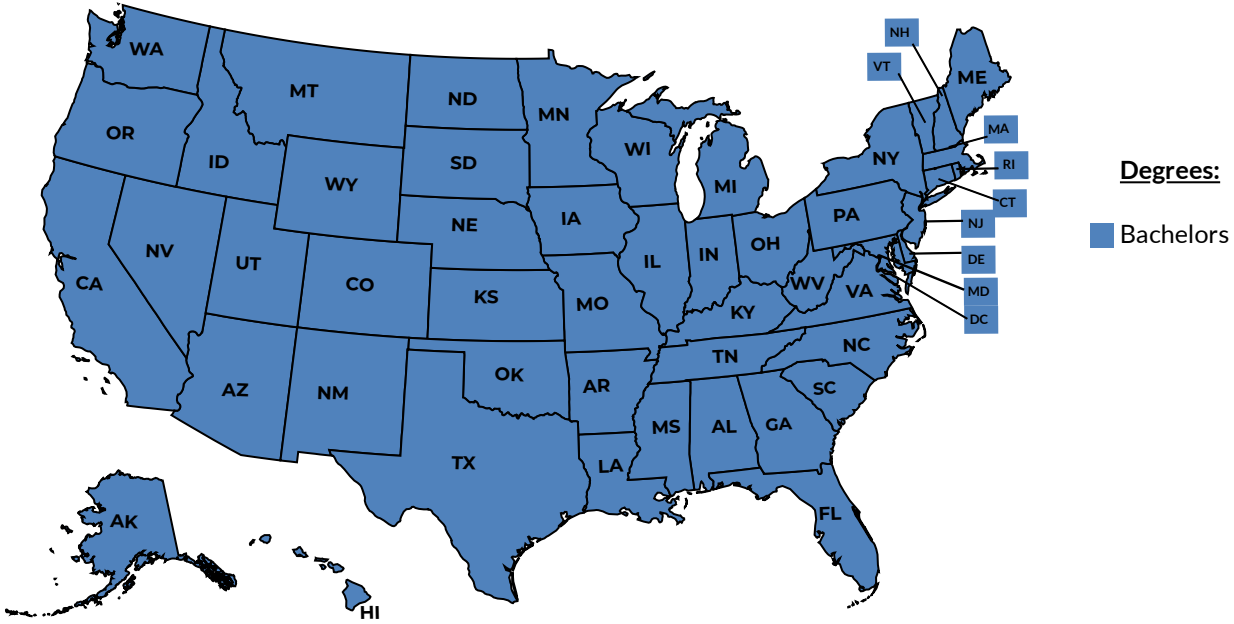
# Certified Public Accountant

An accountant certified by a state examining board as having fulfilled the requirements of state law to be a public accountant.

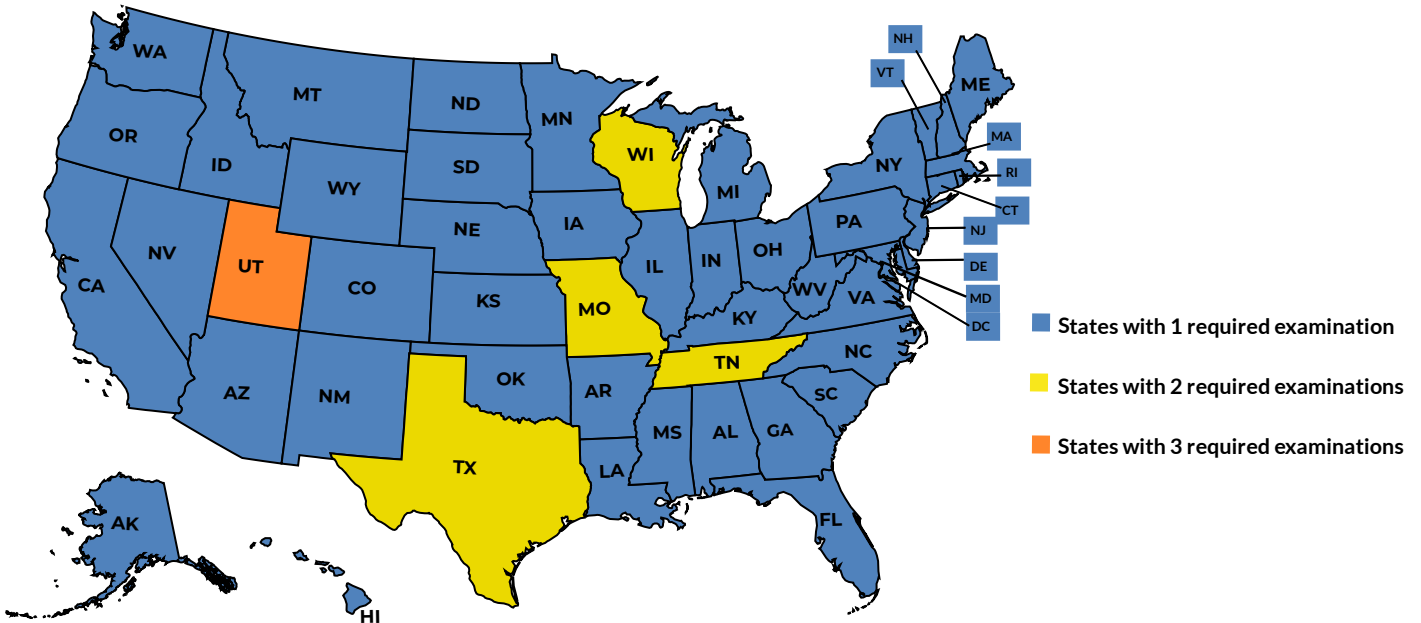
Public Accounting is the practice to perform or performing for a client or potential client: (1) Attest activity. (2) Other services involving the use of accounting skills, including, but not limited to, management advisory or consulting services, business valuations, financial planning, preparation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

# Certified Public Accountant

## Degree Requirement

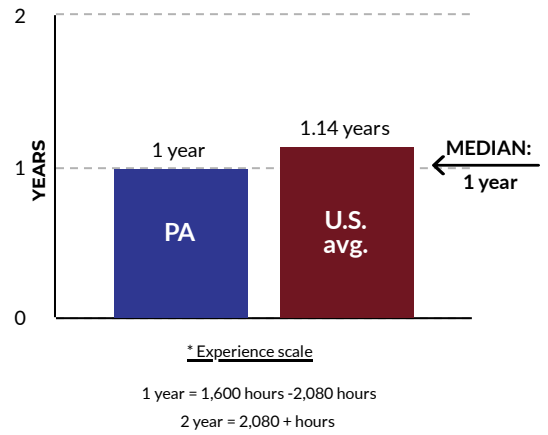
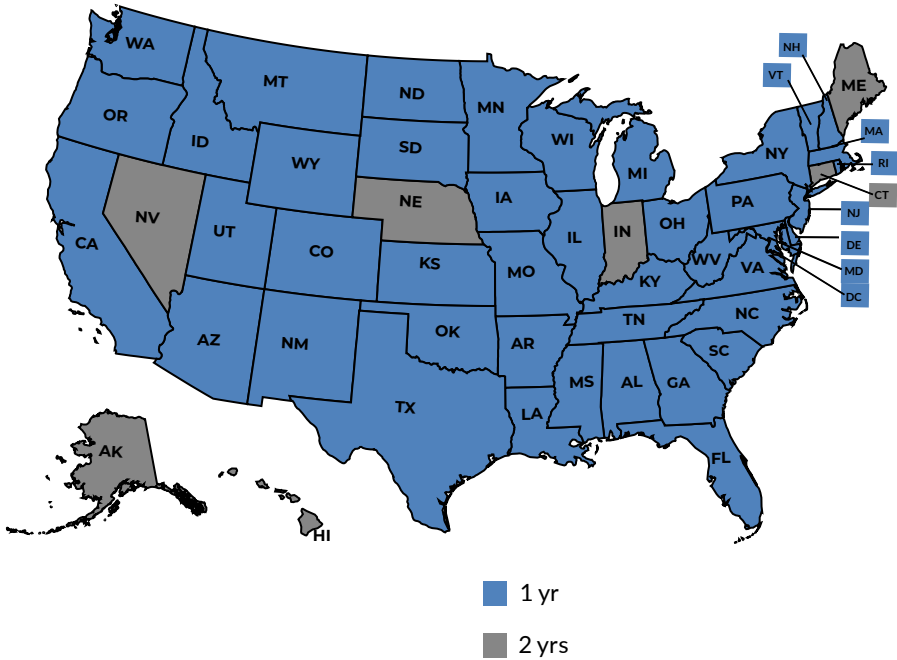


## Examination Requirement

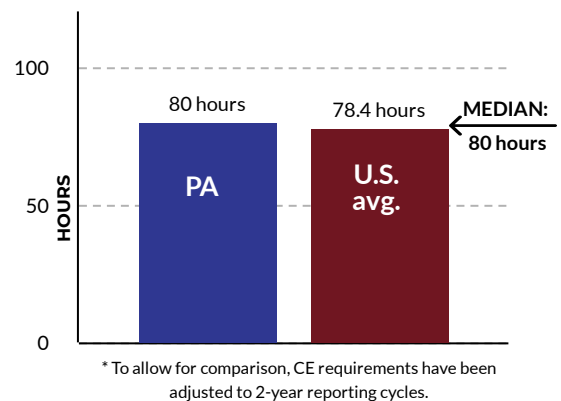
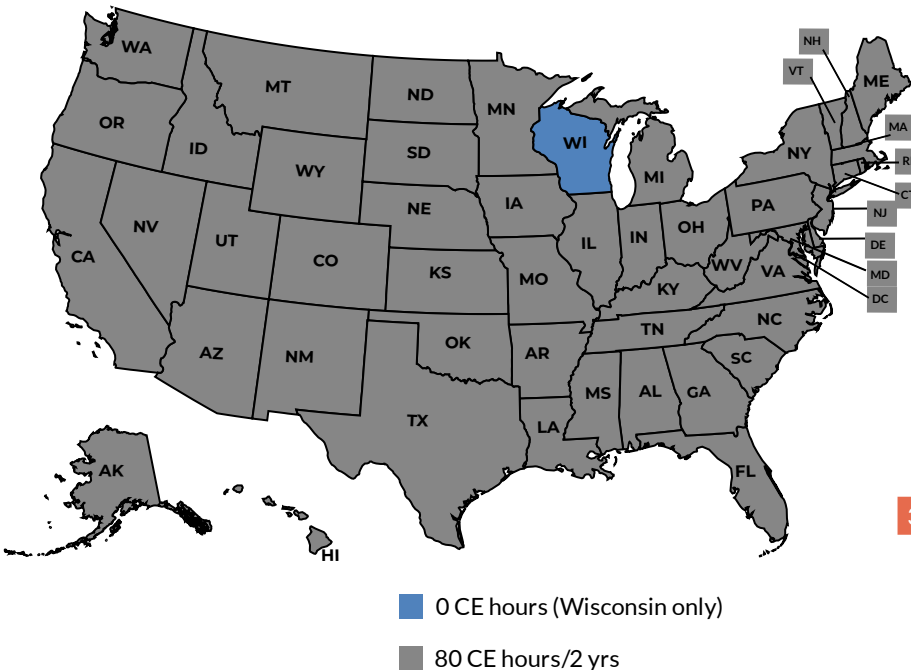


# Certified Public Accountant

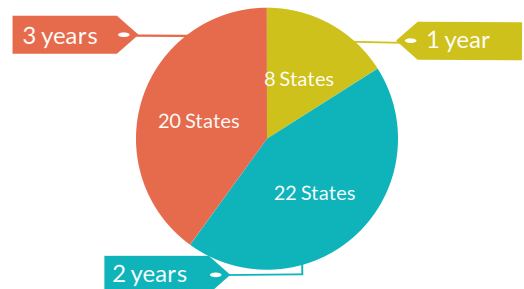
## Training / Experience Requirement



## Continuing Education Requirement



### CE Reporting Cycles

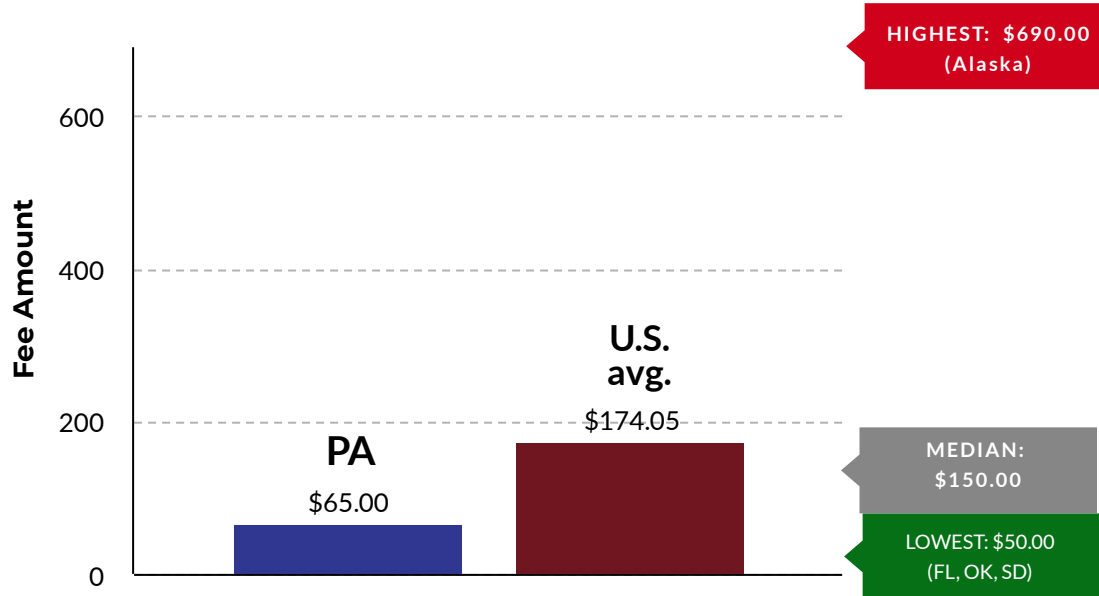


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



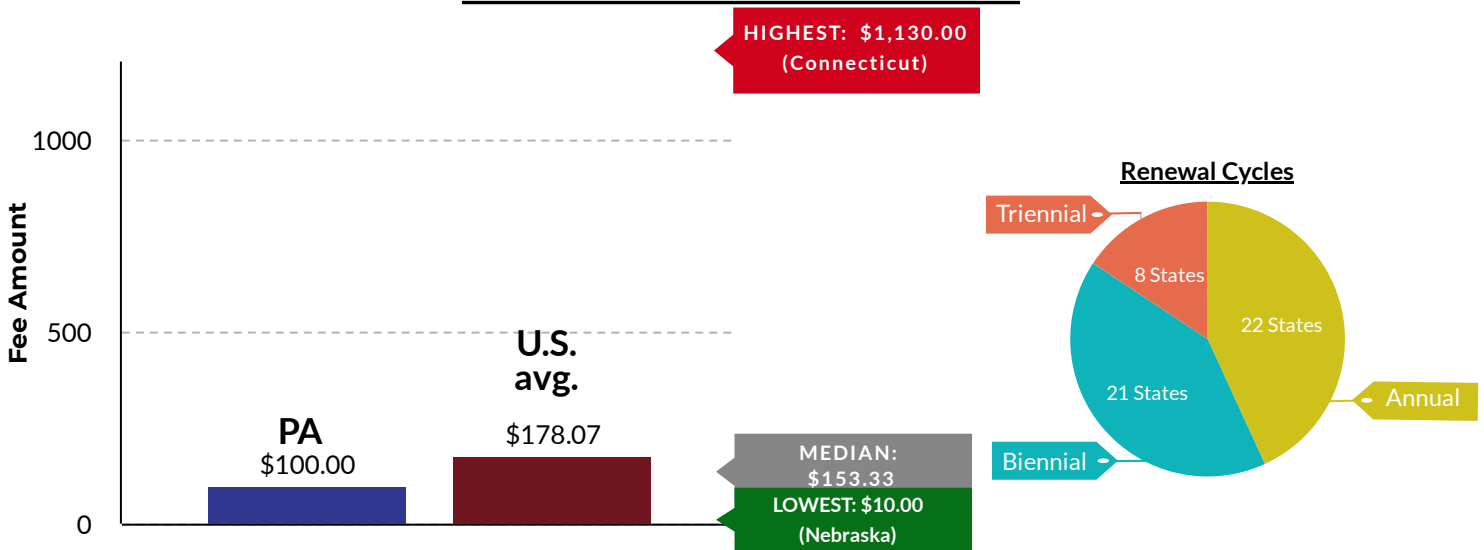
# Certified Public Accountant

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Certified Public Accountant

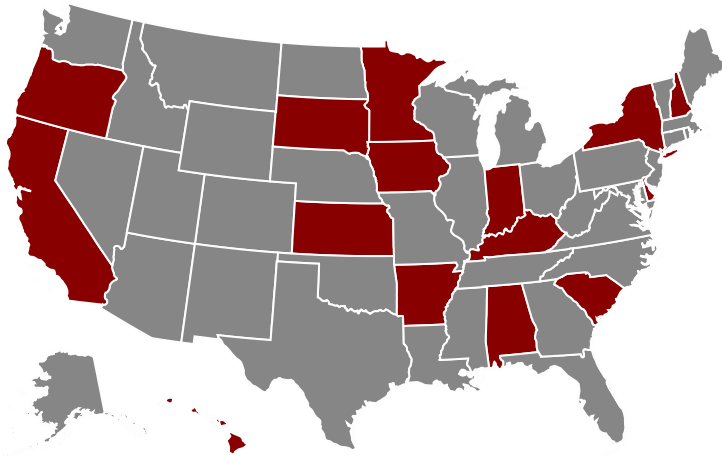
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
District of Columbia	Alabama	California
Florida	Alaska	Hawaii
Illinois	Arizona	Maine
New Jersey	Arkansas	Virginia
New York	Colorado	
Utah	Connecticut	
Vermont	Delaware	
Wisconsin	District of Columbia	
	Georgia	
	Idaho	
	Indiana	
	Iowa	
	Kansas	
	Kentucky	
	Louisiana	
	Maryland	
	Massachusetts	
	Michigan	
	Minnesota	
	Mississippi	
	Missouri	
	Montana	
	Nebraska	
	Nevada	
	New Hampshire	
	New Mexico	
	North Carolina	
	North Dakota	
	Ohio	
	Oklahoma	
	Oregon	
	Pennsylvania**	
	Rhode Island	
	South Carolina	
	South Dakota	
	Tennessee	
	Texas	
	Washington	
	West Virginia	
	Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

- Public Accountants is no longer regulated in Pennsylvania but the following states still regulate it.



States that do regulate this occupation:

- Alabama - Registered
- Arkansas - Licensed
- California - Registered
- Delaware - Permitted
- Hawaii - Licensed
- Indiana - Certified
- Iowa - Licensed
- Kansas - Licensed
- Kentucky - Licensed
- Minnesota - Registered
- New Hampshire - \*Grandfathered License
- New York - \*Grandfathered License
- Oregon - Licensed
- South Carolina - Licensed
- South Dakota - Licensed

- Wisconsin is the only state that does not require continuing education requirements for CPAs

# Sources: State Licensing Boards

**Alabama**  
<https://www.asbpa.alabama.gov/>

**Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/professionallicensing/boardofpublicaccountancy.aspx>

**Arizona**  
<https://www.azaccountancy.gov/>

**Arkansas**  
<https://asbpa.arkansas.gov/>

**California**  
<https://www.dca.ca.gov/cba/>

**Colorado**  
<https://www.colorado.gov/pacific/dora/Accountancy>

**Connecticut**  
<https://portal.ct.gov/DCP/Occupational-and-Professional-Division/Occupational--Profess/Certified-Public-Accountants>

**Delaware**  
<https://dpr.delaware.gov/boards/accountancy/>

**District of Columbia**  
<https://www.dcopla.com/accountancy/>

**Florida**  
<http://www.myfloridalicense.com/dbpr/certified-public-accounting/>

**Georgia**  
<https://gsba.georgia.gov/>

**Hawaii**  
<https://cca.hawaii.gov/>

**Idaho**  
<https://isba.idaho.gov/>

**Illinois**  
<https://www.idfpr.com/profs/pa.asp>

**Indiana**  
<https://www.in.gov/pla/>

**Iowa**  
<https://plb.iowa.gov/>

**Kansas**  
<http://www.ksboa.org/index.htm>

**Kentucky**  
<https://cpa.ky.gov/Pages/default.aspx>

**Louisiana**  
<http://cpaboard.state.la.us/>

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

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

**Massachusetts**  
<https://www.mass.gov/orgs/board-of-public-accountancy>

**Michigan**  
[https://www.michigan.gov/lara/0,4601,7-154-89334\\_72600\\_72602\\_72731\\_72855--,00.html](https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72602_72731_72855--,00.html)

**Minnesota**  
<https://mn.gov/elicense/a-z/?id=1083-231591#/list/appld/filterType/filterValue/page/1/sort/order/>

**Mississippi**  
<http://www.msba.ms.gov/Pages/Home.aspx>

**Missouri**  
<https://pr.mo.gov/accountancy.asp>

**Montana**  
<http://boards.bsd.dli.mt.gov/pac>

**Nebraska**  
<https://nbpa.nebraska.gov/>

**Nevada**  
<http://www.nvaccountancy.com/index.fx>

**New Hampshire**  
<https://www.oplc.nh.gov/accountancy/>

**New Jersey**  
<http://www.njconsumeraffairs.gov/acc/Pages/default.aspx>

**New Mexico**  
<http://www.rld.state.nm.us/boards/accountancy.aspx>

**New York**  
<http://www.op.nysed.gov/prof/cpa/cpalic.htm>

**North Carolina**  
<https://nccpaboard.gov/>

**North Dakota**  
<http://www.nd.gov/ndsba/regulations.html>

**Ohio**  
<http://acc.ohio.gov/Licensing/CPA-Certificate>

**Oklahoma**  
[https://www.ok.gov/oab\\_web/About\\_the\\_Board/Rules\\_Law/index.html](https://www.ok.gov/oab_web/About_the_Board/Rules_Law/index.html)

**Oregon**  
<https://www.oregon.gov/BOA/Pages/index.aspx>

**Pennsylvania**  
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Accountancy/Pages/default.aspx>

**Rhode Island**  
<http://www.dbr.state.ri.us/divisions/accountancy/>

**South Carolina**  
<https://www.scstatehouse.gov/code/t40c002.php>

**South Dakota**  
<http://dlr.sd.gov/accountancy/default.aspx>

**Tennessee**  
<https://www.tn.gov/commerce/regboards/accountancy.html>

**Texas**  
<http://www.tsba.state.tx.us/>

**Utah**  
<https://dopl.utah.gov/cpa/index.html>

**Vermont**  
<https://www.sec.state.vt.us/professional-regulation/list-of-professions/accountancy.aspx>

**Virginia**  
<http://www.boa.virginia.gov/>

**Washington**  
<https://acb.wa.gov/>

**West Virginia**  
<https://www.boa.wv.gov/>

**Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/Accountant/Default.aspx>

**Wyoming**  
<https://sites.google.com/a/wyo.gov/wyoming-cpa/>

# **Occupational Licensing Study 50 State Comparison**

State Architects Licensure Board

Registered Architect



Presented by the Pennsylvania  
Department of State

2020

# Registered Architect

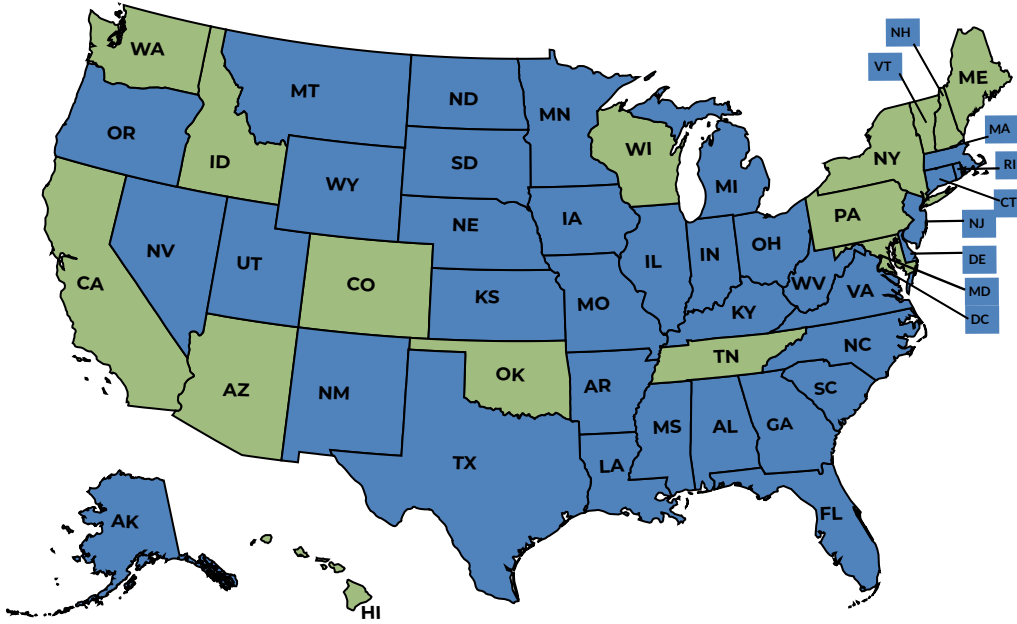
An individual registered by the state licensing board that engages in the profession of architecture.

The practice of architecture involves 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.

Other services include planning, providing preliminary studies, designs, drawings, specifications, and other design documents, construction management and administration of construction contracts.

# Registered Architect

## Degree Requirement



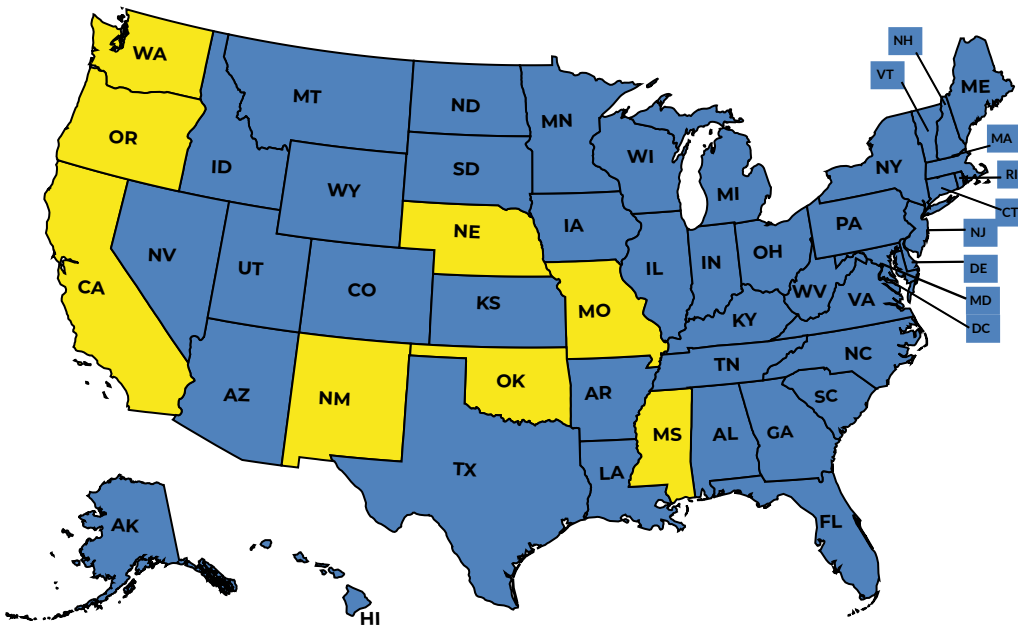
**Degrees:**

- Professional Degree from a NAAB-accredited program\*\* is required
- Additional experience can be accepted as an alternative to the education requirement\*

\*For further information on the conditions that states will accept additional experience as an alternative to the education requirement, please see Page 6 of the report.

\*\*NAAB = National Architectural Accrediting Board

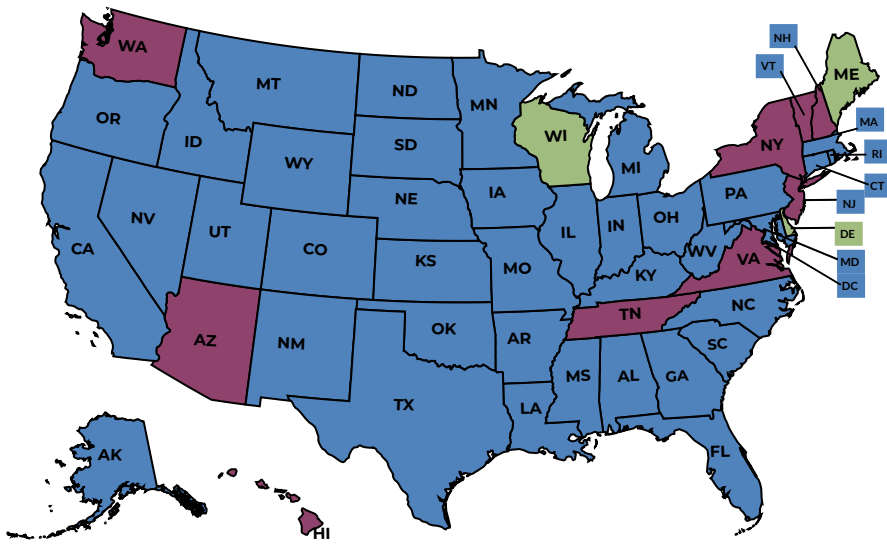
## Examination Requirement



- States with 1 required examination
- States with 2 required examinations

# Registered Architect

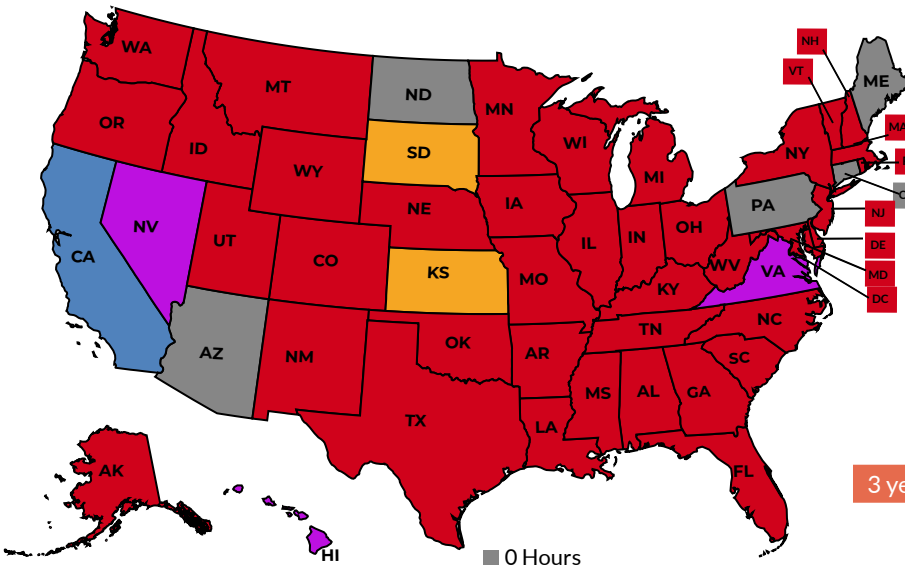
## Training / Experience Requirement



The **Architectural Experience Program (AXP)** is a comprehensive training program created to ensure that candidates pursuing licensure in the architecture profession gain the knowledge and skills required for the independent practice of architecture. The program is developed, maintained, and administered by the National Council of Architectural Registration Boards

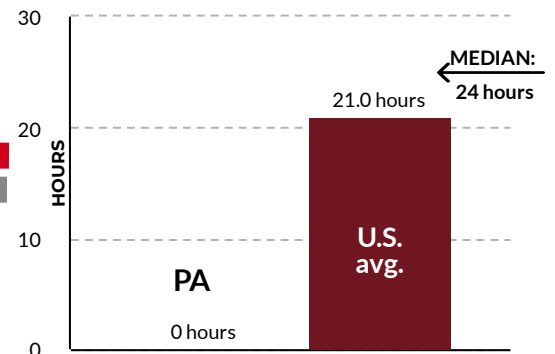
- Completion of the AXP Program
- AXP Program is not required for licensure
- Additional experience beyond completion of the AXP program is required. Please see Page 7 of the report for specific state requirements.

## Continuing Education Requirement



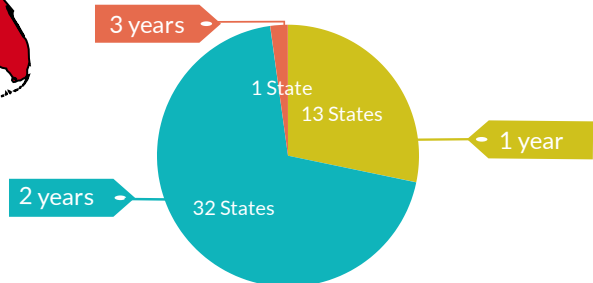
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 0 Hours
- 5 Hours/2 yrs.
- 16 - 18 Hours/2 yrs.
- 24 Hours/2 yrs.
- 30 Hours/2 yrs.



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles

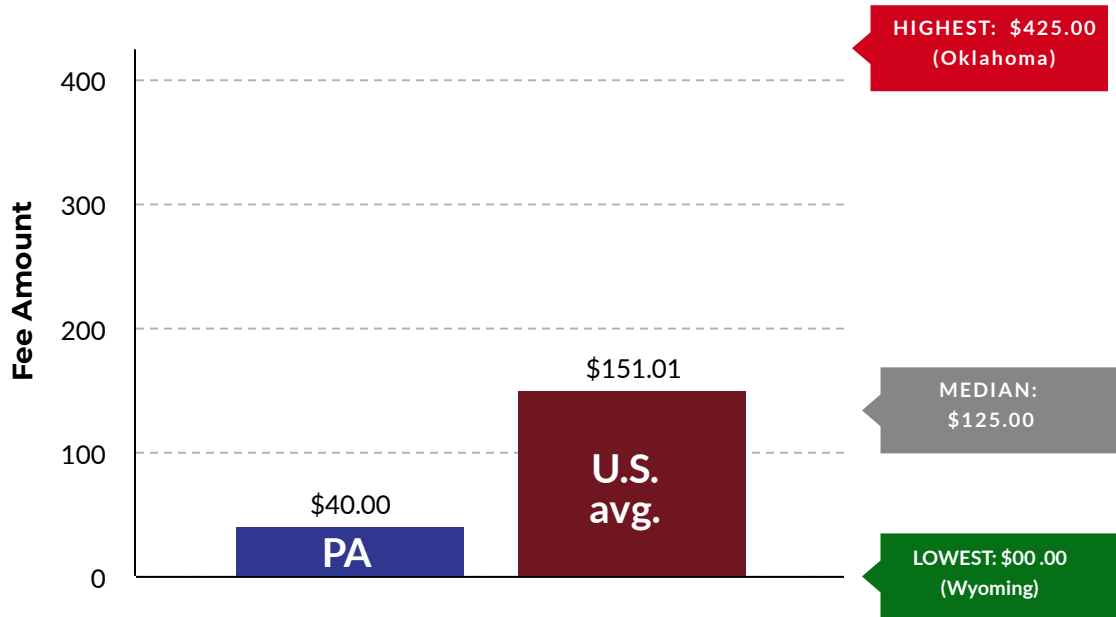


\*Pie chart excludes states with 0 hours



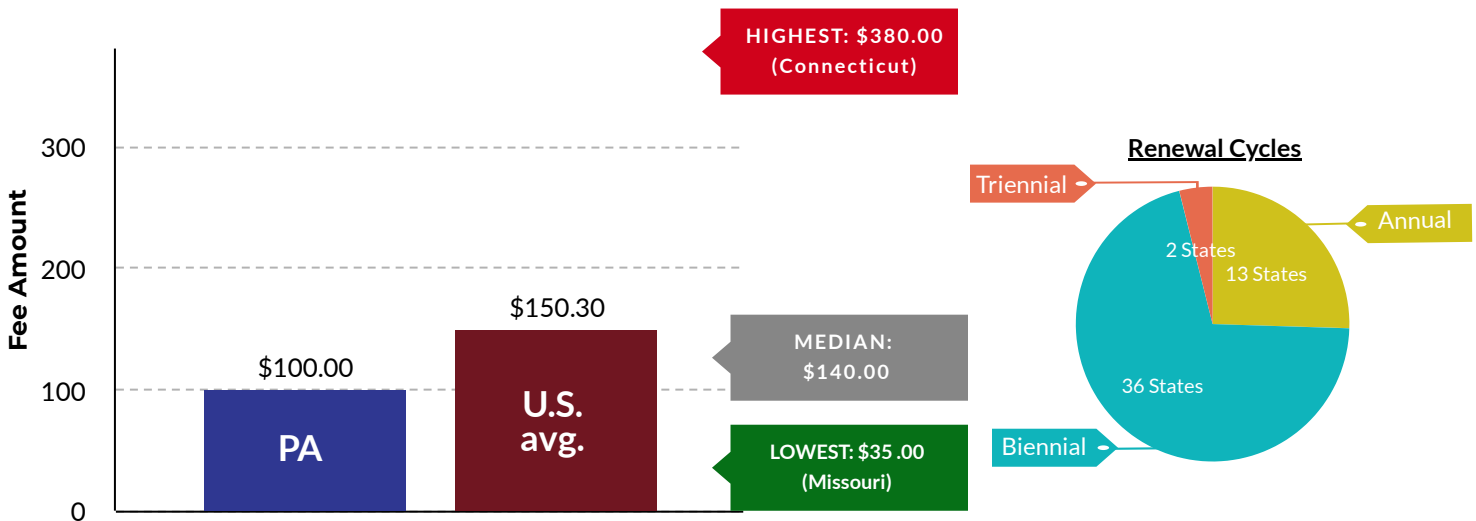
# Registered Architect

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles  
 \*Colorado and Hawaii do not publish renewal fees on their state website or under their legislation

# Registered Architect

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Credentials</u>
Alaska	Alabama	New Jersey
Colorado	Arizona	
Connecticut	Arkansas	<u>Not Specified in Legislation</u>
Florida	California	
Hawaii	Delaware	
Idaho	District of Columbia	Massachusetts
Illinois	Georgia	
Minnesota	Indiana	
Missouri	Iowa	
Nebraska	Kansas	
New Jersey	Kentucky	
New York	Louisiana	
South Dakota	Maine	
Tennessee	Maryland	
Utah	Michigan	
Vermont	Mississippi	
Virginia	Nevada	
	New Hampshire	
	New Mexico	
	North Carolina	
	North Dakota	
	Ohio	
	Oklahoma	
	Oregon	
	Pennsylvania**	
	Rhode Island	
	South Carolina	
	Texas	
	Vermont	
	Washington	
	West Virginia	
	Wisconsin	
	Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

**26 states regulate Architects under their own board:**

Alabama, California, Connecticut, Delaware, Idaho, Illinois, Iowa, Louisiana, Maryland, Massachusetts, Michigan, Mississippi, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, South Carolina, Texas, Utah, Vermont, Washington, West Virginia

(These states are depicted in red)

**States that regulate Architects under the same board as other occupations:**

**Architects and Engineers:** Nebraska

**Architects, Engineers and Land Surveyors:** Alaska, Colorado

**Architects and Interior Designers:** Florida, Georgia, Kentucky

**Architects, Interior Designers and Residential Designers:** Nevada

**Architects, Engineers, Interior Designers and Landscape Architects:** Tennessee

**Architects, Engineers, Geologists, Land Surveyors and Landscape Architects:** Kansas

**Architects and Landscape Architects:** Indiana, Montana, North Dakota, Ohio, Wyoming

**Architects, Engineers, Land Surveyors and Landscape Architects:** Hawaii, Missouri, South Dakota

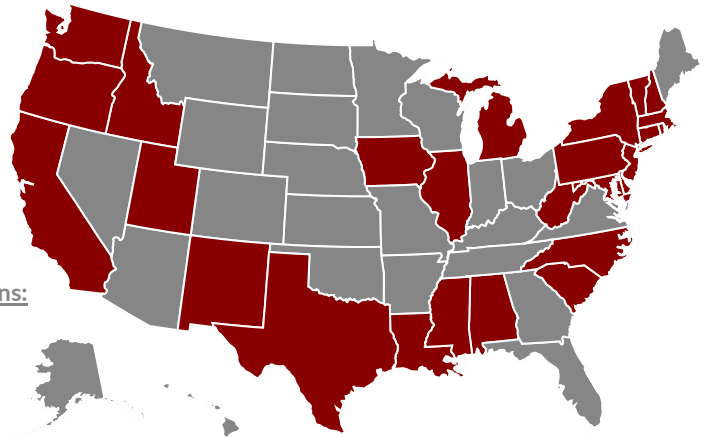
**Architects, Engineers, Interior Designers, Land Surveyors and Landscape Architects:** Virginia, Wisconsin

**Architects, Interior Designers and Landscape Architects:** Arkansas, District of Columbia, Maine, Oklahoma

**Architects, Engineers, Geologists, Geoscience, Interior Designer, Land Surveyors and Landscape Architects:** Minnesota

**Alarm Industry, Architects, Engineers, Geologists, Home Inspectors, Land Surveyors and Landscape Architects:** Arizona

(These states are depicted in gray)



**Fees:**

**Pennsylvania has the 3rd lowest** initial licensing fees (Wyoming \$0.00 and Alabama \$10.00)

Pennsylvania (tied with Alaska, Idaho and North Carolina) has the 13th lowest biennial renewal fees

**Continuing Education:**

Only 5 states do not require any continuing education hours for Architects, Pennsylvania is one of them. Conversely, 40 states require 24 hours of continuing education.

# Alternative to Education Requirement

- **Arizona** - Arizona accepts 60 months (five years) of experience in lieu of education to qualify a candidate for the ARE, and 96 months (eight years) of experience to qualify for initial registration with no higher education. Candidates with a four-year, architecture-related degree not accredited by the NAAB can document an additional 48 months (four years) of experience to qualify for initial registration.
- **California** - A candidate must contact the state board to see how much credit they may receive for their education and/or experience.
- **Colorado** - Applicants with a pre-professional or four-year degree in architecture must document 7,540 hours of experience as an alternative to the education requirement. Applicants with any other bachelor's or associate's degree must document between 11,300 to 15,060 hours depending on the type of degree. Applicants with a high school education must document 18,800 hours.
- **Hawaii** - Applicants with a four-year degree or higher (including pre-professional architecture degrees) must document five years of experience to satisfy the education requirement. Applicants with a high school education must document 11 years of experience to satisfy the education requirement.
- **Idaho** - Applicants without a degree from a NAAB-accredited program must document eight years of experience and completion of the AXP to satisfy the education requirement.
- **Maryland** - Applicants with a four-year, pre-professional degree in architecture must document four years of experience as an alternative to the education requirement. Applicants with a four-year design-related degree must document five years of experience. Applicants with any other bachelor's degree or higher education must document six years of experience. Applicants with a high school education only must document 10 years of experience.
- **Maine** - Applicants with a four-year, pre-professional degree in architecture must document nine years of experience as an alternative to the education requirement. Applicants with any other bachelor's degree or higher education must document 11 years of experience. Applicants with a high school education only must document 13 years of experience.
- **New Hampshire** - Candidates who hold a four-year, pre-professional degree in architecture must have seven years of experience to qualify for initial registration. Candidates with a bachelor's degree or high school diploma must have 13 years of experience to qualify for initial registration.
- **New York** - Applicants with a four-year, pre-professional degree in architecture must document 5 years of experience. Applicants with a high school education must document 12 years of experience. Applicants with any other degree type should contact the board for more information.
- **Oklahoma** - Candidates who hold a four-year, pre-professional degree in architecture must document four years of training to satisfy the education requirement, plus three additional years of experience. Candidates who hold any other bachelor's degree or higher must document six years of training, plus three additional years of experience. Candidates who only have a high school education must document 10 years of training, plus three additional years of experience.
- **Pennsylvania** - If a candidate holds a National Architectural Accrediting Board (NAAB) accredited degree, they will be required to complete a minimum of three years of experience through the Architectural Experience Program (AXP) and pass all sections of the ARE. If a candidate does not hold a NAAB accredited degree, they must apply to the State Board for pre-approval to take the ARE and must have at least 3 years of experience through the AXP completed, plus and additional 6 years of experience before they can become eligible for licensure.
- **Tennessee** - Candidates with a four-year, pre-professional degree must have five years of experience to satisfy the education requirement. Candidates with any other architecture-related degree must have seven years of experience to satisfy the education requirement.
- **Vermont** - Applicants with a four-year, pre-professional degree in architecture can document five years of experience as an alternative to the education requirement. Applicants with a high school education only must document nine years of experience.
- **Washington** - Applicants with four-year architecture-related degree must document four years of experience including the AXP. Applicants with any other bachelor's degree must document five years or more depending on their education credit including the AXP. Applicants with a high school diploma must document eight years including the AXP.
- **Wisconsin** - Candidates with a four-year, pre-professional degree must have three years of experience to satisfy the education requirement. Candidates with any other bachelor's degree must have four years of experience to satisfy the education requirement. Candidates with only high school education must have seven years of experience to satisfy the education requirement.

# Additional Experience Beyond AXP Program

- **Arizona** - Applicants must also provide the board with additional documentation of experience to total 96 months (eight years). Candidates can obtain up to 60 months of credit depending on applicant's education.
- **Hawaii** - Additional experience is required for applicants without a degree from a NAAB-accredited program.
- **New Hampshire** - Candidates must complete the AXP and document the required experience per the education requirement.
- **New Jersey** - In addition to the AXP, candidates must also complete a minimum of three years of experience.
- **New York** - Case-by-case basis, applicant would have to contact the Board directly.
- **Pennsylvania** - If a candidate holds a National Architectural Accrediting Board (NAAB) accredited degree, they will be required to complete a minimum of three years of experience through the Architectural Experience Program (AXP) and pass all sections of the ARE. If a candidate does not hold a NAAB accredited degree, they must apply to the State Board for pre-approval to take the ARE and must have at least 3 years of experience through the AXP completed, plus and additional 6 years of experience before they can become eligible for licensure.
- **Tennessee** - Candidates must also document at least three years of experience.
- **Virginia** - Candidates must also complete a minimum of three years of experience.
- **Vermont** - In addition to the AXP, candidates must also complete a minimum of three years of experience.
- **Washington** - Before starting the AXP, applicants must have at least six years of verified education and/or experience.

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://www.boa.alabama.gov/PDFs/2018/UniformApplication.pdf">http://www.boa.alabama.gov/PDFs/2018/UniformApplication.pdf</a>	<b>Maryland</b> <a href="https://www.dllr.state.md.us/license/arch/archapply.shtml">https://www.dllr.state.md.us/license/arch/archapply.shtml</a>	<b>Oregon</b> <a href="https://public.orldicensing.oregon.gov/ORBAEPortal/BoardAdditional.aspx?Board=BAE&amp;BoardLinkID=30">https://public.orldicensing.oregon.gov/ORBAEPortal/BoardAdditional.aspx?Board=BAE&amp;BoardLinkID=30</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/Portals/5/public/alsstatutesregs.pdf">https://www.commerce.alaska.gov/web/Portals/5/public/alsstatutesregs.pdf</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/files/documents/2017/12/04/arch-initial-licensure-application.pdf">https://www.mass.gov/files/documents/2017/12/04/arch-initial-licensure-application.pdf</a>	<b>Pennsylvania</b> <a href="http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Architects/Pages/Application-Forms.aspx">http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Architects/Pages/Application-Forms.aspx</a>
<b>Arizona</b> <a href="https://btr.az.gov/resources/forms/application-forms">https://btr.az.gov/resources/forms/application-forms</a>	<b>Michigan</b> <a href="https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72602_72731_72860--,00.html">https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72602_72731_72860--,00.html</a>	<b>Rhode Island</b> <a href="http://www.bdp.state.ri.us/documents/initial.pdf">http://www.bdp.state.ri.us/documents/initial.pdf</a>
<b>Arkansas</b> <a href="https://asbalaid.arkansas.gov/forms">https://asbalaid.arkansas.gov/forms</a>	<b>Minnesota</b> <a href="http://mn.gov/aelslagid/forms/ARExamApp.pdf">http://mn.gov/aelslagid/forms/ARExamApp.pdf</a>	<b>South Carolina</b> <a href="https://www.llr.sc.gov/POL/Architects/PDF%20files/RECIPAP.pdf">https://www.llr.sc.gov/POL/Architects/PDF%20files/RECIPAP.pdf</a>
<b>California</b> <a href="https://www.cab.ca.gov/general_information/forms/calendar/date.shtml">https://www.cab.ca.gov/general_information/forms/calendar/date.shtml</a>	<b>Mississippi</b> <a href="https://www.ms.gov/msboa/application_suite/Architects/Registration_Exam">https://www.ms.gov/msboa/application_suite/Architects/Registration_Exam</a>	<b>South Dakota</b> <a href="https://dlr.sd.gov/btp/architects.aspx#forms">https://dlr.sd.gov/btp/architects.aspx#forms</a>
<b>Colorado</b> <a href="https://apps.colorado.gov/dora/licensing/Default.aspx">https://apps.colorado.gov/dora/licensing/Default.aspx</a>	<b>Missouri</b> <a href="https://pr.mo.gov/architects.asp">https://pr.mo.gov/architects.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/commerce/regboards/architects-engineers/license-applicant-resources/forms-and-downloads.html">https://www.tn.gov/commerce/regboards/architects-engineers/license-applicant-resources/forms-and-downloads.html</a>
<b>Connecticut</b> <a href="http://www.ct.gov/dcp/lib/dcp/occ.pro/app-architect-online.pdf">http://www.ct.gov/dcp/lib/dcp/occ.pro/app-architect-online.pdf</a>	<b>Montana</b> <a href="https://ebiz.mt.gov/pol/">https://ebiz.mt.gov/pol/</a>	<b>Texas</b> <a href="https://www.tbae.texas.gov/HowToApply/Architects">https://www.tbae.texas.gov/HowToApply/Architects</a>
<b>Delaware</b> <a href="https://dprfiles.delaware.gov/architects/Architecture%20Application.pdf">https://dprfiles.delaware.gov/architects/Architecture%20Application.pdf</a>	<b>Nebraska</b> <a href="https://ea.nebraska.gov/sites/ea.nebraska.gov/files/document/architect_license_app.pdf">https://ea.nebraska.gov/sites/ea.nebraska.gov/files/document/architect_license_app.pdf</a>	<b>Utah</b> <a href="https://dopl.utah.gov/arch/index.html">https://dopl.utah.gov/arch/index.html</a>
<b>District of Columbia</b> <a href="https://design.dcopla.com/account/login?ReturnUrl=%2f">https://design.dcopla.com/account/login?ReturnUrl=%2f</a>	<b>Nevada</b> <a href="http://nsbaird.state.nv.us/uploads/ArcAppExam.pdf">http://nsbaird.state.nv.us/uploads/ArcAppExam.pdf</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/media/736735/Architect-Application-Instructions.pdf">https://www.sec.state.vt.us/media/736735/Architect-Application-Instructions.pdf</a>
<b>Florida</b> <a href="http://www.myfloridalicense.com/dbpr/pro/arch/documents/AR1_Licensure_by_Exam.pdf">http://www.myfloridalicense.com/dbpr/pro/arch/documents/AR1_Licensure_by_Exam.pdf</a>	<b>New Hampshire</b> <a href="https://www.oplc.nh.gov/architects/forms.htm">https://www.oplc.nh.gov/architects/forms.htm</a>	<b>Virginia</b> <a href="http://www.dpor.virginia.gov/Boards/APELS/#architect">http://www.dpor.virginia.gov/Boards/APELS/#architect</a>
<b>Georgia</b> <a href="http://sos.ga.gov/index.php/licensing/online_licensure_applications">http://sos.ga.gov/index.php/licensing/online_licensure_applications</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/arch/applications/eligibility-for-Taking-the-Architect-Registration-Examination.pdf">http://www.njconsumeraffairs.gov/arch/applications/eligibility-for-Taking-the-Architect-Registration-Examination.pdf</a>	<b>Washington</b> <a href="https://www.dol.wa.gov/forms/636002.pdf">https://www.dol.wa.gov/forms/636002.pdf</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/files/2013/06/Require-App-for-Architect_12.16R.pdf">https://cca.hawaii.gov/pvl/files/2013/06/Require-App-for-Architect_12.16R.pdf</a>	<b>New Mexico</b> <a href="http://www.bea.state.nm.us/DownloadFiles/Affidavit_for_2014_Exam_Candidate.pdf">http://www.bea.state.nm.us/DownloadFiles/Affidavit_for_2014_Exam_Candidate.pdf</a>	<b>West Virginia</b> <a href="https://brdarch.wv.gov/architects/Documents/Application%20for%20Initial%20Architect%20Registration%2009.06.17.pdf">https://brdarch.wv.gov/architects/Documents/Application%20for%20Initial%20Architect%20Registration%2009.06.17.pdf</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardAdditional.aspx?Bureau=ARC&amp;BureauLinkID=930">https://ibol.idaho.gov/IBOL/BoardAdditional.aspx?Bureau=ARC&amp;BureauLinkID=930</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/arch/arch1.pdf">http://www.op.nysed.gov/prof/arch/arch1.pdf</a>	<b>Wisconsin</b> <a href="https://dps.wi.gov/Pages/Professions/Architect/Default.aspx">https://dps.wi.gov/Pages/Professions/Architect/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/Renewals/Apply/Forms/AR-END.pdf">https://www.idfpr.com/Renewals/Apply/Forms/AR-END.pdf</a>	<b>North Carolina</b> <a href="http://www.ncbarch.org/applications/">http://www.ncbarch.org/applications/</a>	<b>Wyoming</b> <a href="https://architects.wyo.gov/professionals/forms">https://architects.wyo.gov/professionals/forms</a>
<b>Indiana</b> <a href="https://forms.in.gov/Download.aspx?id=4623">https://forms.in.gov/Download.aspx?id=4623</a>	<b>North Dakota</b> <a href="http://www.ndsba.net/?id=56">http://www.ndsba.net/?id=56</a>	
<b>Iowa</b> <a href="https://iowapl.force.com/IPLB_login">https://iowapl.force.com/IPLB_login</a>	<b>Ohio</b> <a href="http://www.arc.ohio.gov/Forms-and-Applications">http://www.arc.ohio.gov/Forms-and-Applications</a>	
<b>Kansas</b> <a href="https://www.ksbtp.ks.gov/professions/architects">https://www.ksbtp.ks.gov/professions/architects</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/Architects/documents/2017%20reciprocal%20architect%20application.pdf">https://www.ok.gov/Architects/documents/2017%20reciprocal%20architect%20application.pdf</a>	
<b>Kentucky</b> <a href="https://boa.ky.gov/Pages/docs.aspx">https://boa.ky.gov/Pages/docs.aspx</a>		
<b>Louisiana</b> <a href="https://lsbae.com/licensure/forms/">https://lsbae.com/licensure/forms/</a>		
<b>Maine</b> <a href="http://www.maine.gov/pfr/professionallicensing/professions/architects/pdf/AppArc.pdf">http://www.maine.gov/pfr/professionallicensing/professions/architects/pdf/AppArc.pdf</a>		

# **Occupational Licensing Study 50 State Comparison**

State Board of Auctioneer Examiners

Apprentice Auctioneer  
Auctioneer  
Trading Assistant



Presented by the Pennsylvania  
Department of State

2020

# Apprentice Auctioneer

An apprentice auctioneer is a person who is licensed as an apprentice for the purpose of learning the profession of auctioneering, and who is sponsored and employed for compensation by a qualified auctioneer.

# Auctioneer

A licensed individual who sells or offers or attempts to sell property at auction.

An auction is 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.

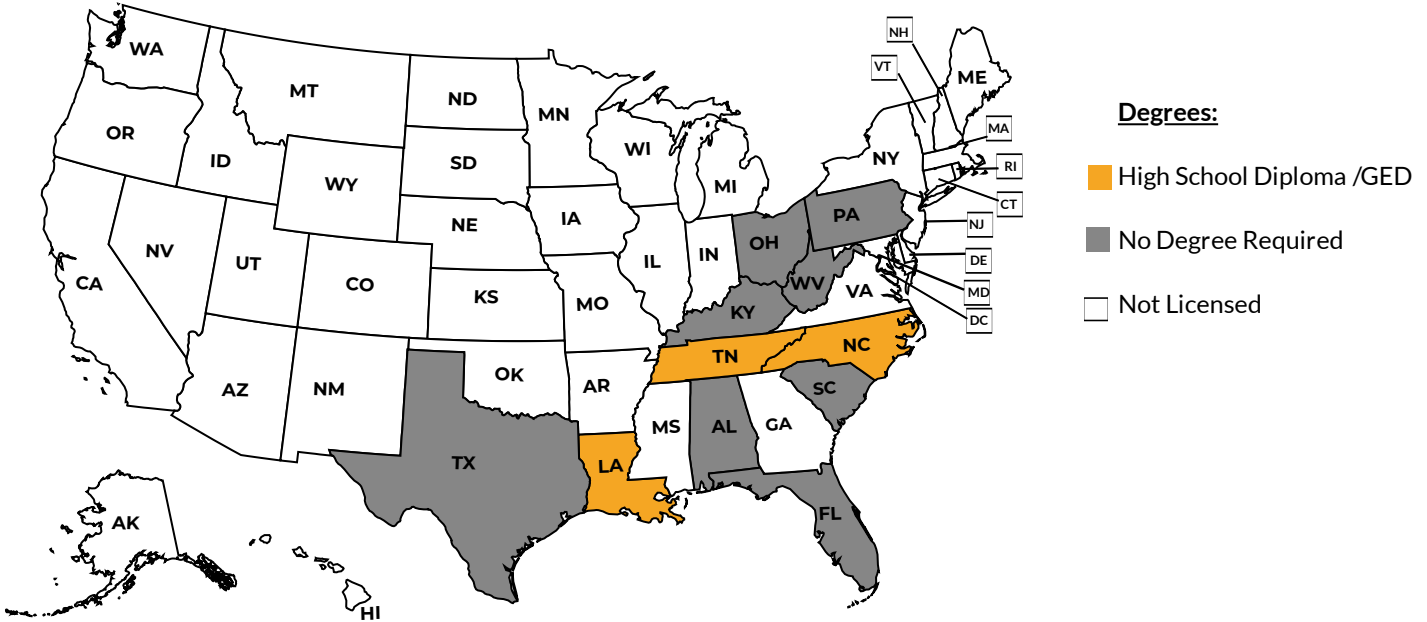
# Trading Assistant

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 activities requiring registration under section 5.1(a) of the Auctioneer Licensing and Trading Assistant Registration Act.



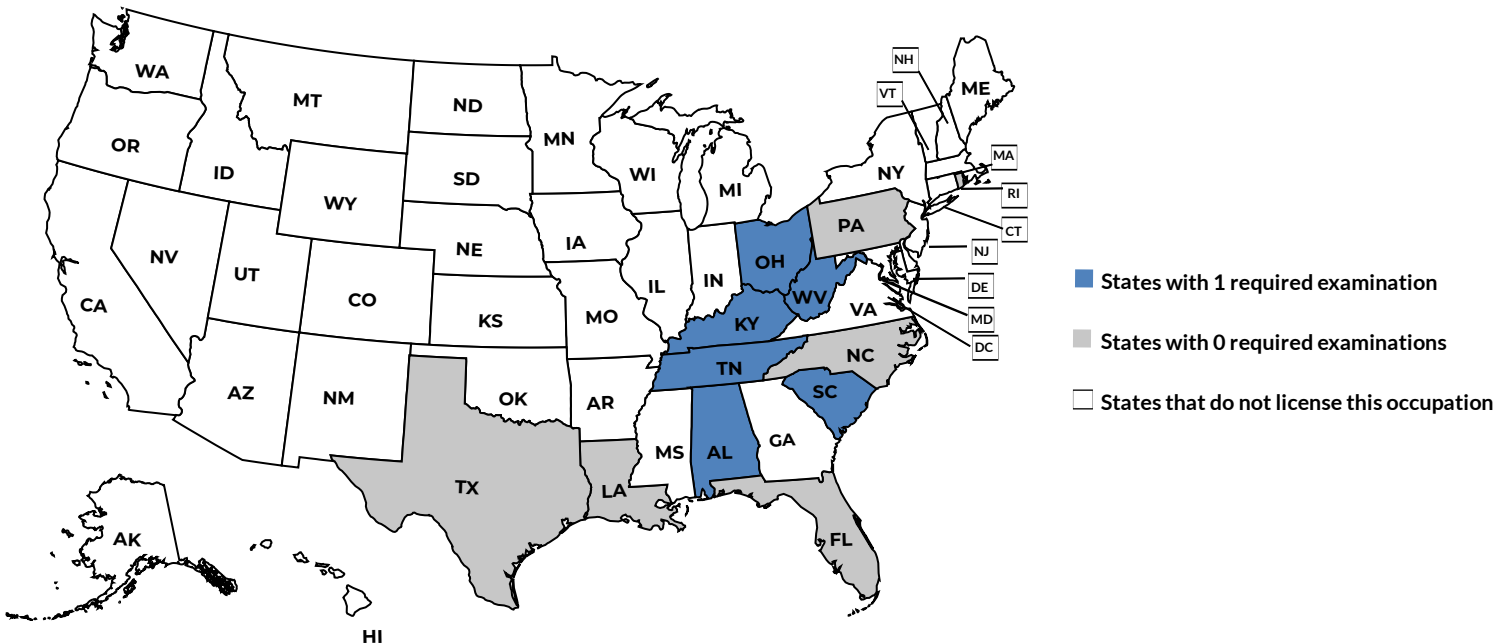
# Apprentice Auctioneer

## Degree Requirement



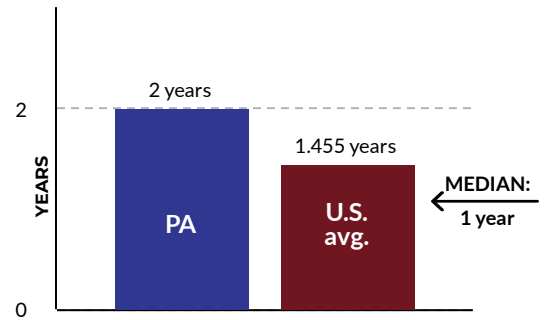
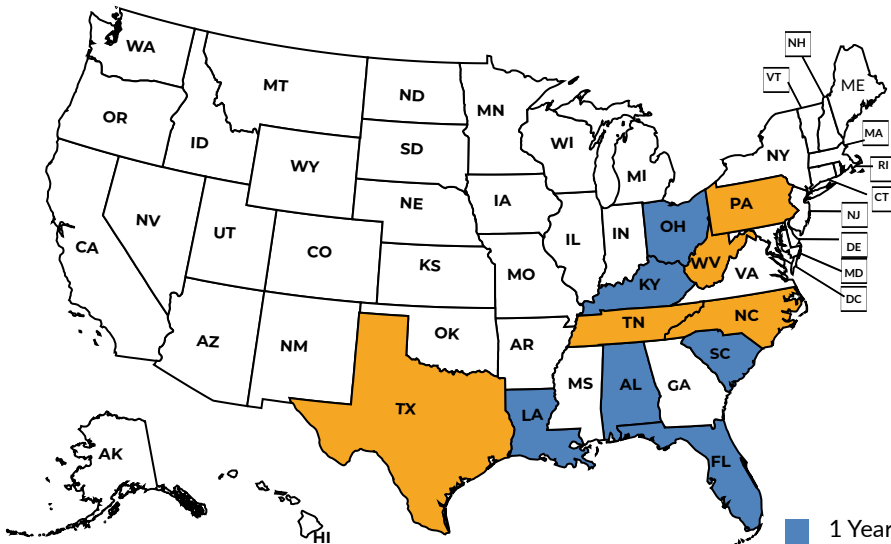
\*AL, KY, PA, TN, & WV do not require a degree, but require education from an auctioneer school. (See Observations Page)

## Examination Requirement



# Apprentice Auctioneer

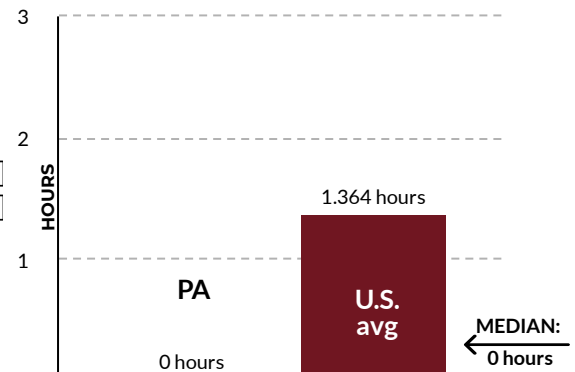
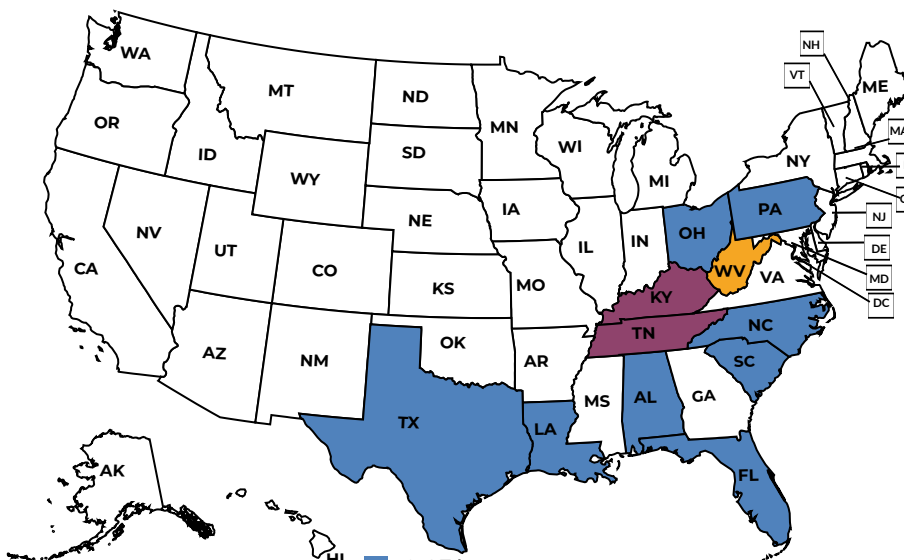
## Training / Experience Requirement



- 1 Year Apprenticeship Length
- 2 Years Apprenticeship Length
- States that do not license this occupation

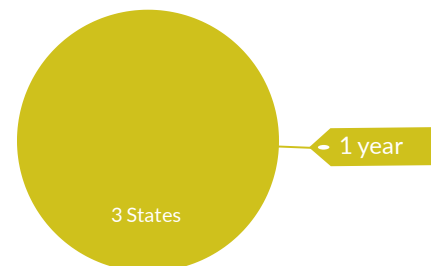
\*WV requires a 2 year long apprenticeship unless the applicant attended auctioneer school then he/she must only complete a 6 month long apprenticeship.

## Continuing Education Requirement



\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



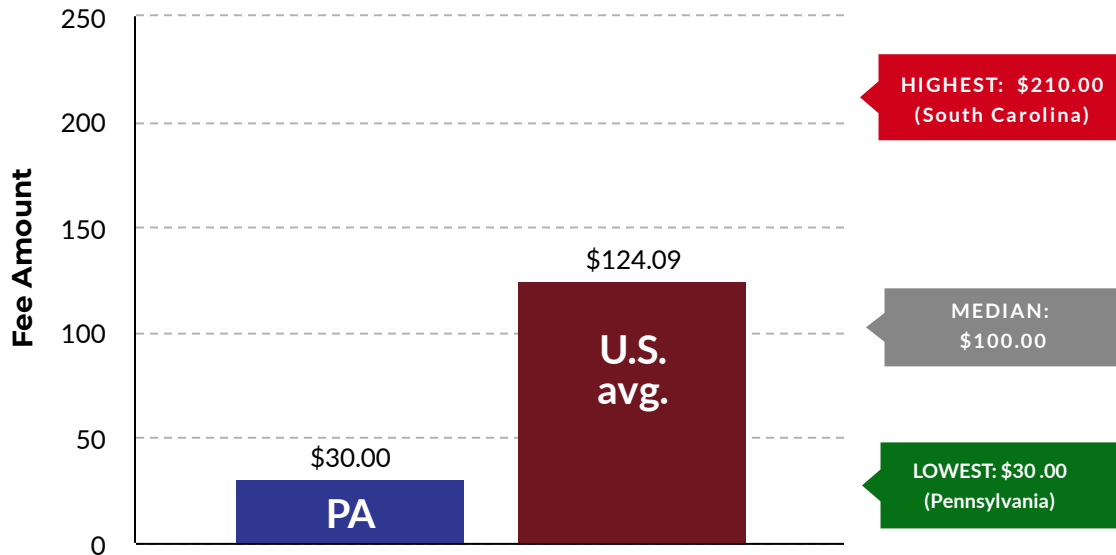
- 0 CE hours
- 6 CE hours/2 yr
- 12 CE hours/2 yr
- States that do not license this occupation

\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\*8 states that license Apprentice Auctioneers do not require CE.

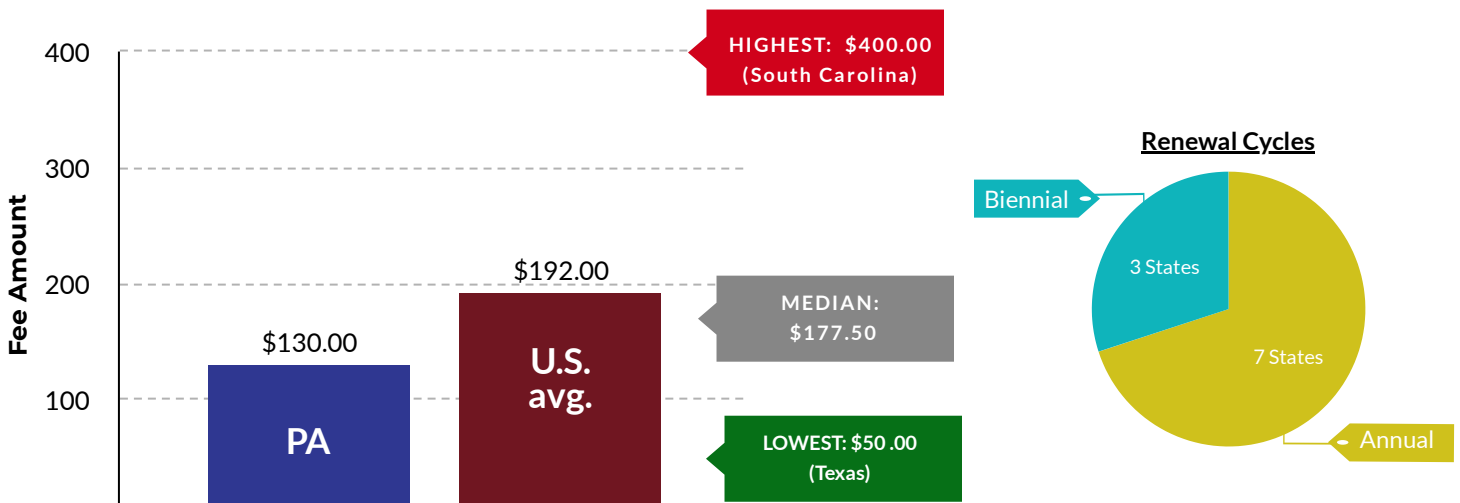
# Apprentice Auctioneer

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*LA does not renew Apprentice Auctioneer licenses.

# Apprentice Auctioneer

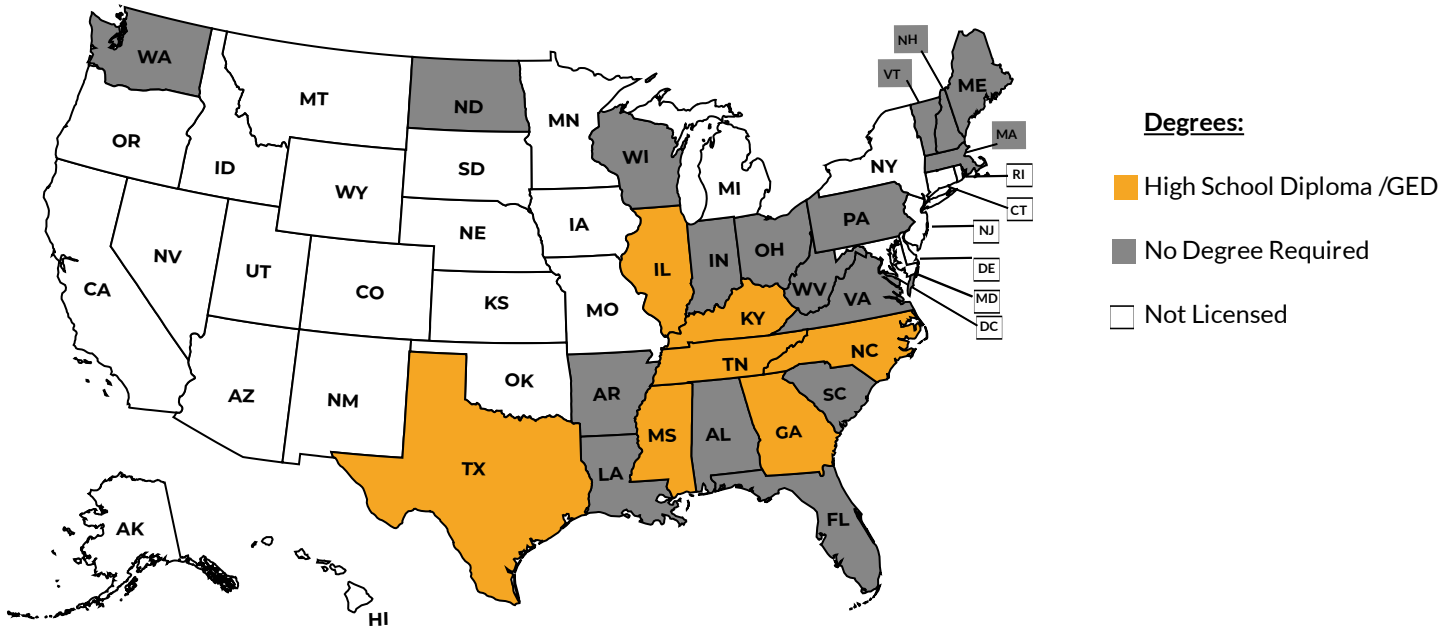
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
	Kentucky North Carolina Pennsylvania** Tennessee	Alabama Florida Louisiana Ohio South Carolina Texas West Virginia

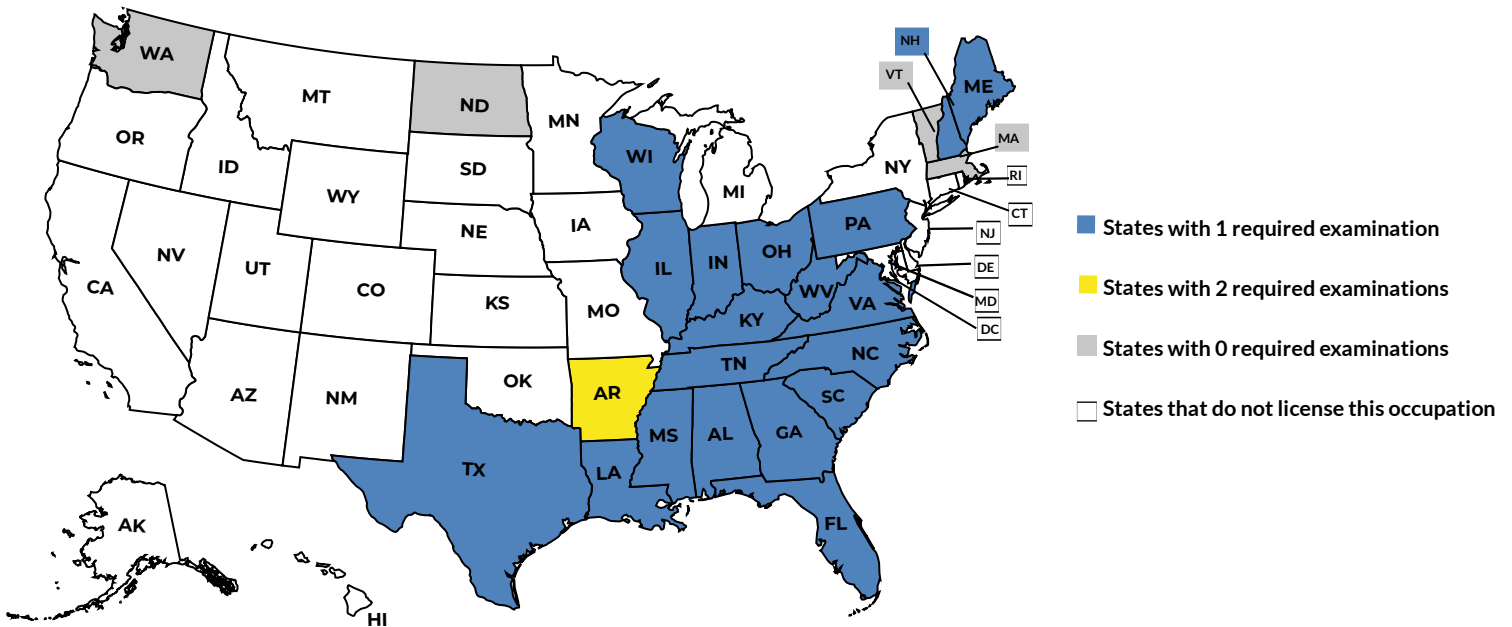
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Auctioneer

## Degree Requirement

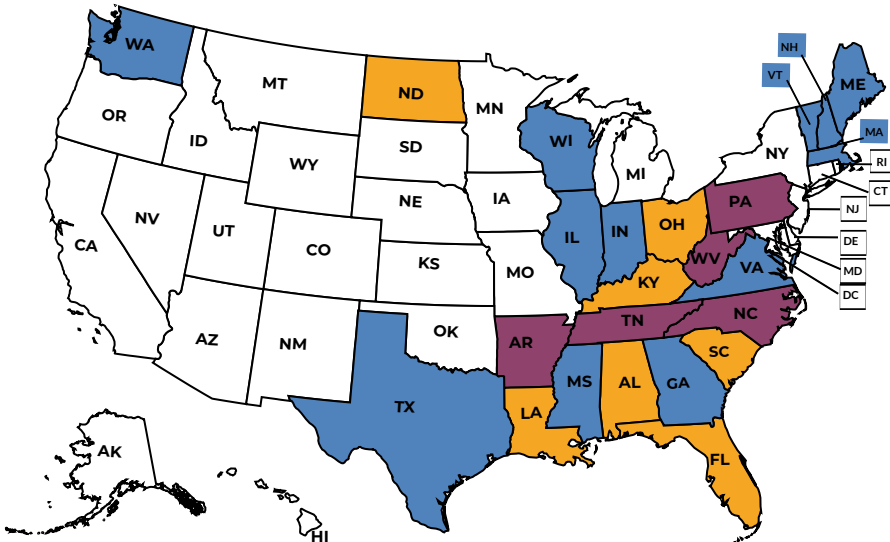


## Examination Requirement

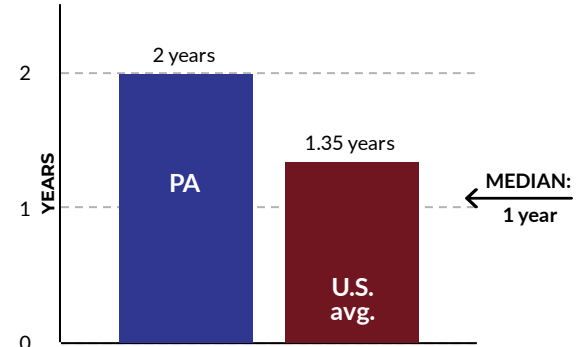


# Auctioneer

## Training / Experience Requirement



- No Apprenticeship Requirement
- 6 Month Apprenticeship Length
- 1 Year Apprenticeship Length
- 2 Years Apprenticeship Length
- States that do not license this occupation



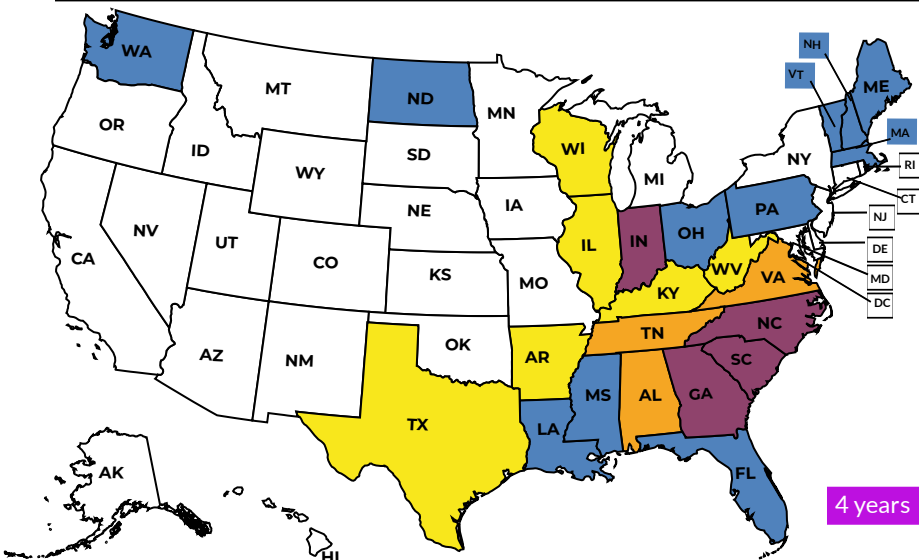
\*NH requires a 6 month long apprenticeship unless the applicant has attended auctioneer school then no apprenticeship is required.

\*NC requires a 2 year long apprenticeship unless the applicant has attended auctioneer school then no apprenticeship is required.

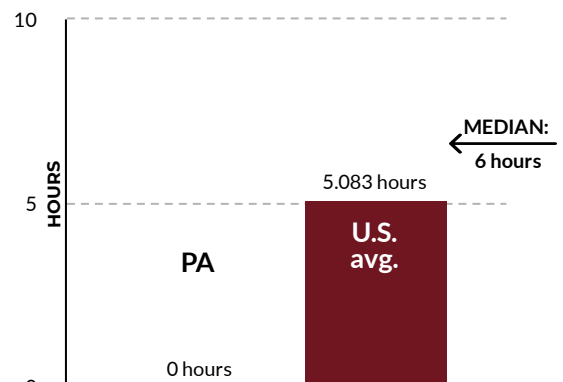
\*SC and VT require a 1 year long apprenticeship unless the applicant has attended auctioneer school then no apprenticeship is required.

\*WV requires a 2 year long apprenticeship unless the applicant has attended auctioneer school then a 6 month apprenticeship is required.

## Continuing Education Requirement

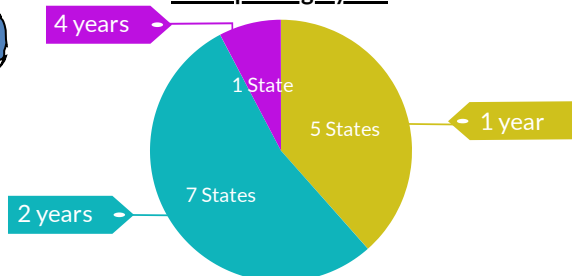


- 0 CE hours
- 6 CE hours/2 yr
- 8 CE hours/2 yr
- 12 CE hours/2 yr
- States that do not license this occupation



\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles

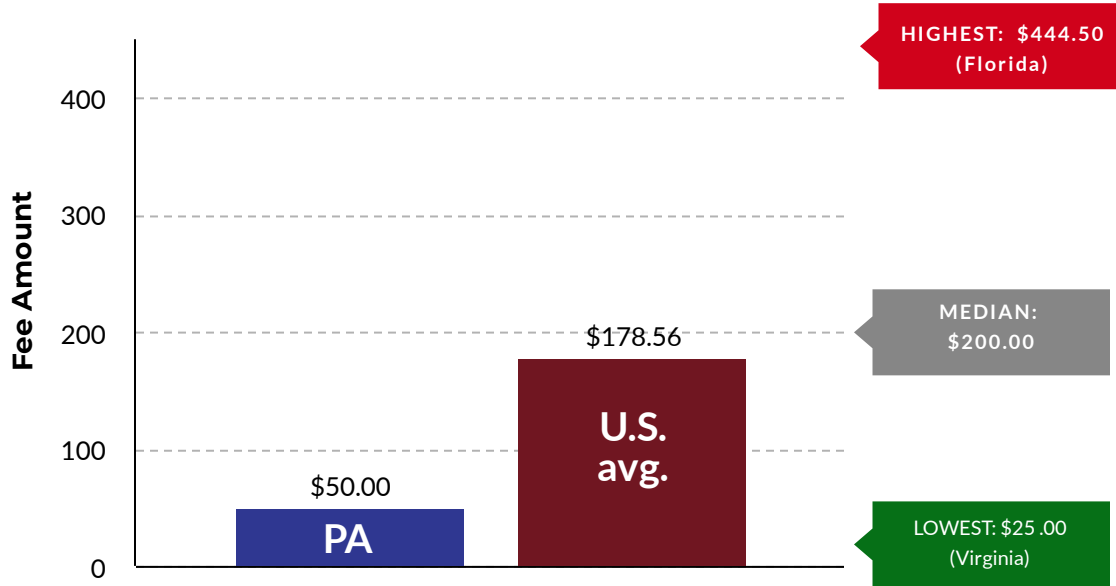


\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\*The pie chart excludes states that require 0 CE.

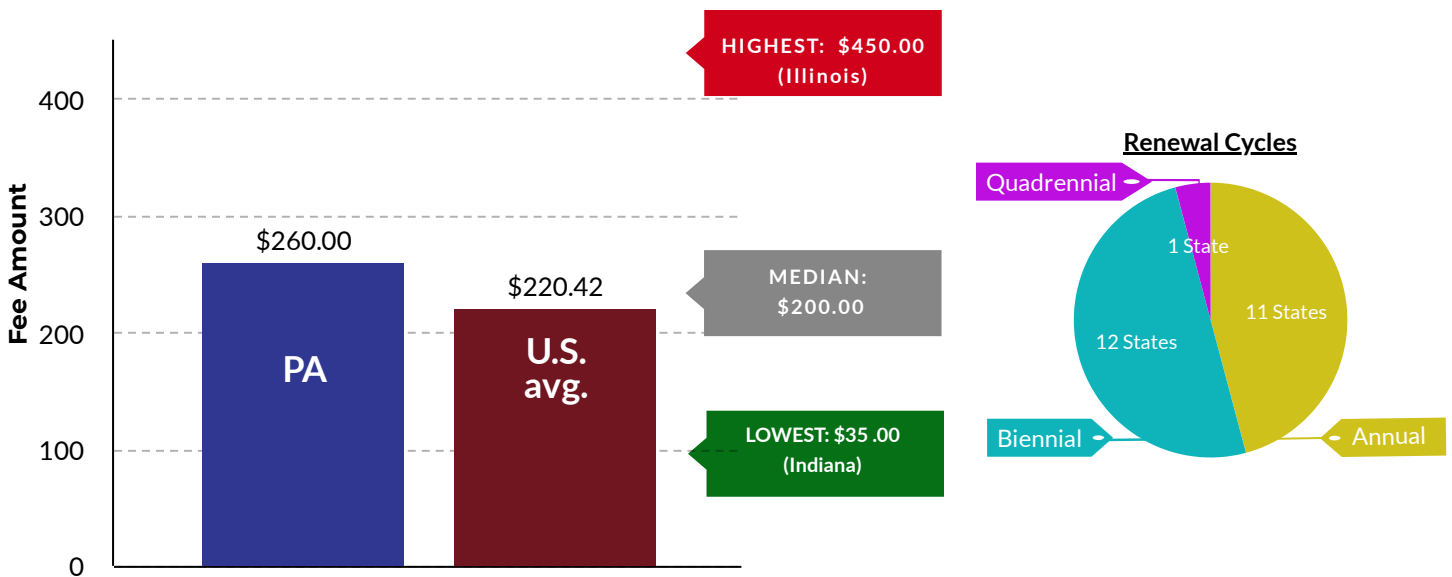
# Auctioneer

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Auctioneer

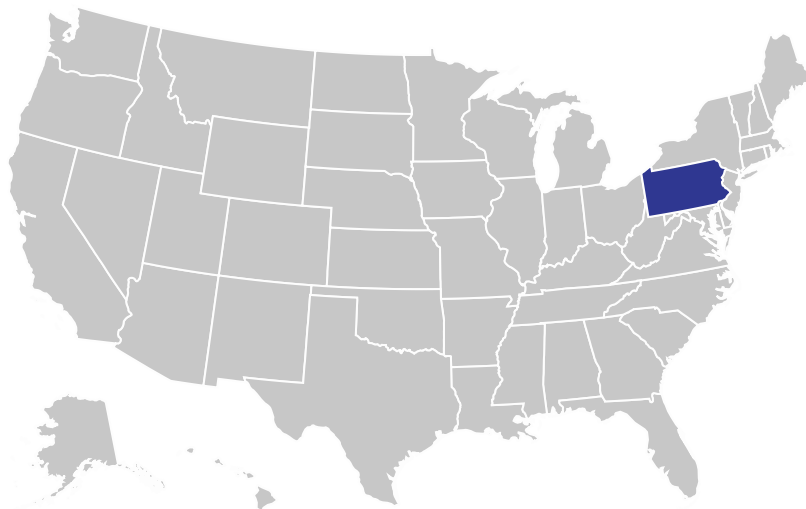
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Not Specified in Legislation</u>
Vermont	Alabama	New Hampshire	Maine
	Arkansas	North Carolina	North Dakota
	Florida	Ohio	Washington
	Georgia	Pennsylvania**	
	Illinois	South Carolina	
	Indiana	Tennessee	
	Kentucky	Texas	
	Louisiana	Virginia	
	Massachusetts	West Virginia	
	Mississippi	Wisconsin	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



# Trading Assistant



Pennsylvania is the only state that regulates Trading Assistants in the United States. Therefore, there is no comparable data on this occupation for the United States.

**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 activities requiring registration under section 5.1(a) of the Auctioneer Licensing and Trading Assistant Registration Act.

The text of the Act can be found at the following link:

<https://www.legis.state.pa.us/cfdocs/legis/li/uconsCheck.cfm?yr=2016&sessInd=0&act=88>

# Observation Section

## Apprentice Auctioneer

- **AL, KY, PA:** These states do not require a degree, but applicant must have obtained schooling from an auctioneer school.
- **LA:** Beginning in 2010, this state no longer requires continuing education. This state does not renew apprentice auctioneers.
- **TN:** This state requires a high school diploma or GED and schooling from an auctioneer school.
- **WV:** This state requires a 2 year long apprenticeship unless the applicant attended a nationally accredited graduate school of auctioneering then the apprenticeship length is only 6 months.

## Auctioneer

- **AL:** This state requires either the completion of auctioneer school and a 1 year apprenticeship or the completion of a 2 year apprenticeship.
- **FL, IN, LA, MA, ND, PA, TN, VA, WI:** These states do not require a degree, but schooling from an auctioneer school is required.
  - In Pennsylvania, the prescribed course of study in auctioneering shall consist of 20 credit hours of instruction in the following areas of study: Audience communications, Procurement of merchandise for auction, Appraisal, Auction law, Preparation for auction, and Conducting an auction
- **GA, KY, MS, TX:** These states require a high school diploma and schooling from an auctioneer school.
- **NH:** This state requires either the completion of auctioneer school or the completions of a 6 month apprenticeship.
- **NC:** This state requires either the completion of auctioneer school or the completions of a 2 year apprenticeship.
- **SC and VT:** These states require either the completion of auctioneer school or the completion of a 1 year apprenticeship.
- **WV:** This state requires either the completion of auctioneer school and a 6 month apprenticeship or the completion of a 2 year apprenticeship.

## Trading Assistant

- Only Pennsylvania licenses this occupation.

# Sources: State Licensing Boards

**Alabama**  
<http://www.auctioneer.state.al.us/>

**Alaska**  
Auctioneers are not licensed in this state.

**Arizona**  
Auctioneers are not licensed in this state.

**Arkansas**  
<https://www.aralb.com/>

**California**  
This state issues business licenses for auctioneers, but not occupational licenses.

**Colorado**  
This state issues business licenses for auctioneers, but not occupational licenses.

**Connecticut**  
Auctioneers are not licensed in this state.

**Delaware**  
This state issues business licenses for auctioneers, but not occupational licenses.

**District of Columbia**  
This state issues business licenses for auctioneers, but not occupational licenses.

**Florida**  
<http://www.myfloridalicense.com/DBPR/auctioneers/>

**Georgia**  
<https://sos.ga.gov/index.php/licensing/plb/9>

**Hawaii**  
This state issues business licenses for auctioneers, but not occupational licenses.

**Idaho**  
Auctioneers are not licensed in this state.

**Illinois**  
<https://idfpr.com/profs/auctioneers.asp>

**Indiana**  
<https://www.in.gov/pla/auction.htm>

**Iowa**  
Auctioneers are not licensed in this state.

**Kansas**  
Auctioneers are not licensed in this state.

**Kentucky**  
<https://auctioneers.ky.gov/Pages/default.aspx>

**Louisiana**  
<http://www.lalb.org/licensing.php>

**Maine**  
<https://www.maine.gov/pfr/professionallicensing/professions/auctioneers/index.html>

**Maryland**  
Auctioneers licensed at the municipality level.

**Massachusetts**  
<https://www.mass.gov/auctioneer-licensing>

**Michigan**  
Auctioneers are not licensed in this state.

**Minnesota**  
Auctioneers licensed at the municipality level.

**Mississippi**  
<https://www.auctioneers.ms.gov/>

**Missouri**  
Auctioneers are not licensed in this state.

**Montana**  
Auctioneers are not licensed in this state.

**Nebraska**  
Auctioneers are not licensed in this state.

**Nevada**  
Auctioneers are not licensed in this state.

**New Hampshire**  
<http://sos.nh.gov/auctioneers.aspx>

**New Jersey**  
Auctioneers are not licensed in this state.

**New Mexico**  
Auctioneers are not licensed in this state.

**New York**  
Auctioneers licensed at the municipality level.

**North Carolina**  
<http://www.ncalb.org/>

**North Dakota**  
<https://psc.nd.gov/public/laws/lawsauctions.php>

**Ohio**  
<https://agri.ohio.gov/wps/portal/gov/oda/programs/auctioneers/home/>

**Oklahoma**  
Auctioneers are not licensed in this state.

**Oregon**  
Auctioneers are not licensed in this state.

**Pennsylvania**  
<https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/AuctioneerExaminers/Pages/default.aspx>

**Rhode Island**  
Auctioneers are not licensed in this state as of 2015.

**South Carolina**  
<https://lir.sc.gov/auc/pub.aspx>

**South Dakota**  
Auctioneers are not licensed in this state.

**Tennessee**  
<https://www.tn.gov/commerce/regboards/auctioneers>

**Texas**  
<https://www.tdlr.texas.gov/auc/auction.htm>

**Utah**  
Auctioneers are not licensed in this state.

**Vermont**  
<https://www.sec.state.vt.us/professional-regulation/list-of-professions/auctioneers.aspx>

**Virginia**  
<http://www.dpor.virginia.gov/Boards/Auctioneers/>

**Washington**  
<https://www.dol.wa.gov/business/auctioneers/>

**West Virginia**  
<https://agriculture.wv.gov/divisions/executive/Pages/Auctioneers.aspx>

**Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/Auctioneer/Default.aspx>

**Wyoming**  
Auctioneers are not licensed in this state.

# **Occupational Licensing Study 50 State Comparison**

State Board of Barber Examiners

Barber  
Barber Teacher



Presented by the Pennsylvania  
Department of State

2020

# Barber

An individual who is engaged in the practice of barbering.

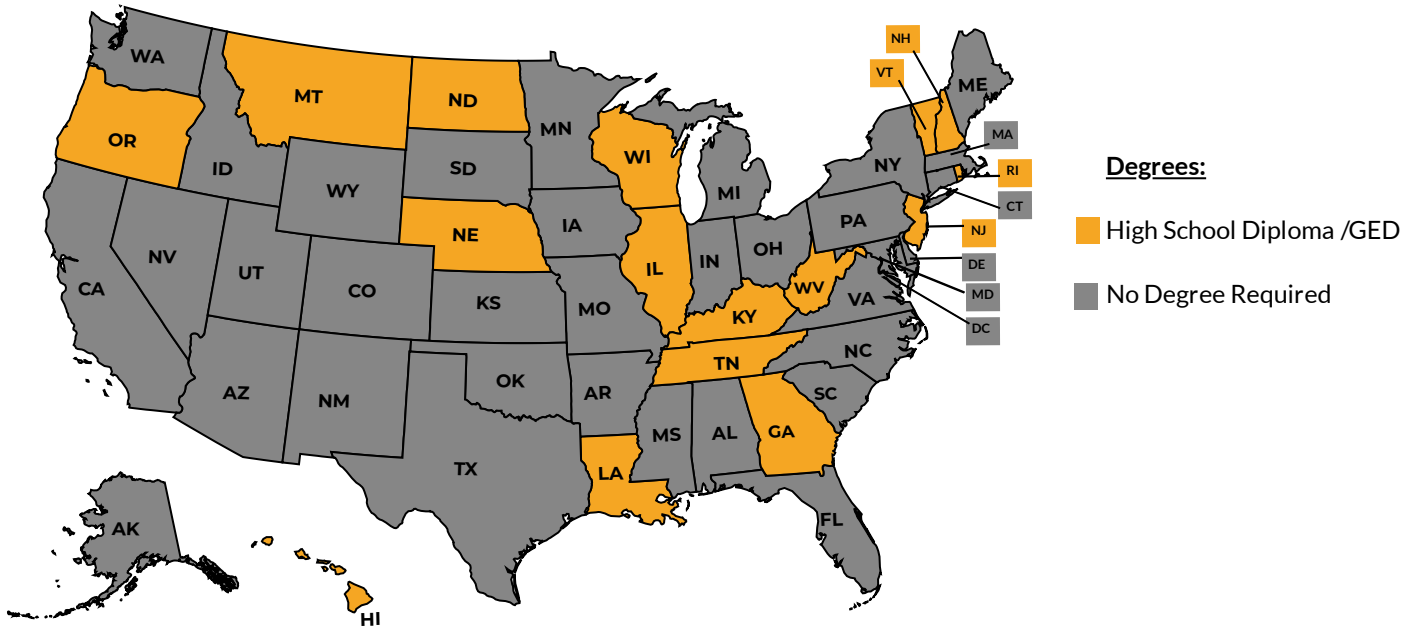
Barbering includes the following services: to shave or trim the beard; to cut, shape, trim or blend the hair with the proper tools or instruments designed for this purpose; to shape the eyebrows, to give facial and scalp massaging, facial and scalp treatment, with any preparations made for this purpose, 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.

# Barber Teacher

An individual to whom a barber-teacher's license has been issued and provide students with the skills and knowledge necessary to enter the barbering occupation.

# Barber

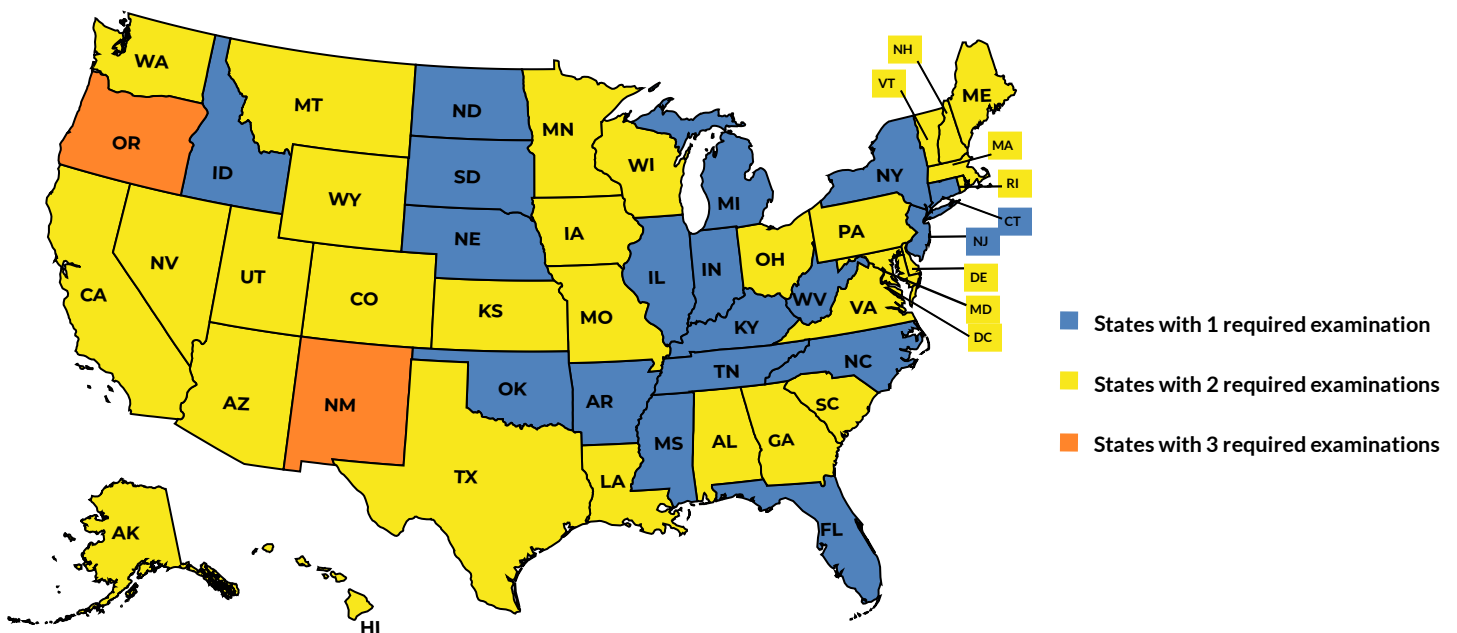
## Degree Requirement



\*AL, AR, CA, CT, DE, DC, IN, ME, MO, NV, NM, NY, OH, OK, PA, SC, and TX require some high school education, but not a high school diploma.

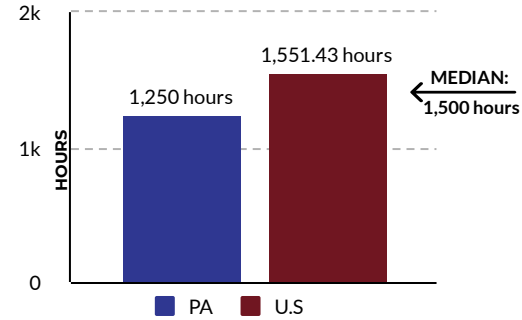
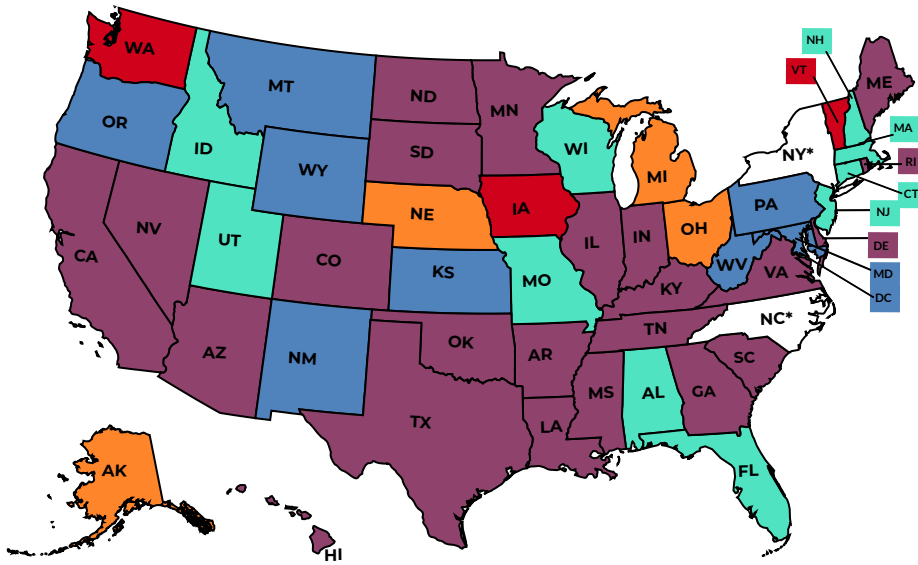
\*AK, AZ, CO, ID, IL, IA, KS, KY, MI, MN, MS, NC, ND, OR, RI, SD, TN, UT, WA, and WY require the applicant to attend Barber School.

## Examination Requirement



# Barber

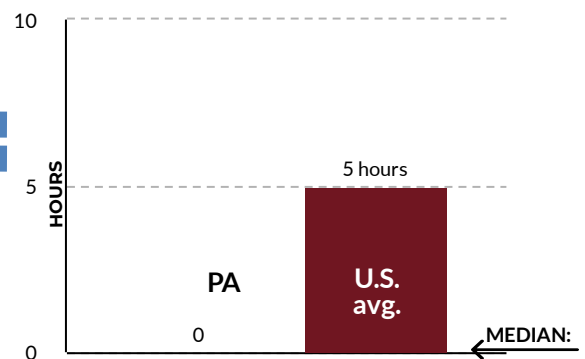
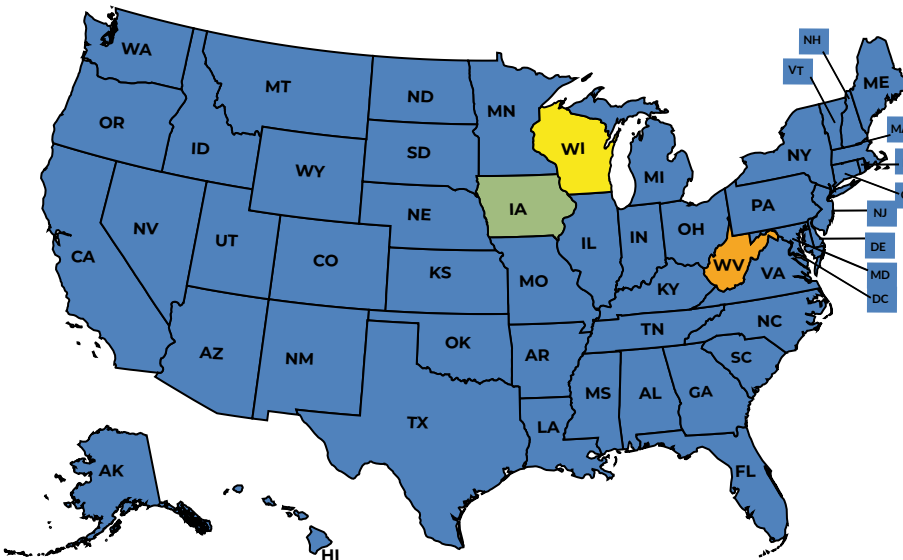
## Training / Experience Requirement



- 800 - 1000 Hours
- 1000 - 1499 Hours
- 1500 Hours
- 1501 - 1800 Hours
- 1800 - 2100 Hours

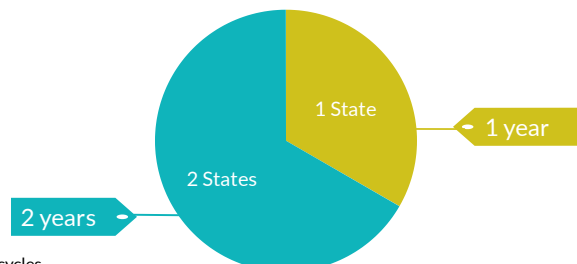
\*NY and NC require 1 year and 2 years of experience respectively, rather than an hour requirement. These states are not included in the average and median calculations.

## Continuing Education Requirement



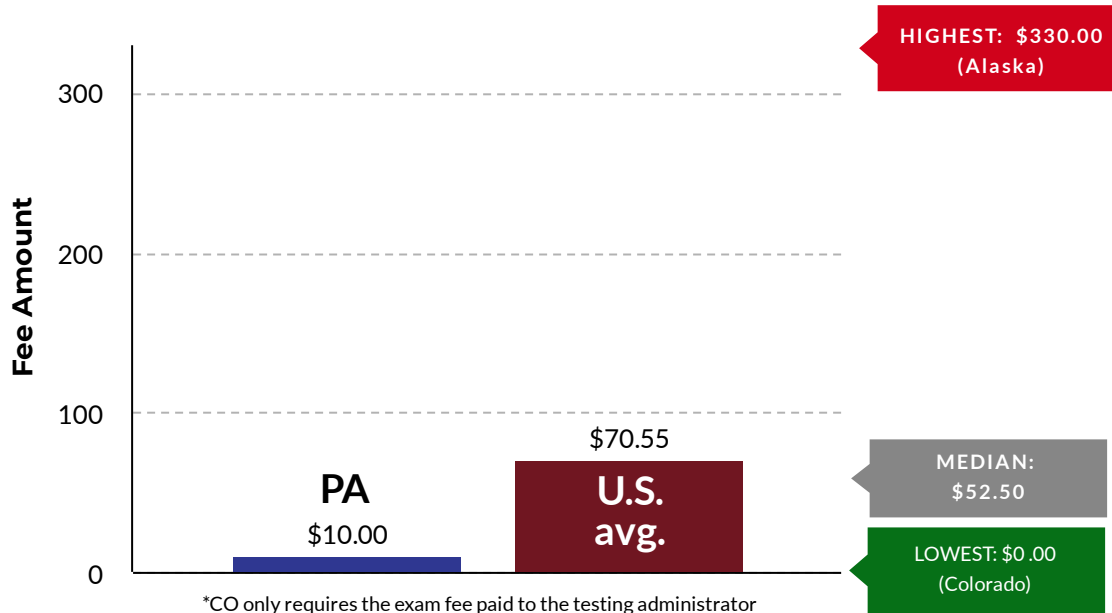
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



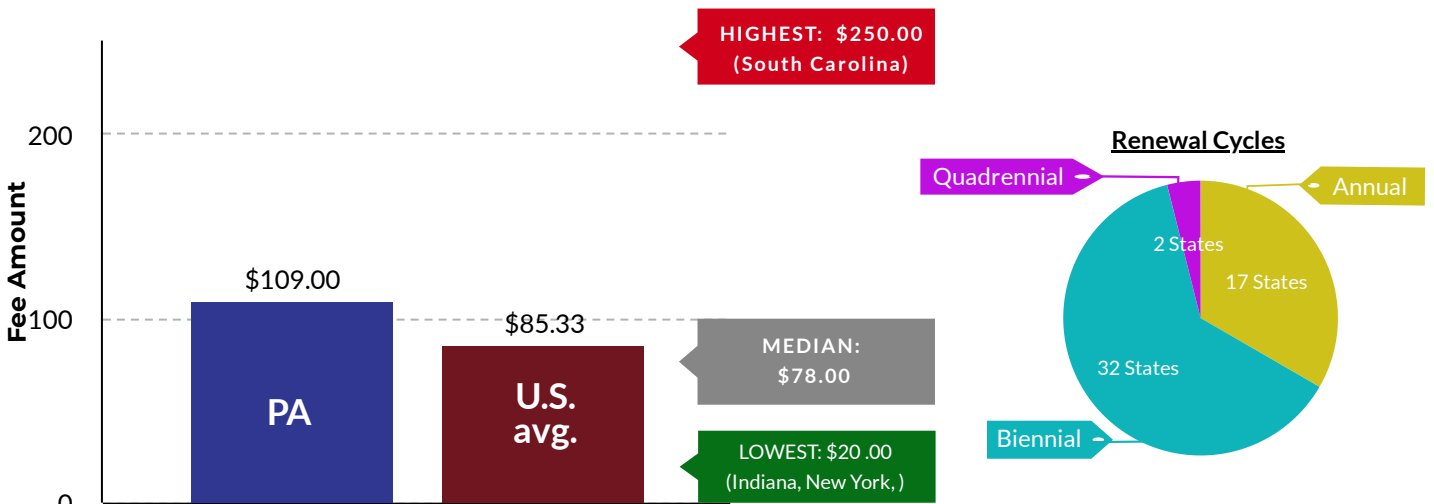
# Barber

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles



# Barber

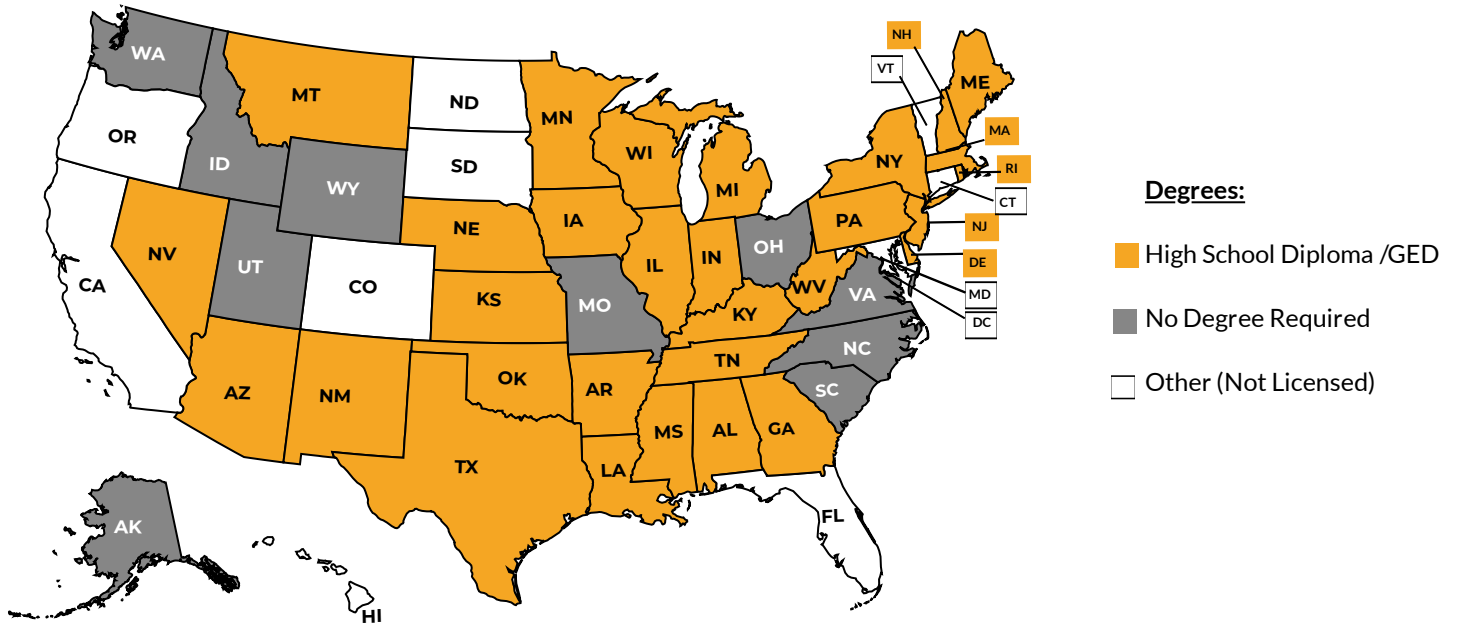
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Not Specified in Legislation</u>
Alaska	Alabama	New Hampshire	
Colorado	Arizona	New Mexico	Hawaii
Connecticut	Arkansas	New York	Utah
District of Columbia	California	North Carolina	
Florida	Delaware	North Dakota	
Georgia	District of Columbia	Ohio	
Idaho	Indiana	Oklahoma	
Illinois	Iowa	Oregon	
Kentucky	Kansas	Pennsylvania**	
Maine	Louisiana	South Carolina	
Maryland	Michigan	South Dakota	
Massachusetts	Minnesota	Tennessee	
Montana	Mississippi	Texas	
Nebraska	Missouri	Vermont	
Nevada	Nebraska	Washington	
New Jersey			
Rhode Island			
Virginia			
West Virginia			
Wisconsin			
Wyoming			

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

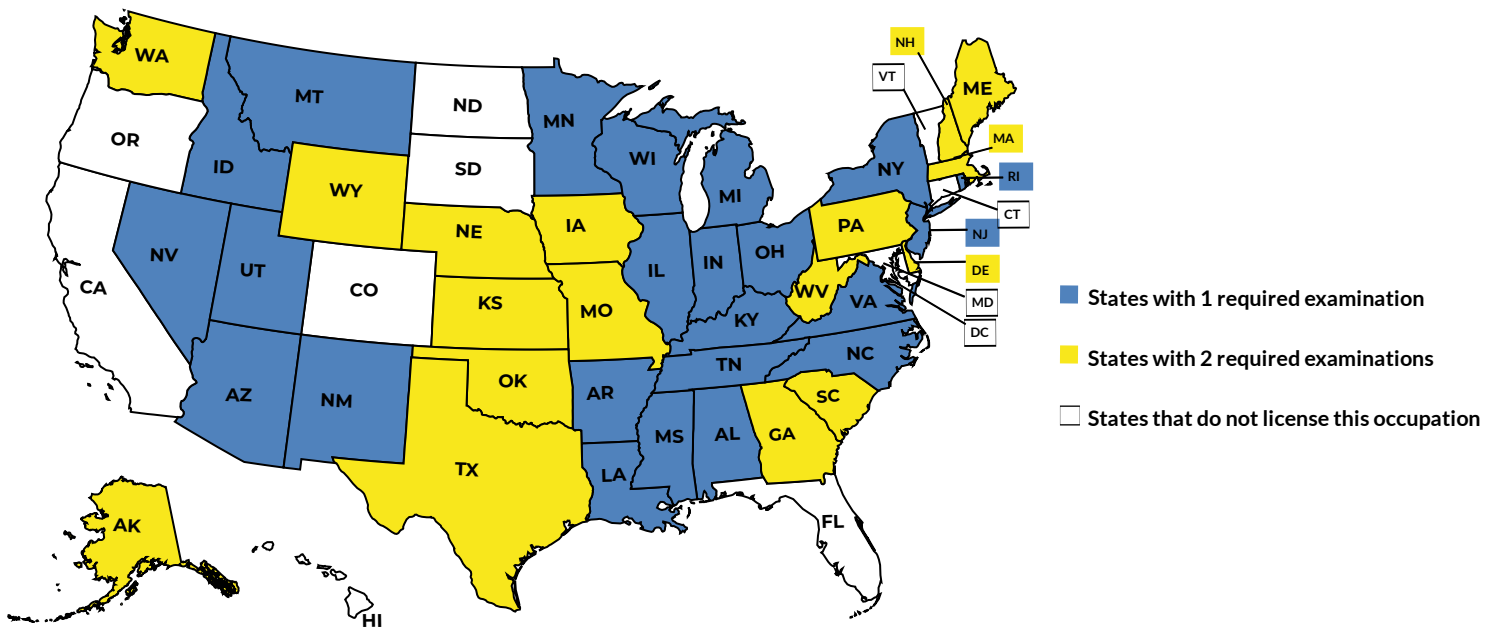
# Barber Teacher

## Degree Requirement



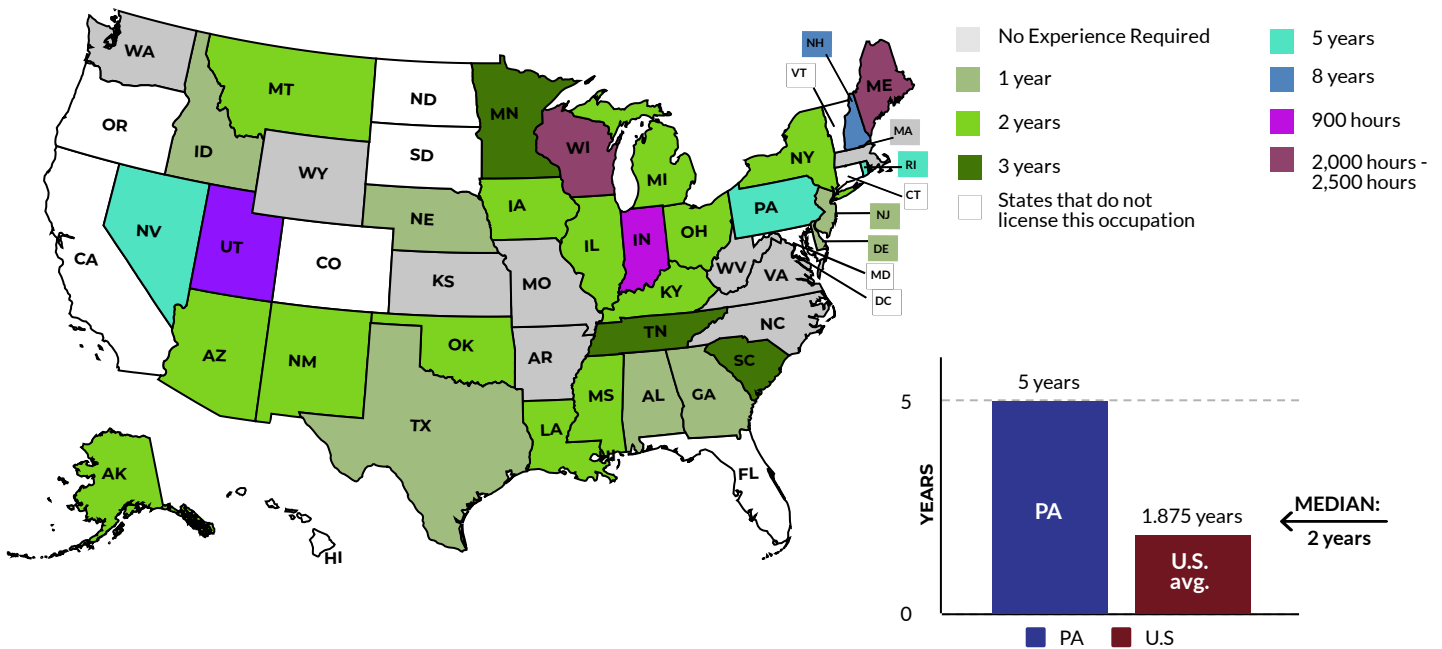
\*CT does not require a license, but instructors must meet certain requirements.

## Examination Requirement



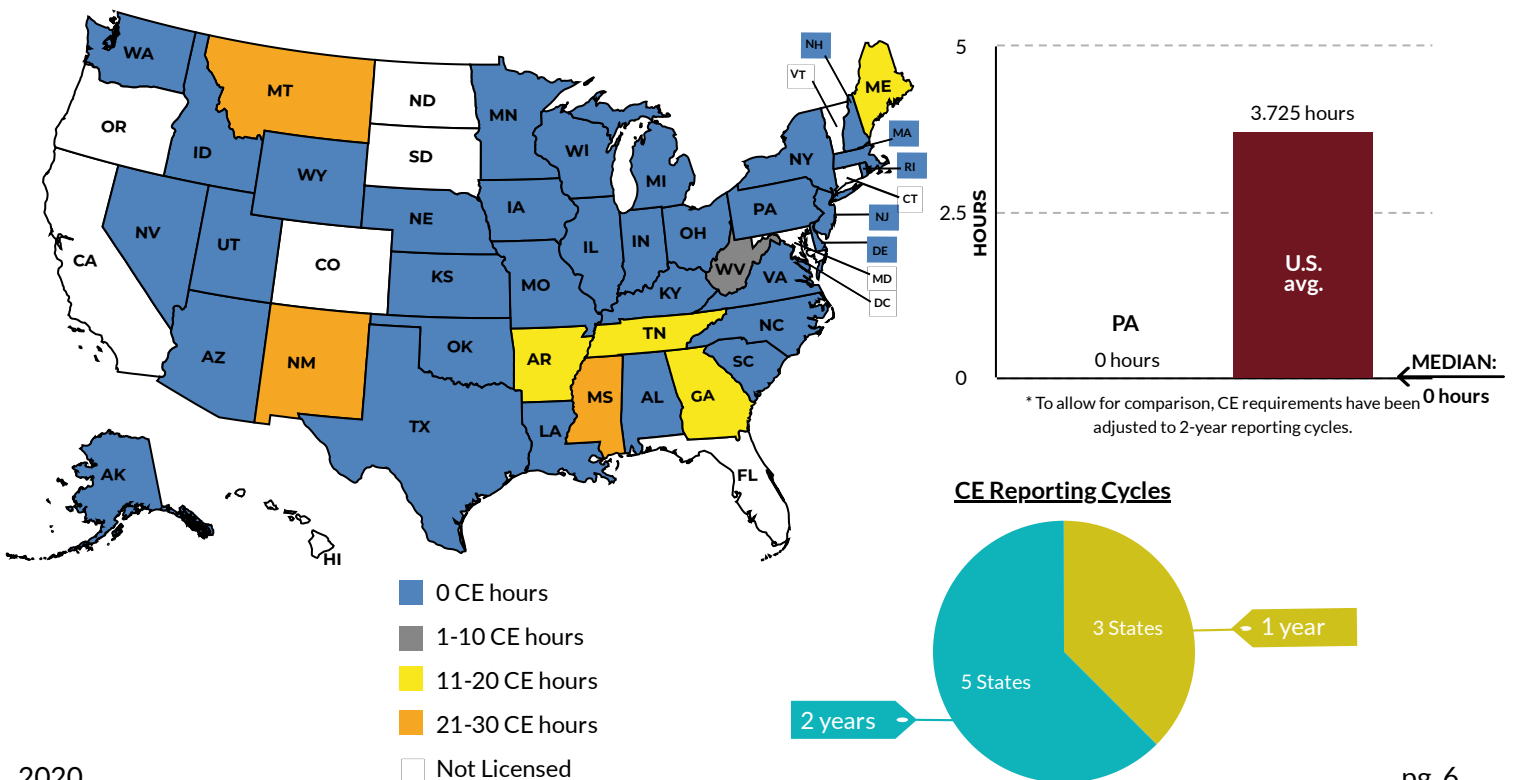
# Barber Teacher

## Training / Experience Requirement



\*The four states that have an hour requirement rather than a year requirement were left out for comparisons.

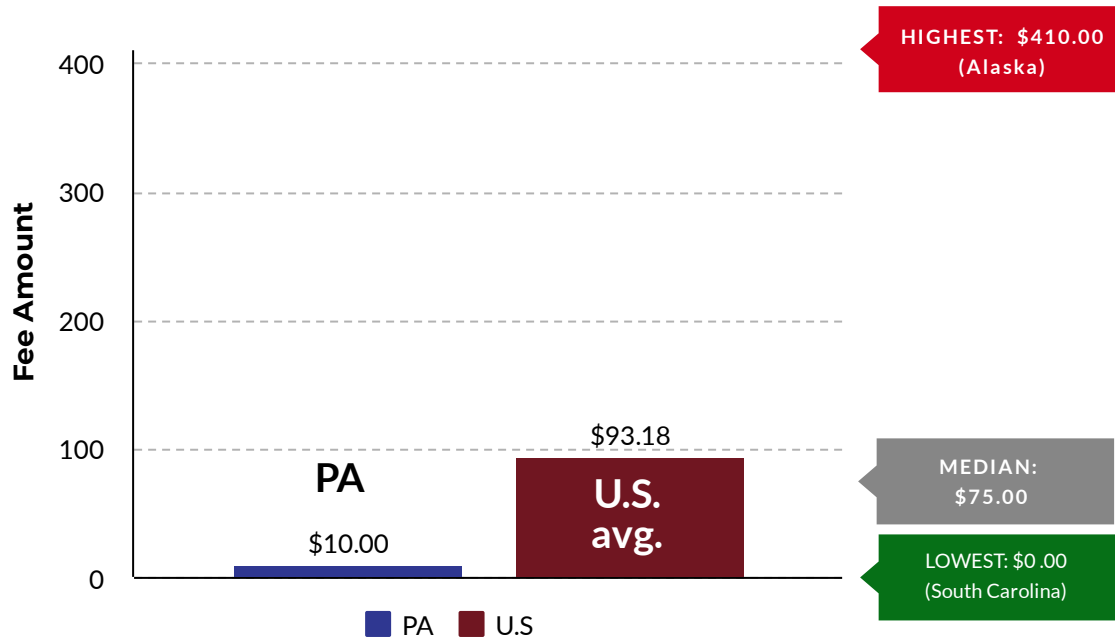
## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

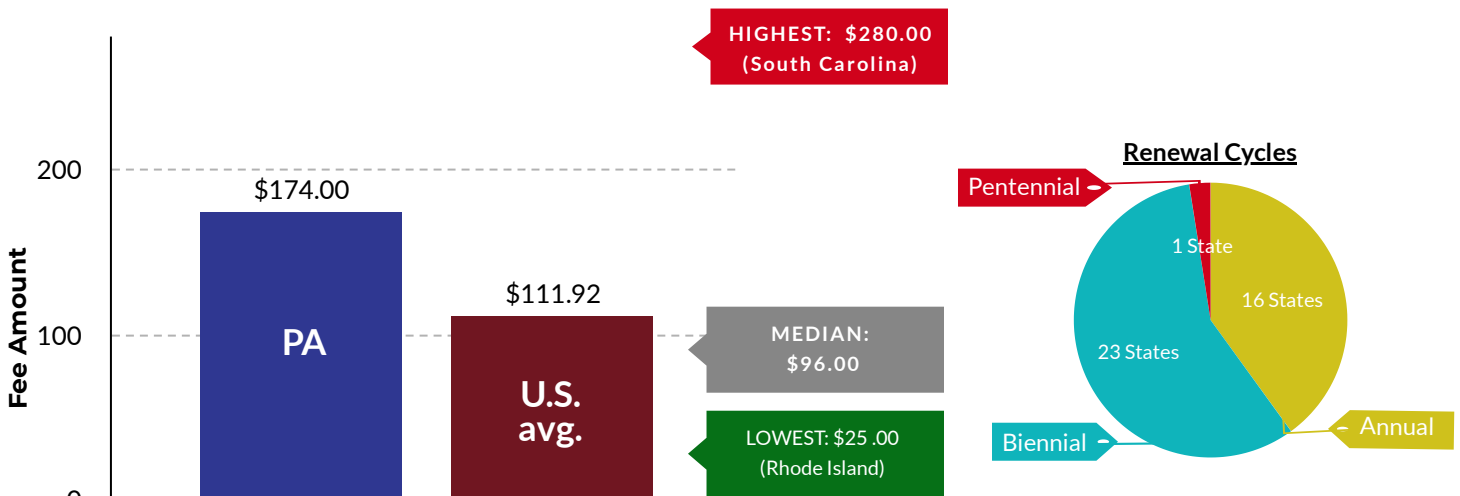
# Barber Teacher

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Pie chart excludes unlicensed states; CA, CO, CT, D.C, FL, HI, MD, ND, OR, SD, VT

# Barber Teacher

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Not Specified in Legislation</u>
Georgia	Alabama	Missouri	
Idaho	Alaska	Nevada	New Jersey
Illinois	Arizona	New Hampshire	North Carolina
Iowa	Arkansas	New Mexico	South Carolina
Kentucky	Delaware	Ohio	Wisconsin
Maine	Indiana	Oklahoma	
Massachusetts	Kansas	Pennsylvania**	
Montana	Louisiana	Tennessee	
Nebraska	Michigan	Texas	
New York	Minnesota	Virginia	
Rhode Island	Mississippi	West Virginia	
Utah			
Washington			
Wyoming			

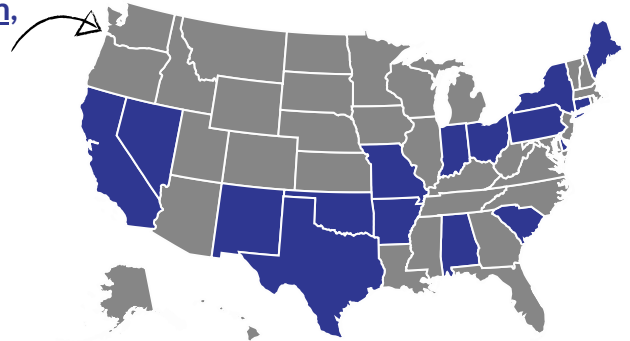
\*The states not listed above do not license this occupation.

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

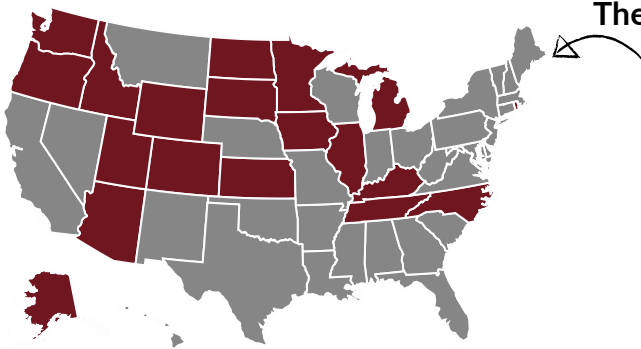
The following states require some high school education, but not a high school diploma for a Barbering License.

- |             |                |
|-------------|----------------|
| Alabama     | Nevada         |
| Arkansas    | New Mexico     |
| California  | New York       |
| Connecticut | Ohio           |
| Delaware    | Oklahoma       |
| D.C         | Pennsylvania   |
| Indiana     | South Carolina |
| Maine       | Texas          |
| Missouri    |                |



The following states require the applicant to attend Barber School for a Barbering License.

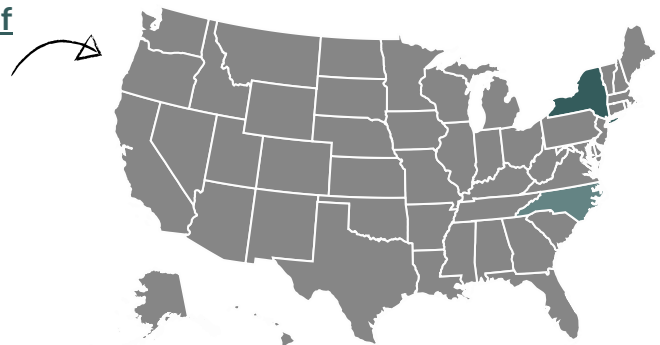
- |           |                |
|-----------|----------------|
| Alaska    | North Carolina |
| Arizona   | North Dakota   |
| Colorado  | Oregon         |
| Idaho     | Rhode Island   |
| Illinois  | South Dakota   |
| Iowa      | Tennessee      |
| Kansas    | Utah           |
| Kentucky  | Washington     |
| Michigan  | Wyoming        |
| Minnesota |                |



The following states require 1 year and 2 years of experience respectively, rather than an hour requirement, for a Barbering License.

\*These states are not included in the average and median calculations in the graph on page 2

- New York - 2 years
- North Carolina - 1 year



## Barber Teacher

- **Connecticut:** This state does not require a license, but instructors must meet certain requirements.
- **Alabama, Kansas, Louisiana, Massachusetts, Mississippi, Nebraska, Rhode Island, and West Virginia:** Require the applicant to obtain a high school diploma and attend barbering school.
- **Arkansas and Wyoming:** These states do not require a degree, but applicant must attend barbering school.
- **Idaho:** This state does not require a high school diploma, but applicant must have a tenth grade education.

# Sources: State Licensing Boards

**Alabama**  
<https://aboc.alabama.gov/>

**Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofBarbersHairdressers.aspx>

**Arizona**  
<https://barberboard.az.gov/>

**Arkansas**  
<https://www.arbarber.com/>

**California**  
<https://www.barbercosmo.ca.gov/>

**Colorado**  
[https://www.colorado.gov/pacific/dora/Barber\\_Cosmetology](https://www.colorado.gov/pacific/dora/Barber_Cosmetology)

**Connecticut**  
<https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Barber/Barber-Licensing>

**Delaware**  
<https://dpr.delaware.gov/boards/cosmetology/>

**District of Columbia**  
<https://www.dcopla.com/bbc/>

**Florida**  
[https://www.myfloridalicense.com/CheckListDetail.aspx?SID=&xactCode=1010&clientCode=0301&XACT\\_DEFN\\_ID=5060](https://www.myfloridalicense.com/CheckListDetail.aspx?SID=&xactCode=1010&clientCode=0301&XACT_DEFN_ID=5060)

**Georgia**  
<https://sos.ga.gov/index.php/licensing/plb/16>

**Hawaii**  
<https://cca.hawaii.gov/pvl/boards/barber/>

**Idaho**  
<https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=BCB>

**Illinois**  
<https://www.idfpr.com/profs/Barber.asp>

**Indiana**  
<https://www.in.gov/pla/2686.htm>

**Iowa**  
<https://idph.iowa.gov/Licensure/Iowa-Board-of-Barbering>

**Kansas**  
<https://kbob.kansas.gov/>

**Kentucky**  
<https://barbering.ky.gov/Pages/default.aspx>

**Louisiana**  
<https://www.cfprd.doa.louisiana.gov/boardsandcommissions/viewBoard.cfm?board=4>

**Maine**  
<https://www.maine.gov/pfr/professionallicensing/professions/barbers/index.html>

**Maryland**  
<https://www.dllr.state.md.us/license/barbers/>

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

**Michigan**  
[https://www.michigan.gov/lara/0,4601,7-154-89334\\_72600\\_72602\\_72731\\_72861--,00.html](https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72602_72731_72861--,00.html)

**Minnesota**  
<https://mn.gov/boards/barber-examiners/>

**Mississippi**  
<http://www.msbarberboard.com/>

**Missouri**  
<https://pr.mo.gov/cosbar.asp>

**Montana**  
<http://boards.bsd.dli.mt.gov/cos>

**Nebraska**  
<https://barbers.nebraska.gov/>

**Nevada**  
<http://barber.nv.gov/>

**New Hampshire**  
<https://www.oplc.nh.gov/cosmetology/>

**New Jersey**  
<https://www.njconsumeraffairs.gov/cos>

**New Mexico**  
[http://www.rld.state.nm.us/boards/Barbers\\_and\\_Cosmetologists.aspx](http://www.rld.state.nm.us/boards/Barbers_and_Cosmetologists.aspx)

**New York**  
<https://www.dos.ny.gov/licensing/barber/barbering.html>

**North Carolina**  
<https://www.ncbarbers.com/>

**North Dakota**  
<https://www.ndbarbers.org/>

**Ohio**  
<https://cos.ohio.gov/>

**Oklahoma**  
<https://www.ok.gov/cosmo/>

**Oregon**  
<https://www.oregon.gov/oha/PH/HLO/Pages/Board-Cosmetology-Barber-License.aspx>

**Pennsylvania**  
<https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/BarberExaminers/Pages/default.aspx>

**Rhode Island**  
<https://health.ri.gov/find/licensees/index.php?prof=Cosmetology/Barbering>

**South Carolina**  
<https://llr.sc.gov/bar/pub.aspx>

**South Dakota**  
<https://dlr.sd.gov/barber/default.aspx>

**Tennessee**  
<https://www.tn.gov/commerce/regboards/cosmo.html>

**Texas**  
<https://www.tdlr.texas.gov/barbers/barbers.htm>

**Utah**  
<https://dopl.utah.gov/cosmo/index.html>

**Vermont**  
[https://governor.vermont.gov/boards\\_and\\_commissions/barbers\\_and\\_cosmetologists](https://governor.vermont.gov/boards_and_commissions/barbers_and_cosmetologists)

**Virginia**  
<http://www.dpor.virginia.gov/Boards/BarberCosmo/>

**Washington**  
<https://www.dol.wa.gov/business/cosmetology/>

**West Virginia**  
<https://www.wvbbc.com/>

**Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/Barber/Default.aspx>

**Wyoming**  
<http://cosmetology.wy.gov/>

# **Occupational Licensing Study 50 State Comparison**

State Board of Chiropractic

Chiropractor



Presented by the Pennsylvania  
Department of State

2020

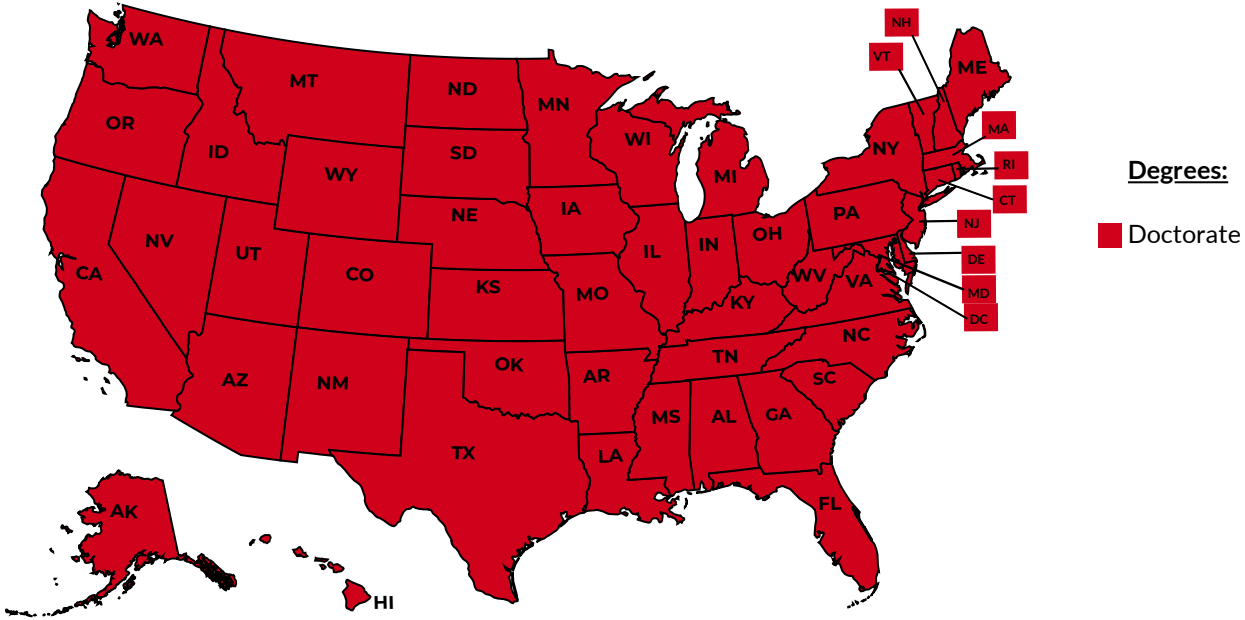


# Chiropractor

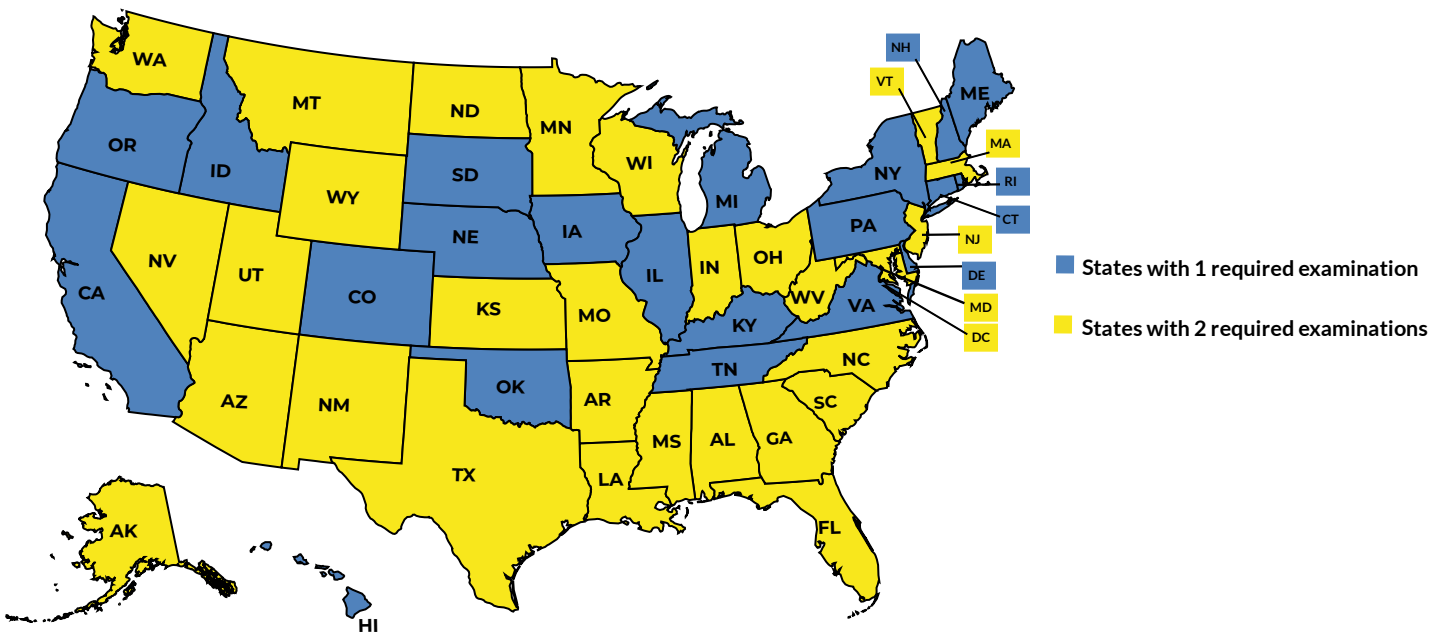
**A licensed practitioner of chiropractic.**

**Chiropractic is 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-rays.**

# Chiropractor Degree Requirement

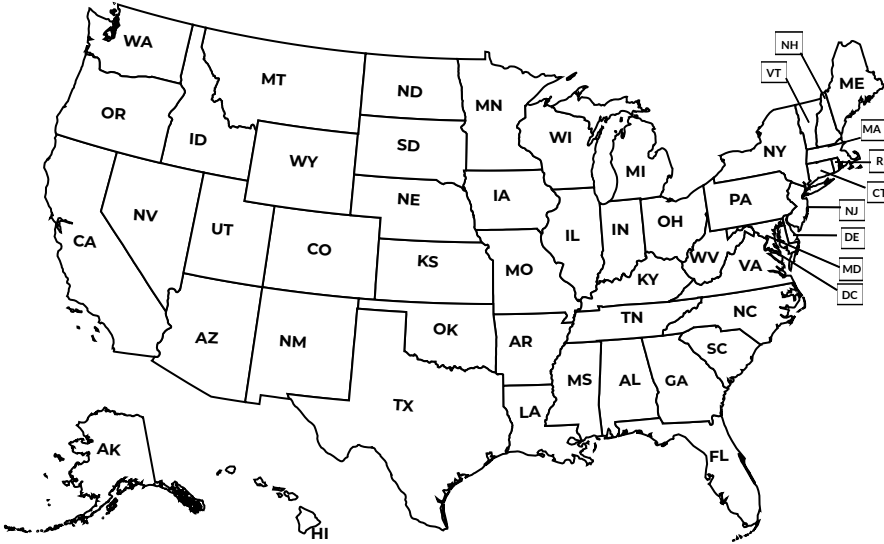


# Examination Requirement



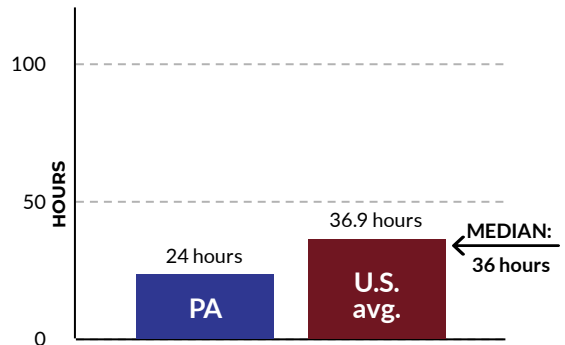
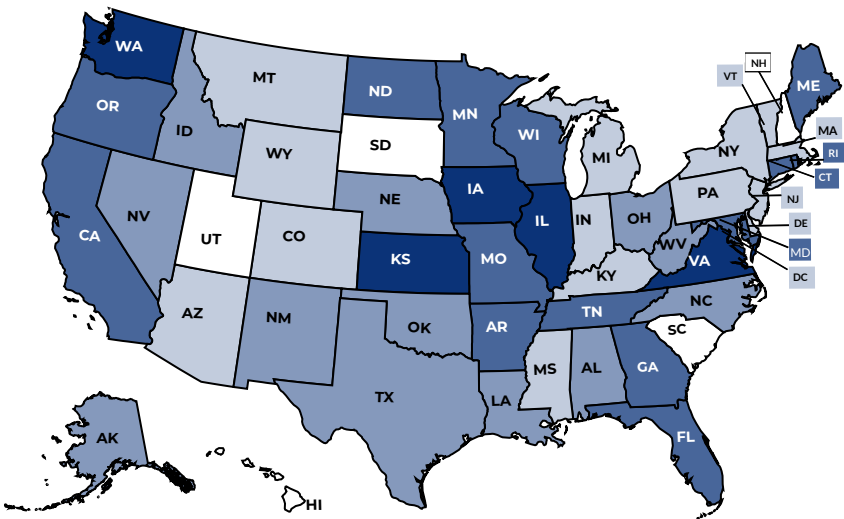
# Chiropractor

## Training / Experience Requirement



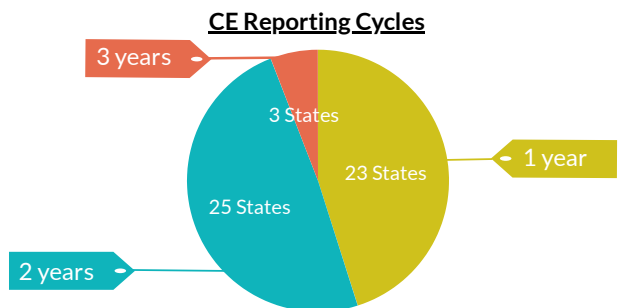
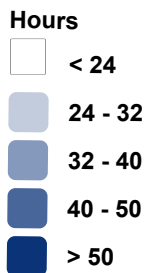
**\*All chiropractors must complete a practicum in order to obtain their doctorate degree.**

## Continuing Education Requirement



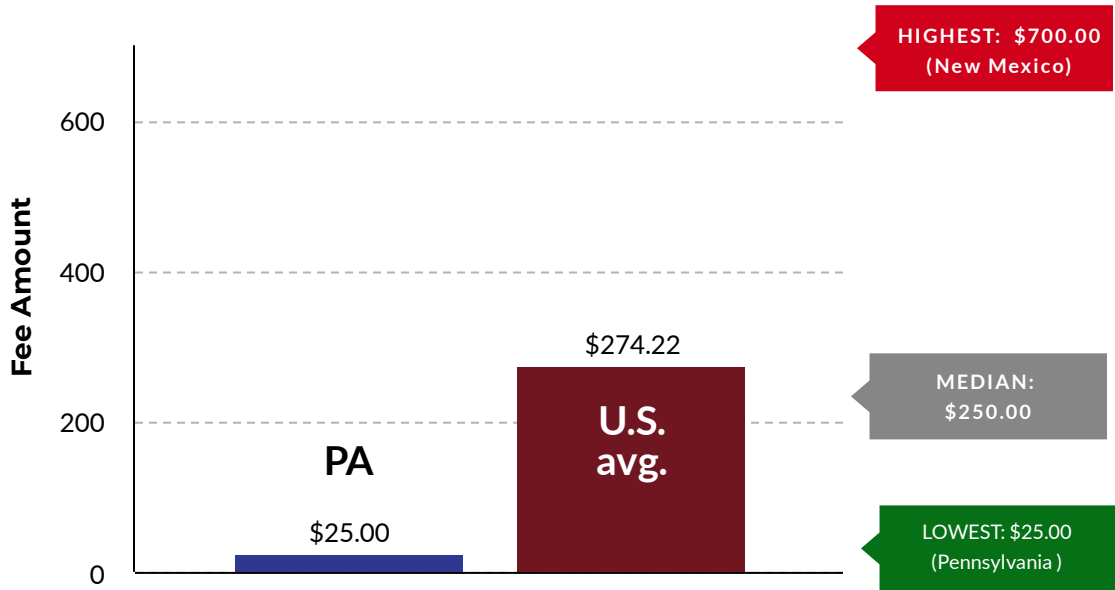
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



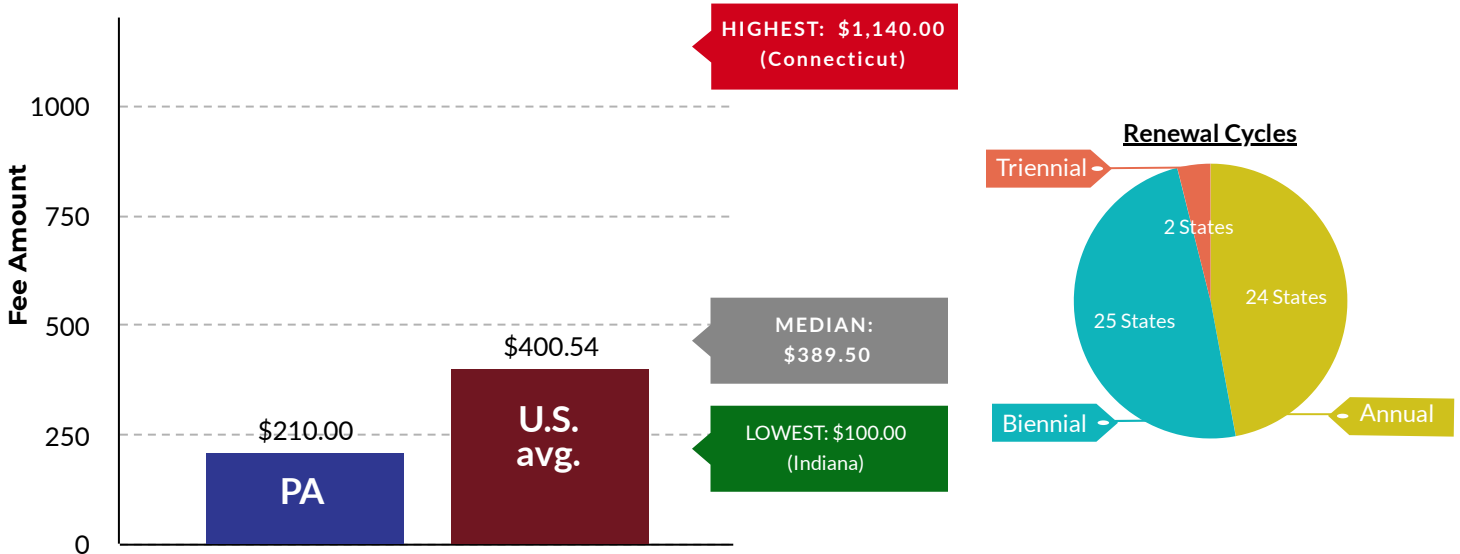
# Chiropractor

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*CO is excluded from the calculations for the average and median because Chiropractors are notified at the time of renewal what the fee is and it is not public knowledge.

# Chiropractor

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Arkansas
Connecticut	Arizona	Florida
Idaho	California	Kentucky
Illinois	Delaware	New Mexico
Iowa	District of Columbia	
Kansas	Georgia	
Maine	Hawaii	
Maryland	Indiana	
Michigan	Louisiana	
Montana	Massachusetts	
Nevada	Mississippi	
New Hampshire	Missouri	
New Jersey	Nebraska	
New York	Ohio	
Rhode Island	Oklahoma	
Utah	Oregon	
Vermont	Pennsylvania**	
Virginia	South Carolina	
Washington	South Dakota	
West Virginia	Tennessee	
Wisconsin		
Wyoming		

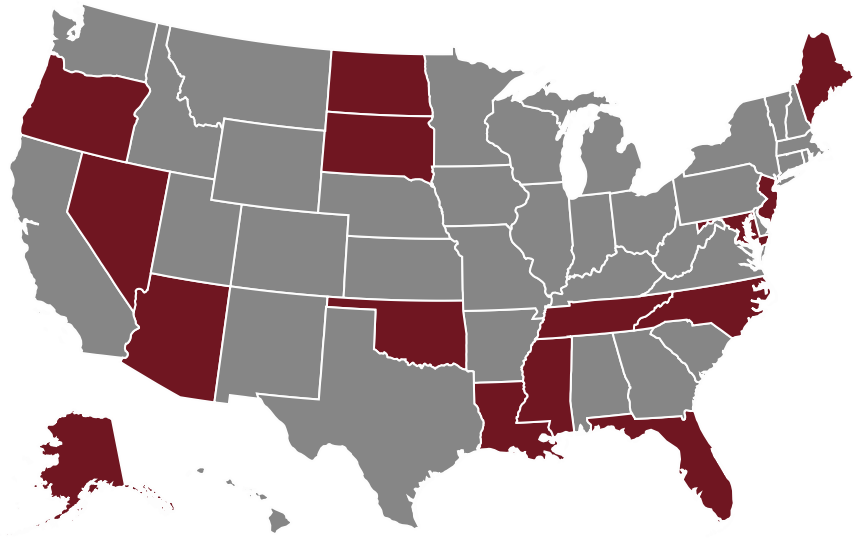
\*Alaska, Minnesota, North Carolina, North Dakota, and Texas do not specifically state endorsement or reciprocity, but state that they license through "credentials" and "substantial equivalency".

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

## The Following State Regulate Chiropractor Assistants

- Alaska
- Arizona
- Florida
- \*Louisiana
- Maine
- Maryland
- Mississippi
- Nevada
- New Jersey
- North Carolina
- North Dakota
- Oklahoma
- Oregon
- South Dakota
- Tennessee



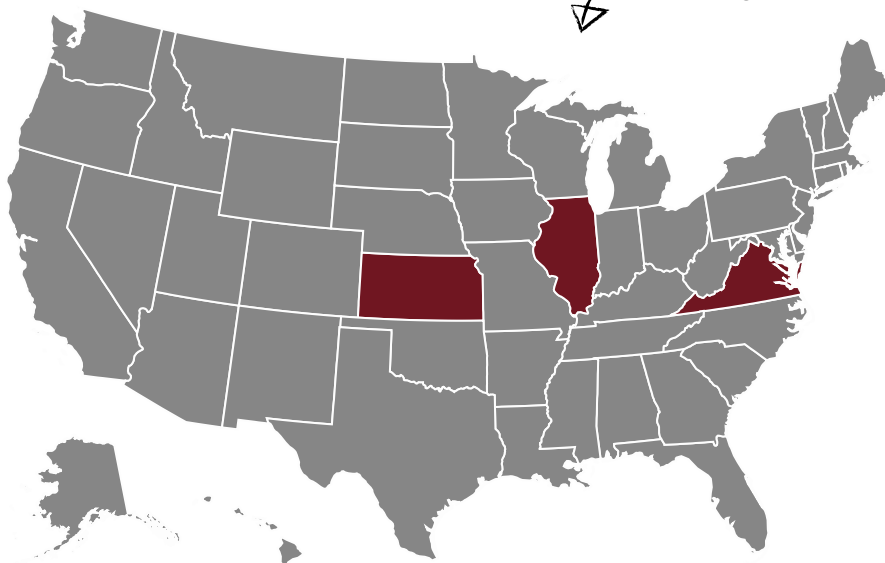
\* Certificate of chiropractic assistants to perform chiropractic x-ray functions.

## States that do not have an individual Chiropractic Licensing Board or Commission

Illinois - State Medical Licensing Board

Kansas - Board of Healing Arts

Virginia - Board of Medicine



# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://www.chiro.state.al.us/">http://www.chiro.state.al.us/</a>	<b>Maryland</b> <a href="https://health.maryland.gov/chiropractic/Pages/index.aspx">https://health.maryland.gov/chiropractic/Pages/index.aspx</a>	<b>Oregon</b> <a href="https://www.oregon.gov/obce/Pages/index.aspx">https://www.oregon.gov/obce/Pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.alaskachiropracticsociety.com/">https://www.alaskachiropracticsociety.com/</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-of-chiropractors">https://www.mass.gov/orgs/board-of-registration-of-chiropractors</a>	<b>Pennsylvania</b> <a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Chiropractic/Pages/default.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Chiropractic/Pages/default.aspx</a>
<b>Arizona</b> <a href="https://chiroboard.az.gov/">https://chiroboard.az.gov/</a>	<b>Michigan</b> <a href="https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_27531--,00.html">https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_27531--,00.html</a>	<b>Rhode Island</b> <a href="https://health.ri.gov/licenses/detail.php?id=250">https://health.ri.gov/licenses/detail.php?id=250</a>
<b>Arkansas</b> <a href="http://www.arkansas.gov/asbce/">http://www.arkansas.gov/asbce/</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/chiropractic-examiners/">https://mn.gov/boards/chiropractic-examiners/</a>	<b>South Carolina</b> <a href="https://llr.sc.gov/chiro/">https://llr.sc.gov/chiro/</a>
<b>California</b> <a href="https://www.chiro.ca.gov/">https://www.chiro.ca.gov/</a>	<b>Mississippi</b> <a href="https://www.msbc.ms.gov/secure/index.aspx">https://www.msbc.ms.gov/secure/index.aspx</a>	<b>South Dakota</b> <a href="https://doh.sd.gov/boards/chiropractic/">https://doh.sd.gov/boards/chiropractic/</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Chiropractic">https://www.colorado.gov/pacific/dora/Chiropractic</a>	<b>Missouri</b> <a href="https://pr.mo.gov/chiropractors.asp">https://pr.mo.gov/chiropractors.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/chiro-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/chiro-board.html</a>
<b>Connecticut</b> <a href="https://portal.ct.gov/DPH/Public-Health-Hearing-Office/State-Board-of-Chiropractic-Examiners/State-Board-of-Chiropractic-Examiners">https://portal.ct.gov/DPH/Public-Health-Hearing-Office/State-Board-of-Chiropractic-Examiners/State-Board-of-Chiropractic-Examiners</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/chi">http://boards.bsd.dli.mt.gov/chi</a>	<b>Texas</b> <a href="https://www.tbce.state.tx.us/">https://www.tbce.state.tx.us/</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/chiropractic/">https://dpr.delaware.gov/boards/chiropractic/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Chiropractic.aspx">http://dhhs.ne.gov/licensure/Pages/Chiropractic.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/chiro/index.html">https://dopl.utah.gov/chiro/index.html</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/service/board-chiropractic">https://dchealth.dc.gov/service/board-chiropractic</a>	<b>Nevada</b> <a href="http://chirobd.nv.gov/">http://chirobd.nv.gov/</a>	<b>Vermont</b> <a href="https://governor.vermont.gov/boards_and_commissions/chiropractic">https://governor.vermont.gov/boards_and_commissions/chiropractic</a>
<b>Florida</b> <a href="https://floridaschiropracticmedicine.gov/">https://floridaschiropracticmedicine.gov/</a>	<b>New Hampshire</b> <a href="https://www.opic.nh.gov/chiropractic/">https://www.opic.nh.gov/chiropractic/</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/medicine/medicine_forms.htm">https://www.dhp.virginia.gov/medicine/medicine_forms.htm</a>
<b>Georgia</b> <a href="https://sos.ga.gov/index.php/licensing/plb/14">https://sos.ga.gov/index.php/licensing/plb/14</a>	<b>New Jersey</b> <a href="https://www.njconsumeraffairs.gov/chi/Pages/default.aspx">https://www.njconsumeraffairs.gov/chi/Pages/default.aspx</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Chiropractor/LicenseRequirements">https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Chiropractor/LicenseRequirements</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/boards/chiropractor/">https://cca.hawaii.gov/pvl/boards/chiropractor/</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/chiropractic-board.aspx">http://www.rld.state.nm.us/boards/chiropractic-board.aspx</a>	<b>West Virginia</b> <a href="https://boc.wv.gov/Pages/default.aspx">https://boc.wv.gov/Pages/default.aspx</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=CHI">https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=CHI</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/chiro/">http://www.op.nysed.gov/prof/chiro/</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/Pages/BoardsCouncils/Chiropractic/Default.aspx">https://dsps.wi.gov/Pages/BoardsCouncils/Chiropractic/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/chiropractor.asp">https://www.idfpr.com/profs/chiropractor.asp</a>	<b>North Carolina</b> <a href="https://ncchiroboard.com/">https://ncchiroboard.com/</a>	<b>Wyoming</b> <a href="https://chiropractic.wyo.gov/">https://chiropractic.wyo.gov/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/chiro.htm">https://www.in.gov/pla/chiro.htm</a>	<b>North Dakota</b> <a href="https://www.ndsbce.org/">https://www.ndsbce.org/</a>	
<b>Iowa</b> <a href="https://idph.iowa.gov/Licensure/Iowa-Board-of-Chiropractic">https://idph.iowa.gov/Licensure/Iowa-Board-of-Chiropractic</a>	<b>Ohio</b> <a href="https://chirobd.ohio.gov/">https://chirobd.ohio.gov/</a>	
<b>Kansas</b> <a href="http://www.ksbha.org/professions/DC.shtml">http://www.ksbha.org/professions/DC.shtml</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/chiropracticboard/">https://www.ok.gov/chiropracticboard/</a>	
<b>Kentucky</b> <a href="https://kbce.ky.gov/Pages/default.aspx">https://kbce.ky.gov/Pages/default.aspx</a>		
<b>Louisiana</b> <a href="http://www.lachiropracticboard.com/">http://www.lachiropracticboard.com/</a>		
<b>Maine</b> <a href="https://www.maine.gov/pfr/professionallicensing/professions/chiropractors/index.html">https://www.maine.gov/pfr/professionallicensing/professions/chiropractors/index.html</a>		

# **Occupational Licensing Study 50 State Comparison**

State Board of Cosmetology

Cosmetologist  
Cosmetology Teacher  
Esthetician  
Esthetician Teacher  
Nail Technician  
Nail Technician Teacher  
Natural Hair Braider  
Natural Hair Braider Teacher



Presented by the Pennsylvania  
Department of State

2020



# Cosmetologist

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

The practice of cosmetology includes 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.

# Cosmetology Teacher

An individual who is qualified, without further licensure, to perform the functions of a teacher in cosmetology.

# Esthetician

An individual licensed by the state board to practice esthetics.

Esthetics is 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.

# Esthetician Teacher

A teacher licensed by the state board for the purpose of providing instruction in the area of esthetics.

# Nail Technician

An individual licensed by the state board to engage in the practice of nail technology.

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 act.

# Nail Technician Teacher

A teacher licensed by the state board for the purpose of providing instruction in the area of nail technology.

# Natural Hair Braider

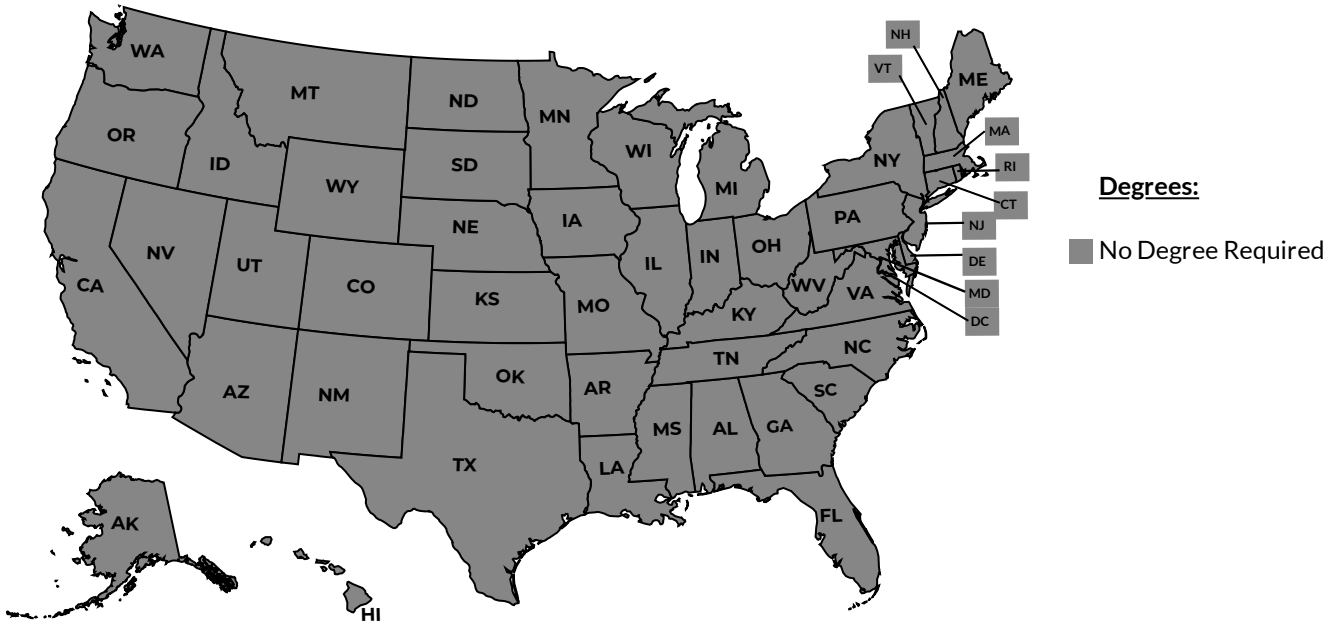
An individual licensed by the state board to engage in the practice of natural hair braiding.

Natural hair braiding is the practice of utilizing techniques that result in tension on hair roots of individuals, such as twisting, wrapping, weaving, extending, locking or braiding of the hair.

# Natural Hair Braider Teacher

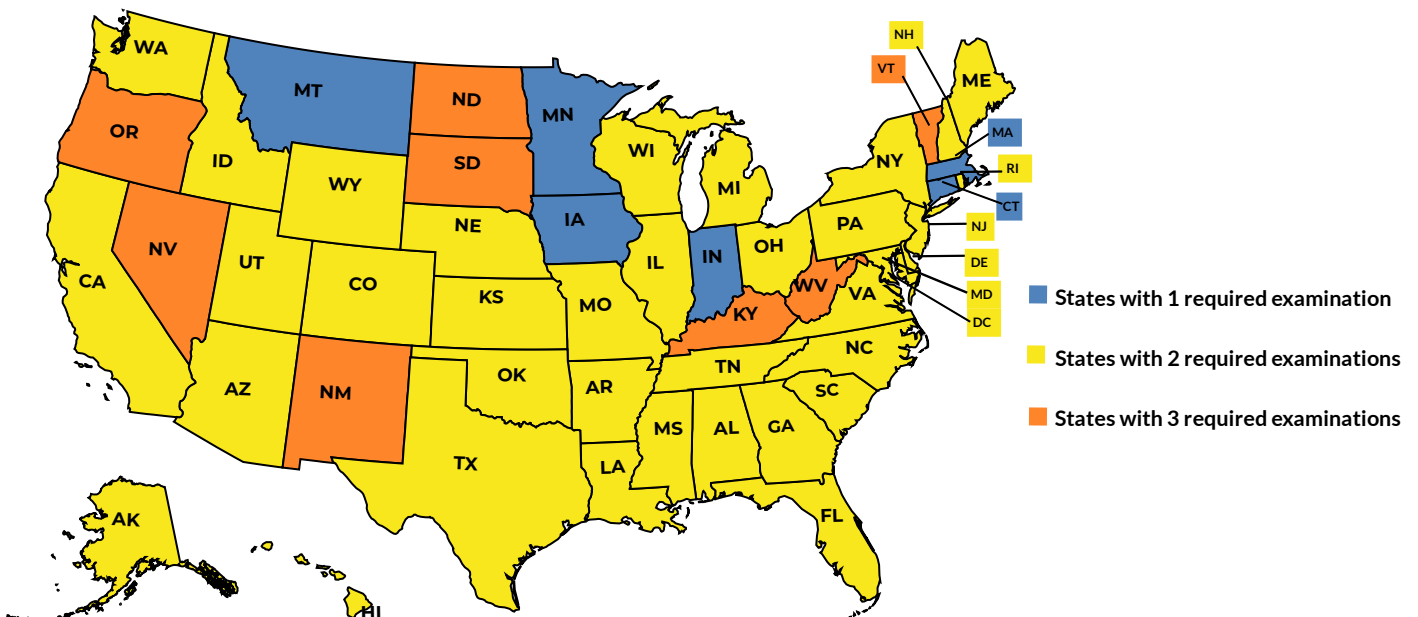
A teacher licensed by the state board for the purpose of providing instruction in the area of natural hair braiding.

# Cosmetologist



\*In Pennsylvania, applicant must complete the tenth grade.

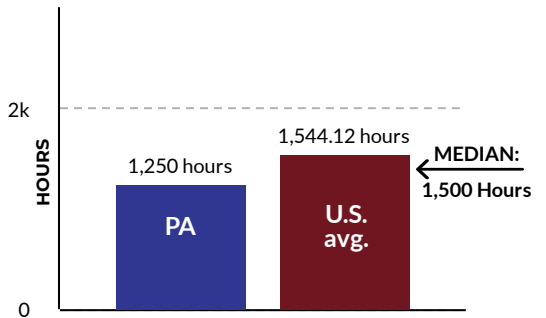
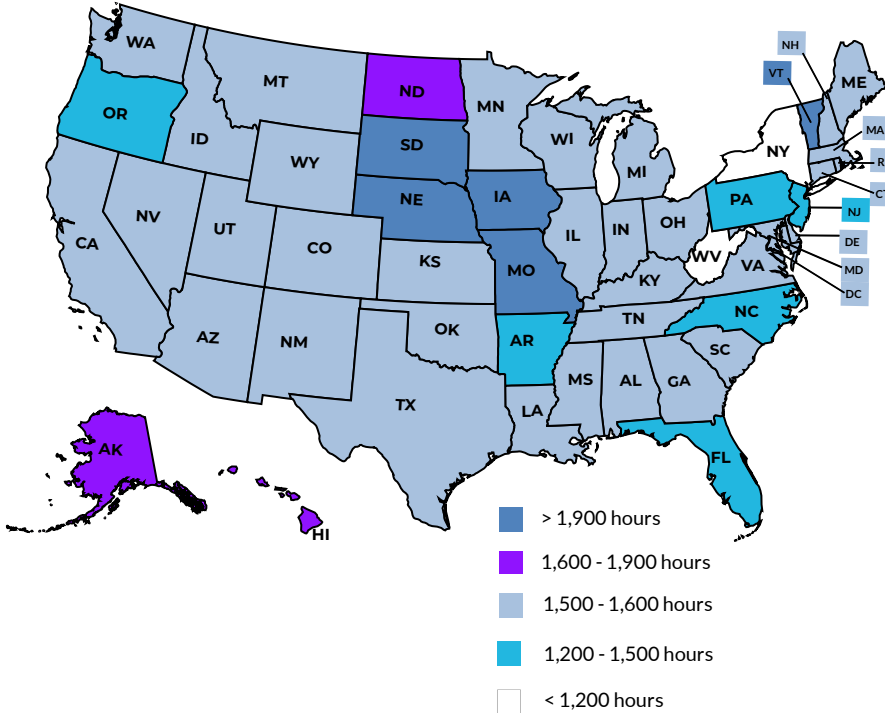
## Examination Requirement



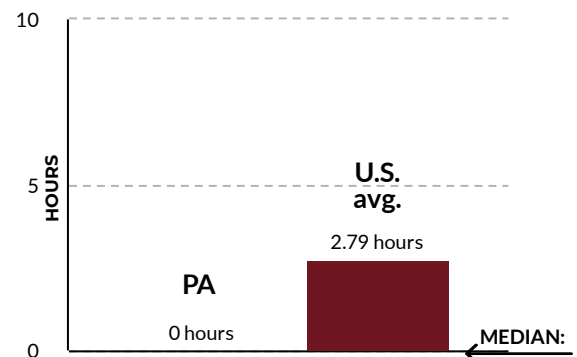
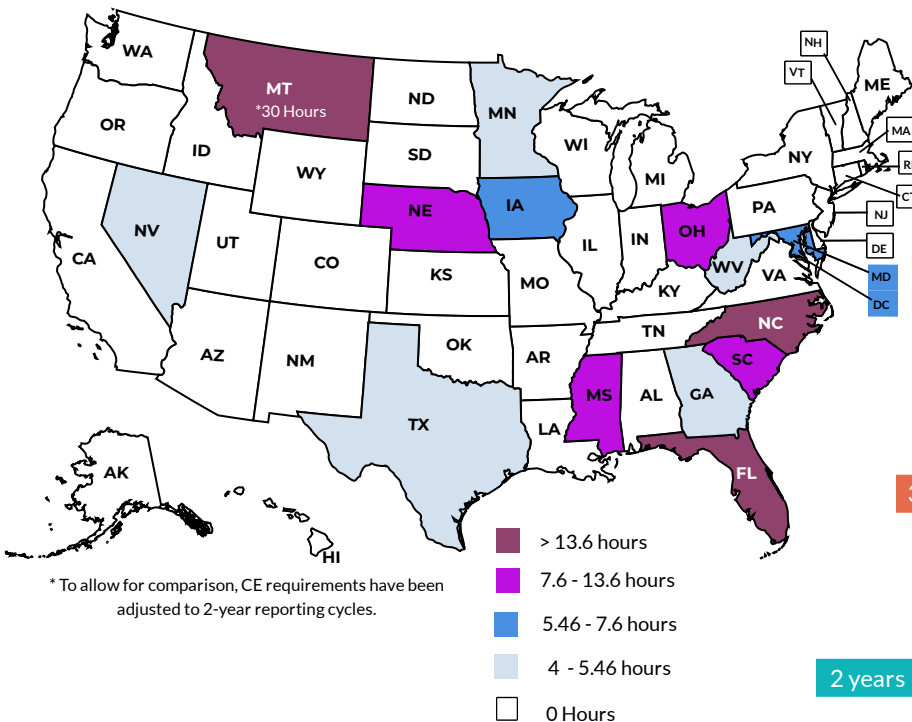
\*Some states refer to the written and theoretical aspects of the cosmetologist examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the cosmetologist examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

# Cosmetologist

## Training / Experience Requirement

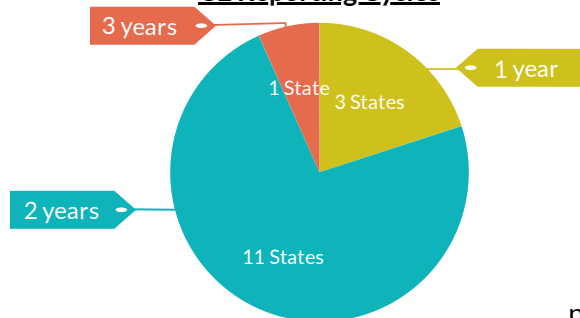


## Continuing Education Requirement



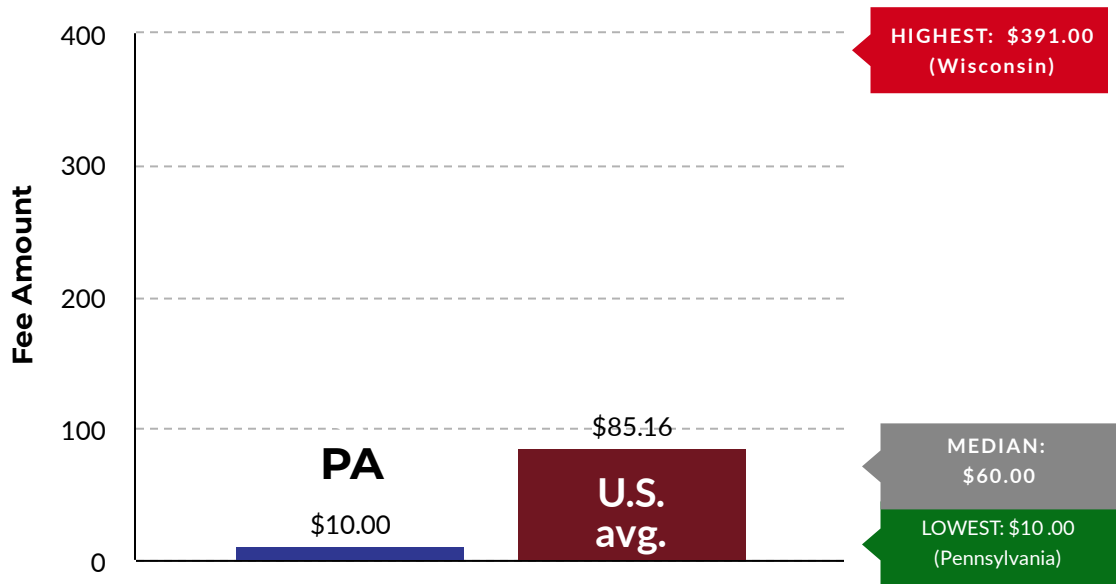
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



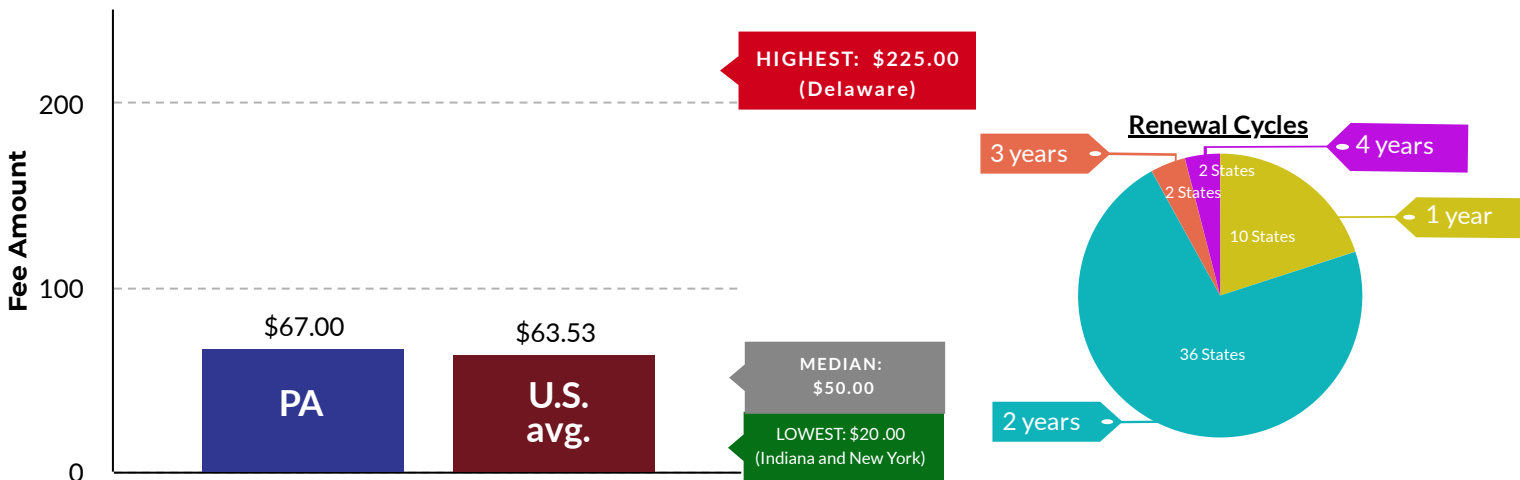
# Cosmetologist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*Colorado does not provide renewal fee information

Colorado does not provide any renewal information

# Cosmetologist

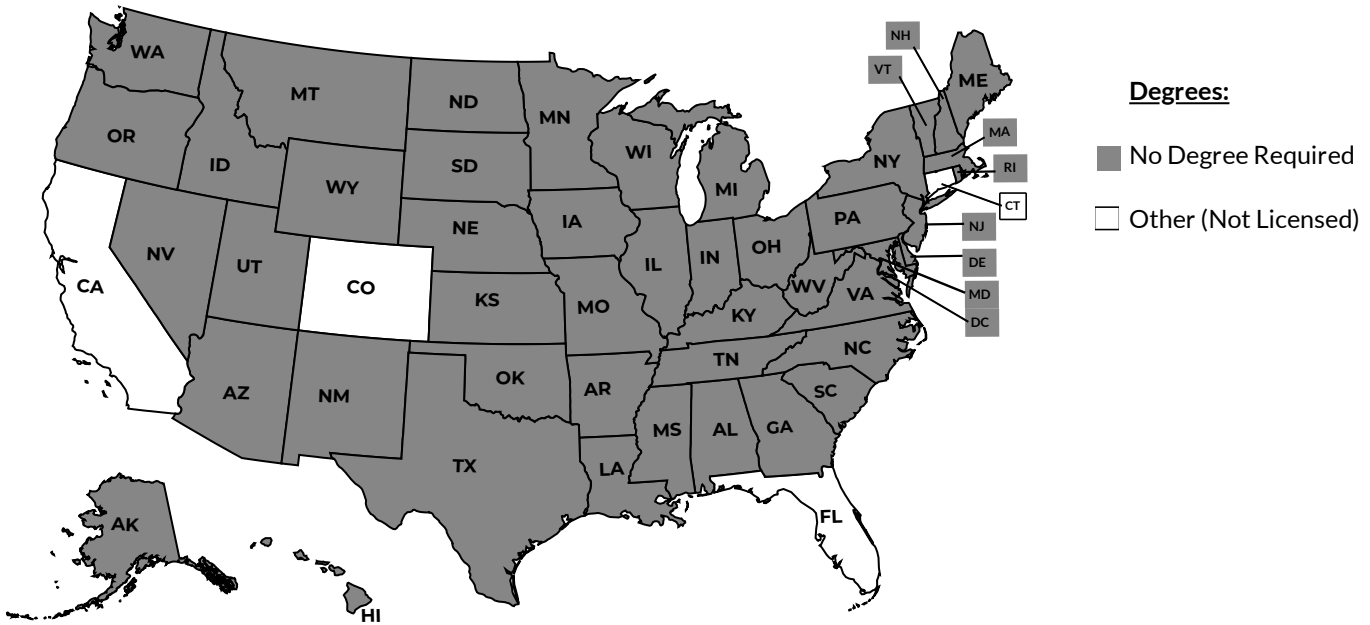
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Licensure by Credential/Waiver</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Nebraska	Alaska	Hawaii
Connecticut	Alaska	Nevada	Minnesota	
District of Columbia	Arizona	New Mexico	Montana	
Florida	Arkansas	New York	Utah	
Georgia	California	North Carolina		
Idaho	Delaware	North Dakota		
Illinois	District of Columbia	Ohio		
Iowa	Indiana	Oklahoma		
Maine	Kansas	Oregon		
Maryland	Kentucky	Pennsylvania**		
New Hampshire	Louisiana	South Carolina		
New Jersey	Massachusetts	South Dakota		
Rhode Island	Michigan	Tennessee		
Texas	Mississippi	Washington		
Vermont	Missouri	West Virginia		
Virginia				
Wisconsin				
Wyoming				

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

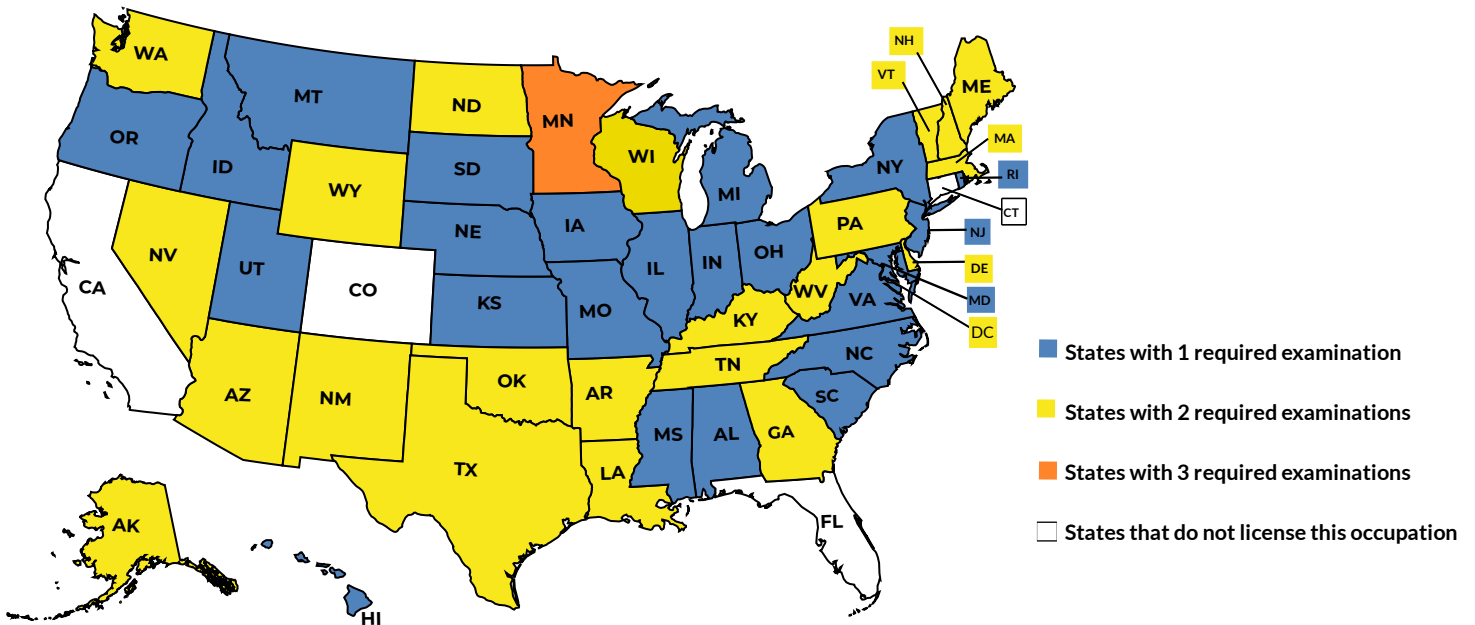


# Cosmetology Teacher Degree Requirement



\*In Pennsylvania, applicant must complete the 12th grade or GED.

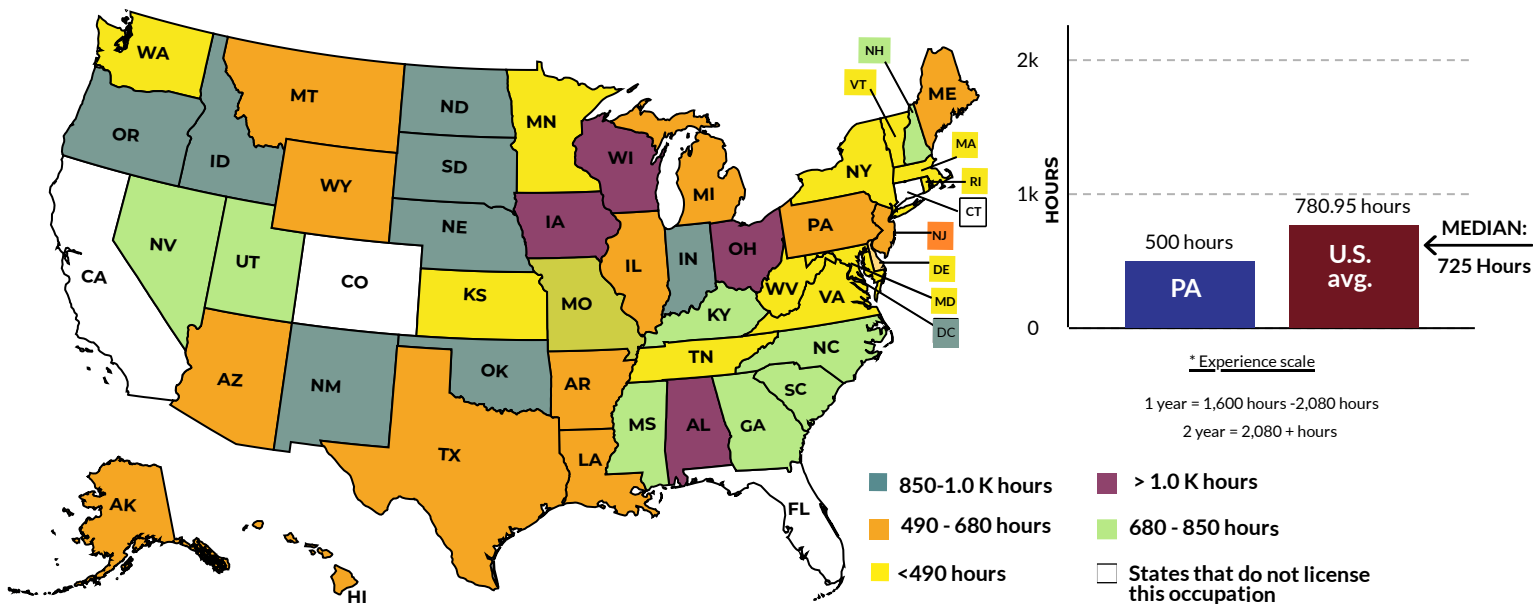
# Examination Requirement



\*Some states refer to the written and theoretical aspects of the cosmetology teacher examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the cosmetology teacher examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

# Cosmetology Teacher

## Instructor Training Requirement



\*Minnesota requires 2,700 hours of licensed practice as a cosmetologist within the past three years

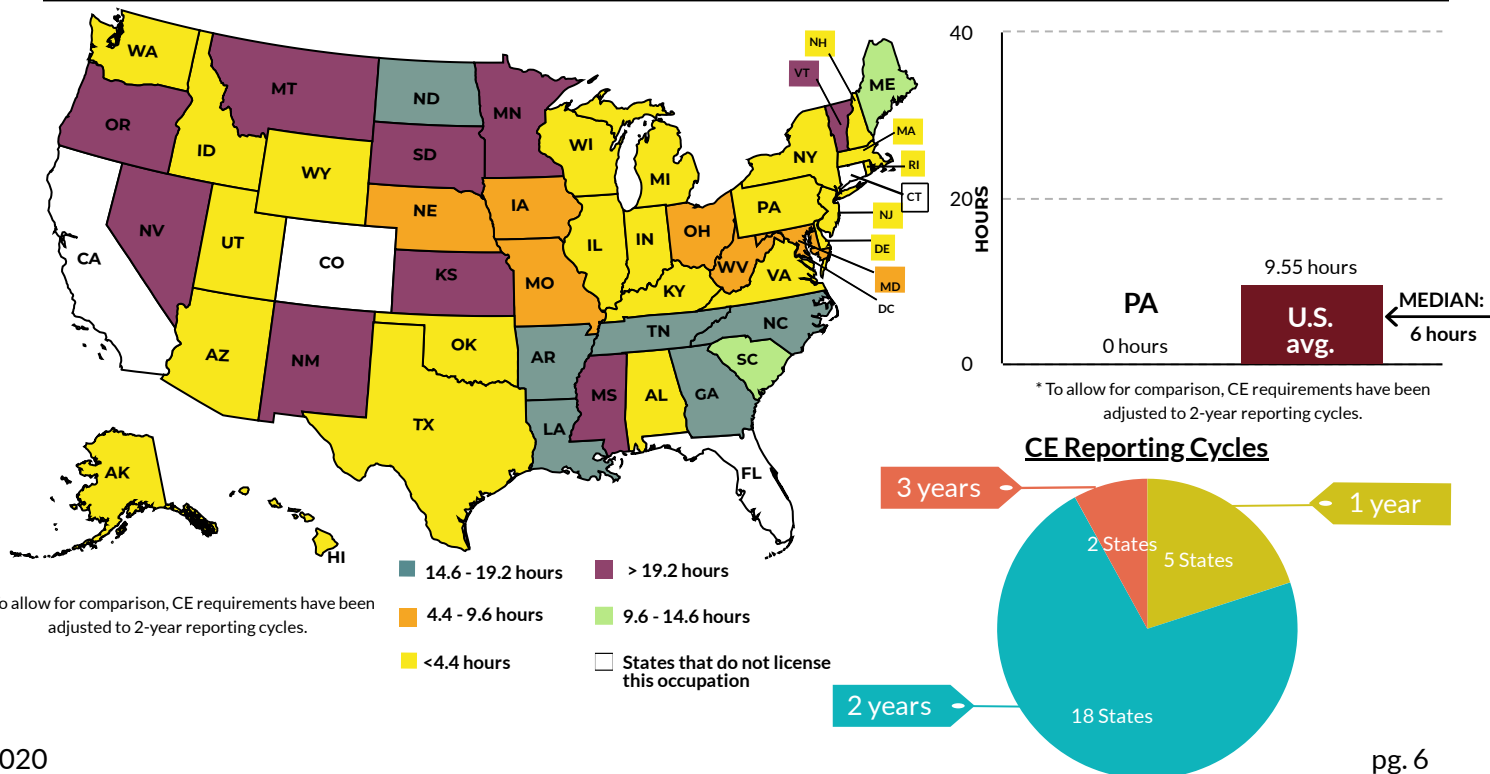
\*Maryland, Massachusetts and New York require a minimum of 2 years of work experience as a cosmetologist

\*Vermont requires 3 full-time years of experience as a cosmetologist

\*Virginia requires applicants to pass a course in teaching techniques at the post-secondary educational level along with an instructor training course approved by the board

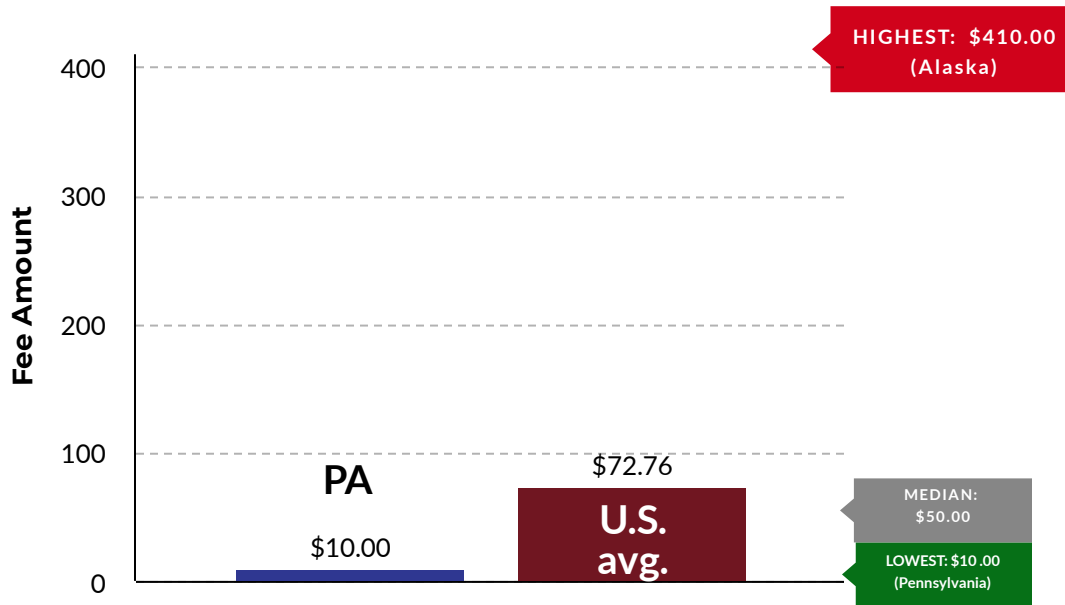
\*West Virginia requires applicants to either complete a course in teaching techniques at a post-secondary educational level--this can be completed through a 2-Day Teaching Techniques Seminar

## Continuing Education Requirement



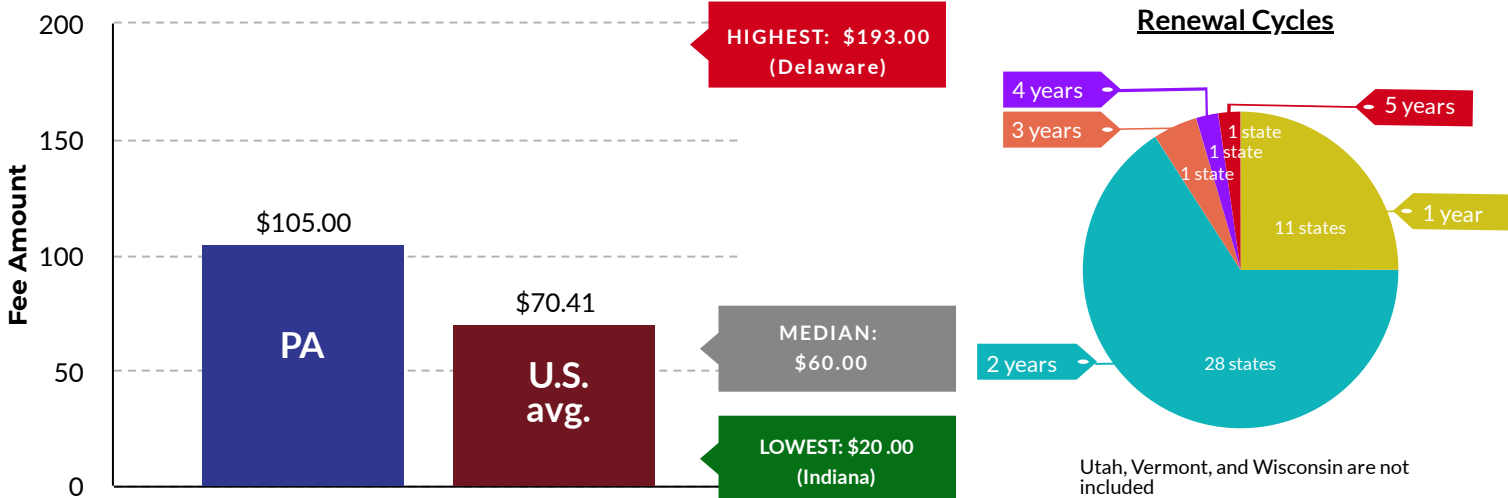
# Cosmetology Teacher

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Utah, Vermont, and Wisconsin are not included

# Cosmetology Teacher

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>	<u>Licensure without Examination</u>
Alaska	Alabama	Maryland	Hawaii	North Dakota
District of Columbia	Arizona	Massachusetts	Kansas	
Georgia	Arkansas		New Jersey	
Idaho	Delaware		Oregon	
Illinois	Indiana		South Dakota	
Iowa	Kentucky		Wisconsin	
Maine	Louisiana			
Minnesota	Michigan			
Missouri	Mississippi			
Montana	Nebraska			
New York	Nevada			
Rhode Island	New Hampshire			
Vermont	New Mexico			
Virginia	North Carolina			
Wyoming	Ohio			
	Oklahoma			
	Pennsylvania**			
	South Carolina			
	Tennessee			
	Texas			
	Washington			
	West Virginia			

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Esthetician

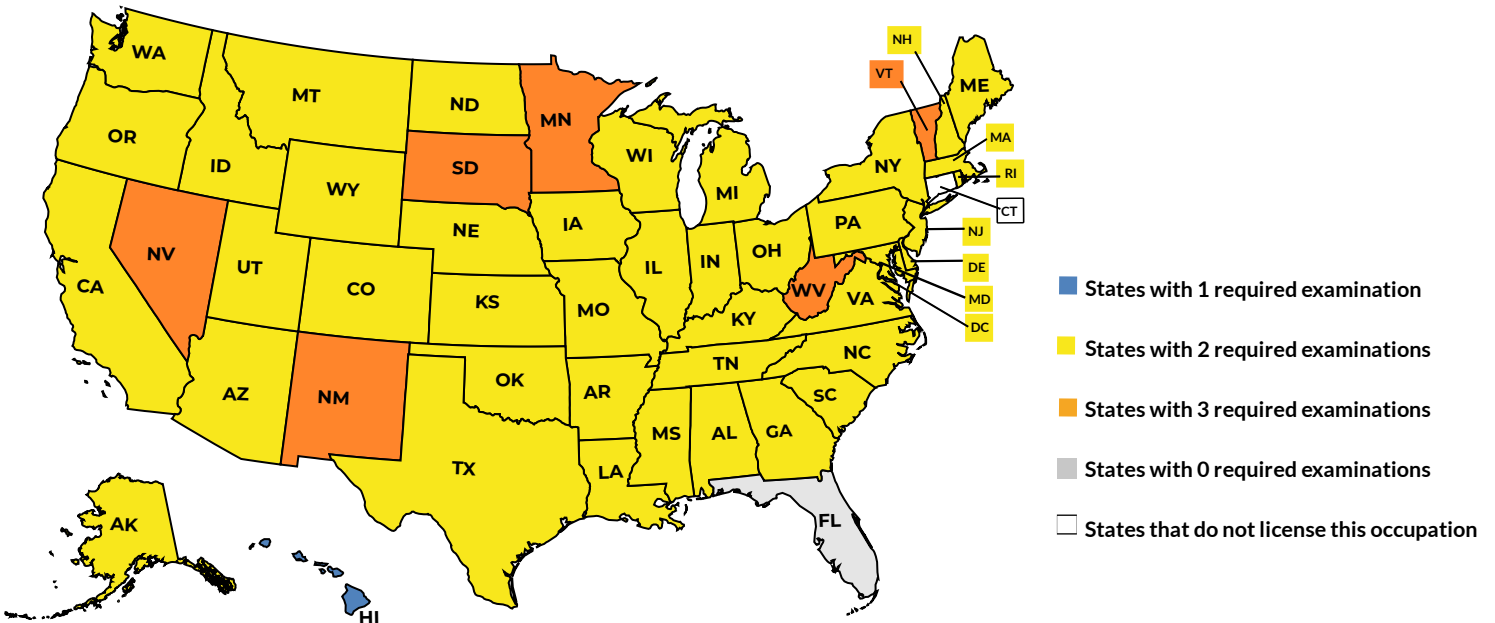
## Degree Requirement



\*Estheticians practicing in **Connecticut** are not required to hold a license until July 1, 2020. It is anticipated that the program will be fully implemented in February, 2020

\*Applicants in Pennsylvania are required to pass the 10th grade.

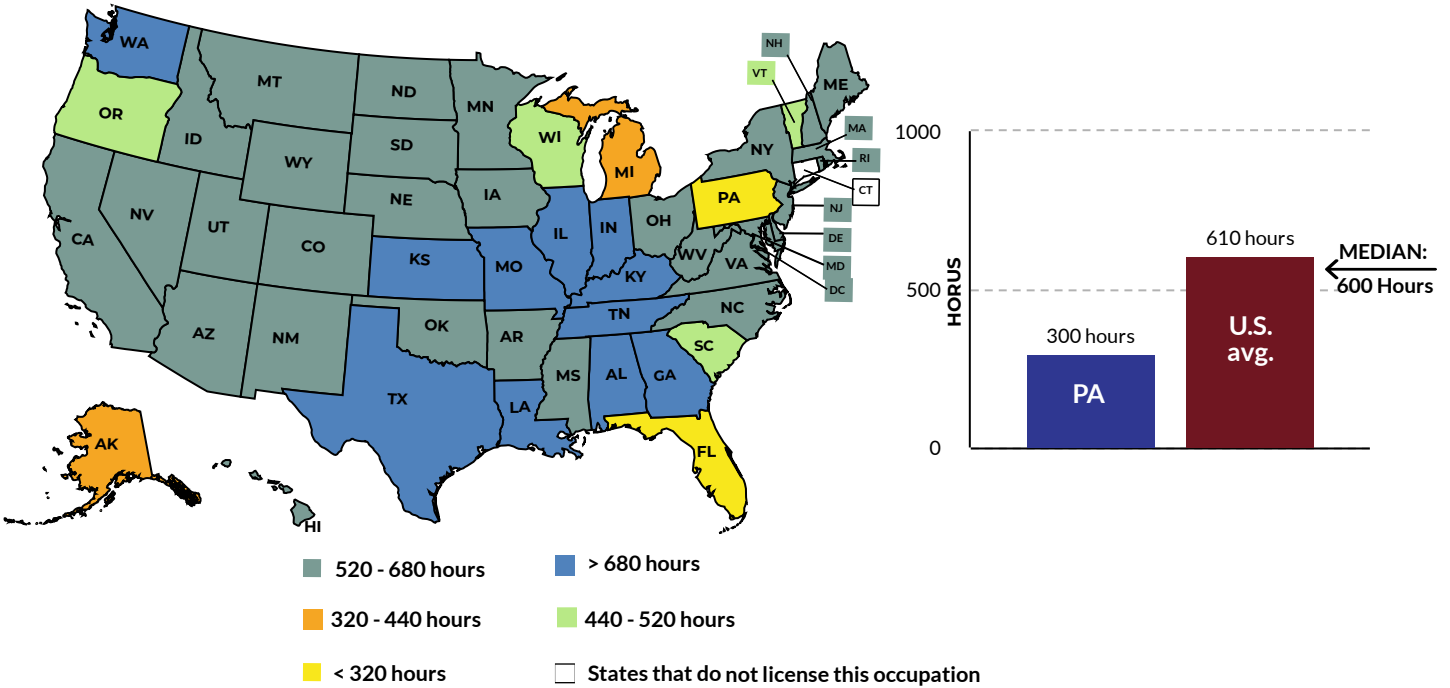
## Examination Requirement



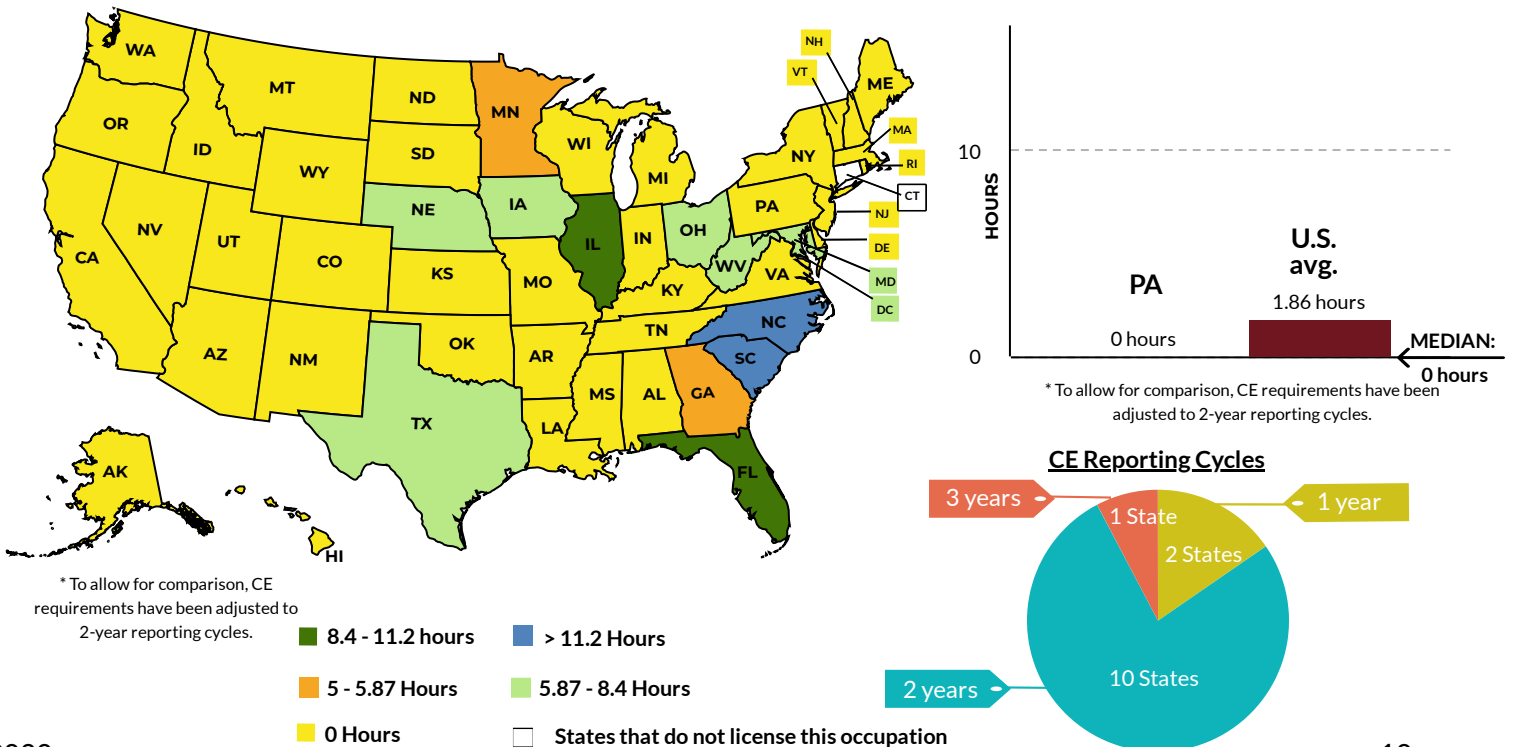
\*Some states refer to the written and theoretical aspects of the esthetician examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the esthetician examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

# Esthetician

## Training / Experience Requirement

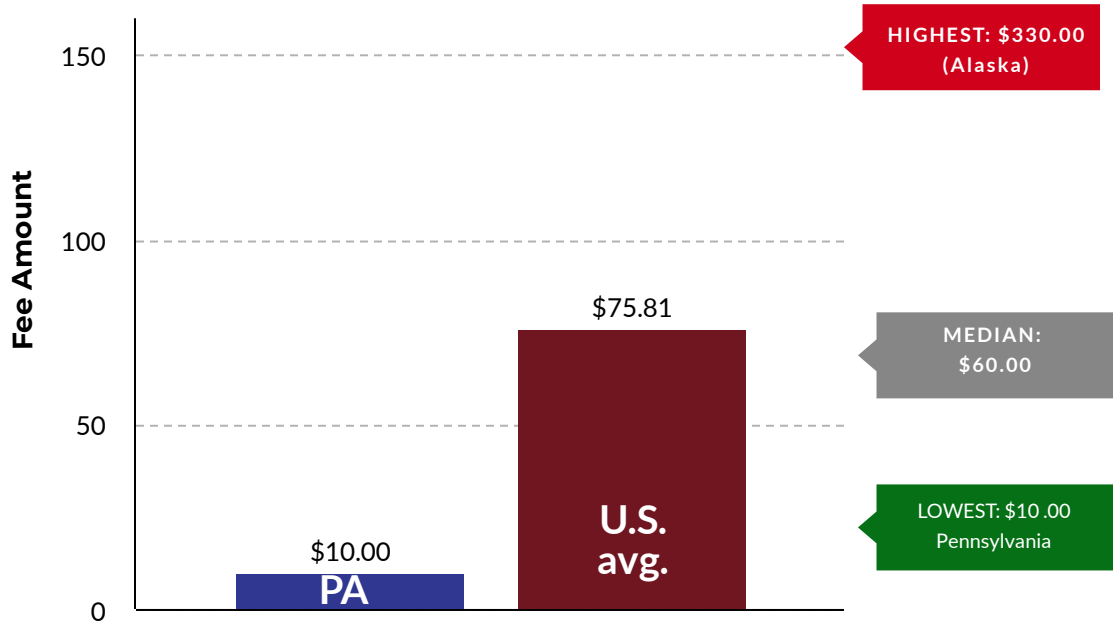


## Continuing Education Requirement



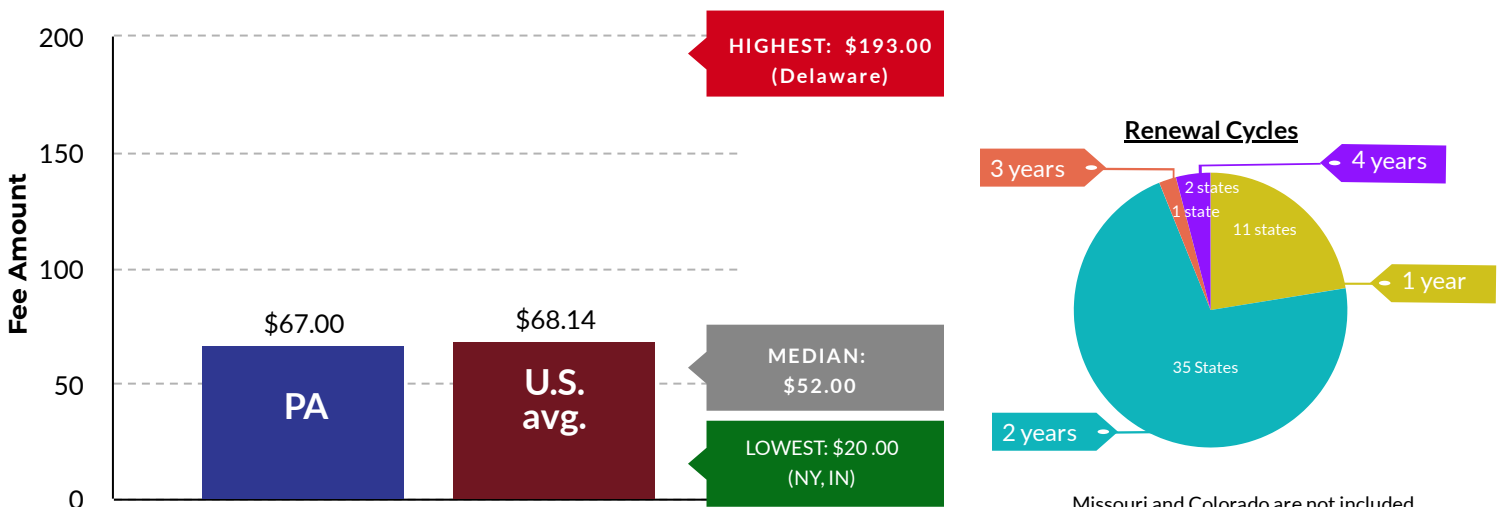
# Esthetician

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Missouri and Colorado are not included

# Esthetician

## States with Reciprocity or Endorsement

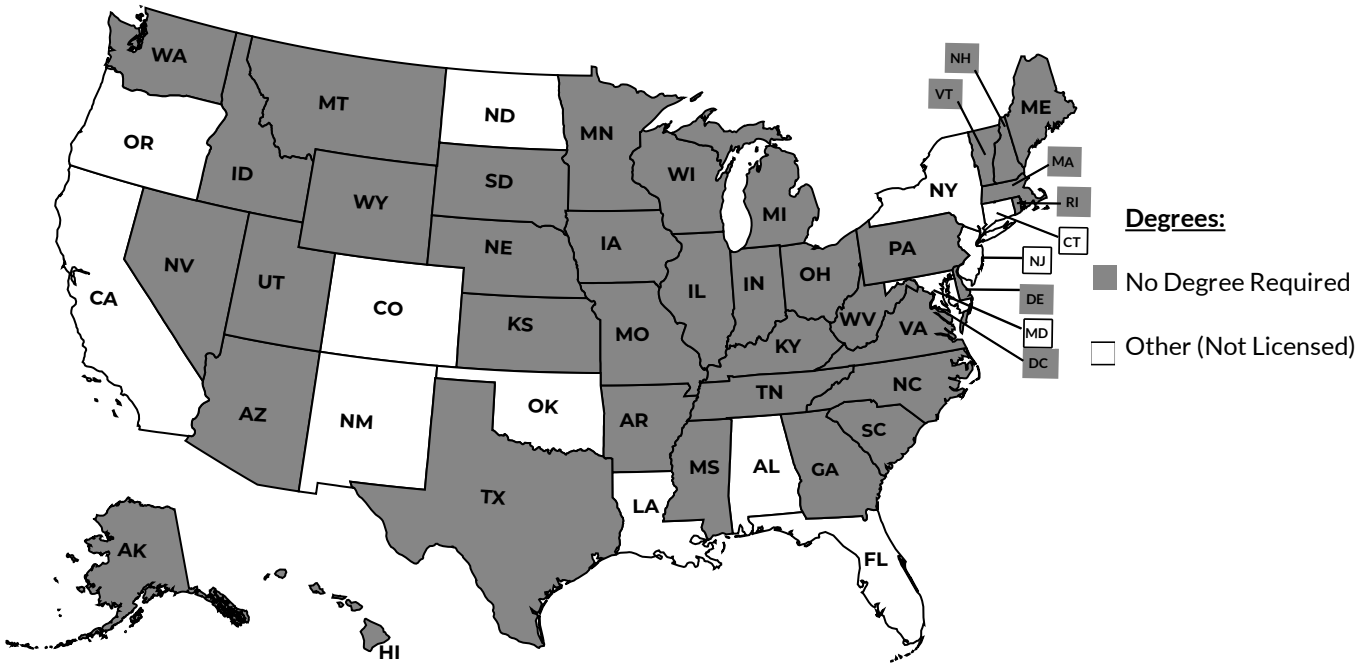
<u>Endorsement</u>	<u>Reciprocity</u>		<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Nebraska	Alaska	
Florida	Arizona	Nevada	Kentucky	California
Idaho	Arkansas	New Mexico	Minnesota	Georgia
Illinois	Colorado	North Carolina	Texas	Hawaii
Iowa	Delaware	North Dakota		
Maine	District of Columbia	Ohio		
New Hampshire	Indiana	Oklahoma		
New Jersey	Kansas	Oregon		
New York	Louisiana	Pennsylvania**		
Rhode Island	Massachusetts	South Dakota		
South Carolina	Michigan	Tennessee		
Utah	Mississippi	Washington		
Vermont	Missouri	West Virginia		
Virginia				
Wisconsin				
Wyoming				

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



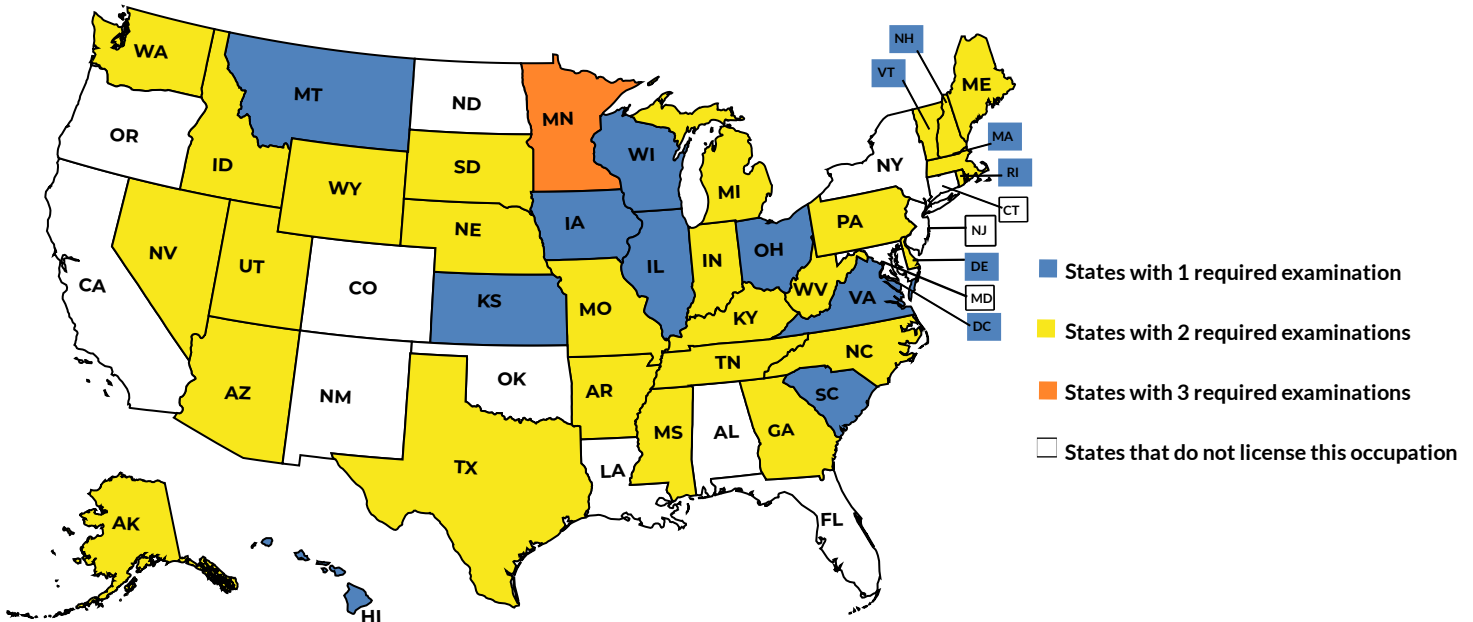
# Esthetician Teacher

## Degree Requirement



\*Applicants in Pennsylvania are required to pass the 12th grade or GED.

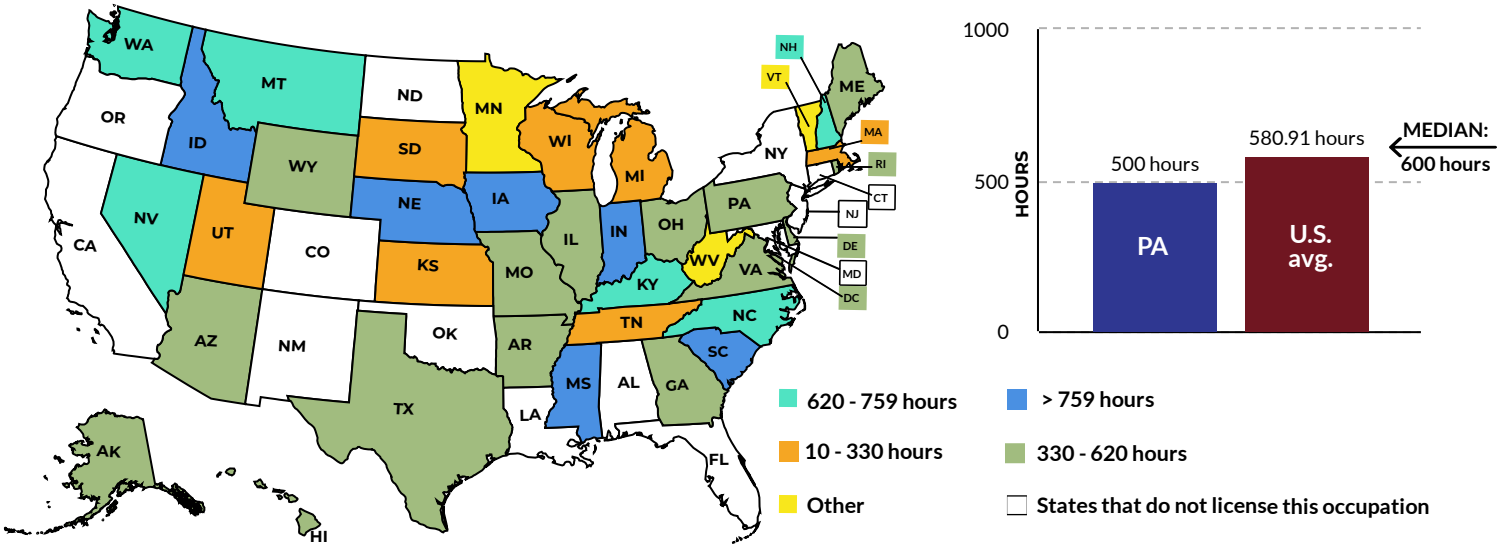
## Examination Requirement



\*Some states refer to the written and theoretical aspects of the esthetician teacher examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the esthetician teacher examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

# Esthetician Teacher

## Training / Experience Requirement



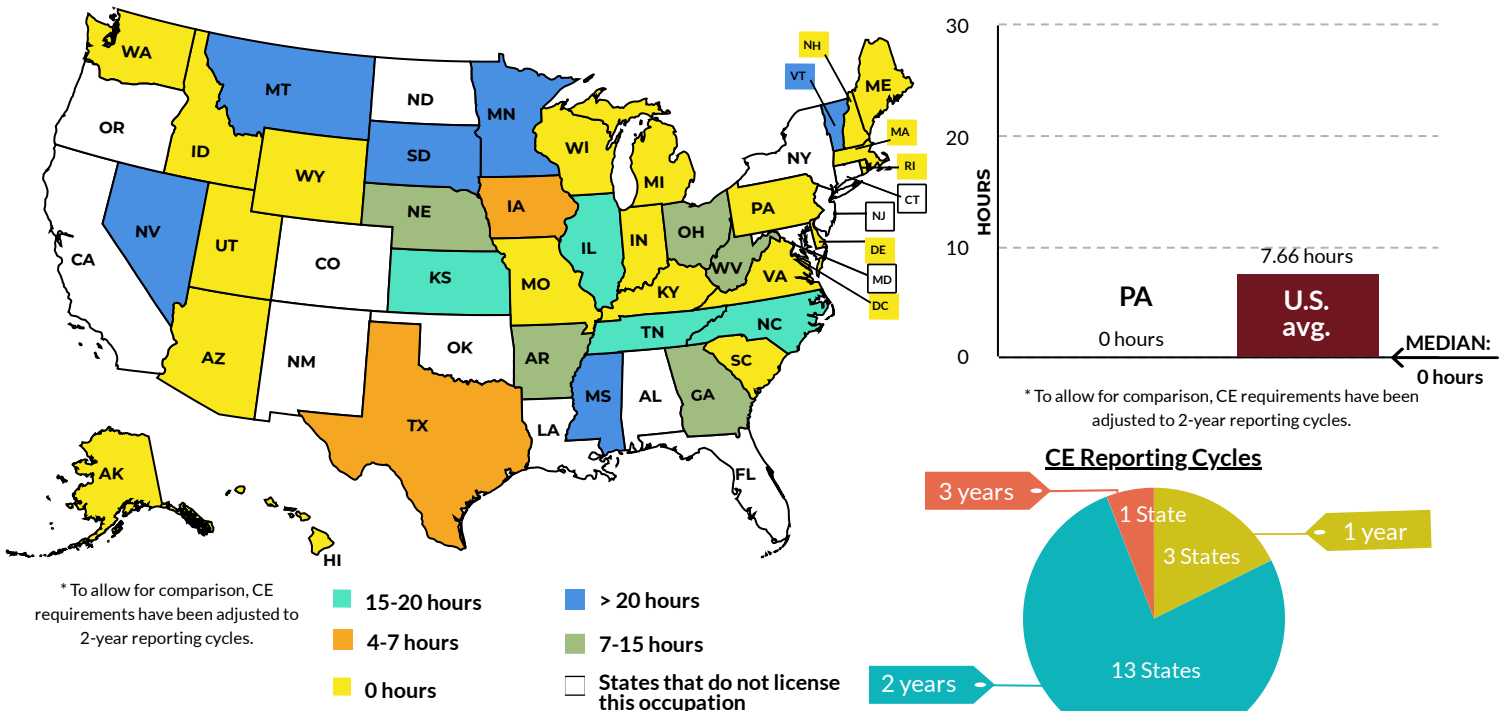
\*Minnesota requires individuals to take an instructors course but does not provide any other information

\*Vermont requires 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 experience. Must hold an esthetician license

\*West Virginia requires individuals to complete either an online or 2 day 'teaching techniques' course at a post-secondary educational level

\*Training requirements are dependent upon the estheticians experience in most states. All states that license this occupation require that you possess an esthetician license. Please refer to the observations section for more information.

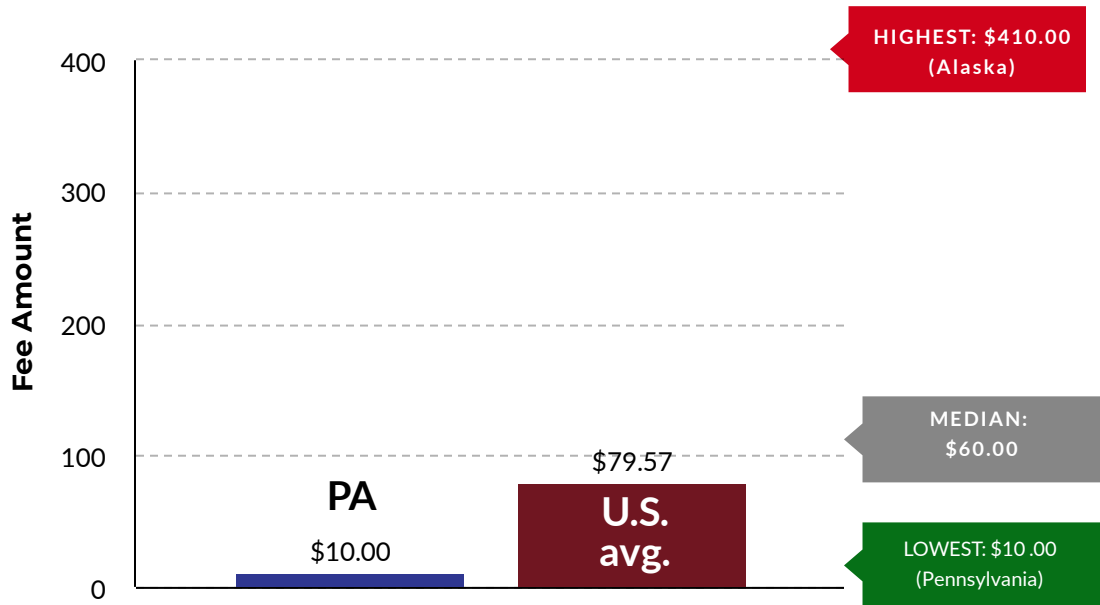
## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

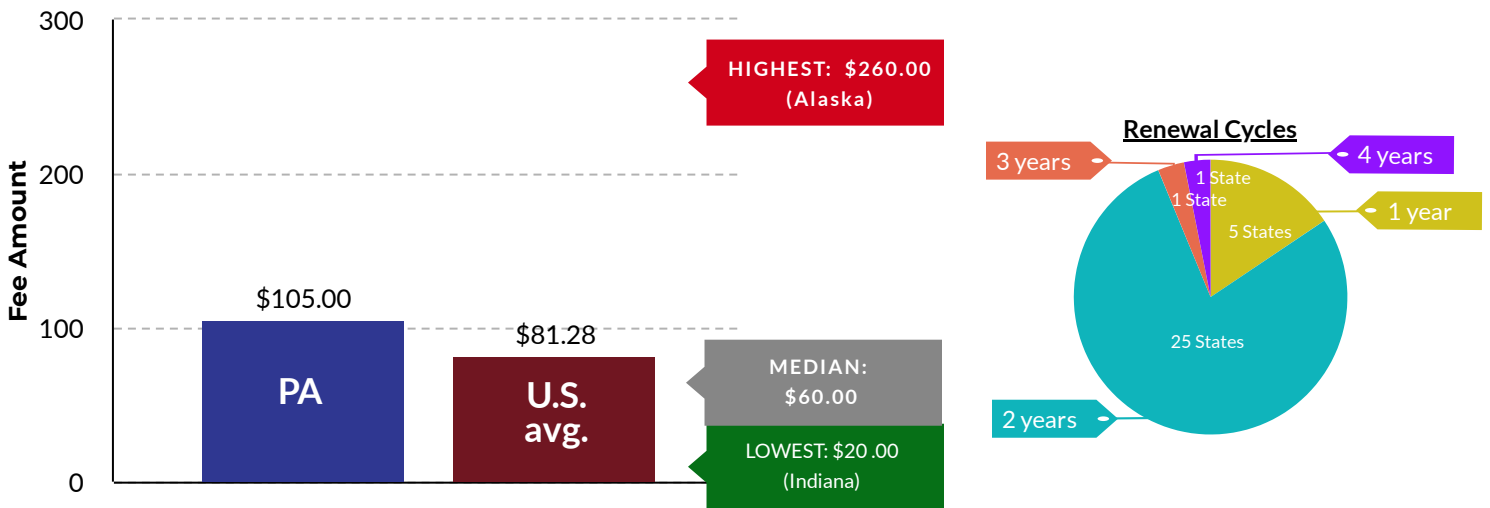
# Esthetician Teacher

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Esthetician Teacher

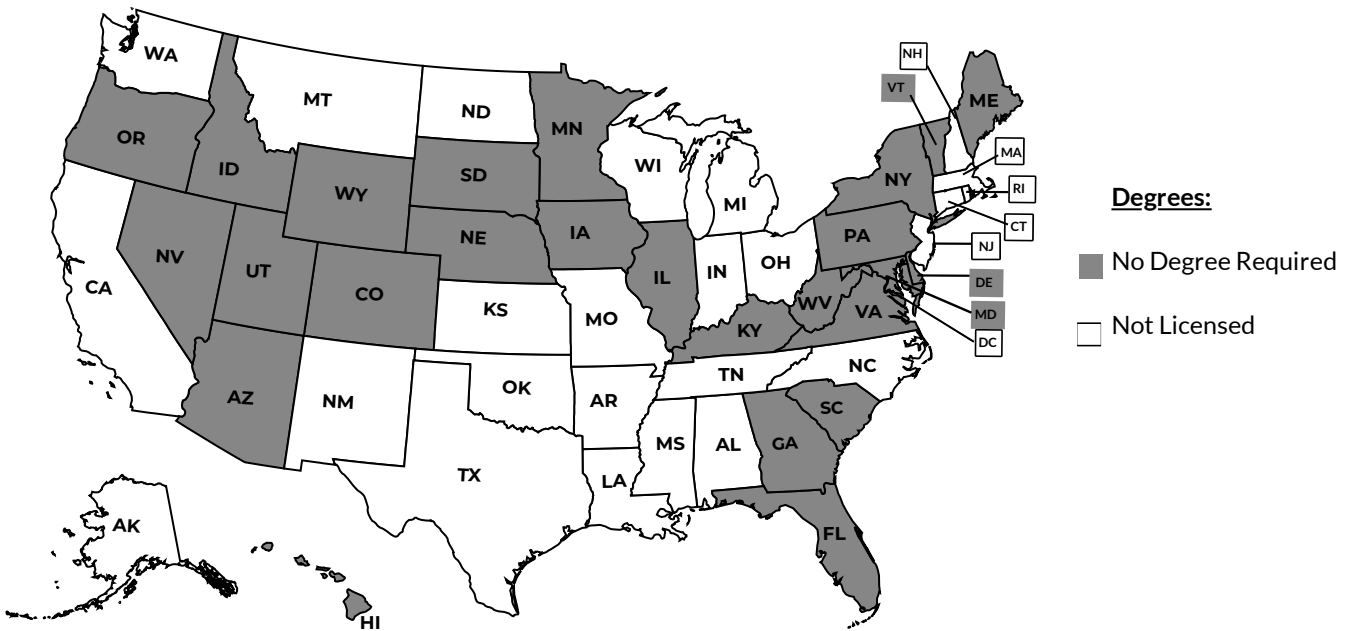
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Georgia	Arizona	Nevada	Alaska	Hawaii
Idaho	Arkansas	New Hampshire	Massachusetts	Kansas
Illinois	Delaware	North Carolina	Minnesota	Montana
Iowa	District of Columbia	Ohio		Wisconsin
Maine	Indiana	Pennsylvania**		
Rhode Island	Kentucky	South Dakota		
South Carolina	Michigan	Tennessee		
Utah	Mississippi	Texas		
Vermont	Missouri	Washington		
Virginia	Nebraska	West Virginia		
Wyoming				

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Nail Technician

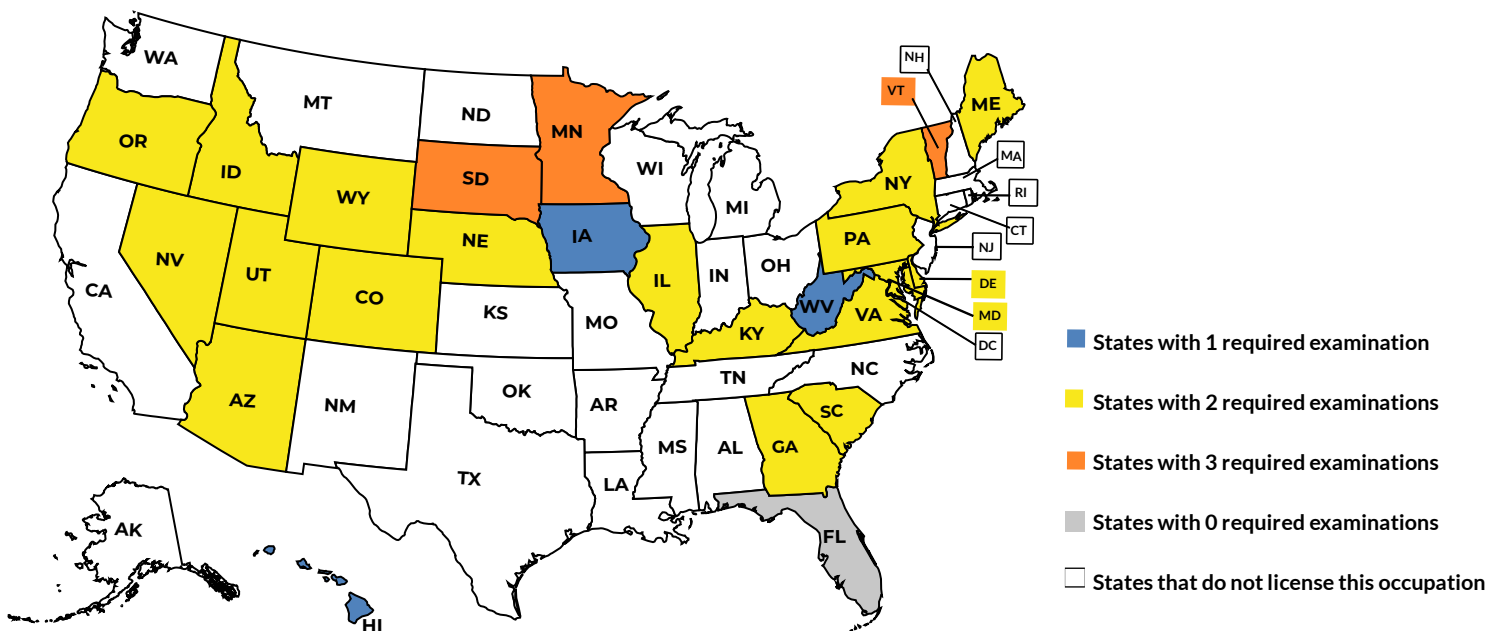
## Degree Requirement



\*The following states license manicurists: AL, AK, AR, CA, DC, IN, KS, LA, MA, MI, MS, MO, MT, NH, NJ, NM, NC, ND, OH, OK, RI, TN, TX, WA, WI

\*In Pennsylvania, applicants must complete the tenth grade

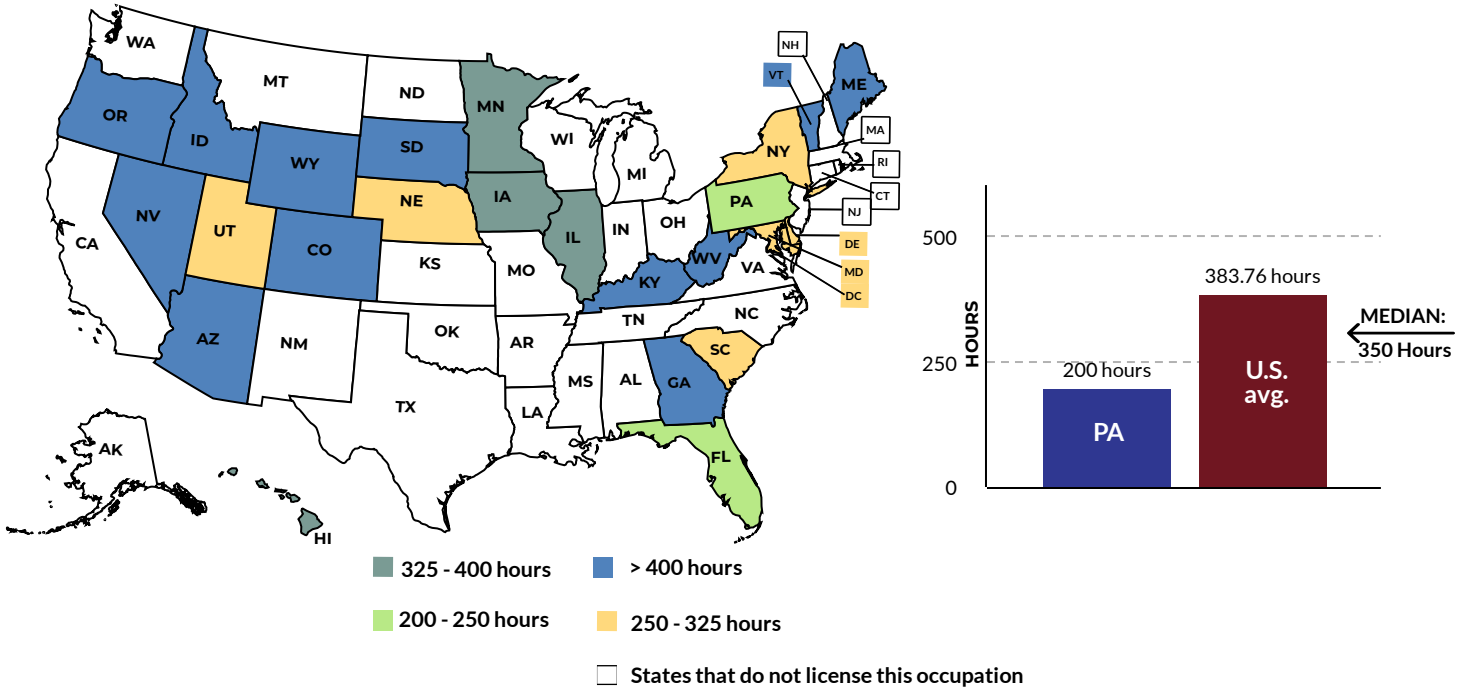
## Examination Requirement



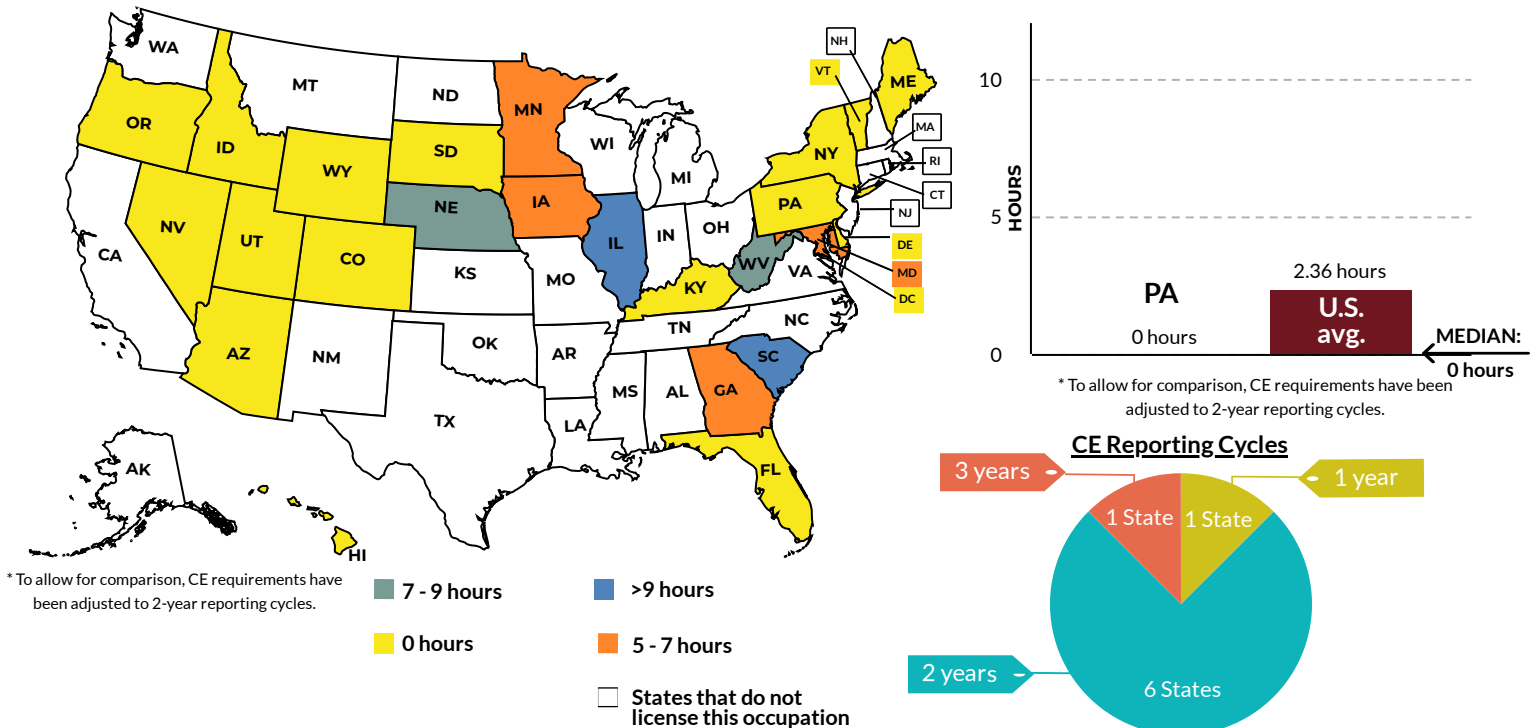
\*Some states refer to the written and theoretical aspects of the nail technician examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the nail technician examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

# Nail Technician

## Training / Experience Requirement

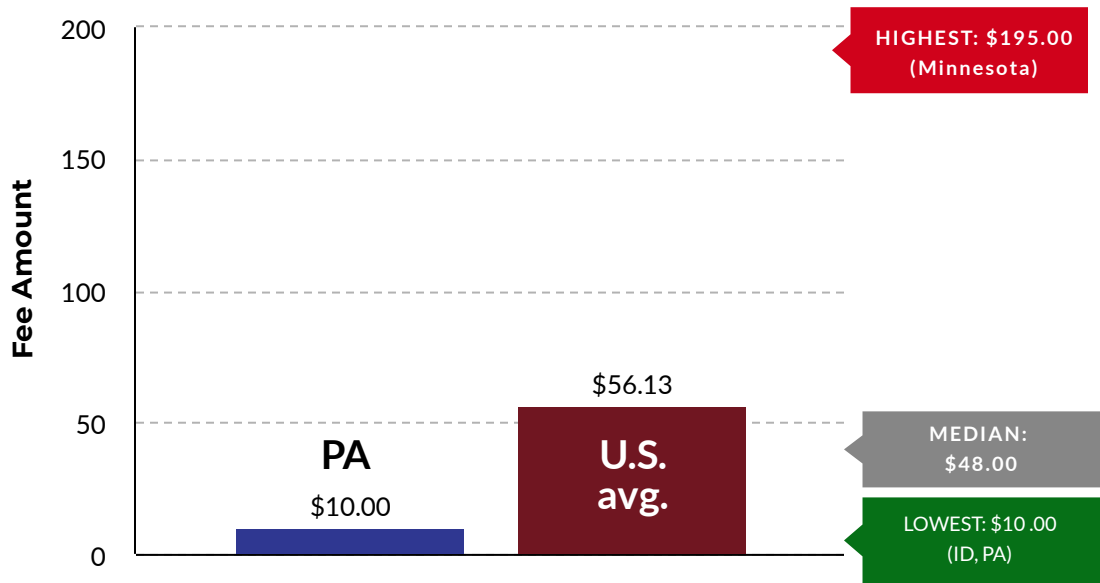


## Continuing Education Requirement



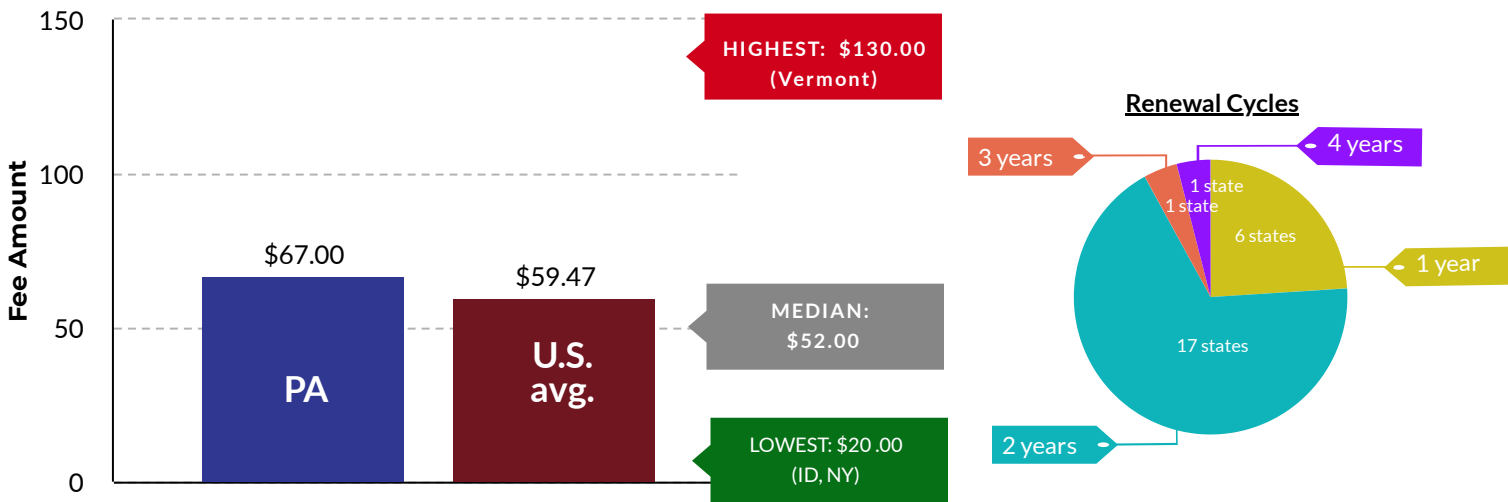
# Nail Technician

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Nail Technician

## States with Reciprocity or Endorsement

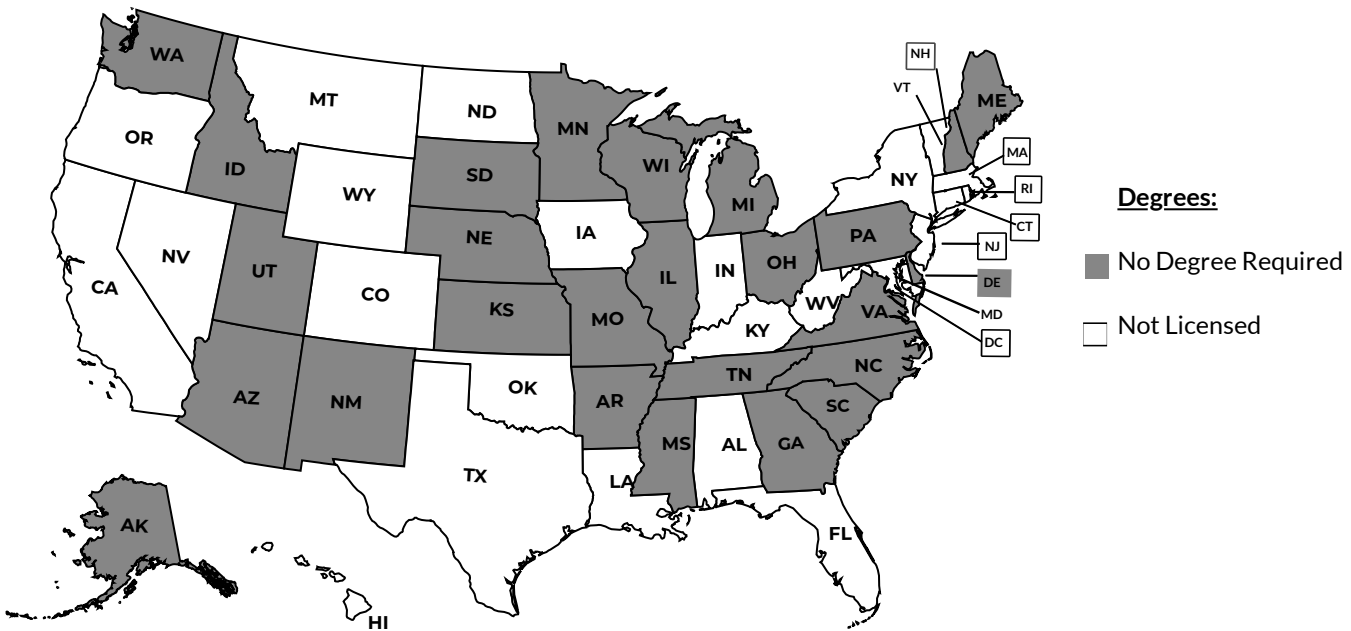
<u>Endorsement</u>	<u>Reciprocity</u>		<u>License Transfer Language</u>
Colorado Florida Georgia Idaho Illinois Iowa Kentucky Maine Maryland New York Vermont Virginia Wyoming	Arizona Delaware Nebraska Nevada Oregon	Pennsylvania** South Carolina South Dakota West Virginia	Hawaii Minnesota Utah

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



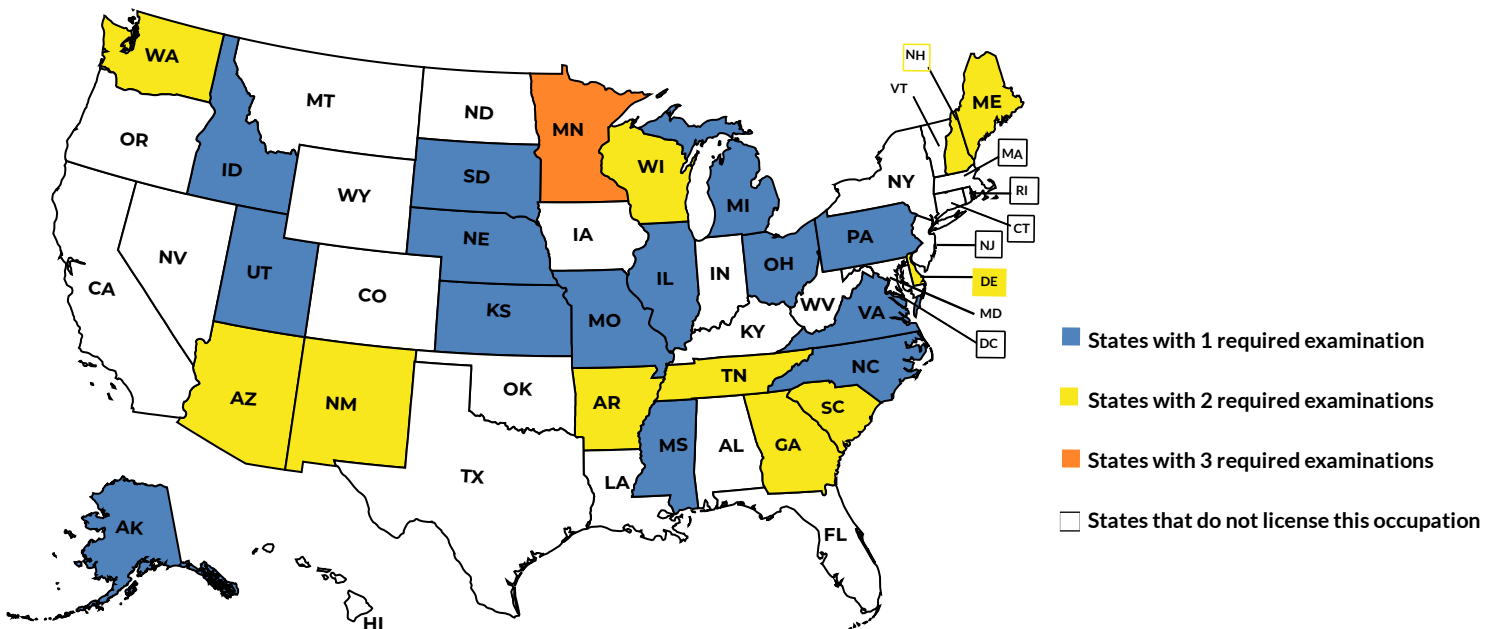
# Nail Technician Teacher

## Degree Requirement



\*In Pennsylvania, applicants must complete the 12th grade or GED

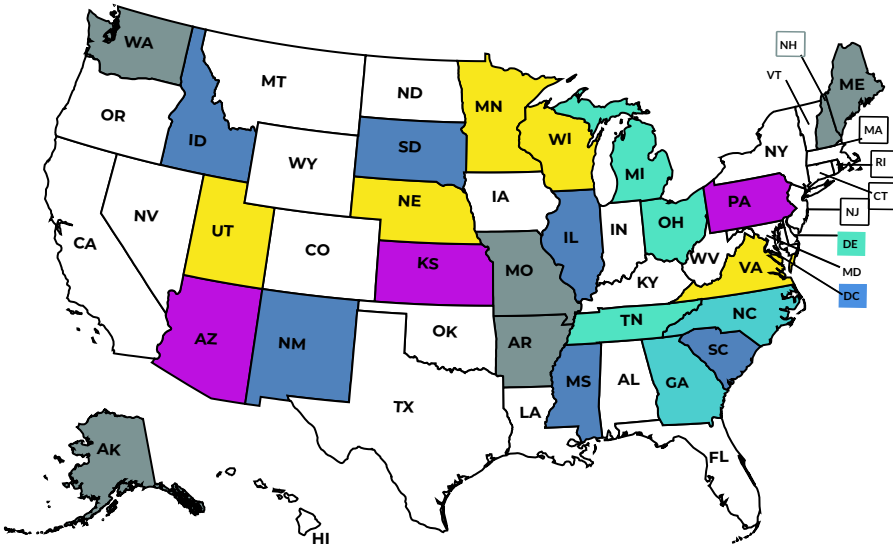
## Examination Requirement



\*Some states refer to the written and theoretical aspects of the nail technician examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the nail technician examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

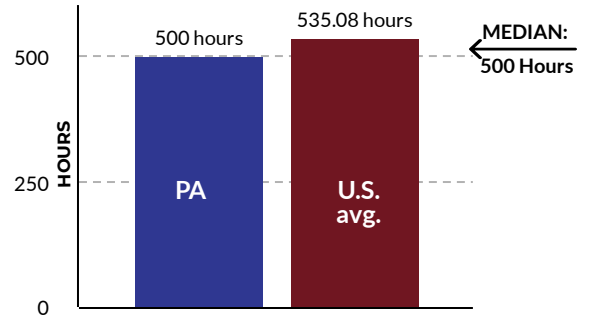
# Nail Technician Teacher

## Training / Experience Requirement

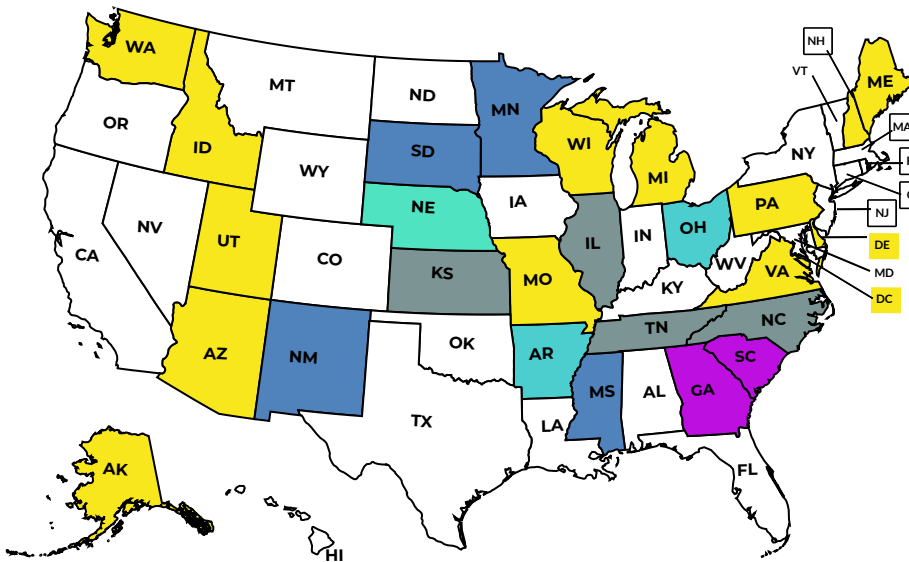


- 550 - 795 hours
- > 795 hours
- 250 - 350 hours
- 350 - 550 hours
- < 250 hours
- States that do not license this occupation

Minnesota requires "at least 2,700 hours of licensed practice in the same licensure field as the instructor license type sought within the three years prior to application." The analysis above is for hours of instructor training and does not include Minnesota.

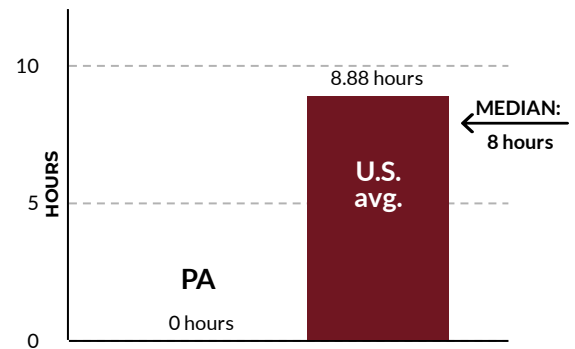


## Continuing Education Requirement

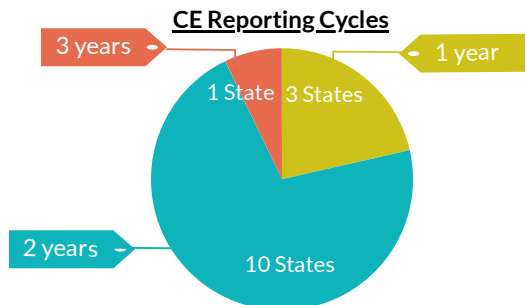


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 15 - 20 hours
- >20 hours
- 1 - 10 hours
- 10 - 15 hours
- 0 hours
- States that do not license this occupation

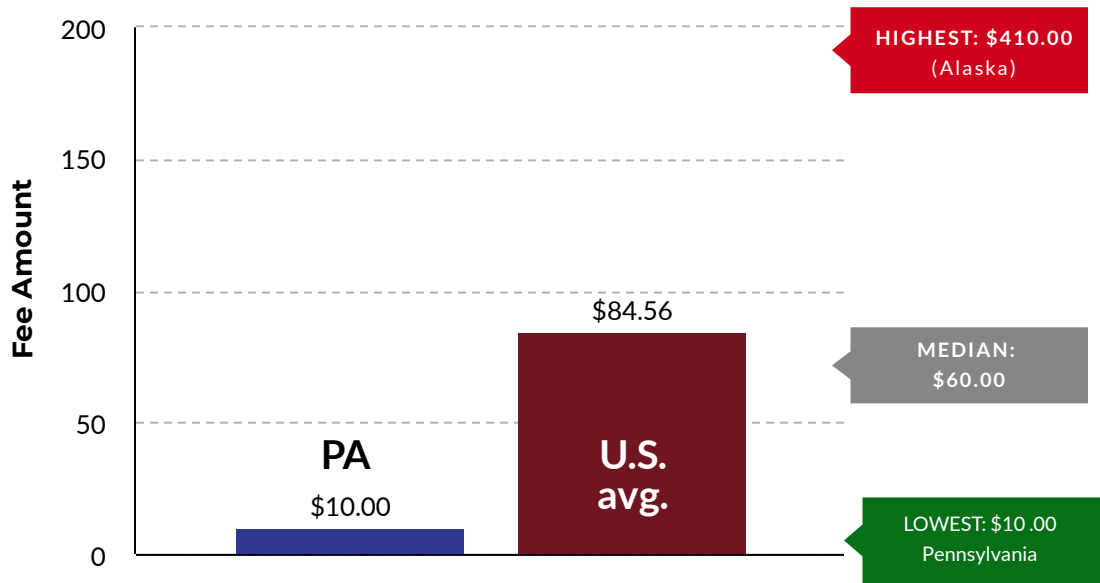


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



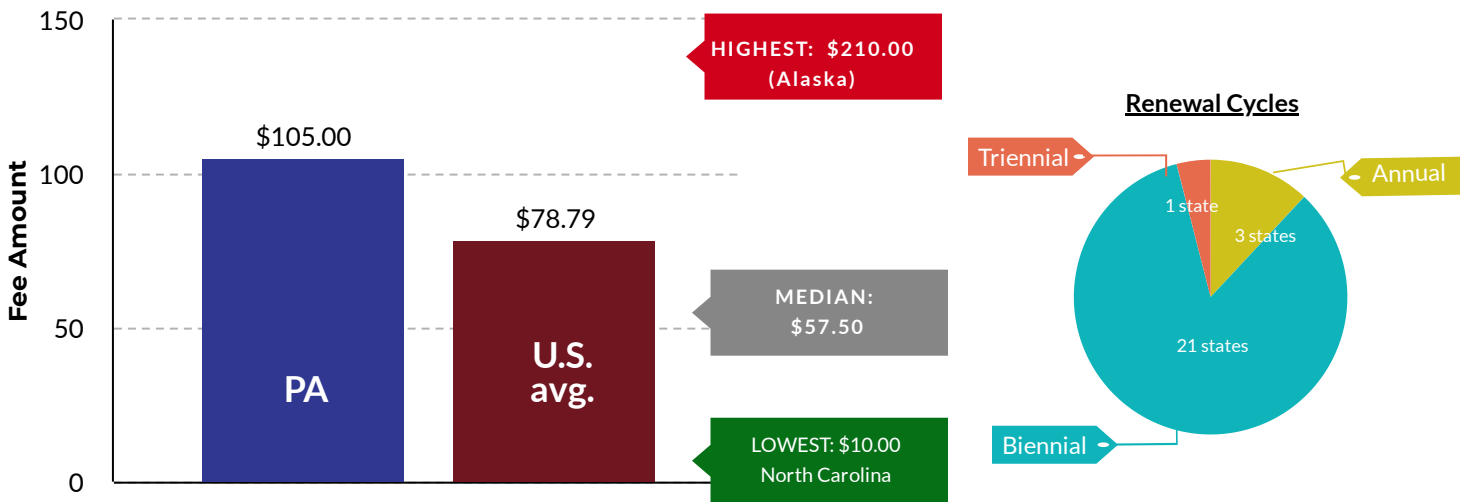
# Nail Technician Teacher

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Nail Technician Teacher

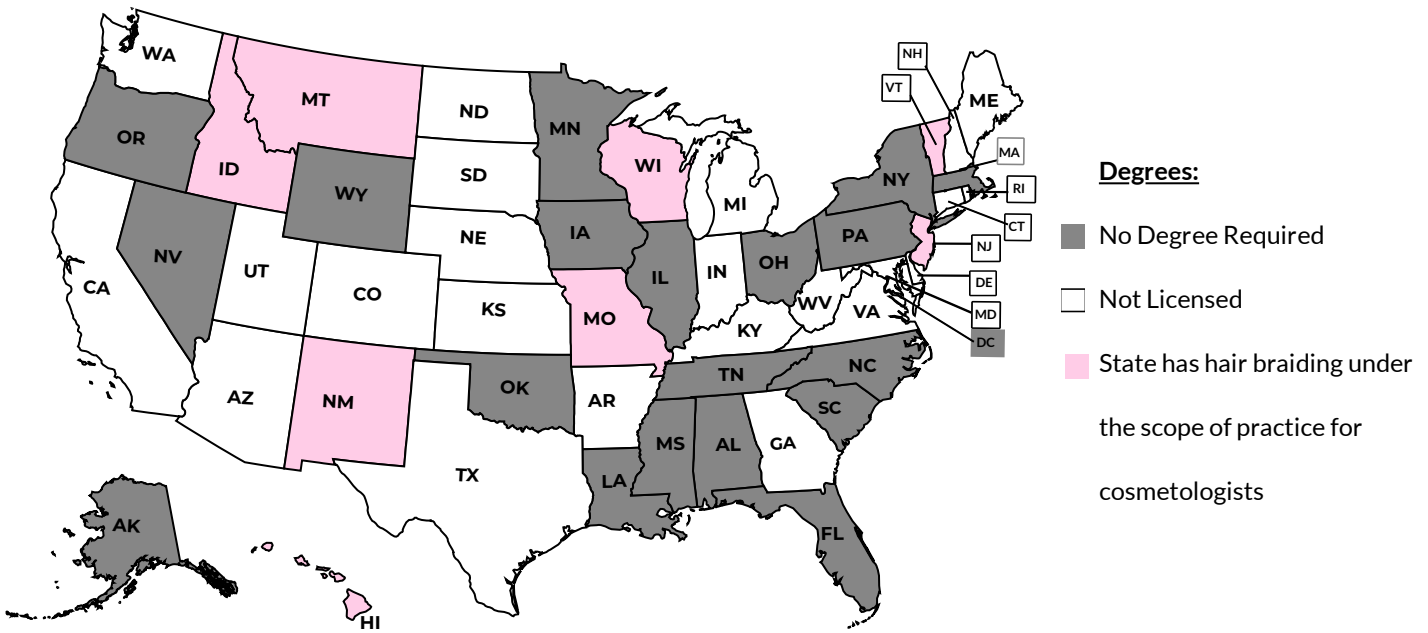
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
District of Columbia Georgia Idaho Illinois Minnesota South Carolina Virginia	Arizona Arkansas Delaware Michigan Mississippi Missouri Nebraska New Mexico Ohio Pennsylvania** South Dakota Tennessee Washington	Kansas Maine North Carolina Utah Wisconsin
		<p style="text-align: center;"><u>Waiver of</u> <u>Examination/Credentials</u></p>
		Alaska New Hampshire

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

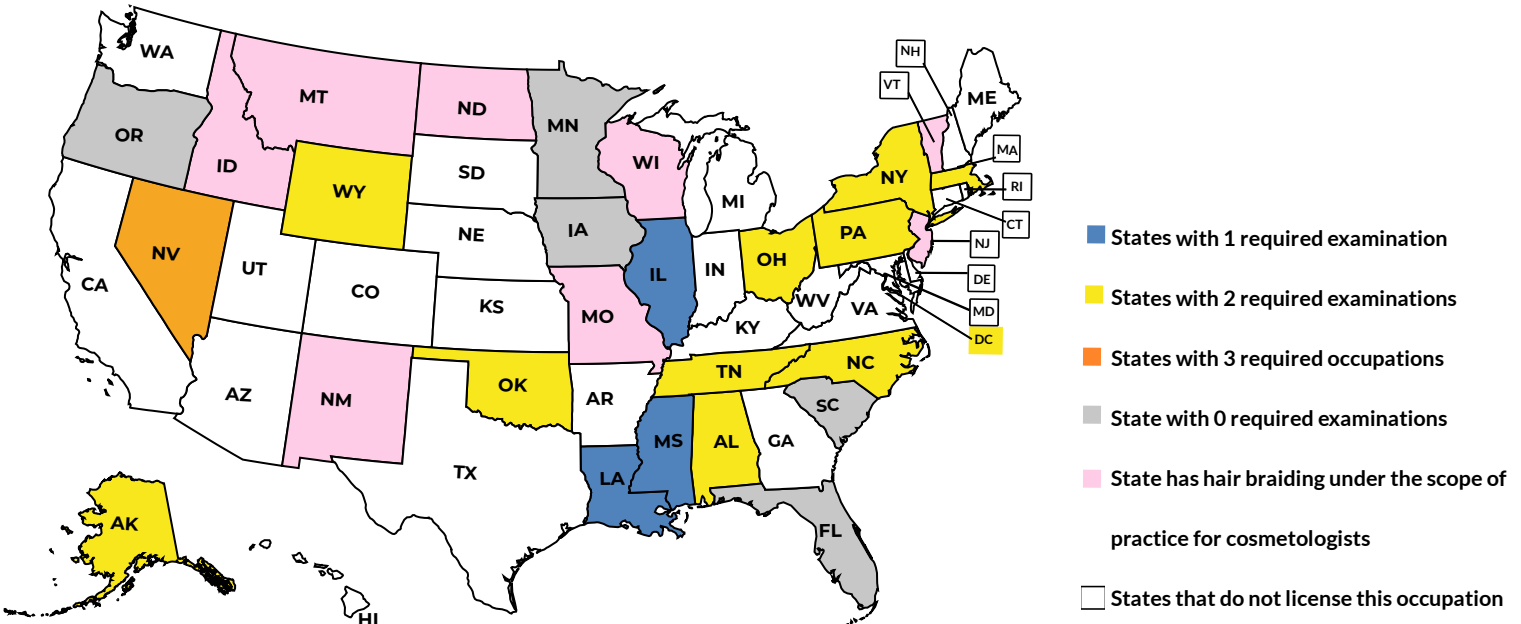
# Natural Hair Braider

## Degree Requirement



\*In Pennsylvania, applicants must complete the tenth grade

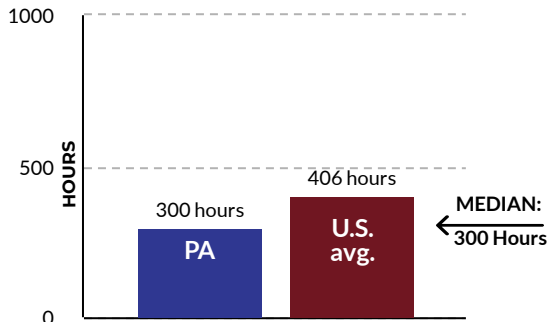
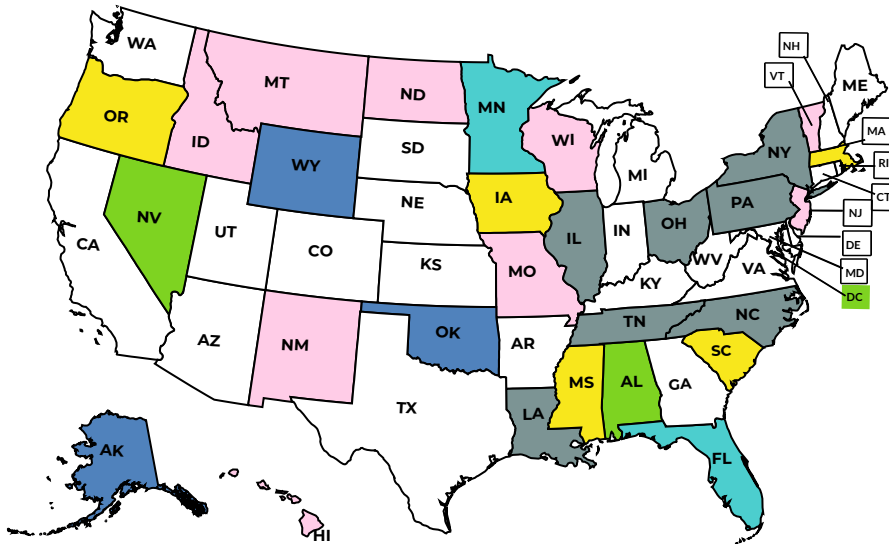
## Examination Requirement



\*Some states refer to the written and theoretical aspects of the natural hair braider teacher examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the natural hair braider teacher examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

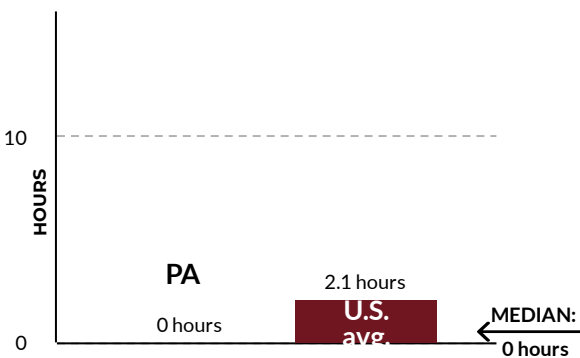
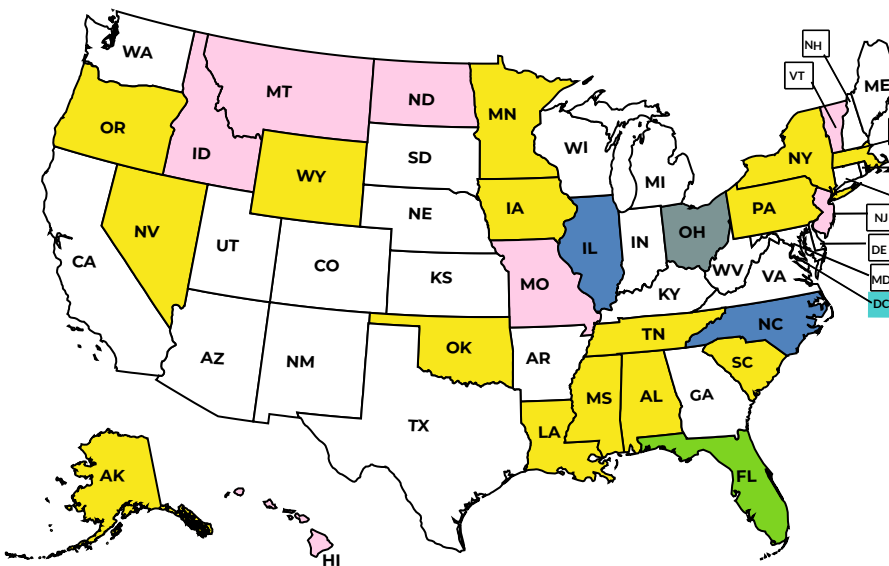
# Natural Hair Braider

## Training / Experience Requirement



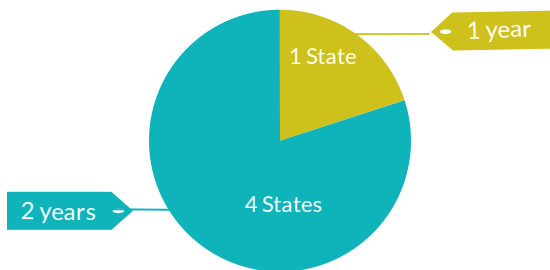
\*Massachusetts requires 2 years of practice under a licensed cosmetologist  
 \*Oregon requires a natural hair care training module and is not included in this analysis

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

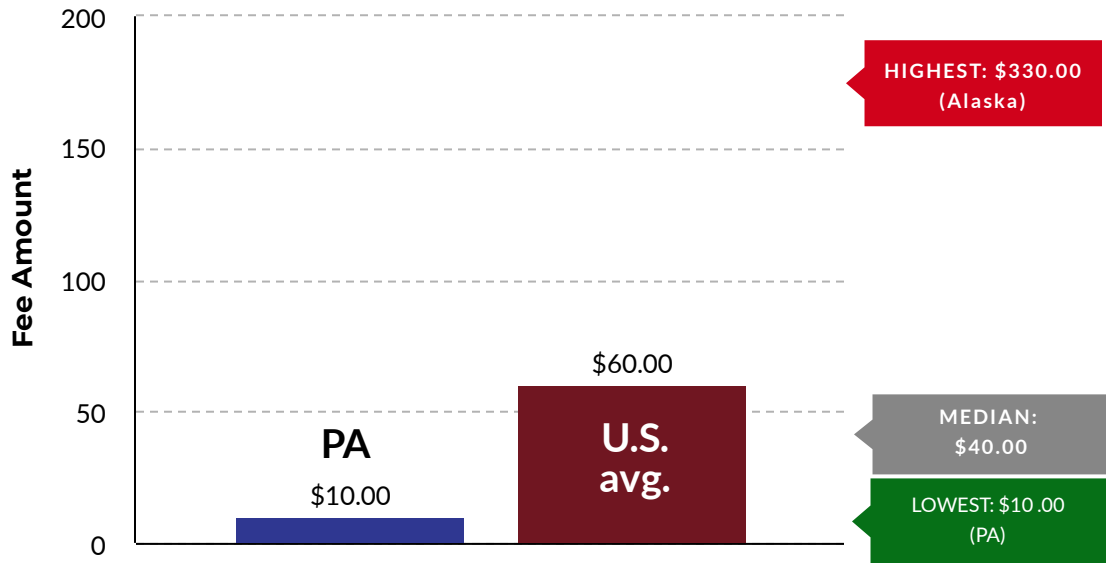
### CE Reporting Cycles



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

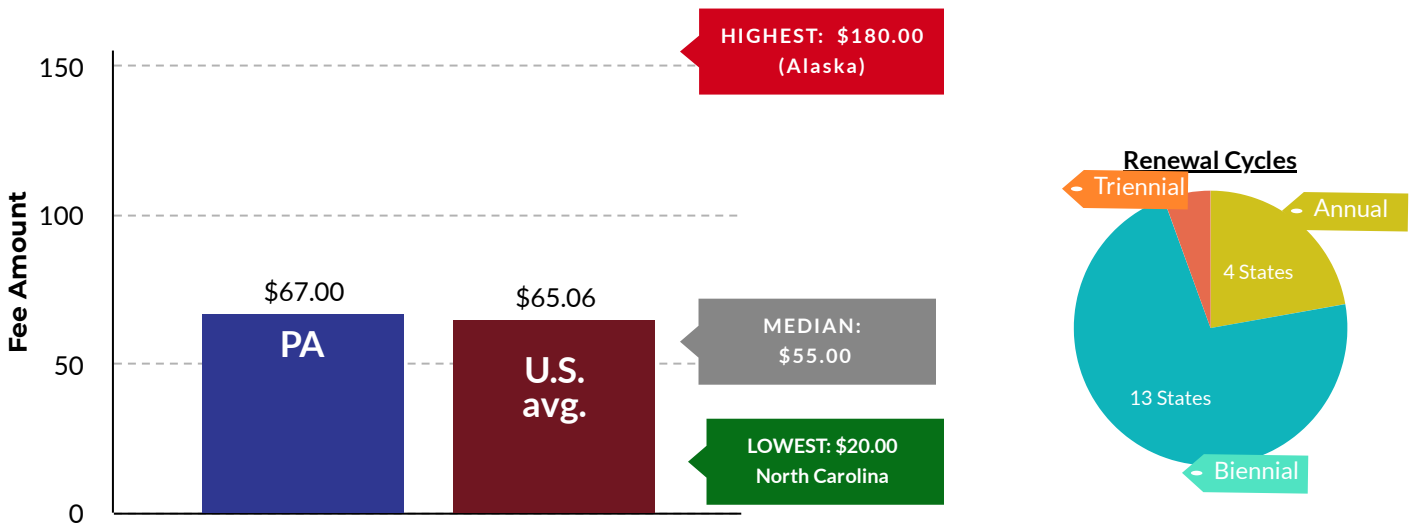
# Natural Hair Braider

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Natural Hair Braider

## States with Reciprocity or Endorsement

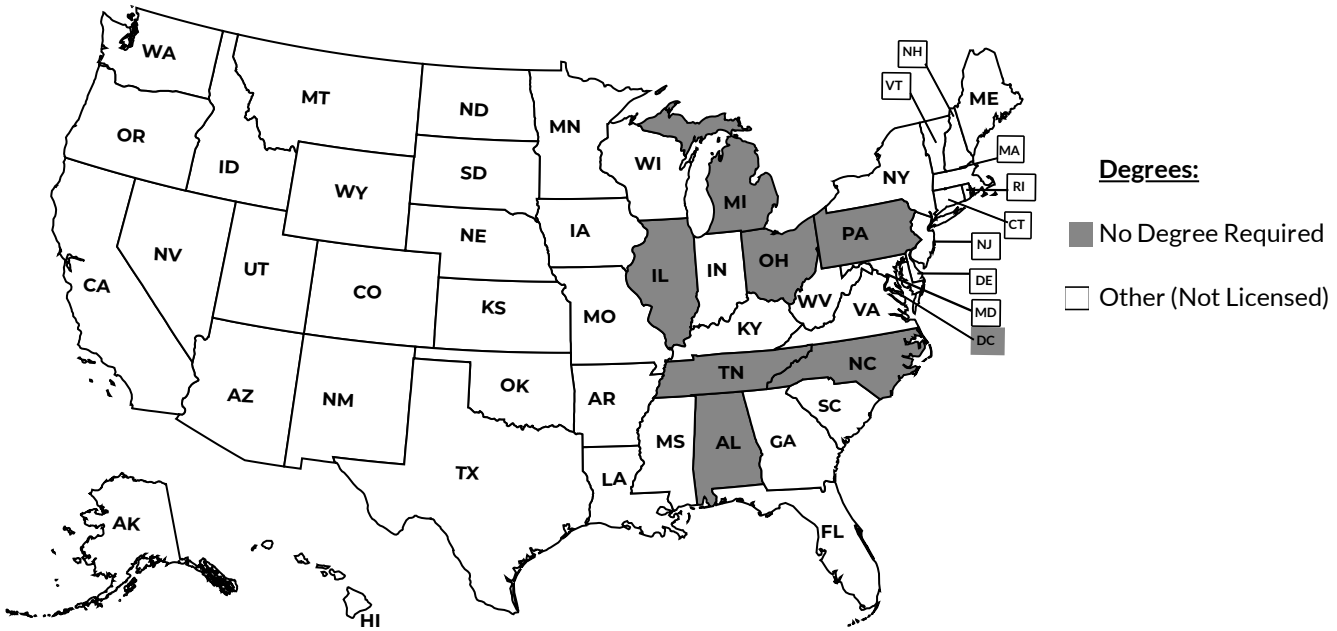
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not State in Legislation</u>
Alaska District of Columbia Illinois New York Wyoming	Massachusetts Minnesota Nevada North Carolina Oklahoma Oregon Pennsylvania** Tennessee	Florida Iowa South Carolina  <u>Credentials</u> Louisiana Ohio

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



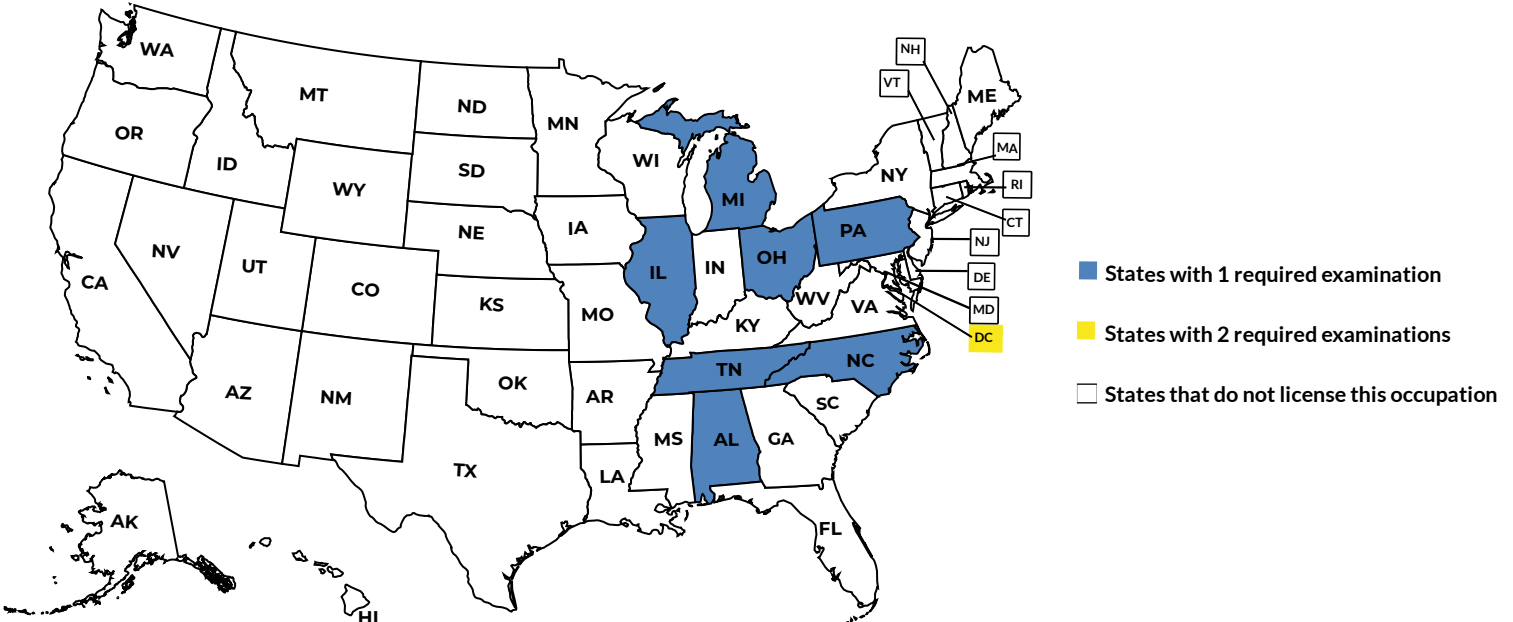
# Natural Hair Braider Teacher

## Degree Requirement



\*In Pennsylvania, applicants must complete the 12th grade or GED

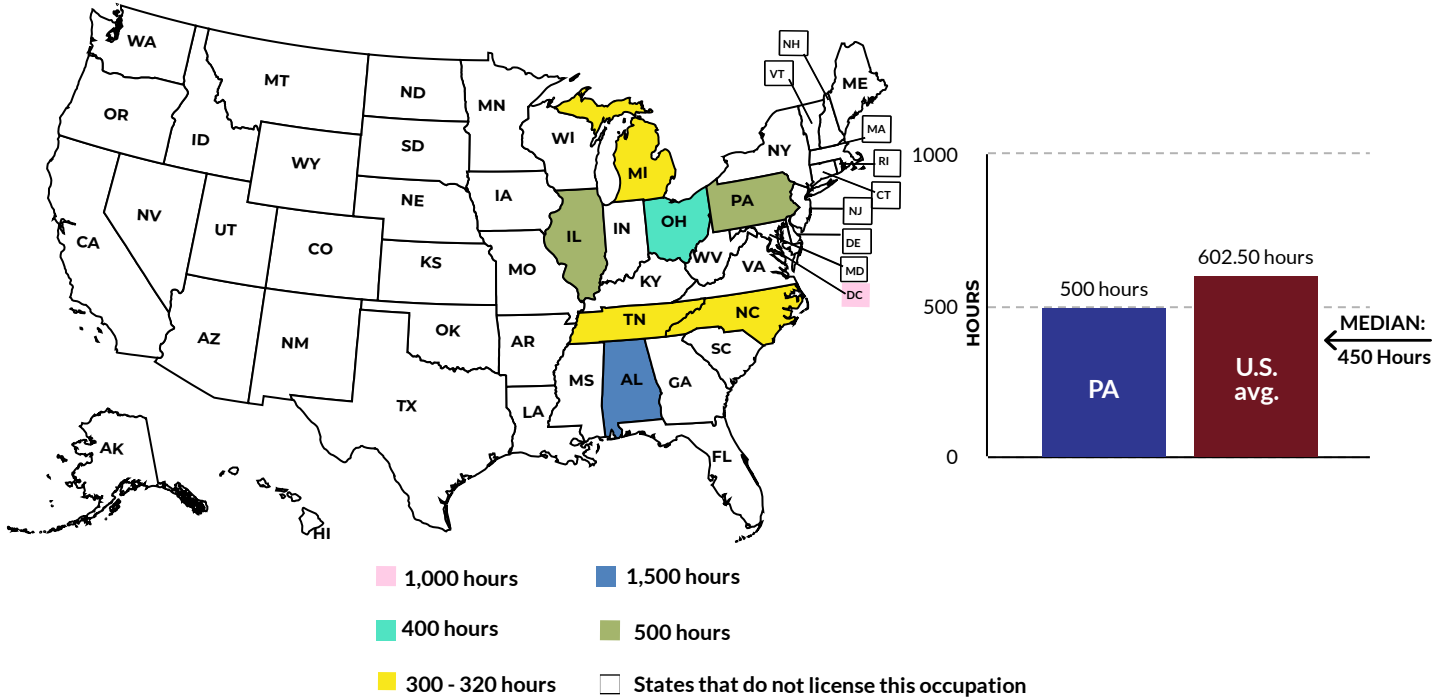
## Examination Requirement



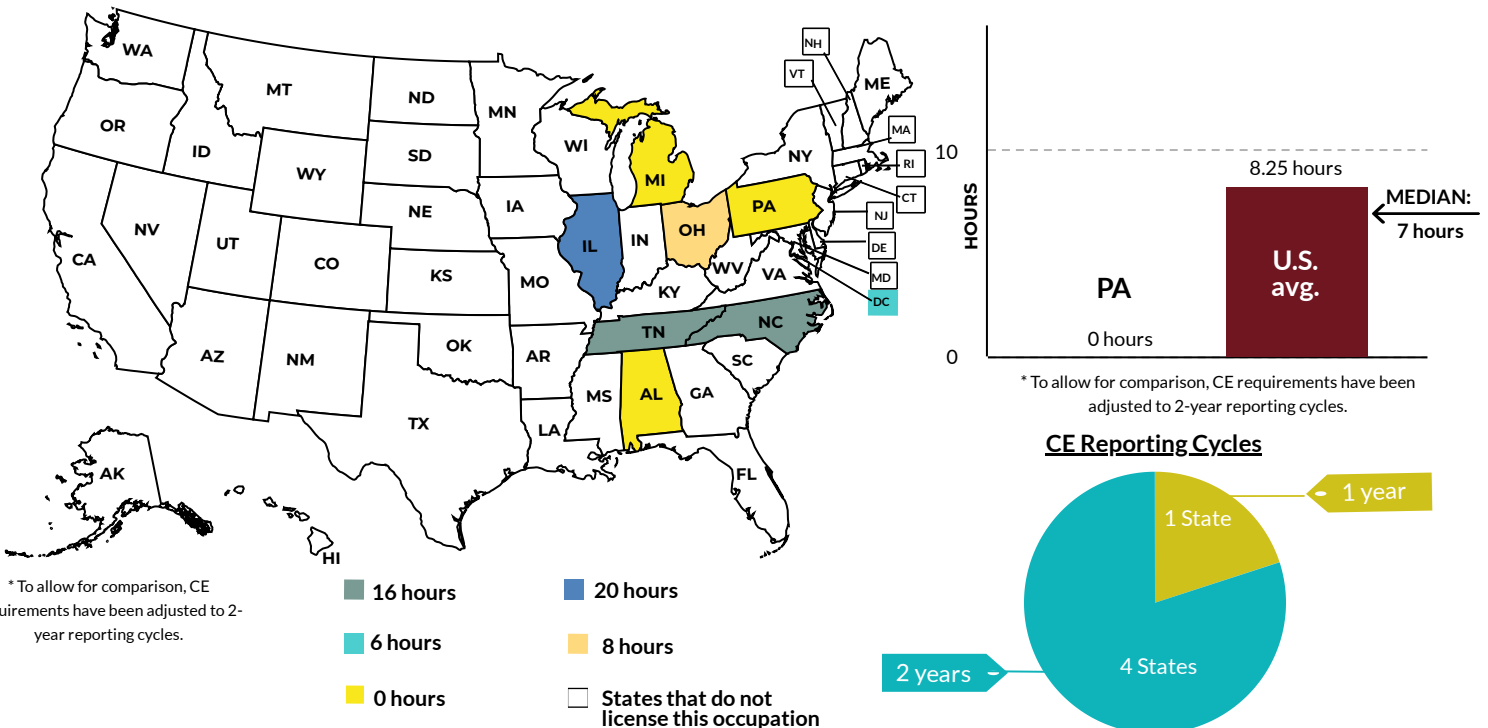
\*Some states refer to the written and theoretical aspects of the natural hair braider teacher examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the natural hair braider teacher examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

# Natural Hair Braider Teacher

## Training / Experience Requirement

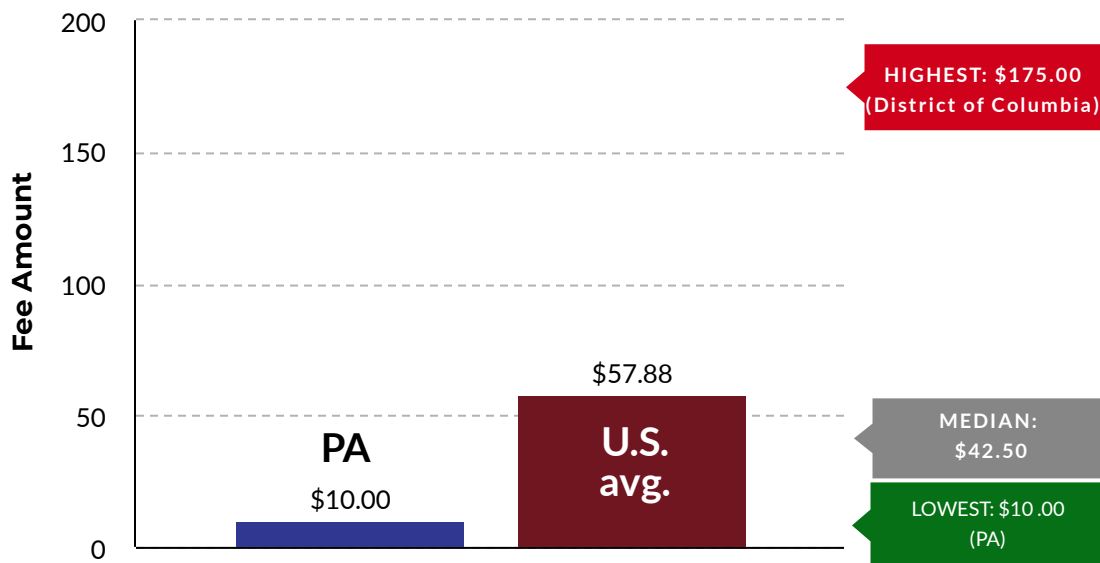


## Continuing Education Requirement



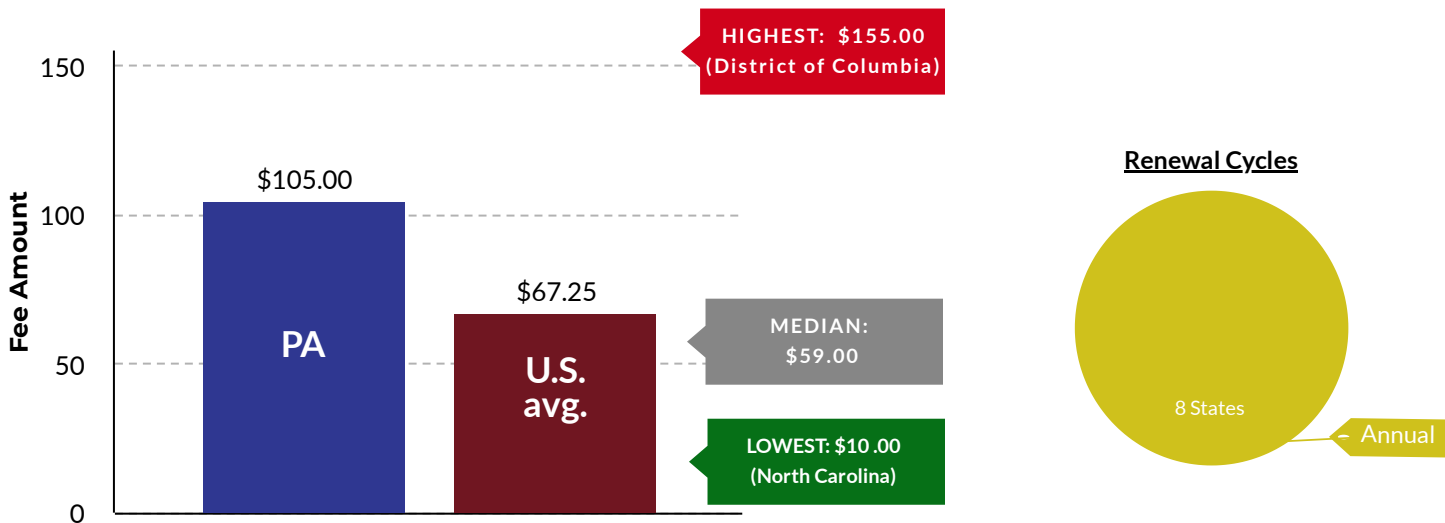
# Natural Hair Braider Teacher

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Natural Hair Braider Teacher

## States with Reciprocity or Endorsement

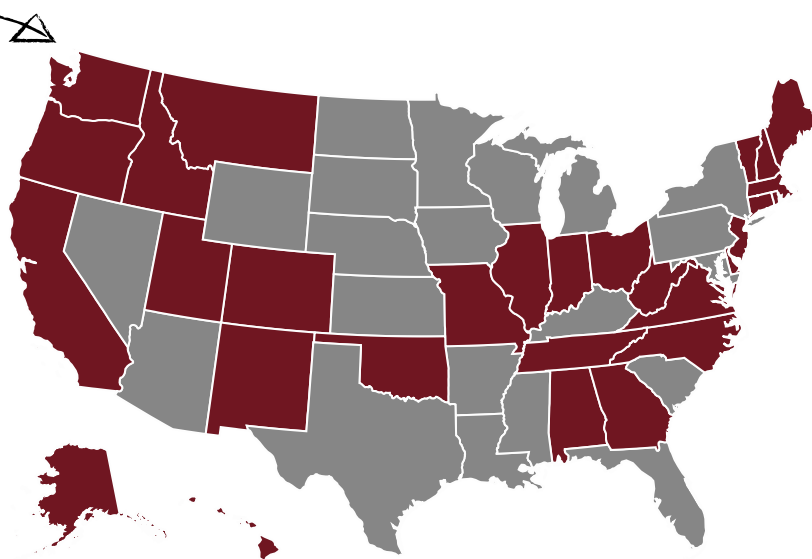
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not State in Legislation</u>
District of Columbia Illinois	Michigan Ohio Pennsylvania**	Alabama North Carolina Tennessee

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

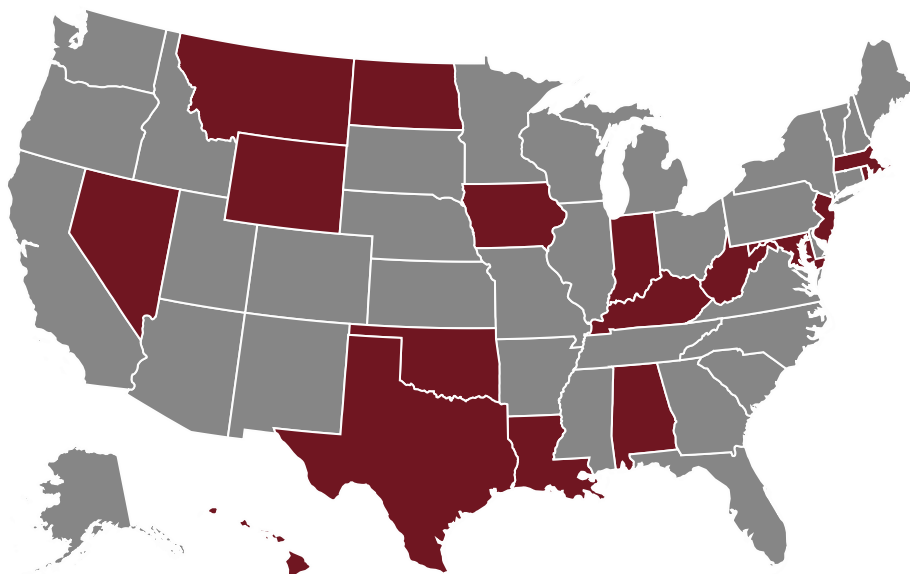
The following states regulate Cosmetology and Barbering occupations under the same board

- |                      |               |
|----------------------|---------------|
| Alabama              | Montana       |
| Alaska               | New Hampshire |
| California           | New Jersey    |
| Colorado             | New Mexico    |
| Connecticut          | Ohio          |
| Delaware             | Oklahoma      |
| District of Columbia | Oregon        |
| Georgia              | Rhode Island  |
| Hawaii               | Tennessee     |
| Idaho                | Utah          |
| Illinois             | Vermont       |
| Indiana              | Virginia      |
| Maine                | Washington    |
| Massachusetts        | West Virginia |
| Missouri             |               |



The following states have Nail Technician Instructors under the scope of practice of Cosmetology Instructors:

- Alabama
- Hawaii
- Indiana
- Iowa
- Kentucky
- Louisiana
- Maryland
- Massachusetts
- Montana
- Nevada
- New Jersey
- North Dakota
- Oklahoma
- Rhode Island
- Texas
- West Virginia
- Wyoming



# Sources: State Licensing Boards

**Alabama**  
<https://aboc.alabama.gov/>

**Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofBarbersHairdressers.aspx>

**Arizona**  
<https://boc.az.gov/>

**Arkansas**  
<https://www.arkansas.gov/cos/>

**California**  
<https://www.barbercosmo.ca.gov/>

**Colorado**  
<https://dpo.colorado.gov/BarberCosmetology>

**Connecticut**  
<https://portal.ct.gov/DPH/Public-Health-Hearing-Office/Barbers-Hairdressers-and-Cosmeticians/Examining-Board-for-Barbers-Hairdressers-and-Cosmeticians>

**Delaware**  
<https://dpr.delaware.gov/boards/cosmetology/>

**District of Columbia**  
<https://www.dcopla.com/bbc/>

**Florida**  
<https://www.myfloridalicense.com/intentions2.asp?chBoard=true&boardid=05>

**Georgia**  
<https://sos.ga.gov/index.php/licensing/plb/16>

**Hawaii**  
<https://cca.hawaii.gov/pvl/boards/barber/>

**Idaho**  
<https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=BCB>

**Illinois**  
<https://www.idfpr.com/profs/cosmo.asp>

**Indiana**  
<https://www.in.gov/pla/cosmo.htm>

**Iowa**  
<https://idph.iowa.gov/licensure/iowa-board-of-cosmetology-arts-and-sciences>

**Kansas**  
<http://www.kansas.gov/kbc/>

**Kentucky**  
<https://kbc.ky.gov/Pages/index.aspx>

**Louisiana**  
<http://www.lsbclouisiana.gov/>

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

**Maryland**  
<https://www.dllr.state.md.us/license/cos/>

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

**Michigan**  
[https://www.michigan.gov/lara/0,4601,7-154-89334\\_72600\\_72602\\_72731\\_72864---,00.html](https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72602_72731_72864---,00.html)

**Minnesota**  
<https://mn.gov/boards/cosmetology/>

**Mississippi**  
<https://www.msbc.ms.gov/>

**Missouri**  
<https://www.pr.mo.gov/cosbar.asp>

**Montana**  
<http://boards.bsd.dli.mt.gov/cos>

**Nebraska**  
<http://dhhs.ne.gov/licensure/Pages/Cosmetology-and-Esthetics.aspx>

**Nevada**  
<https://sites.google.com/nvcosmo.com/nevada-board-of-cosmetology/home>

**New Hampshire**  
<https://www.oplc.nh.gov/cosmetology/documents-forms.htm>

**New Jersey**  
<https://www.njconsumeraffairs.gov/cos>

**New Mexico**  
[http://www.rld.state.nm.us/boards/Barbers\\_and\\_Cosmetologists.aspx](http://www.rld.state.nm.us/boards/Barbers_and_Cosmetologists.aspx)

**New York**  
<https://www.dos.ny.gov/licensing/cosmetology/cosmetology.html>

**North Carolina**  
<https://www.nccosmeticarts.com/>

**North Dakota**  
<https://www.ndcosmetology.com/>

**Ohio**  
<https://cos.ohio.gov/>

**Oklahoma**  
[https://www.ok.gov/cosmo/Licensing\\_&Fee\\_Information/index.html](https://www.ok.gov/cosmo/Licensing_&Fee_Information/index.html)

**Oregon**  
<https://www.oregon.gov/oha/ph/hlo/pages/board-cosmetology.aspx>

**Pennsylvania**  
<https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Pages/default.aspx>

**Rhode Island**  
<https://health.ri.gov/licenses/detail.php?id=225>

**South Carolina**  
<https://lir.sc.gov/cosmo/>

**South Dakota**  
<https://dlr.sd.gov/cosmetology/default.aspx>

**Tennessee**  
<https://www.tn.gov/commerce/regboards/cosmo/licensee-applicant-resources/how-do-i-get-an-individual-license/cosmetologist-license.html>

**Texas**  
<https://www.tdlr.texas.gov/cosmet/cosmet.htm>

**Utah**  
<https://dopl.utah.gov/cosmo/index.html>

**Vermont**  
<https://sos.vermont.gov/barbers-cosmetologists/forms-instructions/>

**Virginia**  
<http://www.dpor.virginia.gov/Boards/BarberCosmo/>

**Washington**  
<https://www.dol.wa.gov/business/cosmetology/>

**West Virginia**  
<https://www.wvbbc.com/>

**Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/Cosmetologist/Default.aspx>

**Wyoming**  
<https://cosmetology.wyo.gov/>

# **Occupational Licensing Study 50 State Comparison**

State Board of Crane Operators

Crane Operator



Presented by the Pennsylvania  
Department of State

2020

# Crane Operator

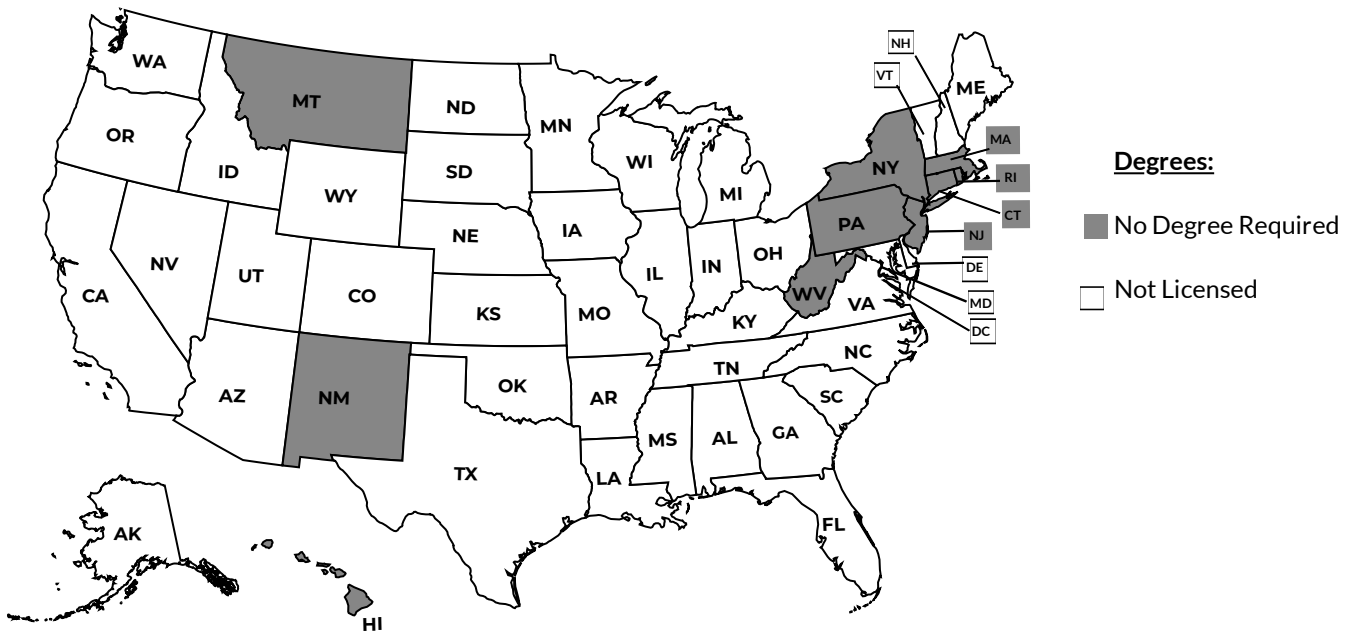
**An individual licensed by the State Board of Crane Operators to operate a crane.**

**A "crane" is 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, 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.**

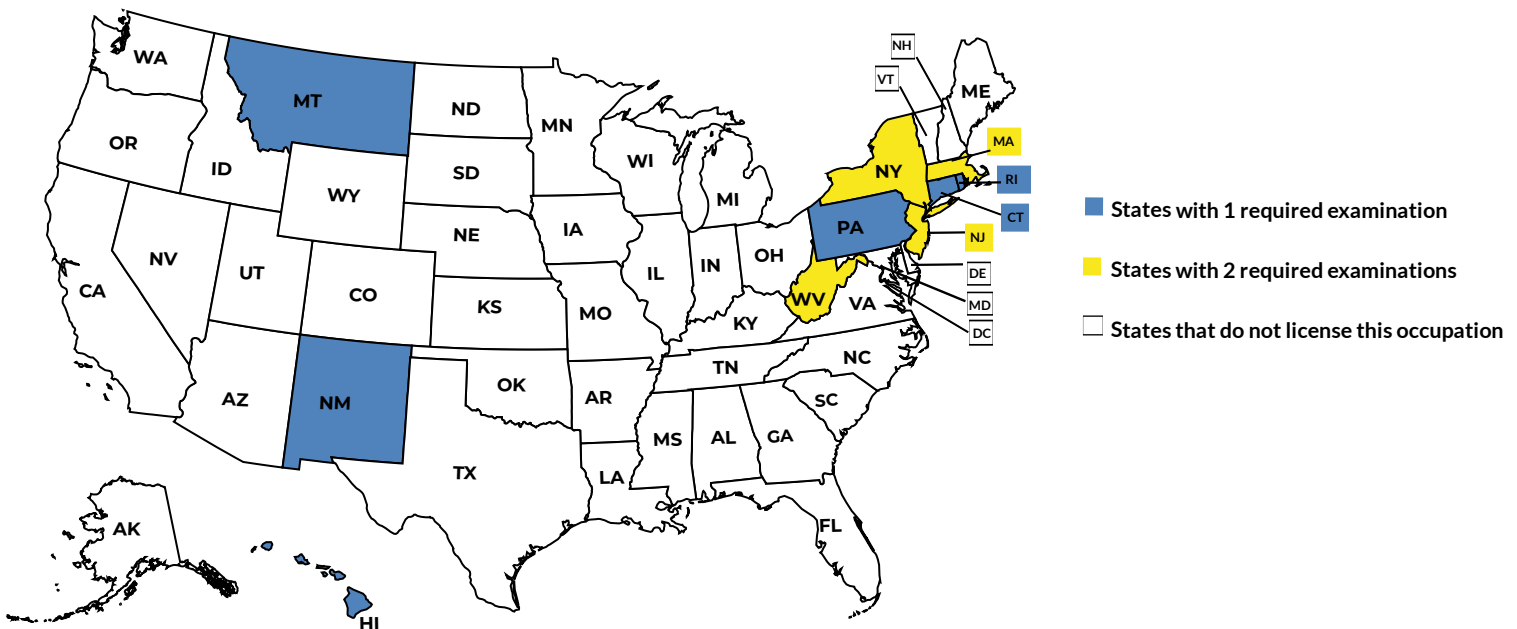


# Crane Operator

## Degree Requirement



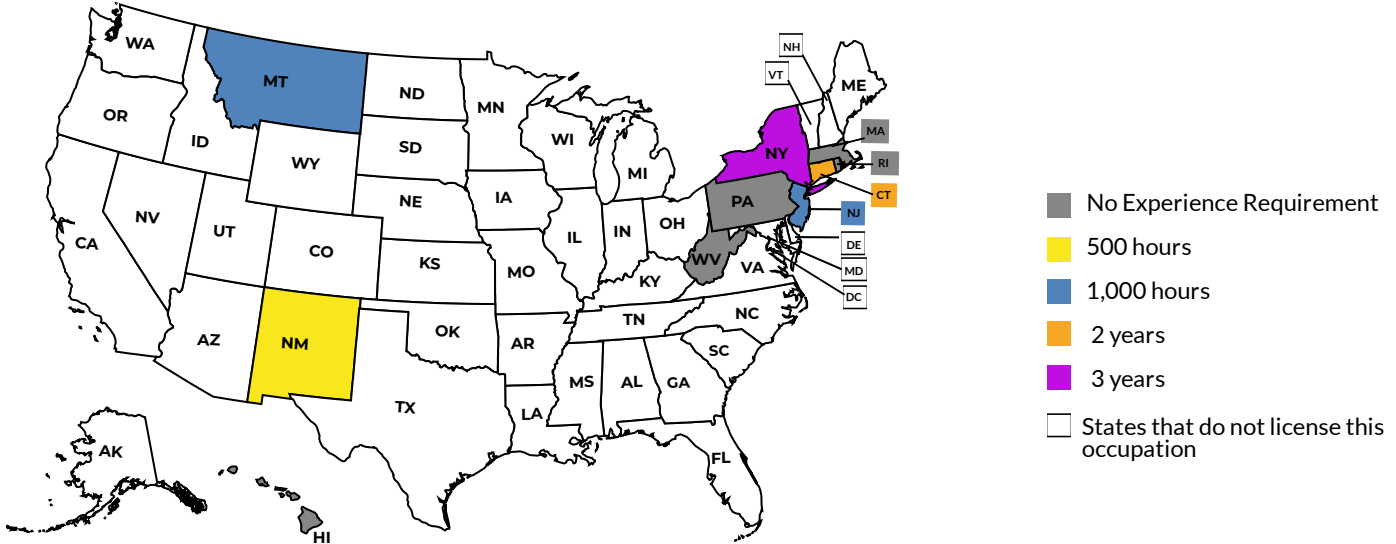
## Examination Requirement



\*NY licenses Class I & Class II Crane Operators. Class I Crane Operators must pass a written exam only, but Class II Crane Operators must pass both a written and practical examination.

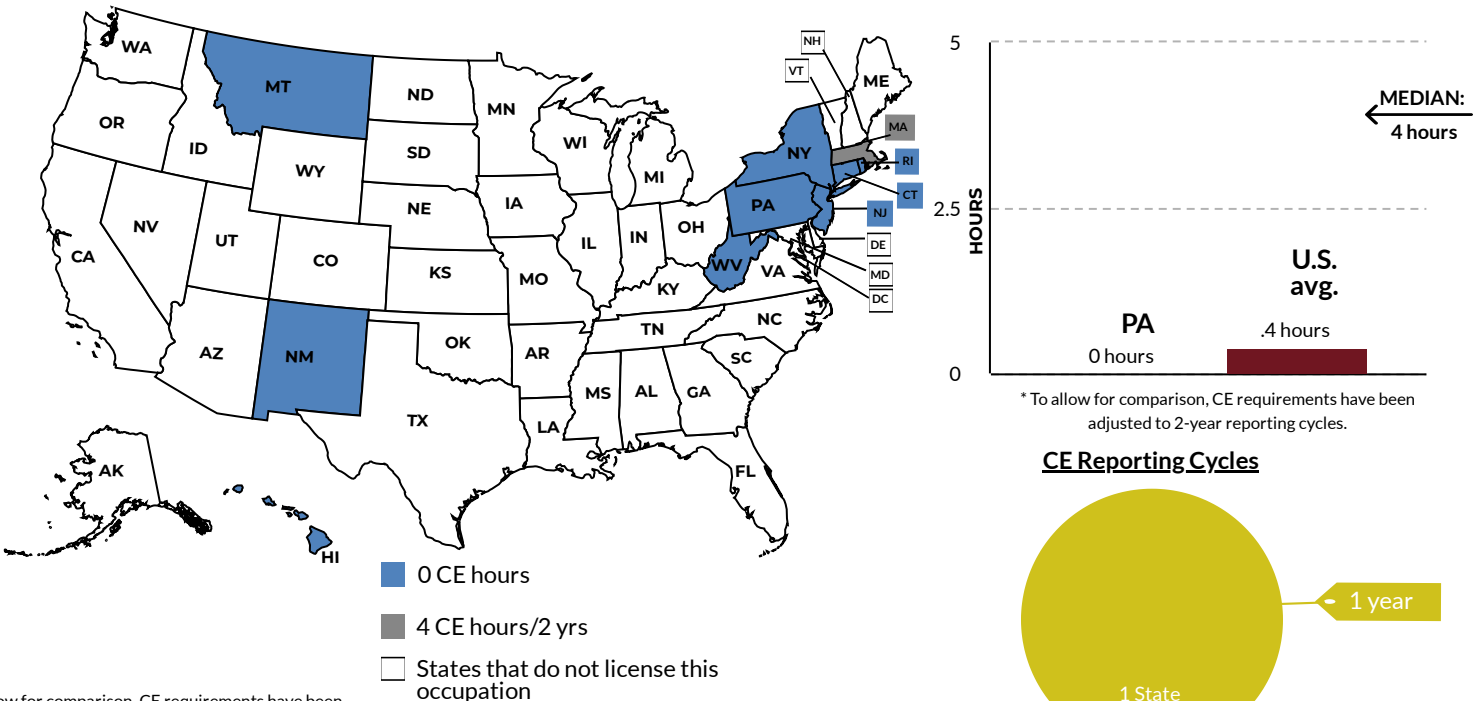
# Crane Operator

## Training / Experience Requirement



\*The states that do not have an experience requirement must be certified nationally prior to applying for state certification and will have to meet those experience requirements.

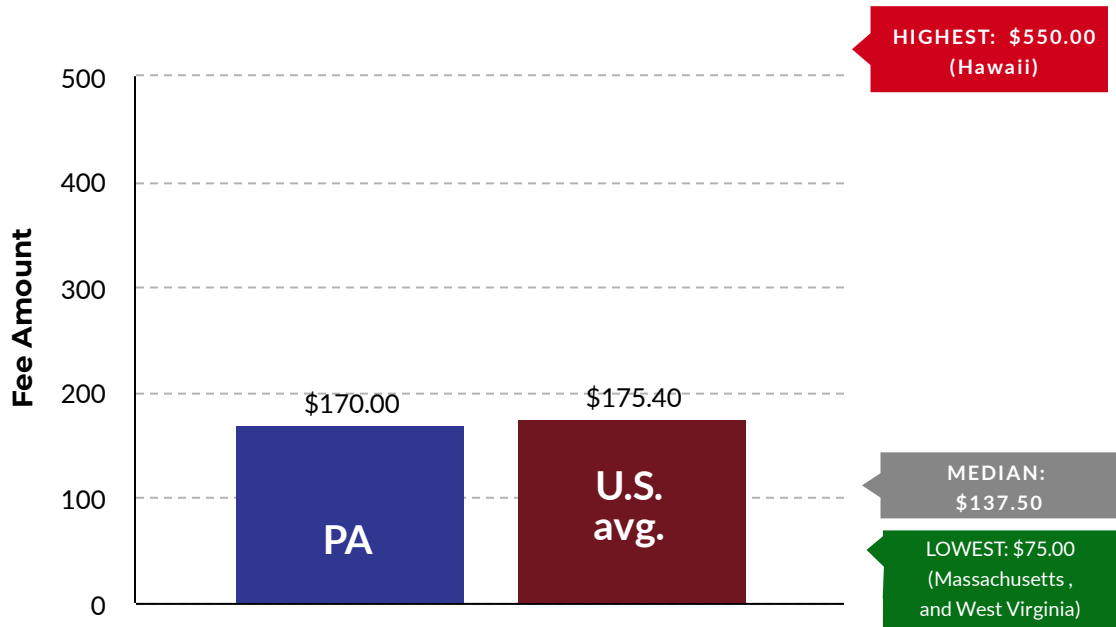
## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

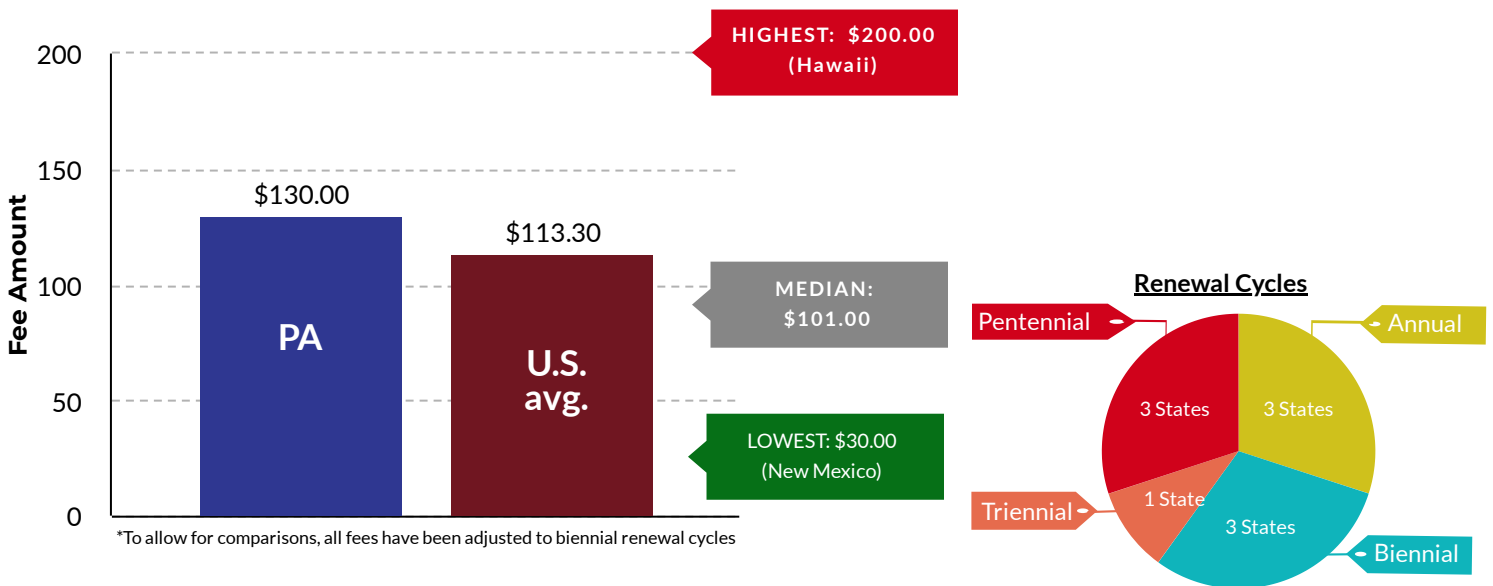
# Crane Operator

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Crane Operator

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Rhode Island	Montana Pennsylvania** West Virginia	Connecticut Hawaii Massachusetts New Jersey New Mexico New York

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

## State Regulation Classification

The following states issue a state license for crane operators.

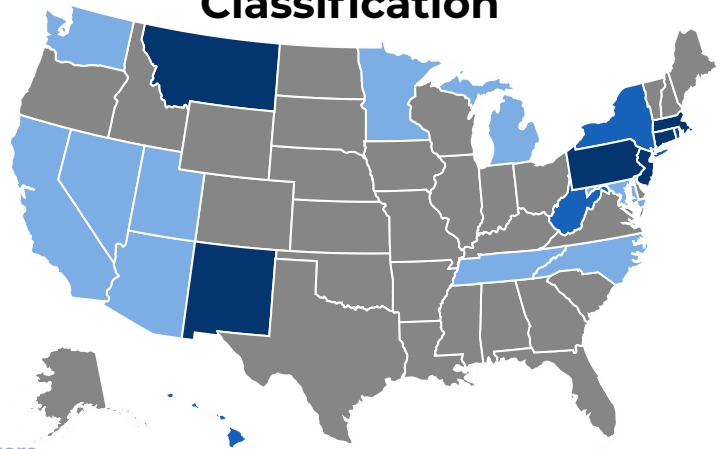
Connecticut    New Mexico  
 Massachusetts    Pennsylvania  
 Montana    Rhode Island  
 New Jersey

The following states issue a state certifications for crane operators.

Hawaii  
 New York  
 West Virginia

The following states do not issue licenses or certificates to crane operators, however, they do require crane operators to be nationally certified by the National Commission for the Certification of Crane Operators (NCCCO):

Arizona    Nevada  
 California    North Carolina  
 Maryland    Tennessee  
 Michigan    Utah  
 Minnesota    Washington



- States that require and issue a license
- States that require and issue a certification
- States that require the National Commission for the Certification of Crane Operators (NCCCO):

Legislation, and Department Citation for Crane Operators / Hoisting Engineer License or Certification:

- Connecticut** - The Examining Board for Crane Operators is established under C.G.S. Chapter 539 Operators of Cranes or Hoisting Equipment: under The Commissioner of Administrative Services
- Massachusetts** - The License to Operate Hoisting Machinery is established 520 CMR 6 Hoisting Machinery; under the The Commissioner of the Department of Public Safety
- Montana** -The Crane / Hoisting Operator Program (which acts as a the licensing board) is established under MAR Chapter 135 Rule Chapter 24.135 Chapter Title: CRANE AND HOISTING OPERATING ENGINEERS; under the Department of Labor and Industry
- New Jersey**- The Crane Operators License Advisory Board is established under N.J.S.A. 45:26-1 et. seq "Licensing of Crane Operators Act."; under the Commissioner of Labor
- New Mexico** - The Crane Operators Safety Program (which acts as a the licensing board) Chapter 60, Article 15 NMSA 1978 may be cited as the "Crane Operators Safety Act"; under The New Mexico Regulation and Licensing Department
- Pennsylvania** - The State Board of Crane Operators is established under Title 49 Chapter 6 The State Board of Crane Operators: under the Bureau of Professional and Occupational Affairs
- Rhode Island** - The Board of Examiners of Hoisting Engineers is established under Title 28 Chapter 28-26 Hoisting Engineers: under RI Department of Labor and Training Professional Regulation
- Hawaii** - The Hoisting Machine Operators Advisory Board is established under Title 12 Chapter 48 Hoisting Machine Operators; under the Department of Labor
- New York** - The License and Certification Unit is established under Occupational Licensing and Certification Part 61 of Title 12 of the Official Compilation of Codes, Rules, and Regulations of the State of New York (Cited as NYCRR 61); under the Department of Labor
- West Virginia** - The Crane Operator Certification is established under the WV Code Chapter 21, Article 3D - Crane Operator Certification Act; under the the Commissioner of the Division of Labor

# Sources: State Licensing Boards

**Alabama**  
Not regulated in this state

**Alaska**  
Not regulated in this state

**Arizona**  
Not regulated in this state

**Arkansas**  
Not regulated in this state

**California**  
Not regulated in this state

**Colorado**  
Not regulated in this state

**Connecticut**  
<https://portal.ct.gov/DAS/Office-of-State-Fire-Marshal/Apply-for-a-Crane-Operator-License-Registration-Renewal-and-Re-Testing>

**Delaware**  
Not regulated in this state

**District of Columbia**  
Not regulated in this state

**Florida**  
Not regulated in this state

**Georgia**  
Not regulated in this state

**Hawaii**  
<https://hmoab.hawaii.gov/>

**Idaho**  
Not regulated in this state

**Illinois**  
Not regulated in this state

**Indiana**  
Not regulated in this state

**Iowa**  
Not regulated in this state

**Kansas**  
Not regulated in this state

**Kentucky**  
Not regulated in this state

**Louisiana**  
Not regulated in this state

**Maine**  
Not regulated in this state

**Maryland**  
Not regulated in this state

**Massachusetts**  
<https://www.mass.gov/hoisting>

**Michigan**  
Not regulated in this state

**Minnesota**  
Not regulated in this state

**Mississippi**  
Not regulated in this state

**Missouri**  
Not regulated in this state

**Montana**  
<http://boards.bsd.dli.mt.gov/cra>

**Nebraska**  
Not regulated in this state

**Nevada**  
Not regulated in this state

**New Hampshire**  
Not regulated in this state

**New Jersey**  
[https://www.nj.gov/labor/lasse/employee/Licensing\\_of\\_Crane\\_Operators.html](https://www.nj.gov/labor/lasse/employee/Licensing_of_Crane_Operators.html)

**New Mexico**  
<http://www.rld.state.nm.us/superintendent/crane-operators-safety-program.aspx>

**New York**  
<https://labor.ny.gov/stats/olcny/crane-operator.shtm>

**North Carolina**  
Not regulated in this state

**North Dakota**  
Not regulated in this state

**Ohio**  
Not regulated in this state

**Oklahoma**  
Not regulated in this state

**Oregon**  
Not regulated in this state

**Pennsylvania**  
<https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/CraneOperators/Pages/default.aspx>

**Rhode Island**  
<http://www.dlt.ri.gov/profregs/HoistMain.htm>

**South Carolina**  
Not regulated in this state

**South Dakota**  
Not regulated in this state

**Tennessee**  
Not regulated in this state

**Texas**  
Not regulated in this state

**Utah**  
Not regulated in this state

**Vermont**  
Not regulated in this state

**Virginia**  
Not regulated in this state

**Washington**  
Not regulated in this state

**West Virginia**  
[https://labor.wv.gov/Licensing/Crane\\_Operator\\_Certification/Pages/default.aspx](https://labor.wv.gov/Licensing/Crane_Operator_Certification/Pages/default.aspx)

**Wisconsin**  
Not regulated in this state

**Wyoming**  
Not regulated in this state

# **Occupational Licensing Study 50 State Comparison**

State Board of Certified Real Estate Appraisers

Certified General Appraiser  
Certified Residential Real Estate Appraiser  
Licensed Appraiser Trainee



Presented by the Pennsylvania  
Department of State

2020

## **Certified General Appraiser**

A person who holds a certificate issued under authority of section 6(a)(3) of the Real Estate Appraisers Certification Act (63 P.S. § 457.6(a)(3)) and who is authorized to perform appraisals of all types of real property in non-Federally related transactions.

## **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.

## **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.

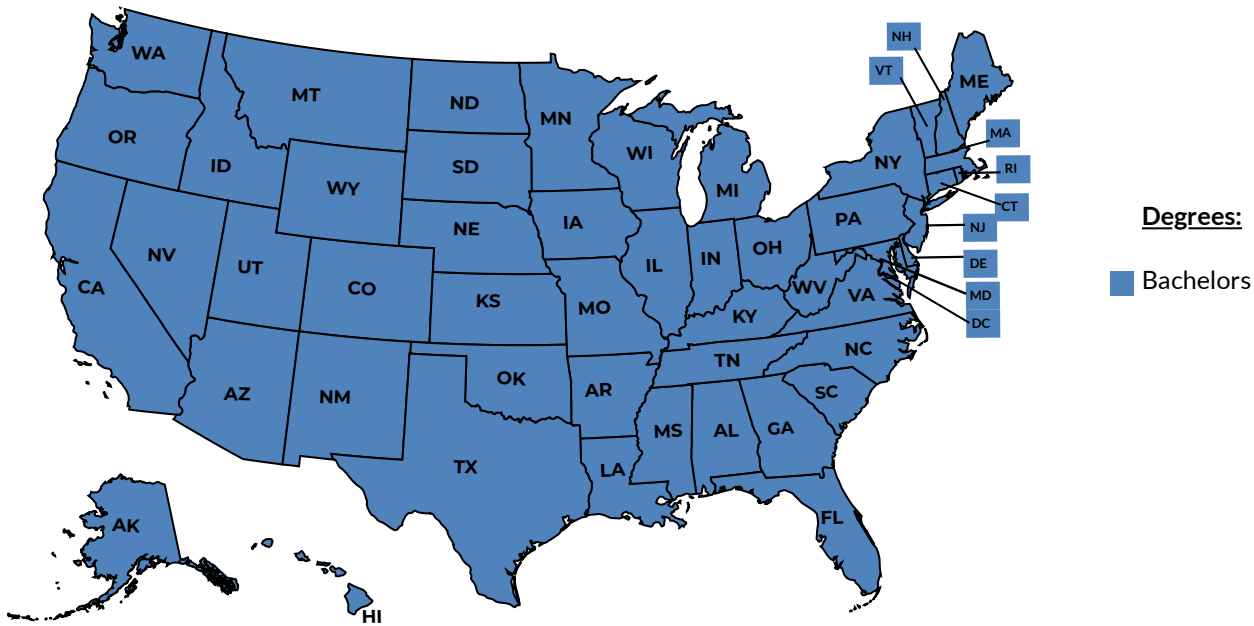
**Link to Pennsylvania's Real Estate Appraisers Certification Act:**

[https://www.legis.state.pa.us/WU01/LI/LI/US/PDF/2008/0/0059..PDF#:~:text=98\)%2C%20entitled%20%22An%20act,Certified%20Real%20Estate%20Appraisers%2C%20for](https://www.legis.state.pa.us/WU01/LI/LI/US/PDF/2008/0/0059..PDF#:~:text=98)%2C%20entitled%20%22An%20act,Certified%20Real%20Estate%20Appraisers%2C%20for)

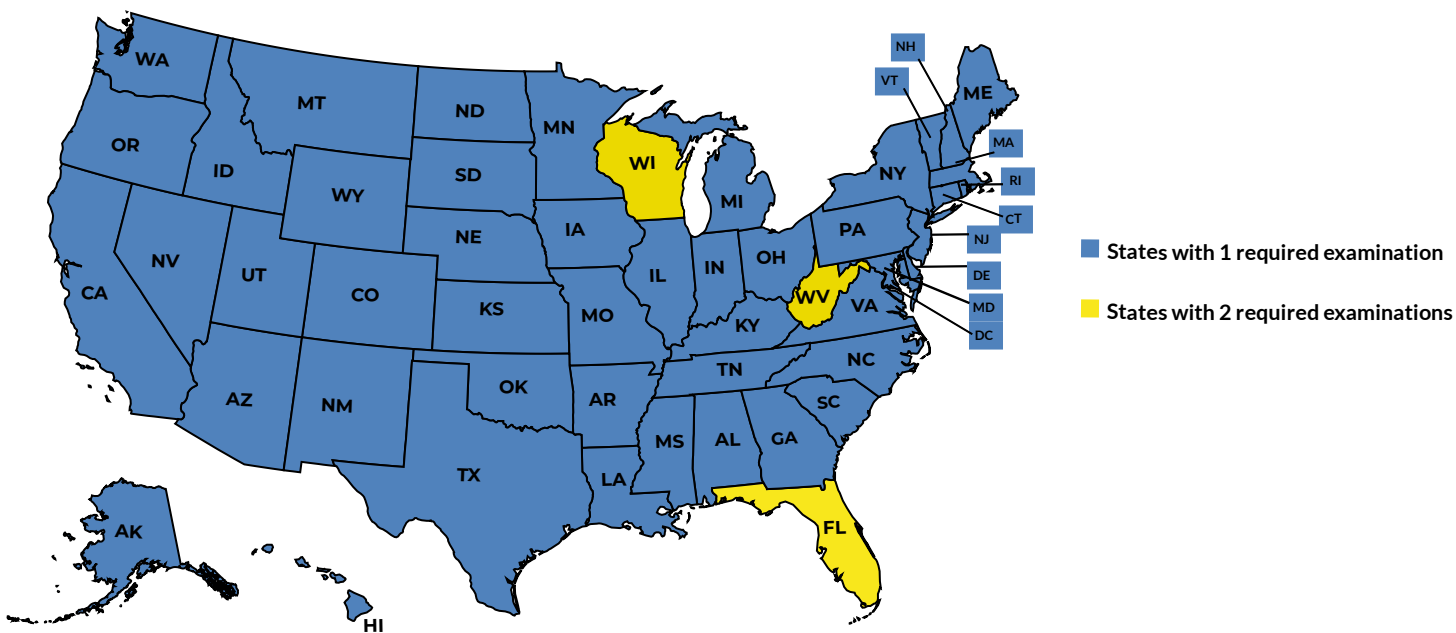


# Certified General Appraiser

## Degree Requirement

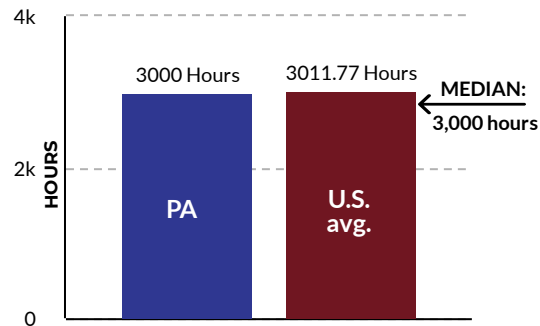
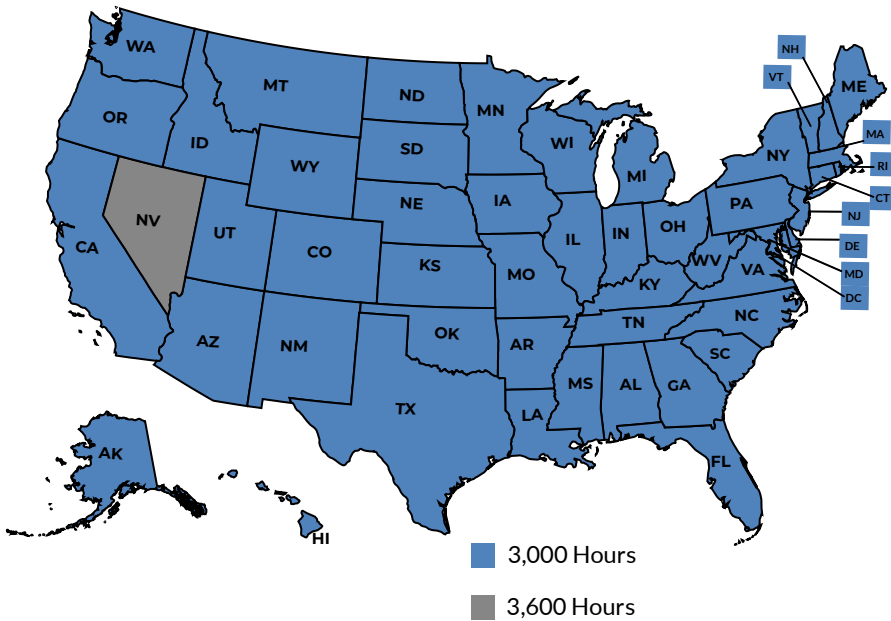


## Examination Requirement

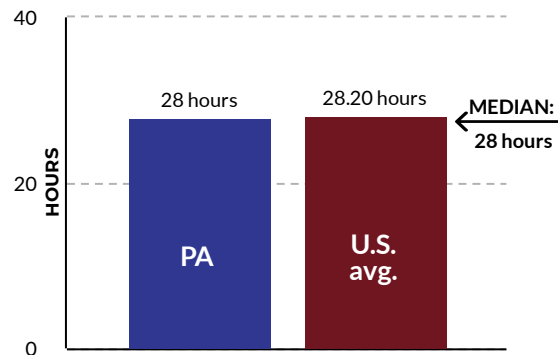
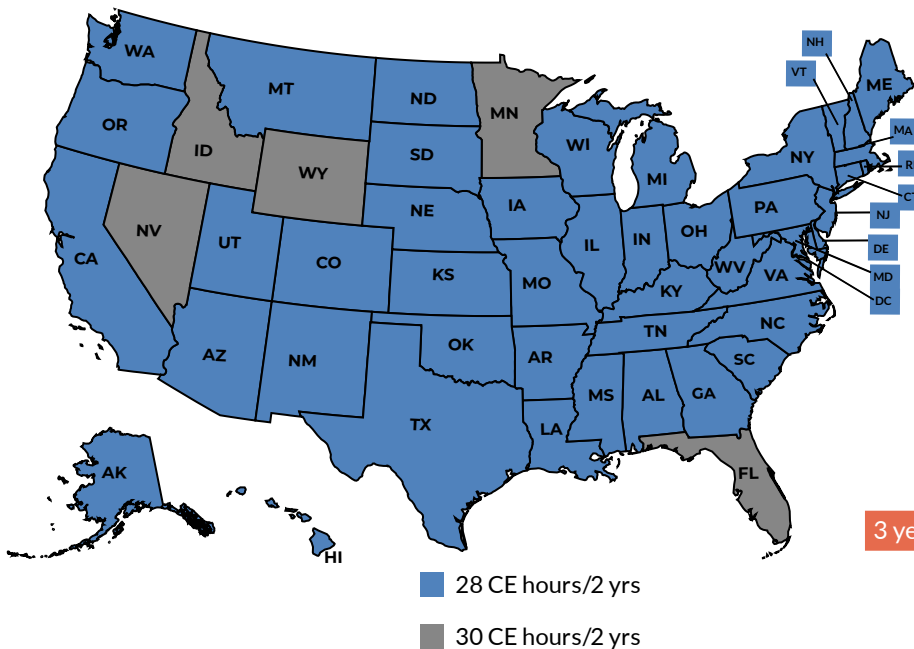


# Certified General Appraiser

## Training / Experience Requirement

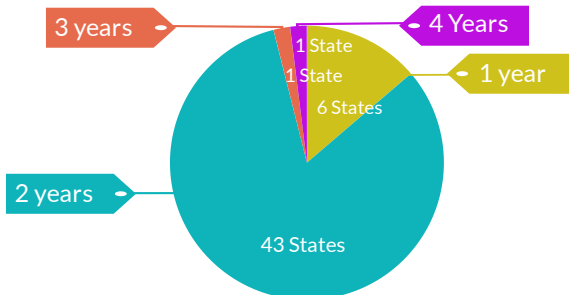


## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

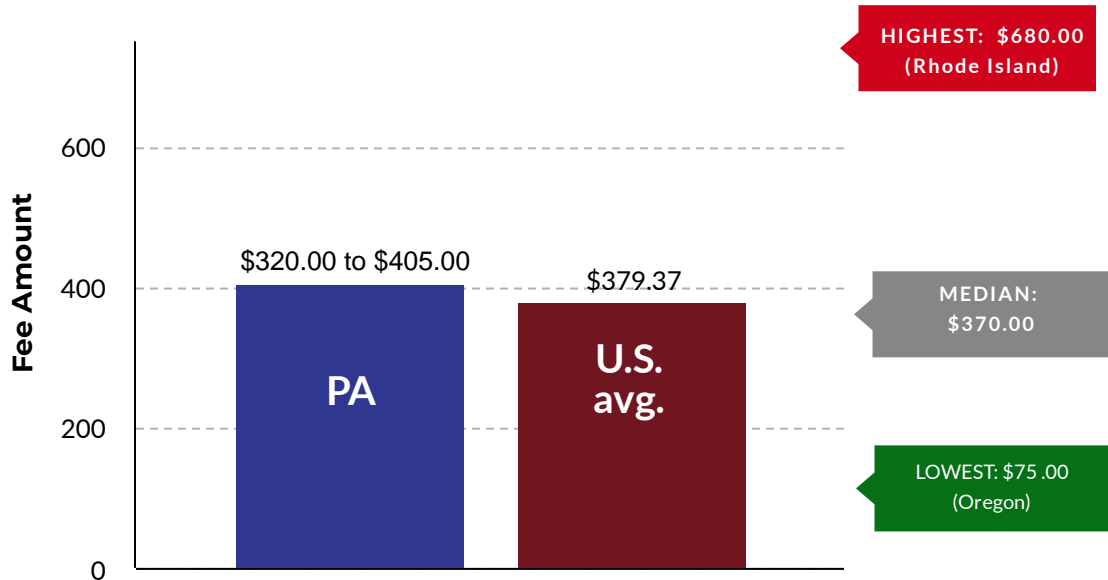
### CE Reporting Cycles



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

# Certified General Appraiser

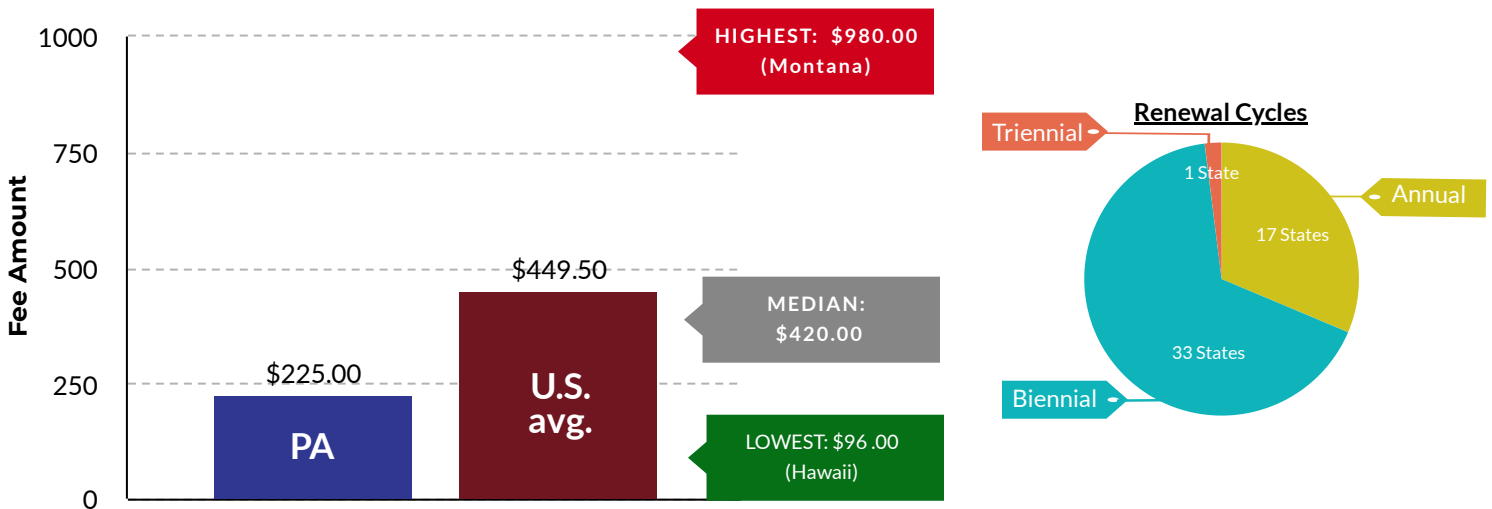
## Initial Licensing Fee



Annual Federal Registry Fee \$40.00, this fee can impact the initial licensing fee costs.

\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



Annual Federal Registry Fee \$40.00, this fee can impact the licensing renewal fee costs.

\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Certified General Appraiser

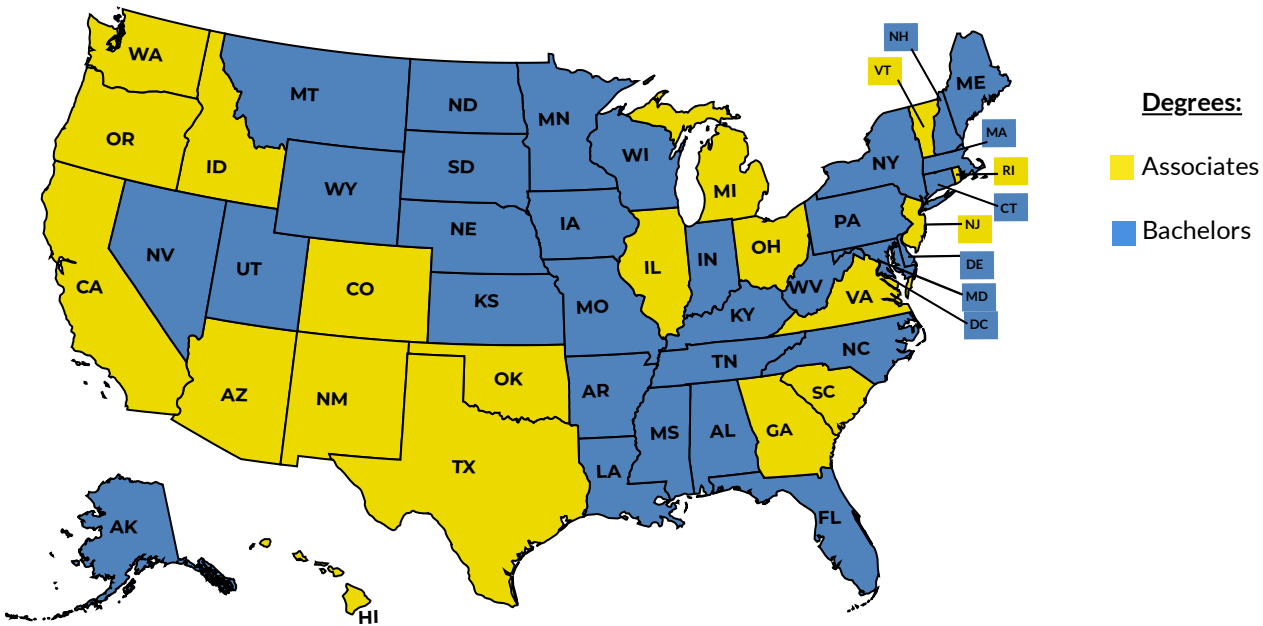
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Mutual Recognition</u> <u>Language</u>	<u>Not Stated</u> <u>in Legislation</u>
Alaska	Alabama	Nebraska		
District of Columbia	Arizona	New Hampshire	Florida	Ohio
Columbia	Arkansas	New Jersey	Mississippi	
Hawaii	California	New Mexico	Nevada	
Illinois	Colorado	New York	North Carolina	
Maine	Connecticut	Oklahoma	North Dakota	
New Jersey	Delaware	Oregon		
	District of Columbia	Pennsylvania**		
	Georgia	Rhode Island		
	Idaho	South Carolina		
	Indiana	South Dakota		
	Iowa	Tennessee		
	Kansas	Texas		
	Kentucky	Utah		
	Louisiana	Vermont		
	Maryland	Virginia		
	Michigan	Washington		
	Minnesota	West Virginia		
	Missouri	Wisconsin		
	Montana	Wyoming		

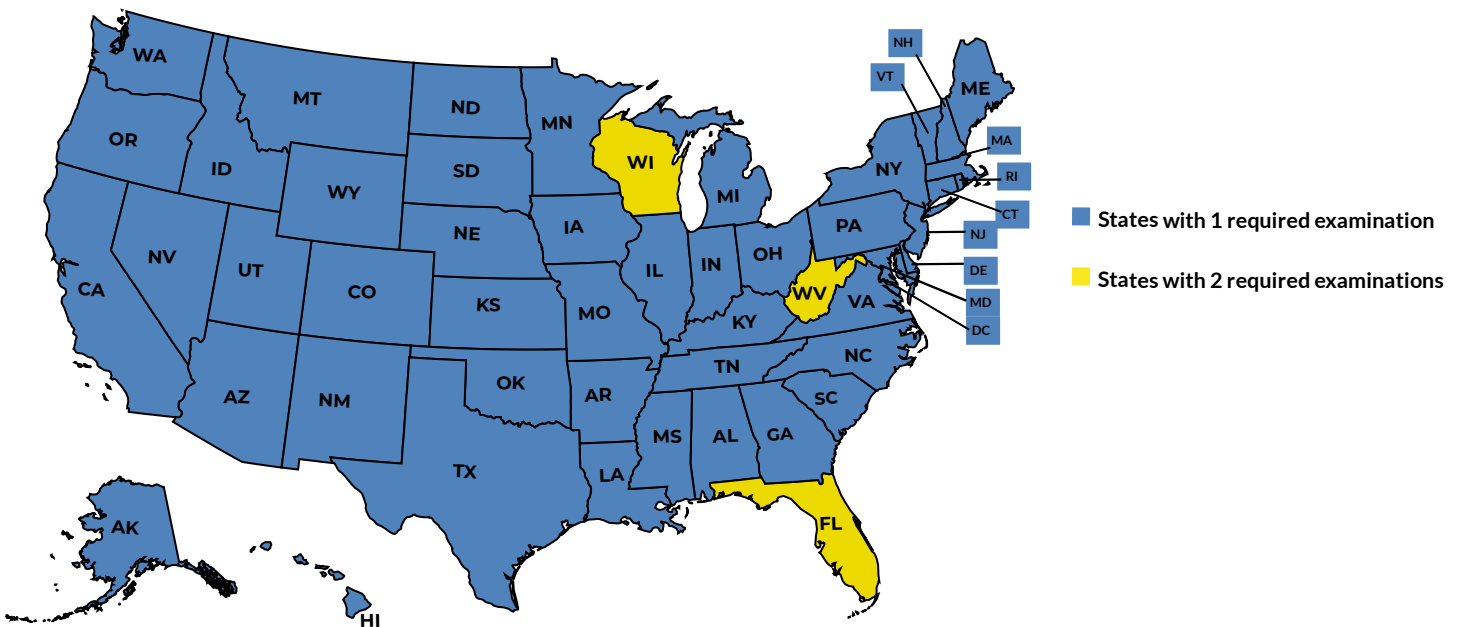
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Certified Residential Real Estate Appraiser

## Degree Requirement

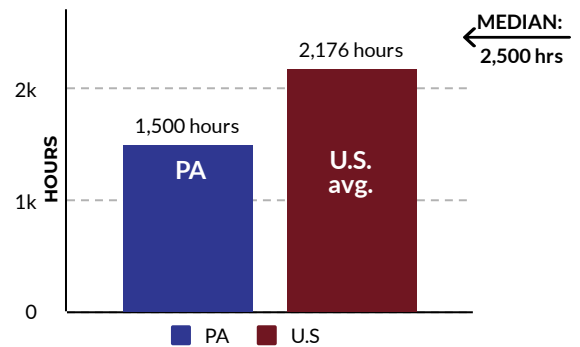
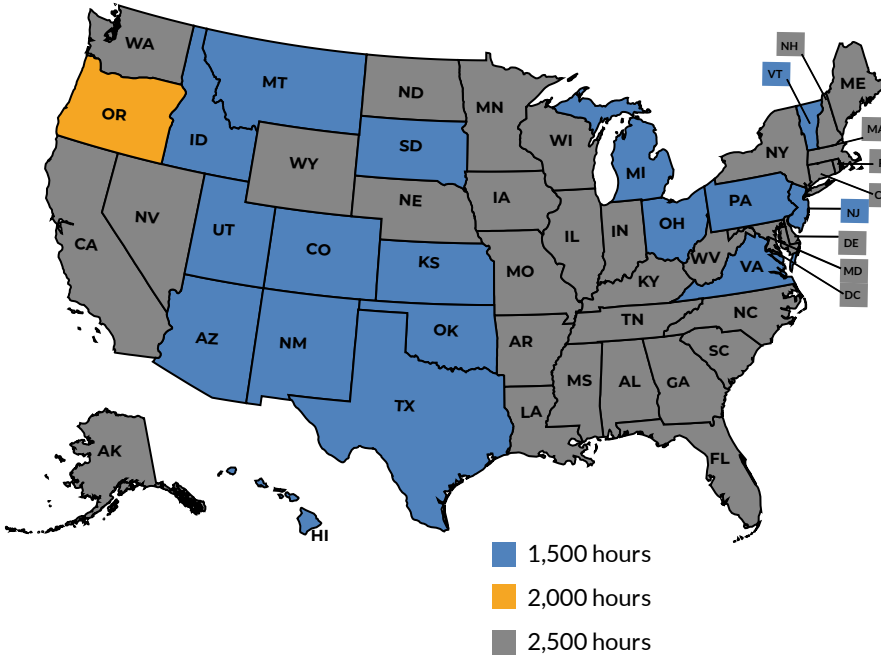


## Examination Requirement

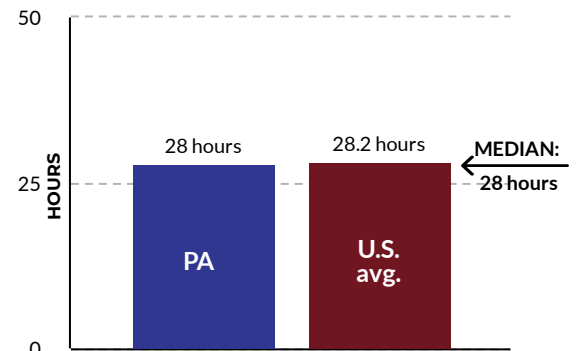
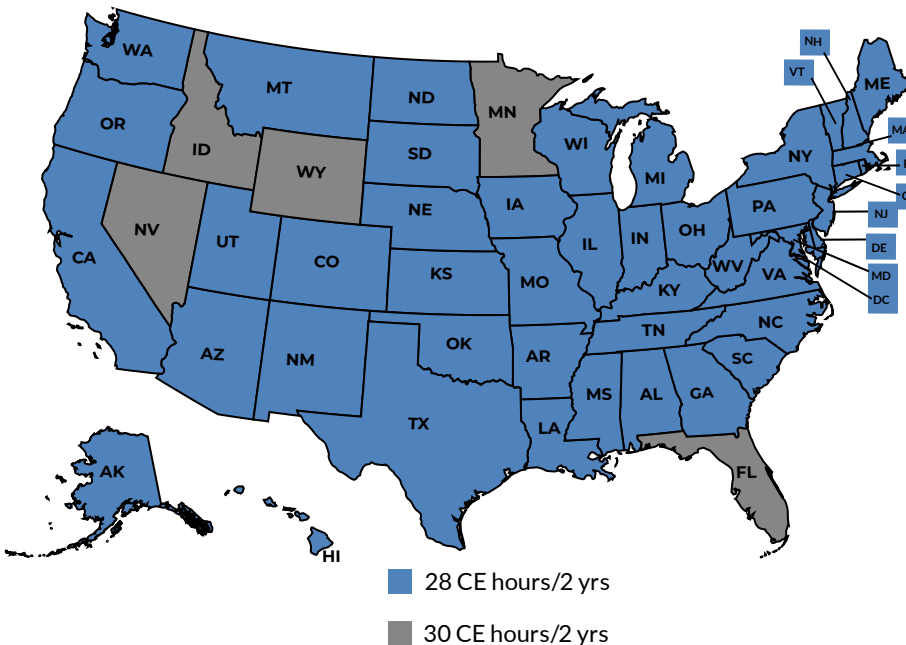


# Certified Residential Real Estate Appraiser

## Training / Experience Requirement

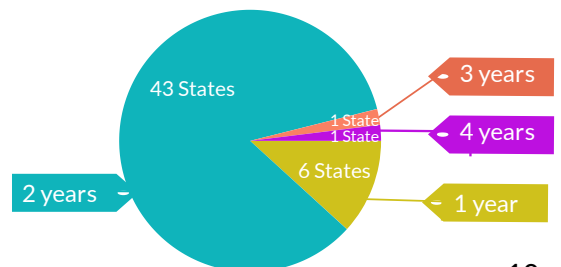


## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

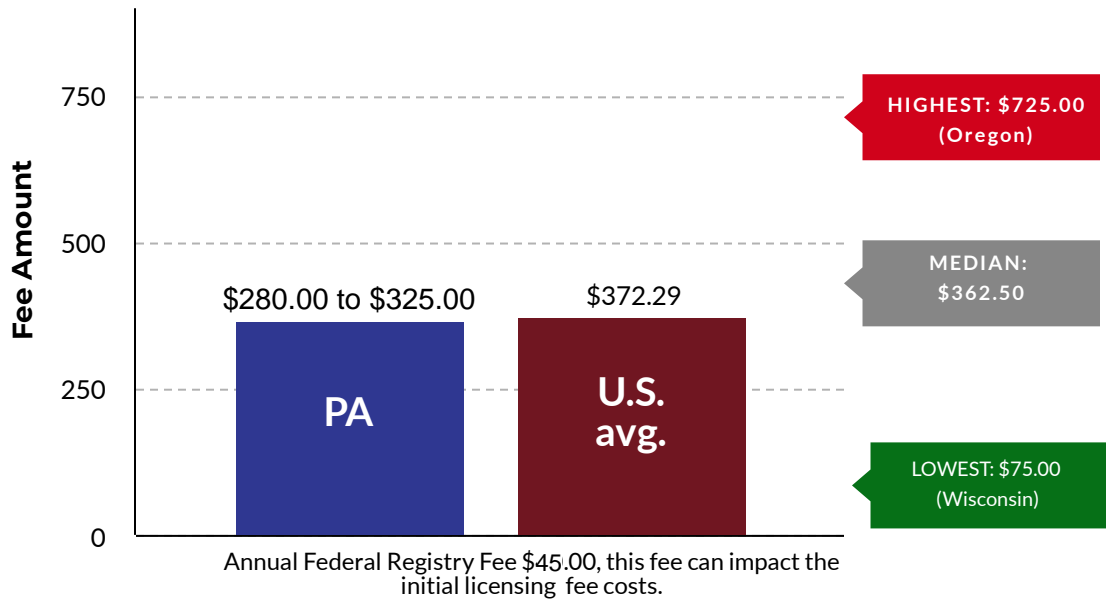
### CE Reporting Cycles



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

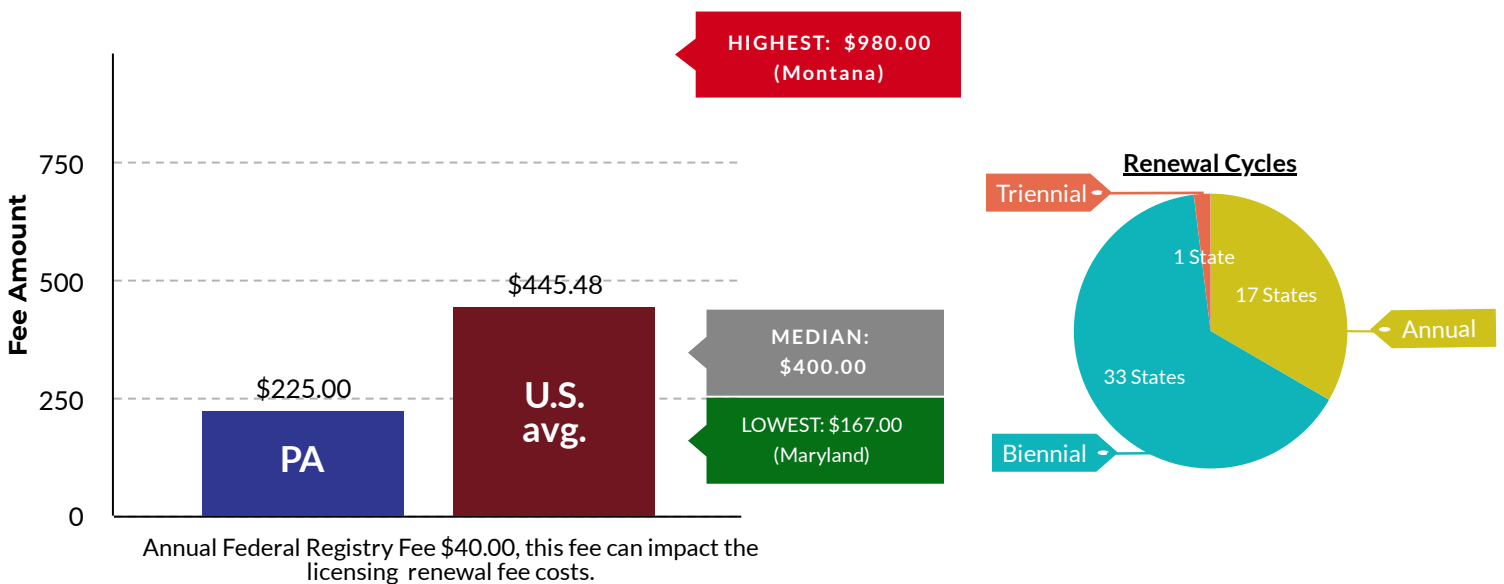
# Certified Residential Real Estate Appraiser

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Certified Residential Real Estate Appraiser

## States with Reciprocity or Endorsement

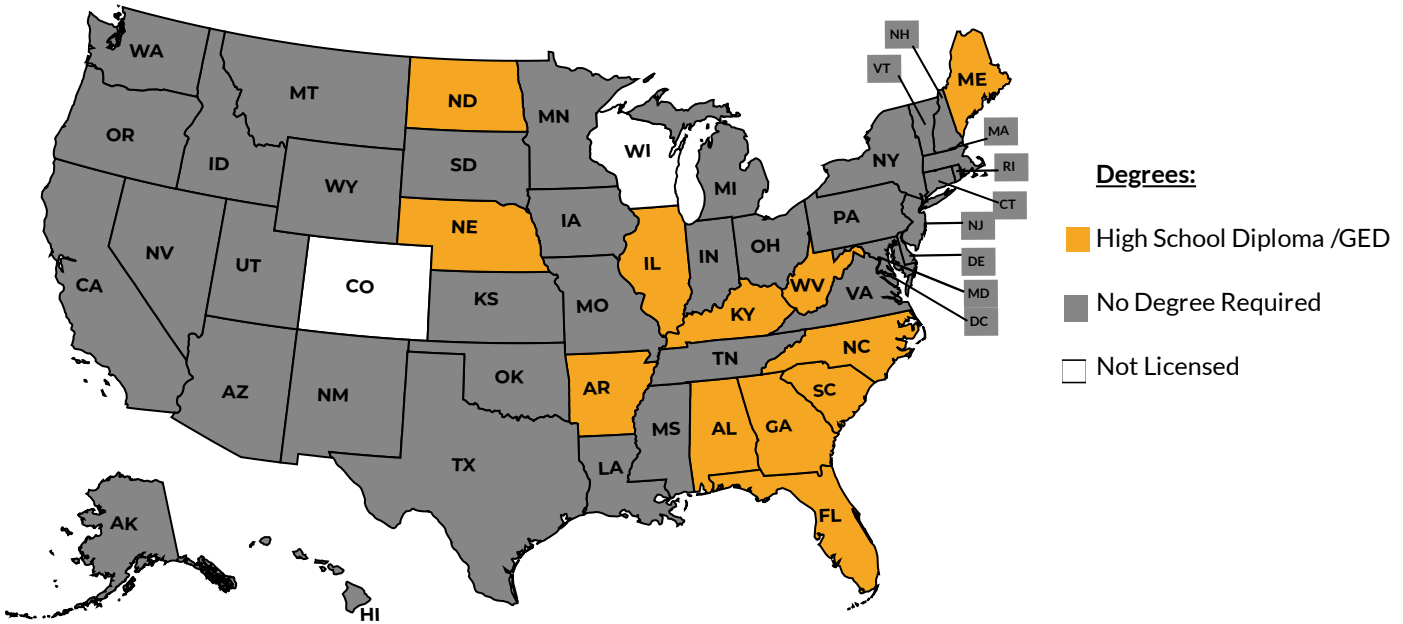
<u>Endorsement</u>	<u>Reciprocity</u>		<u>Not Specified in Legislation</u>
Alaska	Alabama	Nebraska	Ohio
Hawaii	Arizona	Nevada	
Illinois	Arkansas	New Hampshire	
Maine	California	New Jersey	
Massachusetts	Colorado	New Mexico	
New Jersey	Connecticut	New York	
	Delaware	North Carolina	
	District of Columbia	North Dakota	
	Florida	Oklahoma	
	Georgia	Oregon	
	Idaho	Pennsylvania**	
	Indiana	Rhode Island	
	Iowa	South Carolina	
	Kansas	South Dakota	
	Kentucky	Tennessee	
	Louisiana	Texas	
	Maryland	Utah	
	Michigan	Vermont	
	Minnesota	Virginia	
	Mississippi	Washington	
	Missouri	West Virginia	
	Montana	Wisconsin	
		Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



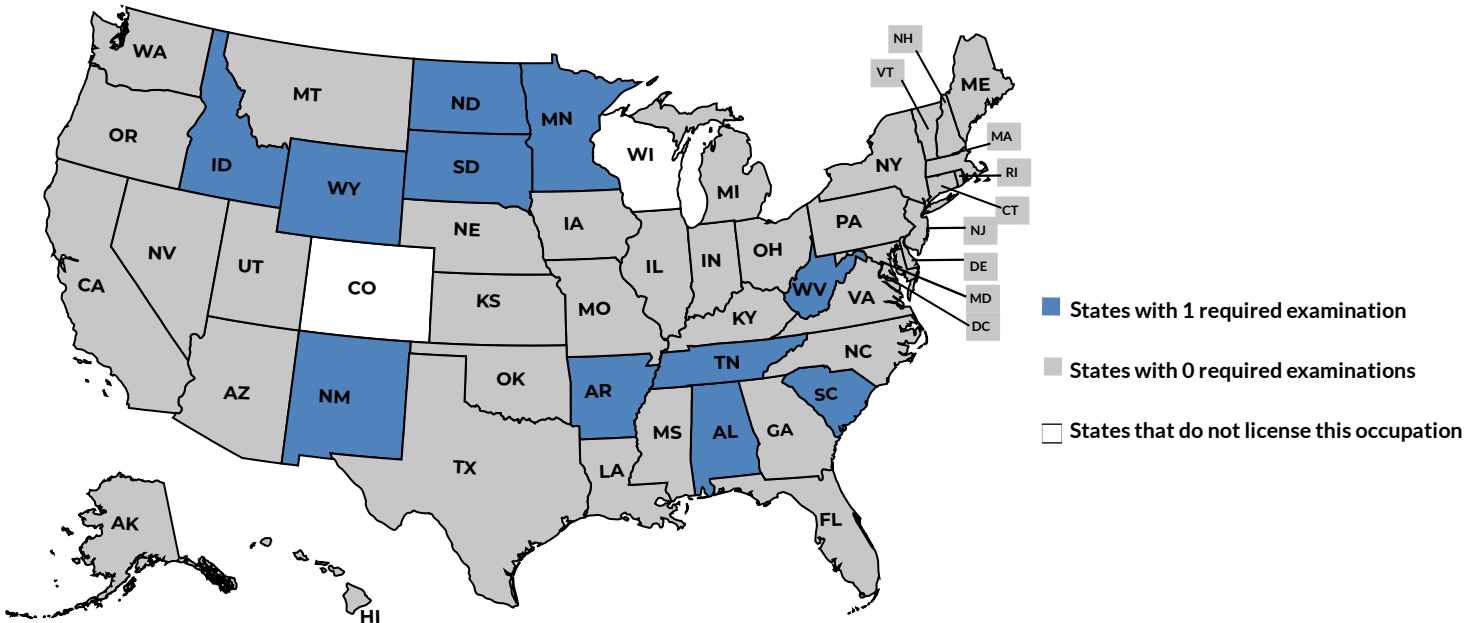
# Licensed Appraiser Trainee

## Degree Requirement



\*All states that require licensure for this occupation require that the applicant complete 75 hours of qualifying real estate appraiser education.

## Examination Requirement



# Licensed Appraiser Trainee

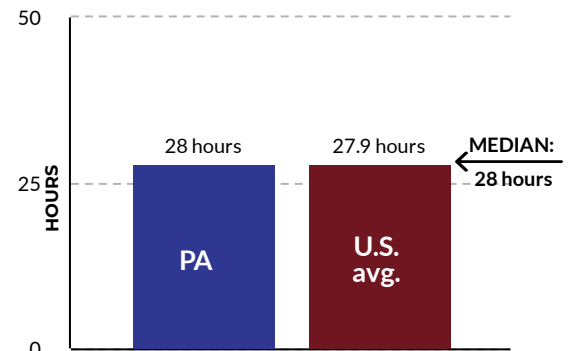
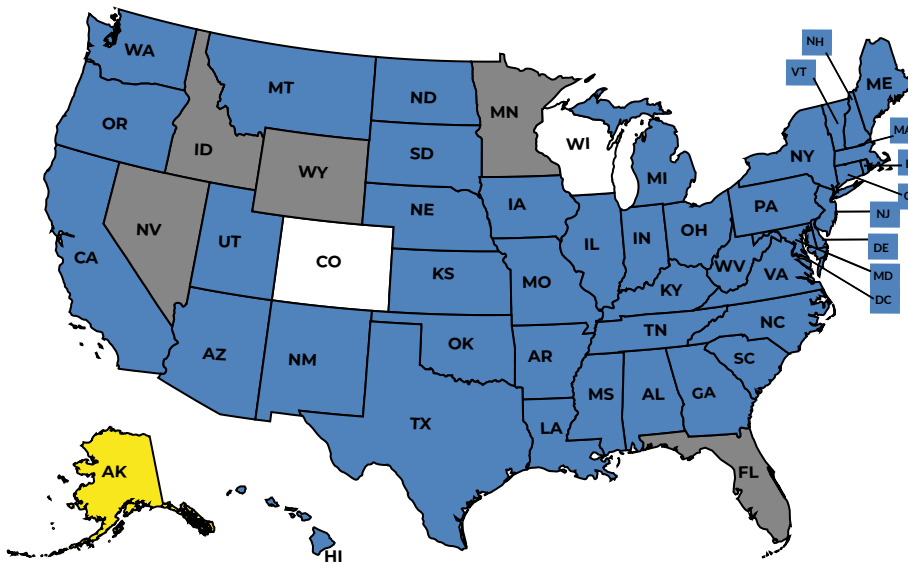
## Training / Experience Requirement



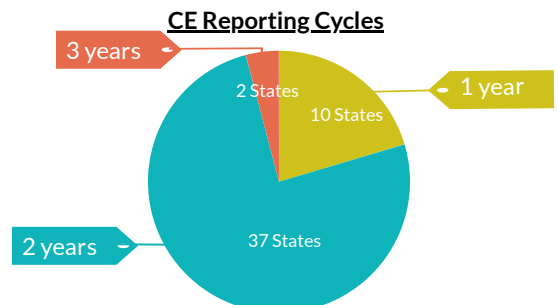
**\*Certified Real Estate Appraiser Trainee / Assistants do not have to meet an experience requirement in order to obtain a license.**

■ No Training / Experience Requirement

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



\*Pie chart excludes unlicensed states, CO and WI

■ 14 CE hours / 2 yrs

■ 28 CE hours / 2 yrs

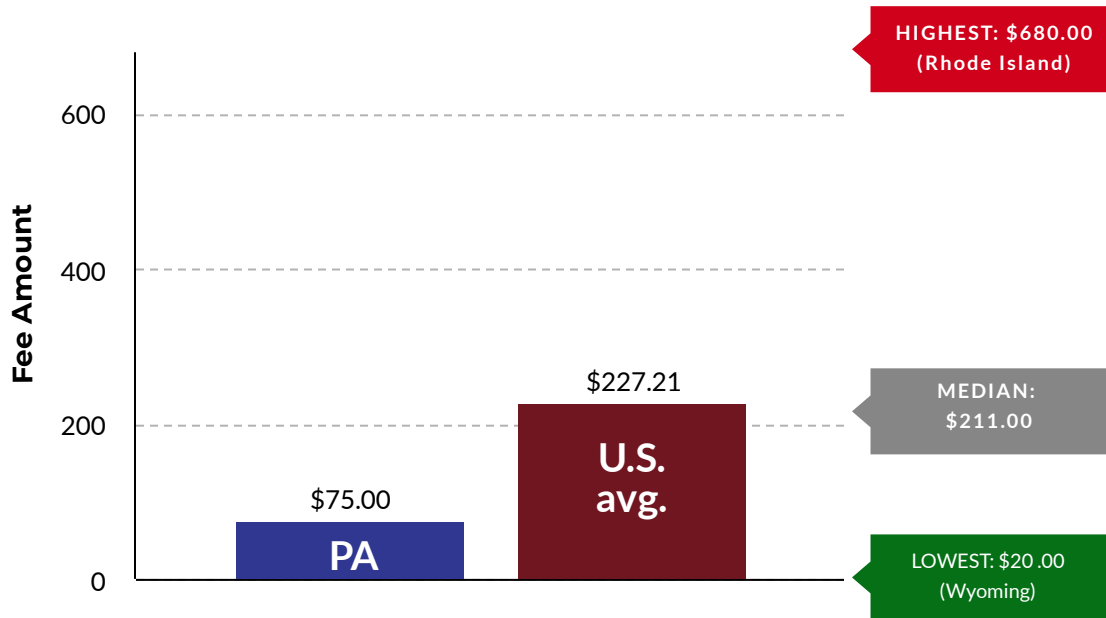
■ 30 CE hours / 2 yrs

□ State does not license this occupation

\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

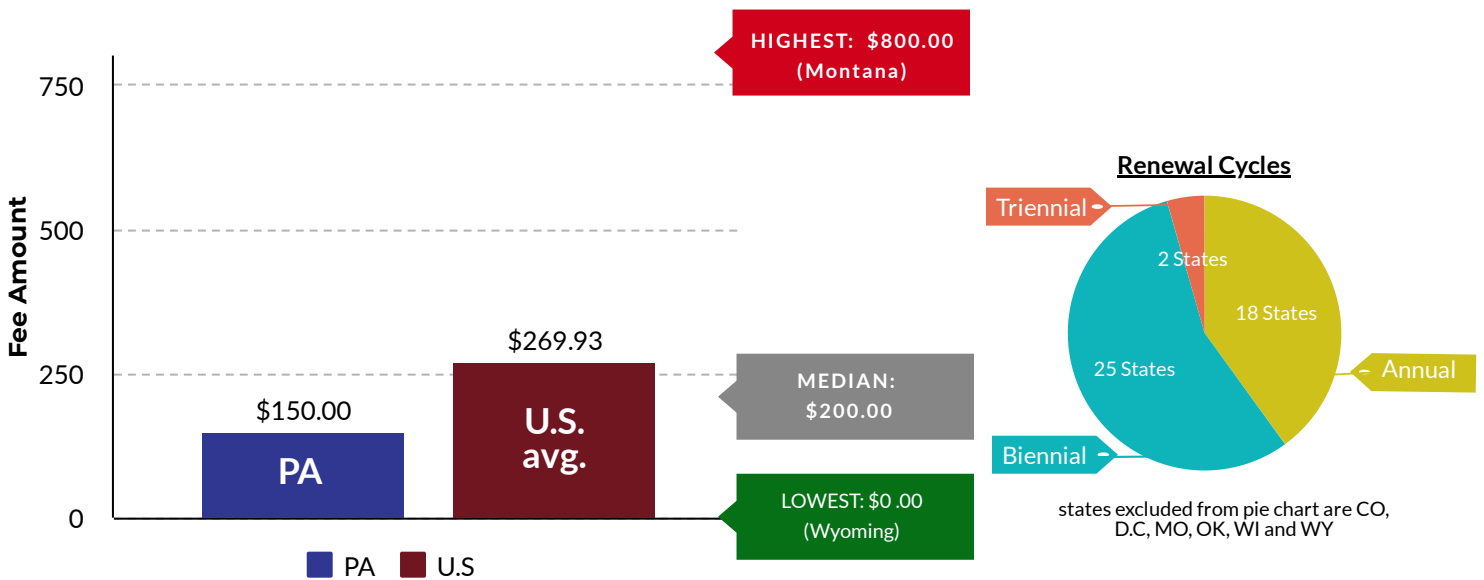
# Licensed Appraiser Trainee

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Licensed Appraiser Trainee

## States with Reciprocity or Endorsement

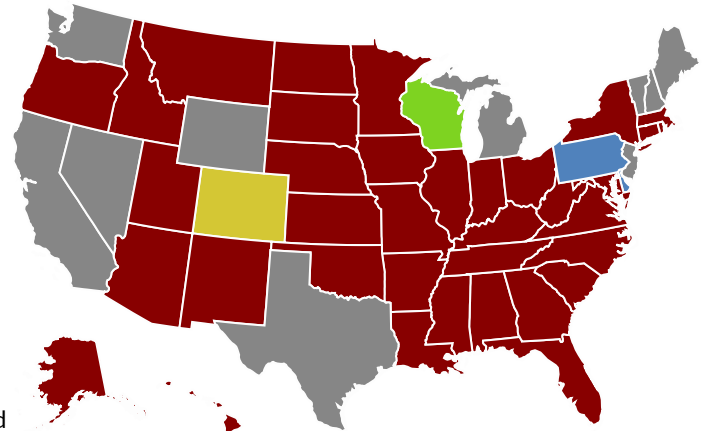
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Maine	Alabama	Alaska
	Arkansas	New Mexico
	California	Arizona
	Connecticut	New York
	Delaware	Florida
	District of Columbia	North Carolina
	Indiana	Georgia
	Iowa	North Dakota
	Kansas	Hawaii
	Louisiana	Ohio
	Mississippi	Idaho
	Missouri	Oklahoma
	Montana	Illinois
	Nevada	Oregon
	New Hampshire	Kentucky
	New Jersey	Rhode Island
	Pennsylvania**	Maryland
	South Carolina	South Dakota
	Utah	Massachusetts
	Vermont	Tennessee
	Virginia	Michigan
	Wyoming	Texas
		Minnesota
		Washington
		Nebraska
		West Virginia

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licenses coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensees from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional licenses for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

**States with 1 Regulatory Body for Certified General Appraisers, Certified Residential Real Estate Appraisers, and Certified Real Estate Appraiser Trainees:**

- Alabama Real Estate Appraisers Board
  - Alaska Board of Certified Real Estate Appraisers
  - Arizona Real Estate Appraisal Division
  - Arkansas Appraiser Licensing & Certification Board
  - Connecticut Department of Consumer Protection
  - District of Columbia Board of Real Estate Appraisers
  - Florida Real Estate Appraisal Board
  - Georgia Real Estate Appraisers Board
  - Hawaii Real Estate Appraiser Program
  - Idaho Real Estate Appraiser Board
  - Illinois Real Estate Appraisal Administration and Disciplinary Board
  - Indiana Real Estate Appraiser Licensure & Certification Board
  - Iowa Real Estate Appraiser Board
  - Kansas Real Estate Appraisal Board
  - Kentucky Real Estate Appraisers Board
  - Louisiana Real Estate Appraisers Board
  - Maryland State Commission of Real Estate Appraisers, Appraisal Management Companies, and Home Inspectors
  - Massachusetts Board of Registration of Real Estate Appraisers
  - Minnesota Real Estate Appraisal Advisory Board
  - Mississippi Appraisal Board
  - Missouri Real Estate Appraisers Commission
  - Montana Board of Real Estate Appraisers
  - Nebraska Real Property Appraiser Board
  - New Mexico Real Estate Appraisers Board
  - New York State Board of Real Estate Appraisal
  - North Carolina Appraisal Board
  - North Dakota Real Estate Appraiser Qualifications and Ethics Board
  - Ohio Real Estate Appraiser Board
  - Oklahoma Real Estate Appraiser Board
  - Oregon Appraiser Certification and Licensure Board
  - Rhode Island Real Estate Appraisers Board
  - South Carolina Real Estate Appraisers Board
  - South Dakota Appraiser Certification Board
  - Tennessee Real Estate Appraiser Commission
  - Utah Real Estate Appraiser Licensing and Certification Board
  - Virginia Real Estate Appraisers Board
  - West Virginia Real Estate Appraiser Licensing and Certification Board
- (These states are depicted in red)**



**States with 1 Regulatory Body for Certified General Appraisers, Certified Residential Real Estate Appraisers, Certified Real Estate Appraiser Trainees Certified Real Estate Evaluator :**

- Delaware Council on Real Estate Appraisers
  - Pennsylvania State Board of Certified Real Estate Appraisers
- (These states are depicted in blue)**

**States with 1 Regulatory Body for Certified General Appraisers, Certified Residential Real Estate Appraisers, Certified Real Estate Evaluators:**

- Colorado Real Estate Appraisers Program
- (These states are depicted in yellow)**

**States with 2 Regulatory Bodies for Certified General Appraisers, Certified Residential Real Estate Appraisers, Certified Real Estate Evaluators:**

- Wisconsin Real Estate Appraisers Board and Wisconsin Department of Revenue
- (These states are depicted in green)**

**States with 2 Regulatory Bodies for Certified General Appraisers, Certified Residential Real Estate Appraisers, Certified Real Estate Appraiser Trainees, and Certified Real Estate Evaluators:**

- California Bureau of Real Estate Appraisers and California State Board of Equalization
  - Maine Board of Real Estate Appraisers and Maine Revenue Services, Property Tax Division
  - Michigan Board of Real Estate Appraisers and Michigan Department of Treasury, State Tax Commission
  - Nevada Real Estate Commission and Nevada Department of Taxation
  - New Hampshire Real Estate Appraisers Board and New Hampshire Department of Revenue Administration
  - New Jersey State Real Estate Appraiser Board and New Jersey Department of the Treasury
  - Texas Real Estate Appraiser Commission and Texas Tax Professional Advisory Committee
  - Vermont Secretary of State's Office of Professional Regulation and Vermont Department of Taxes, Division of Property Valuation and Review
  - Washington Real Estate Appraiser Commission and Washington Department of Revenue
  - Wyoming Real Estate Commission & Certified Appraiser Board and Wyoming Department of Revenue, Property Tax Division
- (These states are depicted in grey)**

**43 States have Licensed Real Estate Appraisers in addition to Certified Real Estate Appraisers**

# Sources: State Licensing Boards

**Alabama**  
<http://reab.state.al.us/>

**Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/RealEstateAppraisers.aspx>

**Arizona**  
<https://dfi.az.gov/industry/RealEstateAppraisers>

**Arkansas**  
<http://www.arkansas.gov/alcb/>

**California**  
<http://brea.ca.gov/>

**Colorado**  
<https://www.colorado.gov/pacific/dora/real-estate-appraiser-program>

**Connecticut**  
<https://portal.ct.gov/DCP/License-Services-Division/All-License-Applications/Real-Estate-Appraisers>

**Delaware**  
<https://dpr.delaware.gov/boards/realestateappraisers/>

**District of Columbia**  
<https://www.dcopla.com/appraisal/>

**Florida**  
<https://www.myfloridalicense.com/intentions2.asp?chBoard=true&boardid=64>

**Georgia**  
<https://www.grec.state.ga.us/greab/appraisers.html>

**Hawaii**  
<https://cca.hawaii.gov/pvl/programs/realestateappraiser/>

**Idaho**  
<https://ibol.idaho.gov/IBOL/BoardAdditional.aspx?Bureau=REA&BureauLinkID=100>

**Illinois**  
<https://www.idfpr.com/profs/appraisal.asp>

**Indiana**  
<https://www.in.gov/pla/appraiser.htm>

**Iowa**  
<https://plb.iowa.gov/board/real-estate-appraisers>

**Kansas**  
<http://www.kansas.gov/kreab/licensing/>

**Kentucky**  
<https://kreab.ky.gov/Pages/default.aspx>

**Louisiana**  
<http://www.reab.state.la.us/licensing.html>

**Maine**  
<https://www.maine.gov/pfr/professionallicensing/professions/appraisers/index.html>

**Maryland**  
<https://www.dllr.state.md.us/license/reahi/reahireq.shtml>

**Massachusetts**  
<https://www.mass.gov/real-estate-appraiser-licensing>

**Michigan**  
[https://www.michigan.gov/lara/0,4601,7-154-89334\\_72600\\_72602\\_72731\\_72859---,00.html](https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72602_72731_72859---,00.html)

**Minnesota**  
<https://mn.gov/commerce/licensees/appraiser/>

**Mississippi**  
[http://www.mrec.state.ms.us/mab/index\\_mab.html](http://www.mrec.state.ms.us/mab/index_mab.html)

**Missouri**  
<https://www.pr.mo.gov/appraisers.asp>

**Montana**  
<http://boards.bsd.dli.mt.gov/rea>

**Nebraska**  
<https://appraiser.ne.gov/>

**Nevada**  
<http://red.nv.gov/Content/Appraisal/Main/>

**New Hampshire**  
<https://www.oplc.nh.gov/real-estate-appraisers/>

**New Jersey**  
<https://www.njconsumeraffairs.gov/rea/Pages/default.aspx>

**New Mexico**  
[http://www.rld.state.nm.us/boards/real\\_estate\\_appraisers.aspx](http://www.rld.state.nm.us/boards/real_estate_appraisers.aspx)

**New York**  
[https://www.dos.ny.gov/licensing/re\\_appraiser/re\\_appraiser.html](https://www.dos.ny.gov/licensing/re_appraiser/re_appraiser.html)

**North Carolina**  
<http://www.ncappraisalboard.org/>

**North Dakota**  
<https://ndappraiserboard.org/index.html>

**Ohio**  
<http://com.ohio.gov/real/>

**Oklahoma**  
<https://www.oid.ok.gov/regulated-entities/real-estate-appraiser-board/>

**Oregon**  
<https://sos.oregon.gov/blue-book/Pages/state/executive/appraiser.aspx>

**Pennsylvania**  
<https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/CertifiedRealEstateAppraisers/Pages/default.aspx>

**Rhode Island**  
<https://dbr.ri.gov/divisions/commlicensing/realestateappraisers.php>

**South Carolina**  
<https://lir.sc.gov/appr/>

**South Dakota**  
<https://dlr.sd.gov/appraisers/default.aspx>

**Tennessee**  
<https://dlr.sd.gov/appraisers/default.aspx>

**Texas**  
<https://www.talcb.texas.gov/potential-license-holder/licensed-appraiser>

**Utah**  
<https://realestate.utah.gov/appraisal/index.html>

**Vermont**  
<https://sos.vermont.gov/real-estate-appraisers/>

**Virginia**  
<http://www.dpor.virginia.gov/Boards/Appraisers/>

**Washington**  
<https://www.dol.wa.gov/business/appraisers/>

**West Virginia**  
<https://appraiserboard.wv.gov/>

**Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/AppraiserLicense/Default.aspx>

**Wyoming**  
<http://realestate.wyo.gov/>

# **Occupational Licensing Study 50 State Comparison**

State Board of Dentistry

Dentist  
Dental Hygienist  
Dental Assistant  
Public Health Dental Hygiene Practitioner



Presented by the Pennsylvania  
Department of State

2020

# Dentist

A licensed healthcare professional 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.

# Dental Hygienist

Healthcare professional who is trained and licensed to clean teeth, take dental x-rays, and provide related dental services and care, under the supervision of a dentist.

# Dental Assistant

Healthcare professional who performs functions under the supervision of a licensed dentist, such as coronal polishing, placing and condensing amalgam restoration and other restorative materials, fluoride treatments, including fluoride varnish, placing and removing rubber dams among other functions.

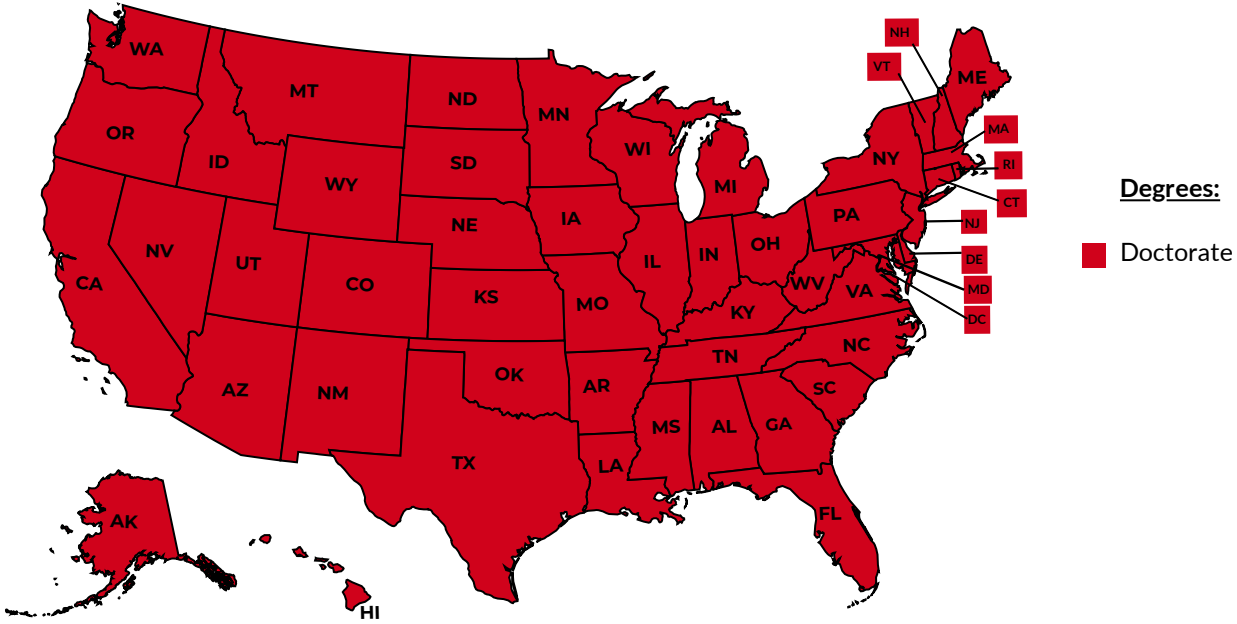
# Public Health Dental Hygiene Practitioner

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.

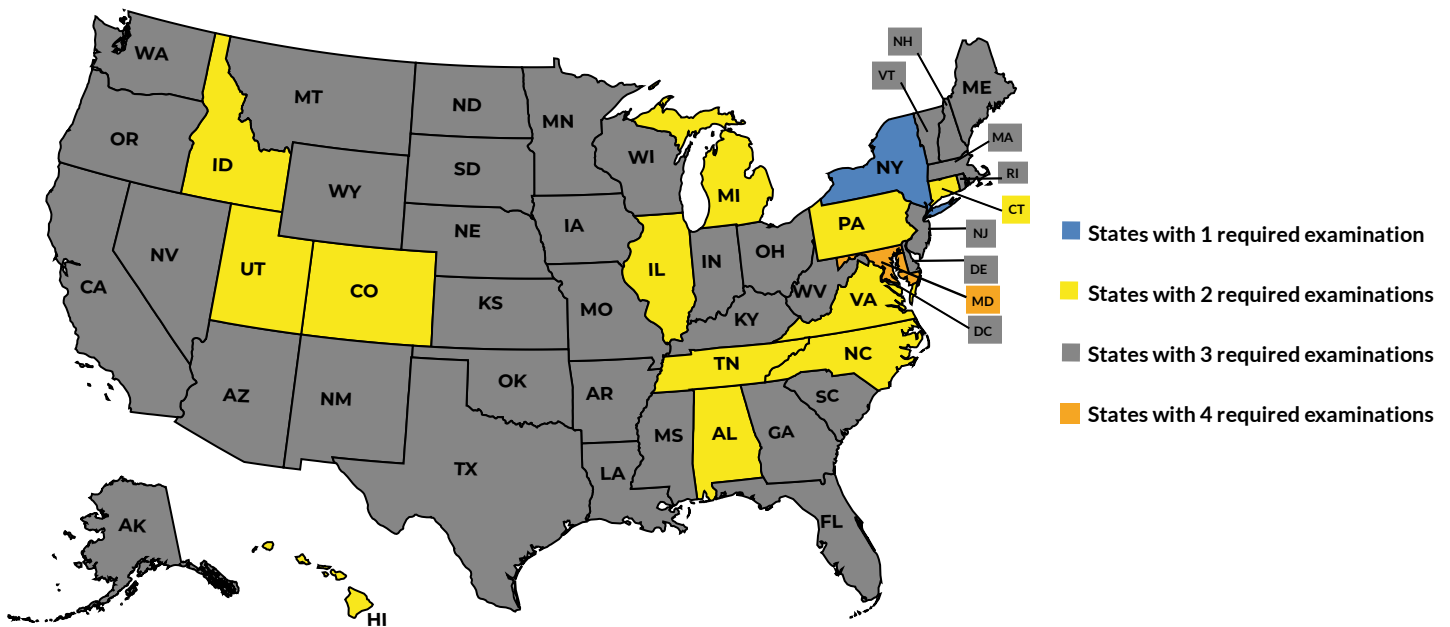


# Dentist

## Degree Requirement



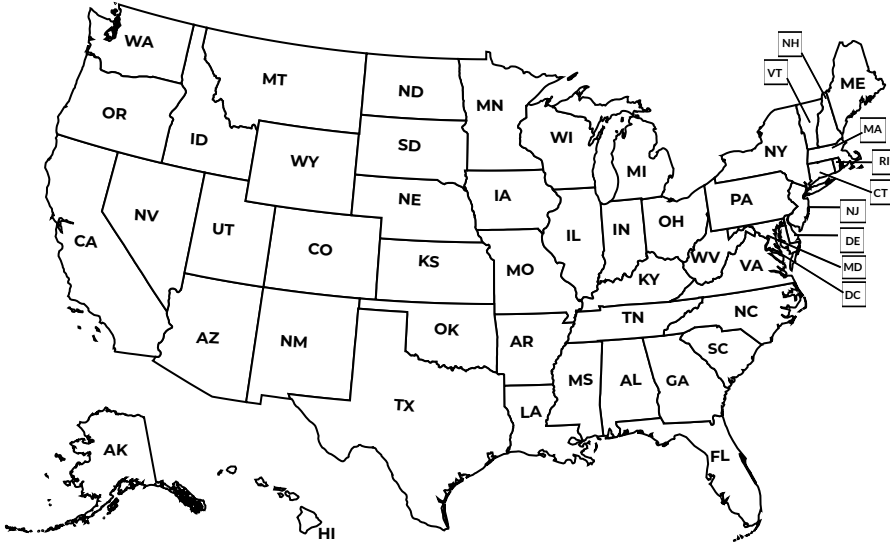
## Examination Requirement



\*AK: Must take the WREB examination unless applicant completed a 2 yr or more post graduate training program.  
 CT, OH, & WA: Must take a regional board exam unless the applicant has completed residency training

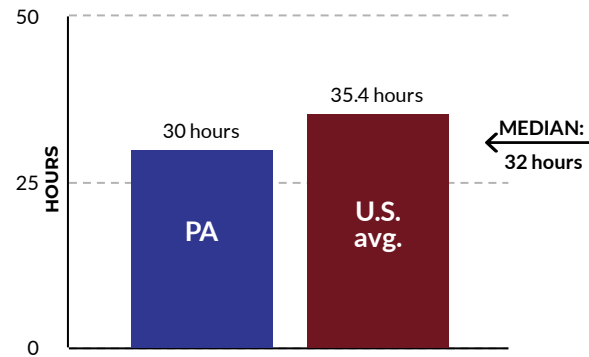
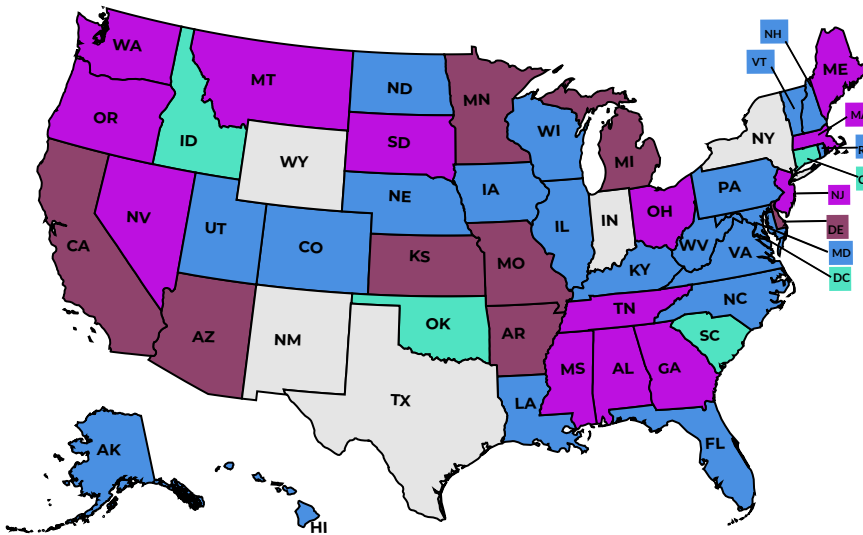
# Dentist

## Training / Experience Requirement



\*Experience requirement for dentists is satisfied through the completion of an approved Doctor of Dental Surgery (D.D.S.) program

## Continuing Education Requirement

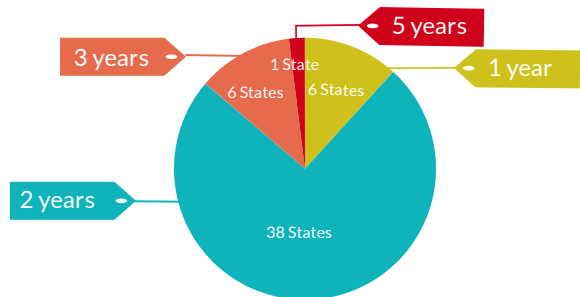


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

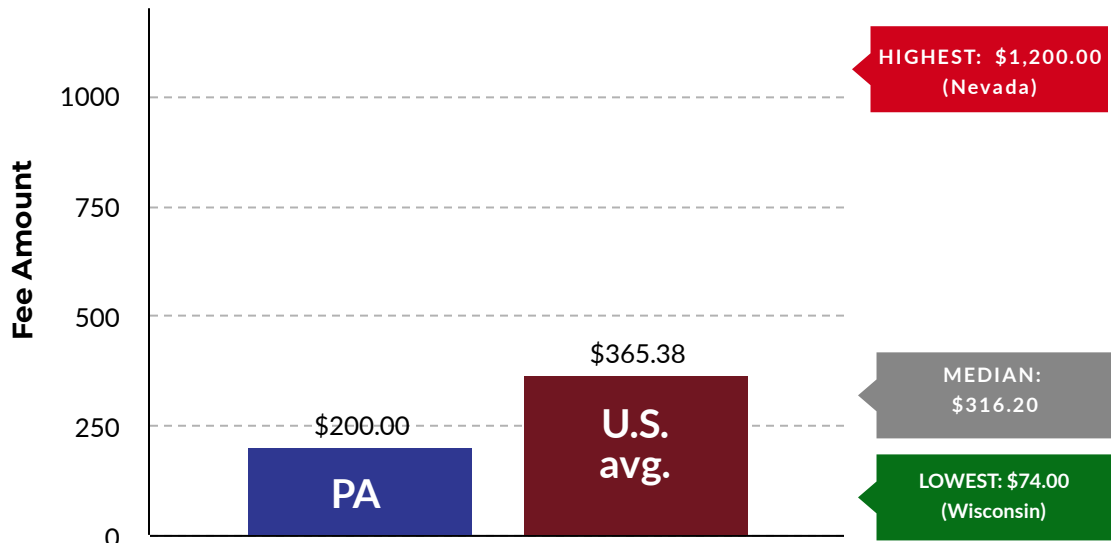
- 0 - 25 CE hours/2 years
- 25 - 30 CE hours/2 years
- 30 - 38 CE hours/2 years
- 38 - 47 CE hours/2 years
- > 47 CE hours/2 years

### CE Reporting Cycles



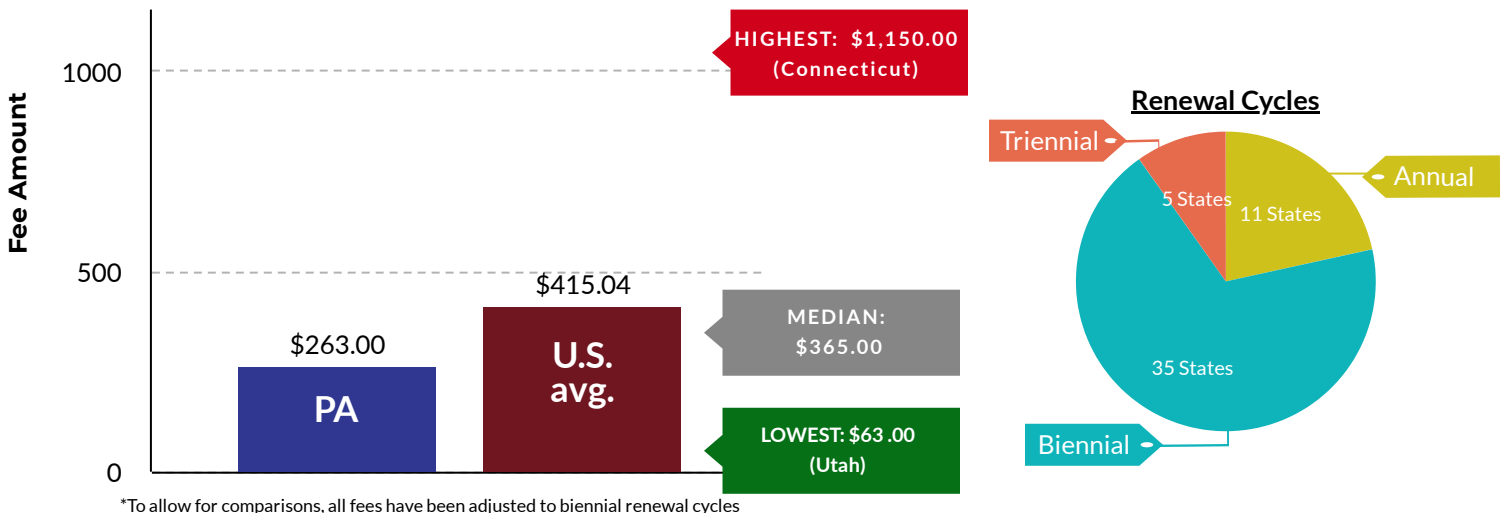
# Dentist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

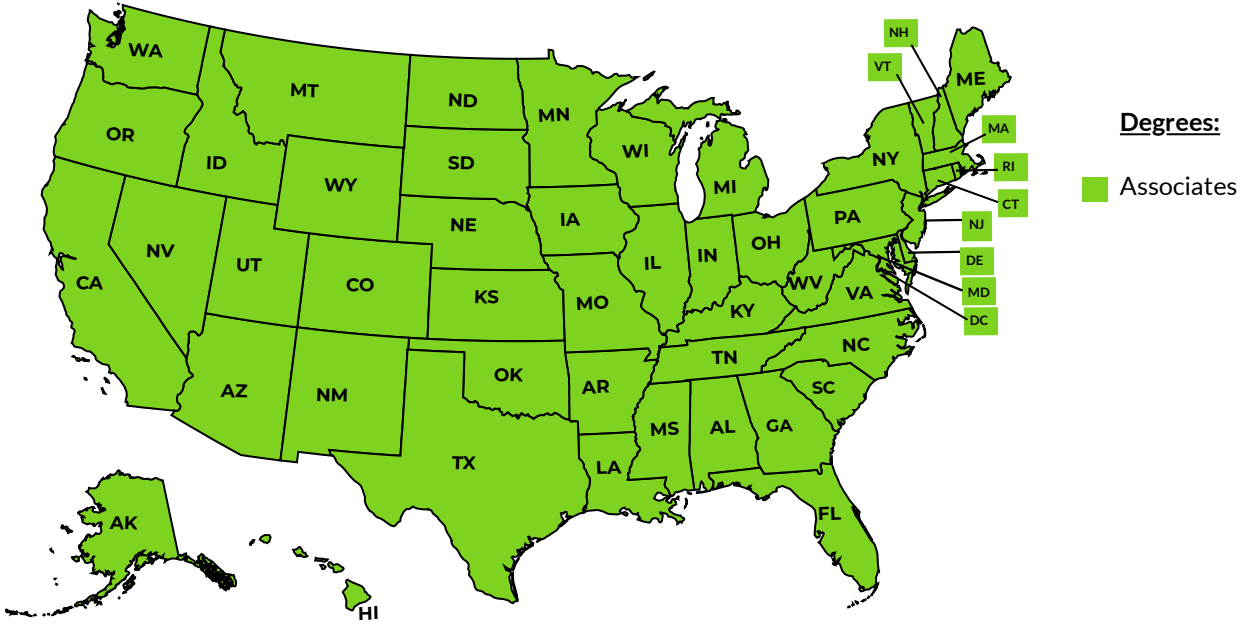
# Dentist

## States with Reciprocity or Endorsement

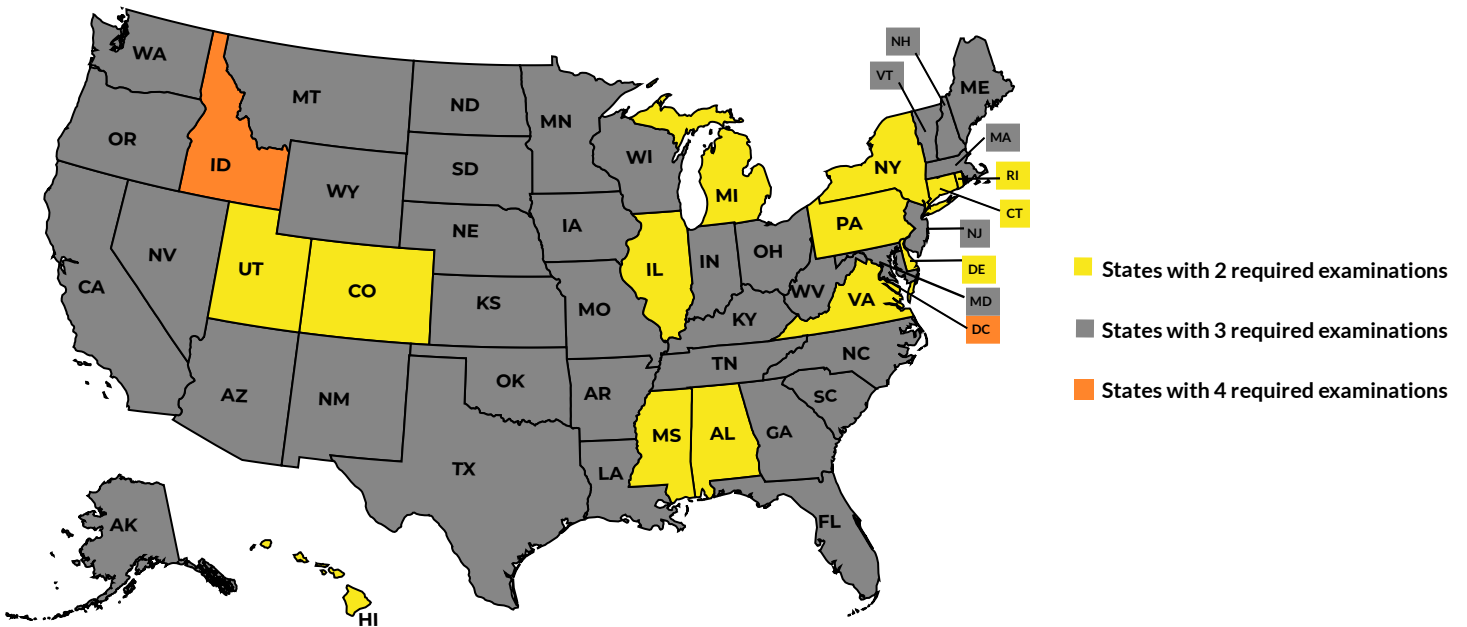
<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Colorado	Delaware	Alabama	Hawaii
Connecticut	Maine	Alaska	
District of Columbia	Nebraska	Arizona	
Florida	Ohio	Arkansas	
Idaho	Tennessee	California	
Illinois		Georgia	
Indiana		Iowa	
Michigan		Kansas	
Nevada		Kentucky	
New Hampshire		Louisiana	
New Jersey		Maryland	
New Mexico		Massachusetts	
New York		Minnesota	
Rhode Island		Mississippi	
Utah		Missouri	
Vermont		Montana	
Wisconsin		North Carolina	
Wyoming		North Dakota	
		Oklahoma	
		Oregon	
		Pennsylvania**	
		South Carolina	
		South Dakota	
		Texas	
		Virginia	
		Washington	
		West Virginia	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Dental Hygienist Degree Requirement

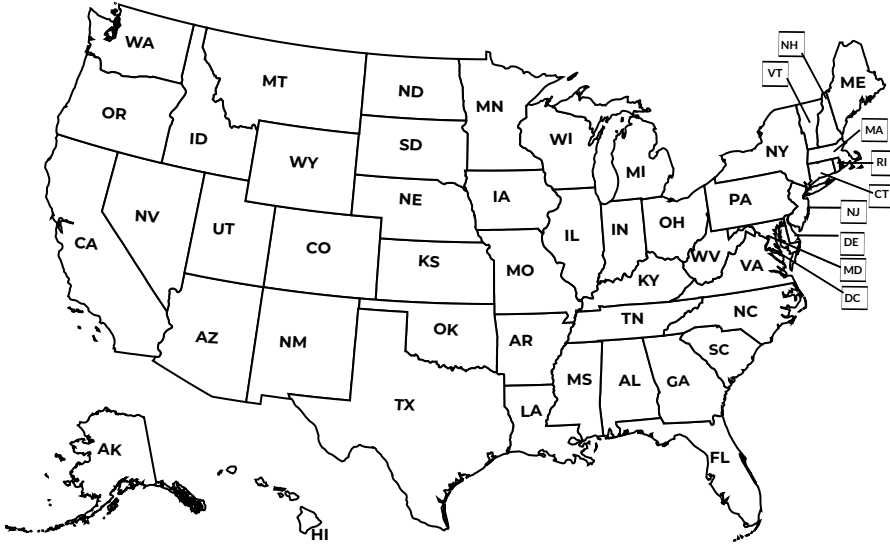


# Examination Requirement



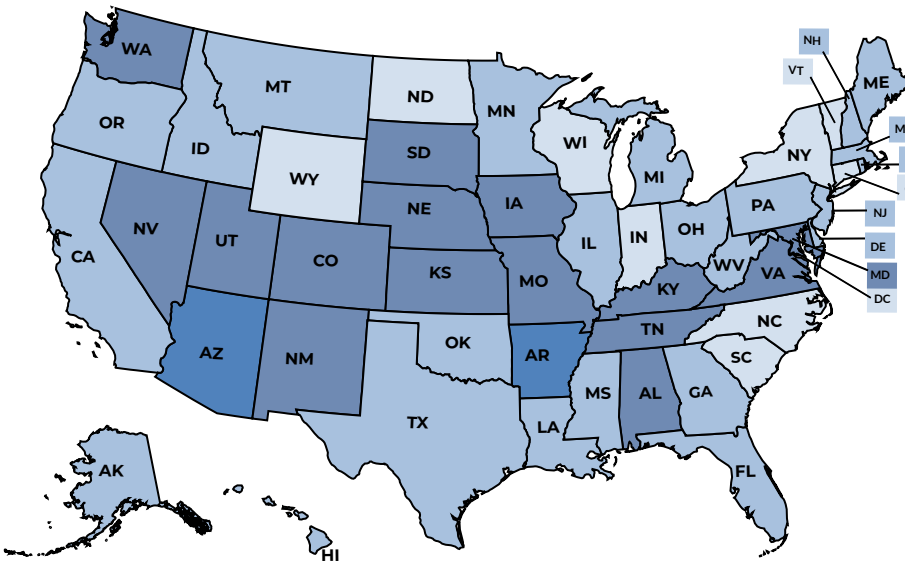
# Dental Hygienist

## Training / Experience Requirement



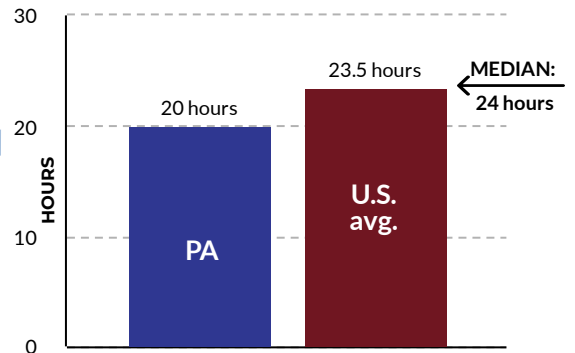
**\*All dental hygienists complete the training and experience requirement during the completion of their associate's degree.**

## Continuing Education Requirement

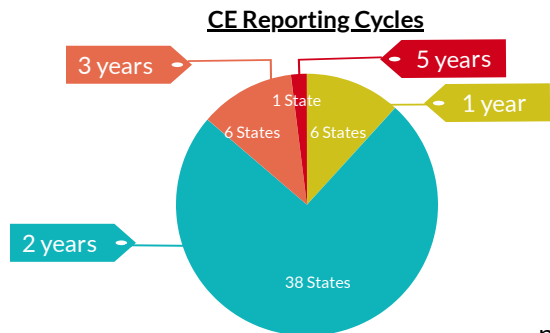


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 12 - 18 CE hours/ 2 years
- 19 - 25 CE hours/2 years
- 26 - 32 CE Hours/2 years
- 33 - 40 CE Hours/2 years

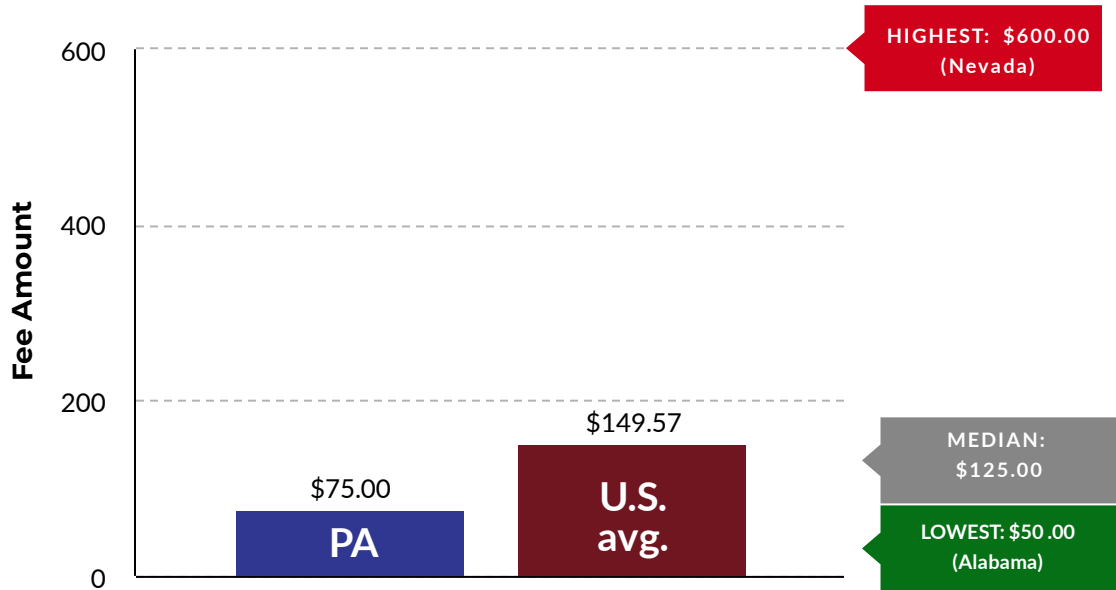


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



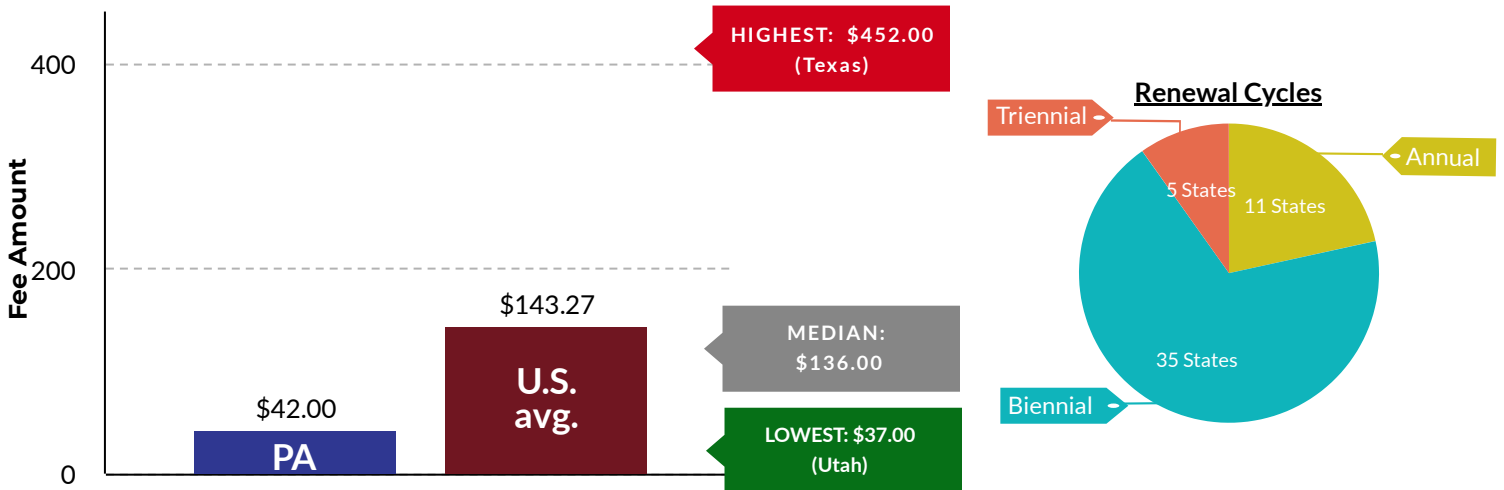
# Dental Hygienist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Dental Hygienist

## States with Reciprocity or Endorsement

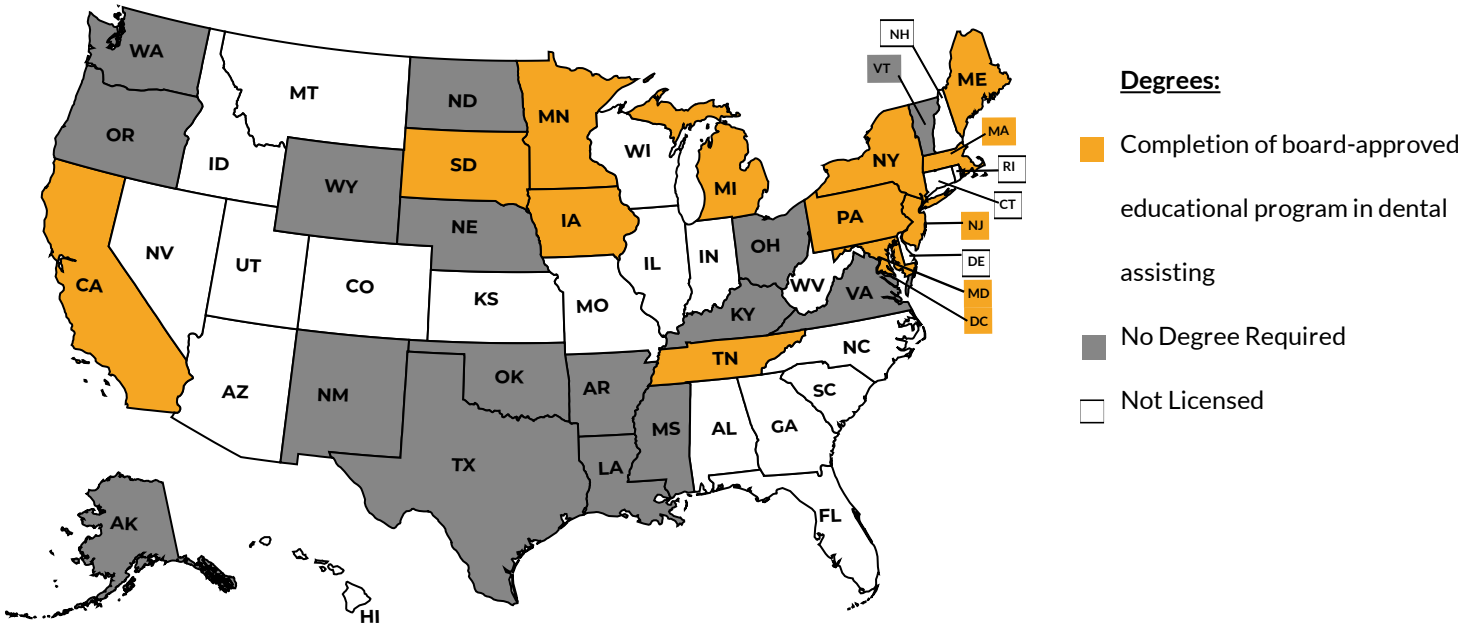
<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>		<u>Not Specified in Legislation</u>
Colorado	Delaware	Alabama	Mississippi	Florida
District of Columbia	Nebraska	Alaska	Missouri	
Illinois	New Jersey	Arizona	Montana	Hawaii
Indiana	Tennessee	Arkansas	New Mexico	
Maine		California	North Carolina	
Michigan		Connecticut	North Dakota	
Nevada		Georgia	Ohio	
New Hampshire		Idaho	Oklahoma	
New York		Iowa	Oregon	
Rhode Island		Kansas	Pennsylvania**	
Utah		Kentucky	South Carolina	
Vermont		Louisiana	South Dakota	
Washington		Maryland	Texas	
Wisconsin		Massachusetts	Virginia	
Wyoming		Minnesota	West Virginia	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



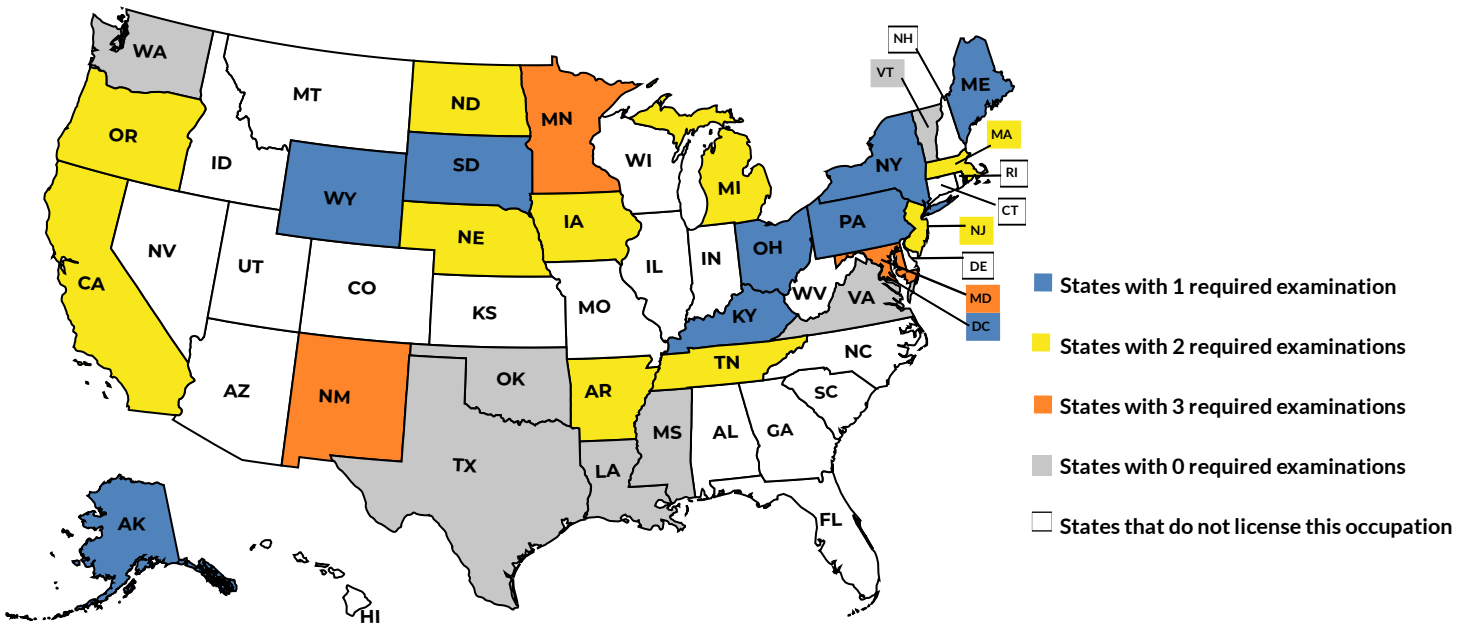
# Dental Assistant

## Degree Requirement



\*MD and KY data is for the state required registration.

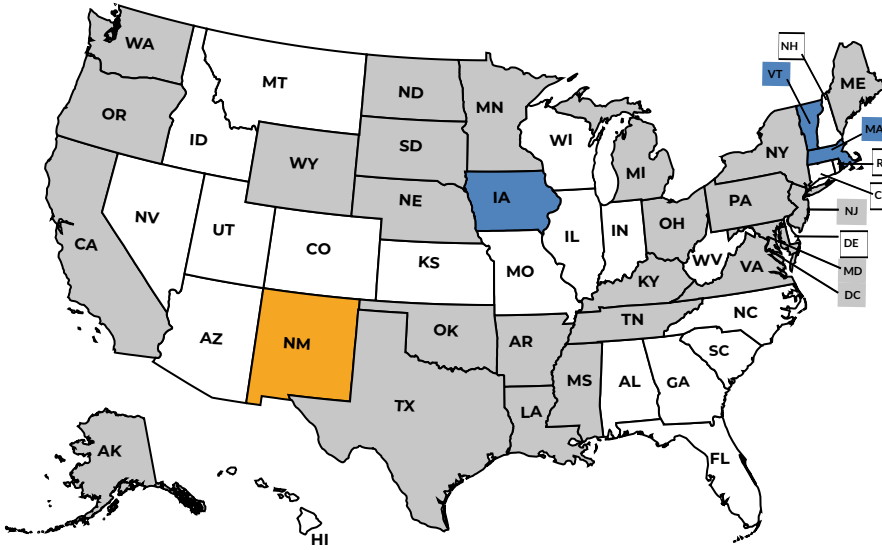
## Examination Requirement



\*MD and KY data is for the state required registration.

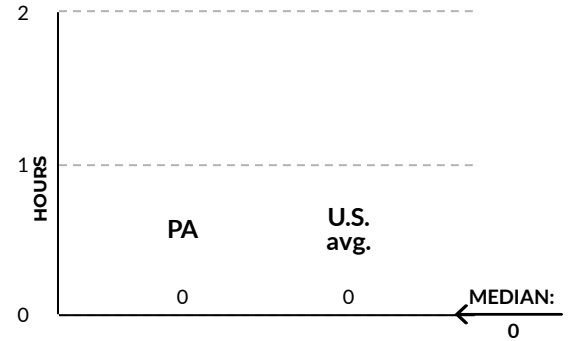
# Dental Assistant

## Training / Experience Requirement



\*MD and KY data is for the state required registration.

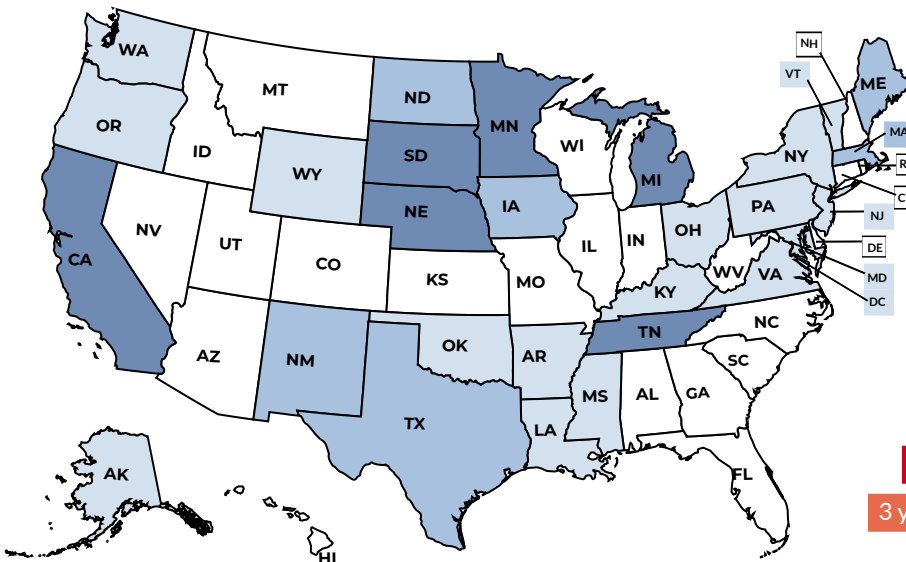
- 6 months
- 2,080 hours
- States that do not mention an experience requirement
- States that do not license this occupation



\*CA and NJ require training if the applicant does not have any dental education. The other states that license this occupation require the applicant to obtain training during their education.

\*MD and KY do not license this occupation, but it is registered by the state government.

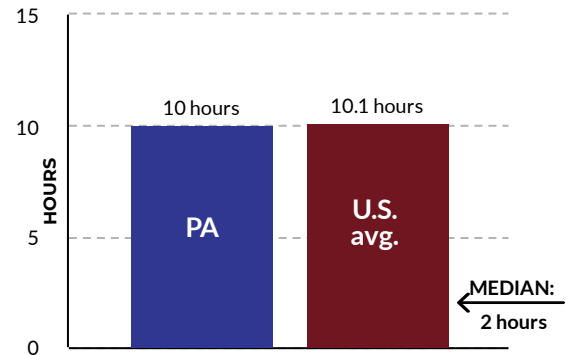
## Continuing Education Requirement



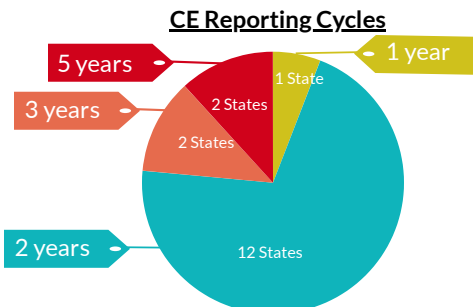
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 0-10 CE hours/2 years
- 11-20 CE hours/2 years
- 21-30 CE hours/2 years
- States that do not license this occupation

\*MD and KY data is for the state required registration.



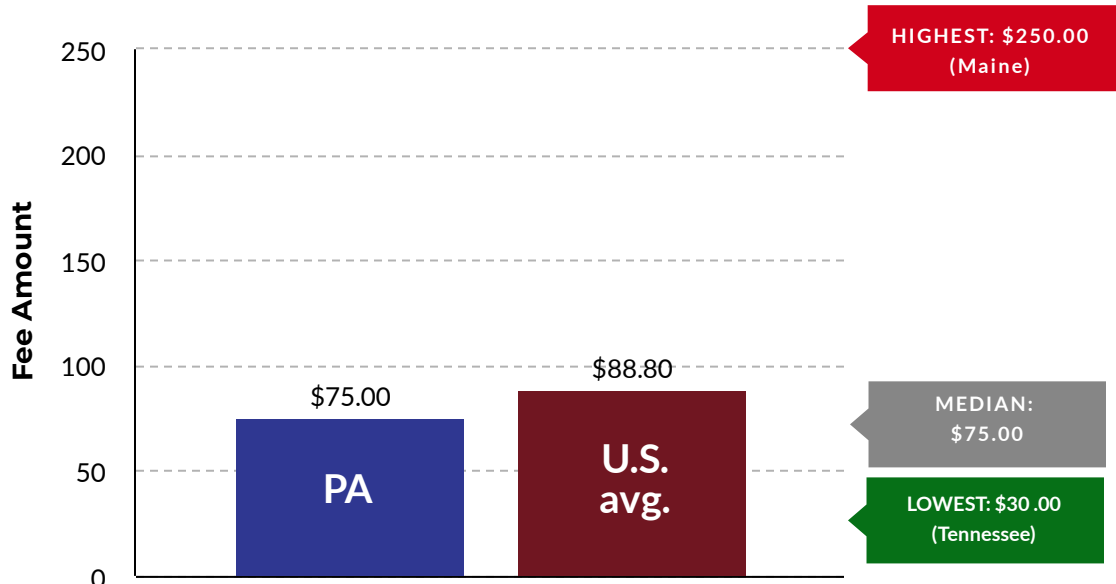
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



\*12 states do not require CE, and 22 states do not license this occupation.

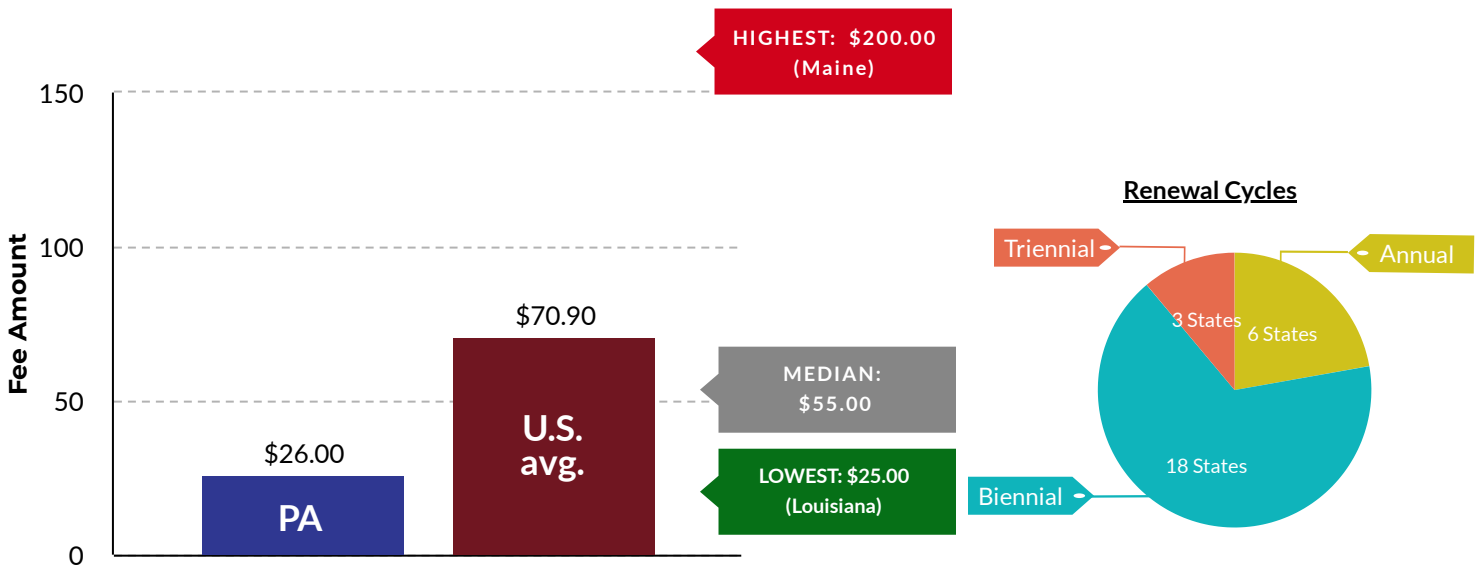
# Dental Assistant

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*NE is included in the renewal cycle pie chart but is not included in the calculation of average and median because the fee is not available.

# Dental Assistant

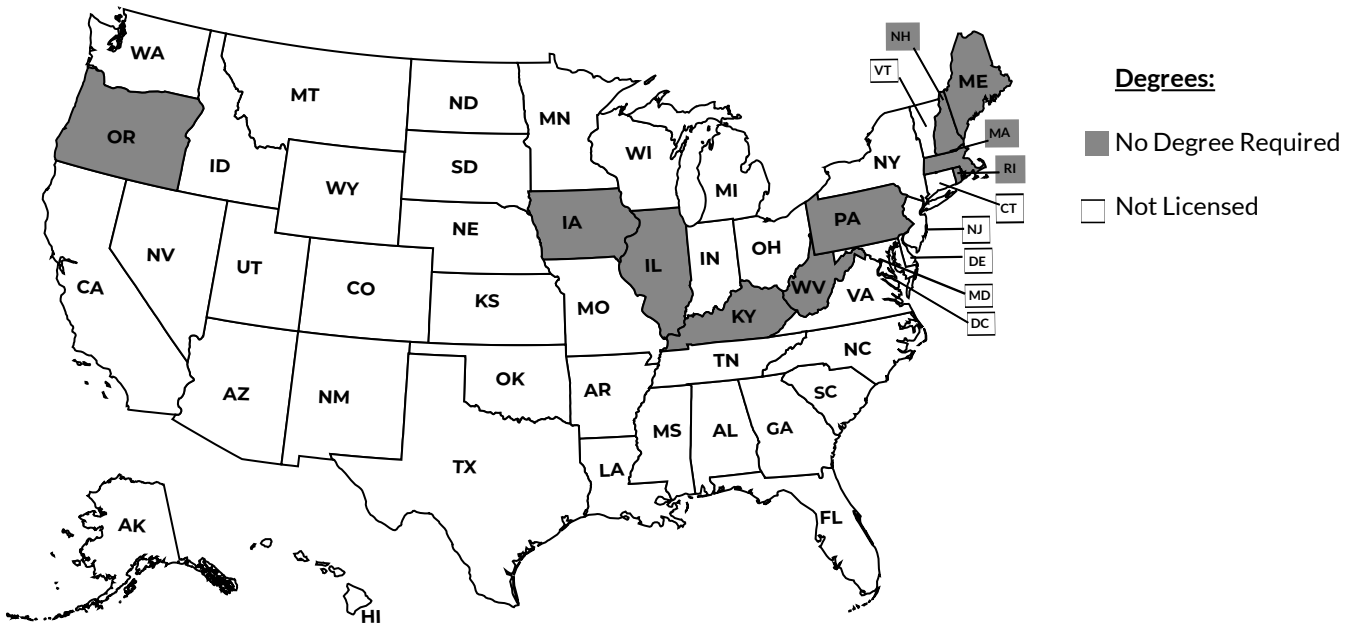
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Alaska District of Columbia Maine North Dakota Vermont Virginia Washington	Nebraska	Massachusetts Ohio Oregon Pennsylvania** Tennessee	Arkansas California Iowa Kentucky Louisiana Maryland Michigan Minnesota Mississippi New Jersey New Mexico New York Oklahoma South Dakota Texas Wyoming

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

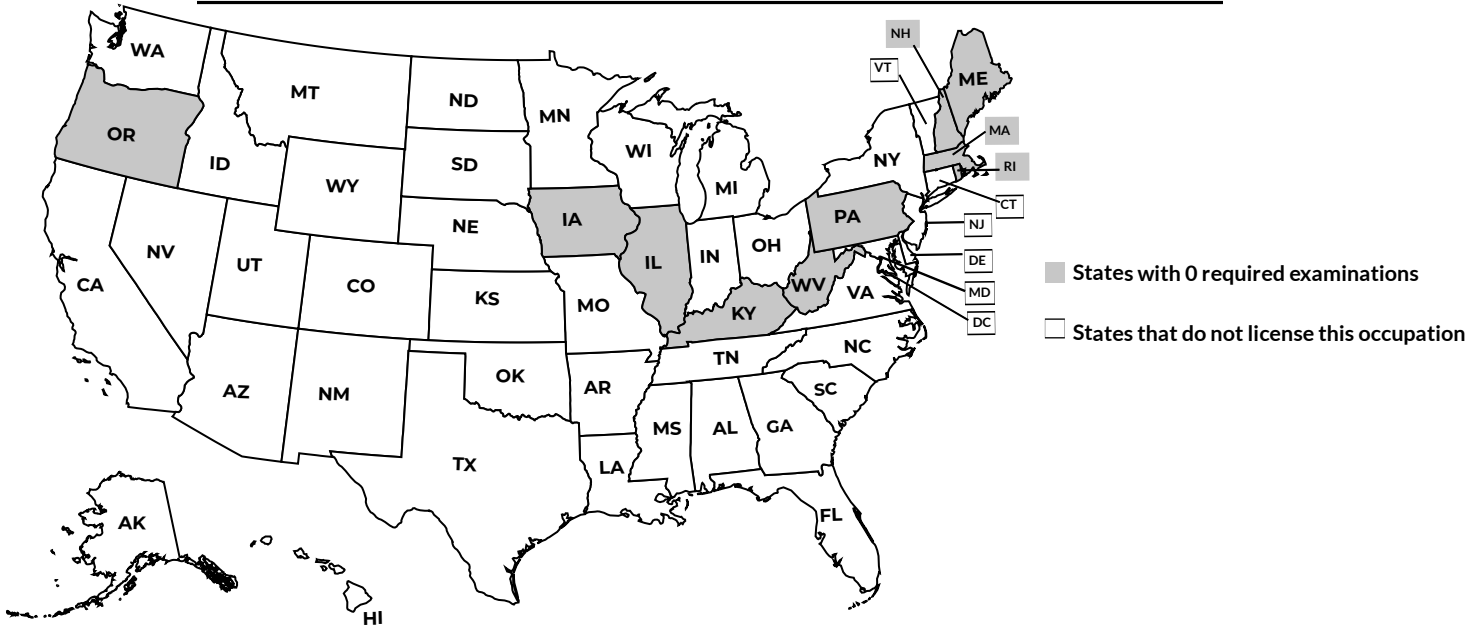
# Public Health Dental Hygiene Practitioner

## Degree Requirement



\*No additional degree is required for this occupation, but the applicant must first become a dental hygienist so he/she must have an associate's degree.

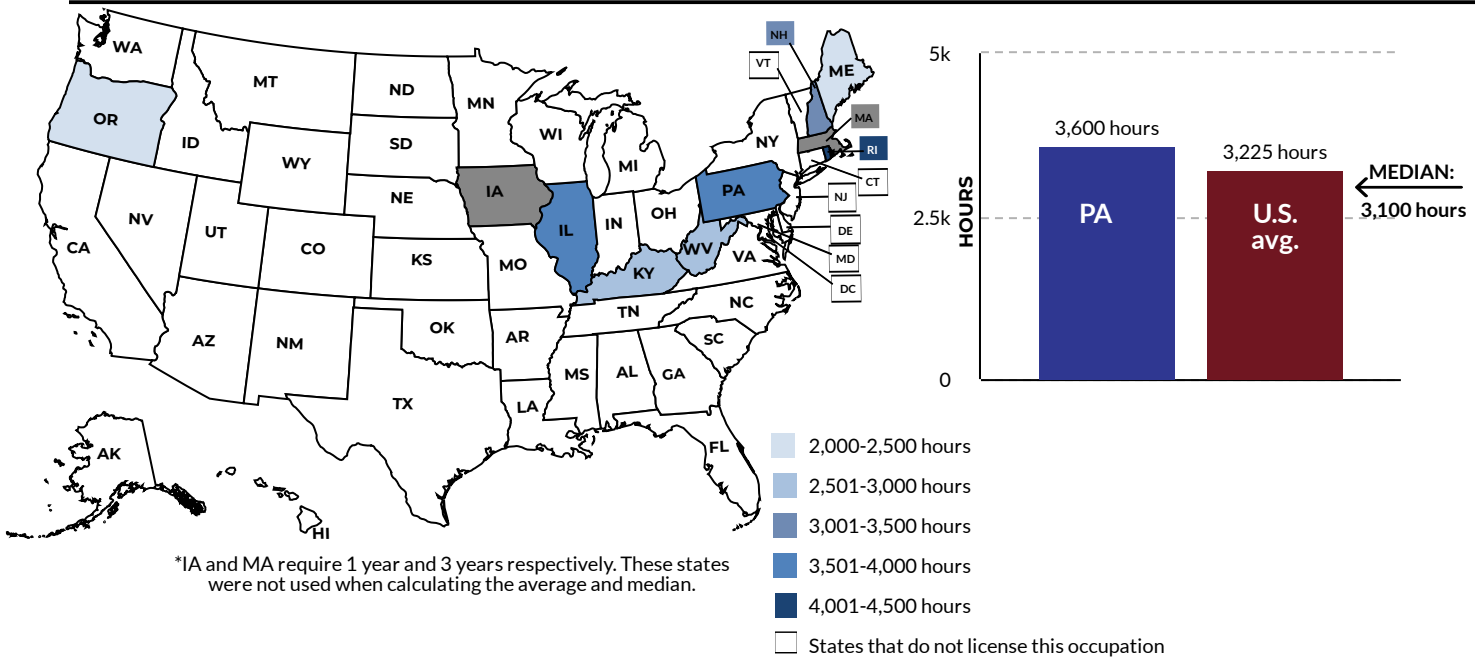
## Examination Requirement



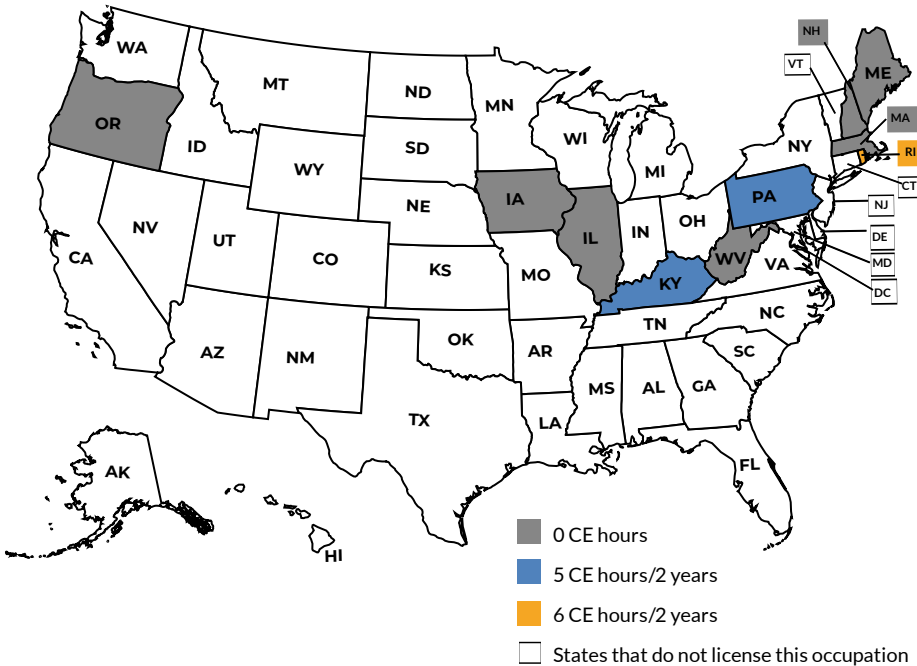
\*No additional examinations are required besides the exams to become a dental hygienist.

# Public Health Dental Hygiene Practitioner

## Training / Experience Requirement



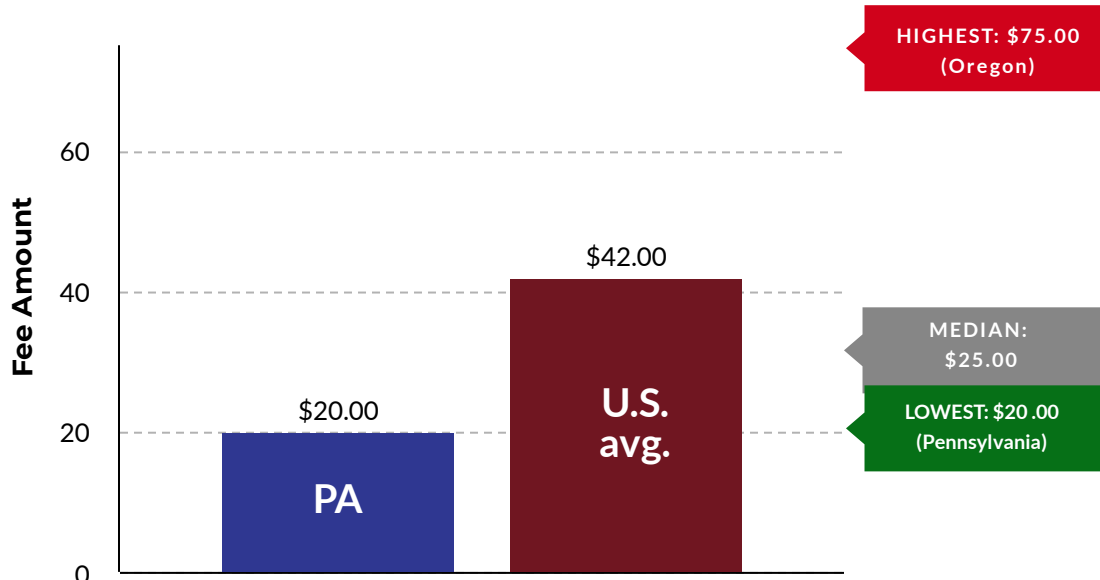
## Continuing Education Requirement



\*All the states that license this occupation require the licensee to complete the CE requirement for dental hygienist, but KY, PA, and RI must complete the number of hours stated in topics related to public health as part of the dental hygienist CE requirement.

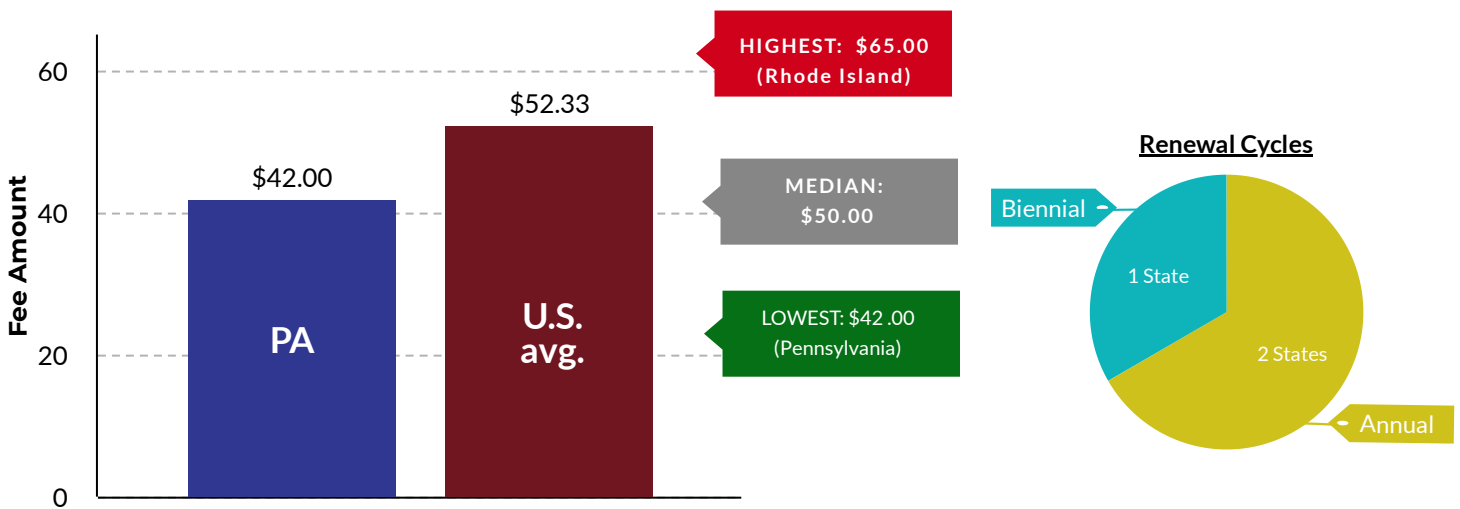
# Public Health Dental Hygiene Practitioner

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Public Health Dental Hygiene Practitioner

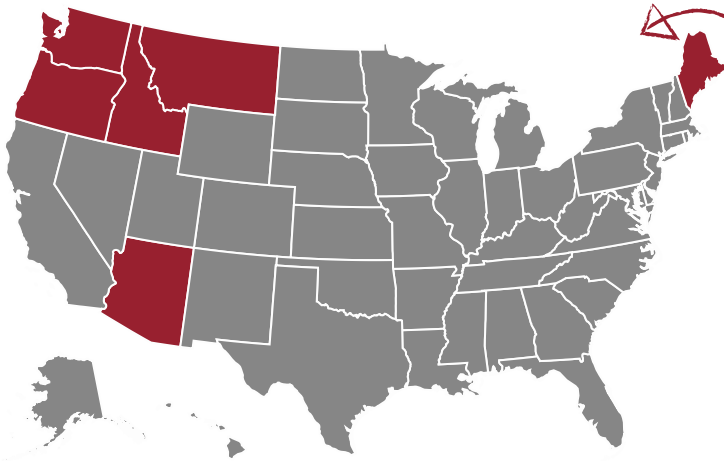
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
		Pennsylvania** Rhode Island	Illinois Iowa Kentucky Maine Massachusetts New Hampshire Oregon West Virginia

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



# Observation Section



## States that license **Denturists**

- Arizona
- Idaho
- Maine
- Montana
- Oregon
- Washington

## Dentists Continuing Education (CE) Outliers

- South Dakota is the only state with a 5 year CE cycle
- Kansas requires the highest amount of CE with 60 hours every 2 years
- Indiana, New Mexico, New York, and Wyoming require the least amount of CE with 20 hours every 2 years.

## Dental Hygienists Continuing Education (CE) Outliers

- South Dakota is the only state with a 5 year CE cycle
- Arkansas requires the highest amount of CE with 40 hours every 2 years
- North Carolina and Wisconsin require the least amount of CE with 12 hours every 2 years.

## Dental Assistants Continuing Education (CE) Outliers

- South Dakota is the only state with a 5 year CE cycle
- Nebraska requires the highest amount of CE with 30 hours every 2 years
- Alaska, D.C, Kentucky, Louisiana Mississippi, New York, Oregon, Vermont Virginia Washington and Wyoming require 0 CE.

## Public Health Dental Hygienists Continuing Education (CE) Outliers

- West Virginia requires the highest amount of CE with 6 hours every 2 years
- Kentucky and Pennsylvania require the least CE, with 5 hours every 2 years

# Sources: State Licensing Boards

<b>Alabama</b> <a href="https://www.dentalboard.org/">https://www.dentalboard.org/</a>	<b>Louisiana</b> <a href="http://www.lsbdo.org/">http://www.lsbdo.org/</a>	<b>Ohio</b> <a href="https://dental.ohio.gov/">https://dental.ohio.gov/</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/professionallicensing/boardofdentalexaminers.aspx">https://www.commerce.alaska.gov/web/cbpl/professionallicensing/boardofdentalexaminers.aspx</a>	<b>Maine</b> <a href="https://www.maine.gov/dental/">https://www.maine.gov/dental/</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/dentistry/">https://www.ok.gov/dentistry/</a>
<b>Arizona</b> <a href="https://dentalboard.az.gov/">https://dentalboard.az.gov/</a>	<b>Maryland</b> <a href="https://health.maryland.gov/dental/Pages/home.aspx">https://health.maryland.gov/dental/Pages/home.aspx</a>	<b>Oregon</b> <a href="https://www.oregon.gov/dentistry/Pages/index.aspx">https://www.oregon.gov/dentistry/Pages/index.aspx</a>
<b>Arkansas</b> <a href="https://www.asbde.org/">https://www.asbde.org/</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-in-dentistry">https://www.mass.gov/orgs/board-of-registration-in-dentistry</a>	<b>Pennsylvania</b> <a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Dentistry/Pages/default.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Dentistry/Pages/default.aspx</a>
<b>California</b> <a href="https://www.dbc.ca.gov/">https://www.dbc.ca.gov/</a>	<b>Michigan</b> <a href="https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_27533---,00.html">https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_27533---,00.html</a>	<b>Rhode Island</b> <a href="https://health.ri.gov/licenses/detail.php?id=251">https://health.ri.gov/licenses/detail.php?id=251</a>
<b>Colorado</b> <a href="https://dpo.colorado.gov/Dental">https://dpo.colorado.gov/Dental</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/dentistry/">https://mn.gov/boards/dentistry/</a>	<b>South Carolina</b> <a href="https://lir.sc.gov/bod/">https://lir.sc.gov/bod/</a>
<b>Connecticut</b> <a href="https://portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Dentist/Dentist-Licensing">https://portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Dentist/Dentist-Licensing</a>	<b>Mississippi</b> <a href="https://www.dentalboard.ms.gov/msbde/msbde.nsf">https://www.dentalboard.ms.gov/msbde/msbde.nsf</a>	<b>South Dakota</b> <a href="https://www.sdboardofdentistry.org/">https://www.sdboardofdentistry.org/</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/dental/">https://dpr.delaware.gov/boards/dental/</a>	<b>Missouri</b> <a href="https://www.pr.mo.gov/dental.asp">https://www.pr.mo.gov/dental.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/dentistry-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/dentistry-board.html</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/service/dentistry-licensing">https://dchealth.dc.gov/service/dentistry-licensing</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/den">http://boards.bsd.dli.mt.gov/den</a>	<b>Texas</b> <a href="http://tsbde.texas.gov/">http://tsbde.texas.gov/</a>
<b>Florida</b> <a href="https://floridasdentistry.gov/">https://floridasdentistry.gov/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Dentist.aspx">http://dhhs.ne.gov/licensure/Pages/Dentist.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/dental/index.html">https://dopl.utah.gov/dental/index.html</a>
<b>Georgia</b> <a href="https://gbd.georgia.gov/">https://gbd.georgia.gov/</a>	<b>Nevada</b> <a href="http://dental.nv.gov/">http://dental.nv.gov/</a>	<b>Vermont</b> <a href="https://sos.vermont.gov/dental-examiners/">https://sos.vermont.gov/dental-examiners/</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/boards/dentist/">https://cca.hawaii.gov/pvl/boards/dentist/</a>	<b>New Hampshire</b> <a href="https://www.oplc.nh.gov/dental/">https://www.oplc.nh.gov/dental/</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/dentistry/">https://www.dhp.virginia.gov/dentistry/</a>
<b>Idaho</b> <a href="https://isbd.idaho.gov/IBODPortal/Home.aspx">https://isbd.idaho.gov/IBODPortal/Home.aspx</a>	<b>New Jersey</b> <a href="https://www.njconsumeraffairs.gov/den/">https://www.njconsumeraffairs.gov/den/</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Dentist/LicenseRequirements">https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Dentist/LicenseRequirements</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/dentist.asp">https://www.idfpr.com/profs/dentist.asp</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/dental_health_care.aspx">http://www.rld.state.nm.us/boards/dental_health_care.aspx</a>	<b>West Virginia</b> <a href="http://www.wvdentalboard.org/">http://www.wvdentalboard.org/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/dental.htm">https://www.in.gov/pla/dental.htm</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/dent/">http://www.op.nysed.gov/prof/dent/</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/Pages/Professions/Dentist/Default.aspx">https://dsps.wi.gov/Pages/Professions/Dentist/Default.aspx</a>
<b>Iowa</b> <a href="https://dentalboard.iowa.gov/">https://dentalboard.iowa.gov/</a>	<b>North Carolina</b> <a href="https://www.ncdentalboard.org/">https://www.ncdentalboard.org/</a>	<b>Wyoming</b> <a href="https://dental.wyo.gov/">https://dental.wyo.gov/</a>
<b>Kansas</b> <a href="https://www.dental.ks.gov/">https://www.dental.ks.gov/</a>	<b>North Dakota</b> <a href="https://www.nddentalboard.org/">https://www.nddentalboard.org/</a>	
<b>Kentucky</b> <a href="https://dentistry.ky.gov/Pages/index.aspx">https://dentistry.ky.gov/Pages/index.aspx</a>		

# **Occupational Licensing Study 50 State Comparison**

State Registration Board for  
Professional Engineers, Land Surveyors,  
and Geologists

Professional Engineer  
Engineer-in-Training  
Professional Geologist  
Geologist-in-Training  
Professional Land Surveyor  
Land Surveyor-in-Training



Presented by the Pennsylvania  
Department of State

2020

# Professional Engineer

An individual licensed and registered by the state board to engage in the practice of engineering.

Engineering is the application of mathematical and physical sciences for the design of public or private buildings, structures, machines, equipment, processes, works or engineering systems.

# Engineer-In-Training

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.

# Professional Geologist

An individual licensed to practice geologic research and study.

Geology deals with 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.

This also includes 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.

## **Geologist–In–Training**

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.

## **Professional Land Surveyor**

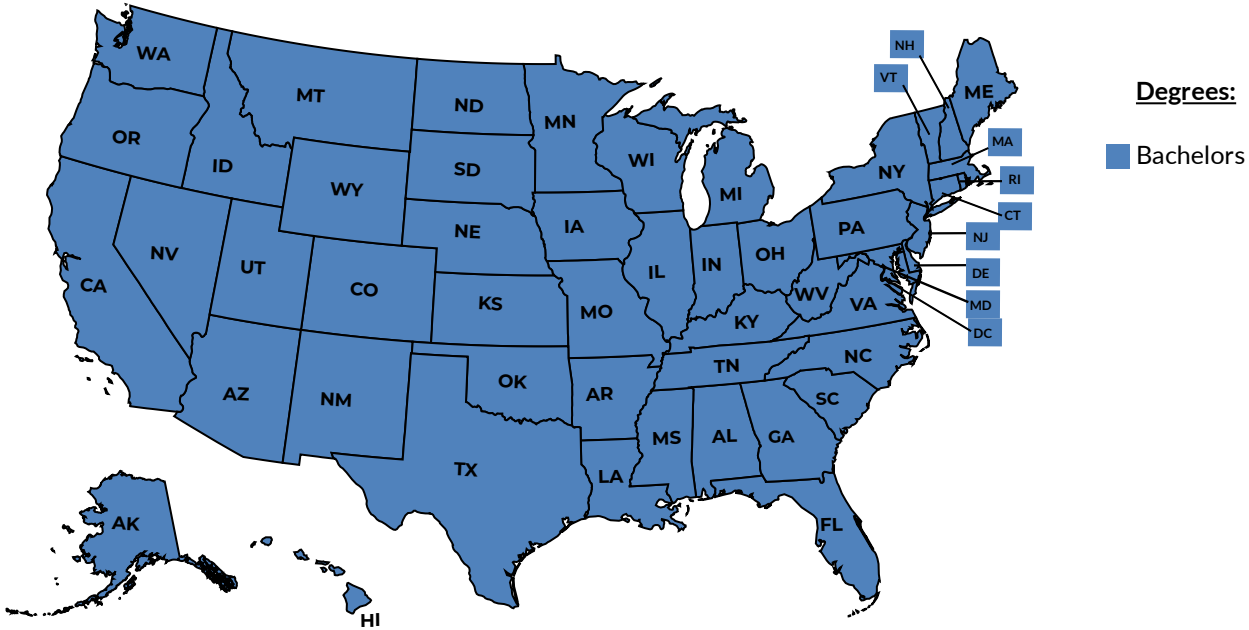
An individual licensed and registered by the state board to engage in the practice of land surveying, which is the practice of that branch of the profession of engineering which involves the location, relocation, establishment, reestablishment or retracement of any property line or boundary of any parcel of land or any road right-of-way, easement or alignment.

## **Land Surveyor –In–Training**

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.

# Professional Engineer

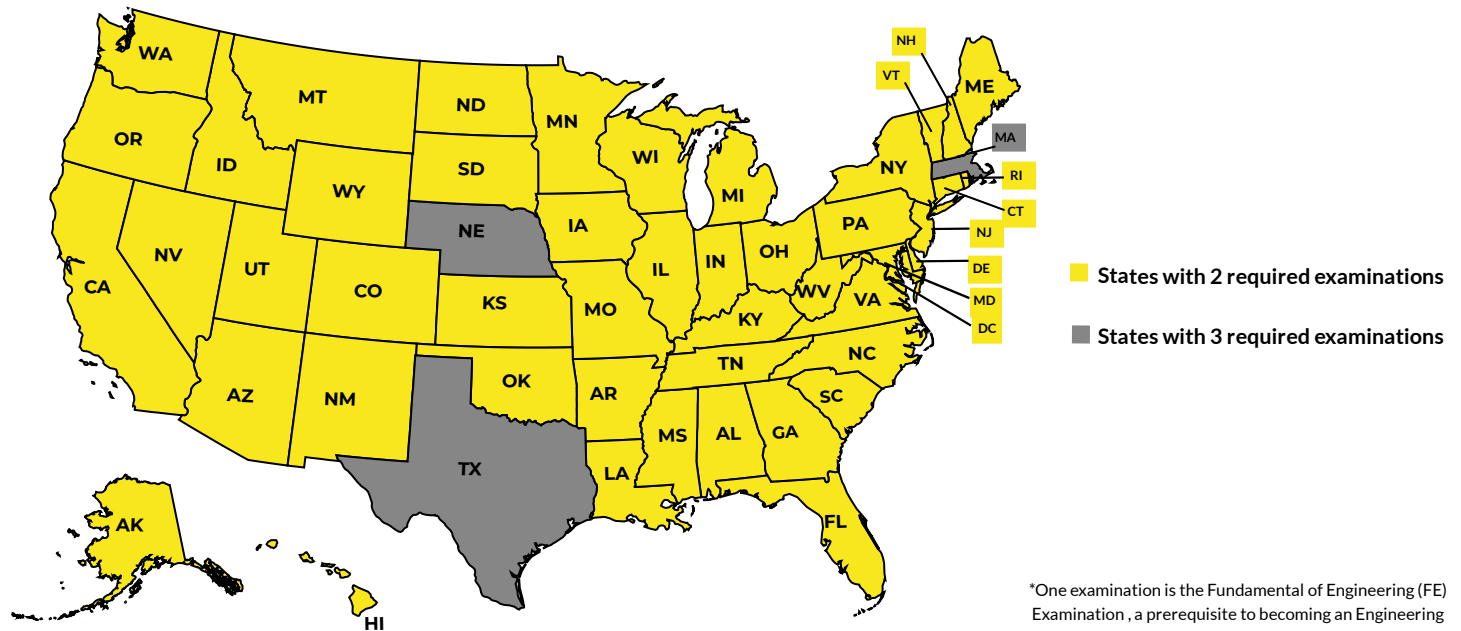
## Degree Requirement



\*Some states have multiple paths to licensure, allowing lesser degrees if the applicant has more years of experience.

\*Some states only require that applicants be currently enrolled and within one semester or one year of completing a baccalaureate degree

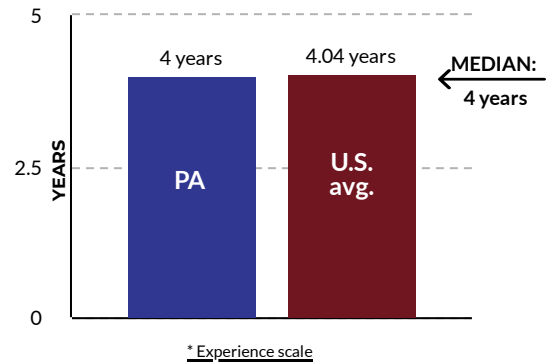
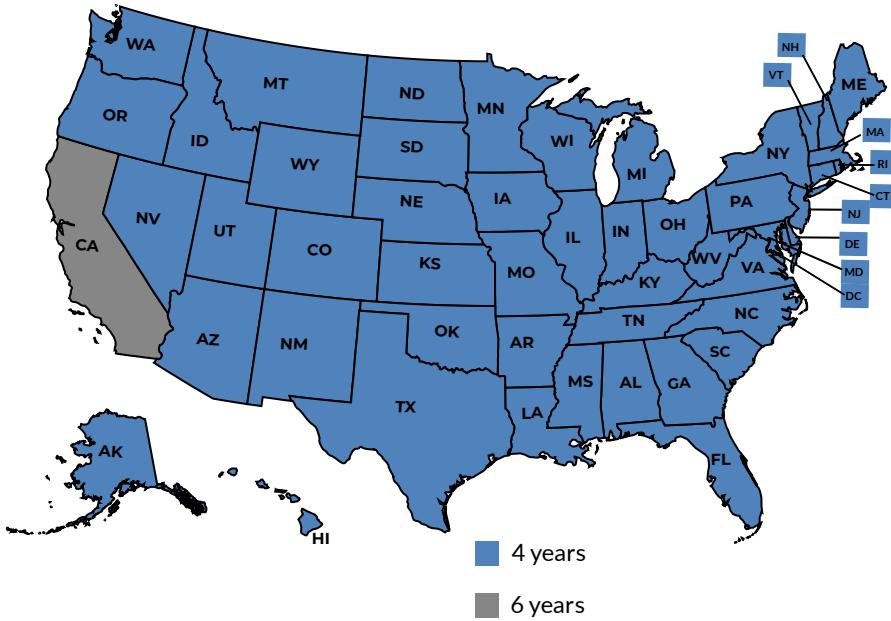
## Examination Requirement



\*One examination is the Fundamental of Engineering (FE) Examination, a prerequisite to becoming an Engineering Intern/Engineer-In-Training

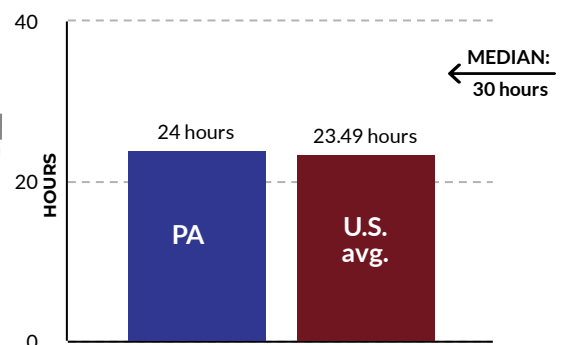
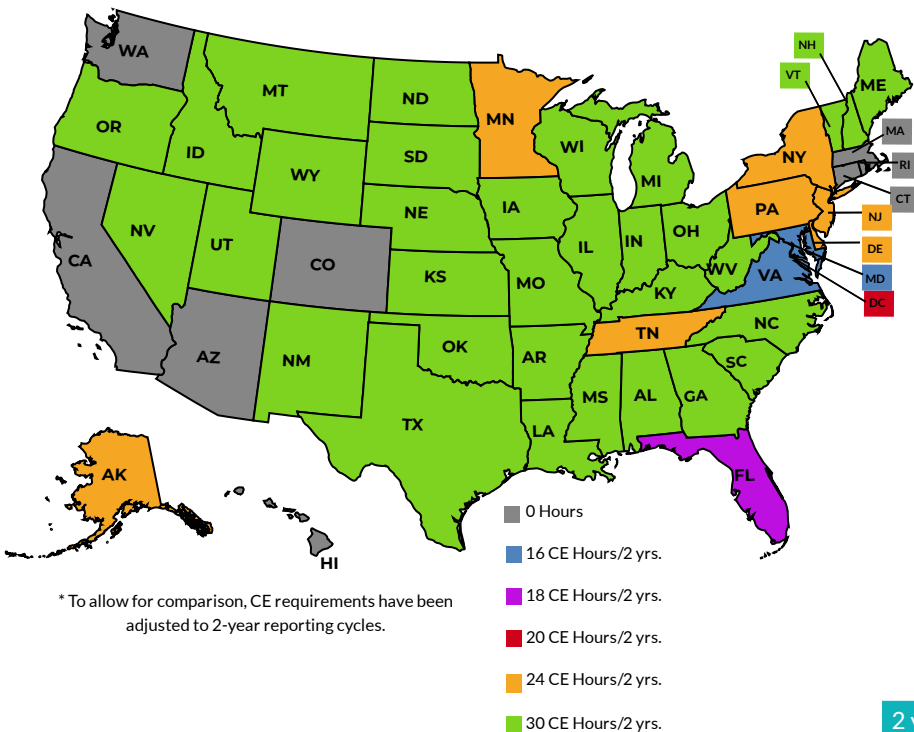
# Professional Engineer

## Training / Experience Requirement

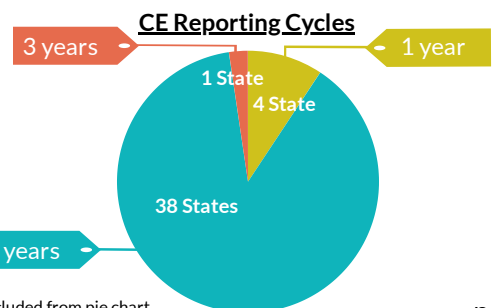


The experience requirements are for graduates of an engineering program that is, or is equivalent to, one accredited by the Engineering Accreditation Commission of ABET, INC. Experience requirements vary depending on the applicants level of education and if the school is ABET accredited

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

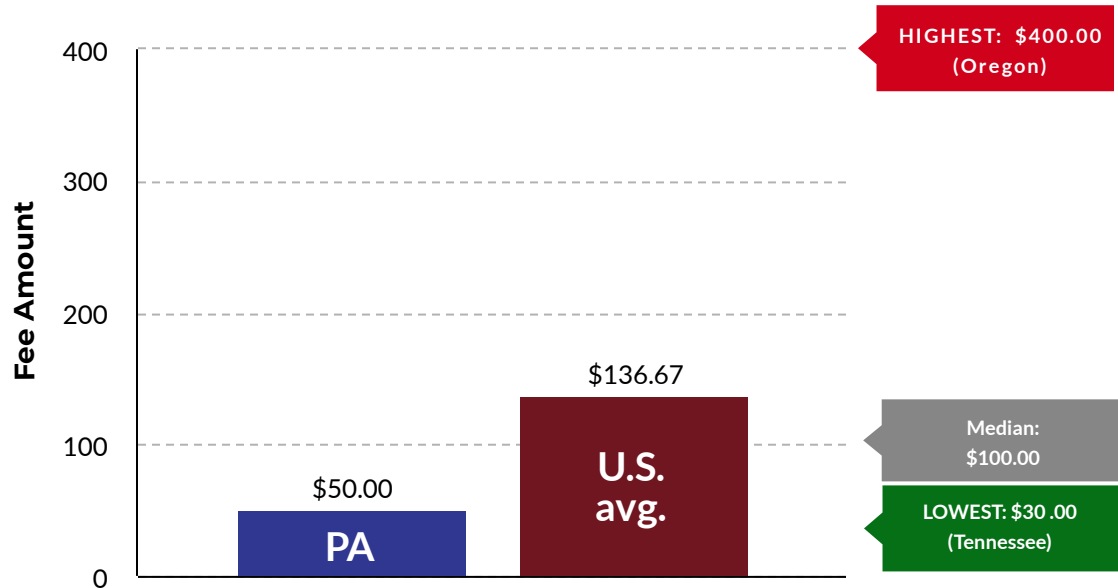


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\* 8 states with 0 hours excluded from pie chart

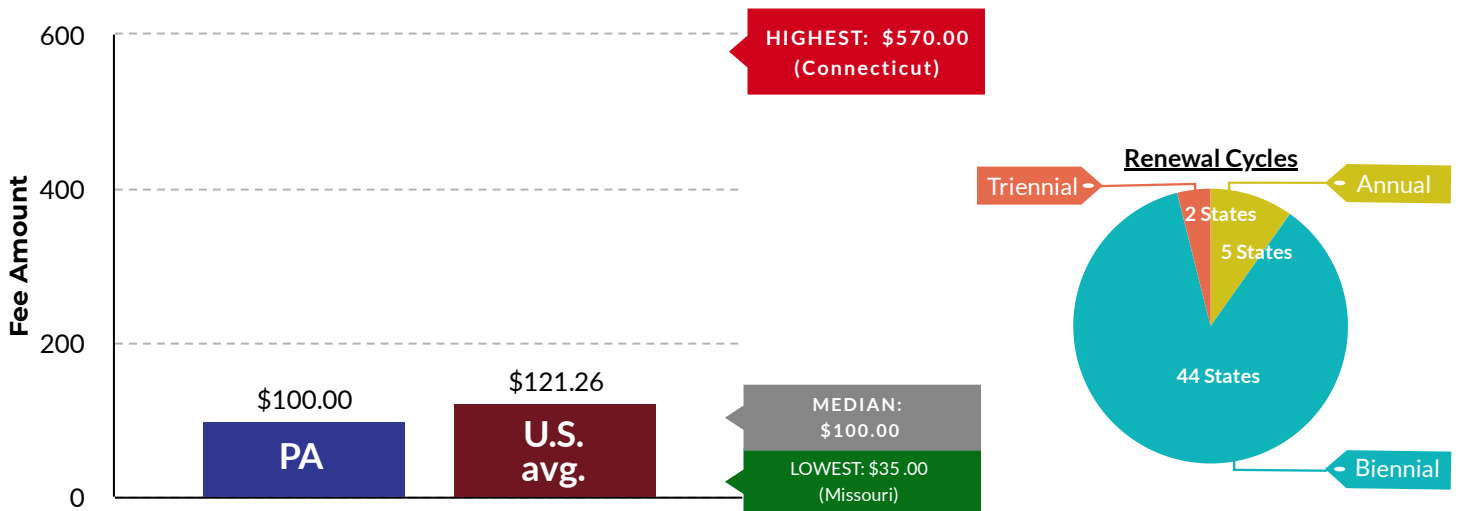
# Professional Engineer

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles



# Professional Engineer

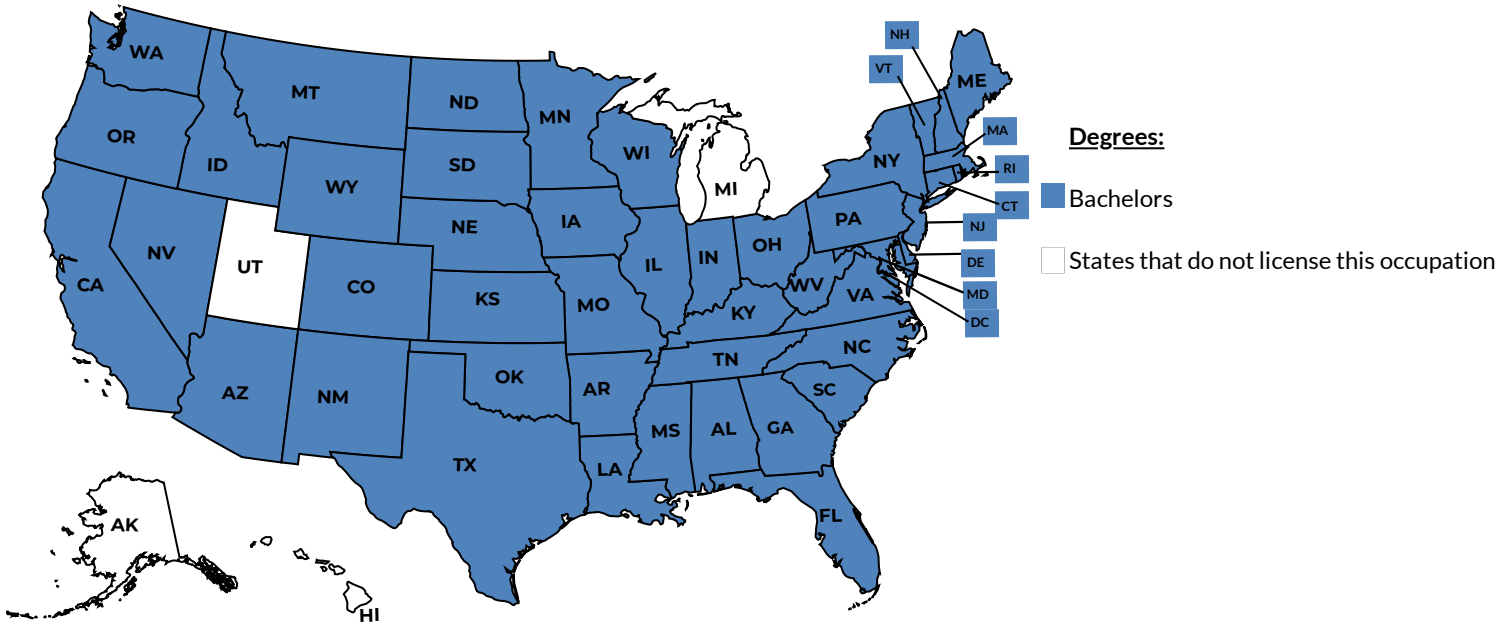
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Alabama	Montana	Arizona	Oregon
Alaska	Nebraska	Connecticut	Texas
Arkansas	Nevada	District of Columbia	
California	New Jersey	Kansas	
Colorado	New Mexico	Louisiana	
District of Columbia	New York	Maryland	
Delaware	North Carolina	Michigan	
Florida	North Dakota	New Hampshire	
Georgia	Oklahoma	Ohio	
Hawaii	Rhode Island	Pennsylvania**	
Idaho	South Carolina	South Carolina	
Illinois	South Dakota	South Dakota	
Indiana	Tennessee	West Virginia	
Iowa	Utah	Wyoming	
Kentucky	Vermont	<u>Act 41</u>	
Maine	Virginia	Pennsylvania**	
Massachusetts	Washington		
Minnesota	Wyoming		
Mississippi			
Missouri			

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Engineer -In-Training

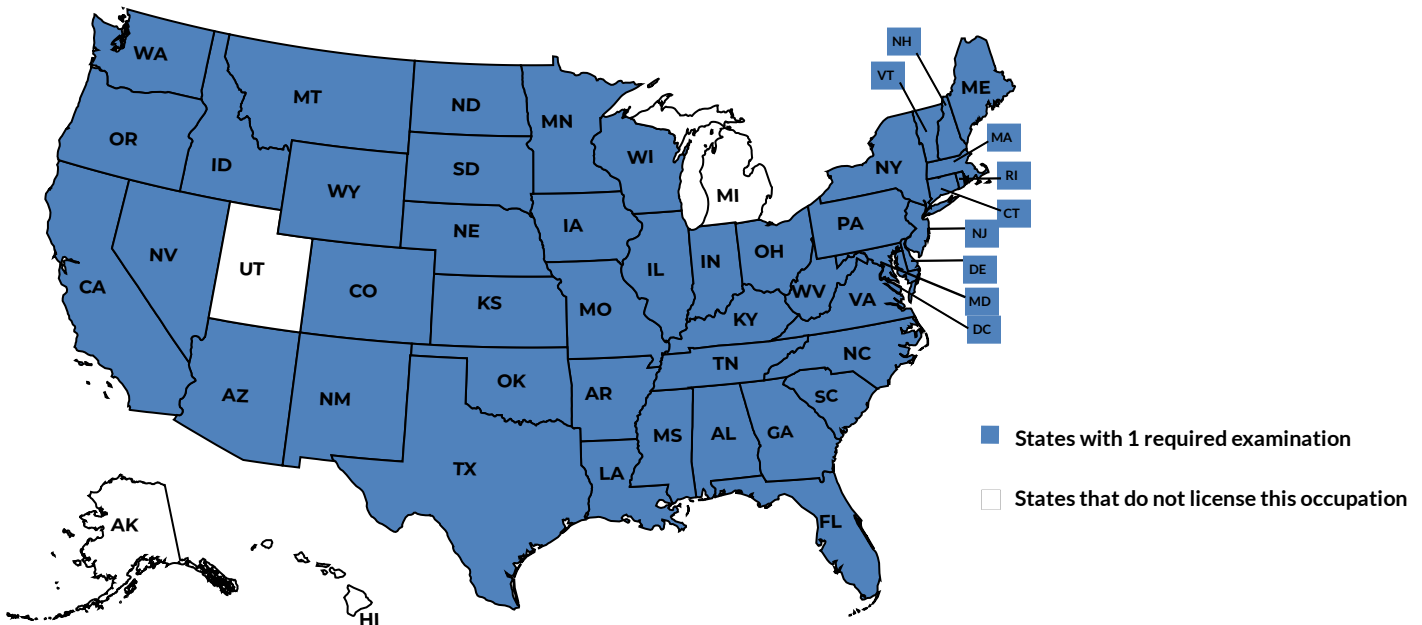
## Degree Requirement



\*Some states have multiple paths to licensure, allowing lesser degrees if the applicant has more years of experience.

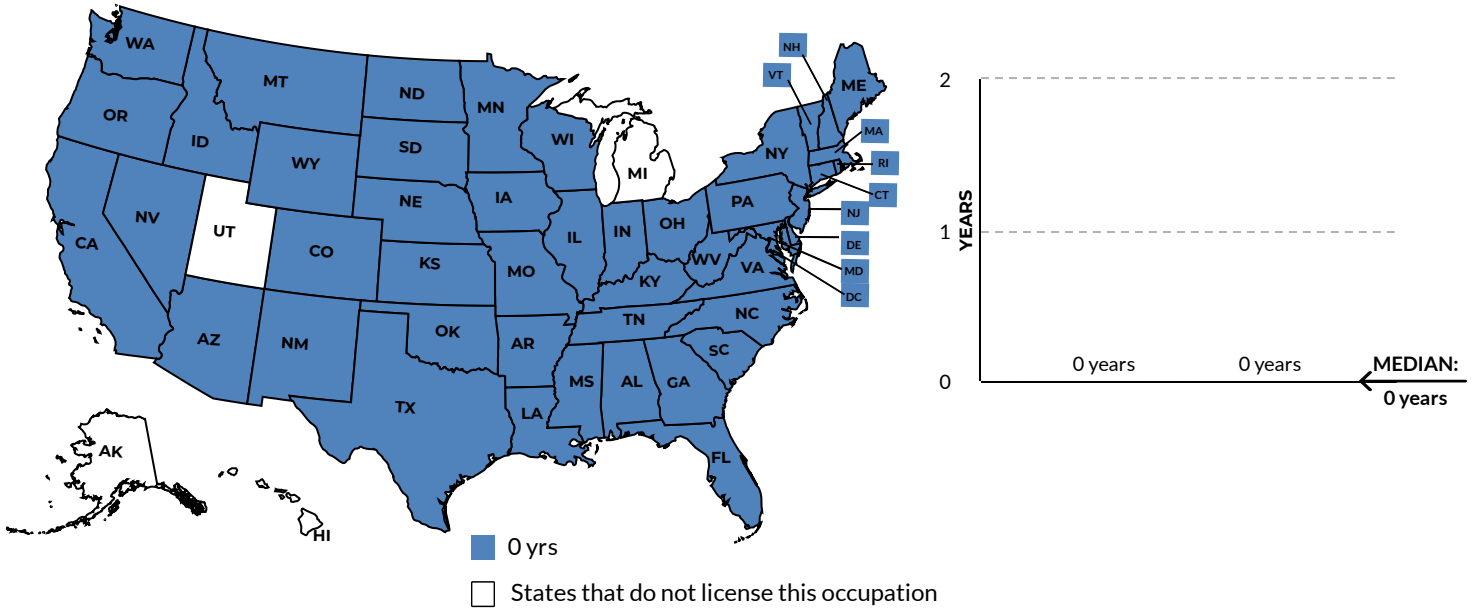
\*Some states only require that applicants be currently enrolled and within one semester or one year of completing a baccalaureate degree

## Examination Requirement

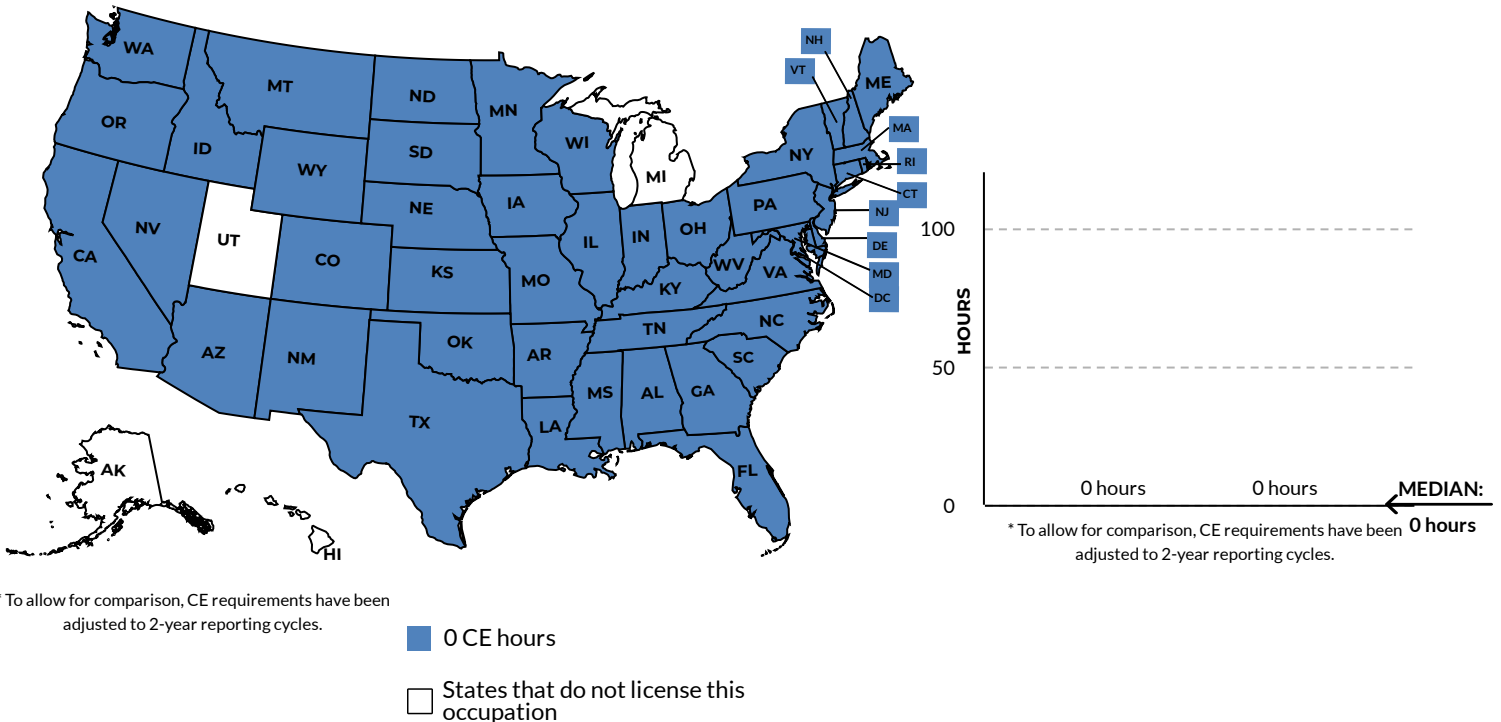


# Engineer -In-Training

## Training / Experience Requirement

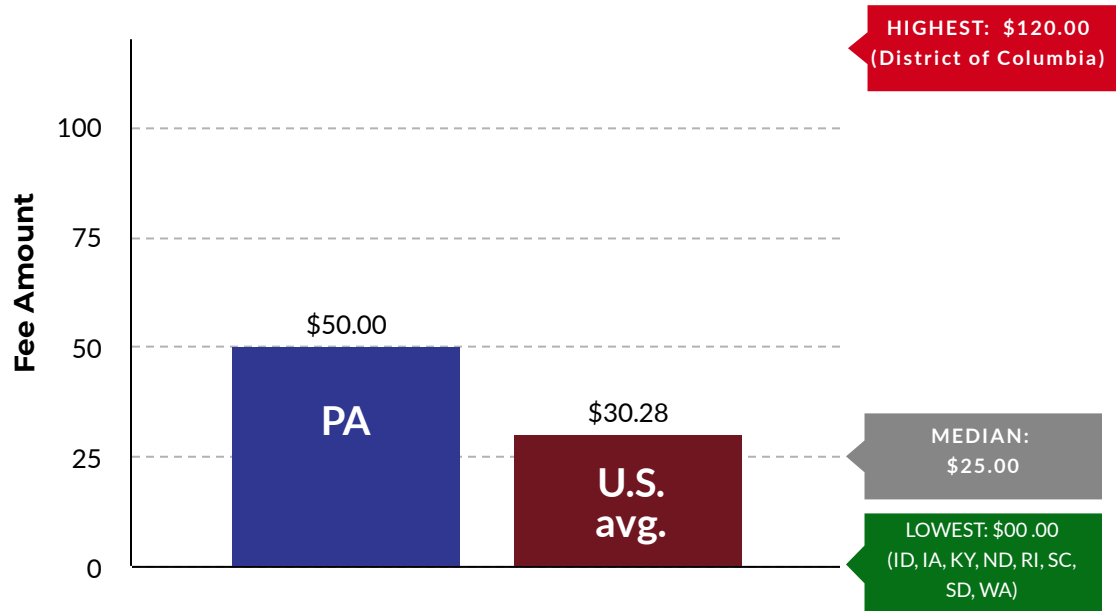


## Continuing Education Requirement



# Engineer -In-Training

## Initial Licensing Fee



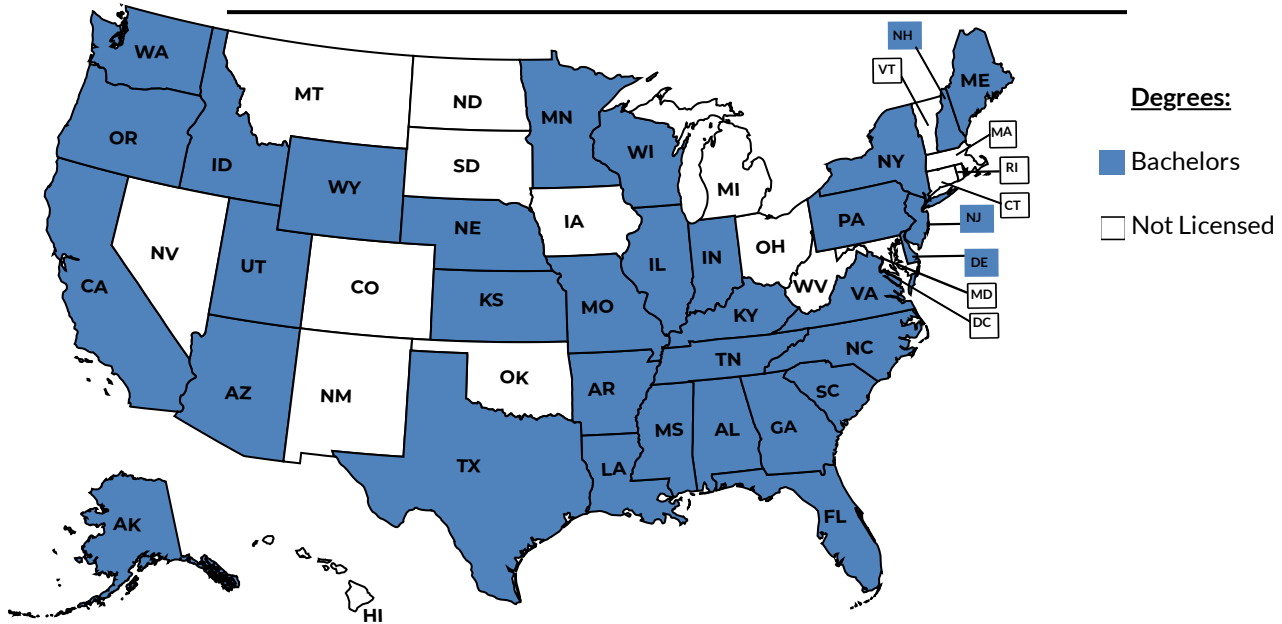
\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fee

\*Most states do not offer a renewal for this license type - No comparable data\*

# Professional Geologist

## Degree Requirement

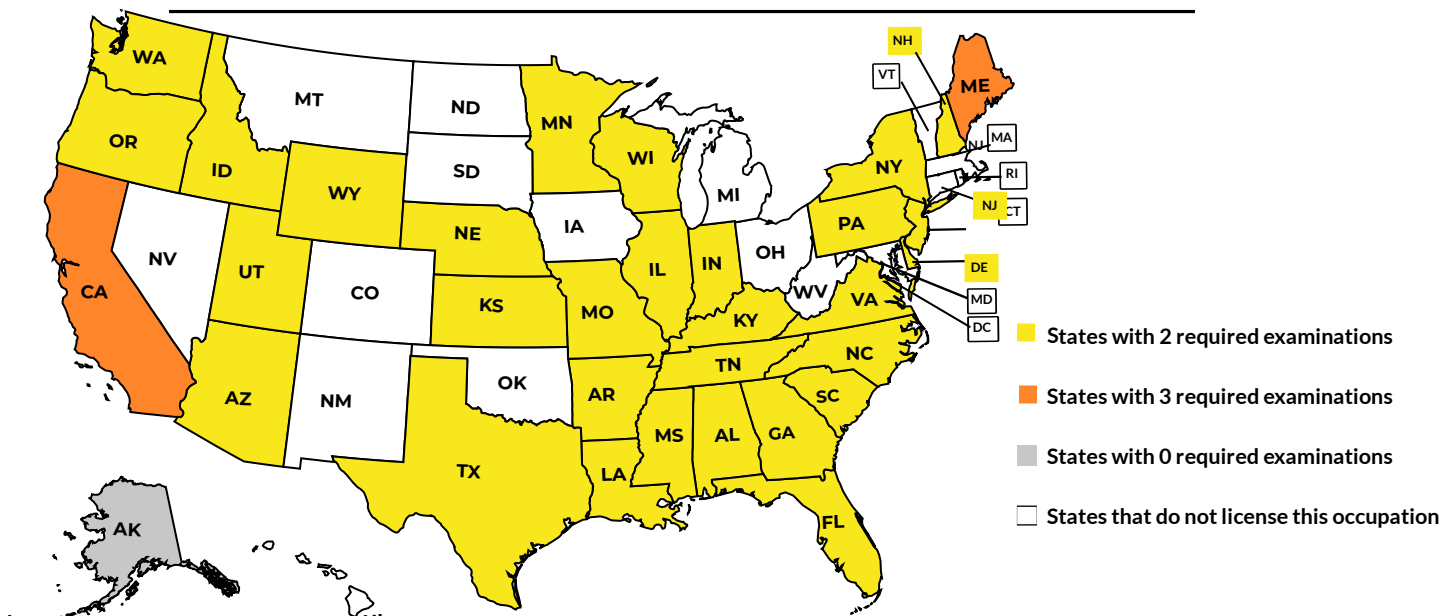


\*There is no professional licensing required for geologists in the state of Connecticut, however geologists, geoscientists, and engineers who work in the field of environmental remediation, often pursue Licensed Environment Professional (LEP) licensing, or work under an LEP licensed supervisor

\*Some states have multiple paths to licensure, allowing lesser degrees if the applicant has more years of experience.

\*West Virginia does not have professional geologist licensure, however someone with a Bachelor's degree from 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 LRS. A Licensed Remediation Specialist (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

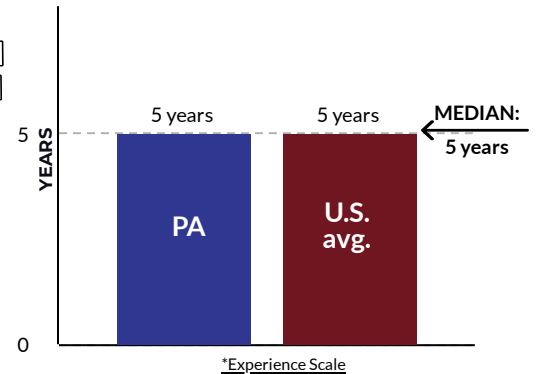
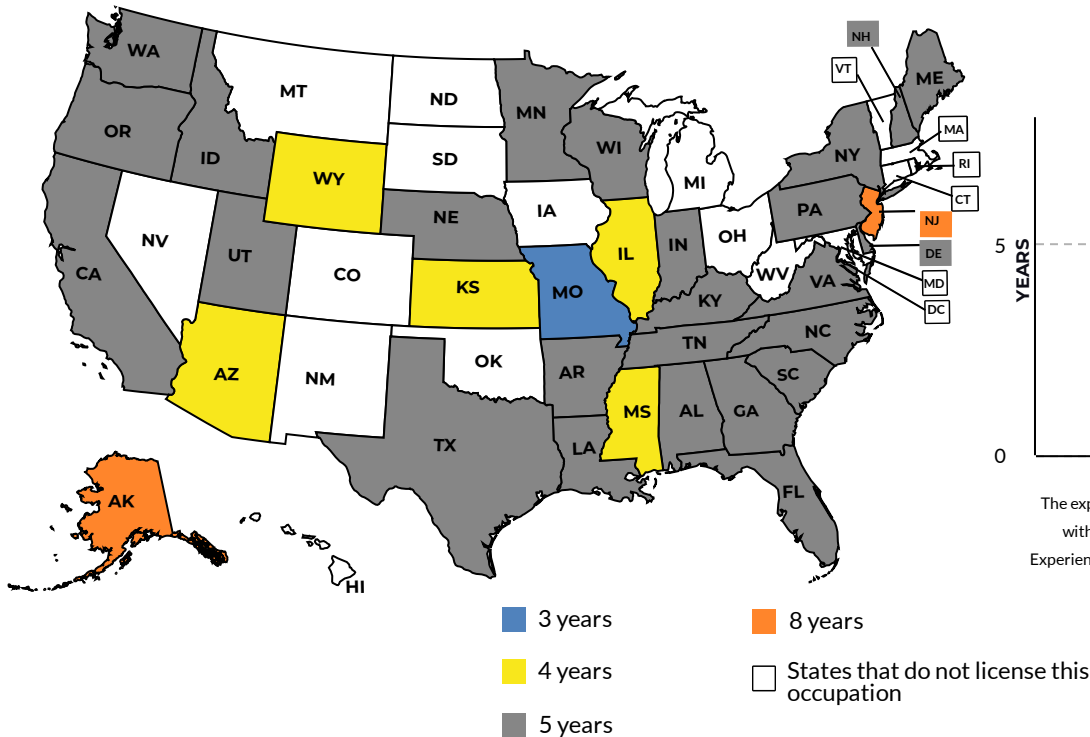
## Examination Requirement



\*States utilize different terms when referring to the National Association of State Boards of Geology Examination. Some states refer to the Fundamentals of Geology and Practice of Geology requirements as separate sections of one examination while other states refer to them as separate examinations. For the purposes of this graphic they are considered to be two separate examinations. The Fundamentals of Geology examination is a requirement to become a Geologist-in-training and thus, is considered to be one of the required examinations for this report.

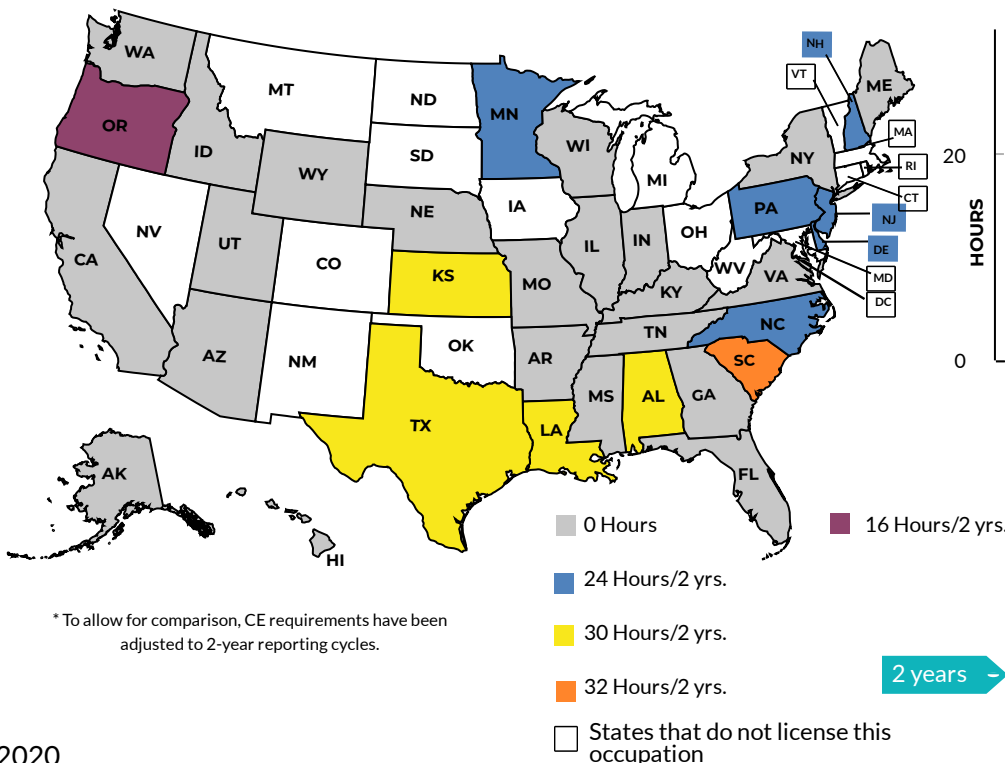
# Professional Geologist

## Training / Experience Requirement

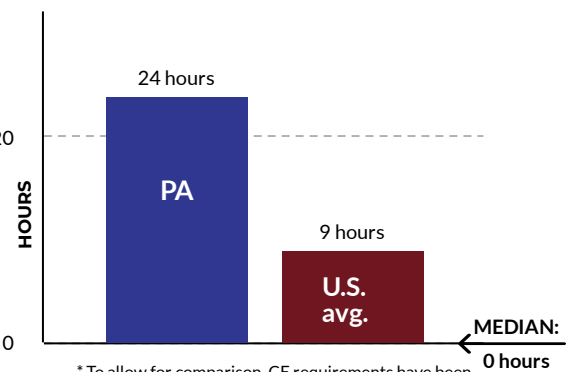


The experience requirements are for individuals that graduated with a bachelor's degree focusing on geological sciences. Experience requirements vary depending on the applicants level of education.

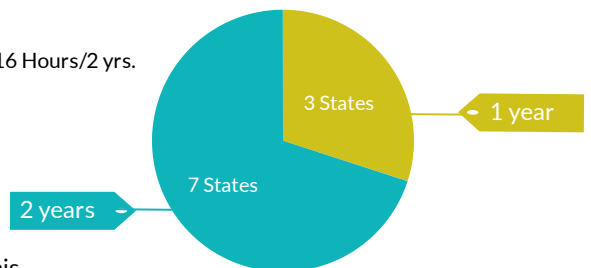
## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

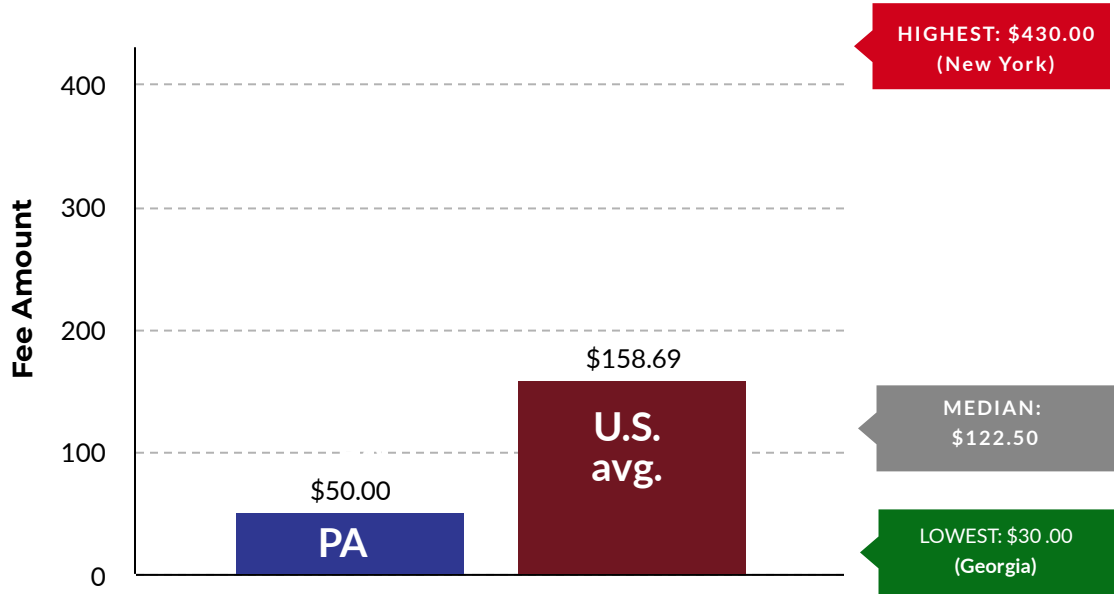


### CE Reporting Cycles



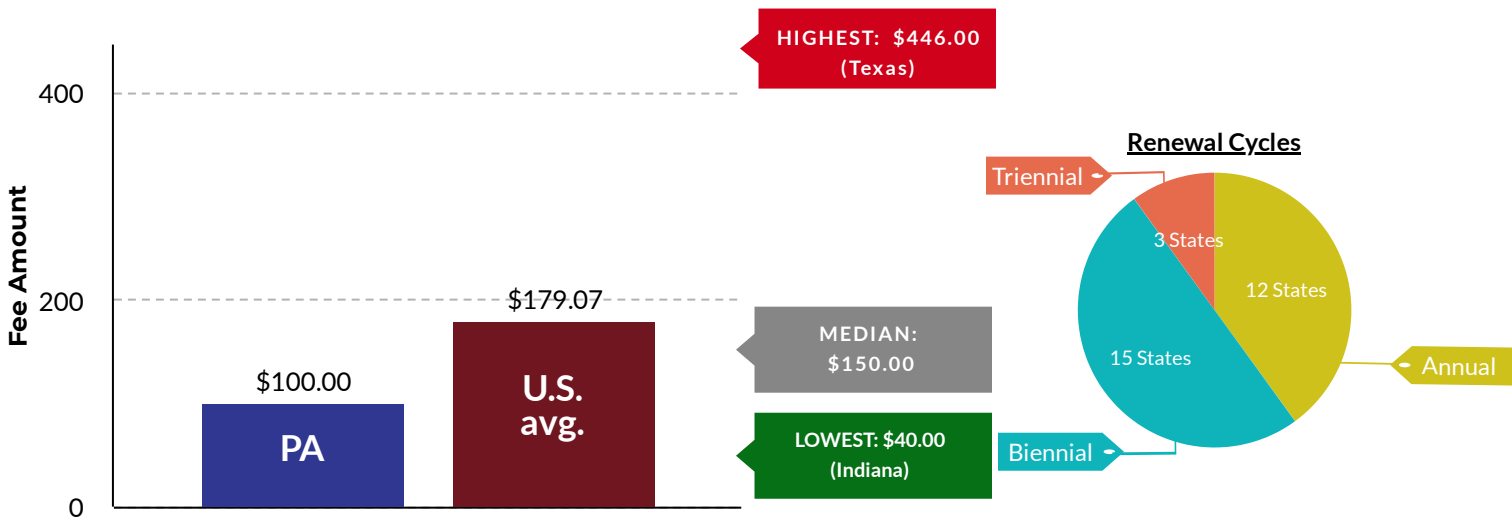
# Professional Geologist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles  
 \*Alaska does not require license renewal or renewal fees

# Professional Geologist

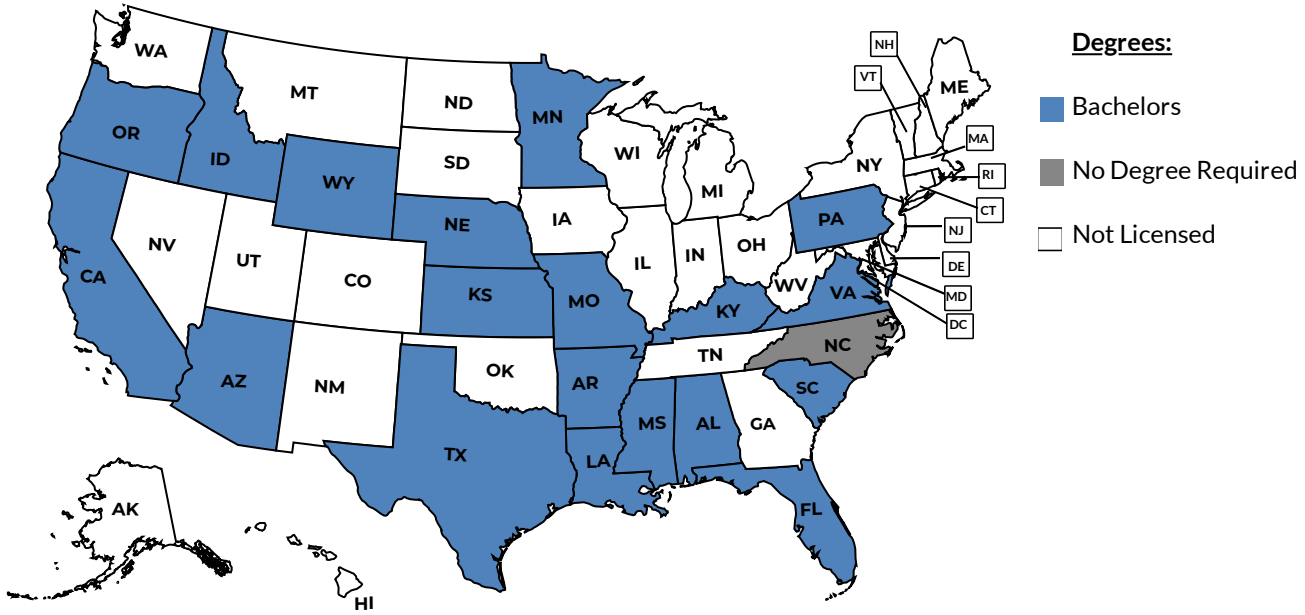
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>	<u>ACT 41</u>
California	Alabama Mississippi		Pennsylvania**
Florida	Arizona Missouri	Connecticut	
Illinois	Arkansas Nebraska	Idaho	
Kentucky	Delaware South Carolina	Indiana	
New York	Georgia Tennessee		
North Carolina	Kansas Texas		
Oregon	Louisiana Washington		
South Carolina	Maine Wyoming		
Wisconsin	Minnesota		
Wyoming			

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

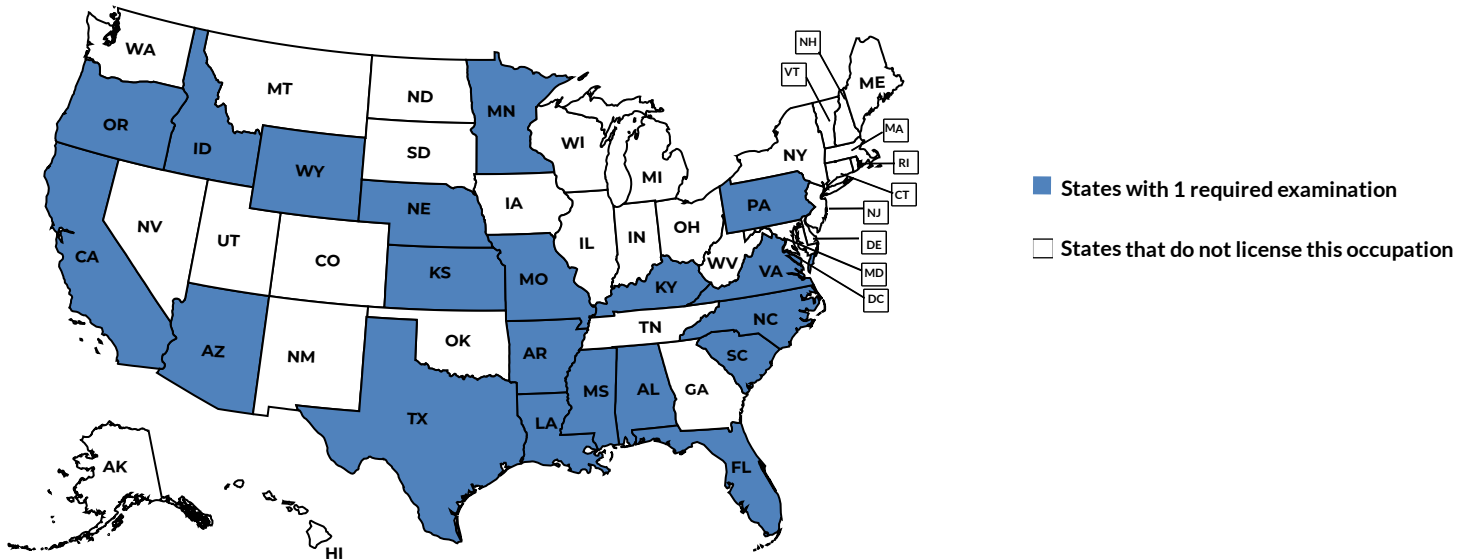


# Geologist-In-Training Degree Requirement



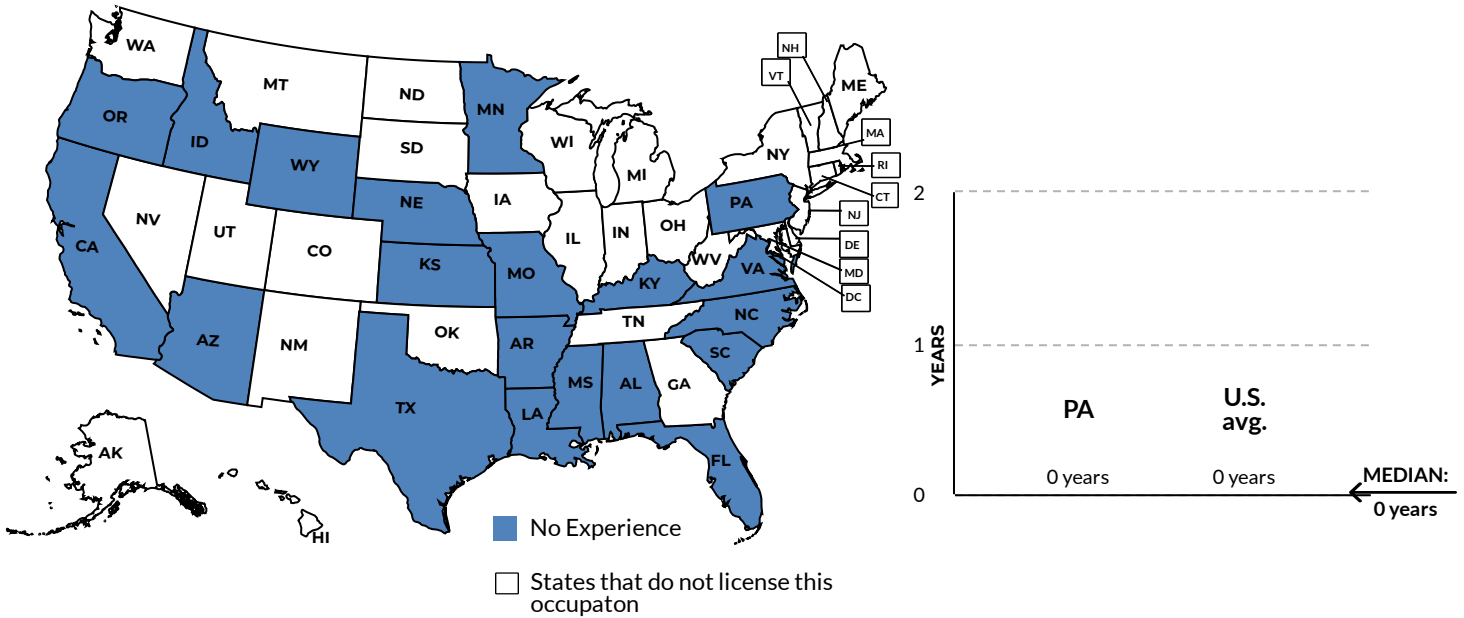
\*Some states have multiple paths to licensure, allowing lesser degrees if the applicant has more years of experience.

# Examination Requirement

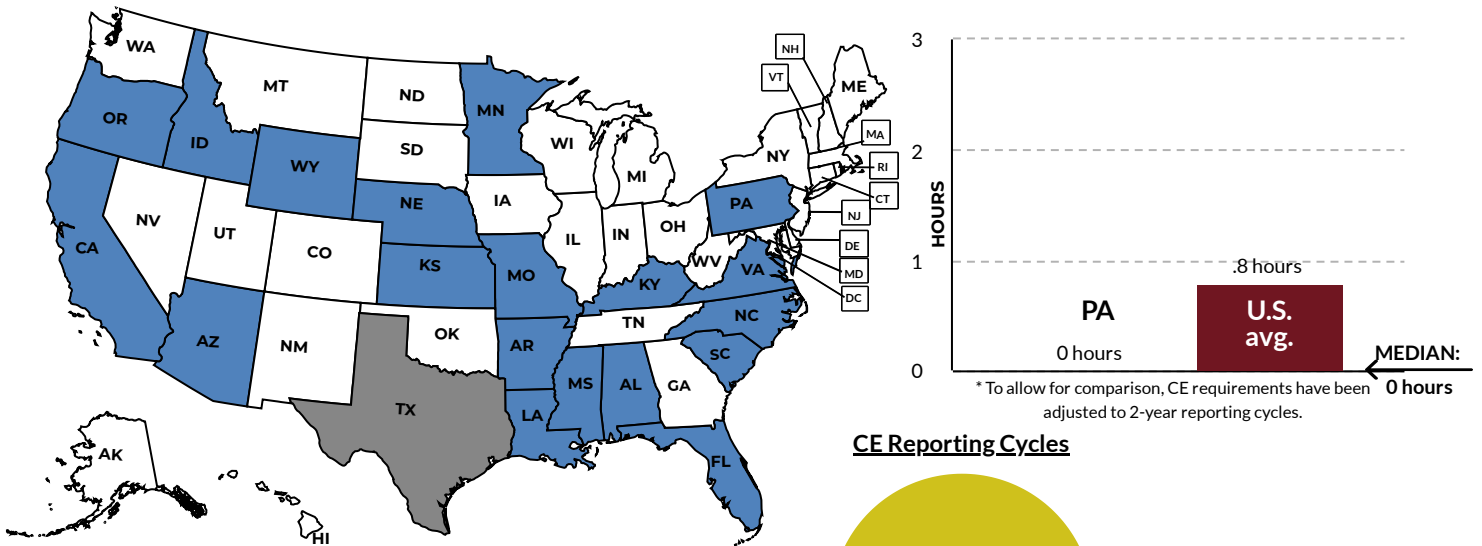


# Geologist-In-Training

## Training / Experience Requirement

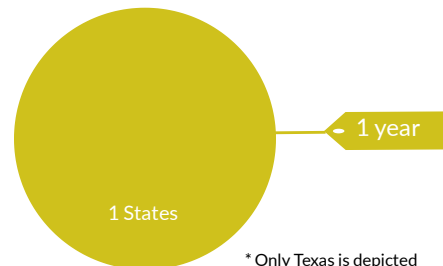


## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles

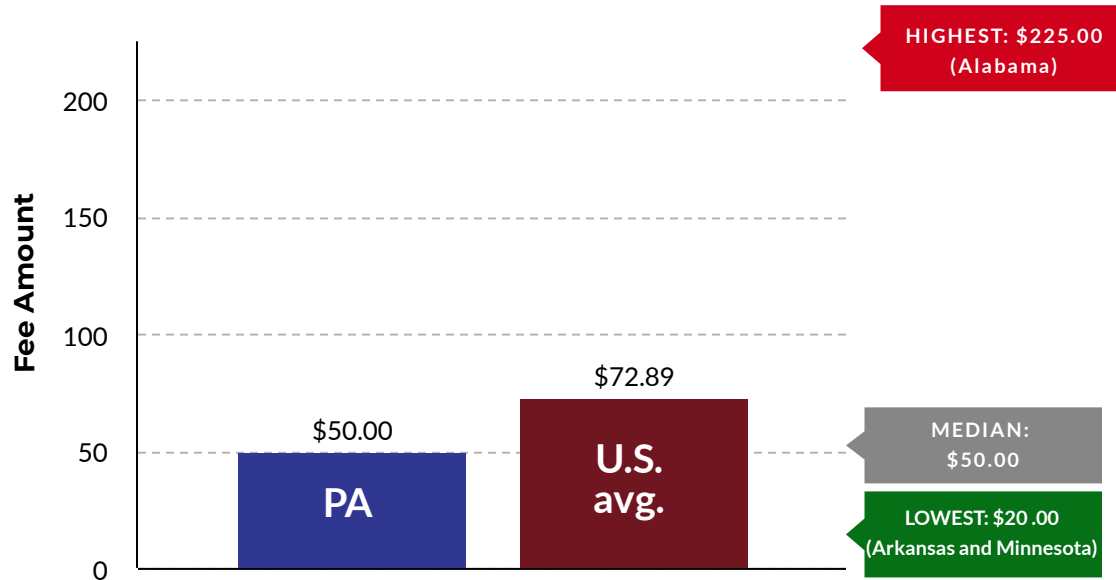


\* Only Texas is depicted

\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

# Geologist-In-Training

## Initial Licensing Fee



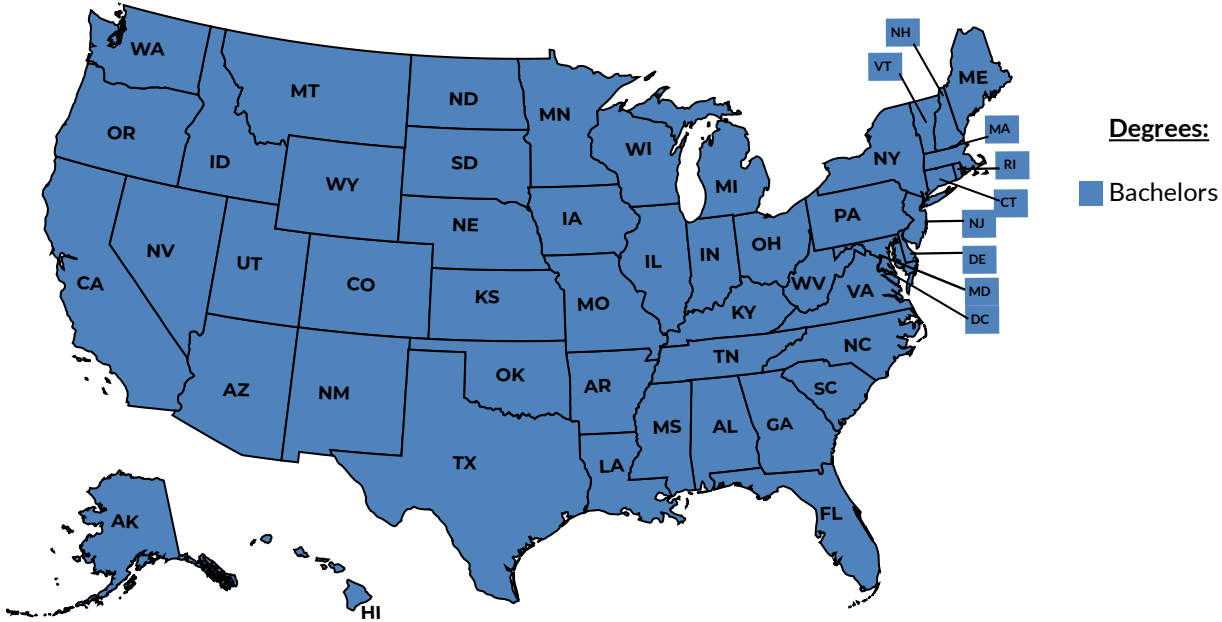
\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fee

\*Most states do not offer a renewal for this license type - No comparable data \*

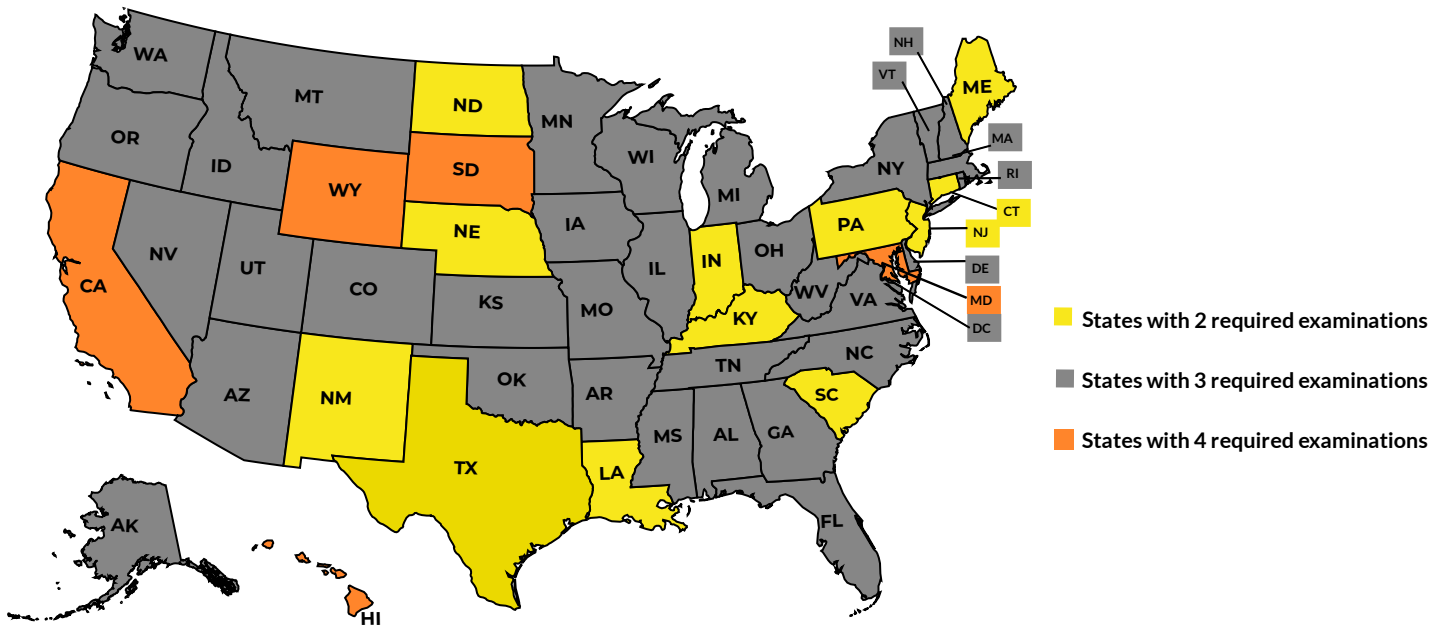
# Professional Land Surveyor

## Degree Requirement



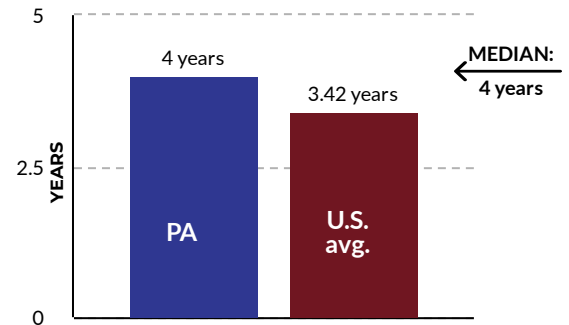
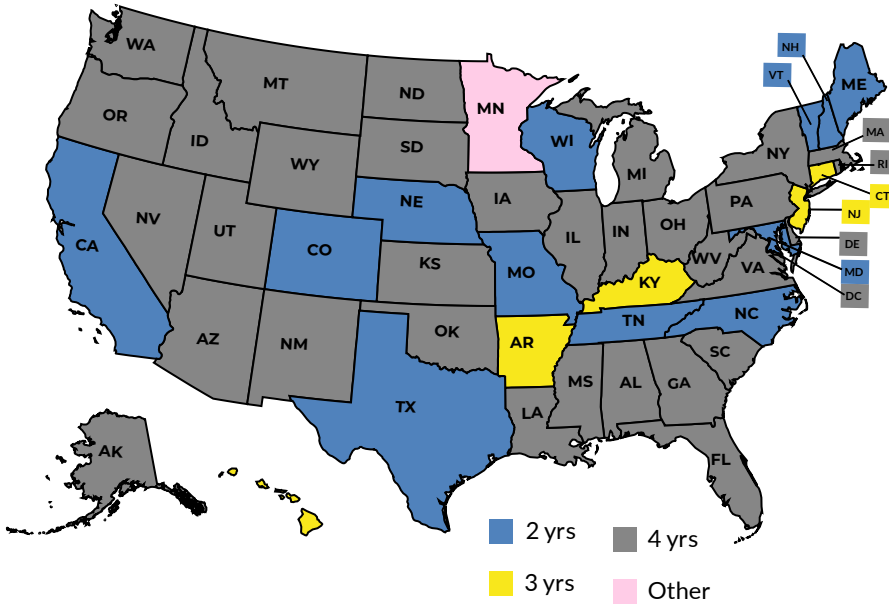
\*Some states have multiple paths to licensure, allowing lesser degrees if the applicant has more years of experience

## Examination Requirement



# Professional Land Surveyor

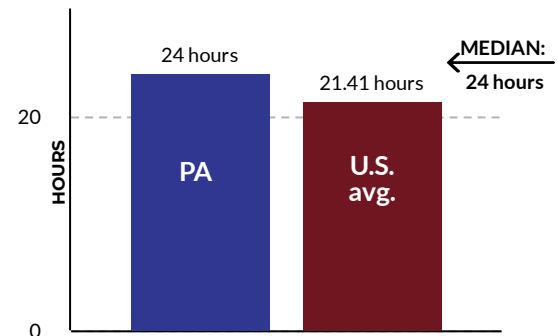
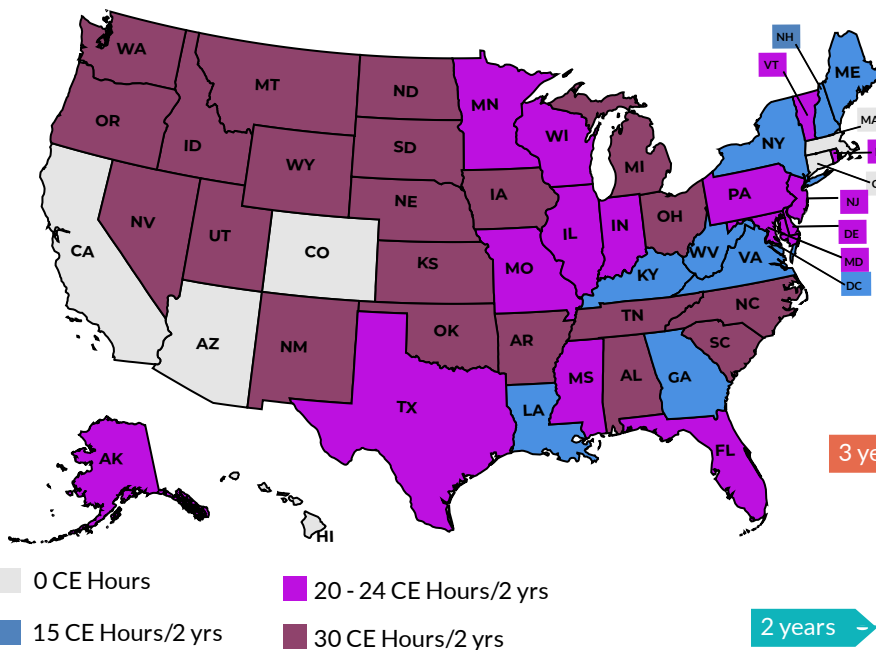
## Training / Experience Requirement



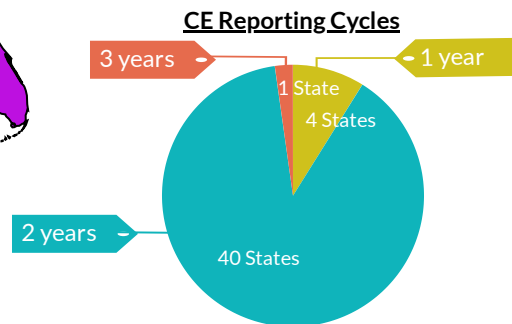
Experience is based on education level attained. For the purposes of this chart, the data is for an applicant possessing a bachelor of science degree in surveying or other equivalent curricula.

\*Minnesota: (a) a minimum of 160 hours of office experience in plat computations; (b) a minimum of 160 hours of field experience in each of four or more of the following: section subdivision, boundary surveys, land title surveys, government corner restoration, geodetic surveys, staking subdivisions, and common interest communities totaling 3,120 hours or more; (c) a minimum of 160 hours of office experience in each of four or more of the following: record research, record analysis, survey computations, description analysis, description writing, and subdivision design totaling 1,920 hours or more; (d) a minimum of 400 hours of field or office experience in one or a combination of the following: right-of-way surveys; easement surveys; mining surveys; route location surveys, including power, pipelines, etc.; and street grade design and alignment; and (e) a minimum of 400 hours of drafting experience in one or a combination of the following: boundary survey, topographic survey, and plats.

## Continuing Education Requirement

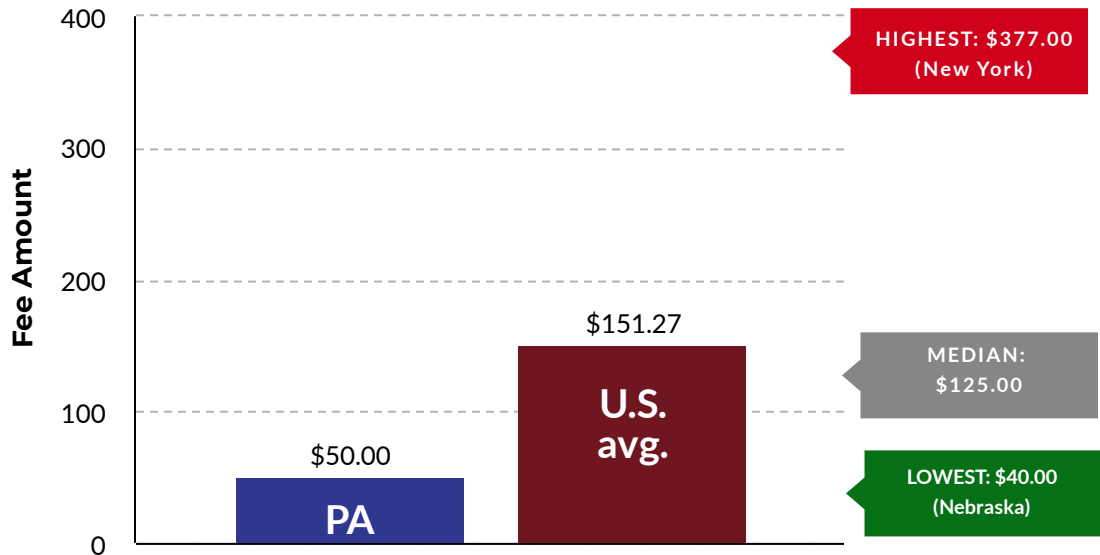


\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



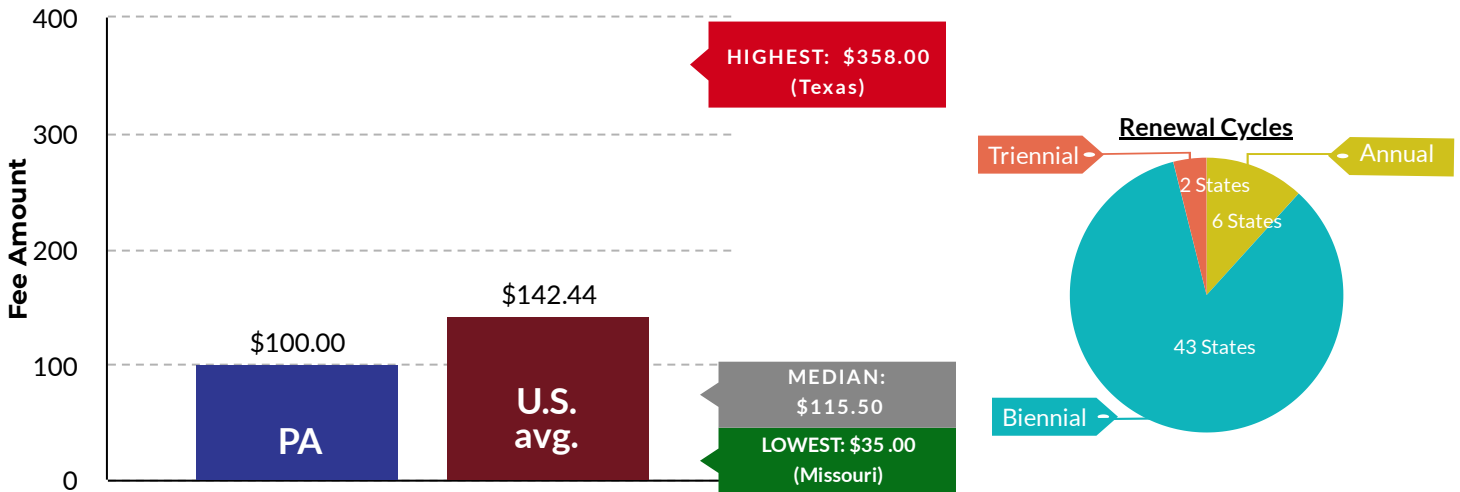
# Professional Land Surveyor

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles  
 \*Colorado, Delaware, and Hawaii do not make renewal fees available to the public

# Professional Land Surveyor

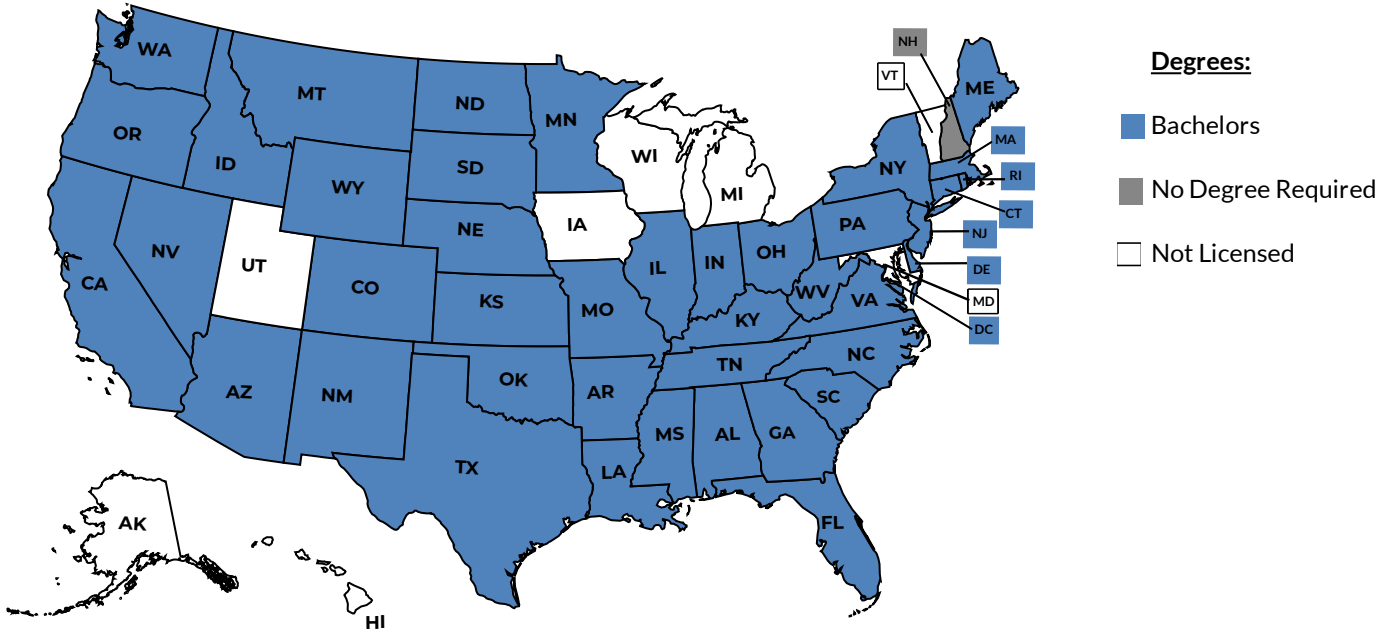
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Alaska	Nevada	Connecticut	Alabama
Arkansas	New Mexico	Delaware	Arizona
California	New York	District of Columbia	Idaho
Colorado	North Carolina	Kansas	Indiana
Florida	North Dakota	Louisiana	Michigan
Georgia	Oklahoma	Maryland	New Jersey
Hawaii	Rhode Island	Nebraska	Oregon
Illinois	South Dakota	New Hampshire	South Carolina
Iowa	Vermont	Ohio	Utah
Kentucky	Virginia	Pennsylvania**	Wisconsin
Maine	Washington	South Dakota	
Massachusetts	West Virginia	Tennessee	
Minnesota	Wyoming	Texas	
Mississippi		<u>Act 41</u>	
Missouri		Pennsylvania**	
Montana			

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Land Surveyor -In-Training

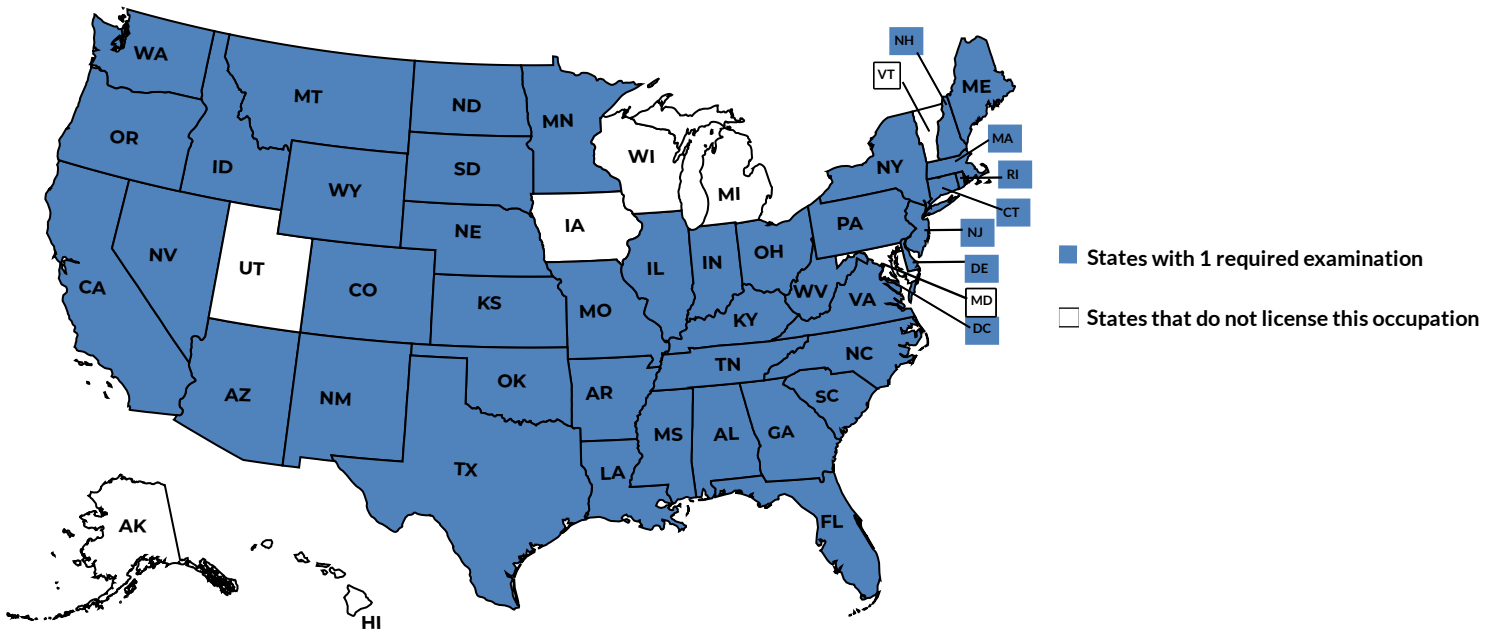
## Degree Requirement



\*Some states have multiple paths to licensure, allowing lesser degrees if the applicant has more years of experience

\*Some states only require that applicants be currently enrolled and within one semester or one year of completing a baccalaureate degree

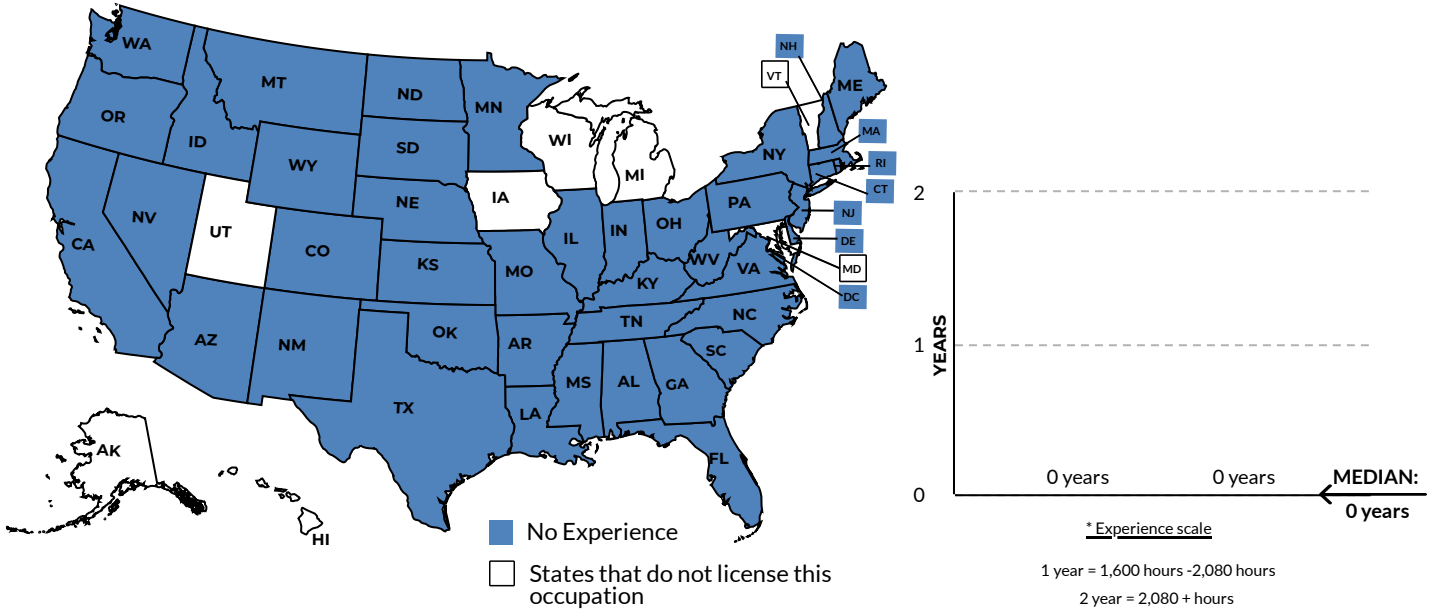
## Examination Requirement





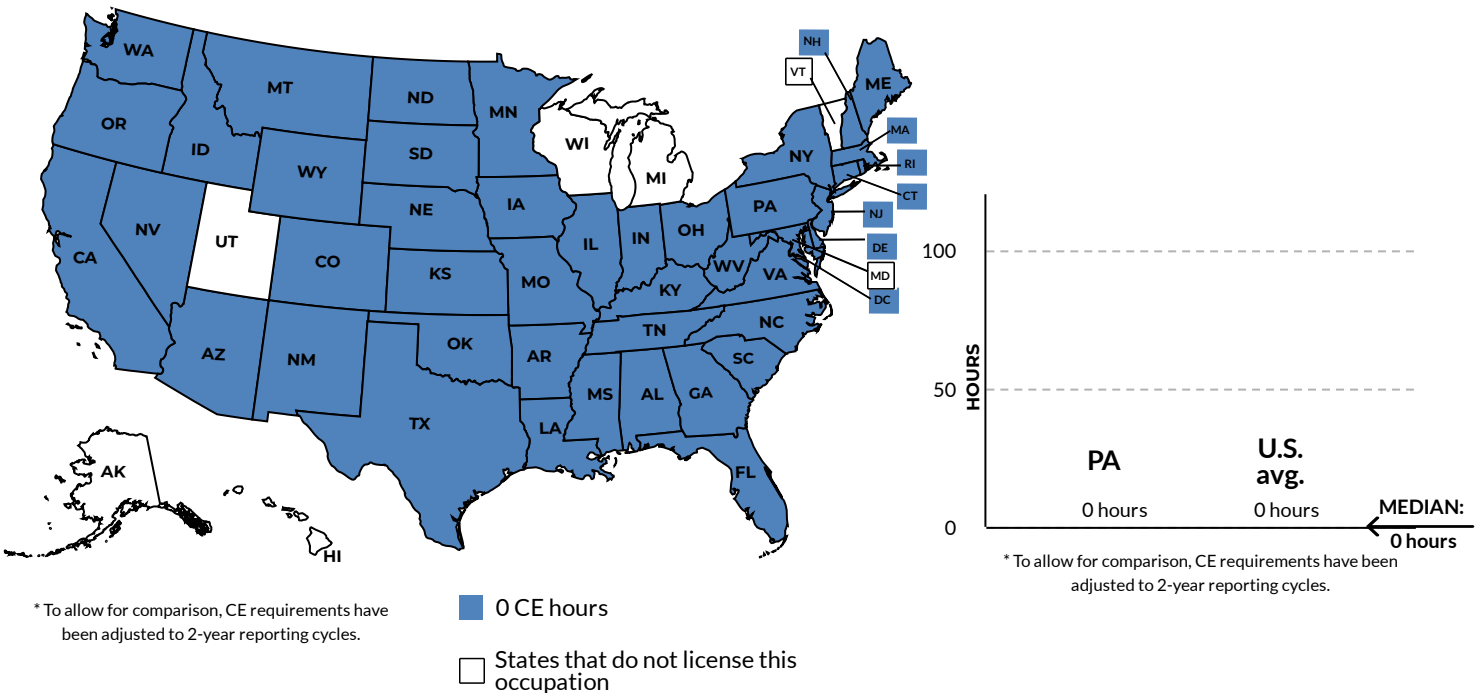
# Land Surveyor -In-Training

## Training / Experience Requirement



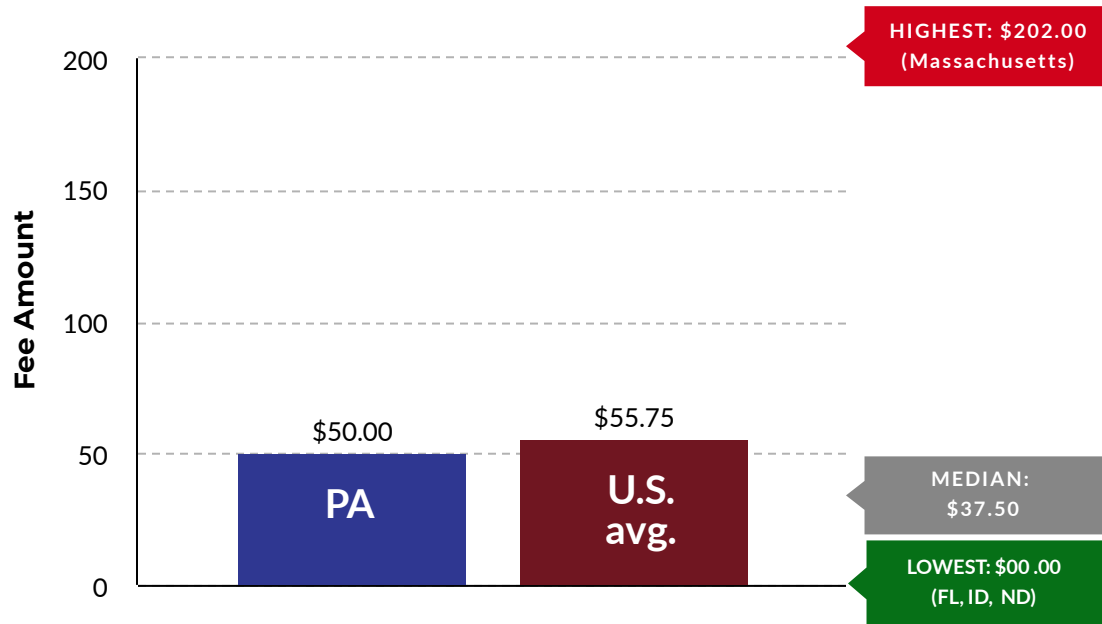
\*Experience requirements are dependent upon the applicants degree and if they attended an ABET accredited school

## Continuing Education Requirement



# Land Surveyor -In-Training

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.  
 \*Pennsylvania also includes a \$50 fee for "permission to sit for examination" that is not included in this analysis

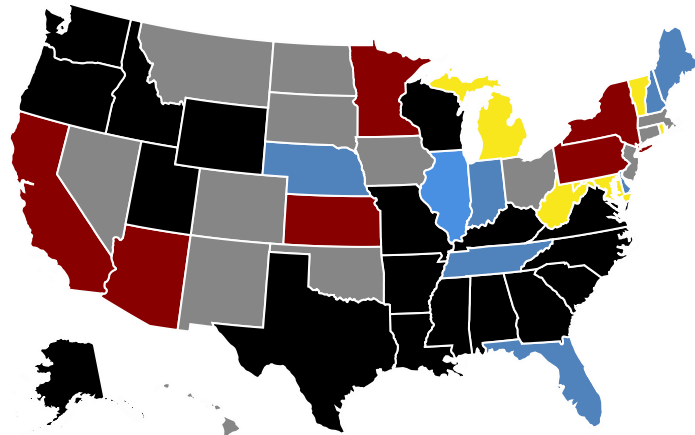
## Renewal Fees

\*Most states do not offer renewal for this license type - No comparable data\*

# Observation Section

**6 states have 1 regulatory body overseeing these occupations**

- Arizona** State Board of Technical Registration,
  - California** Board for Professional Engineers, Land Surveyors, and Geologists,
  - Kansas** State Board of Technical Professions
  - Minnesota** Board of Architecture, Engineering, Land Surveying, Landscape Architecture, Geoscience and Interior Design
  - New York** State Board for Engineering, Land Surveying, and Geology,
  - Pennsylvania** State Registration Board for Professional Engineers, Land Surveyors and Geologists,
- (These states are depicted in red)



**14 States with 1 regulatory body but do not regulate Geologists**

- Colorado** State Board of Licensure for Architects, Professional Engineers and Professional Land Surveyors,
  - Connecticut** State Board of Examiners for Professional Engineers and Land Surveyors,
  - District of Columbia** State Board of Professional Engineers and Land Surveyors,
  - Hawaii** Board of Professional Engineers, Architects, Surveyors & Landscape Architects,
  - Iowa** Engineering and Land Surveying Examining Board,
  - Massachusetts** Board of Professional Engineers and Land Surveyors,
  - Montana** Board of Professional Engineers and Professional Land Surveyors,
  - Nevada** Board of Engineers & Land Surveyors,
  - New Jersey** State Board of Professional Engineers and Land Surveyors,
  - New Mexico** Board of Licensure for Professional Engineers & Professional Land Surveyors,
  - North Dakota** State Board of Registration for Professional Engineers and Land Surveyors,
  - Ohio** State Board of Registration for Professional Engineers and Surveyors,
  - Oklahoma** State Board of Licensure for Professional Engineers and Land Surveyors,
  - South Dakota** Board of Technical Professions
- (These states are depicted in gray)

**18 states have 2 bodies regulating these occupations**

- Alabama** Board of Licensure for Professional Engineers and Land Surveyors, Alabama Board of Professional Geologists,
  - Alaska** Division of Corporations, Business and Professional Licensing--Geologists Section; Alaska State Board of Registration for Architects, Engineers, Land Surveyors,
  - Arkansas** State Board of Professional Engineers and Professional Surveyors, Arkansas State Board of Registration for Professional Geologists,
  - Georgia** Board of Professional Engineers and Land Surveyors, Georgia Board of Geologists,
  - Idaho** Board of Licensure of Professional Engineers and Professional Land Surveyors, Idaho Board of Registration for Professional Engineers,
  - Kentucky** Board of Engineers & Land Surveyors, Kentucky Board of Registration for Professional Geologists,
  - Louisiana** Board of Professional Geoscientists, Louisiana Professional Engineering and Land Surveying Board
  - Mississippi** Board of Licensure for Professional Engineers and Surveyors, Mississippi State Board of Registered Professional Geologists,
  - Missouri** Board for Architects, Professional Engineers, Professional Land Surveyors, and Professional Landscape Architects; Missouri Board of Geologist Registration,
  - North Carolina** Board of Examiners for Engineers and Surveyors, North Carolina Board for Licensing of Geologists,
  - Oregon** State Board of Examiners for Engineering & Land Surveying, Oregon State Board of Geology Examiners
  - South Carolina** State Board of Registration for Professional Engineers and Surveyors, South Carolina Board of Registration for Geologists
  - Texas** Board of Professional Engineers and Land Surveyors, Texas Board of Professional Geoscientists,
  - Utah** Professional Engineers and Professional Land Surveyors Licensing Board, Utah Professional Geologist Licensing Board,
  - Virginia** Board for Architects, Professional Engineers, Land Surveyors, Certified Interior Designers and Landscape Architects; Virginia Board for Professional Soil Scientists, Wetland Professionals, and Geologists
  - Washington** Board of Registration for Professional Engineers and Land Surveyors, Washington Geologist Licensing Board,
  - Wisconsin** Examining Board of Architects, Landscape Architects, Professional Engineers, Designers and Professional Land Surveyors; Wisconsin Examining Board of Professional Geologists, Hydrologists and Soil Scientists,
  - Wyoming** Board of Professional Engineers and Professional Land Surveyors, Wyoming Board of Professional Geologists
- (These states are depicted in black)

# Observation Section

**5 States with 2 regulatory bodies but do not regulate Geologists**

**Maryland** Board of Professional Engineers, Maryland Board of Professional Land Surveyors

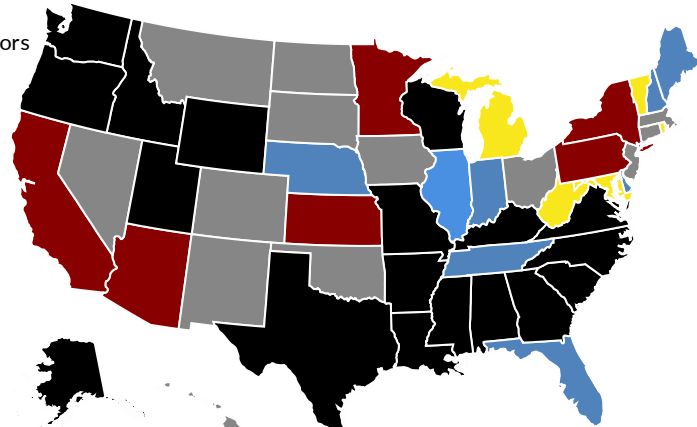
**Michigan** Professional Engineers Board, Michigan Board of Professional Surveyors

**Rhode Island** State Board of Registration for Professional Land Surveyors,  
Board of Registration for Professional Engineers

**Vermont** Board of Professional Engineering, Vermont Board of Land Surveying

**West Virginia** State Board of Registration for Professional Engineers,  
West Virginia Board of Professional Surveyors

(These states are depicted in yellow)



**8 States with 3 regulatory bodies overseeing these occupations**

**Delaware** Board of Professional Land Surveyors, Delaware State Board of Geologists,  
Delaware Professional Engineering Licensing Board

**Florida** Board of Professional Surveyors and Mappers, Florida Board of Professional Engineers,  
Florida Board of Professional Geologists

**Illinois** Land Surveyors Licensing Board, Board of Licensing for Professional Geologists, State Board of Professional Engineers

**Indiana** State Board of Registration for Professional Engineers, State Board of Registration for Professional Surveyors, The Indiana Board of  
Licensure for Professional Geologists

**Maine** Board of Licensure of Professional Engineers, Maine Board of Licensure for Professional Land Surveyors, Maine State Board of Licensure of  
Geologists and Soil Scientists

**Nebraska** Board of Engineers and Architects, Nebraska Board of Examiners for Land Surveyors, Nebraska Board of Geologists

**New Hampshire** Board of Land Surveyors, New Hampshire Board of Professional Engineers, New Hampshire Board of Professional Geologists

**Tennessee** Board of Examiners for Land Surveyors, Tennessee Board of Architectural and Engineer Examiners, Tennessee Professional Geologists  
Licensing Program

(These states are depicted in blue)

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://www.bels.alabama.gov/pdf/exams/PE/PE%20Application%20-%20new%20law.pdf">http://www.bels.alabama.gov/pdf/exams/PE/PE%20Application%20-%20new%20law.pdf</a>	<b>Maryland</b> <a href="https://www.dllr.state.md.us/license/pe/peapply.shtml">https://www.dllr.state.md.us/license/pe/peapply.shtml</a>	<b>Oregon</b> <a href="https://www.oregon.gov/osbeels/obtaining/Pages/Applications.aspx">https://www.oregon.gov/osbeels/obtaining/Pages/Applications.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/portals/5/publications/ael4713.pdf">https://www.commerce.alaska.gov/web/portals/5/publications/ael4713.pdf</a>	<b>Massachusetts</b> <a href="https://www.pcshq.com/?page=MA_ENG_PS_9.7.17.pdf">https://www.pcshq.com/?page=MA_ENG_PS_9.7.17.pdf</a>	<b>Pennsylvania</b> <a href="http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Pages/Professional%20Licensure.aspx">http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/EngineersLandSurveyorsandGeologists/Pages/Professional%20Licensure.aspx</a>
<b>Arizona</b> <a href="https://btr.az.gov/sites/default/files/documents/files/engineer_registration_packet_8-5-18_1.pdf">https://btr.az.gov/sites/default/files/documents/files/engineer_registration_packet_8-5-18_1.pdf</a>	<b>Michigan</b> <a href="https://mylicense.mdch.state.mi.us/MyLicenseEnterpriseDleg/Login.aspx">https://mylicense.mdch.state.mi.us/MyLicenseEnterpriseDleg/Login.aspx</a>	<b>Rhode Island</b> <a href="http://www.bdp.state.ri.us/documents/engineers/PEExamApplication.pdf">http://www.bdp.state.ri.us/documents/engineers/PEExamApplication.pdf</a>
<b>Arkansas</b> <a href="https://www.pels.arkansas.gov/professional-surveyor-licensure-overview">https://www.pels.arkansas.gov/professional-surveyor-licensure-overview</a>	<b>Minnesota</b> <a href="https://mn.gov/aelslagid/forms/PEComityEEEApp.pdf">https://mn.gov/aelslagid/forms/PEComityEEEApp.pdf</a>	<b>South Carolina</b> <a href="https://lir.sc.gov/eng/pe.aspx">https://lir.sc.gov/eng/pe.aspx</a>
<b>California</b> <a href="https://www.bpelsg.ca.gov/pubs/forms/peapp.pdf">https://www.bpelsg.ca.gov/pubs/forms/peapp.pdf</a>	<b>Mississippi</b> <a href="https://www.pepls.state.ms.us/pepls/web.nsf/webpages/LN_AF_PAGE_FORM?OpenDocument">https://www.pepls.state.ms.us/pepls/web.nsf/webpages/LN_AF_PAGE_FORM?OpenDocument</a>	<b>South Dakota</b> <a href="https://apps.sd.gov/LD17BTP/login.aspx">https://apps.sd.gov/LD17BTP/login.aspx</a>
<b>Colorado</b> <a href="https://apps.colorado.gov/dora/licensing/Default.aspx">https://apps.colorado.gov/dora/licensing/Default.aspx</a>	<b>Missouri</b> <a href="https://pr.mo.gov/boards/apelsla2/apelsla/375-0320.pdf">https://pr.mo.gov/boards/apelsla2/apelsla/375-0320.pdf</a>	<b>Tennessee</b> <a href="https://www.tn.gov/commerce/regboards/architects-engineers/license-applicant-resources/forms-and-downloads.html">https://www.tn.gov/commerce/regboards/architects-engineers/license-applicant-resources/forms-and-downloads.html</a>
<b>Connecticut</b> <a href="http://www.portal.ct.gov/DCP/License-Services-Division/All-License-Applications/Professional-Engineers-and-Land-Surveyors-Licensing">http://www.portal.ct.gov/DCP/License-Services-Division/All-License-Applications/Professional-Engineers-and-Land-Surveyors-Licensing</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/pel#9">http://boards.bsd.dli.mt.gov/pel#9</a>	<b>Texas</b> <a href="https://engineers.texas.gov/app/">https://engineers.texas.gov/app/</a>
<b>Delaware</b> <a href="https://www.dape.org/ProfessionalEngineers/register">https://www.dape.org/ProfessionalEngineers/register</a>	<b>Nebraska</b> <a href="https://ea.nebraska.gov/files/doc/pe_exam_app.pdf">https://ea.nebraska.gov/files/doc/pe_exam_app.pdf</a>	<b>Utah</b> <a href="https://dopl.utah.gov/eng/engineer_application.pdf">https://dopl.utah.gov/eng/engineer_application.pdf</a>
<b>District of Columbia</b> <a href="https://www.dcopla.com/bpe/">https://www.dcopla.com/bpe/</a>	<b>Nevada</b> <a href="https://nvbpels.org/professionals/engineers">https://nvbpels.org/professionals/engineers</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/professional-regulation/list-of-professions/engineering/forms-instructions.aspx">https://www.sec.state.vt.us/professional-regulation/list-of-professions/engineering/forms-instructions.aspx</a>
<b>Florida</b> <a href="https://fbpe.org/licensure/application-process/fundamentals-examination/">https://fbpe.org/licensure/application-process/fundamentals-examination/</a>	<b>New Hampshire</b> <a href="https://www.oplc.nh.gov/engineers/documents/engineer-application.pdf">https://www.oplc.nh.gov/engineers/documents/engineer-application.pdf</a>	<b>Virginia</b> <a href="http://www.dpor.virginia.gov/uploadedFiles/MainSite/Content/Boards/APELS/0402LIC.pdf">http://www.dpor.virginia.gov/uploadedFiles/MainSite/Content/Boards/APELS/0402LIC.pdf</a>
<b>Georgia</b> <a href="http://sos.ga.gov/cgi-bin/plbforms.asp?board=9">http://sos.ga.gov/cgi-bin/plbforms.asp?board=9</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/pels/Applications/Professional-Engineer-Application.pdf">http://www.njconsumeraffairs.gov/pels/Applications/Professional-Engineer-Application.pdf</a>	<b>Washington</b> <a href="https://www.dol.wa.gov/business/engineerslandsurveyors/engapply-exam.html">https://www.dol.wa.gov/business/engineerslandsurveyors/engapply-exam.html</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/boards/engineer/publications/">https://cca.hawaii.gov/pvl/boards/engineer/publications/</a>	<b>New Mexico</b> <a href="http://www.sblpes.state.nm.us/uploads/files/Engineer%20Application_03-2018%20Form.pdf">http://www.sblpes.state.nm.us/uploads/files/Engineer%20Application_03-2018%20Form.pdf</a>	<b>West Virginia</b> <a href="https://www.wvpebd.org/Applications-Forms/Professional-Engineer-PE-exam">https://www.wvpebd.org/Applications-Forms/Professional-Engineer-PE-exam</a>
<b>Idaho</b> <a href="https://apps.ipels.idaho.gov/Application/IndexAnonymous">https://apps.ipels.idaho.gov/Application/IndexAnonymous</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/pels/pe1.pdf">http://www.op.nysed.gov/prof/pels/pe1.pdf</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/pages/Professions/EngineerProfessional/Default.aspx">https://dsps.wi.gov/pages/Professions/EngineerProfessional/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/Renewals/Apply/Forms/PE-END.pdf">https://www.idfpr.com/Renewals/Apply/Forms/PE-END.pdf</a>	<b>North Carolina</b> <a href="http://www.ncbels.org/forms/PEApplicationForm.pdf">http://www.ncbels.org/forms/PEApplicationForm.pdf</a>	<b>Wyoming</b> <a href="https://drive.google.com/file/d/1mcaPRWgzLnXsAfEasW1qP3OW1mWkECX/view">https://drive.google.com/file/d/1mcaPRWgzLnXsAfEasW1qP3OW1mWkECX/view</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/2741.htm">https://www.in.gov/pla/2741.htm</a>	<b>North Dakota</b> <a href="https://ndpelsboard.org/data/upfiles/media/2018%20Combined%20Application-PE%20by%20Examination-2_4.pdf">https://ndpelsboard.org/data/upfiles/media/2018%20Combined%20Application-PE%20by%20Examination-2_4.pdf</a>	
<b>Iowa</b> <a href="https://iowaplb.force.com/IPLB_login">https://iowaplb.force.com/IPLB_login</a>	<b>Ohio</b> <a href="http://www.peps.ohio.gov/IndividualLicensing.aspx">http://www.peps.ohio.gov/IndividualLicensing.aspx</a>	
<b>Kansas</b> <a href="https://www.ksbtp.ks.gov/professions/engineers">https://www.ksbtp.ks.gov/professions/engineers</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/pels/Applicants/PE_Application_-_Initial_Applicant.html">https://www.ok.gov/pels/Applicants/PE_Application_-_Initial_Applicant.html</a>	
<b>Kentucky</b> <a href="https://elsweb.kyboels.ky.gov/kweb/InitialLicensureApplication">https://elsweb.kyboels.ky.gov/kweb/InitialLicensureApplication</a>		
<b>Louisiana</b> <a href="https://www.lapels.com/Appindiv.html">https://www.lapels.com/Appindiv.html</a>		
<b>Maine</b> <a href="http://www.maine.gov/professionalengineers/documents/2014%20PE%20Application%20Form.pdf">http://www.maine.gov/professionalengineers/documents/2014%20PE%20Application%20Form.pdf</a>		

# **Occupational Licensing Study 50 State Comparison**

State Board of Funeral Directors

Funeral Director  
Funeral Resident Intern  
Funeral Trainee  
Funeral Supervisor



Presented by the Pennsylvania  
Department of State

2020

# 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.

Funeral Directors also make arrangements for funeral services and sell funeral merchandise to the public.

# Funeral Resident Intern

Any person operating under or with a funeral director for the purpose of learning the profession, to the end that they may become a licensed funeral director.

# 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.

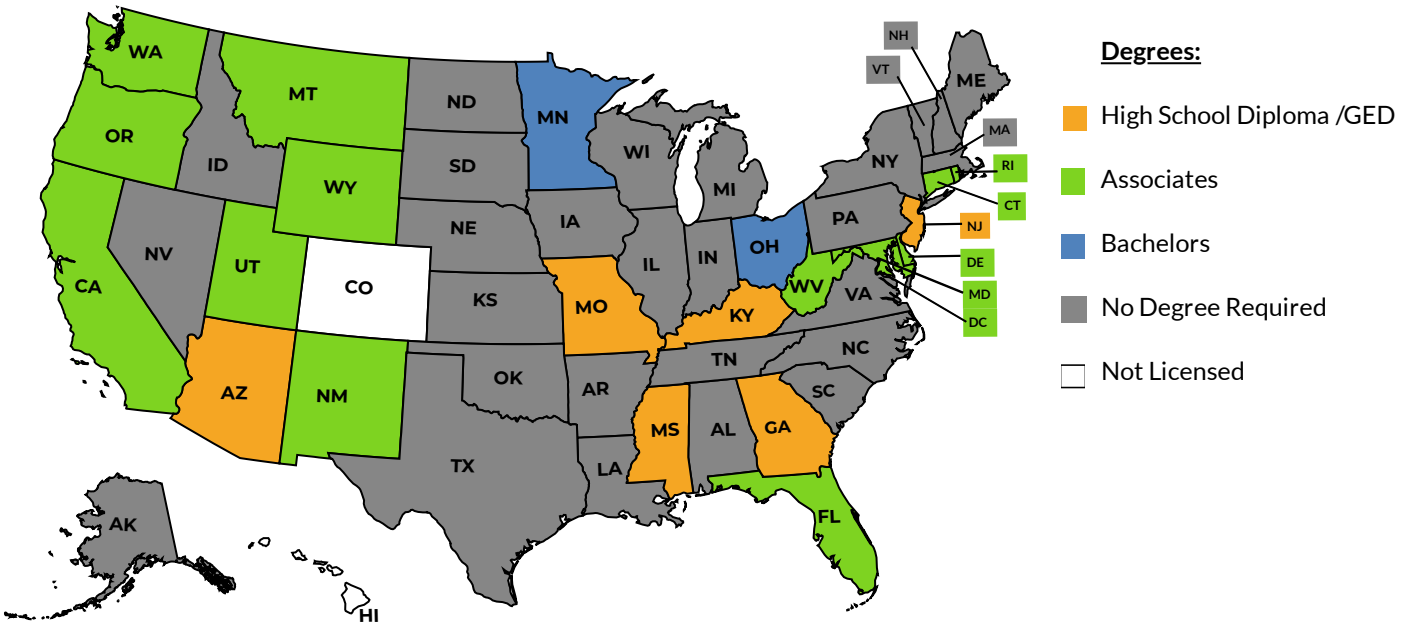
# Funeral Supervisor

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.



# Funeral Director

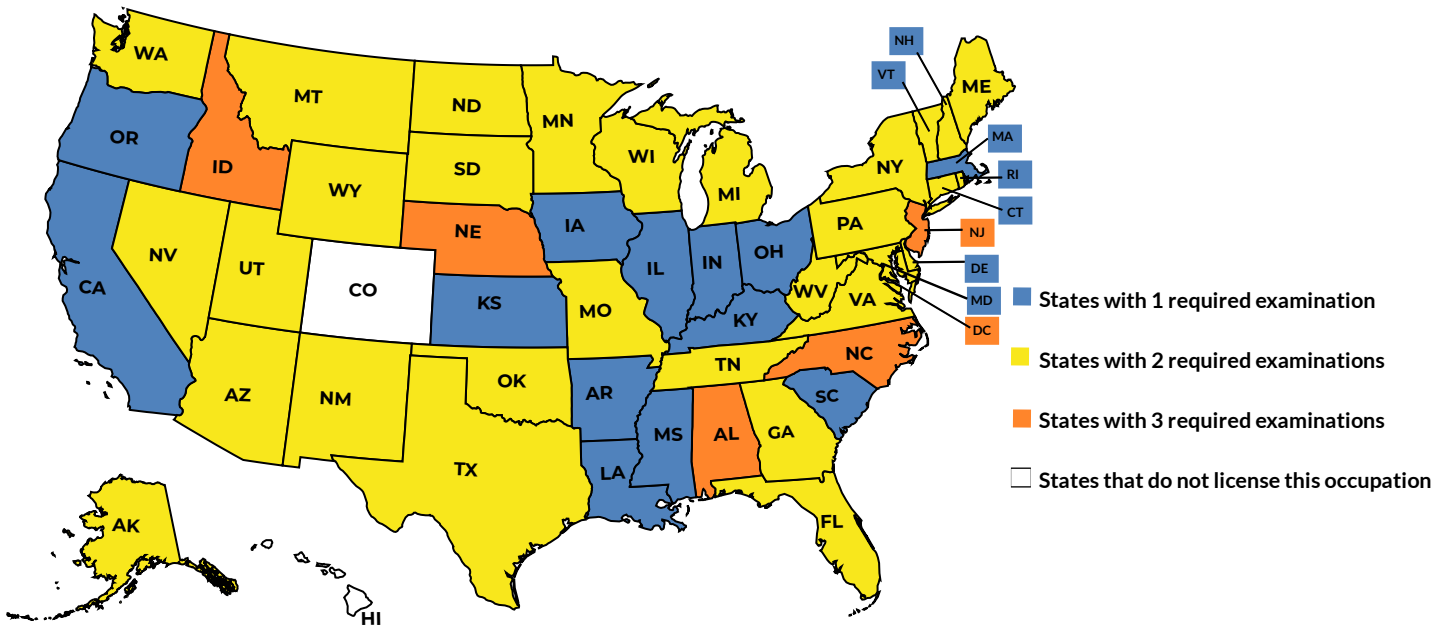
## Degree Requirement



States labeled as "No Degree Required" do require some mortuary science education.

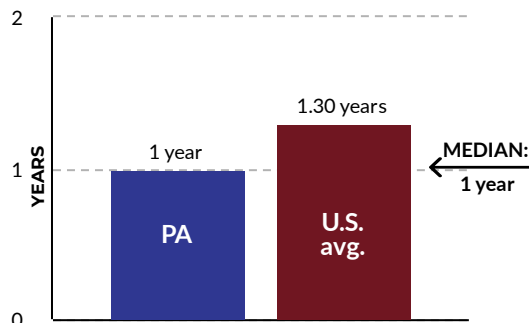
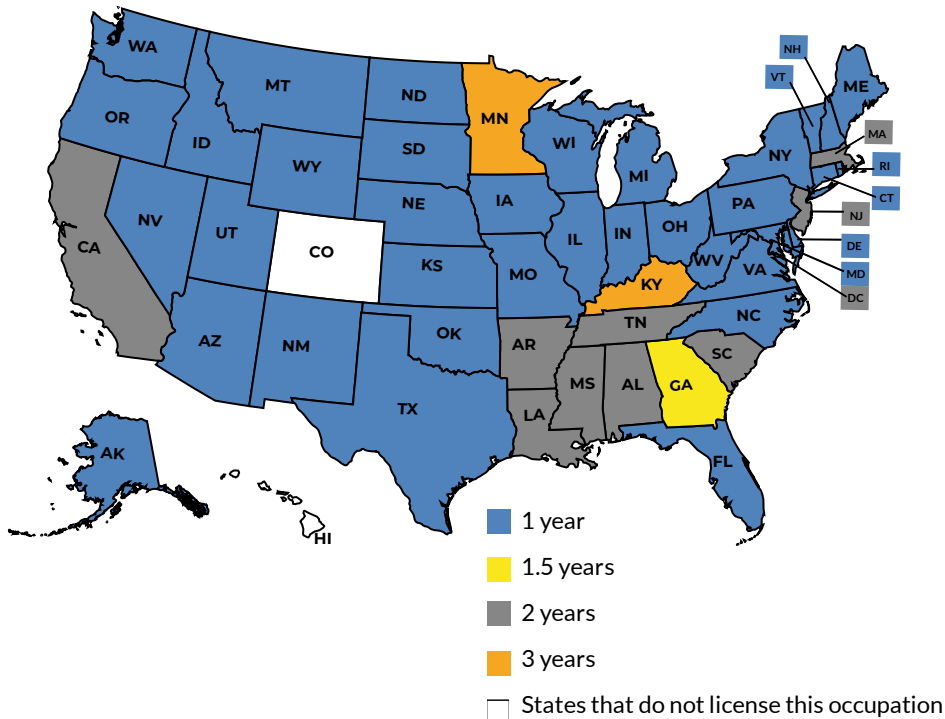
\*\*In Pennsylvania, an applicant shall obtain a certificate of mortuary education from the school of mortuary science and a preprofessional certificate issued by the Department of Education

## Examination Requirement

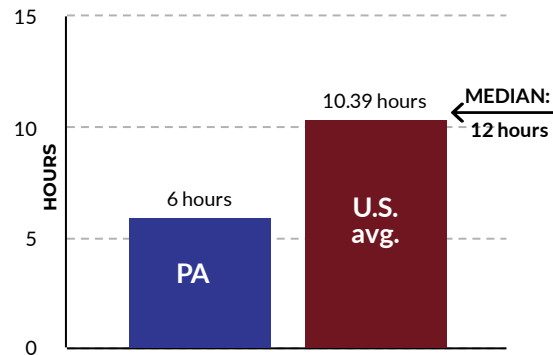
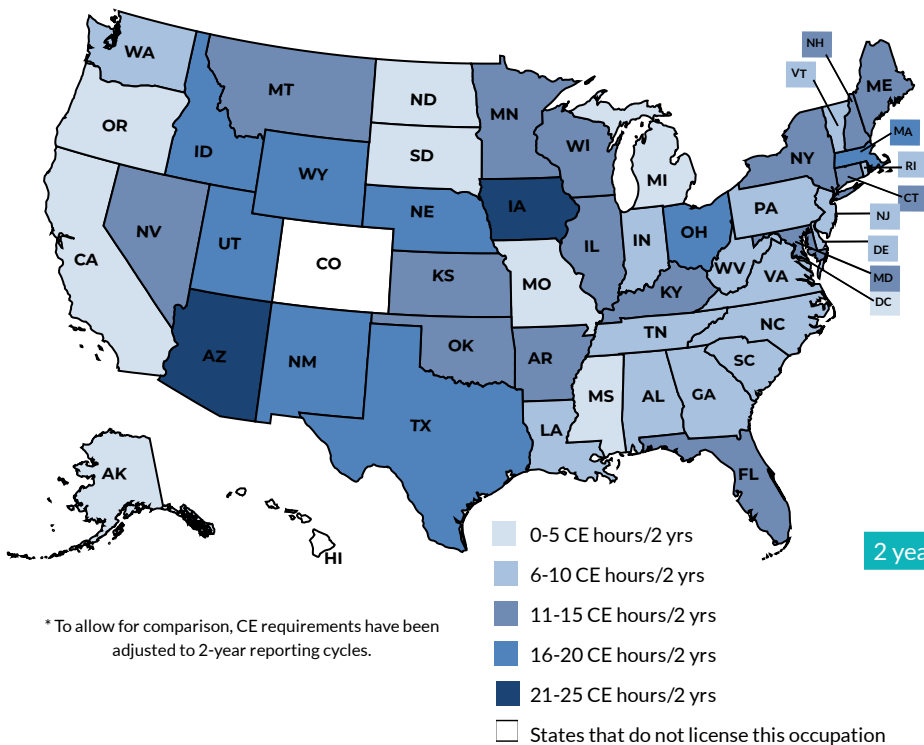


# Funeral Director

## Training / Experience Requirement

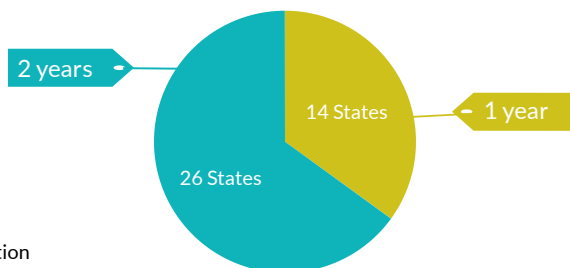


## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles

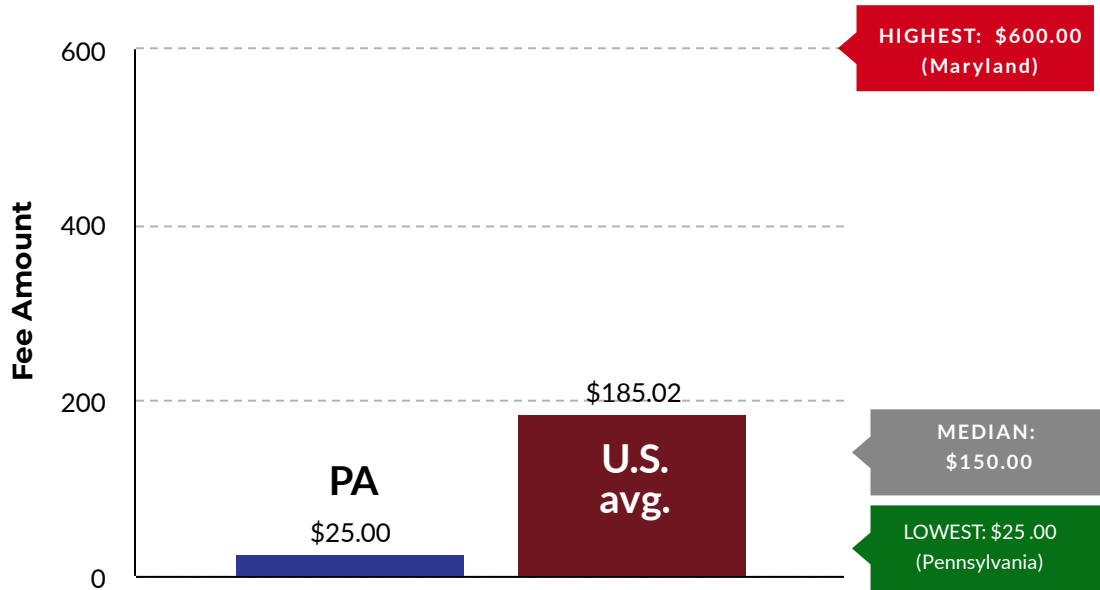


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\* Pie chart does not include states with 0 hours or states that do not license this occupation

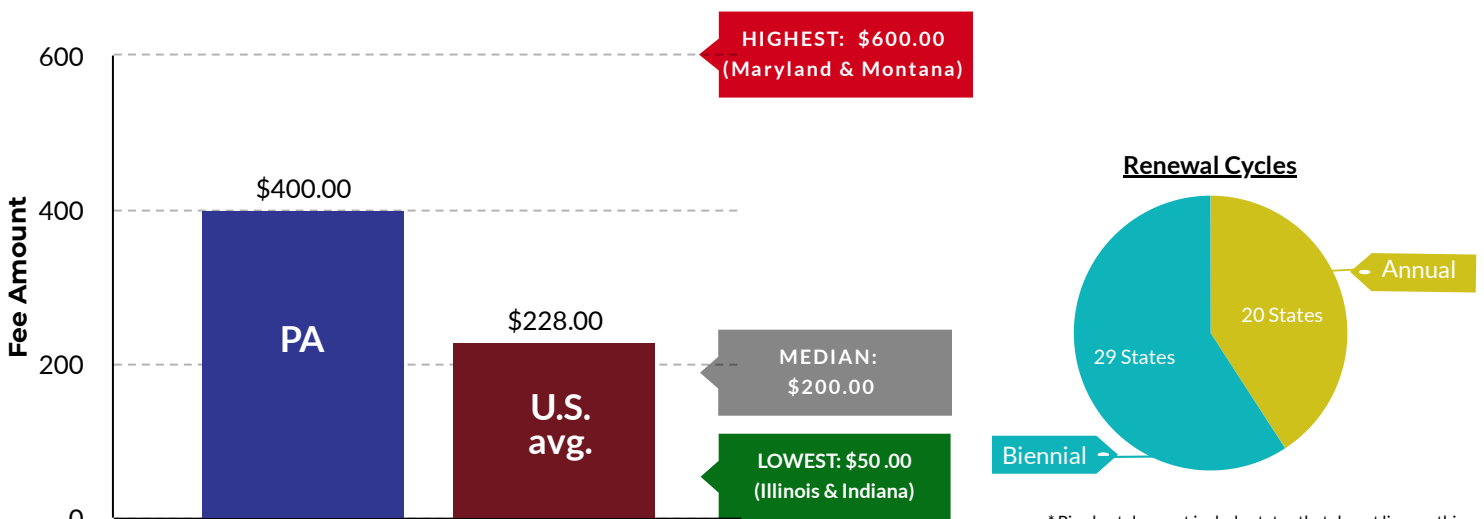
# Funeral Director

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\* Pie chart does not include states that do not license this occupation

# Funeral Director

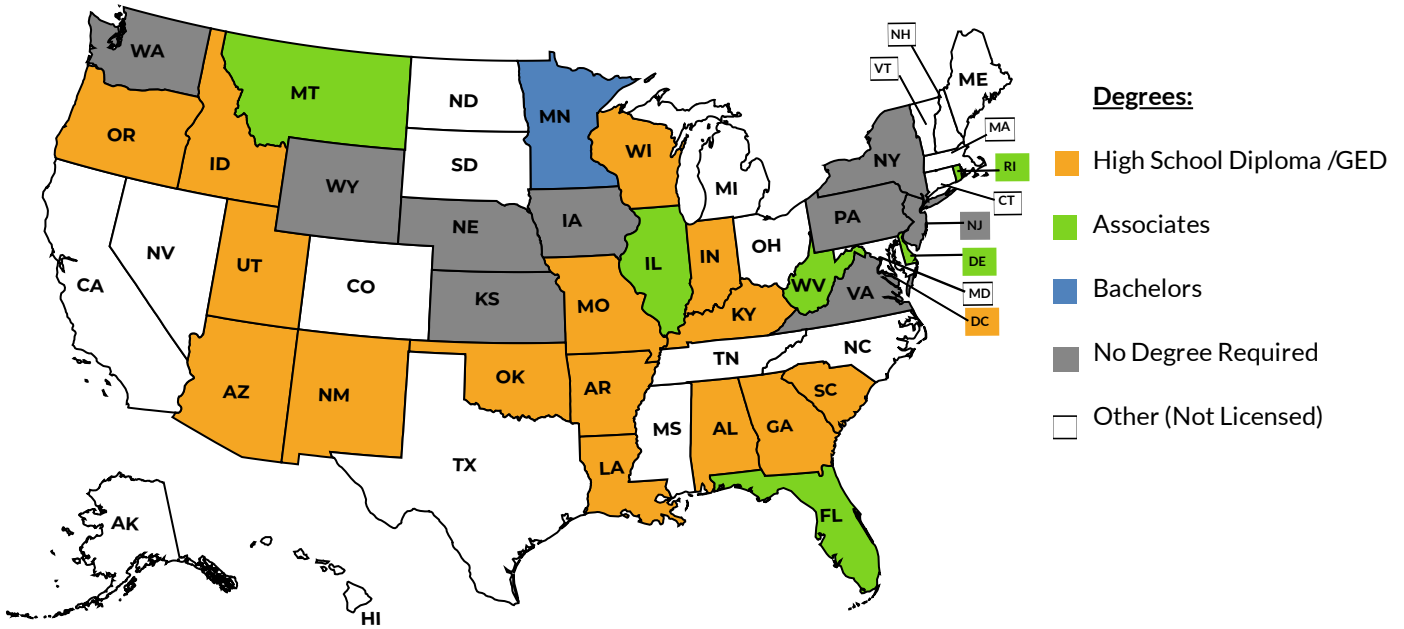
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Not Specified in Legislation</u>
Idaho	Alabama	Mississippi	
Illinois	Alaska	Missouri	California
Iowa	Arizona	Nebraska	Montana
Louisiana	Arkansas	New York	Nevada
Maine	Connecticut	North Carolina	New Hampshire
Mississippi	Delaware	North Dakota	New Jersey
New York	District of Columbia	Ohio	New Mexico
Rhode Island	Florida	Oklahoma	South Dakota
South Carolina	Georgia	Oregon	
Utah	Indiana	Pennsylvania**	
Vermont	Kansas	Tennessee	
Virginia	Kentucky	Texas	
	Maryland	Washington	
	Massachusetts	West Virginia	
	Michigan	Wisconsin	
	Minnesota	Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

# Funeral Resident Intern

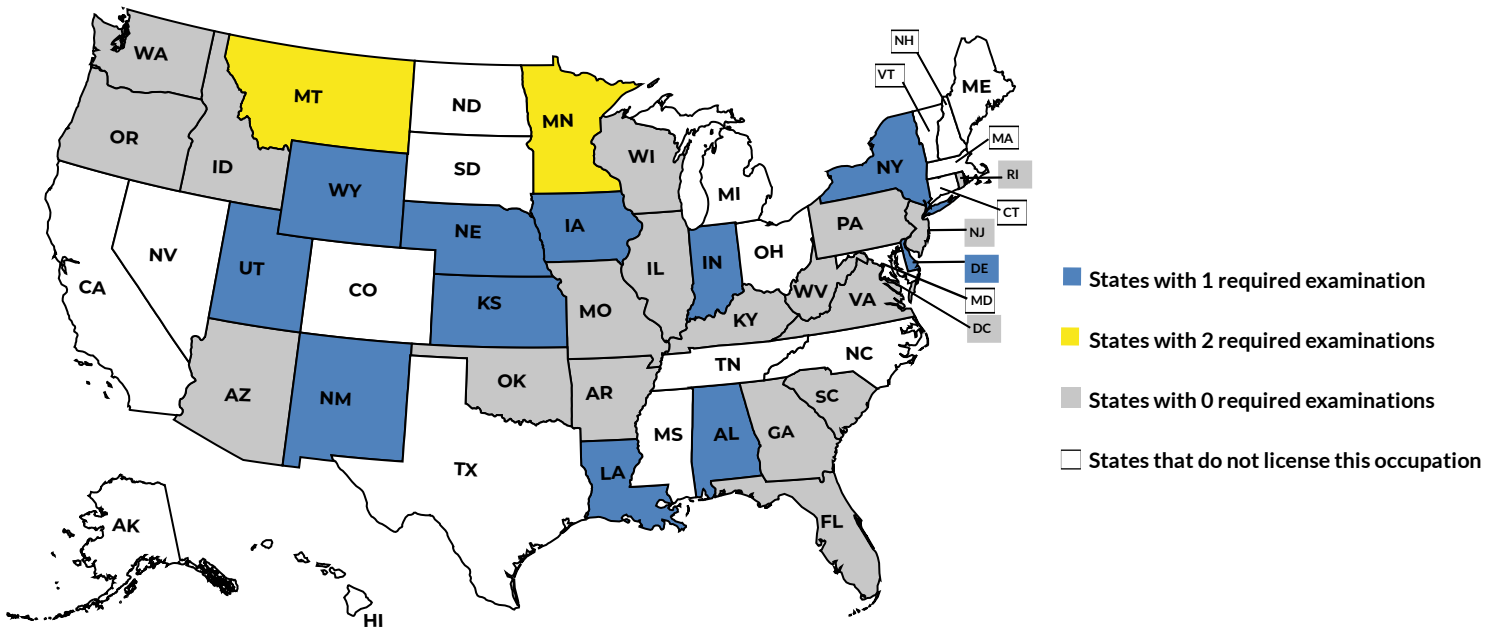
## Degree Requirement



States labeled as "No Degree Required" do require some mortuary science education.

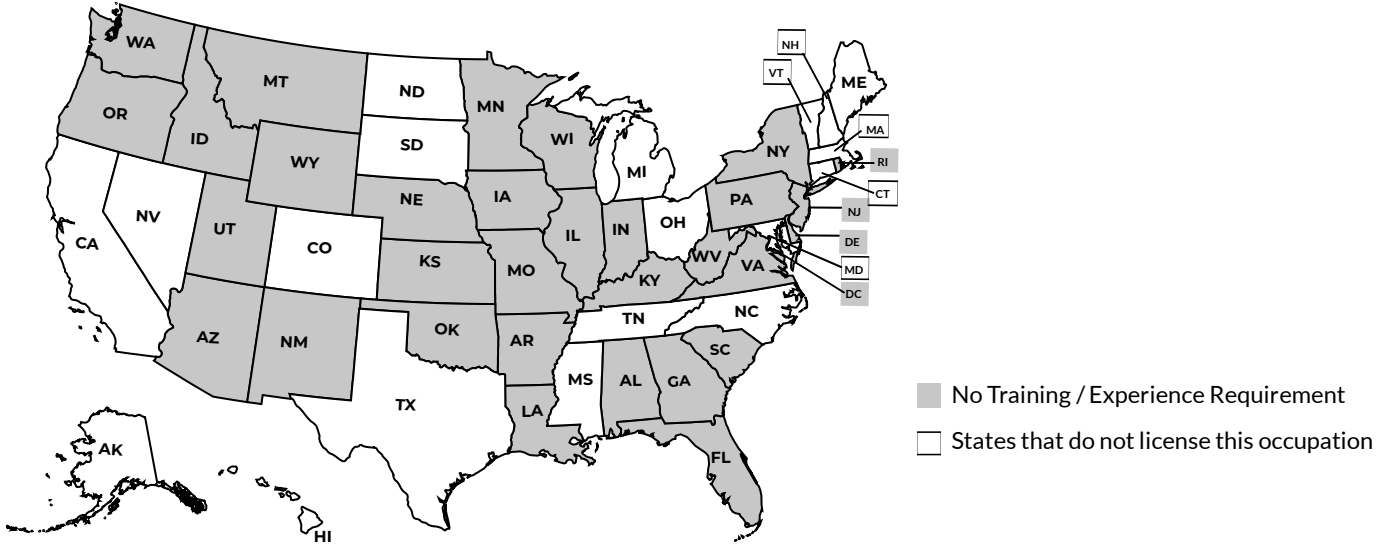
\*\*In Pennsylvania, the applicant must include a certificate of mortuary education, a preprofessional certificate, and a copy of the preceptorial agreement which has been executed by the applicant's proposed preceptor

## Examination Requirement

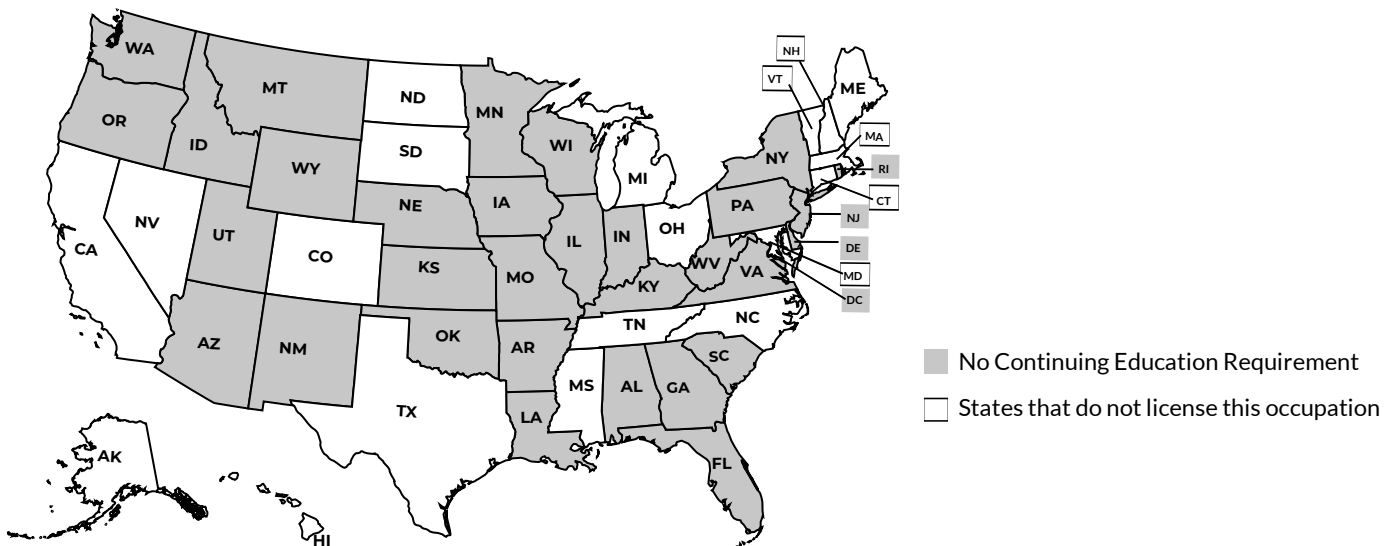


# Funeral Resident Intern

## Training / Experience Requirement

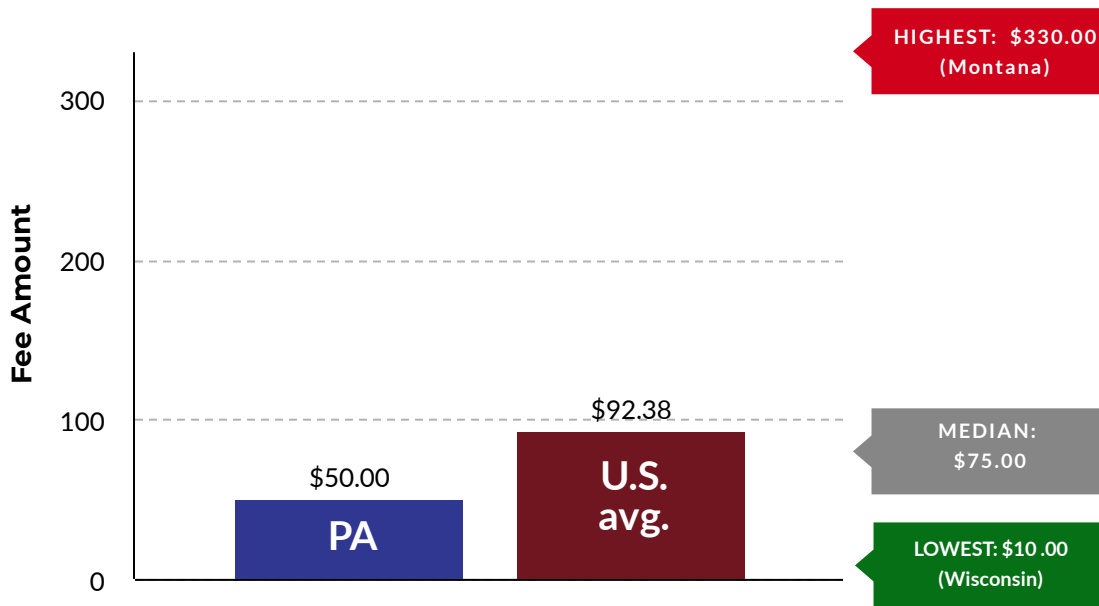


## Continuing Education Requirement



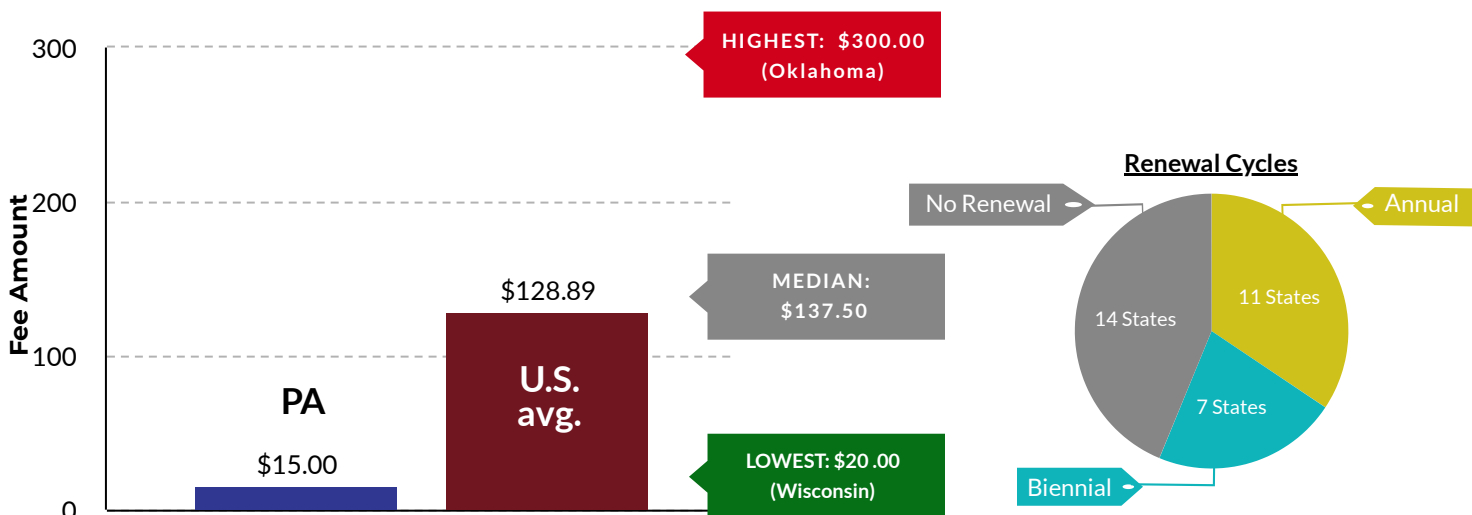
# Funeral Resident Intern

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

AK, DE, DC, FL, ID, IN, IA, KY, LA, MO, MT, NE, NJ, and RI do not offer a renewal. AL, IL, MI, OK, SC, UT, WA, and WY limit the number of renewals.

# Funeral Resident Intern

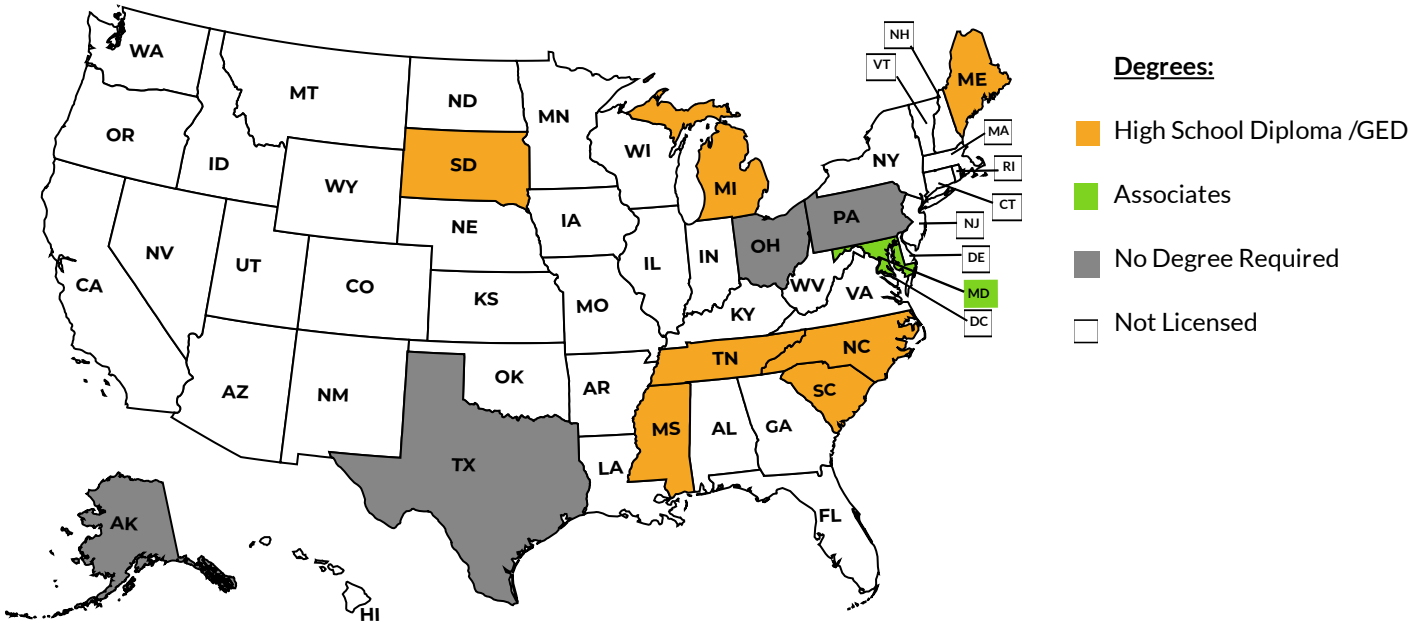
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
		Alabama
		Arizona
		Arkansas
		Delaware
		District of Columbia
		Florida
		Georgia
		Idaho
		Illinois
		Indiana
		Iowa
		Kansas
		Kentucky
		Louisiana
		Minnesota
		Missouri
		Montana
		Nebraska
		Registered
		New Mexico
		New York
		Oklahoma
		Oregon
		Pennsylvania
		Rhode Island
		South Carolina
		Utah
		Virginia
		Washington
		West Virginia
		Wisconsin
		Wyoming



# Funeral Trainee

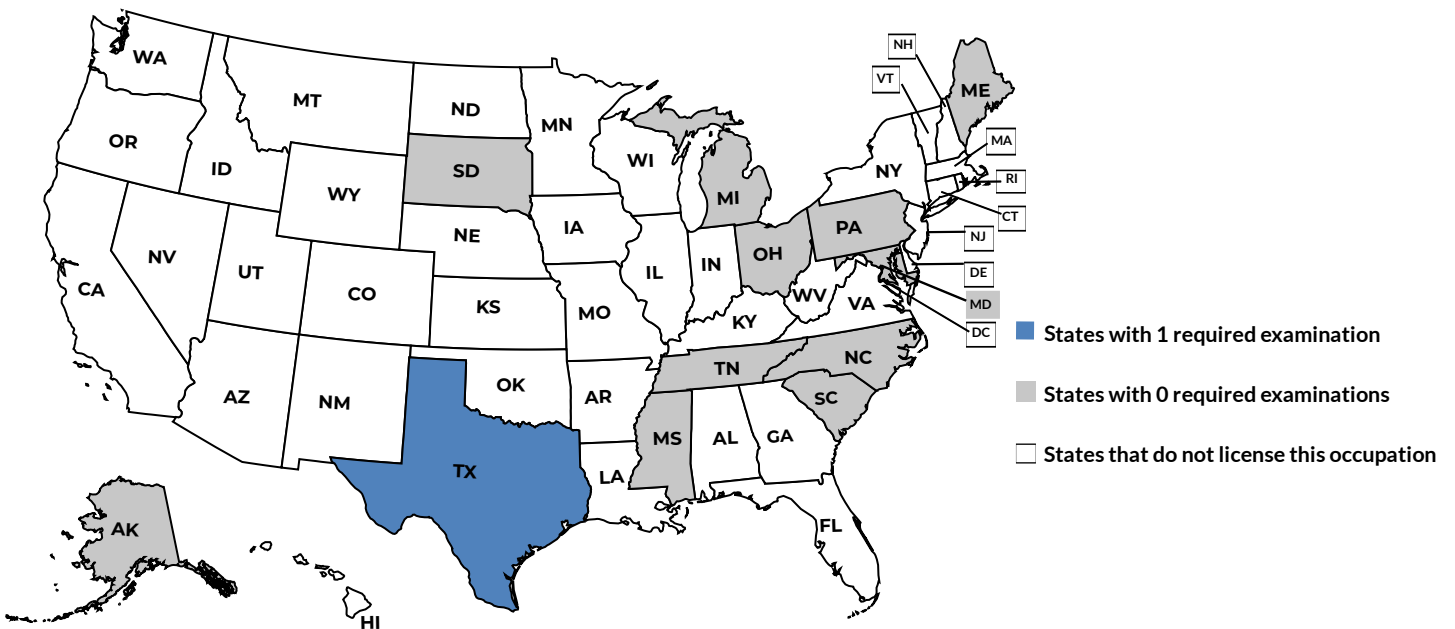
## Degree Requirement



\*MD requires at least two-thirds of education to be completed

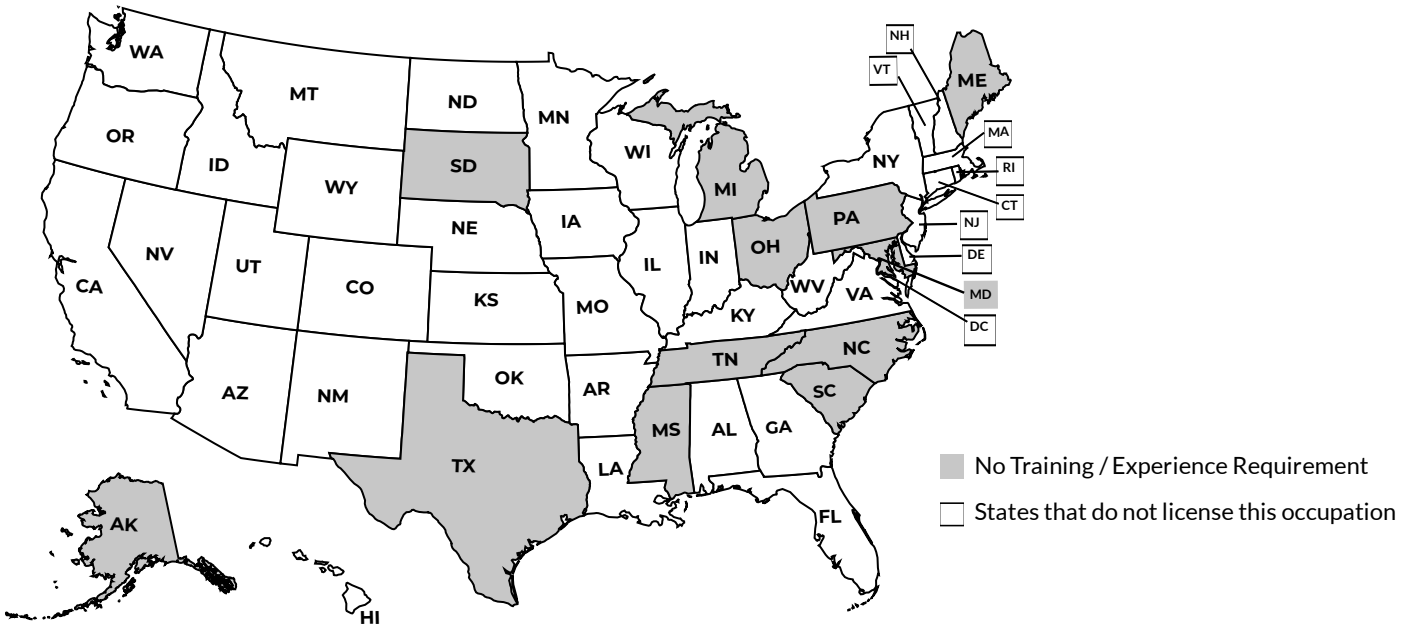
\*\*In Pennsylvania, the applicant must present a certificate of mortuary education with their application

## Examination Requirement

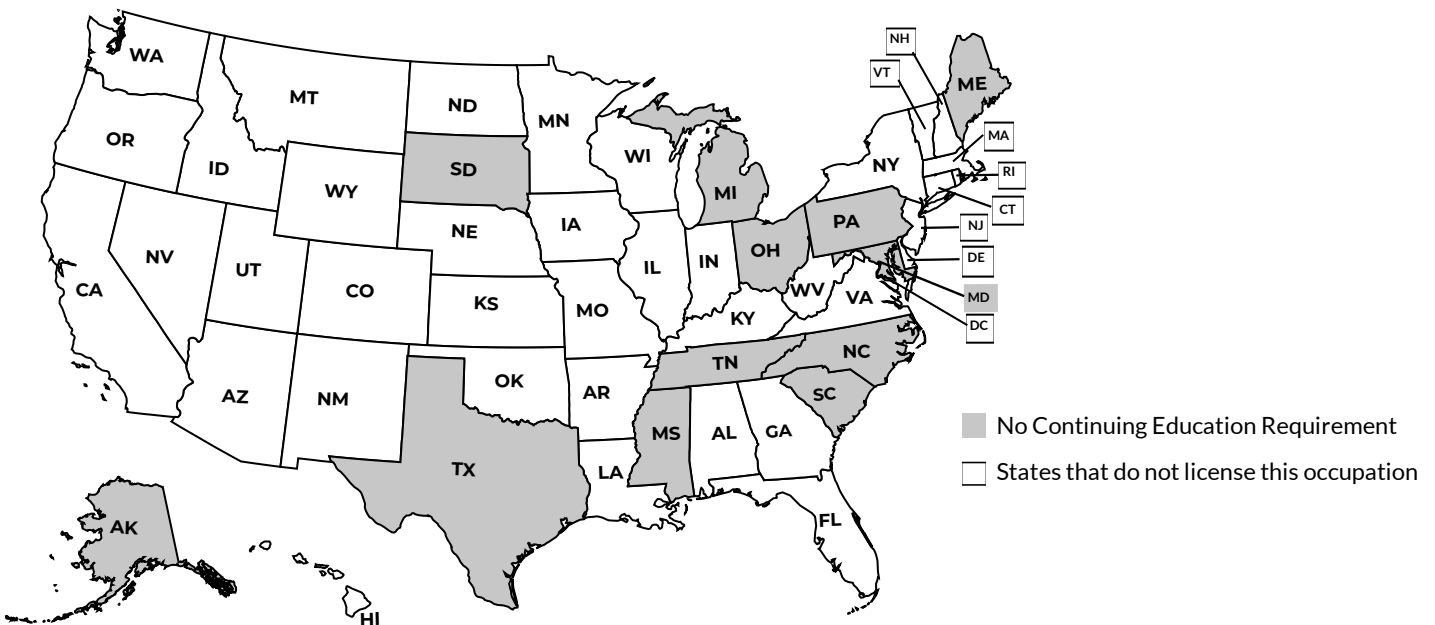


# Funeral Trainee

## Training / Experience Requirement

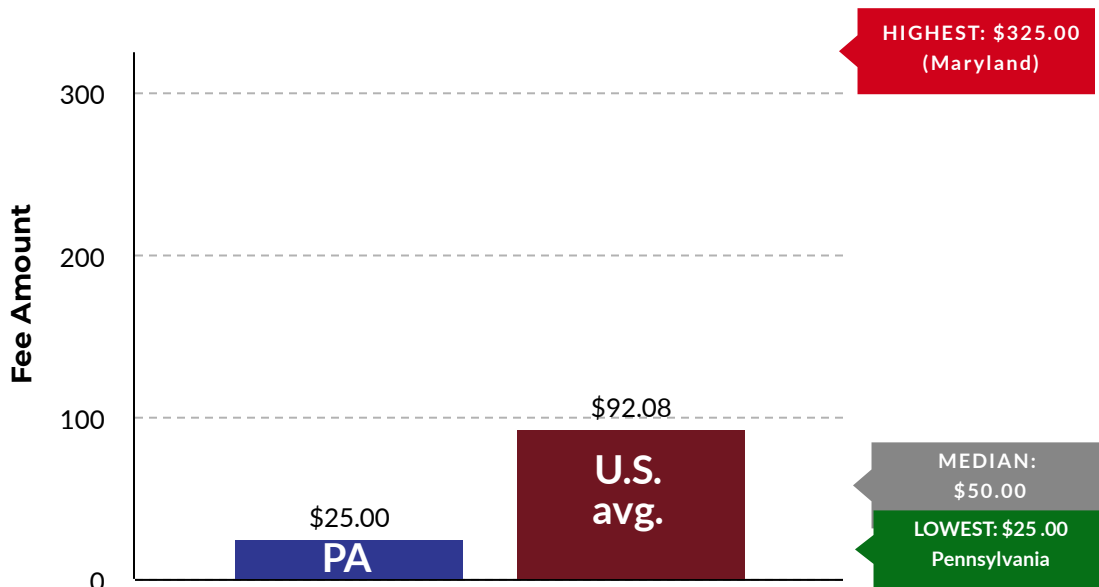


## Continuing Education Requirement



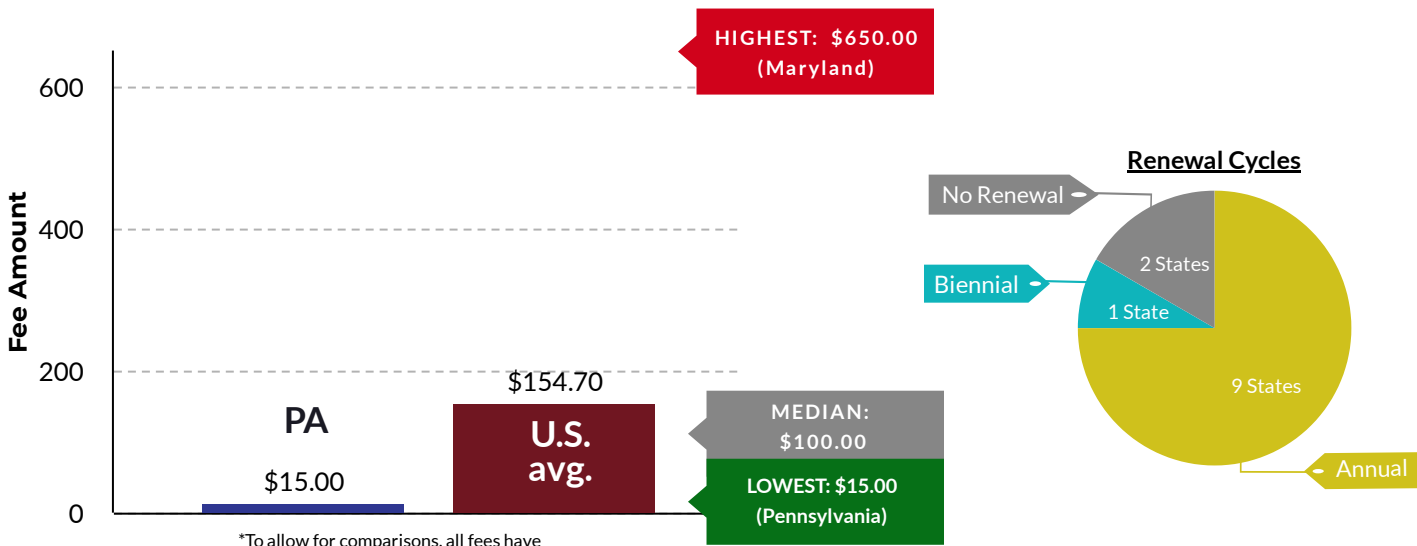
# Funeral Trainee

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

South Dakota and Tennessee do not offer a renewal. Alaska and Texas only offer one renewal. Michigan and North Carolina only offer two renewals.

# Funeral Trainee

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
	Maryland	Alaska Maine Michigan Mississippi North Carolina Ohio Pennsylvania South Carolina South Dakota Tennessee Texas Vermont

# Funeral Supervisor

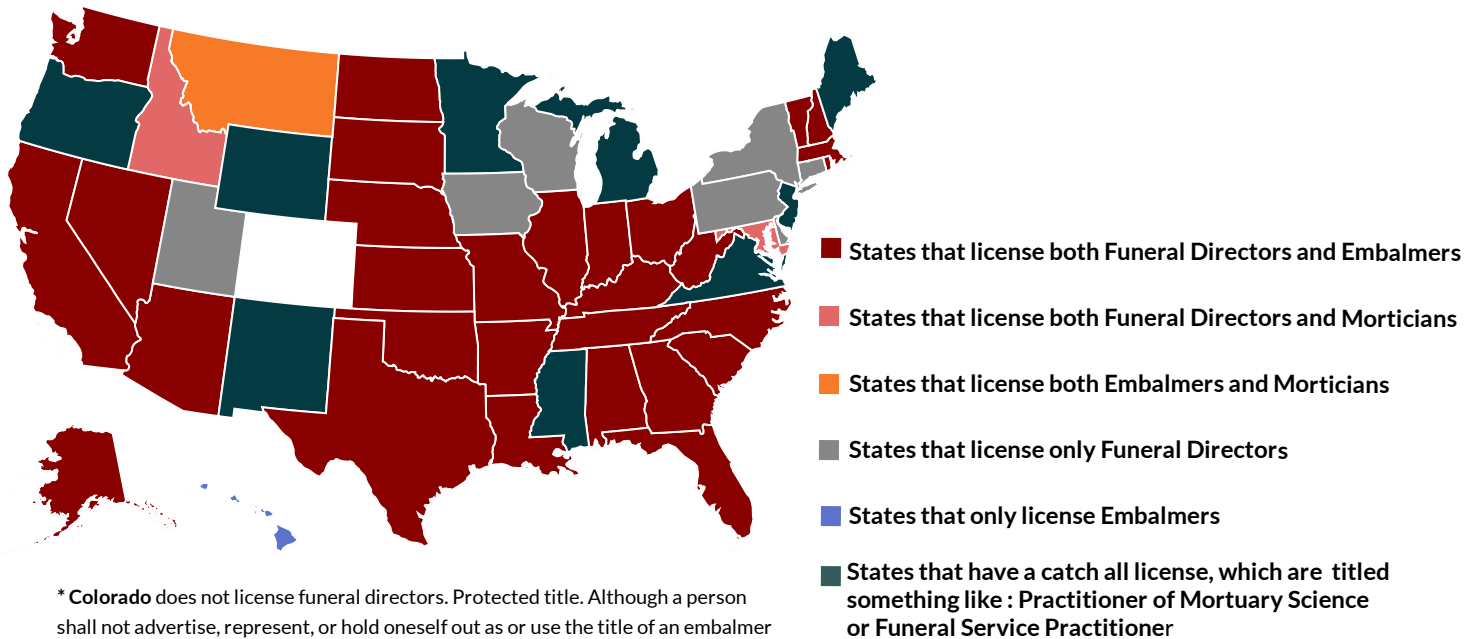
Pennsylvania is the only state that licenses this occupation.

## CHAPTER 13. STATE BOARD OF FUNERAL DIRECTORS

**§ 13.1. Definitions:** *Supervisor*— A licensed funeral director employed on a full-time basis to supervise the professional activities of a licensed estate, widow, business corporation pre-1935 restricted business corporation, professional corporation or branch place of practice under any of the foregoing, as defined in the act

# Observation Section

## Additional Nationwide Funeral Board Licensing Comparison



\* Colorado does not license funeral directors. Protected title. Although a person shall not advertise, represent, or hold oneself out as or use the title of an embalmer unless the individual meets the requirements established in 12-54-111.

### List of regulated occupations under this board that PA does not regulate

- Apprentice / Intern Embalmers and Morticians: CA, IL, MD, NE, MO, NV and WV
- Crematory Manager: CA
- Cremated Remains Disposer: CA and NM
- Crematory Operator or Technician: AL, AZ, AR, IN, KS, KY, LA, MD, MS, MT, NE, NV, NY, ND, OH, WV, and WY
- Embalmer: See chart above
- Funeral Arranger: NV
- Funeral Assistant: MA
- Funeral Attendant: ME
- Transporter: AR, D.C, KY, ME, MD, NC, and TN

Source: <https://www.nfda.org/Portals/0/NFDAORG/Education/Documents/Regulations-in-Licensing-2019.pdf>

- Arizona and California have their cemetery salespeople, brokers and managers under the Funeral Board. These types of occupations are regulated under the Real Estate Commission in Pennsylvania.

Source: <https://www.nfda.org/Portals/0/NFDAORG/Education/Documents/Regulations-in-Licensing-2019.pdf>

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://www.fsb.alabama.gov/">http://www.fsb.alabama.gov/</a>	<b>Kentucky</b> <a href="https://kbefd.ky.gov/Pages/index.aspx">https://kbefd.ky.gov/Pages/index.aspx</a>	<b>North Dakota</b> <a href="http://www.nd.gov/funeral/">http://www.nd.gov/funeral/</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/Morticians.aspx">https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/Morticians.aspx</a>	<b>Louisiana</b> <a href="https://www.lsbefd.state.la.us">https://www.lsbefd.state.la.us</a>	<b>Ohio</b> <a href="https://funeral.ohio.gov">https://funeral.ohio.gov</a>
<b>Arizona</b> <a href="https://funeralboard.az.gov">https://funeralboard.az.gov</a>	<b>Maine</b> <a href="https://www.maine.gov/pfr/professionallicensing/professions/funeral/index.html">https://www.maine.gov/pfr/professionallicensing/professions/funeral/index.html</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/funeral/">https://www.ok.gov/funeral/</a>
<b>Arkansas</b> <a href="http://www.fdemb.arkansas.gov/">http://www.fdemb.arkansas.gov/</a>	<b>Maryland</b> <a href="https://health.maryland.gov/bom/Pages/home.aspx">https://health.maryland.gov/bom/Pages/home.aspx</a>	<b>Oregon</b> <a href="https://www.oregon.gov/omcb/Pages/default.aspx">https://www.oregon.gov/omcb/Pages/default.aspx</a>
<b>California</b> <a href="http://www.cfb.ca.gov/">http://www.cfb.ca.gov/</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-in-embalming-and-funeral-directing">https://www.mass.gov/orgs/board-of-registration-in-embalming-and-funeral-directing</a>	<b>Pennsylvania</b> <a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/FuneralDirectors/Pages/default.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/FuneralDirectors/Pages/default.aspx</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Funeral_Crematory">https://www.colorado.gov/pacific/dora/Funeral_Crematory</a>	<b>Michigan</b> <a href="http://www.michigan.gov/lara/0,4601,7-154-61343_35414_60647_79102---00.html">http://www.michigan.gov/lara/0,4601,7-154-61343_35414_60647_79102---00.html</a>	<b>Rhode Island</b> <a href="https://health.ri.gov/licenses/detail.php?id=224">https://health.ri.gov/licenses/detail.php?id=224</a>
<b>Connecticut</b> <a href="https://portal.ct.gov/DPH/Public-Health-Hearing-Office/Board-of-Examiners-of-Embalmers-and-Funeral-Directors/Board-of-Examiners-of-Embalmers-and-Funeral-Directors">https://portal.ct.gov/DPH/Public-Health-Hearing-Office/Board-of-Examiners-of-Embalmers-and-Funeral-Directors/Board-of-Examiners-of-Embalmers-and-Funeral-Directors</a>	<b>Minnesota</b> <a href="http://www.health.state.mn.us/divs/hpsc/mortsci/">http://www.health.state.mn.us/divs/hpsc/mortsci/</a>	<b>South Carolina</b> <a href="https://lir.sc.gov/fs/">https://lir.sc.gov/fs/</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/funeralservices/">https://dpr.delaware.gov/boards/funeralservices/</a>	<b>Mississippi</b> <a href="https://www.msbfms.ms.gov/secure/index.html">https://www.msbfms.ms.gov/secure/index.html</a>	<b>South Dakota</b> <a href="https://doh.sd.gov/boards/funeral/licensing.aspx">https://doh.sd.gov/boards/funeral/licensing.aspx</a>
<b>District of Columbia</b> <a href="https://www.dcopla.com/funeral/">https://www.dcopla.com/funeral/</a>	<b>Missouri</b> <a href="http://pr.mo.gov/embalmers.asp">http://pr.mo.gov/embalmers.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/commerce/regboards/funeral.html">https://www.tn.gov/commerce/regboards/funeral.html</a>
<b>Florida</b> <a href="https://www.myfloridacfo.com/Division/funeralcemetery/">https://www.myfloridacfo.com/Division/funeralcemetery/</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/fnr">http://boards.bsd.dli.mt.gov/fnr</a>	<b>Texas</b> <a href="http://www.tfsc.texas.gov">www.tfsc.texas.gov</a>
<b>Georgia</b> <a href="https://sos.ga.gov/index.php/licensing/plb/25">https://sos.ga.gov/index.php/licensing/plb/25</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Funeral-Directing-and-Embalming.aspx">http://dhhs.ne.gov/licensure/Pages/Funeral-Directing-and-Embalming.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/fs/index.html">https://dopl.utah.gov/fs/index.html</a>
<b>Hawaii</b> <a href="http://cca.hawaii.gov/pvl/programs/cemetery/">http://cca.hawaii.gov/pvl/programs/cemetery/</a>	<b>Nevada</b> <a href="http://funeral.nv.gov">funeral.nv.gov</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/professional-regulation/list-of-professions/funeral-service.aspx">https://www.sec.state.vt.us/professional-regulation/list-of-professions/funeral-service.aspx</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=MOR">https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=MOR</a>	<b>New Hampshire</b> <a href="https://www.oplc.nh.gov/funeral/">https://www.oplc.nh.gov/funeral/</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/funeral/">https://www.dhp.virginia.gov/funeral/</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/FunDirEmb.asp">https://www.idfpr.com/profs/FunDirEmb.asp</a>	<b>New Jersey</b> <a href="https://www.njconsumeraffairs.gov/mor/Pages/default.aspx">https://www.njconsumeraffairs.gov/mor/Pages/default.aspx</a>	<b>Washington</b> <a href="https://www.dol.wa.gov/business/funeralcemetery/">https://www.dol.wa.gov/business/funeralcemetery/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/funeral.htm">https://www.in.gov/pla/funeral.htm</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/funeral_services.aspx">http://www.rld.state.nm.us/boards/funeral_services.aspx</a>	<b>West Virginia</b> <a href="https://www.wvfuneralboard.com/">https://www.wvfuneralboard.com/</a>
<b>Iowa</b> <a href="http://www.idph.iowa.gov/Licensure/Iowa-Board-of-Mortuary-Science">http://www.idph.iowa.gov/Licensure/Iowa-Board-of-Mortuary-Science</a>	<b>New York</b> <a href="https://www.health.ny.gov/professionals/funeral_director/">https://www.health.ny.gov/professionals/funeral_director/</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/Pages/Professions/FuneralDirector/Default.aspx">https://dsps.wi.gov/Pages/Professions/FuneralDirector/Default.aspx</a>
<b>Kansas</b> <a href="https://ksbma.ks.gov/">https://ksbma.ks.gov/</a>	<b>North Carolina</b> <a href="https://ncbfs.org/">https://ncbfs.org/</a>	<b>Wyoming</b> <a href="http://fspboard.wyo.gov/">http://fspboard.wyo.gov/</a>

# **Occupational Licensing Study 50 State Comparison**

State Board of Landscape Architects

Landscape Architect



Presented by the Pennsylvania  
Department of State

2020

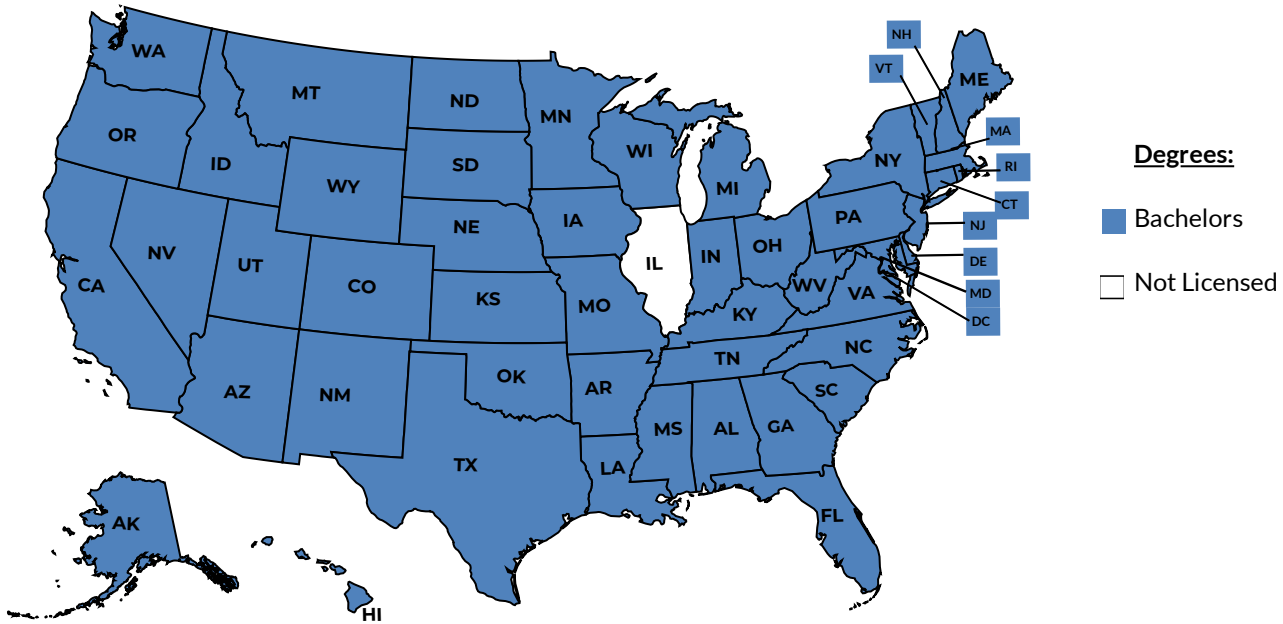


# Landscape Architect

A licensed professional that arranges or modifies the features of a landscape or an urban area for aesthetic and/or practical reasons.

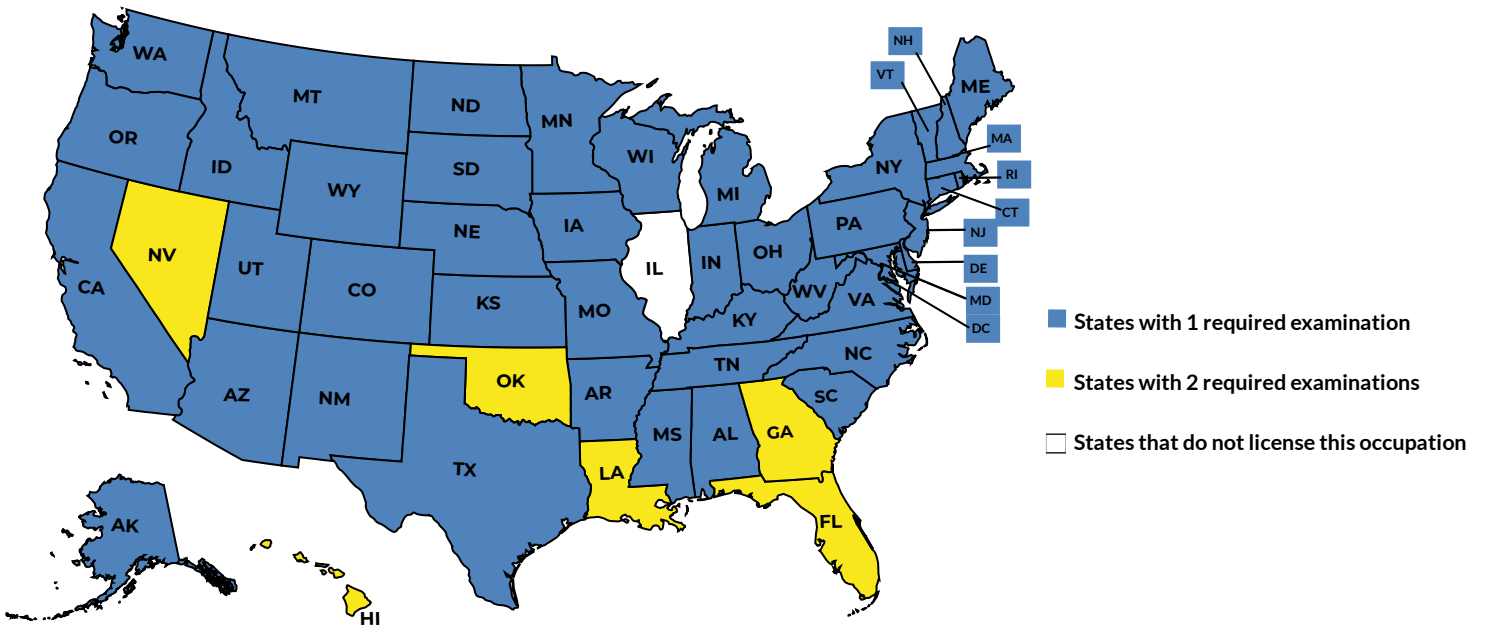
# Landscapist Architect

## Degree Requirement



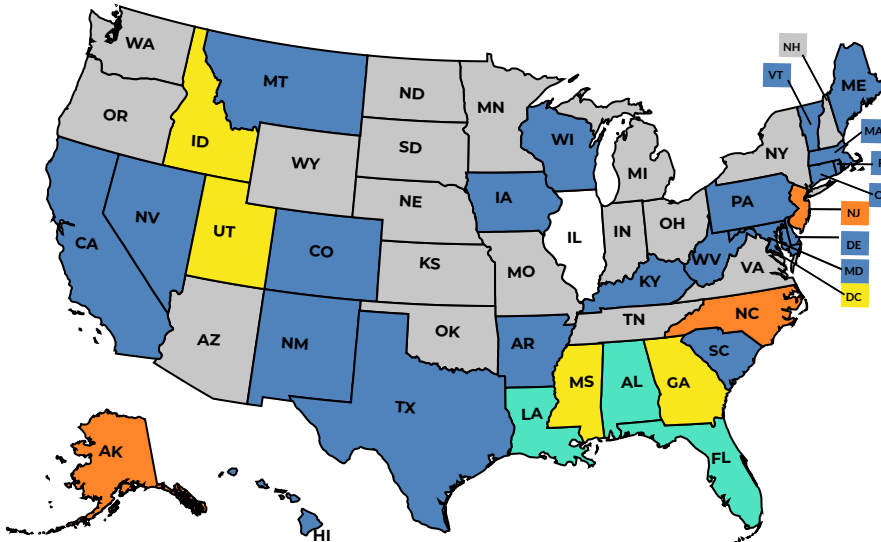
\*Some states have multiple paths to licensure, allowing lesser degrees if the applicant has more years of experience.

## Examination Requirement

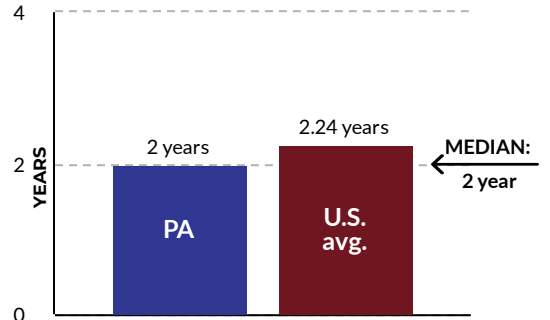


# Landscape Architect

## Training / Experience Requirement

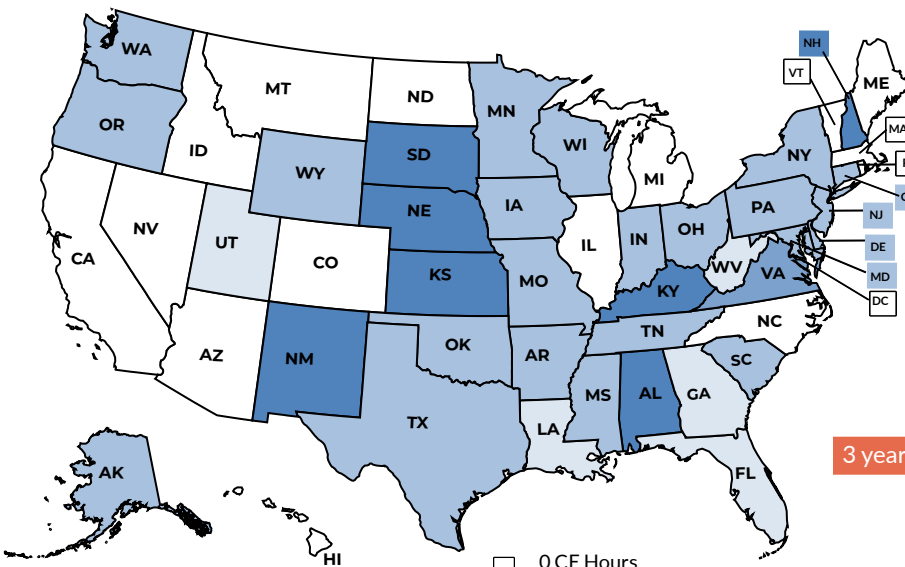


- No Experience
- 3 Years
- 1 Year
- 4 Years
- 2 Years
- Not Licensed



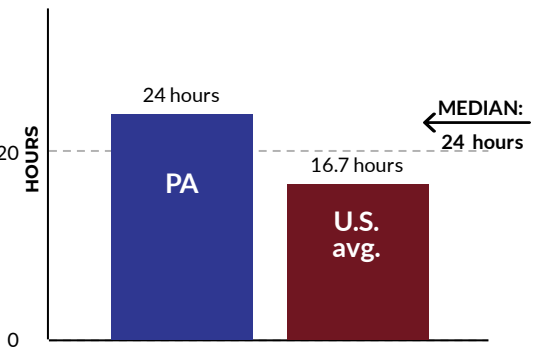
\*Experience requirements are based on an applicant that has attained a 5 year degree from a LAAB-accredited program

## Continuing Education Requirement

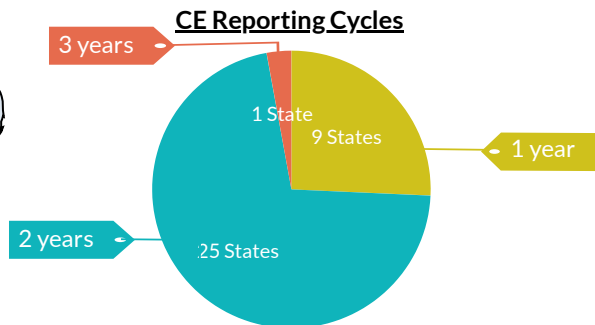


- 0 CE Hours
- 12 - 18 CE Hours/2 yrs
- 19 - 24 CE Hours/2 yrs
- 25 - 29 CE Hours/2 yrs
- > 29 CE Hours/2 yrs

\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



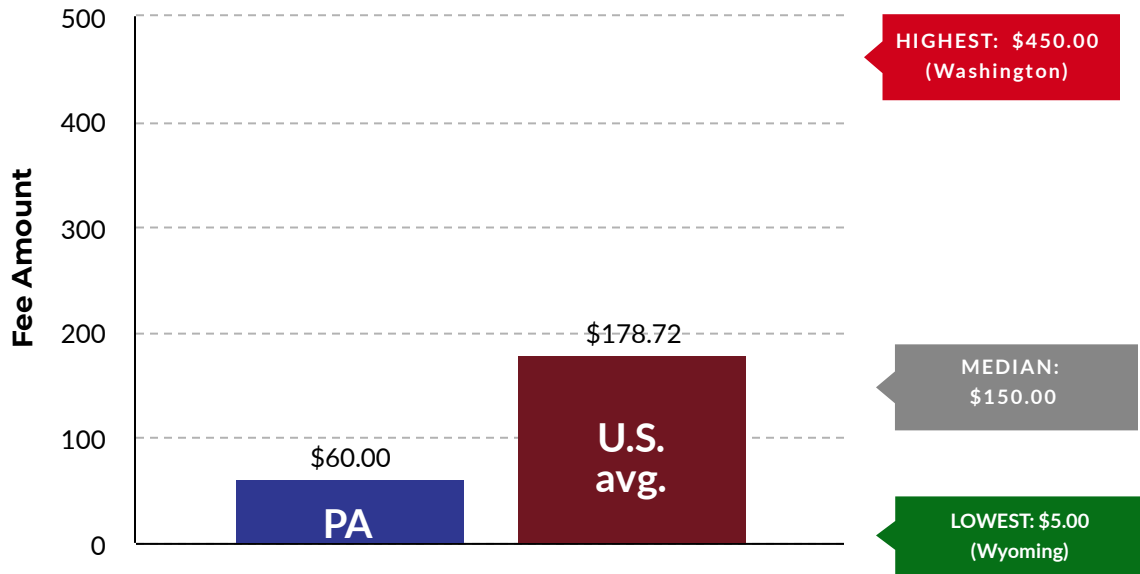
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



\* Pie chart excludes states with 0 hours

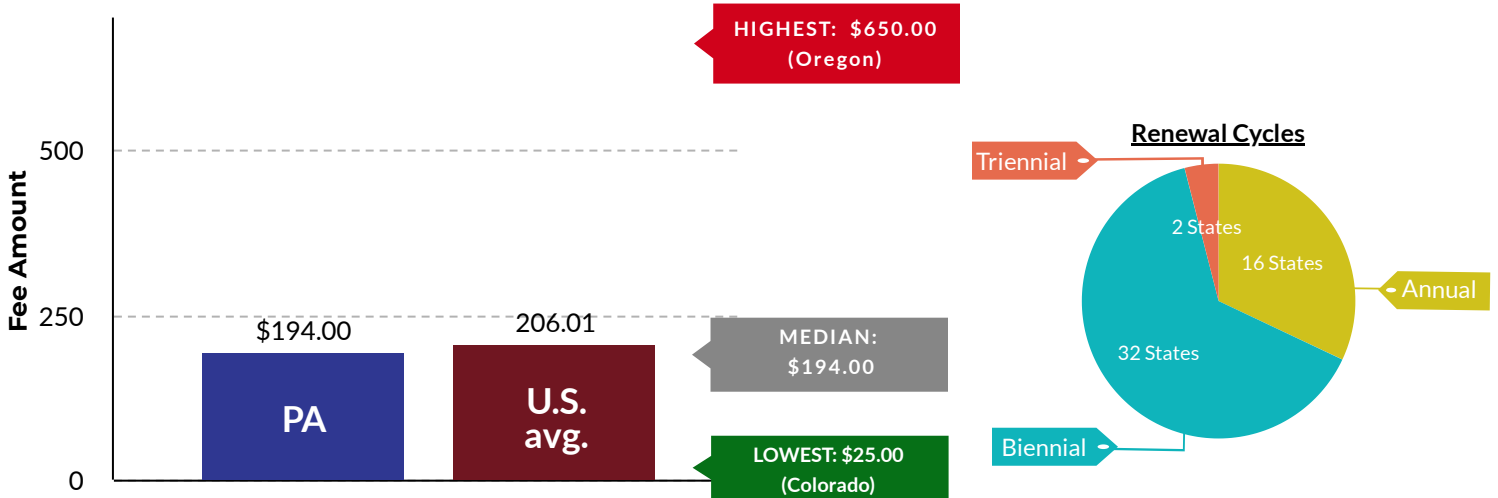
# Landscape Architect

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Landscape Architect

## States with Reciprocity or Endorsement

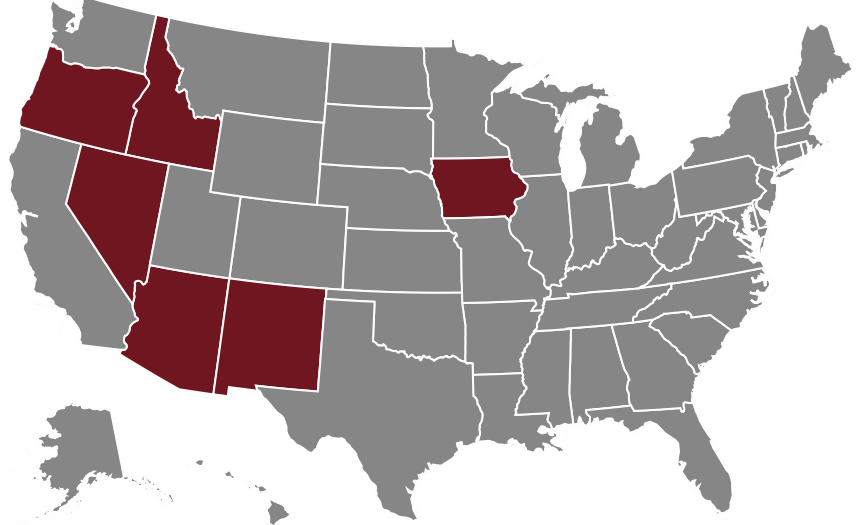
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
District of Columbia	Alabama	California
Florida	Alaska	Hawaii
Illinois	Arizona	Maine
New Jersey	Arkansas	Virginia
New York	Colorado	
Utah	Connecticut	
Vermont	Delaware	
Wisconsin	District of Columbia	
	Georgia	
	Idaho	
	Indiana	
	Iowa	
	Kansas	
	Kentucky	
	Louisiana	
	Maryland	
	Massachusetts	
	Michigan	
	Minnesota	
	Mississippi	
	Missouri	
	Montana	
	Nebraska	
	Nevada	
	New Hampshire	
	New Mexico	
	North Carolina	
	North Dakota	
	Ohio	
	Oklahoma	
	Oregon	
	Pennsylvania**	
	Rhode Island	
	South Carolina	
	South Dakota	
	Tennessee	
	Texas	
	Washington	
	West Virginia	
	Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

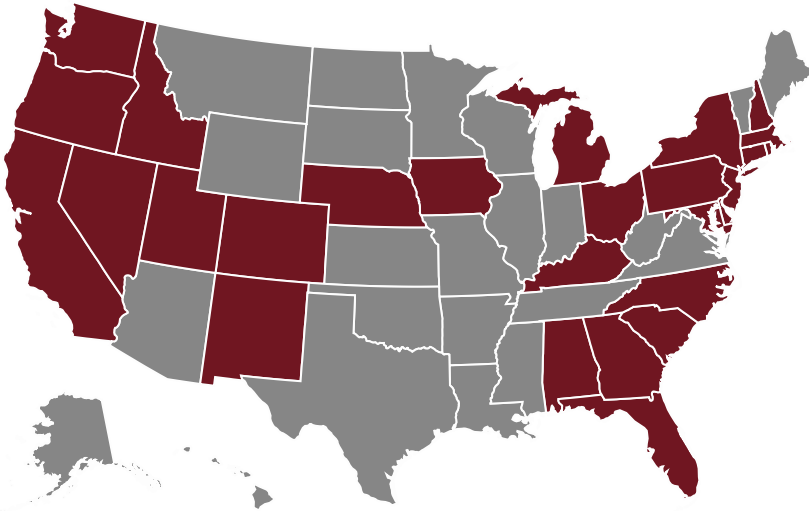
# Observation Section

The following states have a license for Landscape-Architect-in-training

- Arizona
- Idaho
- Iowa
- Nevada
- New Mexico
- Oregon



The following states have Landscape Architects under their own board:



- Alabama
- California
- Colorado
- Connecticut
- Delaware
- Florida
- Georgia
- Idaho
- Iowa
- Kentucky
- Maryland
- Massachusetts
- Michigan
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- \*Ohio
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- Utah
- Washington
- West Virginia

\* Same budget and staff as Architect Board

\* Other states include Landscape Architects under the Engineering Board

\* Maine and D.C. board structure for this occupation is the Board of Licensure for Architects, Landscape Architects and Interior Designers

# Sources: State Licensing Boards

- Alabama**  
<https://www.alabamainteractive.org/abela/welcome.action>
- Alaska**  
<https://www.commerce.alaska.gov/web/portals/5/publications/ael4398.pdf>
- Arizona**  
[https://btr.az.gov/sites/default/files/documents/files/landscape\\_architect\\_registration\\_packet\\_8-5-18.pdf](https://btr.az.gov/sites/default/files/documents/files/landscape_architect_registration_packet_8-5-18.pdf)
- Arkansas**  
[https://www.asbalaid.arkansas.gov/wp-content/uploads/2020/12/ASBALAID\\_Architect-Initial-Application-for-Licensure.pdf](https://www.asbalaid.arkansas.gov/wp-content/uploads/2020/12/ASBALAID_Architect-Initial-Application-for-Licensure.pdf)
- California**  
[https://www.latc.ca.gov/docs/forms/eligibility\\_application.pdf](https://www.latc.ca.gov/docs/forms/eligibility_application.pdf)
- Colorado**  
[https://www.colorado.gov/pacific/dora/Landscape\\_Architects\\_Applications](https://www.colorado.gov/pacific/dora/Landscape_Architects_Applications)
- Connecticut**  
<http://www.portal.ct.gov/DCP/License-Services-Division/All-License-Applications/Landscape-Architect-Licensing-Information>
- Delaware**  
[https://dprfiles.delaware.gov/landscape/Landscape\\_Arch\\_Application.pdf](https://dprfiles.delaware.gov/landscape/Landscape_Arch_Application.pdf)
- District of Columbia**  
<https://design.dcopla.com/account/login?ReturnUrl=%2f>
- Florida**  
[http://www.myfloridalicense.com/dbpr/pro/larch/documents/LA1\\_examination\\_application.pdf](http://www.myfloridalicense.com/dbpr/pro/larch/documents/LA1_examination_application.pdf)
- Georgia**  
<http://sos.ga.gov/PLB/acrobat/Forms/04%20Landscape%20Architect%20Application%20for%20Registration.pdf>
- Hawaii**  
[https://cca.hawaii.gov/pvl/files/2017/12/Require-App-for-Landscape-Architect\\_12.17R.pdf](https://cca.hawaii.gov/pvl/files/2017/12/Require-App-for-Landscape-Architect_12.17R.pdf)
- Idaho**  
<https://ibol.idaho.gov/IBOL/LAR/Forms/LAR%20Landscape%20Architect%20application.pdf>
- Indiana**  
<https://www.in.gov/pla/architect.htm>
- Iowa**  
<https://plb.iowa.gov/landscape-architects/forms>
- Kansas**  
<https://www.ksbtp.ks.gov/forms/individual-licensee>
- Kentucky**  
<https://klarb.ky.gov/Pages/Forms.aspx>
- Louisiana**  
<http://www.ldaf.state.la.us/wp-content/uploads/2016/09/LA-Exam-application.pdf>
- Maine**  
<http://www.maine.gov/pfr/professionallicensing/professions/architects/pdf/AppLarc.pdf>
- Maryland**  
<https://www.dllr.state.md.us/license/la/lalic.shtml>
- Massachusetts**  
<https://www.mass.gov/lists/landscape-architects-applications-and-forms>
- Michigan**  
[https://www.michigan.gov/documents/lara/lara\\_Landscape\\_Architects\\_LLA020\\_496519\\_7.pdf](https://www.michigan.gov/documents/lara/lara_Landscape_Architects_LLA020_496519_7.pdf)
- Minnesota**  
<https://mn.gov/aelslagid/forms/LAApp.pdf>
- Mississippi**  
<https://www.clarb.org/apply-for-licensure>
- Missouri**  
<https://pr.mo.gov/landscapearchitects-examination.asp>
- Montana**  
[http://boards.bsdl.mt.gov/Portals/133/Documents/arc/LAR\\_app%202018.pdf](http://boards.bsdl.mt.gov/Portals/133/Documents/arc/LAR_app%202018.pdf)
- Nebraska**  
<https://nsbla.nebraska.gov/sites/nsbla.nebraska.gov/files/doc/Landscape%20Architect%20Application.pdf>
- Nevada**  
<http://nsbla.nv.gov/uploadedFiles/nsblanvgov/content/Forms/Application-ProfessionalRegistration.pdf>
- New Hampshire**  
<https://www.oplc.nh.gov/landscape-architects/documents/landscape-architect-application.pdf>
- New Jersey**  
<http://www.njconsumeraffairs.gov/land/Applications/Initial-Application-for-Licensure-as-a-Landscape-Architect.pdf>
- New Mexico**  
[http://www.rld.state.nm.us/boards/Landscape\\_Architects\\_Forms\\_and\\_Applications.aspx](http://www.rld.state.nm.us/boards/Landscape_Architects_Forms_and_Applications.aspx)
- New York**  
<http://www.op.nysed.gov/prof/larch/larchforms.htm>
- North Carolina**  
[http://www.ncbola.org/pdf/LA\\_app\\_process.pdf?session=LASession:MNqosWLVgNoGAYdH1yMFnrV7WCTwD7A558BED7](http://www.ncbola.org/pdf/LA_app_process.pdf?session=LASession:MNqosWLVgNoGAYdH1yMFnrV7WCTwD7A558BED7)
- North Dakota**  
[http://www.ndsba.net/image/cache/Uniform\\_Application\\_for\\_LA\\_Registration.pdf](http://www.ndsba.net/image/cache/Uniform_Application_for_LA_Registration.pdf)
- Ohio**  
<http://www.arc.ohio.gov/Forms-and-Applications>
- Oklahoma**  
<https://www.ok.gov/Architects/documents/2017%20reciprocal%20architect%20application.pdf>
- Oregon**  
[https://www.oregon.gov/landarch/Documents/OSLABA\\_applicationInitialRegistrationLA\\_3.2020.pdf](https://www.oregon.gov/landarch/Documents/OSLABA_applicationInitialRegistrationLA_3.2020.pdf)
- Pennsylvania**  
[https://www.pals.pa.gov/#/page/default\\*http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/LandscapeArchitects/Pages/Applications-Forms.aspx](https://www.pals.pa.gov/#/page/default*http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/LandscapeArchitects/Pages/Applications-Forms.aspx)
- Rhode Island**  
[http://www.bdp.state.ri.us/documents/land/Application\\_by\\_Examination\\_Reciprocity.pdf](http://www.bdp.state.ri.us/documents/land/Application_by_Examination_Reciprocity.pdf)
- South Carolina**  
<https://www.llr.sc.gov/POL/LandscapeArchitect/PDF/Applications/Application%20for%20Landscape%20Architecture%20License%20by%20Exam.pdf>
- South Dakota**  
[http://dlr.sd.gov/btp/landscape\\_architects.aspx#forms](http://dlr.sd.gov/btp/landscape_architects.aspx#forms)  
<https://apps.sd.gov/LD17BTP/login.aspx>
- Tennessee**  
<https://www.tn.gov/content/tn/commerce/regboards/architects-engineers/license-applicant-resources/forms-and-downloads.html>
- Texas**  
<https://indreg.tbae.texas.gov/Home/Register>
- Utah**  
[https://dopl.utah.gov/la/landscape\\_architect\\_application.pdf](https://dopl.utah.gov/la/landscape_architect_application.pdf)
- Vermont**  
<https://www.sec.state.vt.us/professional-regulation/list-of-professions/landscape-architects/forms-instructions.aspx>
- Virginia**  
<http://www.dpor.virginia.gov/uploadedFiles/MainSite/Content/Boards/APELS/0406LIC.pdf>
- Washington**  
<https://www.dol.wa.gov/business/landscapearchitects/laforms.html>
- West Virginia**  
<http://www.wvlboard.org/Portals/WVLABoard/docs/Application2018.pdf>
- Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/LandscapeArchitect/Default.aspx>
- Wyoming**  
<https://architects.wyo.gov/forms>

# **Occupational Licensing Study 50 State Comparison**

State Board of Massage Therapy

Massage Therapist



Presented by the Pennsylvania  
Department of State

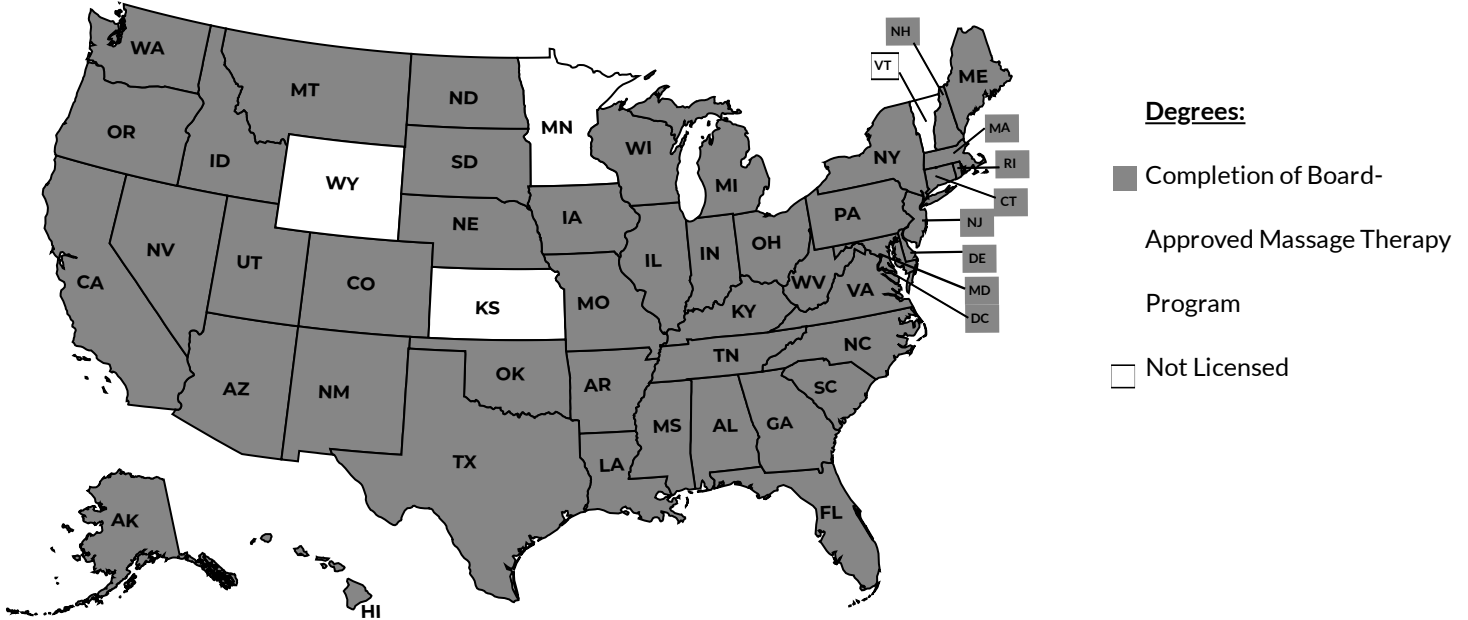
2020



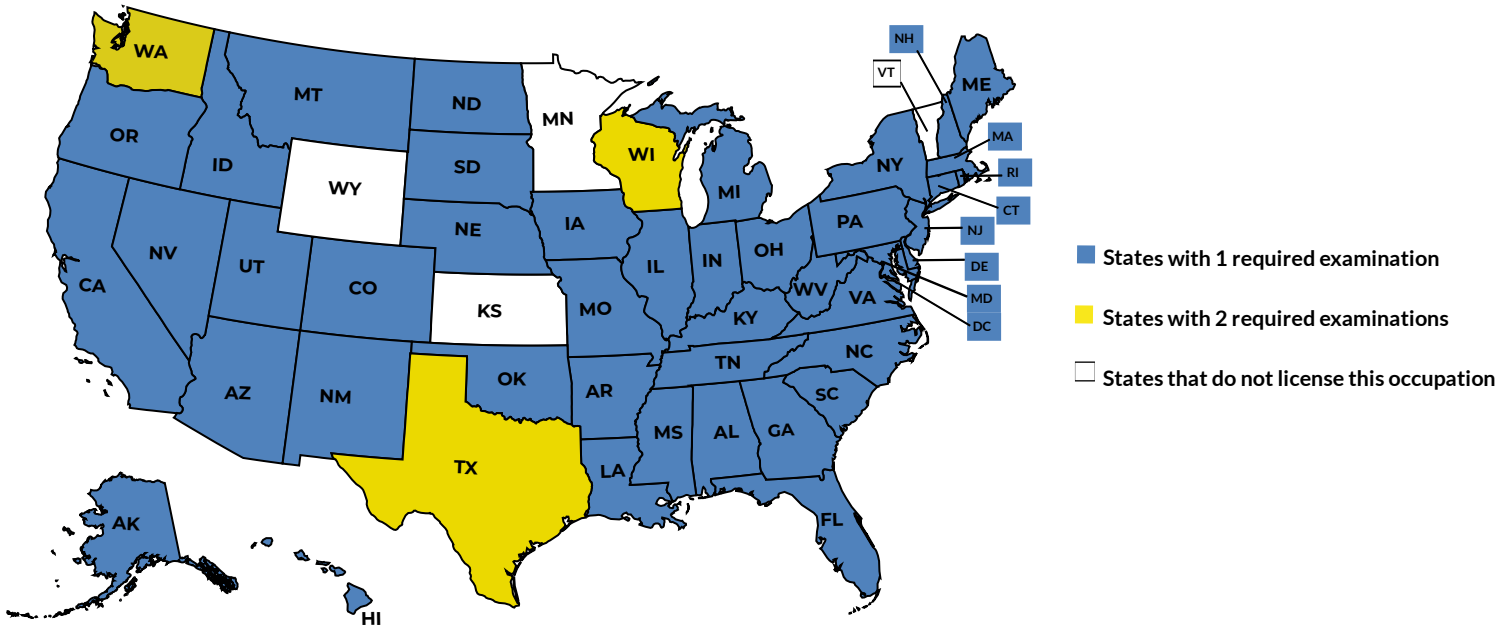
# Massage Therapist

Massage therapists apply a system of structured touch, pressure, movement, holding and treatment of the soft tissue manifestations of the human body in which the primary intent is to enhance the health and well-being of the client.

# Massage Therapist Degree Requirement

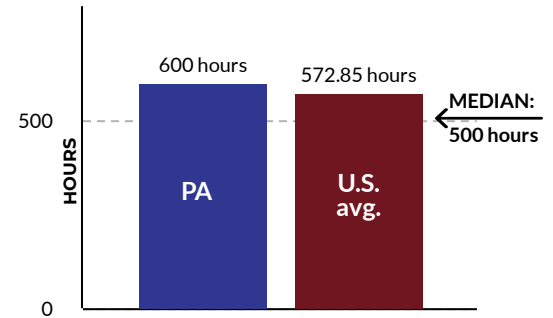
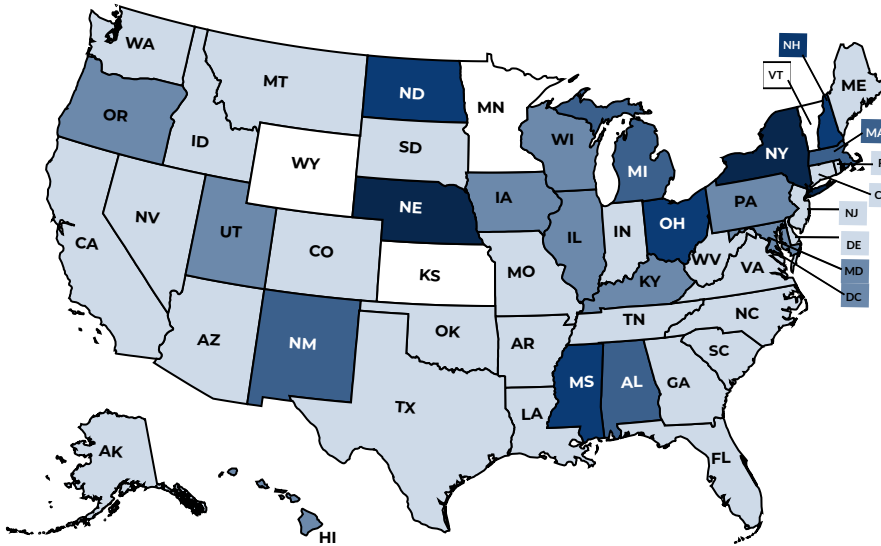


# Examination Requirement



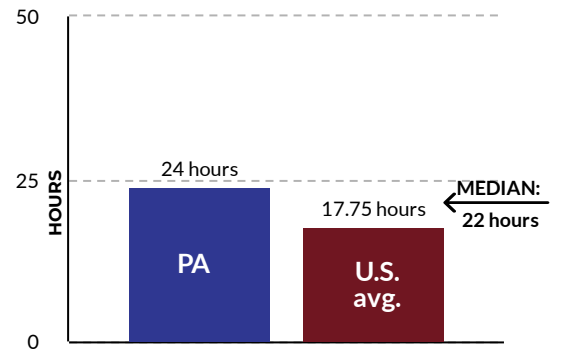
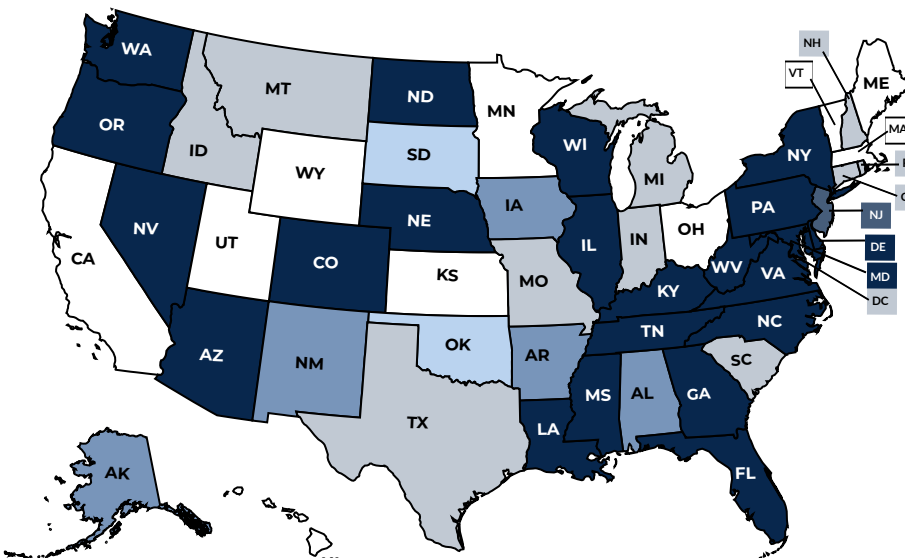
# Massage Therapist

## Training / Experience Requirement



■ 700 - 750 hours      ■ 1,000 hours  
■ 570 - 600 hours      ■ 625 - 650 hours  
■ 500 - 504 hours      □ States that do not license this occupation

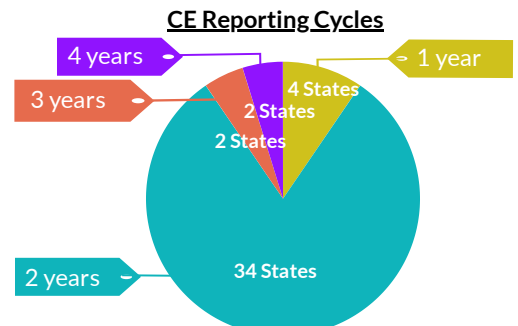
## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

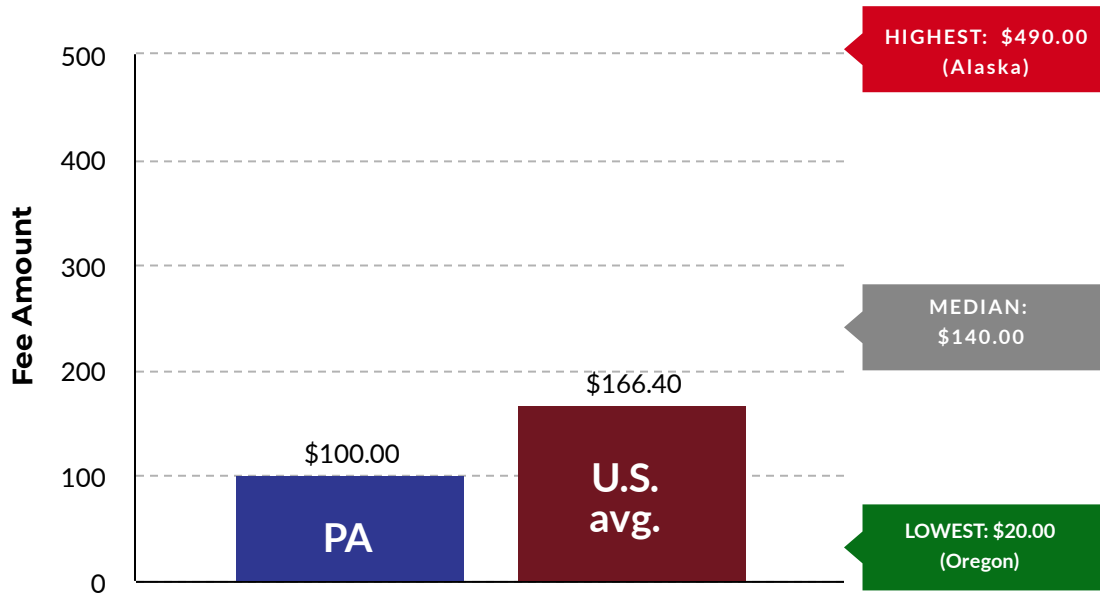
■ 20 hours      ■ 24-25 hours  
■ 12 hours      ■ 16 - 18 hours  
■ 8 - 10 hours      □ States that do not license this occupation or that have 0 CE hours or where data isn't available



\*States that do not license this occupation or that have 0 CE hours or where data isn't available are not depicted in the pie chart

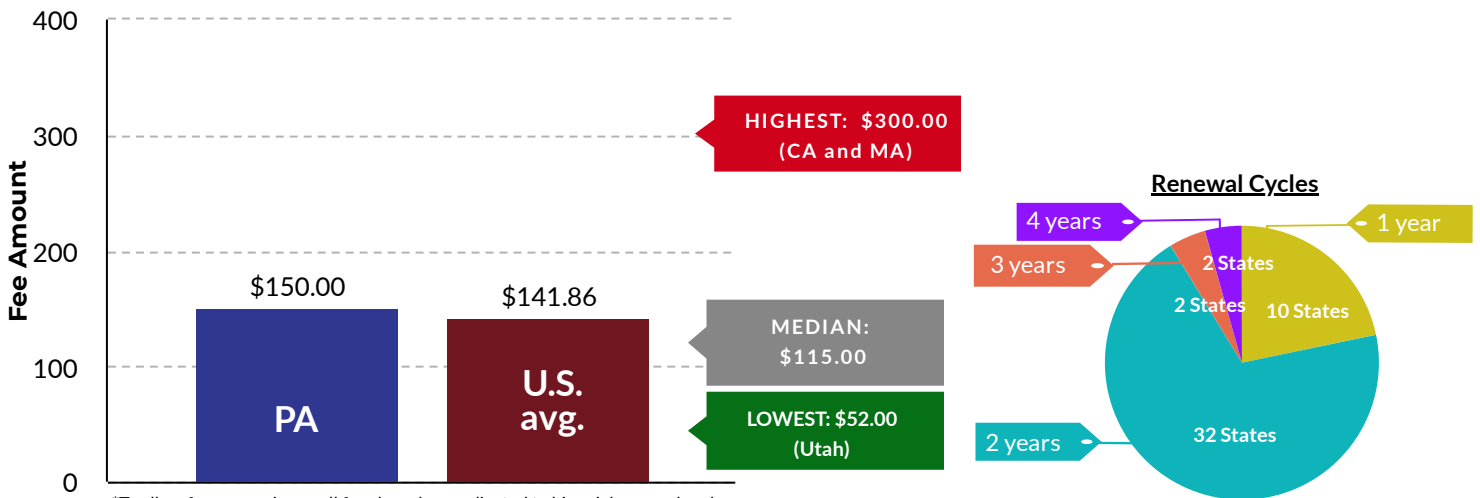
# Massage Therapist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*States that do not license this occupation or that have 0 CE hours or where data isn't available are not depicted in the pie chart

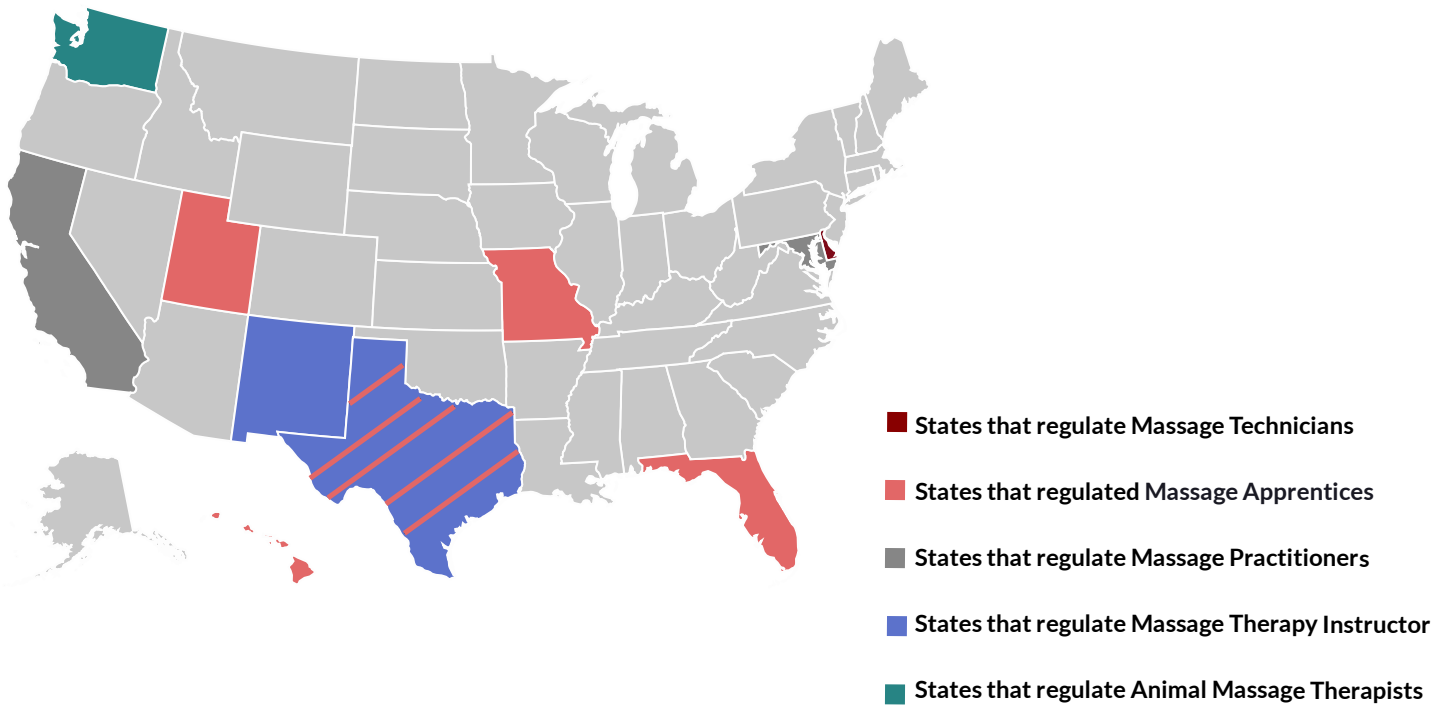
# Massage Therapist

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Colorado	Arizona	Alaska	
Connecticut	Arkansas	New Mexico	Alabama
District of Columbia	Delaware	Washington	California
Florida	Kentucky		Louisiana
Georgia	Maryland		Maine
Hawaii	Massachusetts		
Idaho	Mississippi		
Illinois	Missouri		
Indiana	Nebraska		
Iowa	New Hampshire		
Michigan	North Dakota		
Montana	Ohio		
Nevada	Oklahoma		
New Jersey	Oregon		
New York	South Carolina		
North Carolina	South Dakota		
Pennsylvania**	Tennessee		
Rhode Island	Texas		
Utah	West Virginia		
Virginia	Wisconsin		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

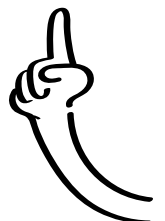
# Observation Section



- Note that the state of **California** massage therapists are "certificated" by the the state not licensed.
- In **New York** any use of the title "massage therapist" or "masseur," "masseur," or any derivation of the title, within New York State, requires licensure as a massage therapist.
- In **Rhode Island**, a person shall not practice, or hold himself or herself out to others as practicing massage therapy, or as a massage therapist, without first receiving from the board a license to engage in that practice.(b) A person shall hold himself or herself out to others as a massage therapist when the person adopts or uses any title or description, including: "massage therapist," "masseur," "masseur," "massagist," "massotherapist," "myotherapist," "body therapist," "massage technician," "massage practitioner," or any derivation of those terms that implies this practice.
- **Texas** has a Student permit-- A permit issued by the department to a student enrolled in a licensed massage school which allows the student to practice massage therapy as prescribed by the massage therapy education program.
- In **Virginia** massage therapists are under the Nursing Board.
- In **Ohio** massage therapists are under the Medical Board.
- In **Oklahoma** the Stat Board of Cosmetology and Barbering is combing with the Advisory Board on Massage Therapy.
- In **Washington** "Animal massage therapist" means an individual with a license to practice massage therapy in this state with additional training in animal therapy.

## IMPORTANT POINT!

Massage therapist licensing laws have extensive in-depth sections on human trafficking and sexual conduct compared to other licensing laws.



# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://www.almtbd.alabama.gov/default.aspx">http://www.almtbd.alabama.gov/default.aspx</a>	<b>Maryland</b> <a href="https://health.maryland.gov/message/Pages/licensure.ca.aspx">https://health.maryland.gov/message/Pages/licensure.ca.aspx</a>	<b>Oregon</b> <a href="https://www.oregon.gov/obmt/Pages/index.aspx">https://www.oregon.gov/obmt/Pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofMassageTherapists.aspx">https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofMassageTherapists.aspx</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-of-massage-therapy">https://www.mass.gov/orgs/board-of-registration-of-massage-therapy</a>	<b>Pennsylvania</b> <a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/MessageTherapy/Pages/default.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/MessageTherapy/Pages/default.aspx</a>
<b>Arizona</b> <a href="https://massagetherapy.az.gov/">https://massagetherapy.az.gov/</a>	<b>Michigan</b> <a href="https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_53660--,00.html">https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_53660--,00.html</a>	<b>Rhode Island</b> <a href="https://health.ri.gov/licenses/detail.php?id=229">https://health.ri.gov/licenses/detail.php?id=229</a>
<b>Arkansas</b> <a href="https://www.healthy.arkansas.gov/programs-services/topics/massage-therapy">https://www.healthy.arkansas.gov/programs-services/topics/massage-therapy</a>	<b>Minnesota</b> Not Licensed	<b>South Carolina</b> <a href="https://lir.sc.gov/mas/">https://lir.sc.gov/mas/</a>
<b>California</b> <a href="https://www.camtc.org/">https://www.camtc.org/</a>	<b>Mississippi</b> <a href="https://www.msmbt.ms.gov/SitePages/Home.aspx">https://www.msmbt.ms.gov/SitePages/Home.aspx</a>	<b>South Dakota</b> <a href="https://doh.sd.gov/boards/massage/">https://doh.sd.gov/boards/massage/</a>
<b>Colorado</b> <a href="https://dpo.colorado.gov/MessageTherapy">https://dpo.colorado.gov/MessageTherapy</a>	<b>Missouri</b> <a href="https://pr.mo.gov/massage.asp">https://pr.mo.gov/massage.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/ml-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/ml-board.html</a>
<b>Connecticut</b> <a href="https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Massagetherapist/Massage-Therapist-Licensing-Requirements">https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Massagetherapist/Massage-Therapist-Licensing-Requirements</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/lmt">http://boards.bsd.dli.mt.gov/lmt</a>	<b>Texas</b> <a href="https://www.tdlr.texas.gov/mas/mas.htm">https://www.tdlr.texas.gov/mas/mas.htm</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/massagebodyworks/">https://dpr.delaware.gov/boards/massagebodyworks/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Massage-Therapy.aspx">http://dhhs.ne.gov/licensure/Pages/Massage-Therapy.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/mt/index.html">https://dopl.utah.gov/mt/index.html</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/service/massage-therapy-licensing">https://dchealth.dc.gov/service/massage-therapy-licensing</a>	<b>Nevada</b> <a href="http://massagetherapy.nv.gov/">http://massagetherapy.nv.gov/</a>	<b>Vermont</b> Not Licensed
<b>Florida</b> <a href="https://floridasmassagetherapy.gov/">https://floridasmassagetherapy.gov/</a>	<b>New Hampshire</b> <a href="https://www.oplc.nh.gov/massage-therapy/licensing.htm">https://www.oplc.nh.gov/massage-therapy/licensing.htm</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/Boards/Nursing/PractitionerResources/LawsRegulations/">https://www.dhp.virginia.gov/Boards/Nursing/PractitionerResources/LawsRegulations/</a>
<b>Georgia</b> <a href="https://sos.ga.gov/index.php/licensing/plb/33">https://sos.ga.gov/index.php/licensing/plb/33</a>	<b>New Jersey</b> <a href="https://www.njconsumeraffairs.gov/mbt/Pages/individual.aspx">https://www.njconsumeraffairs.gov/mbt/Pages/individual.aspx</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/MassageTherapist">https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/MassageTherapist</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/boards/massage/">https://cca.hawaii.gov/pvl/boards/massage/</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/Message_Therapy.aspx">http://www.rld.state.nm.us/boards/Message_Therapy.aspx</a>	<b>West Virginia</b> <a href="http://www.wvmessage.org/">http://www.wvmessage.org/</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=MAS">https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=MAS</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/mt/mtlic.htm">http://www.op.nysed.gov/prof/mt/mtlic.htm</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/Pages/Professions/MassageTherapistBodyworkTherapist/Default.aspx">https://dsps.wi.gov/Pages/Professions/MassageTherapistBodyworkTherapist/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/MassageTherapy.asp">https://www.idfpr.com/profs/MassageTherapy.asp</a>	<b>North Carolina</b> <a href="https://www.bmbt.org/">https://www.bmbt.org/</a>	<b>Wyoming</b> Not Licensed
<b>Indiana</b> <a href="https://www.in.gov/pla/massage.htm">https://www.in.gov/pla/massage.htm</a>	<b>North Dakota</b> <a href="https://www.ndbmt.org/">https://www.ndbmt.org/</a>	
<b>Iowa</b> <a href="https://idph.iowa.gov/Licensure/Iowa-Board-of-Massage-Therapy/">https://idph.iowa.gov/Licensure/Iowa-Board-of-Massage-Therapy/</a>	<b>Ohio</b> <a href="https://med.ohio.gov/Apply/Massage-Therapist-MT">https://med.ohio.gov/Apply/Massage-Therapist-MT</a>	
<b>Kansas</b> Not Licensed	<b>Oklahoma</b> <a href="https://www.ok.gov/cosmo/Massage_Therapy/index.html">https://www.ok.gov/cosmo/Massage_Therapy/index.html</a>	
<b>Kentucky</b> <a href="http://bmt.ky.gov/Pages/default.aspx">http://bmt.ky.gov/Pages/default.aspx</a>		
<b>Louisiana</b> <a href="https://www.labmt.org/site.php">https://www.labmt.org/site.php</a>		
<b>Maine</b> <a href="https://www.maine.gov/pfr/professionallicensing/professions/massage/index.html">https://www.maine.gov/pfr/professionallicensing/professions/massage/index.html</a>		

# Occupational Licensing Study 50 State Comparison

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  
Respiratory Therapist



Presented by the Pennsylvania  
Department of State



# Acupuncturist

An individual licensed to practice acupuncture by the State Board of Medicine.

Acupuncture is 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.

# Athletic Trainer

A person who is licensed to perform athletic training services by the State Board of Medicine.

Athletic training includes the rendering of emergency care, development of injury prevention programs and providing appropriate preventative and supportive devices for the physically active person.

# **Behavior Analyst / 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.

# **Certified Nurse Midwife**

A nurse licensed by the State Board of Medicine to practice midwifery.

The practice involves the management of care of essentially normal women and their normal neonates. This includes antepartum, intrapartum, postpartum and non-surgically related gynecological care.

## **Genetic Counselor**

An individual who is licensed to practice genetic counseling by the State Board of Medicine.

Genetic counseling is the counseling of individuals with established or potential genetic problems, concerned with inheritance patterns and risks to future offspring.

## **Orthotic Fitter**

An individual who is licensed 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.

## **Orthotist**

An individual who is licensed by the State Board of Medicine to practice orthotics.

Orthotics is 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.

# **Pedorthist**

**An individual who is licensed by the State Board of Medicine to practice pedorthics.**

**Pedorthics is 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.**

# **Perfusionist**

**An individual who is licensed to practice perfusion by the State Board of Medicine.**

**The practice involves 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.**

# Physician and Surgeon

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.

# Physician Assistant

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

# Physician Acupuncturist

A medical doctor who intends to practice acupuncture. 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.

# Practitioner of Oriental Medicine

An acupuncturist who is licensed by the Board to use herbal therapy.

Herbal therapy is the application of Chinese herbology to the treatment of acupuncture patients.

# Prosthetist

An individual who is licensed by the Board to practice prosthetics.

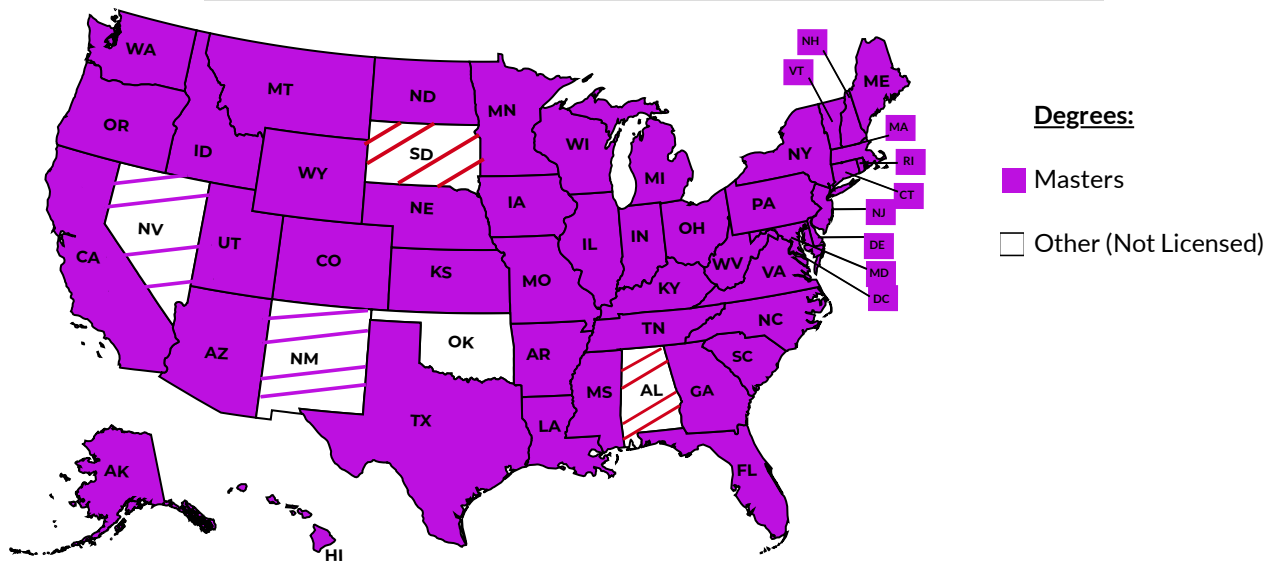
Prosthetics is the practice of evaluating, measuring, designing, fabricating, assembling, fitting, adjusting or servicing a prosthesis pursuant to a written prescription of a licensed prescribing practitioner.

A prosthesis is an artificial device that replaces a missing body part.

# Respiratory Therapist

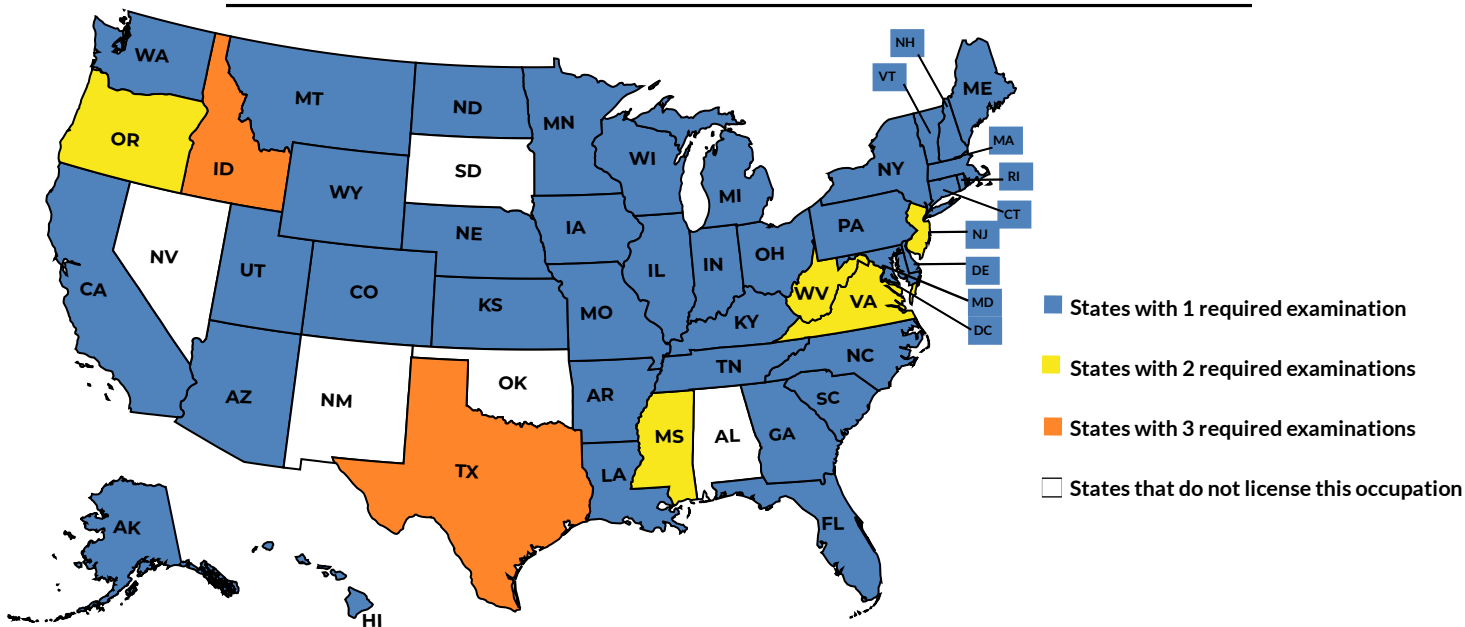
A respiratory therapist may implement direct respiratory care to an individual being treated by either a licensed medical doctor or a licensed doctor of osteopathic medicine, upon prescription or referral by a physician, certified registered nurse practitioner or physician assistant, or under medical direction and approval consistent with standing orders or protocols of an institution or health care facility.

# Acupuncturist Degree Requirement



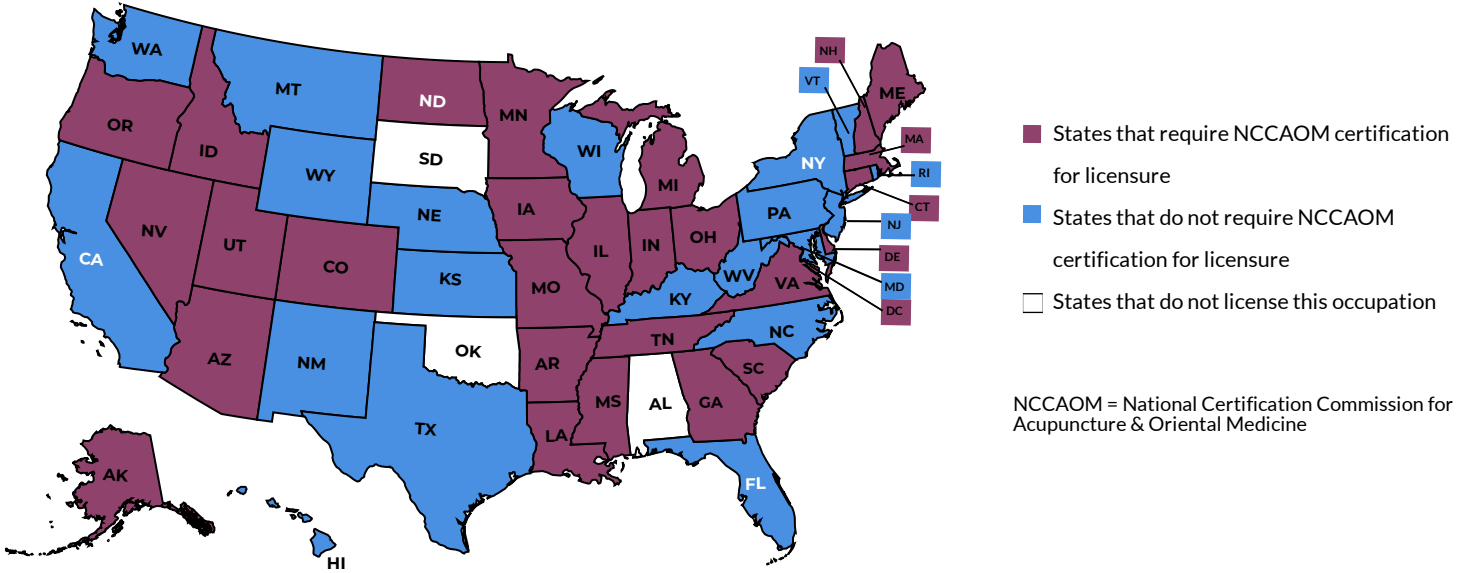
- In order to practice acupuncture in **Alabama**, you must be a licensed physician or chiropractor and your practice must adhere to the rules and regulations set forth by the Food and Drug Administration.
- In order to practice acupuncture in **South Dakota**, you must be a licensed chiropractor and apply for an Acupuncturist Certification.
- In **Oklahoma** No law exists which licenses, regulates, or prohibits acupuncture.
- In **Nevada and New Mexico** acupuncture falls under the scope of practice of Oriental Medicine as 'Doctor of Oriental Medicine'. See Practitioner of Oriental Medicine for licensing information.

# Examination Requirement

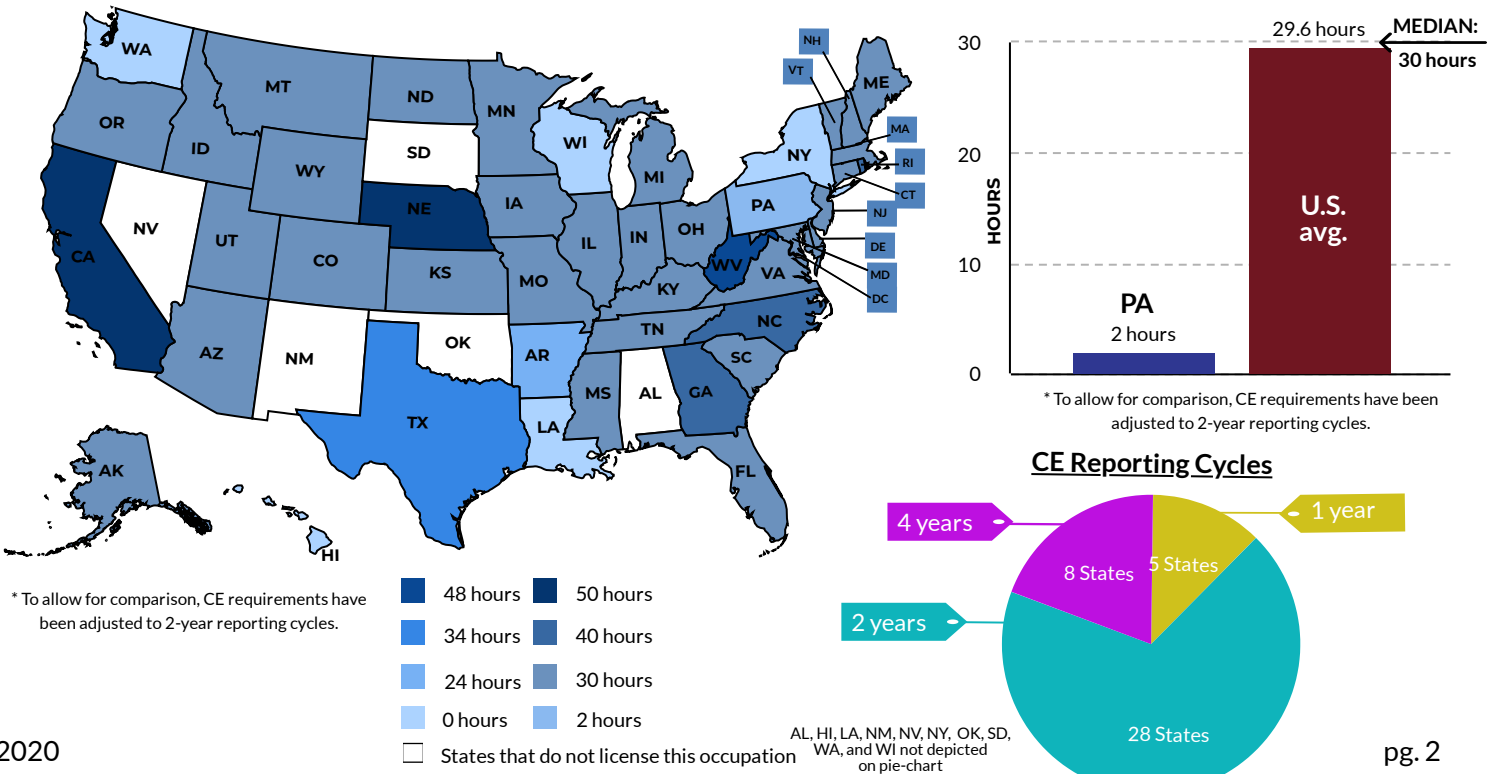




# Acupuncturist Certification Requirement

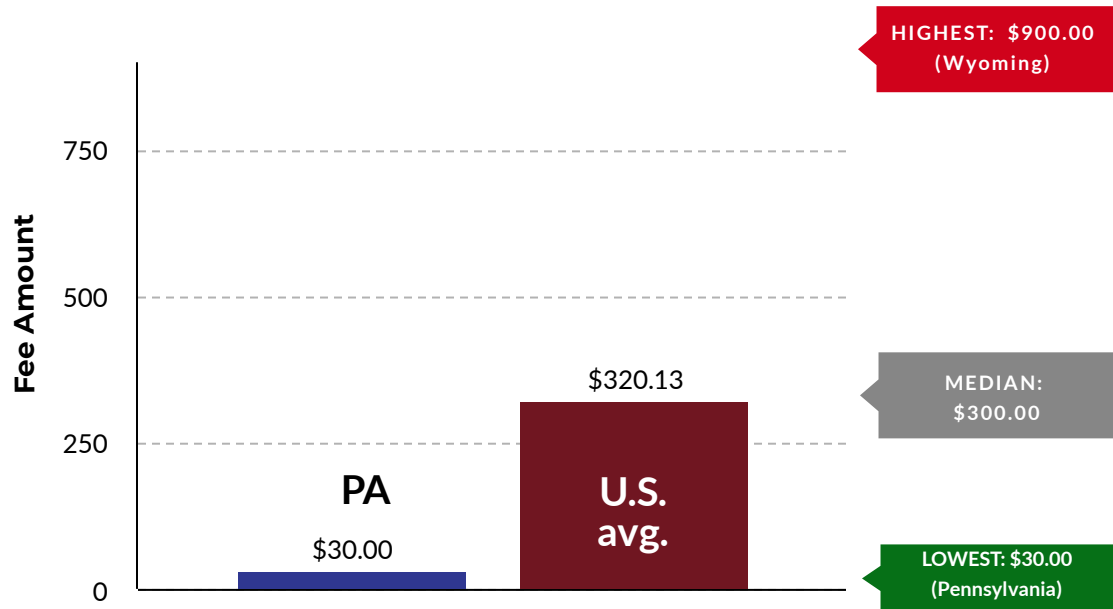


# Continuing Education Requirement



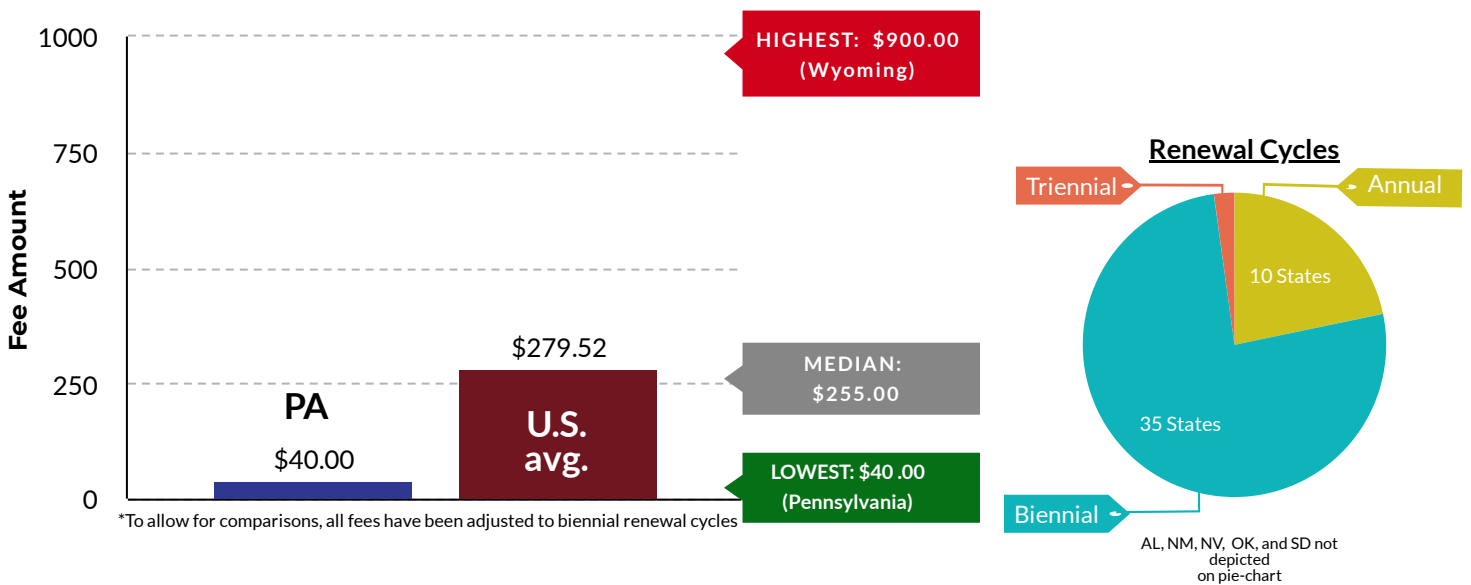
# Acupuncturist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



# Acupuncturist

## States with Reciprocity or Endorsement

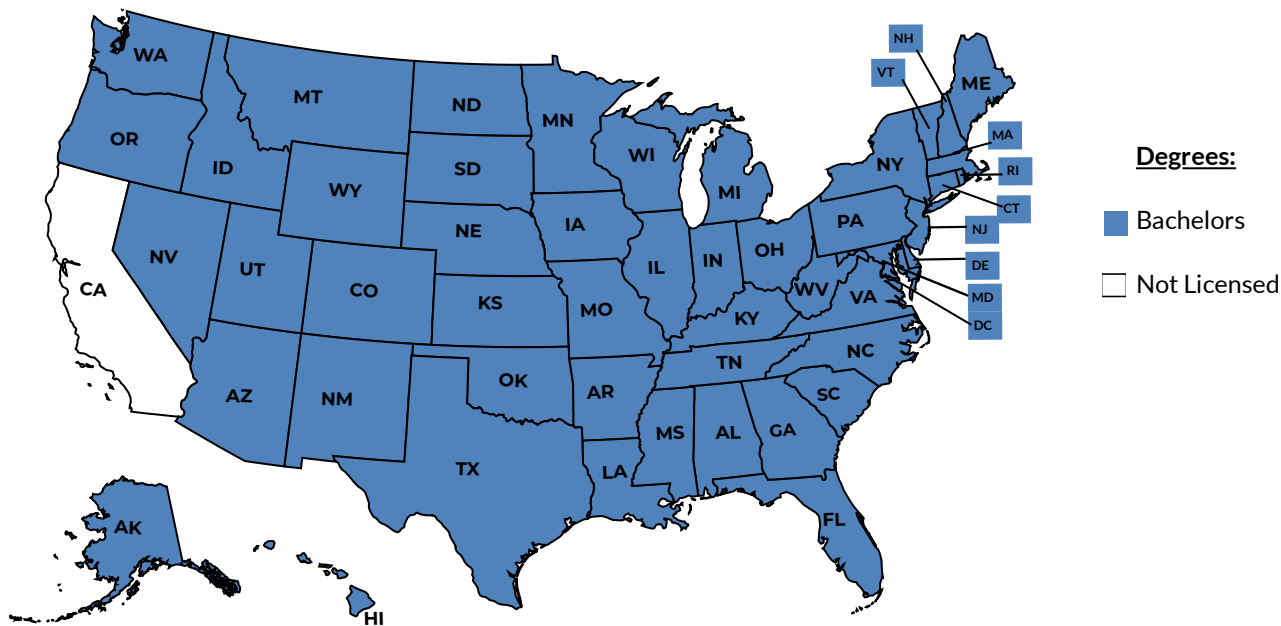
<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>	<u>No Reciprocity</u>
Arizona	Alaska	New Jersey	Louisiana	California
Colorado	Arkansas	Ohio	Nebraska	Hawaii
Connecticut	Delaware	Pennsylvania**		Virginia
Florida	D.C.			
Idaho	Georgia			
Illinois	Iowa			
Indiana	Maryland			
Kansas	Minnesota			
Kentucky	Mississippi			
Maine	North Carolina			
Massachusetts	Rhode Island			
Michigan	Tennessee			
Missouri	West Virginia			
Montana	Wisconsin			
New Hampshire				
New York				
North Dakota				
Oregon				
South Carolina				
Texas				
Utah				
Vermont				
Washington				
Wyoming				

\*Not included: Alabama, Nevada, New Mexico, Oklahoma, and South Dakota

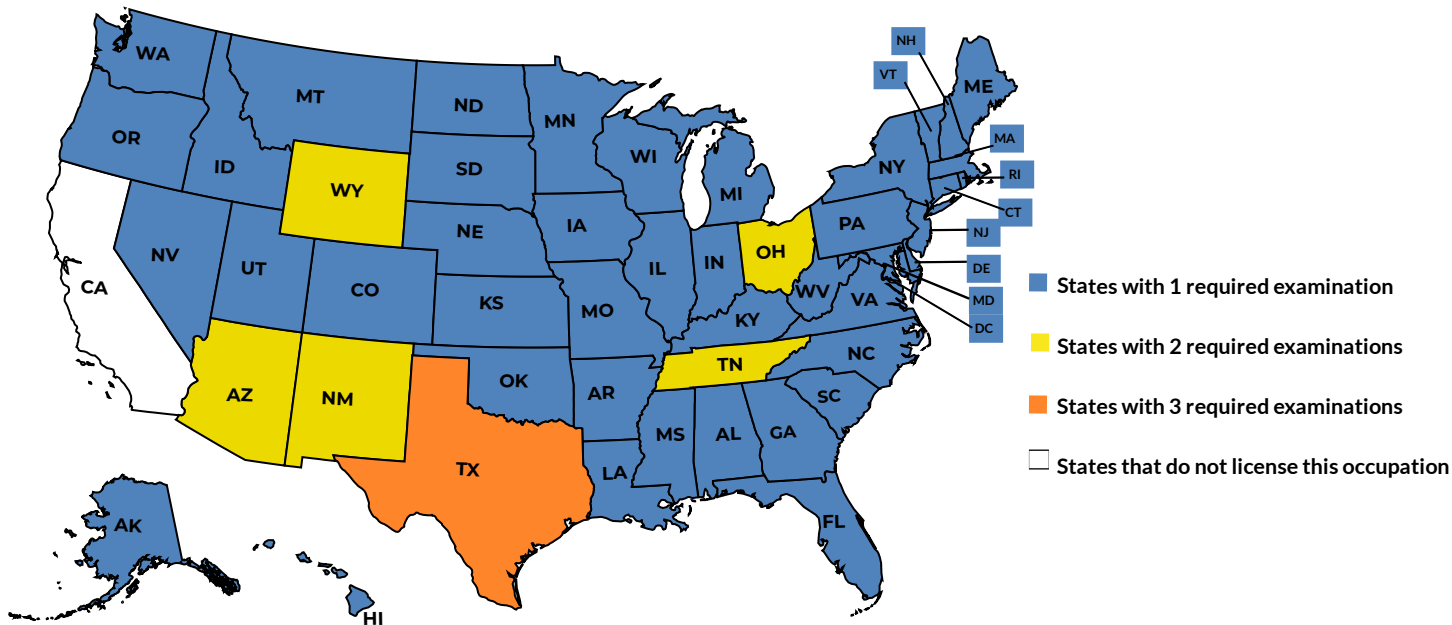
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Athletic Trainer

## Degree Requirement

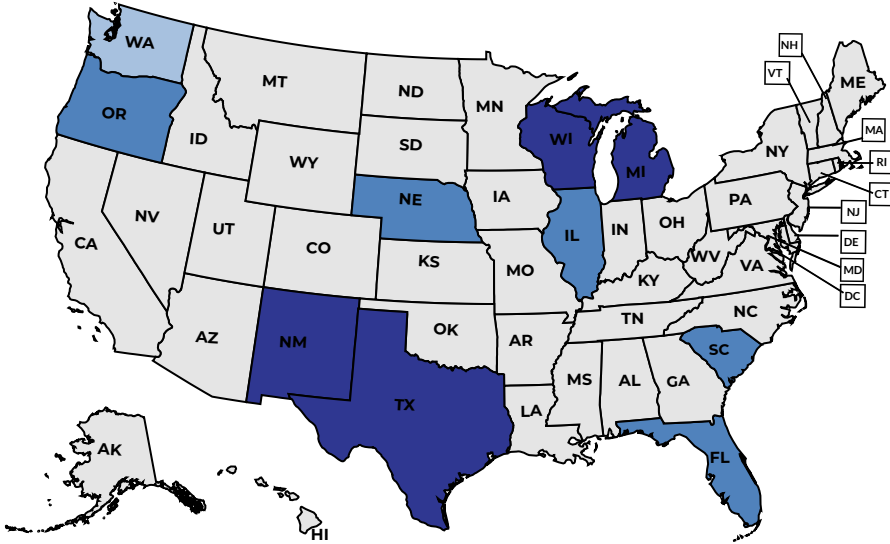


## Examination Requirement



# Athletic Trainer

## Training / Experience Requirement

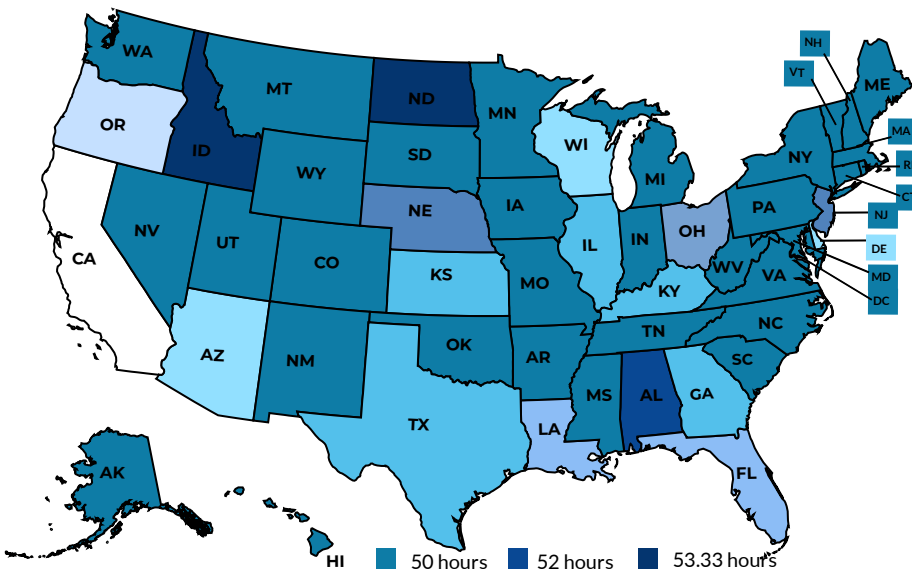


\* This map displays states that have additional training requirements outside of academic requirements that include clinical training as part of the curriculum .

Also known as a practicum or clinicals

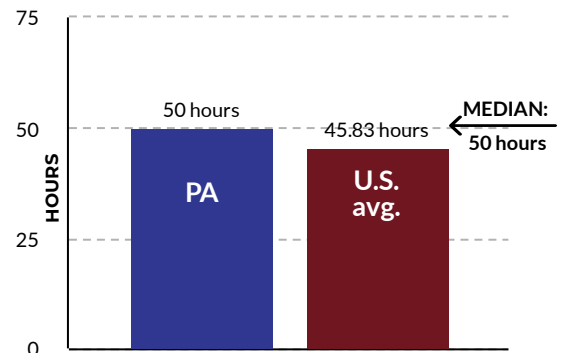
- First Aid and Emergency Cardiac Care
- CPR Training
- HIV/AIDS Training
- No additional requirements

## Continuing Education Requirement

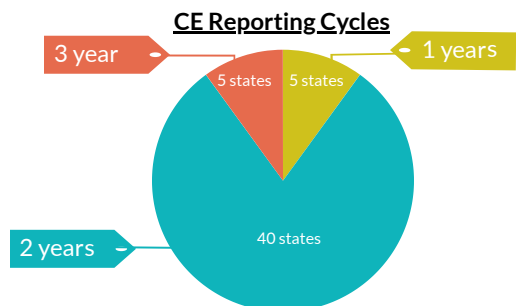


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 50 hours
- 52 hours
- 53.33 hours
- 25 hours
- 30 hours
- 40 hours
- 20 hours
- 24 hours
- States that do not license this occupation



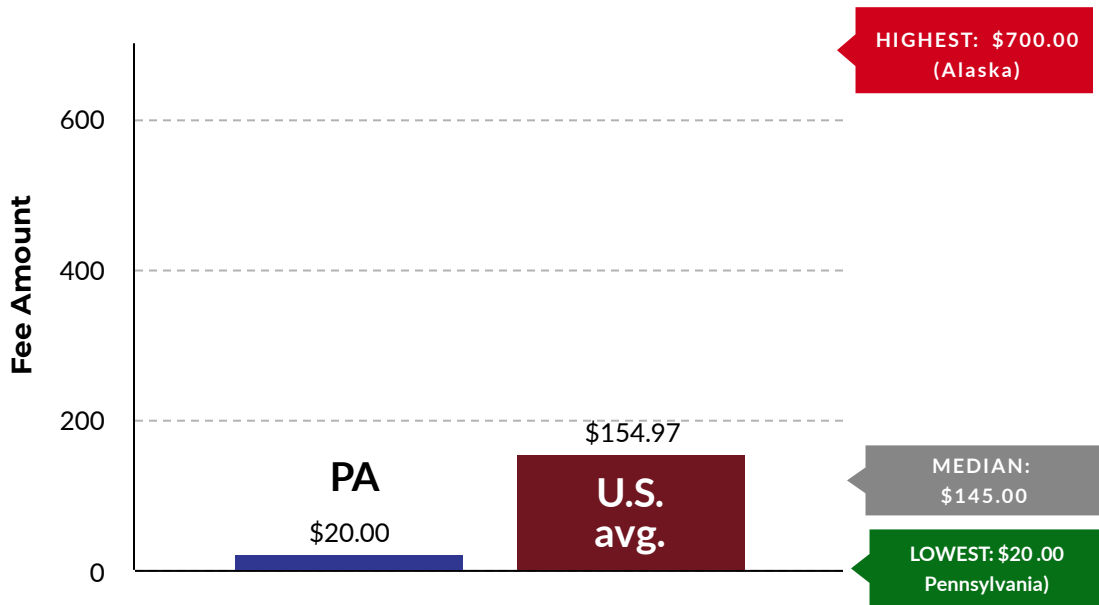
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



\*ATs certified before 2019 must complete 50 CEUs, including at least 10 EBP CEUs.  
 ATs certified in 2020 must complete 25 CEUs, including at least 5 EBP CEUs.

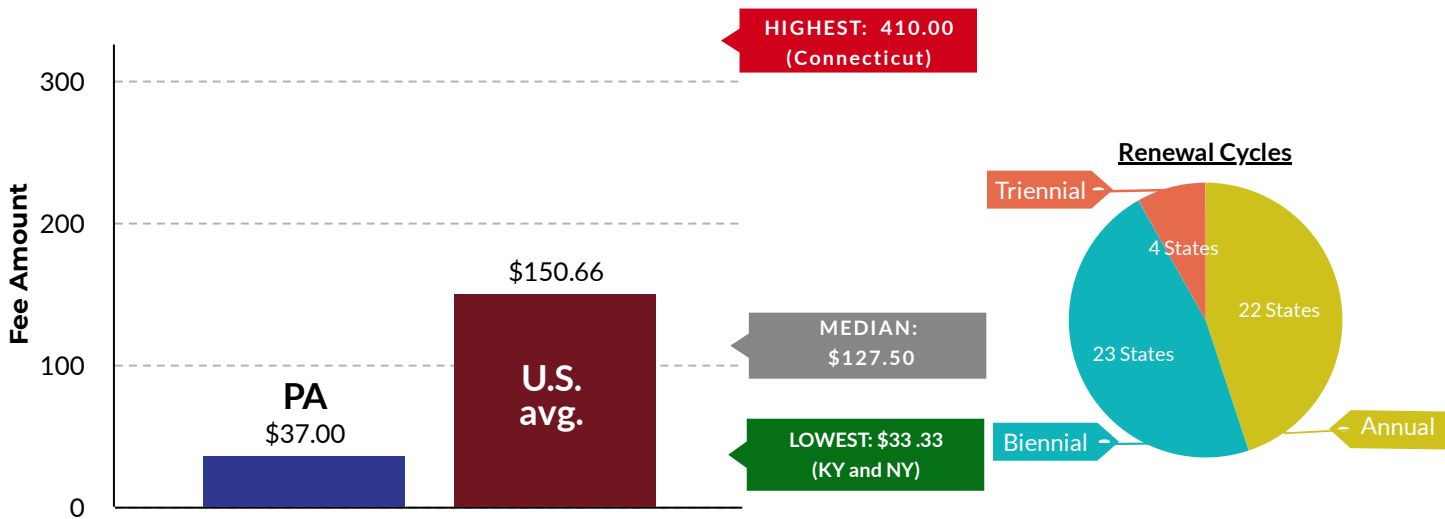
# Athletic Trainer

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Pie chart excludes CA and D.C  
Data could not be found for D.C.'s cycles or fees

# Athletic Trainer

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>	<u>Not Offered</u>
Alaska	Alabama		
Colorado	Arkansas	Arizona	New Mexico
Connecticut	Florida	Kentucky	Texas
Hawaii	Delaware	Nevada	Virginia
Idaho	Georgia	New York	
Illinois	Kansas	Washington	
Indiana	Louisiana	West Virginia	
Iowa	Maryland		
Maine	Minnesota		
Massachusetts	Missouri		
Michigan	New Hampshire		
Mississippi	South Carolina		
Montana	South Dakota		
Nebraska	Oregon		
New Jersey	Tennessee		
North Carolina	Wisconsin		
North Dakota	Wyoming		
Ohio	<b><u>ACT 41</u></b>		
Oklahoma			
Rhode Island	Pennsylvania**		
Utah			
Vermont			

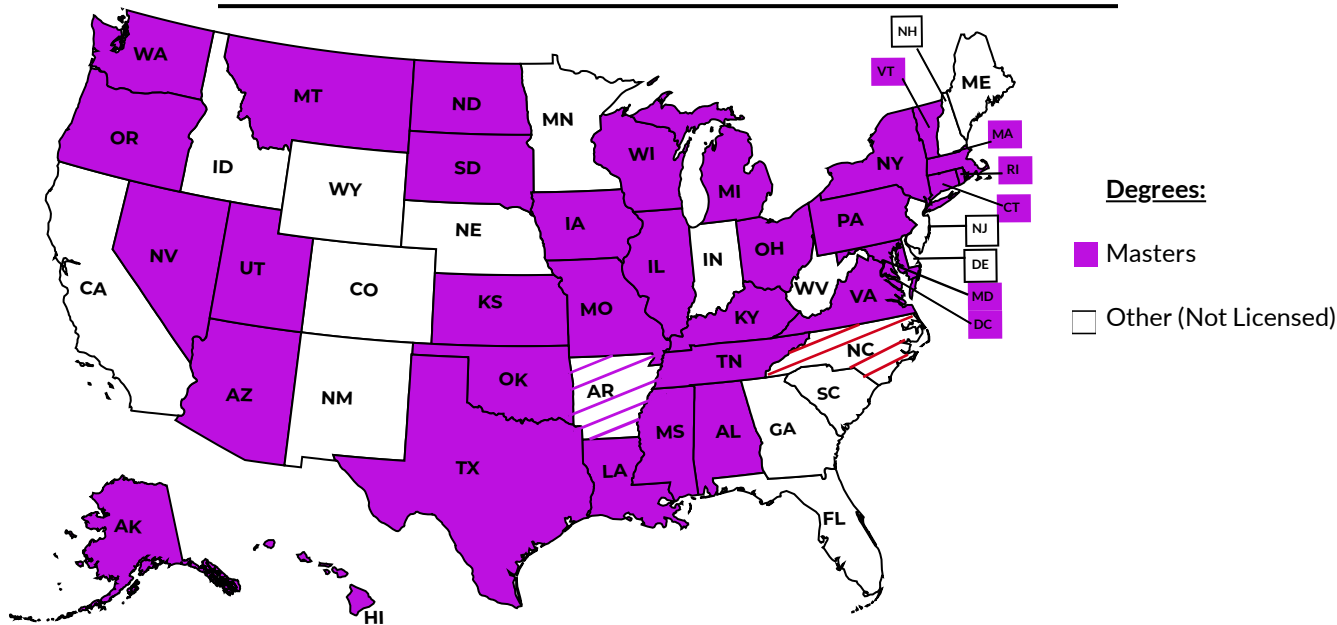
\* CA and D.C are excluded

\*Texas does not currently offer licensure reciprocity from other states. It is not possible to "transfer" an athletic trainer license from another state to Texas. You hold a baccalaureate or post-baccalaureate degree and (a) current license, certification, or registration to practice athletic training issued by another state.

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

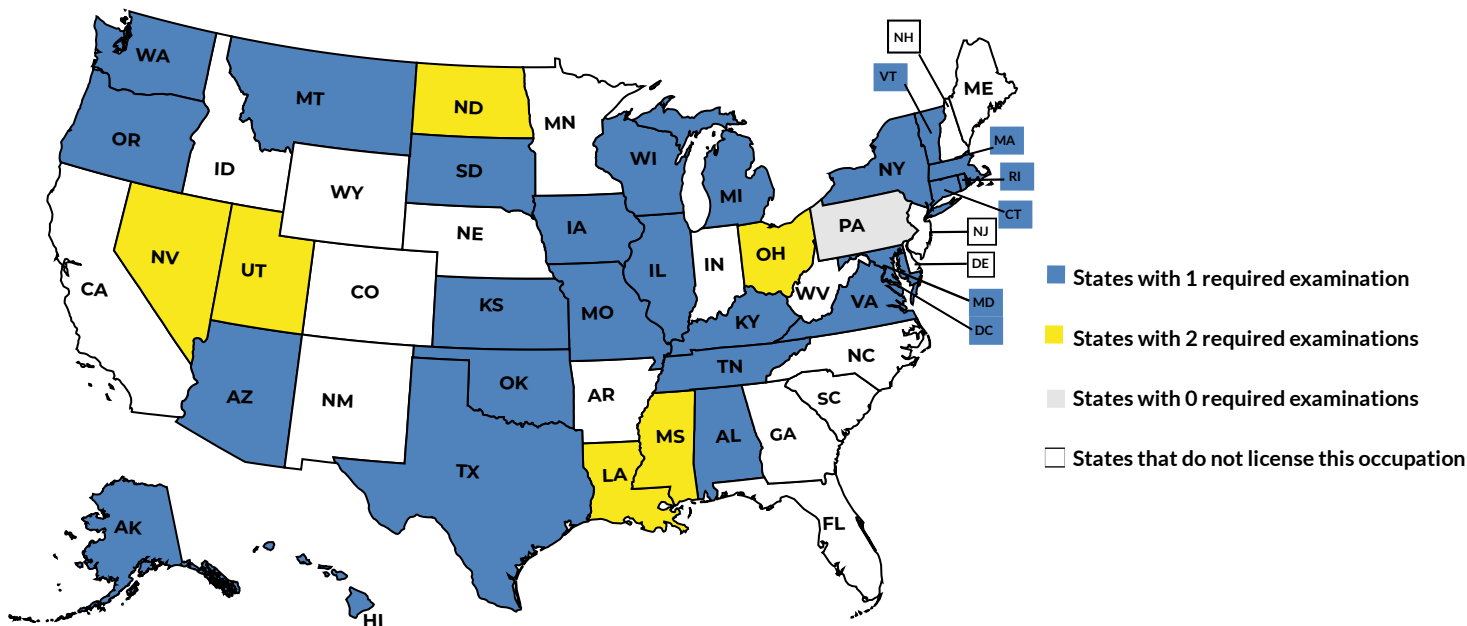
# Behavior Analyst / Specialist

## Degree Requirement



- In Arkansas, applied behaviorists fall under state laws for becoming a Licensed Professional Counselor (LPC). Behavioral Analysts are a recognized specialization area with BACB guidelines followed for their evaluation. See Professional Counselor Page for data
- In North Carolina Behavior analysis is included in the definition of the practice of psychology, pursuant to NC Gen. Stat. Sec. 90-270.2(8). In order to practice psychology in North Carolina, including behavior analysis, one must be licensed by the NC Psychology Board, unless one is exempt from licensure pursuant to NC Gen. Stat. Sec. 90-270.4. An individual who is a behavioral analyst, but not licensed to practice psychology in North Carolina, may provide ancillary services under the supervision and/or employment of a licensed psychologist or psychological associate, but shall not otherwise practice behavior analysis.

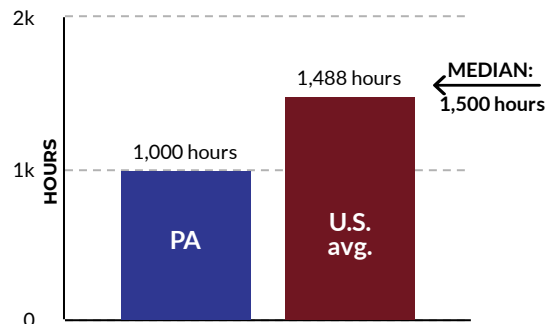
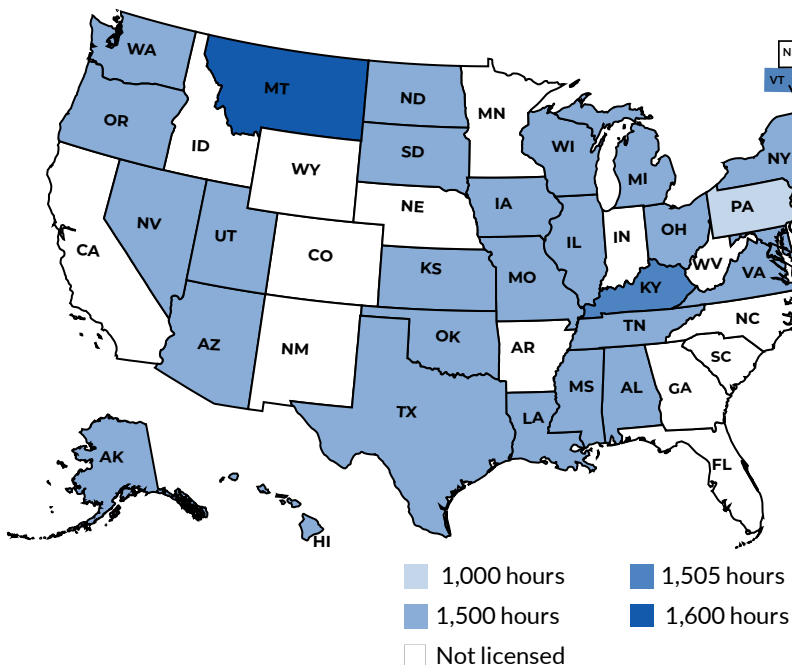
## Examination Requirement





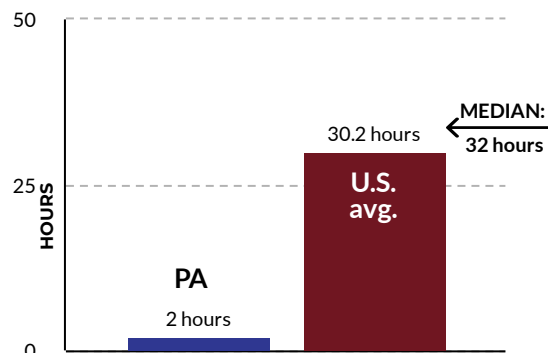
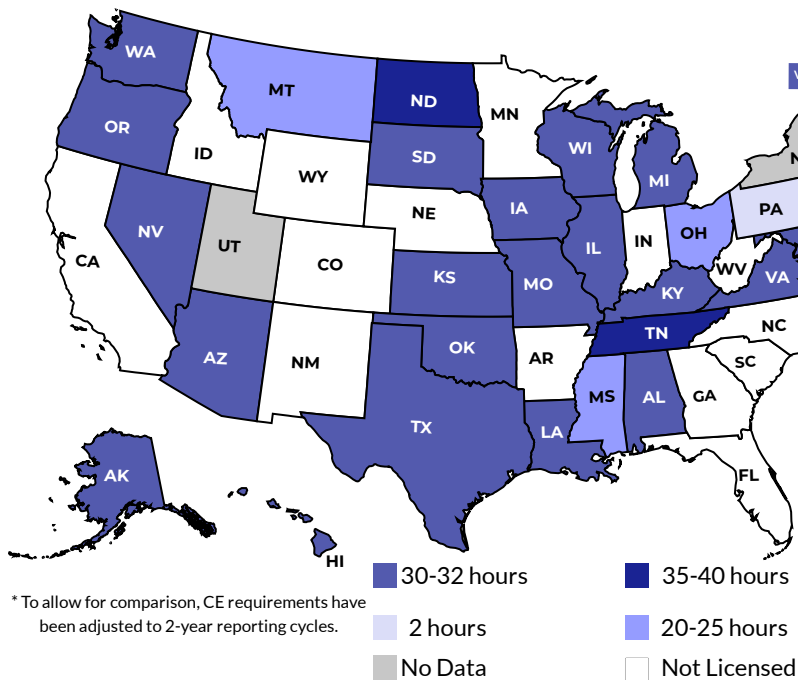
# Behavior Analyst / Specialist

## Training / Experience Requirement



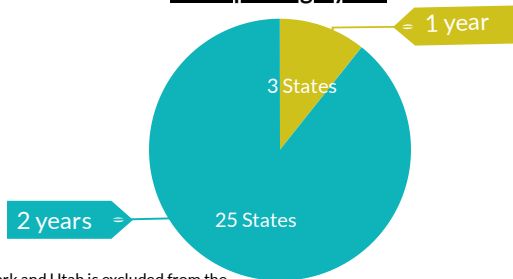
\* In PA, an applicant for licensure as a behavior specialist shall have completed at least 1,000 hours of in-person clinical experience with individuals with behavioral challenges or at least 1,000 hours of experience in a related field with individuals with autism spectrum disorders. An applicant for licensure as a behavior specialist shall have at least 1 year of experience involving functional behavior assessments of individuals under 21 years of age, including the development and implementation of behavioral supports or treatment plans.

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



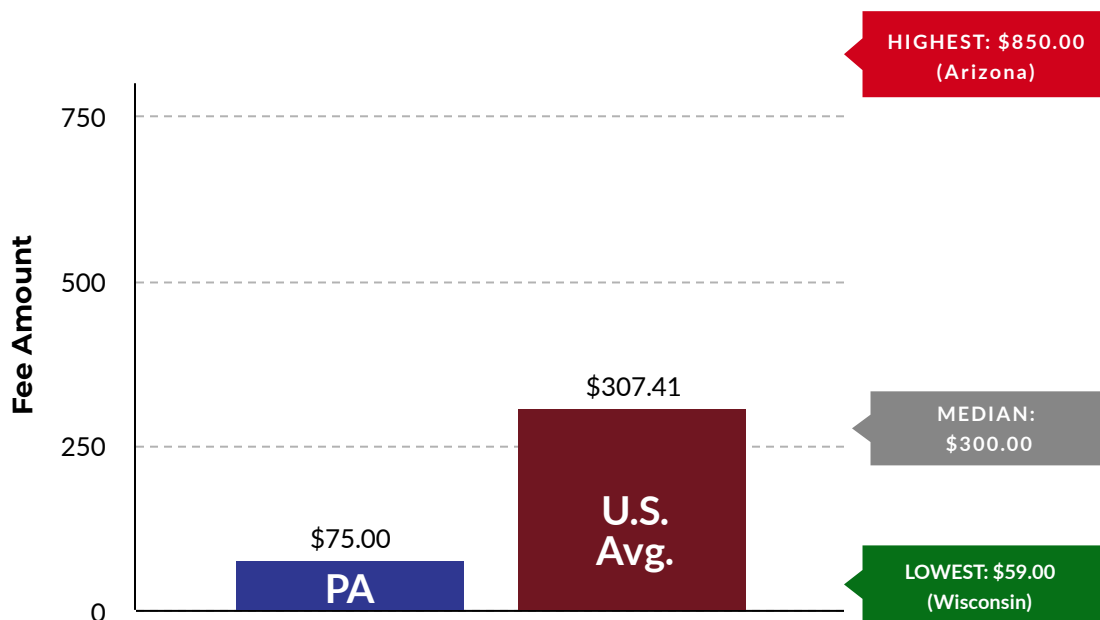
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\*MA is the only state with 30 hours, most are 32 hours

\*New York and Utah is excluded from the pie chart and states that do not license this occupation

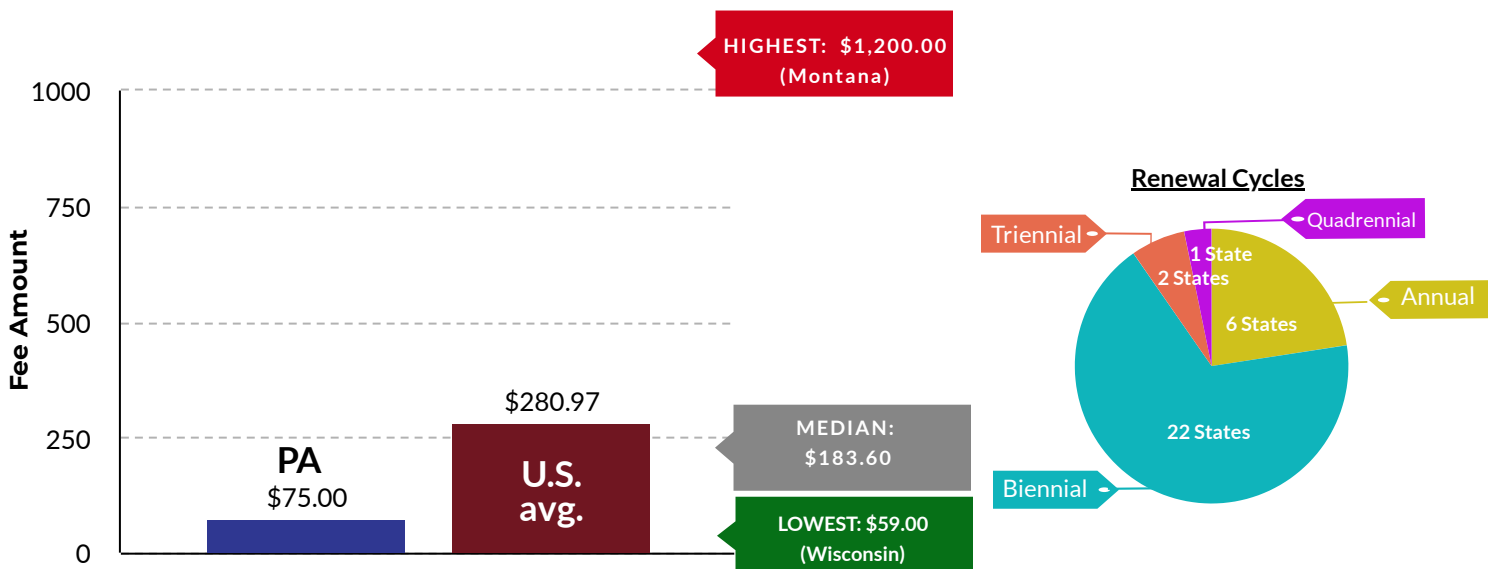
# Behavior Analyst / Specialist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Behavior Analyst / Specialist

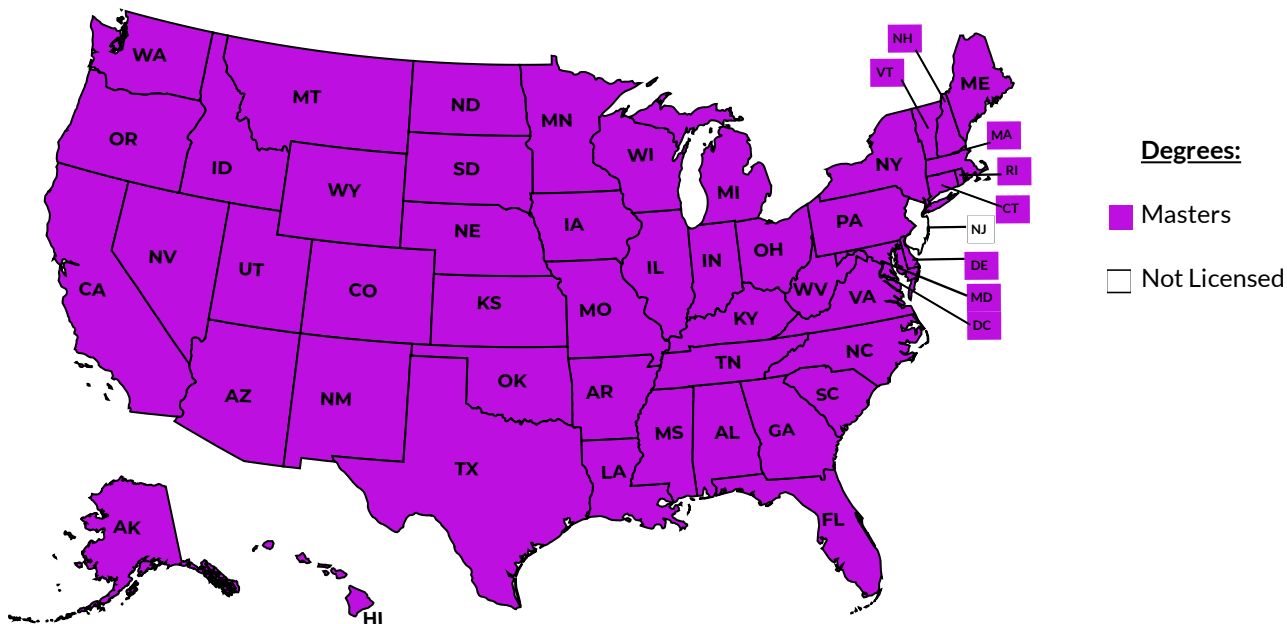
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Connecticut	Alabama	Alaska	Illinois
Hawaii	Arizona	Kansas	Iowa
Nevada	Louisiana	Kentucky	Michigan
Ohio	Massachusetts	Maryland	Montana
Utah	Mississippi	Missouri	Oklahoma
Vermont	Oregon	New York	
	Pennsylvania**	North Dakota	
	Tennessee	Rhode Island	
	Texas	South Dakota	
	Washington	Virginia	
	Wisconsin		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licenses coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

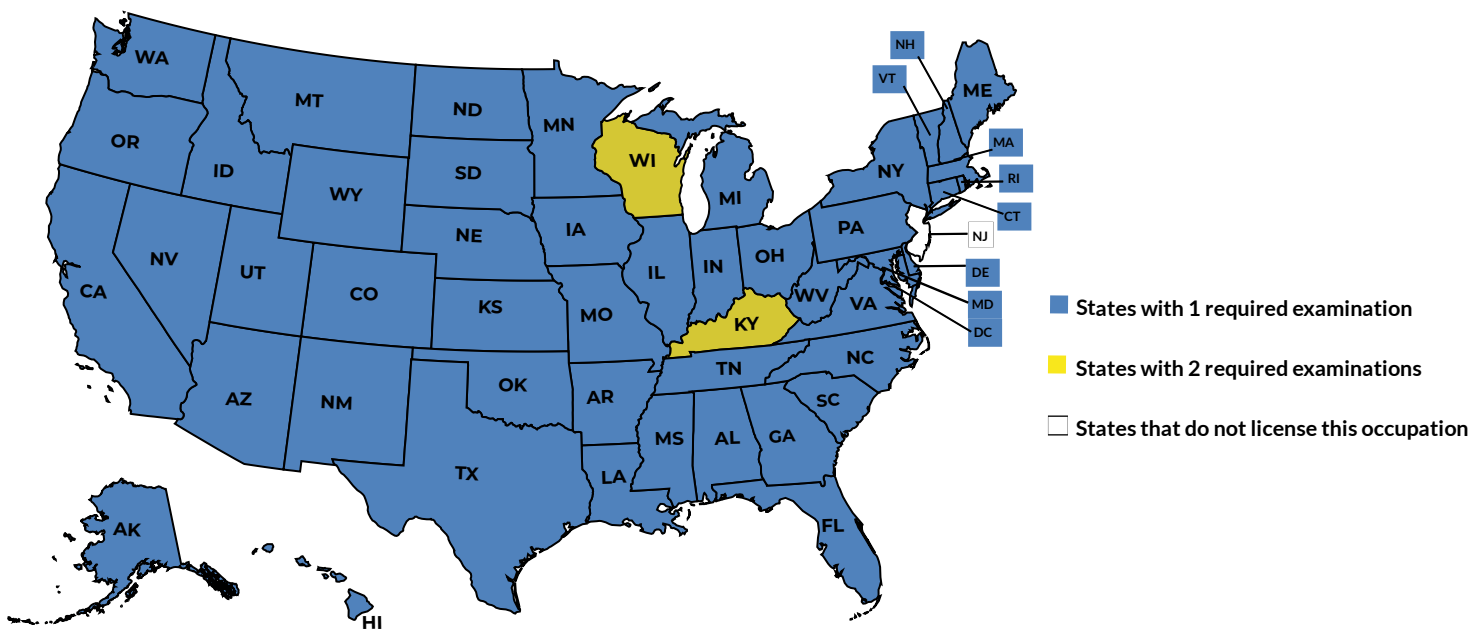
# Certified Nurse Midwife

## Degree Requirement



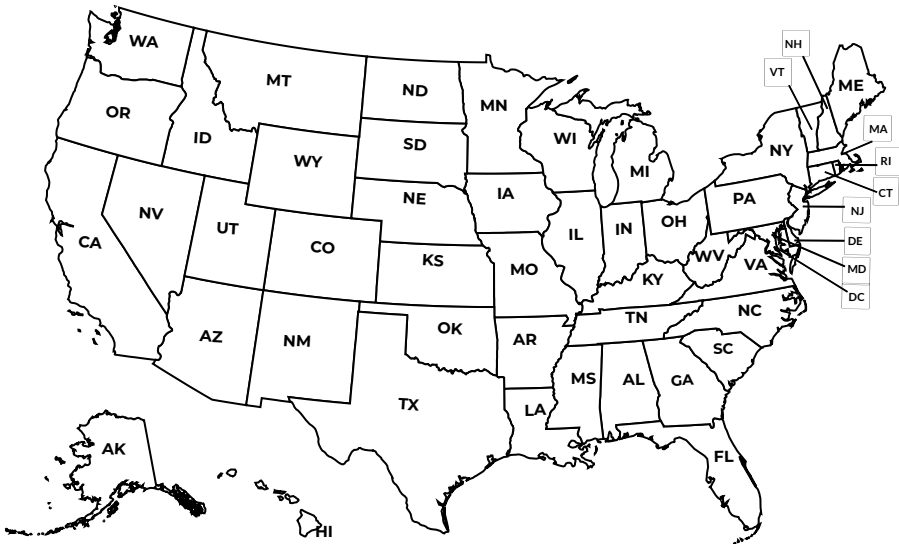
\* In New Jersey APRN is defined as a nurse practitioner and Clinical Nurse Specialist only.

## Examination Requirement



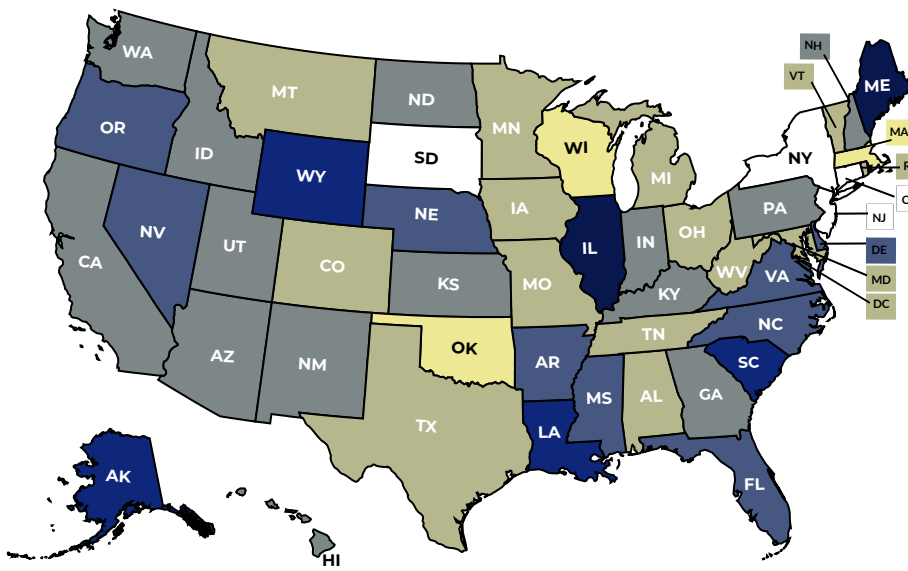
# Certified Nurse Midwife

## Training / Experience Requirement



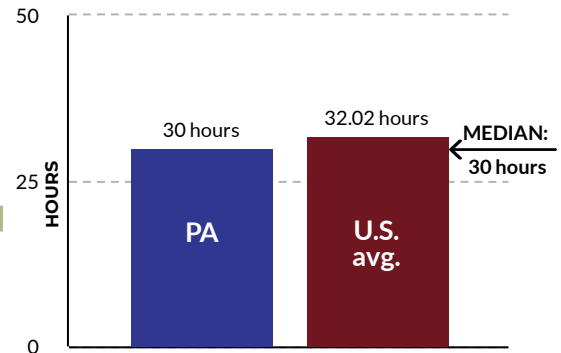
**\*All certified nurse midwives must meet all registered nurse requirements**

## Continuing Education Requirement



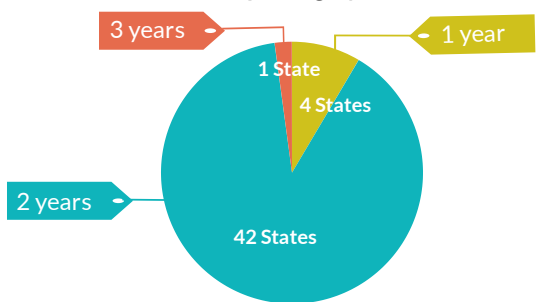
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 75-80 CE hours
- 50-60 CE hours
- 40-45 CE hours
- 27-30 CE hours
- 20-24 CE hours
- 15-16 CE hours
- 0 CE hours / No Data



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

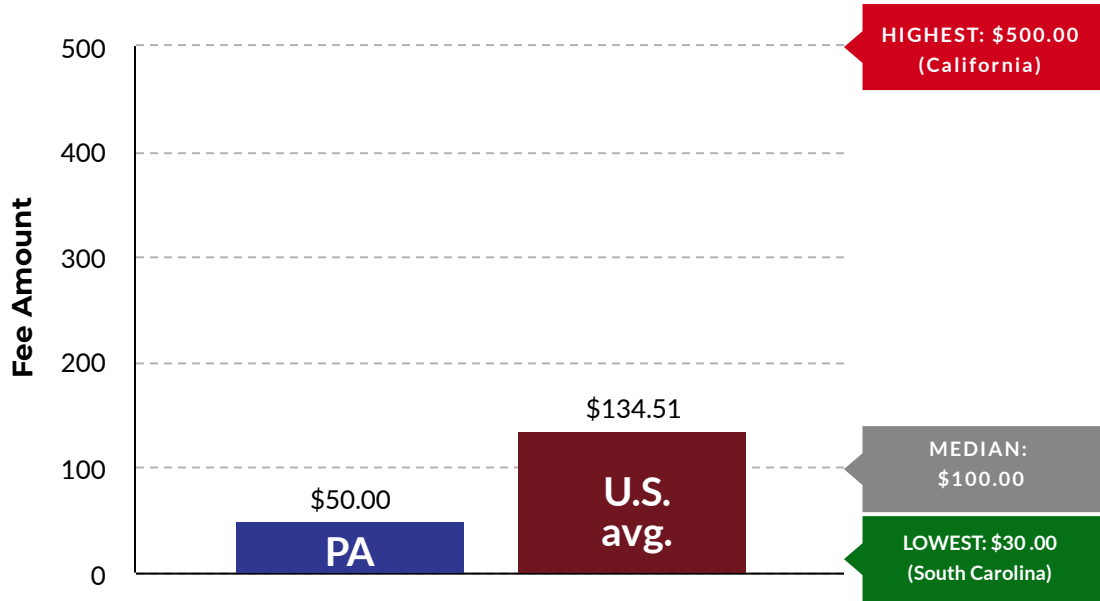
### CE Reporting Cycles



\*States with 0 CE hours / No Data not included in pie chart

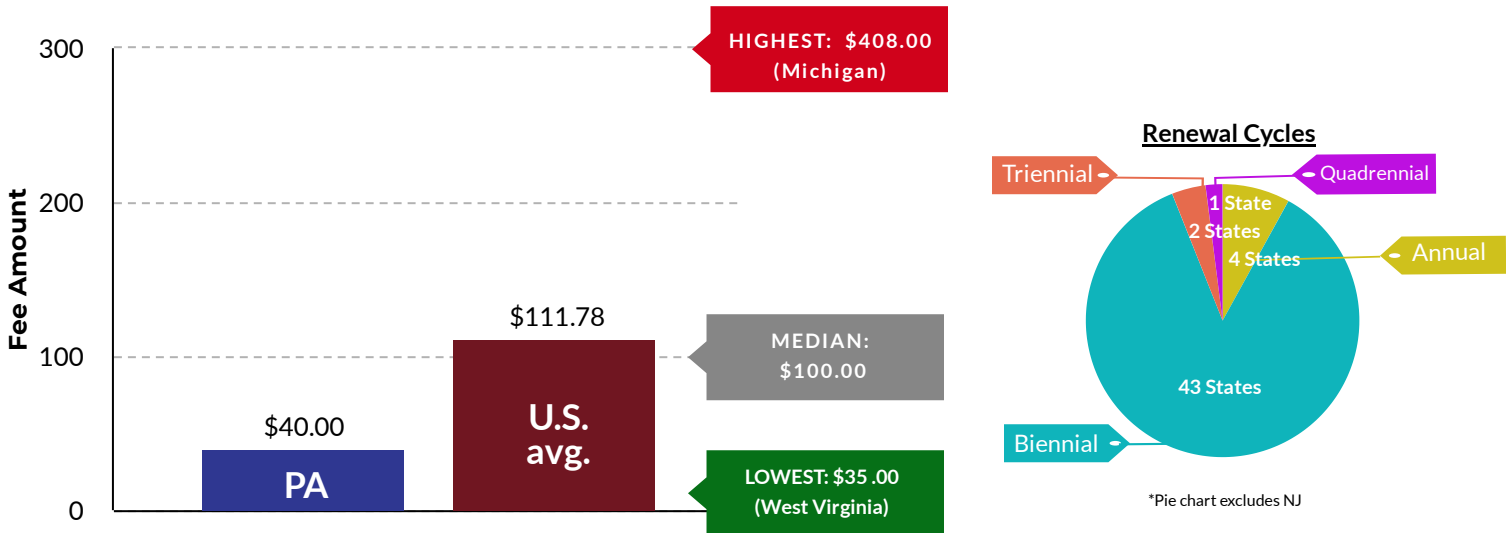
# Certified Nurse Midwife

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Certified Nurse Midwife

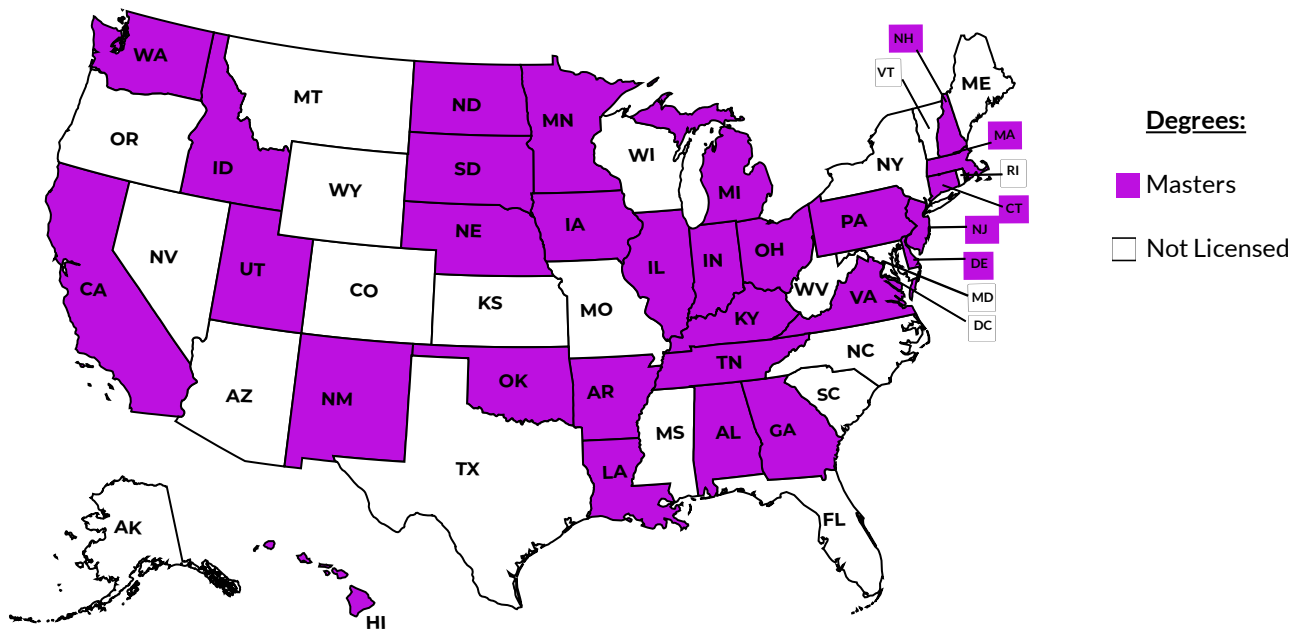
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Enhanced Nurse Licensure Compact</u>	<u>Not Specified in Legislation</u>	<u>No Reciprocity</u>
Alabama	Georgia		Illinois	Indiana
Alaska	Maine*		Michigan	
Arizona	Michigan	Idaho	Nebraska	
Arkansas	Missouri	North	New Mexico	
California	Montana	Wyoming	New York	
Colorado	Tennessee*		North Carolina	
Connecticut	Washington		North Dakota	
Delaware			Oregon	
District of Columbia	<u>ACT 41</u>		Pennsylvania	
Florida	Pennsylvania**		Wisconsin	
Hawaii				
Iowa				
Kansas				
Kentucky				
Louisiana				
Maryland				
Minnesota				
Mississippi				
Nevada				
New Hampshire				
Ohio				
Oklahoma				
Rhode Island				
South Carolina				
South Dakota				
Texas				
Vermont				
Virginia				
Wyoming				

\*Licensure of persons licensed by another jurisdiction is available on this state, but is not label as reciprocity, but functions as such.

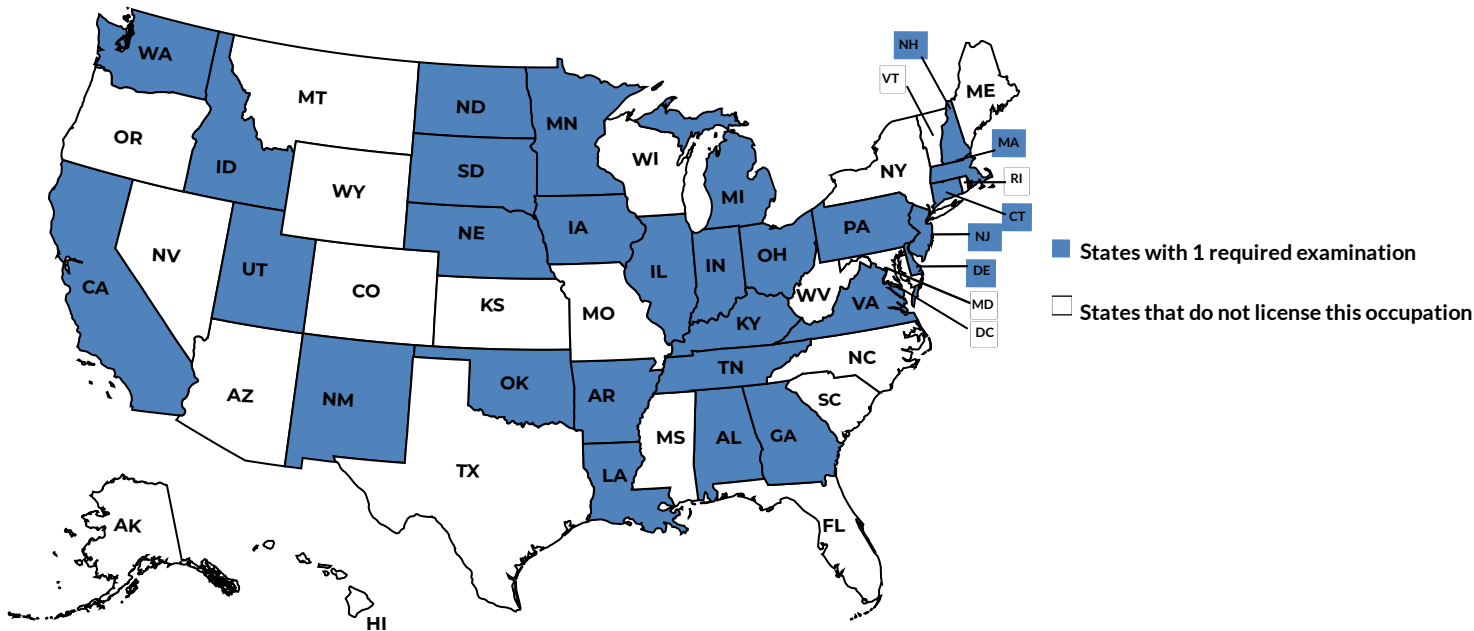
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

# Genetic Counselor Degree Requirement



\*HI, HB 1362 (2009) Licensed Genetic Councilors, but does not give specific licensing requirements

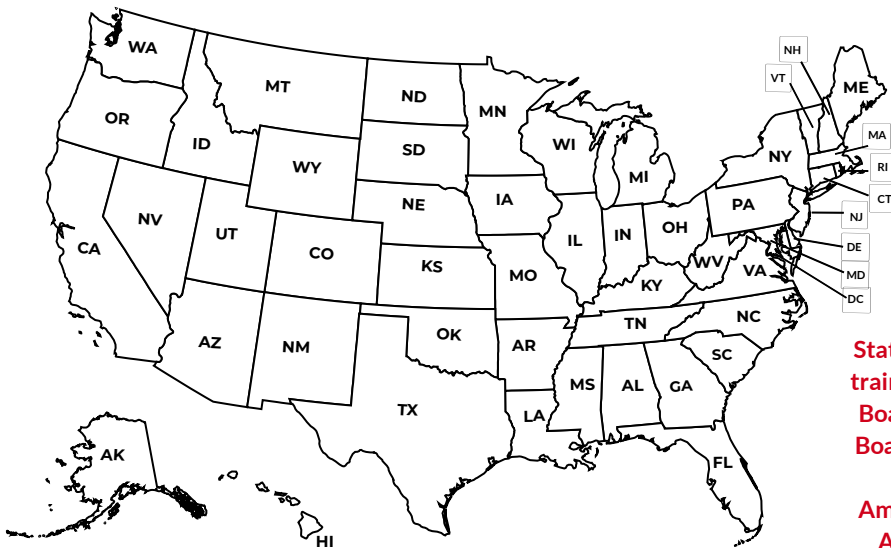
# Examination Requirement





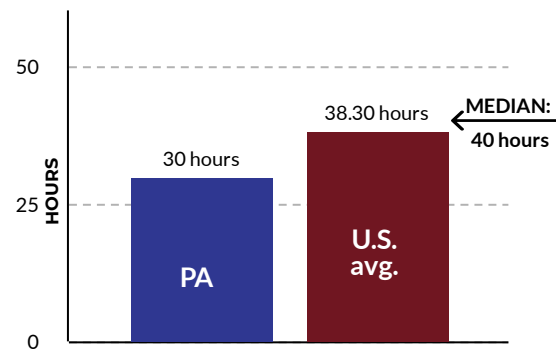
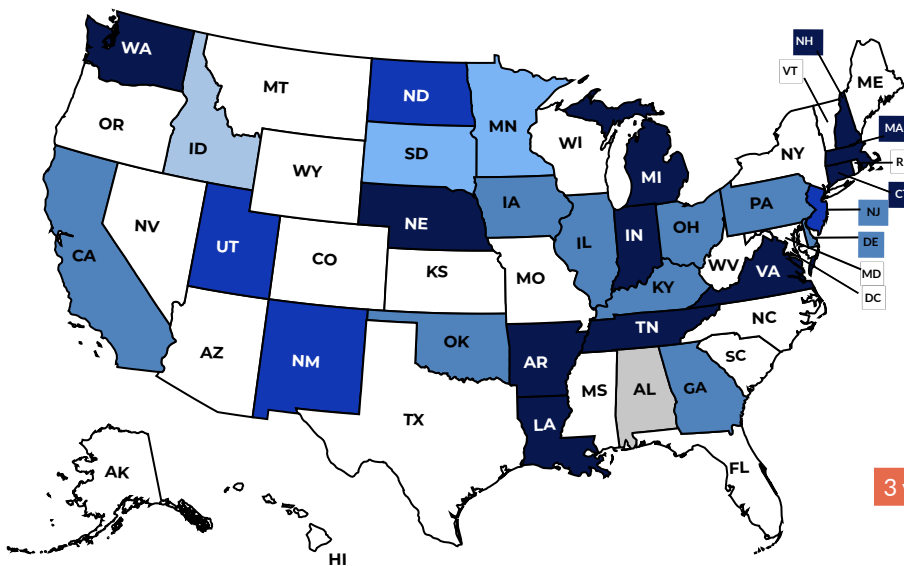
# Genetic Counselor

## Training / Experience Requirement



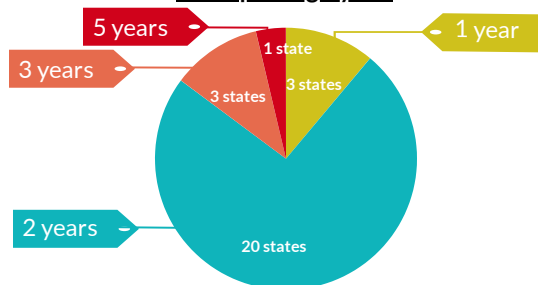
States do not require any additional experience or training outside of the certification from American Board of Genetic Counseling (ABGC) or American Board of Medical Genetics (ABMG). States require licensees to have current certification from American Board of Genetic Counseling (ABGC) or American Board of Medical Genetics (ABMG).

## Continuing Education Requirement

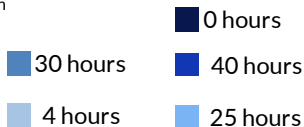


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

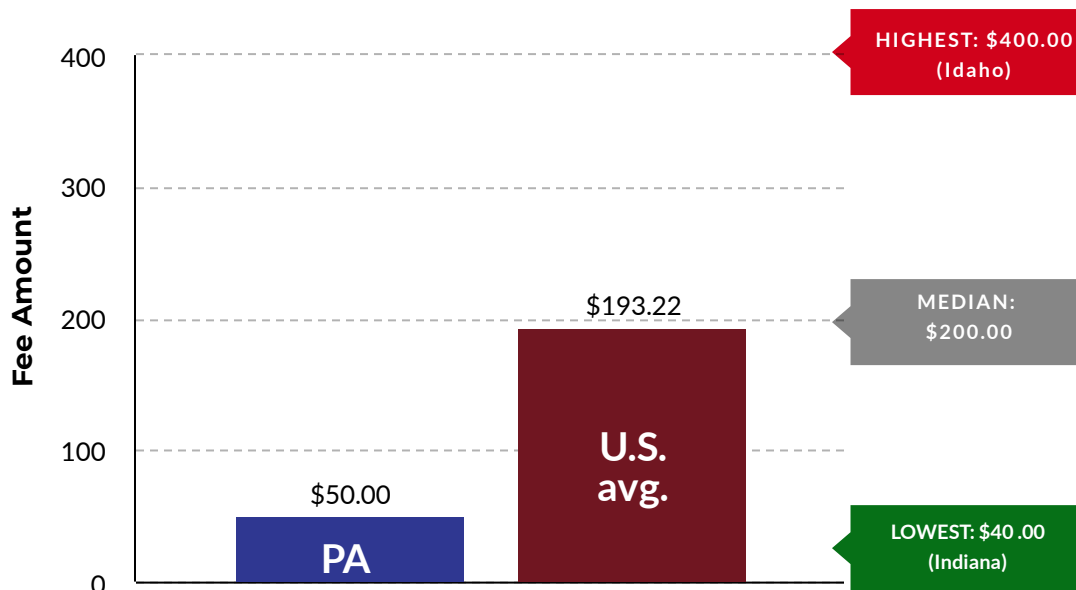


\*AL does not state the CE requirement in their new licensing law. AL licensed GC in May 2019. HI data not available

\*AL excluded because of its recent licensure by SB 213 GENETIC COUNSELOR ACT (AL), data not available yet. HI data not available

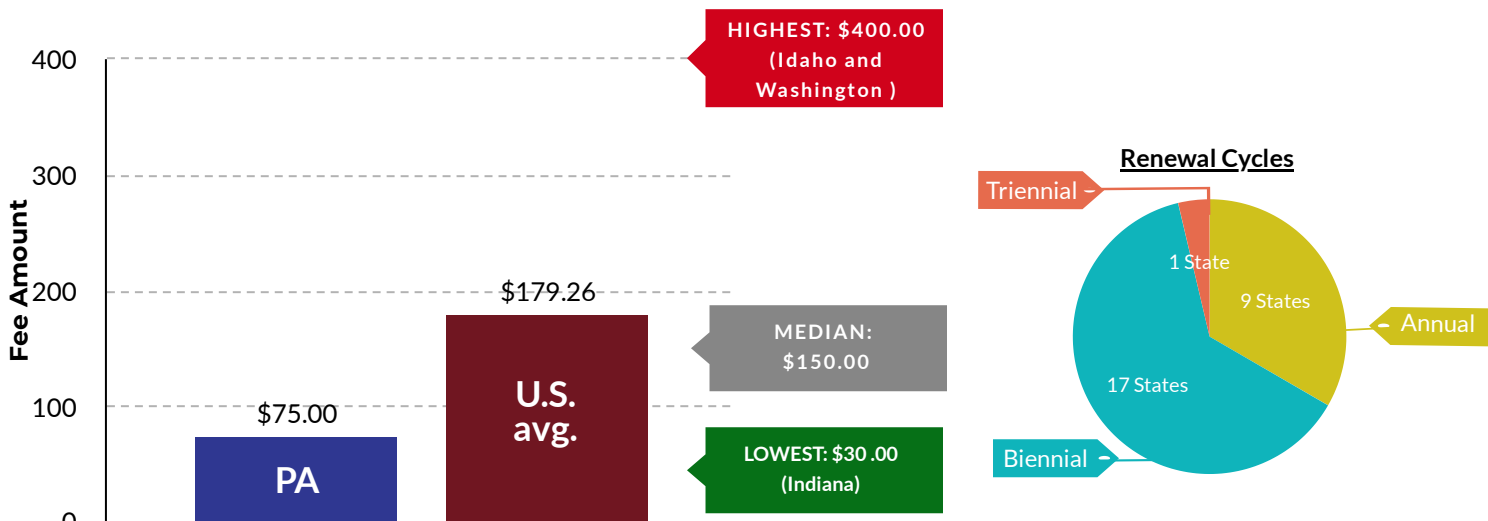
# Genetic Counselor

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*AL and GA are excluded because of it recent licensure by SB 213 GENETIC COUNSELOR ACT (AL) and Chapter 360-39 (GA), data not available yet.

# Genetic Counselor

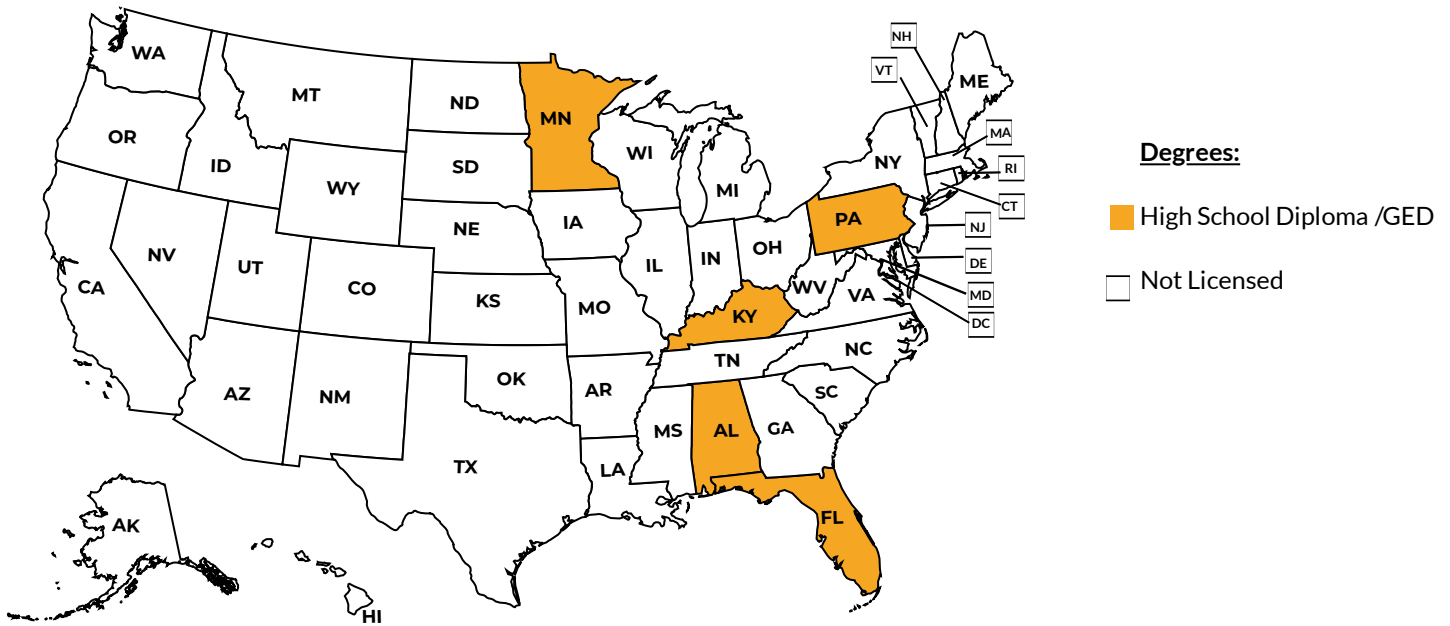
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
California Connecticut Hawaii Idaho Illinois New Mexico	Arkansas Delaware Minnesota New Hampshire Washington	Ohio  <u>ACT 41</u>  Pennsylvania**	Alabama Georgia Indiana Iowa Kentucky Louisiana Massachusetts Michigan Nebraska New Jersey North Dakota Oklahoma South Dakota Tennessee Utah Virginia

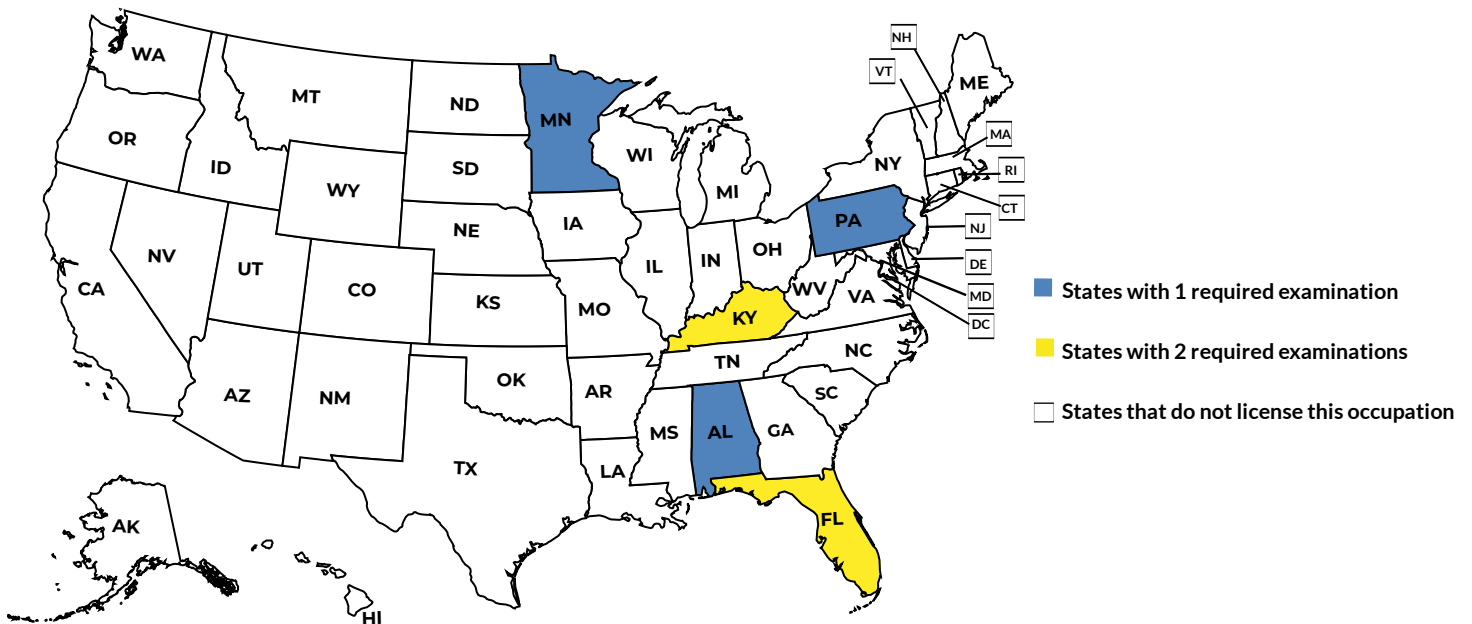
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Orthotic Fitter

## Degree Requirement

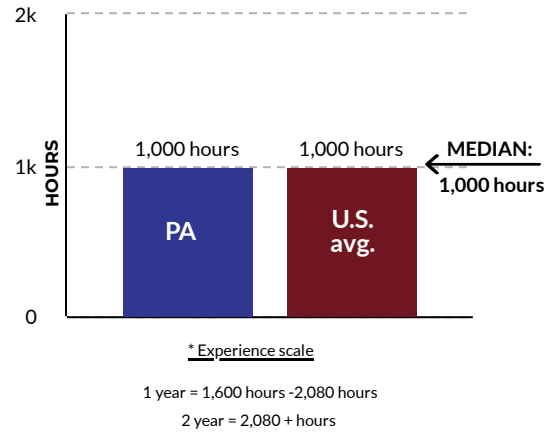
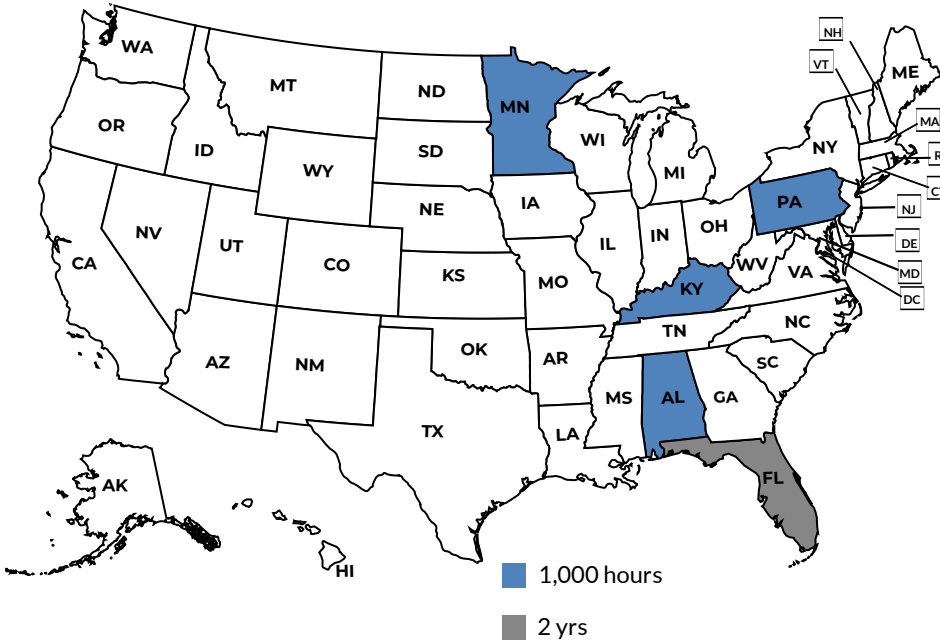


## Examination Requirement

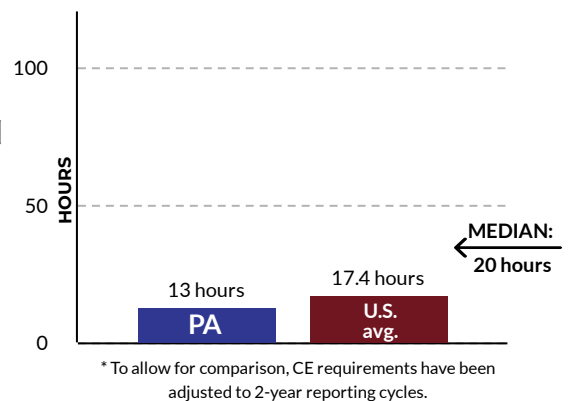
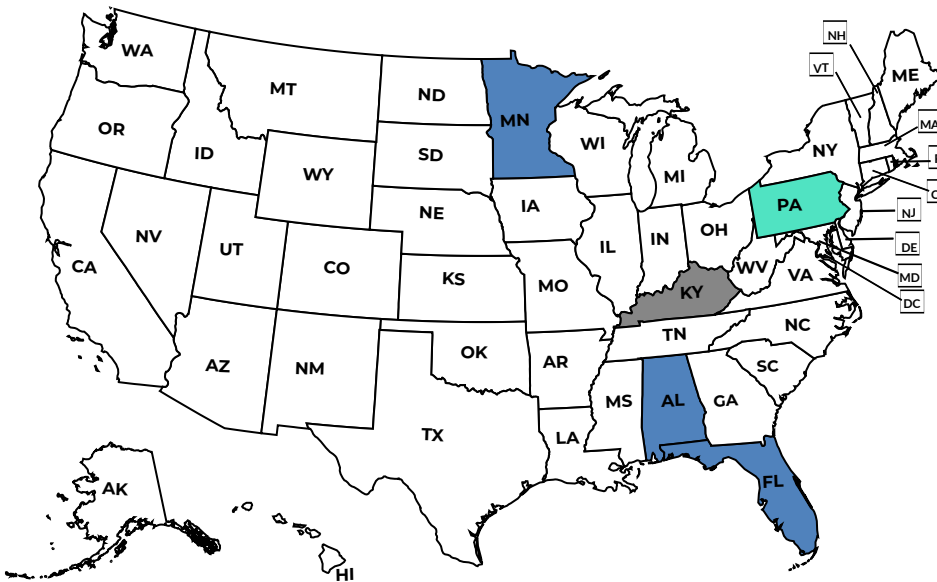


# Orthotic Fitter

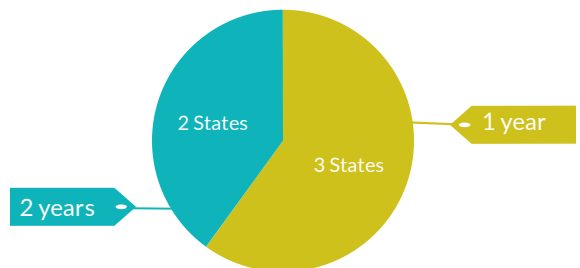
## Training / Experience Requirement



## Continuing Education Requirement



### CE Reporting Cycles

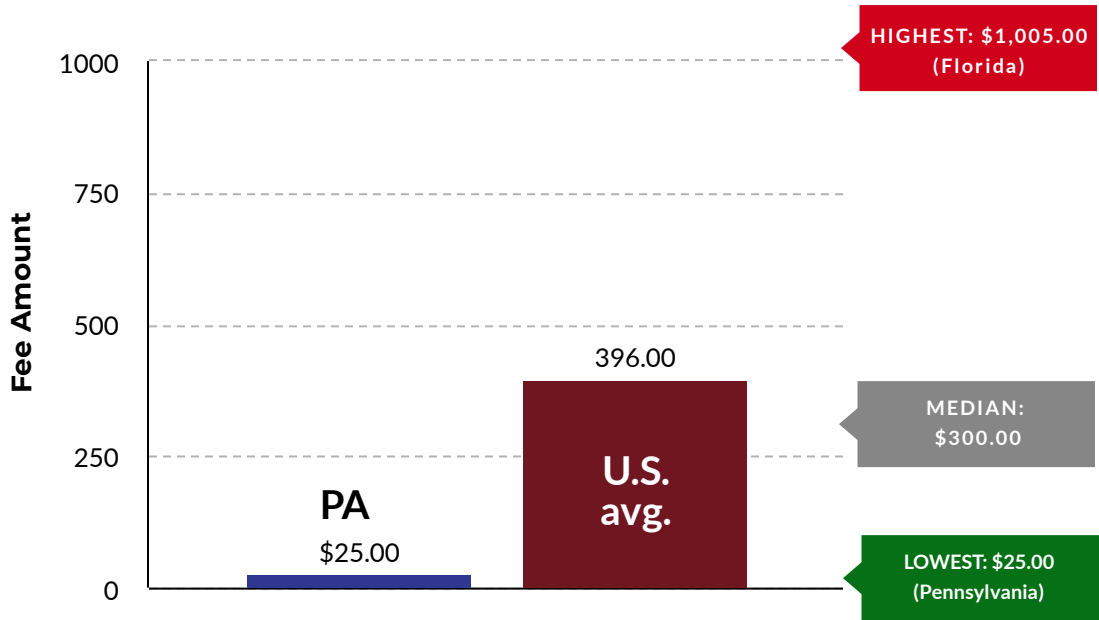


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 20 CE hours / 2 yrs
- 14 CE hours / 2 yrs
- 13 CE hours / 2 yrs

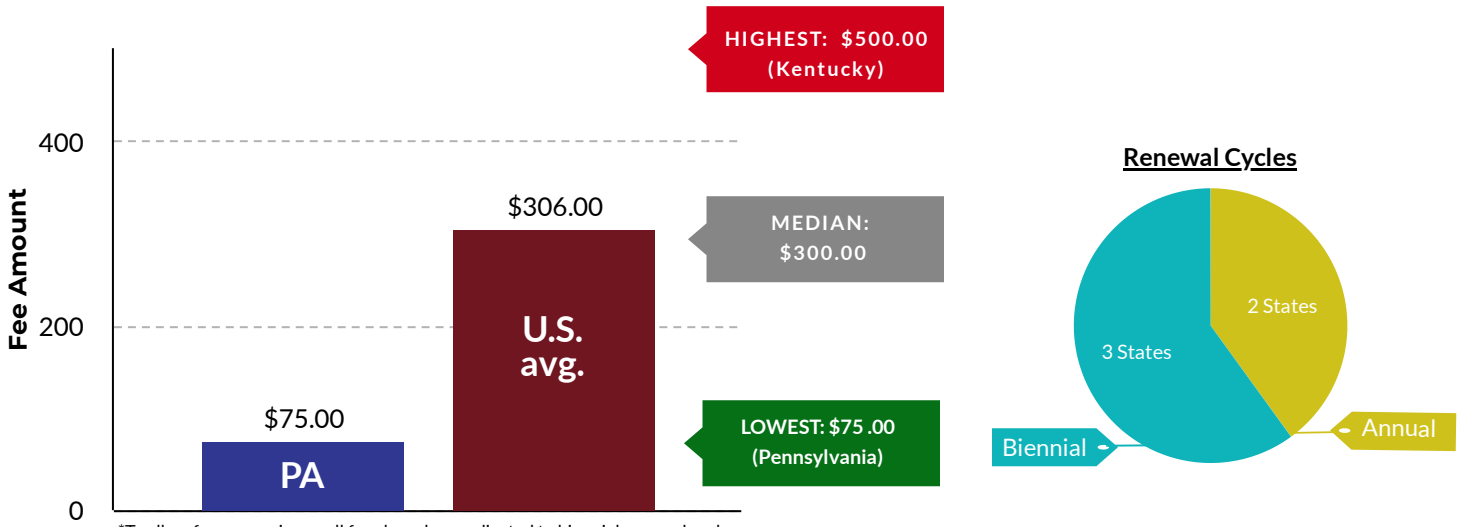
# Orthotic Fitter

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Orthotic Fitter

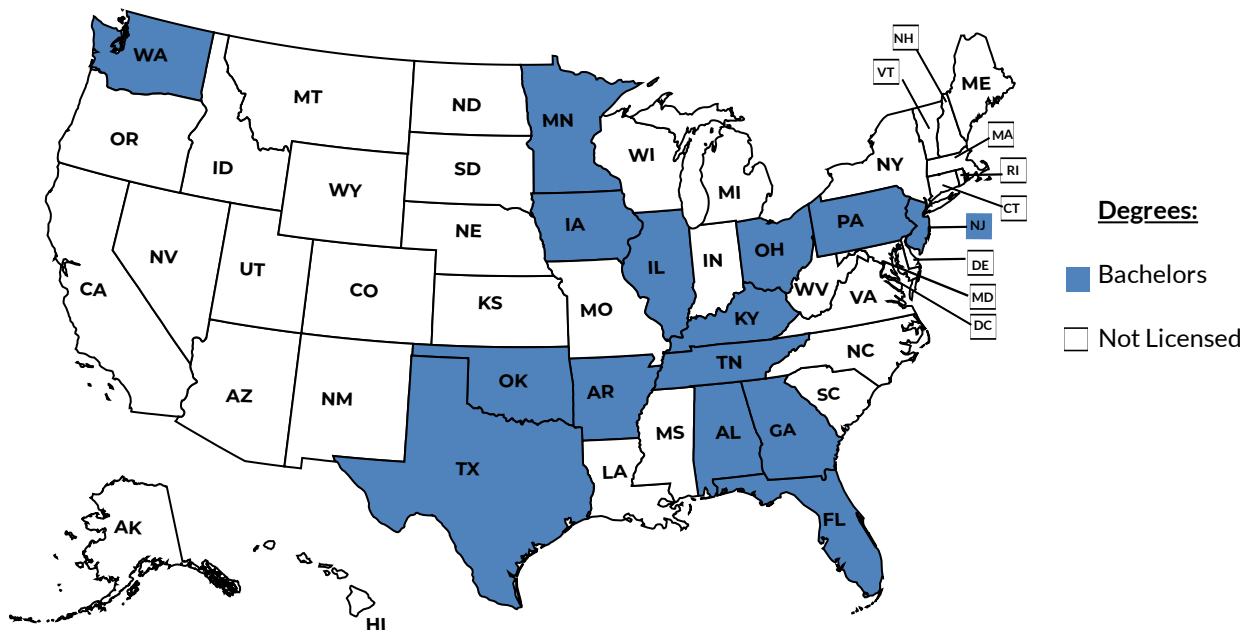
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Minnesota	Kentucky	Pennsylvania**	Alabama Florida

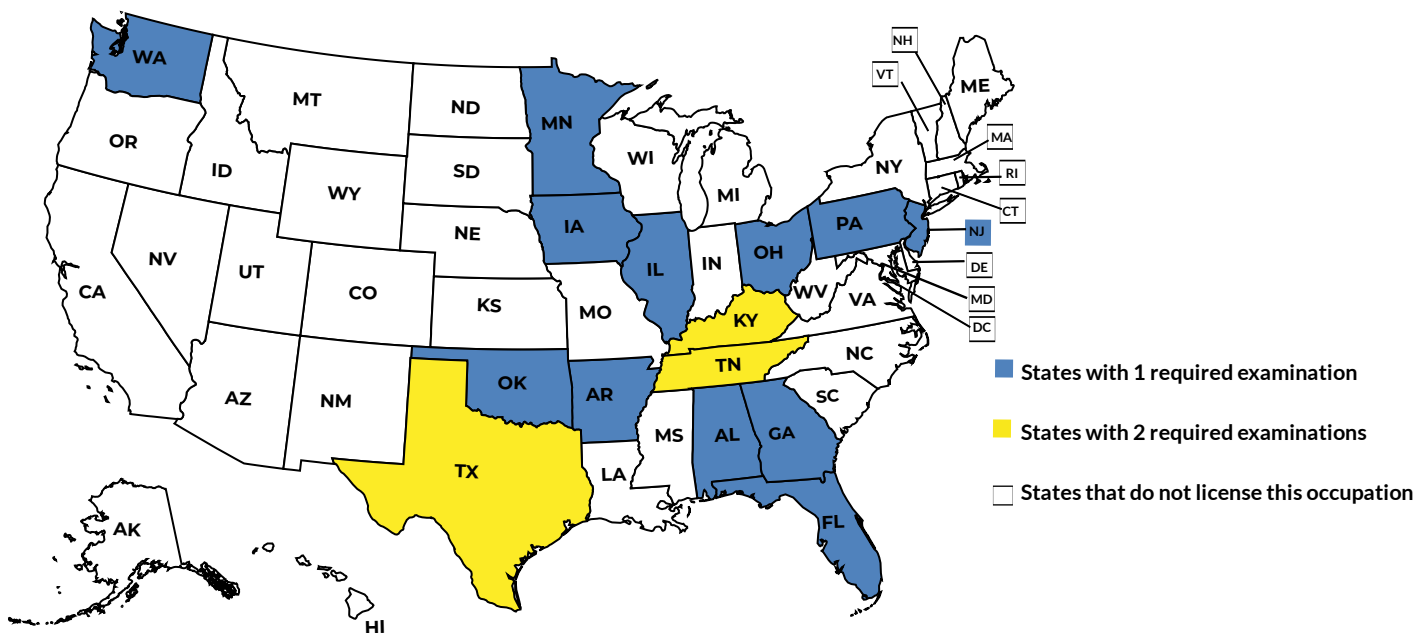
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

# Orthotist

## Degree Requirement



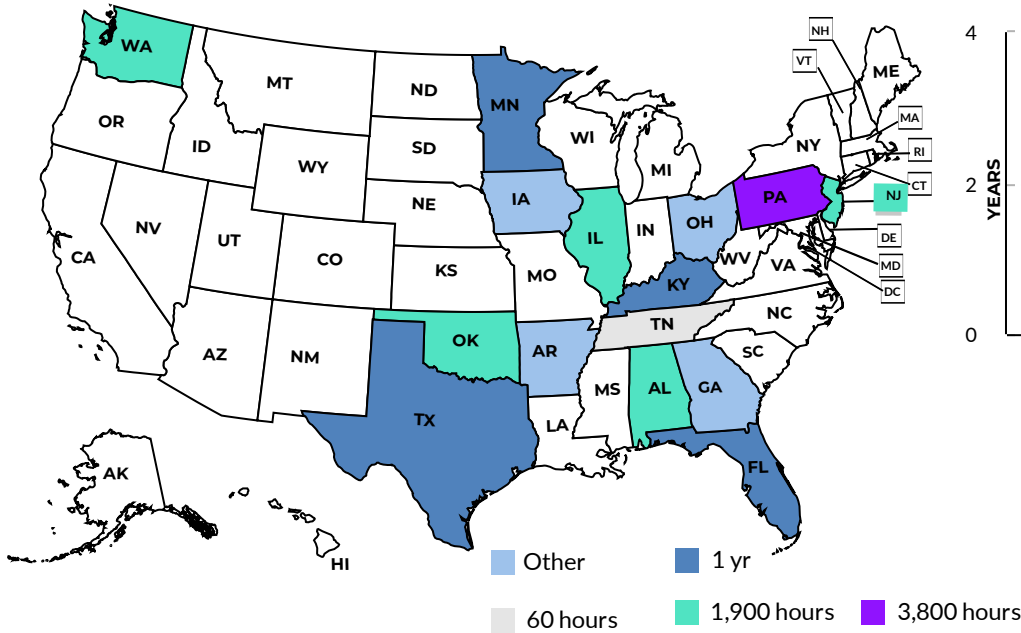
## Examination Requirement





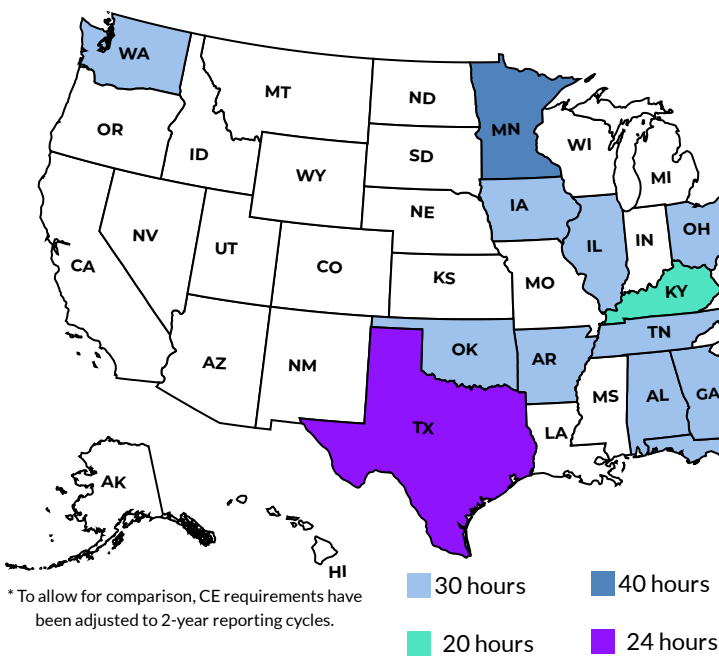
# Orthotist

## Training / Experience Requirement

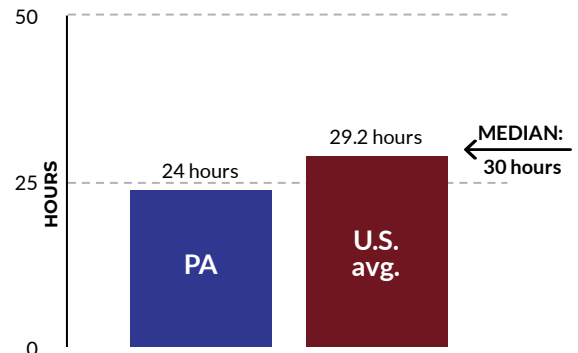


\* Other represents vague language in the states legislation that states there is an experience requirement in the form of an internship or clinical rotation but does not state how long.

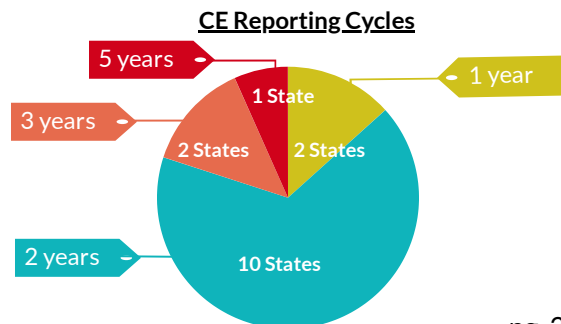
## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

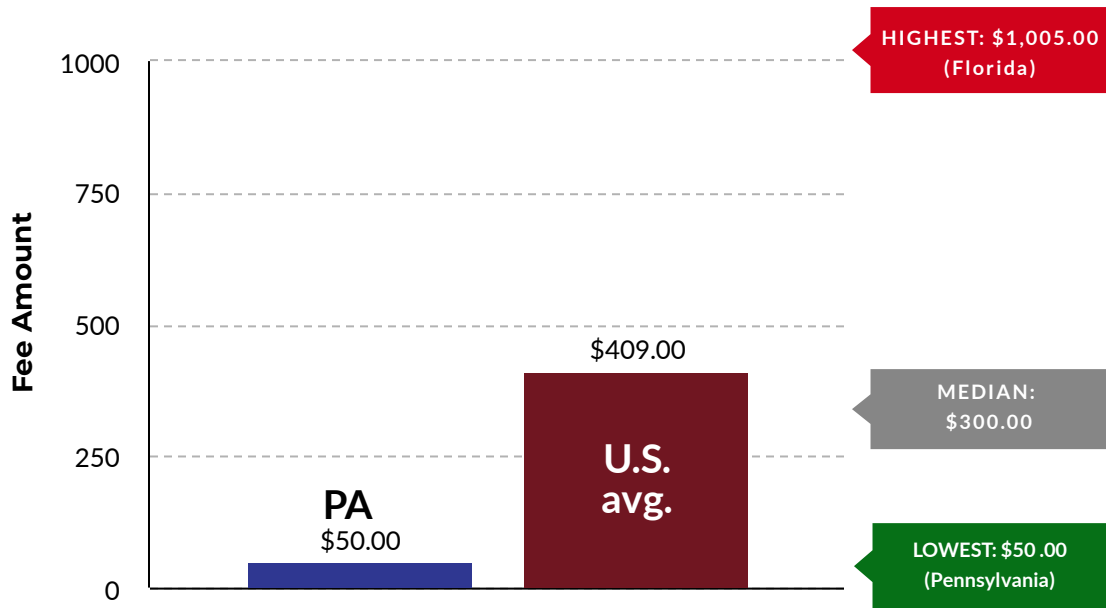


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



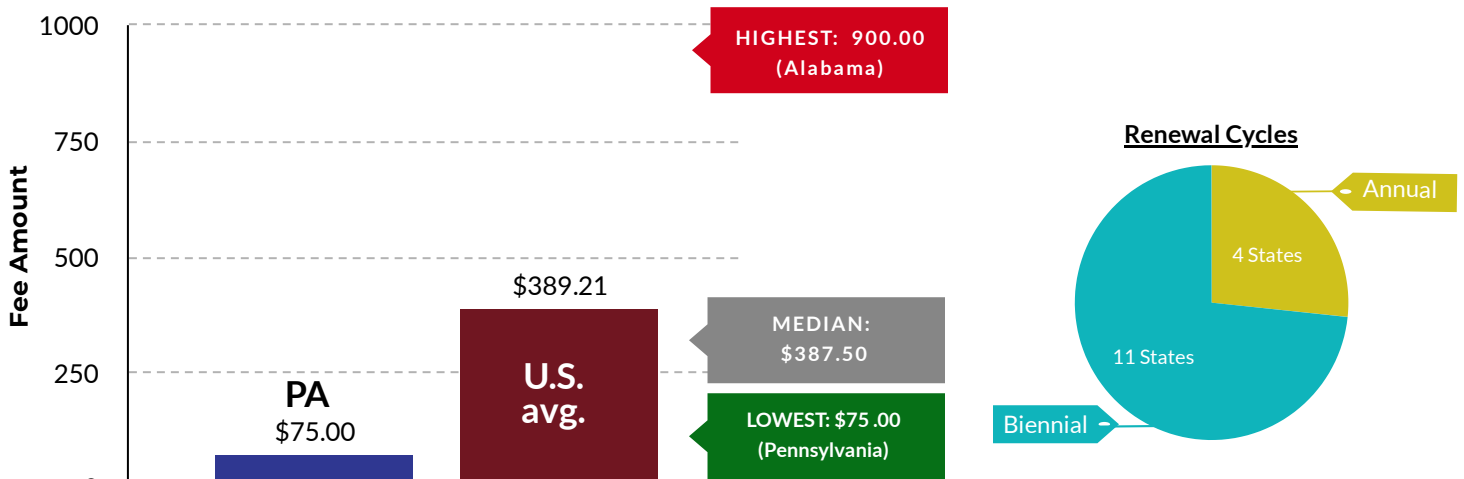
# Orthotist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Orthotist

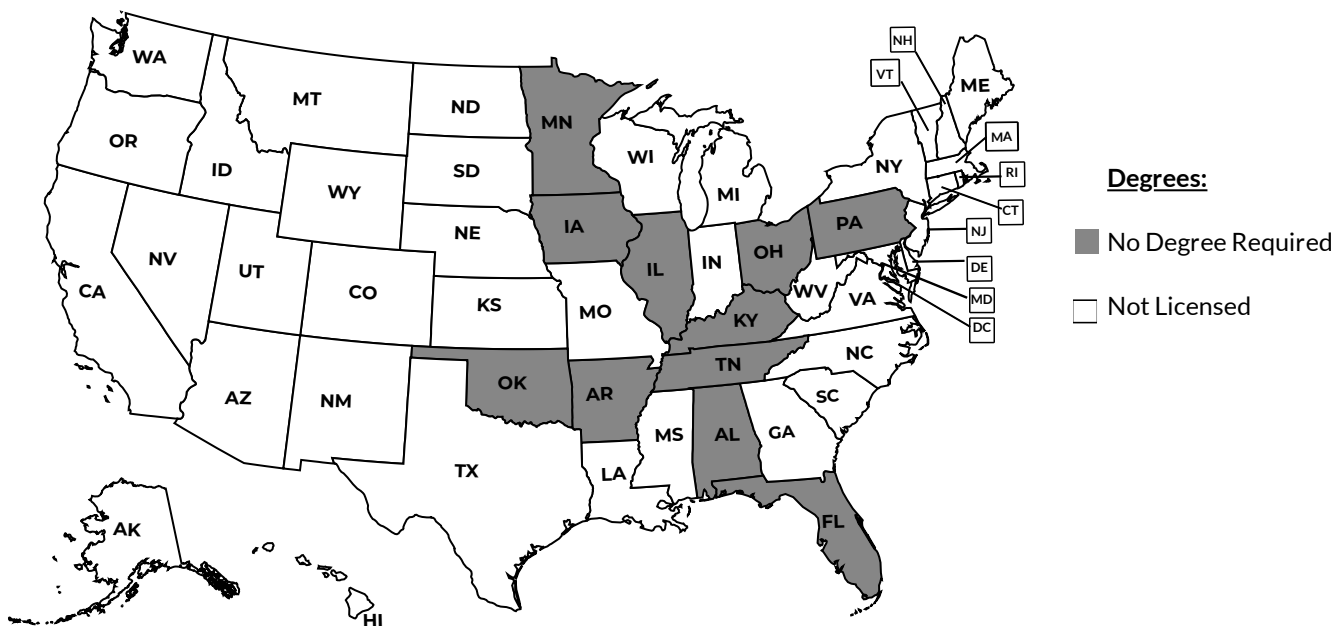
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Arkansas Illinois Kentucky Minnesota Ohio	Alabama Georgia Iowa Oklahoma Tennessee Washington	New Jersey  <u>ACT 41</u>  Pennsylvania**	Florida Texas

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

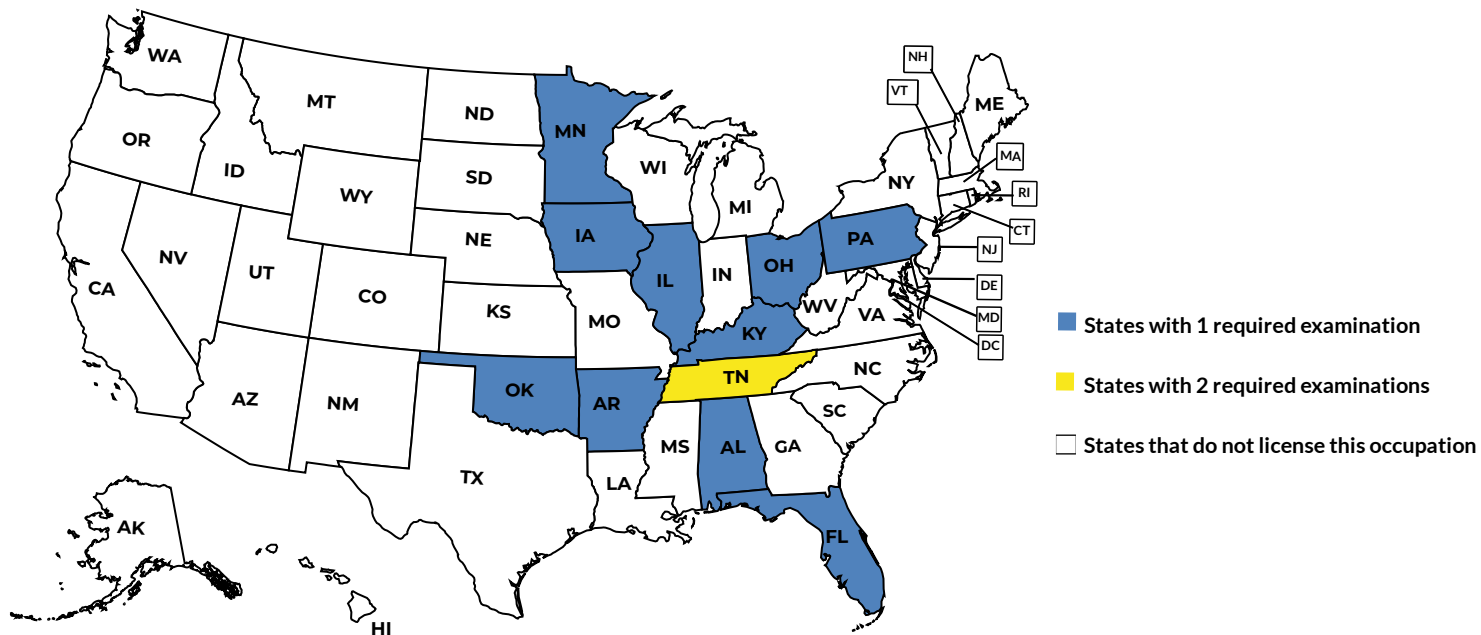
# Pedorthist

## Degree Requirement



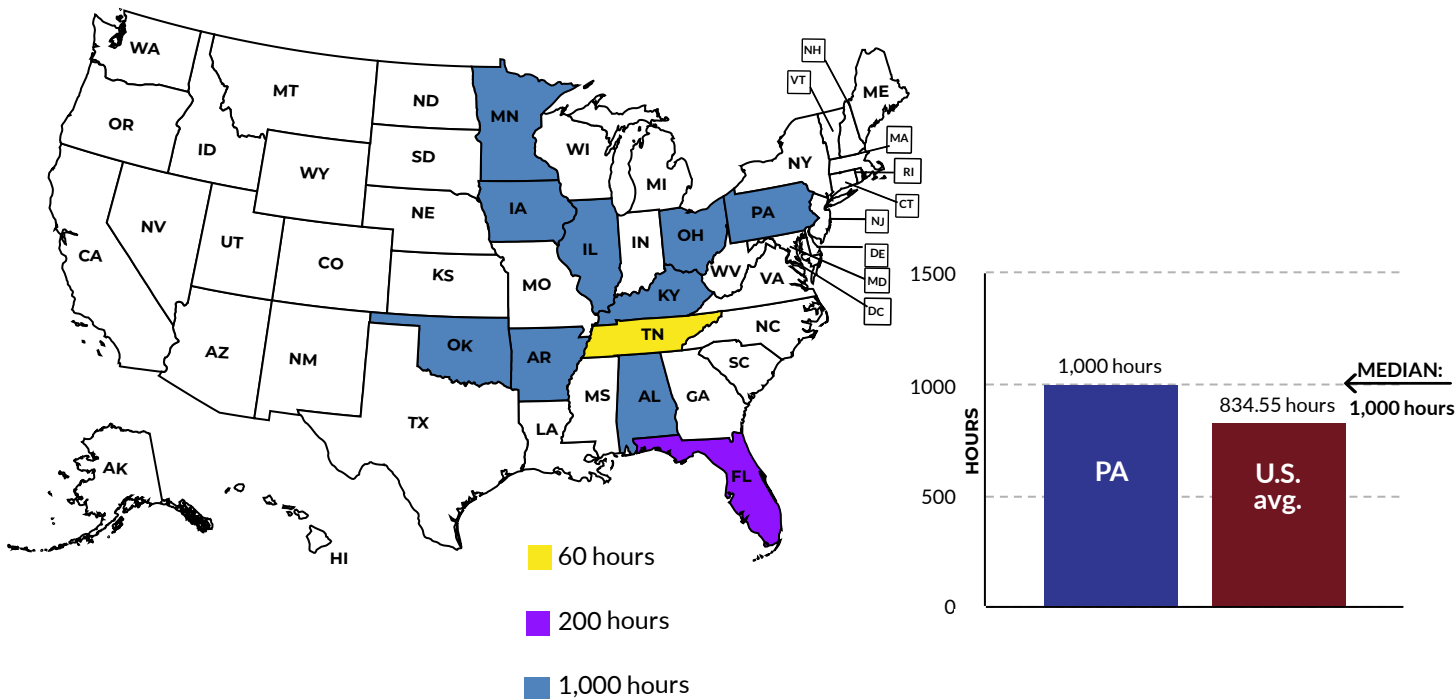
\*All states that license this occupation require completion of a National Commission on Orthotic and Prosthetic Education (NCOPE) approved pedorthic pre-certification education course.

## Examination Requirement

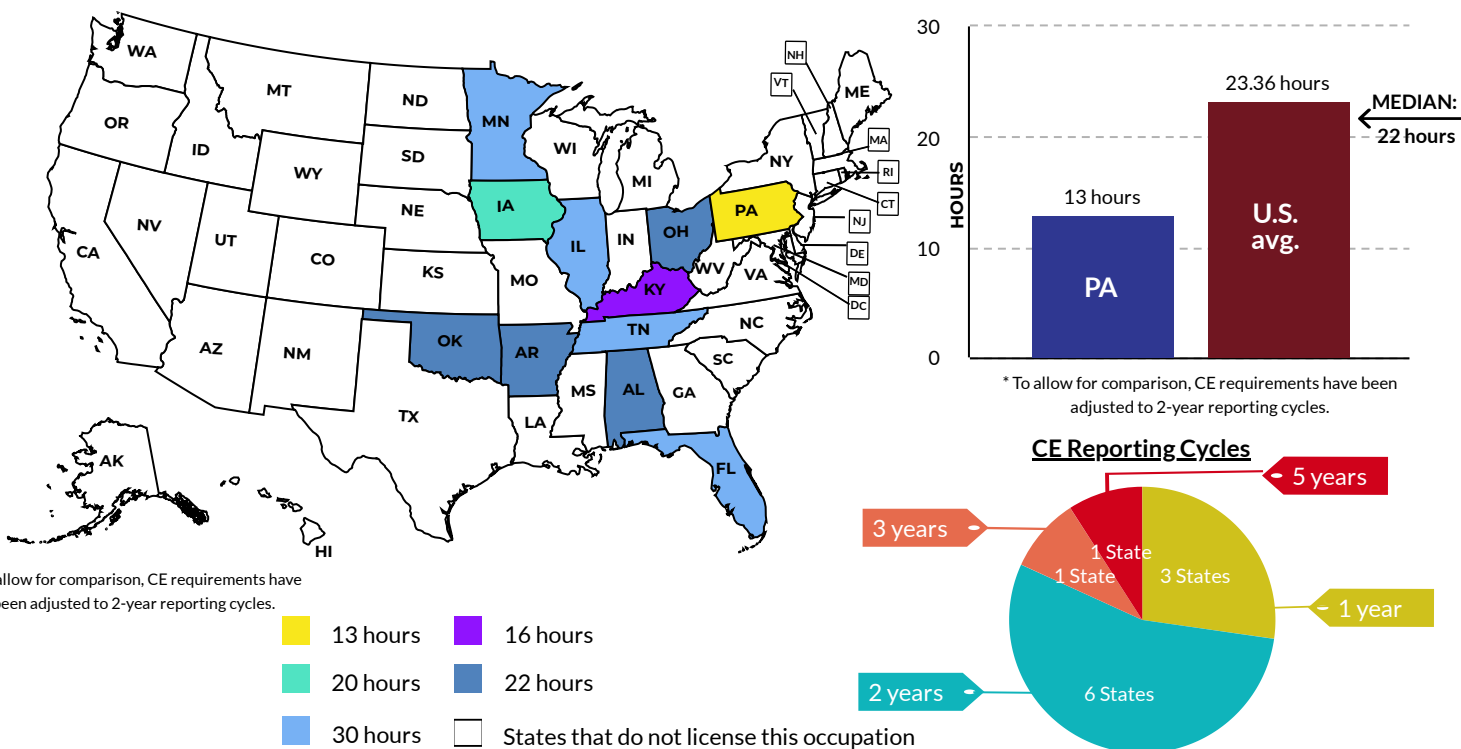


# Pedorthist

## Training / Experience Requirement



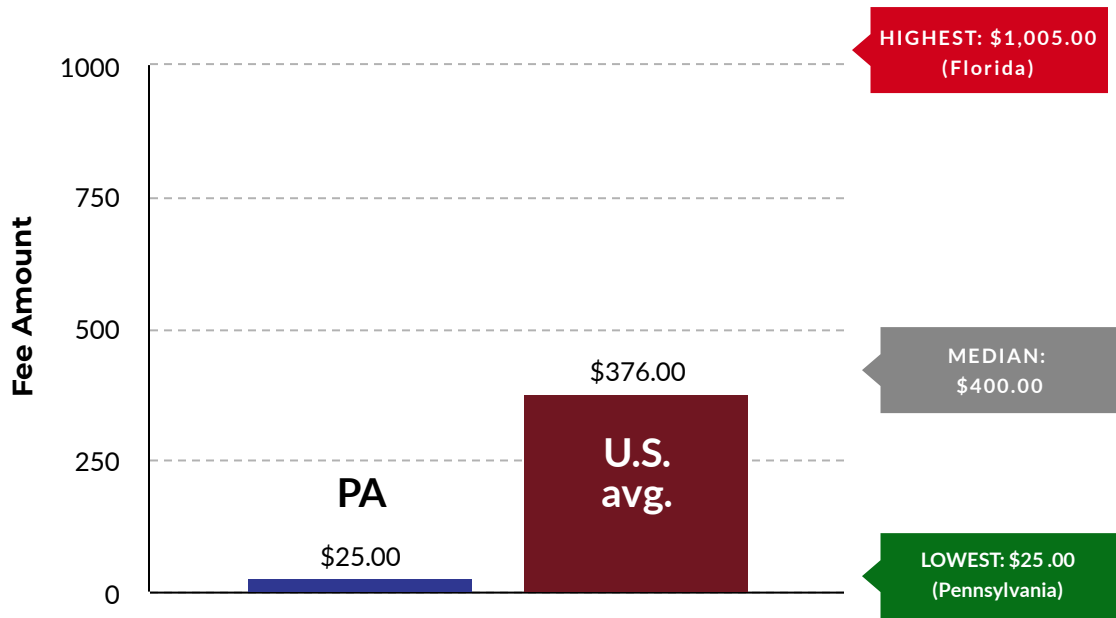
## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

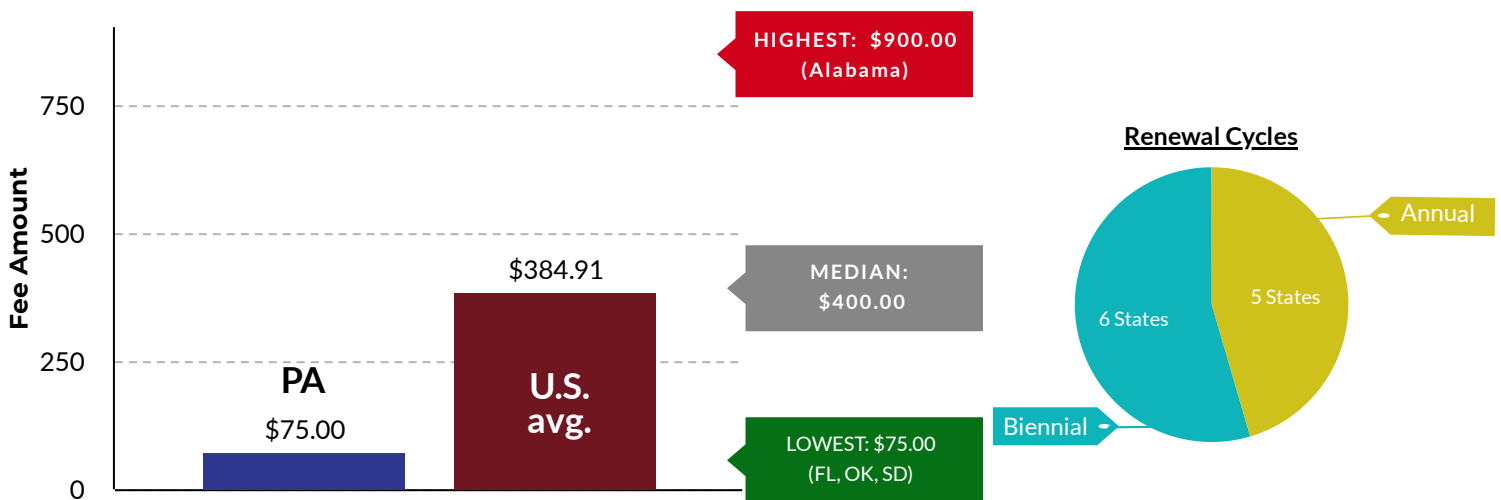
# Pedorthist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Pedorthist

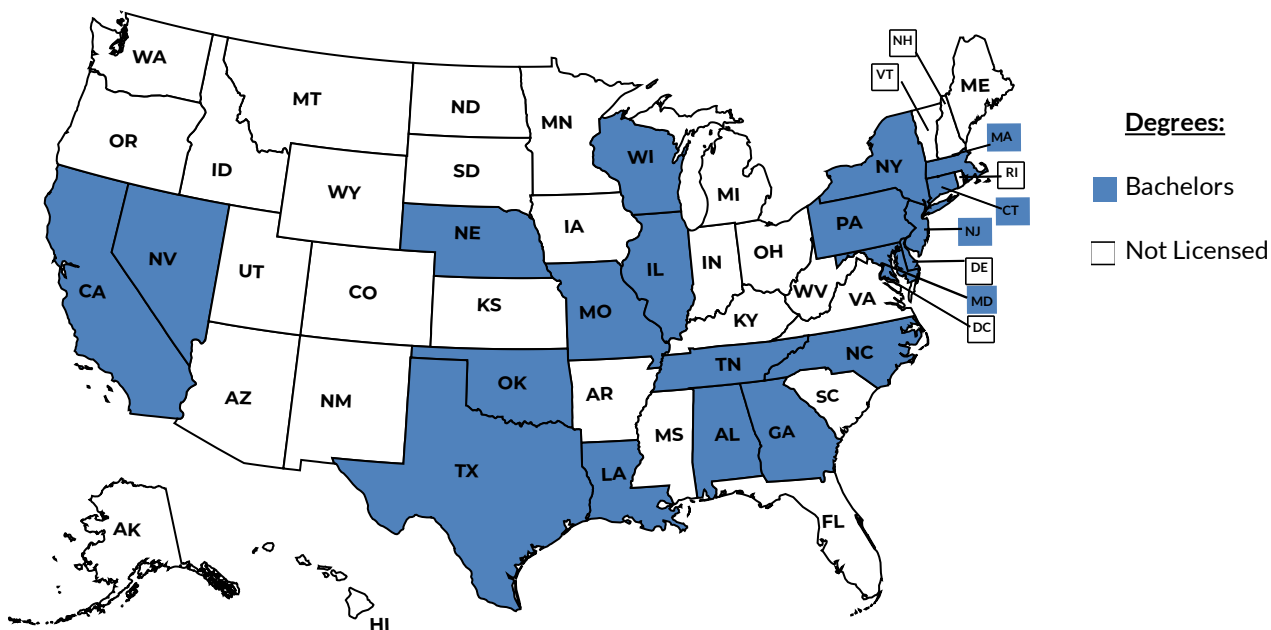
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>	<u>Credentialed</u>
Arkansas Illinois Iowa Kentucky Minnesota Oklahoma	Tennessee	Alabama Florida	Ohio Pennsylvania**

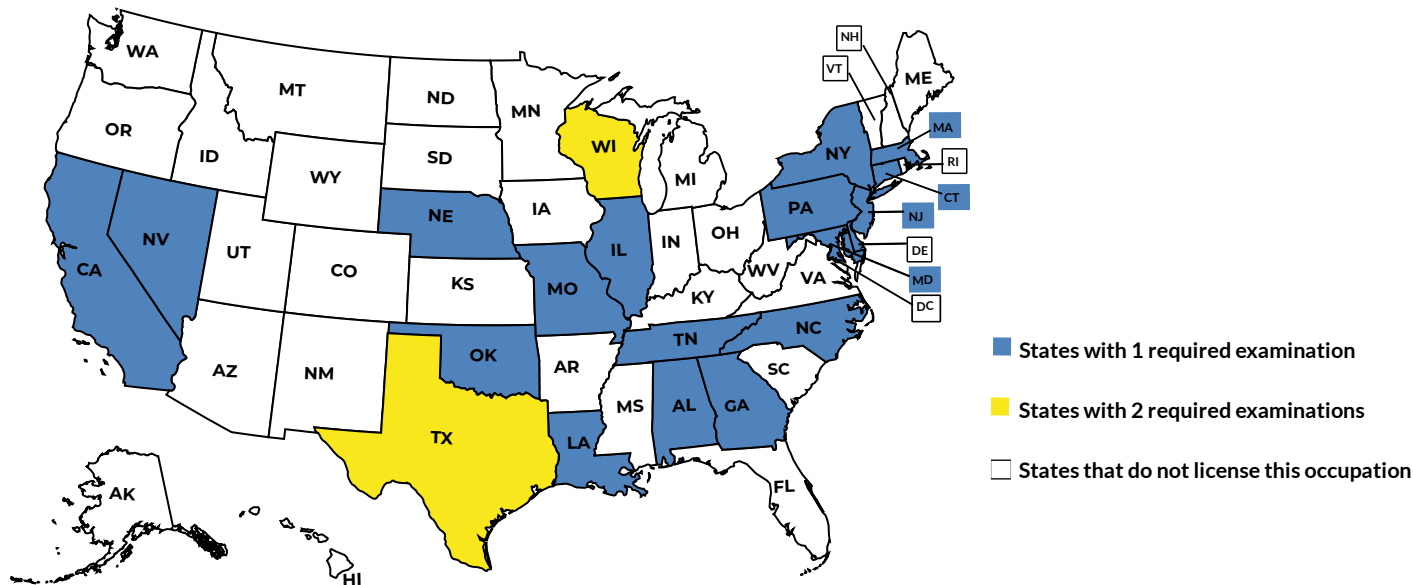
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

# Perfusionist

## Degree Requirement



## Examination Requirement

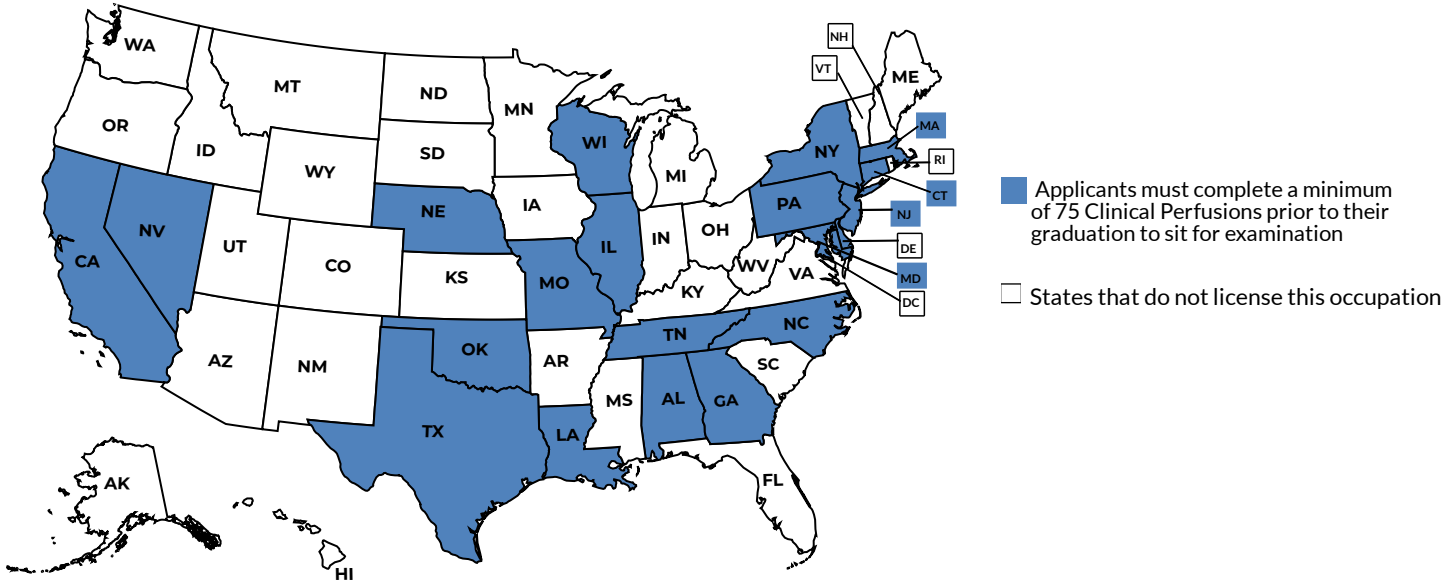


\*Part I, the Perfusion Basic Science Examination (PBSE), and Part II, the Clinical Applications in Perfusion Examination (CAPE) are considered one examination for the purposes of this info-graph

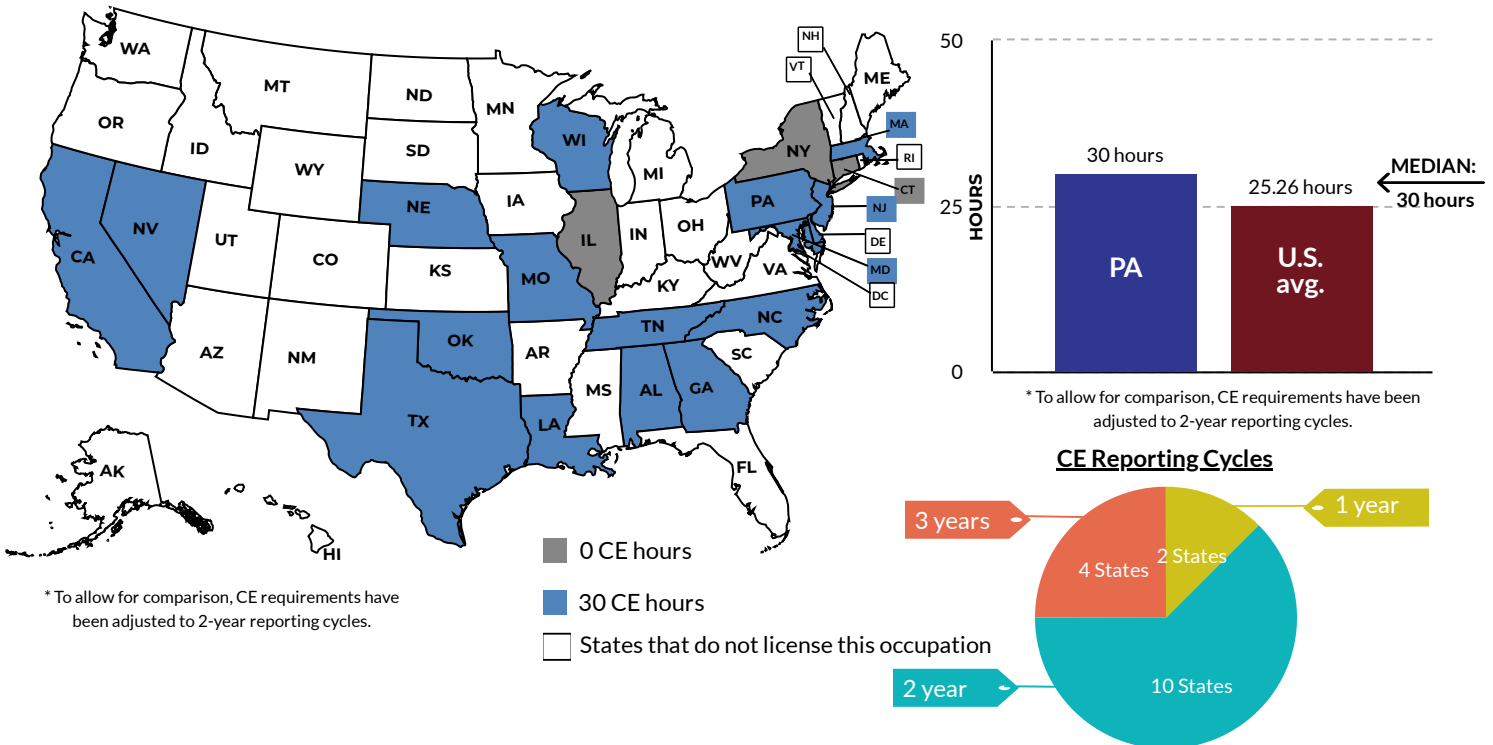


# Perfusionist

## Training / Experience Requirement



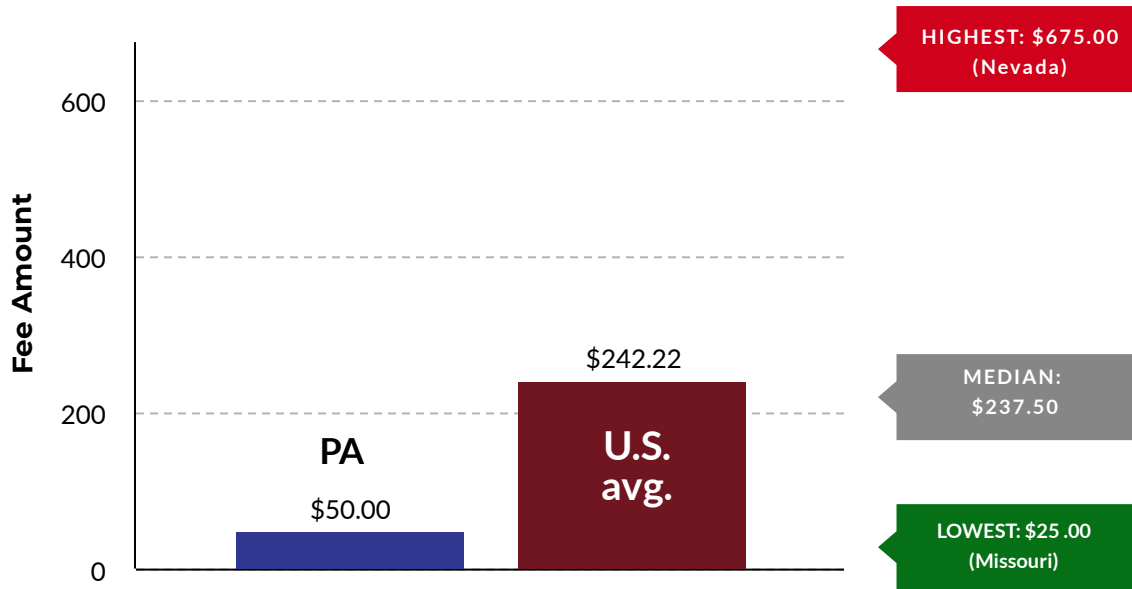
## Continuing Education Requirement



\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

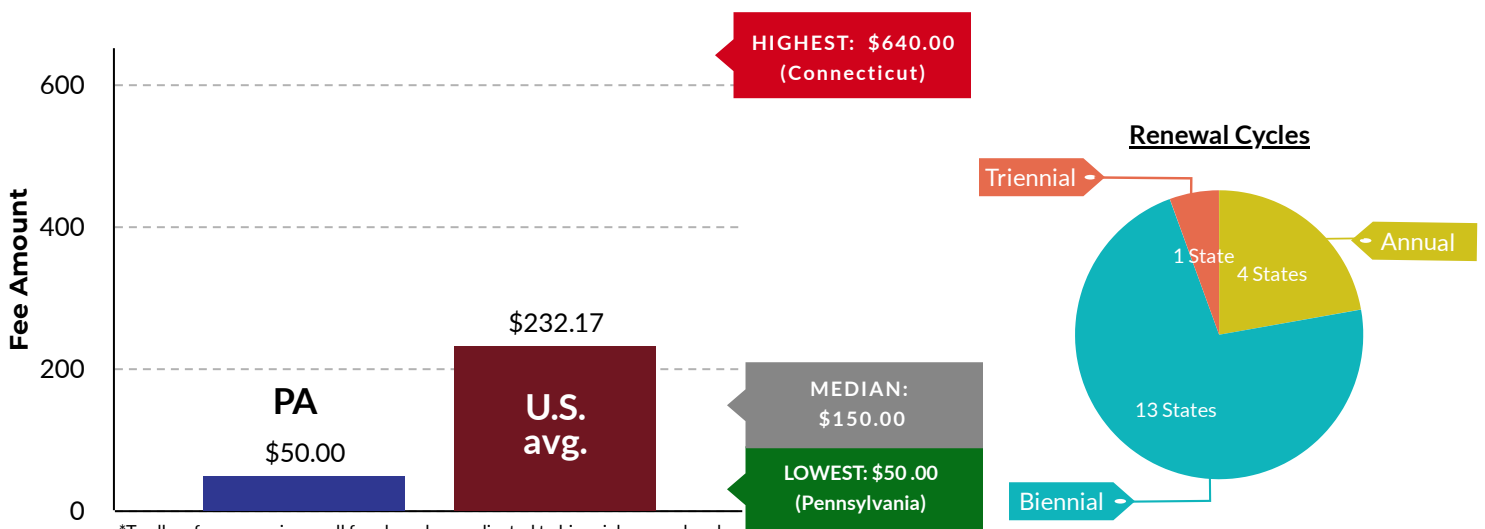
# Perfusionist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Perfusionist

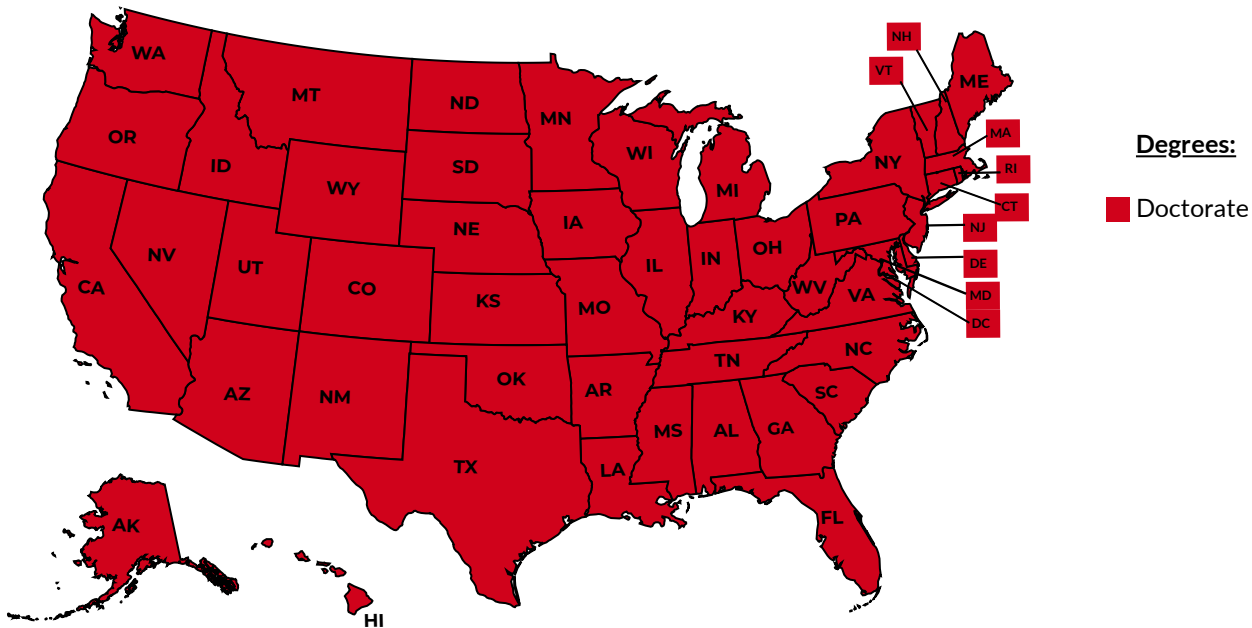
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>	<u>Credentialed</u>
Georgia Illinois Louisiana Massachusetts Nebraska Nevada Oklahoma Texas	Arkansas Missouri New Jersey North Carolina Tennessee	California Connecticut New York Wisconsin	Maryland  <u>ACT 41</u> Pennsylvania**

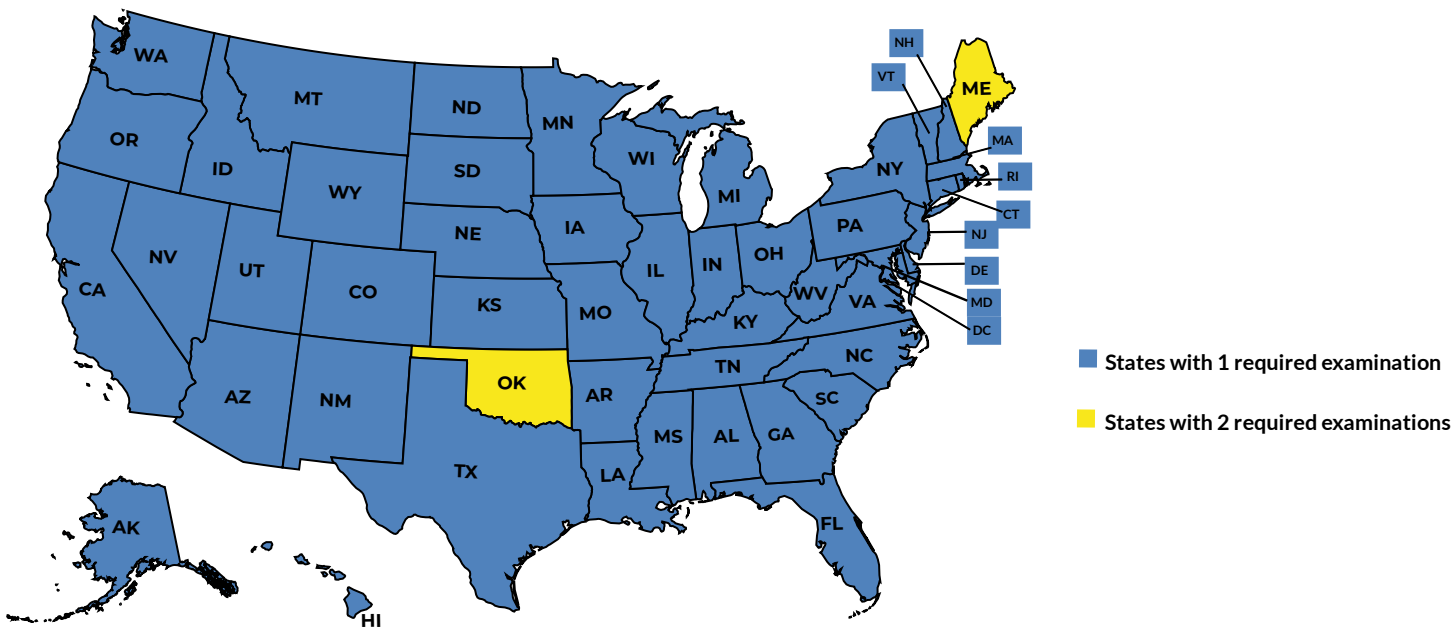
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

# Physician and Surgeon

## Degree Requirement

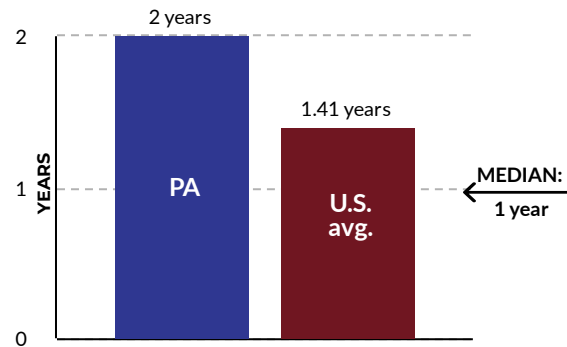
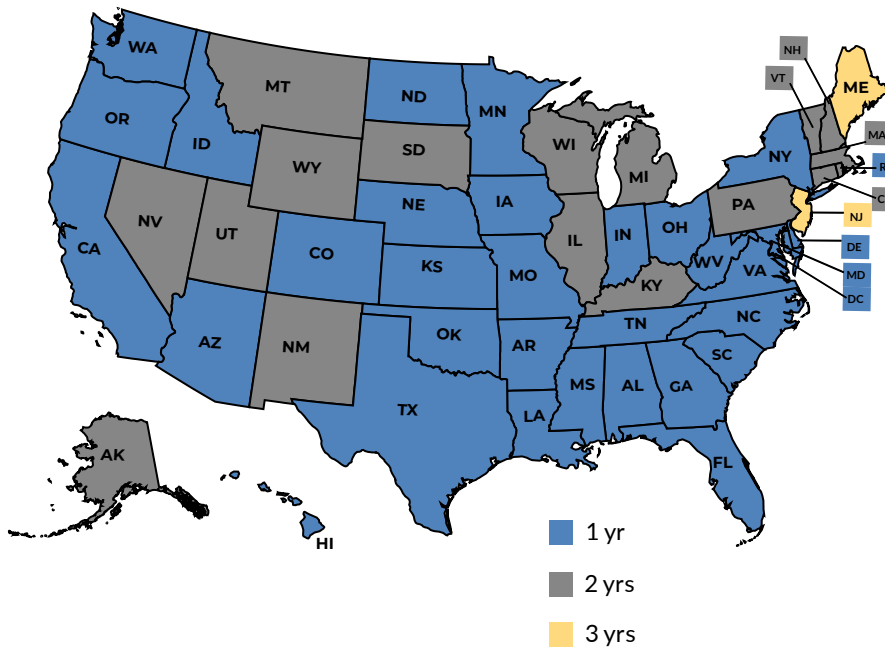


## Examination Requirement

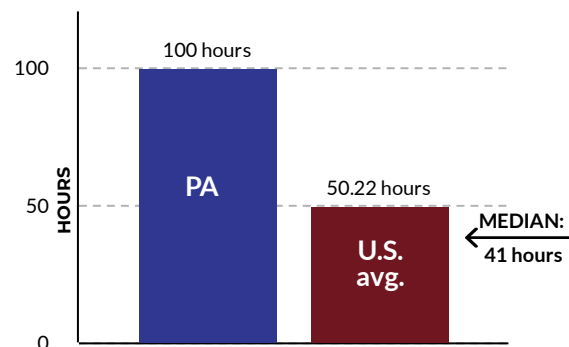
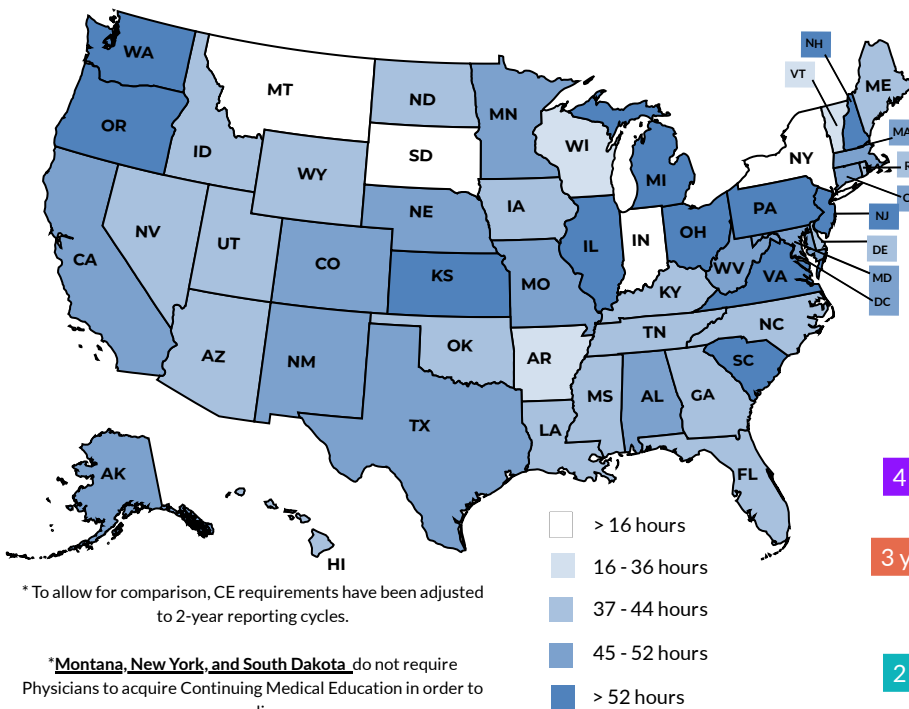


# Physician and Surgeon

## Training / Experience Requirement

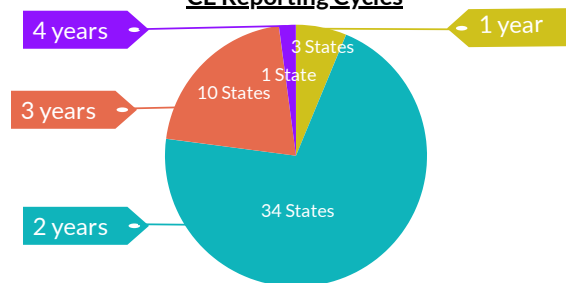


## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



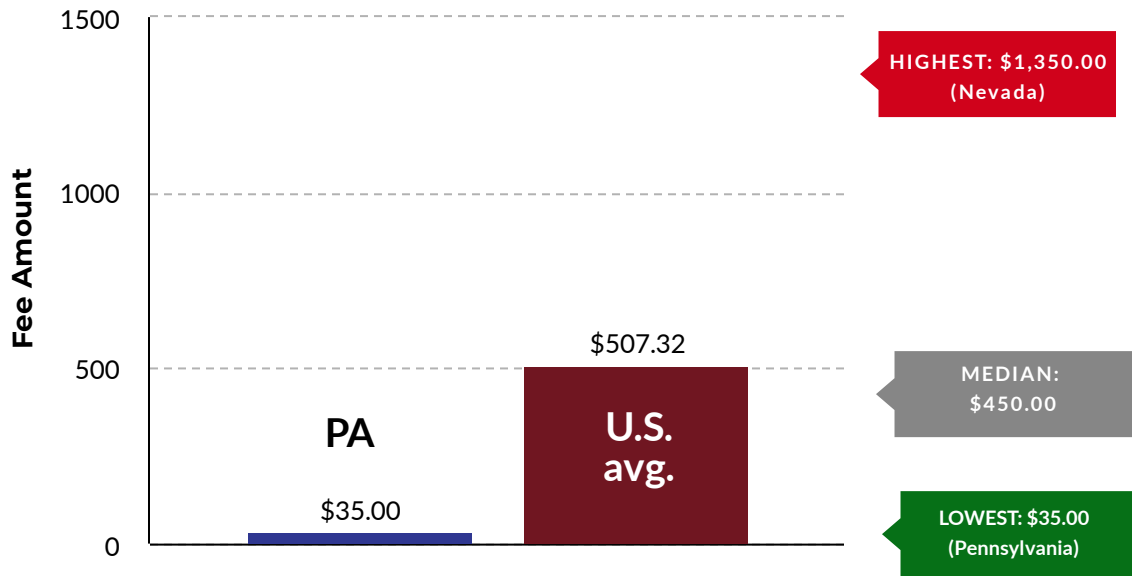
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\* Montana, New York, and South Dakota do not require Physicians to acquire Continuing Medical Education in order to renew a license.

\* States with 0 CE hours not included in pie chart

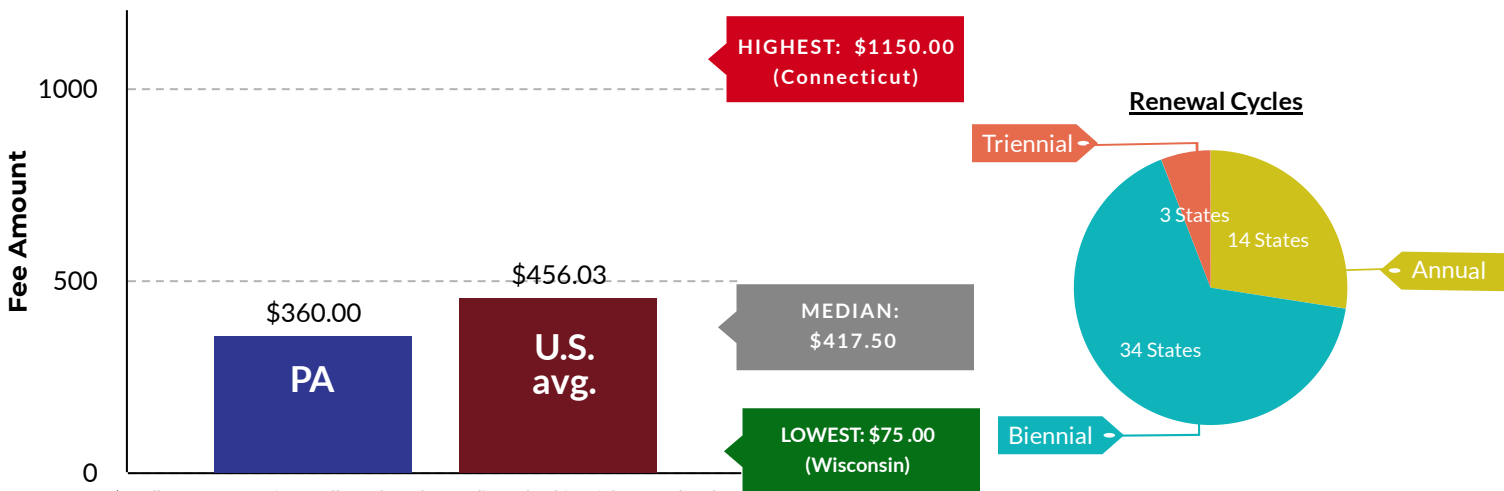
# Physician and Surgeon

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Physician and Surgeon

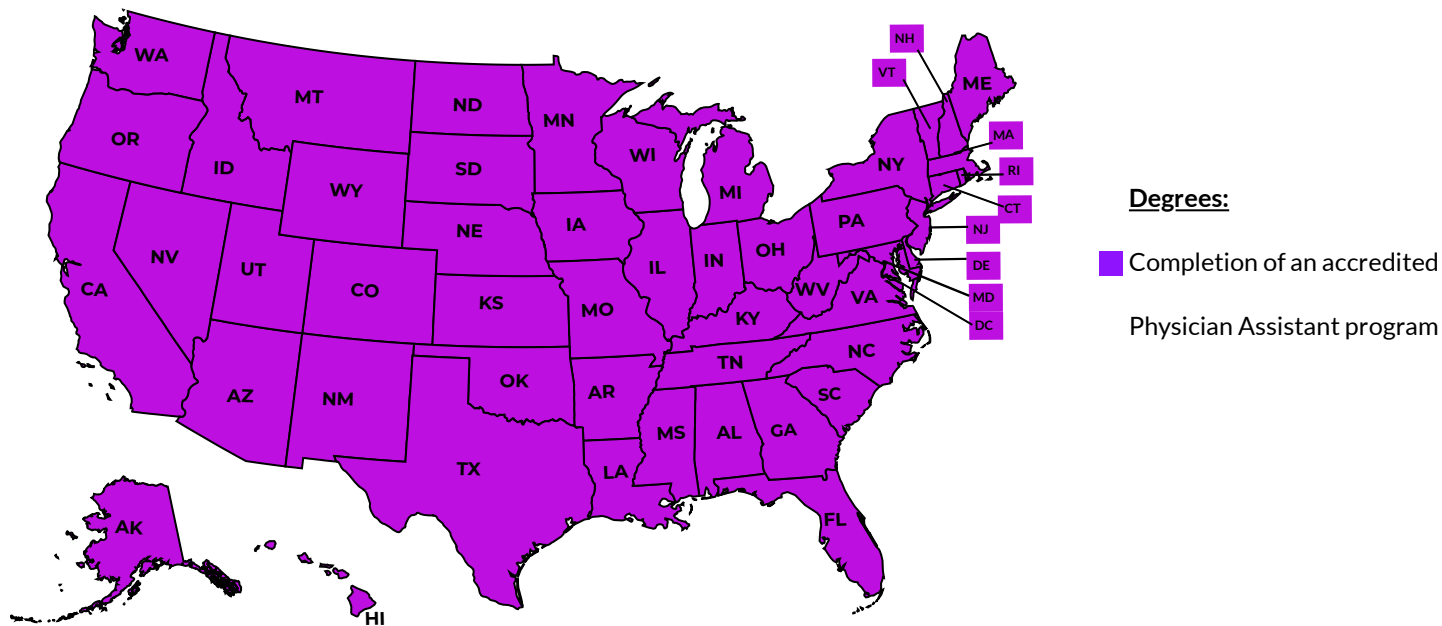
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>	<u>Credentials</u>
Arizona	Alabama		Alaska
Colorado	California	Arkansas	Delaware
Florida	District of Columbia	Connecticut	Mississippi
Idaho	Georgia	Massachusetts	Nebraska
Illinois	Hawaii	Wyoming	New Hampshire
Indiana	Iowa		
Kansas	Louisiana		
Kentucky	Maine		
Michigan	Maryland		
Montana	Minnesota		
Nevada	Missouri		
New Jersey	North Dakota		
New Mexico	South Dakota		
New York	Tennessee		
North Carolina	Virginia		
Ohio	Vermont		
Oklahoma	Washington		
Oregon	Wisconsin		
Pennsylvania**			
Rhode Island			
South Carolina			
Texas			
Utah			
West Virginia			

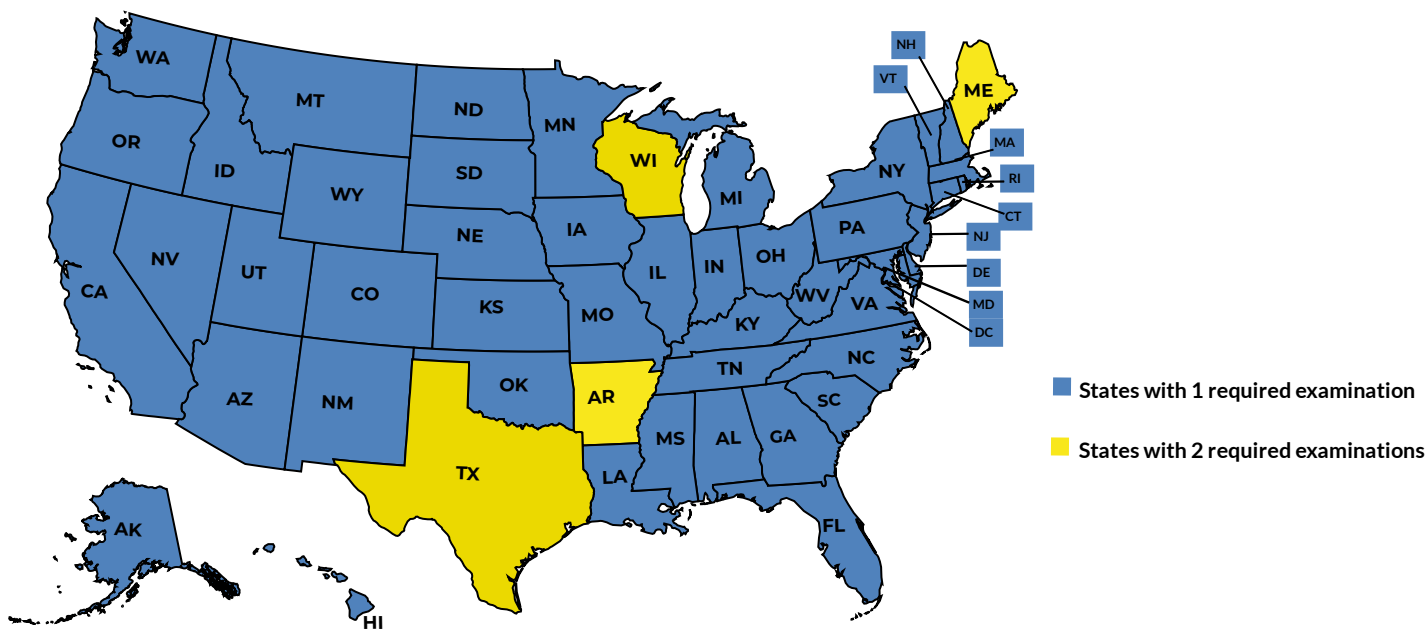
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licenses coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Physician Assistant

## Degree Requirement



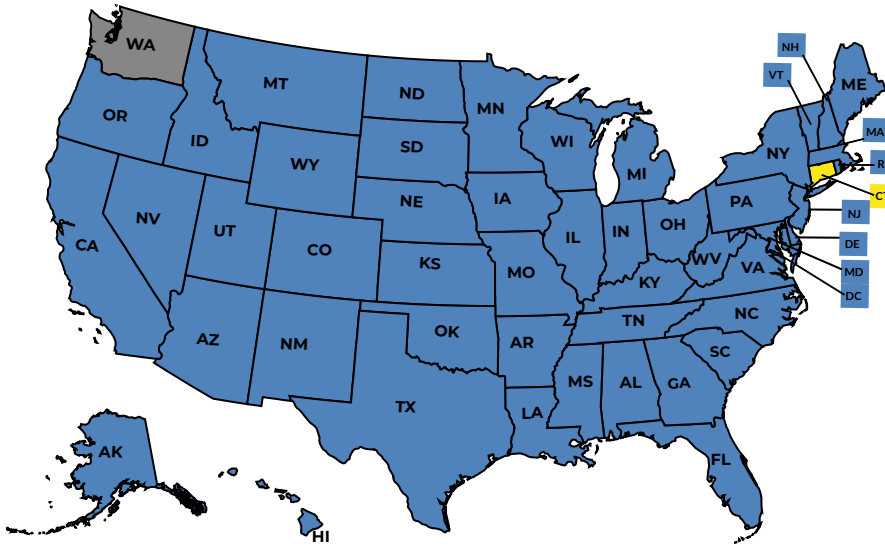
## Examination Requirement



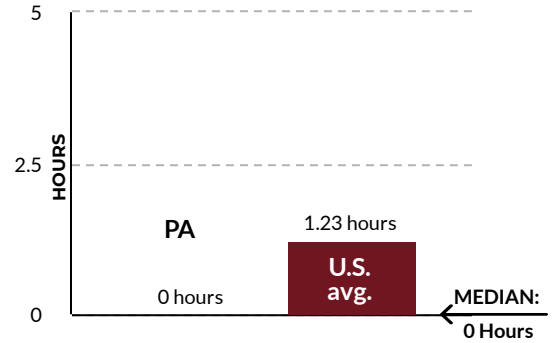


# Physician Assistant

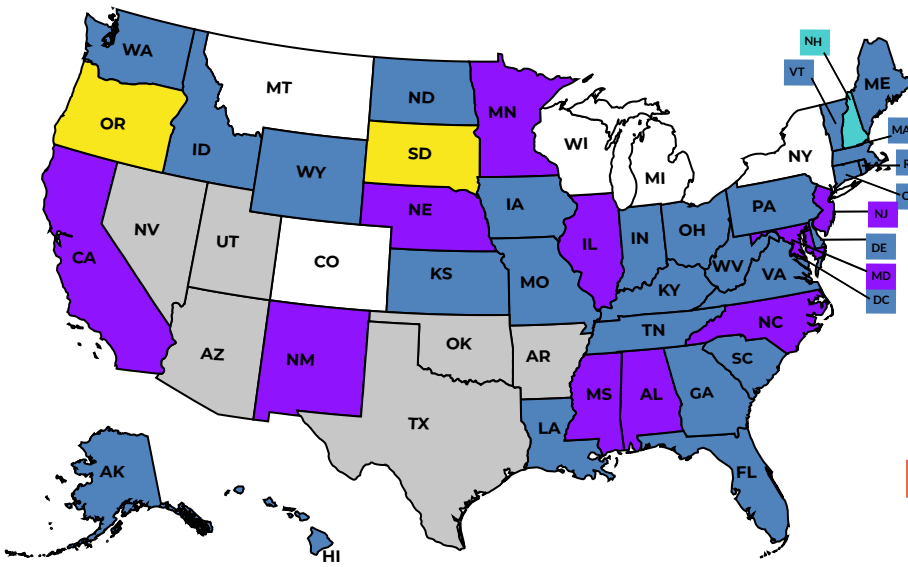
## Training / Experience Requirement



- No Experience Required
- 4 hours
- 60 hours

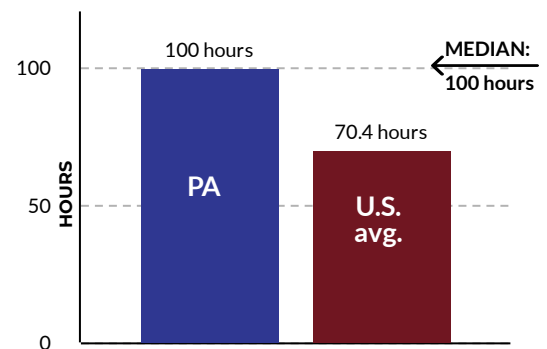


## Continuing Education Requirement



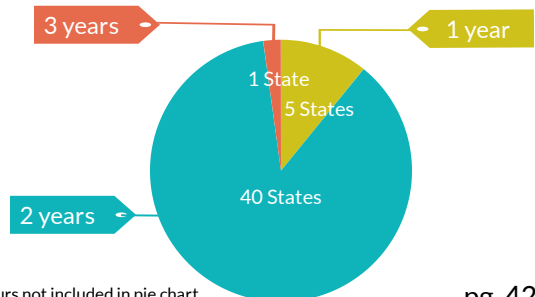
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 0 hours
- 20 hours
- 40 hours
- 50 hours
- 60 hours
- 100 hours



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

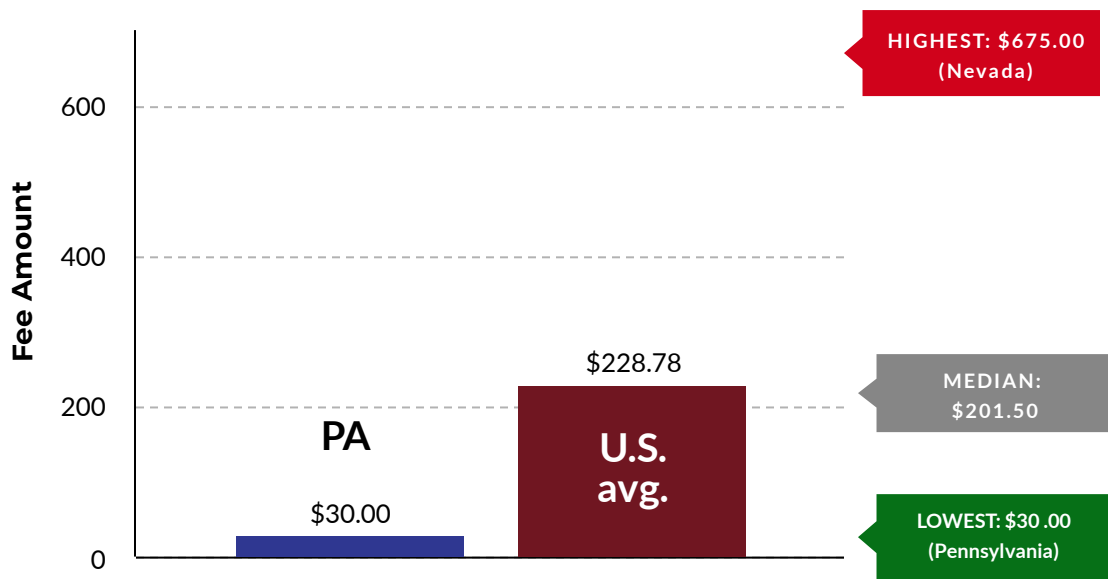
### CE Reporting Cycles



\* States with 0 CE hours not included in pie chart

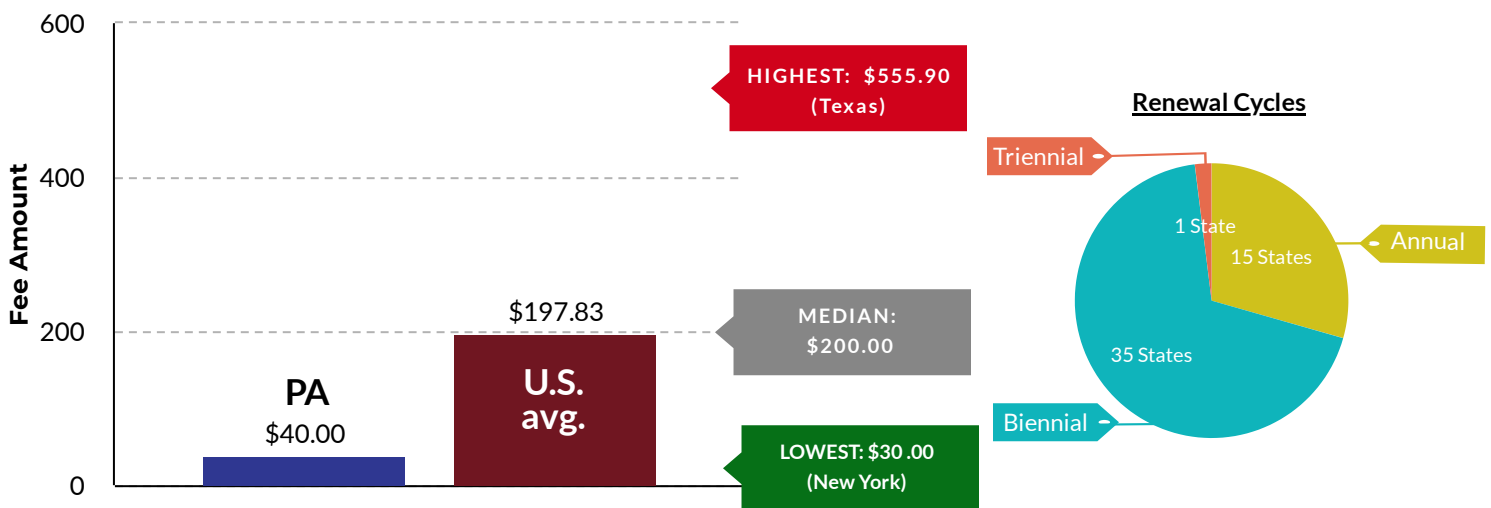
# Physician Assistant

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Physician Assistant

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>	<u>Credentials</u>
Colorado	District of Columbia	Hawaii	Alabama
Illinois	Maryland	Idaho	Alaska
Indiana	Mississippi	Louisiana	Arizona
Iowa	Missouri	Montana	Arkansas
Kansas	Tennessee	North Dakota	California
Kentucky		Oklahoma	Connecticut
Michigan		South Dakota	Delaware
Nevada		Texas	Florida
New Mexico		Wisconsin	Georgia
New York			Maine
North Carolina			Massachusetts
Ohio			Minnesota
Rhode Island			Nebraska
Utah			New Hampshire
Virginia			New Jersey
			Oregon
			Pennsylvania**
			South Carolina
			Vermont
			Washington
			West Virginia
			Wyoming

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licenses coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim

# Physician Acupuncturist

**Degree Requirement: Doctorate Degree**

An applicant must have received a doctorate degree from an accredited medical college.

**Examination Requirement: 1 Examination**

The United States Medical Licensing Examination (USMLE) is a three-step examination for medical licensure in the United States. The applicant must submit proof of obtaining a passing score on one of the examinations acceptable to the Board by contacting the appropriate agency and request scores be sent directly to the Board.

**Experience: 200 hours of education**

An applicant must complete 200 hours of training in acupuncture medical programs including examinations required by those programs. An Acupuncture medical program is an academic or clinical program of study in acupuncture which has been given category I continuing medical education credit by an institution accredited or recognized by the Accreditation Council on Continuing Medical Education to conduct category I continuing medical education courses.

**Initial Licensing Fee: \$30.00**

Acupuncturist Application: \$30.00.

**Licensure Renewal Fee: \$40.00**

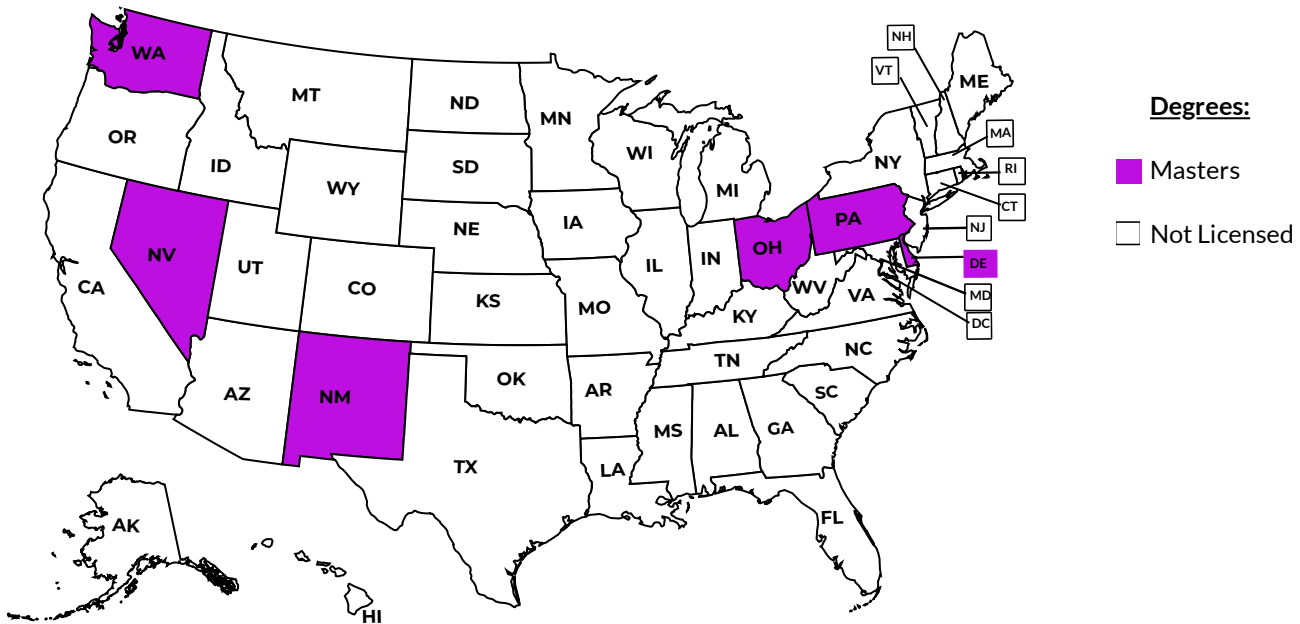
Biennial renewal of license.

**Continuing Education Requirement: 2 Hours**

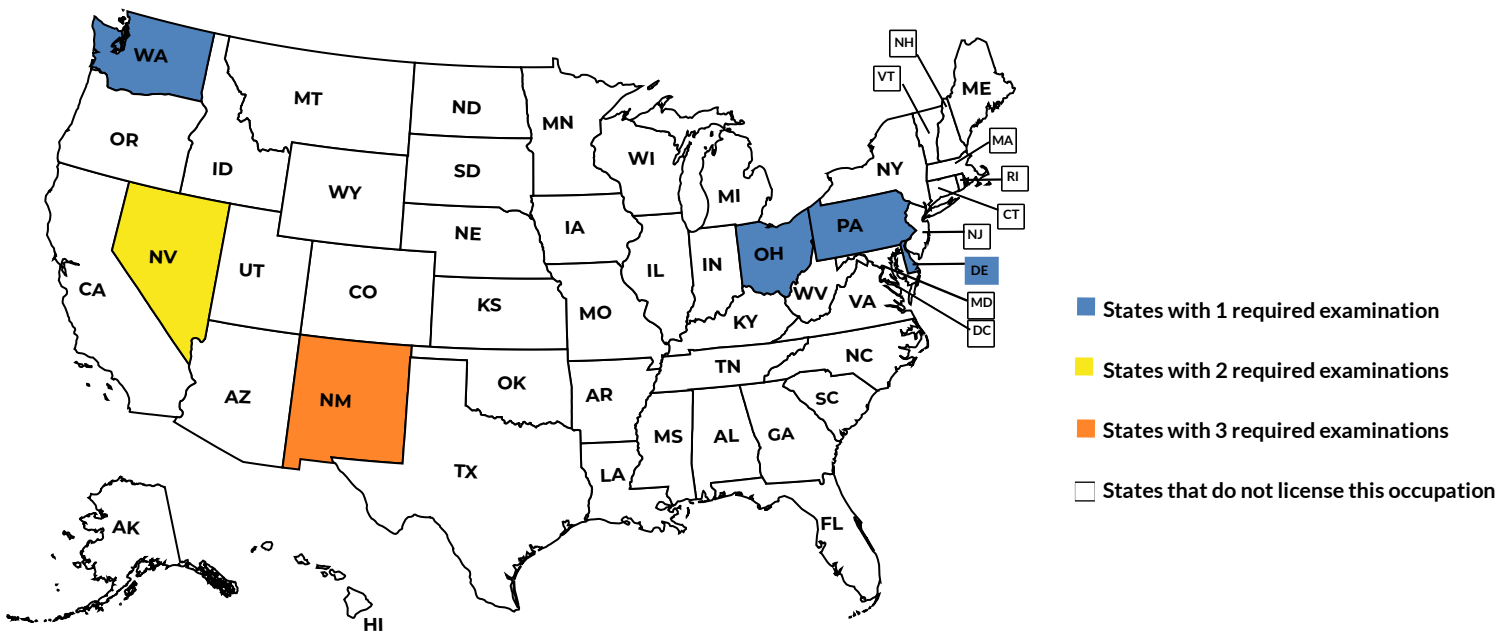
2 hours of Board-approved continuing education in child abuse recognition and reporting requirements must be completed for renewal or reactivation of a license.

# Practitioner of Oriental Medicine

## Degree Requirement

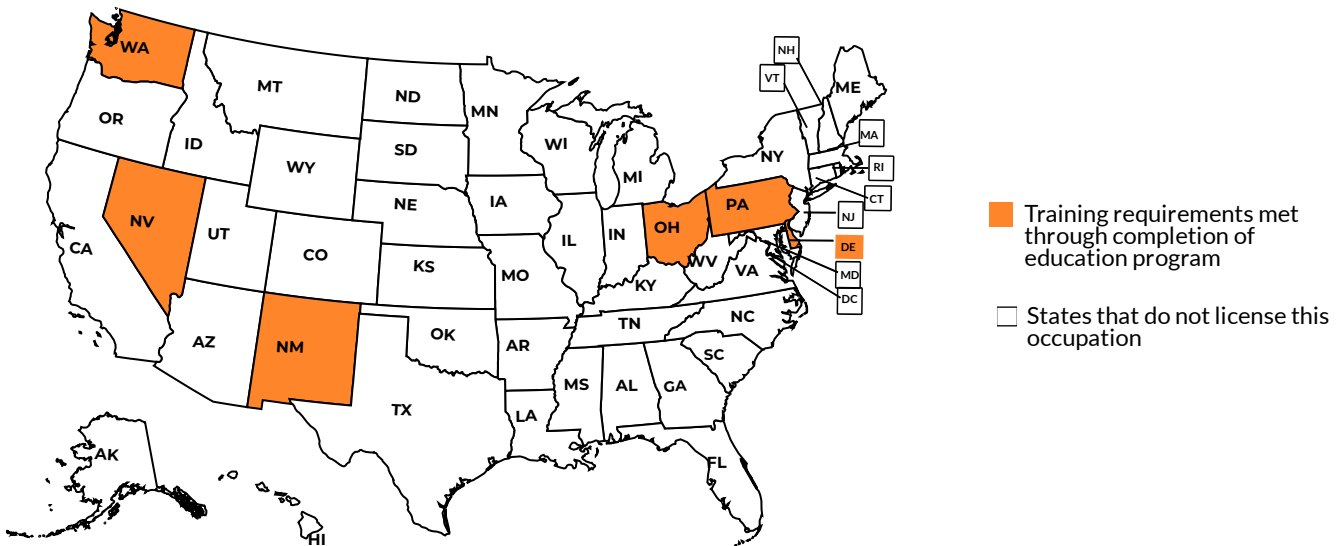


## Examination Requirement

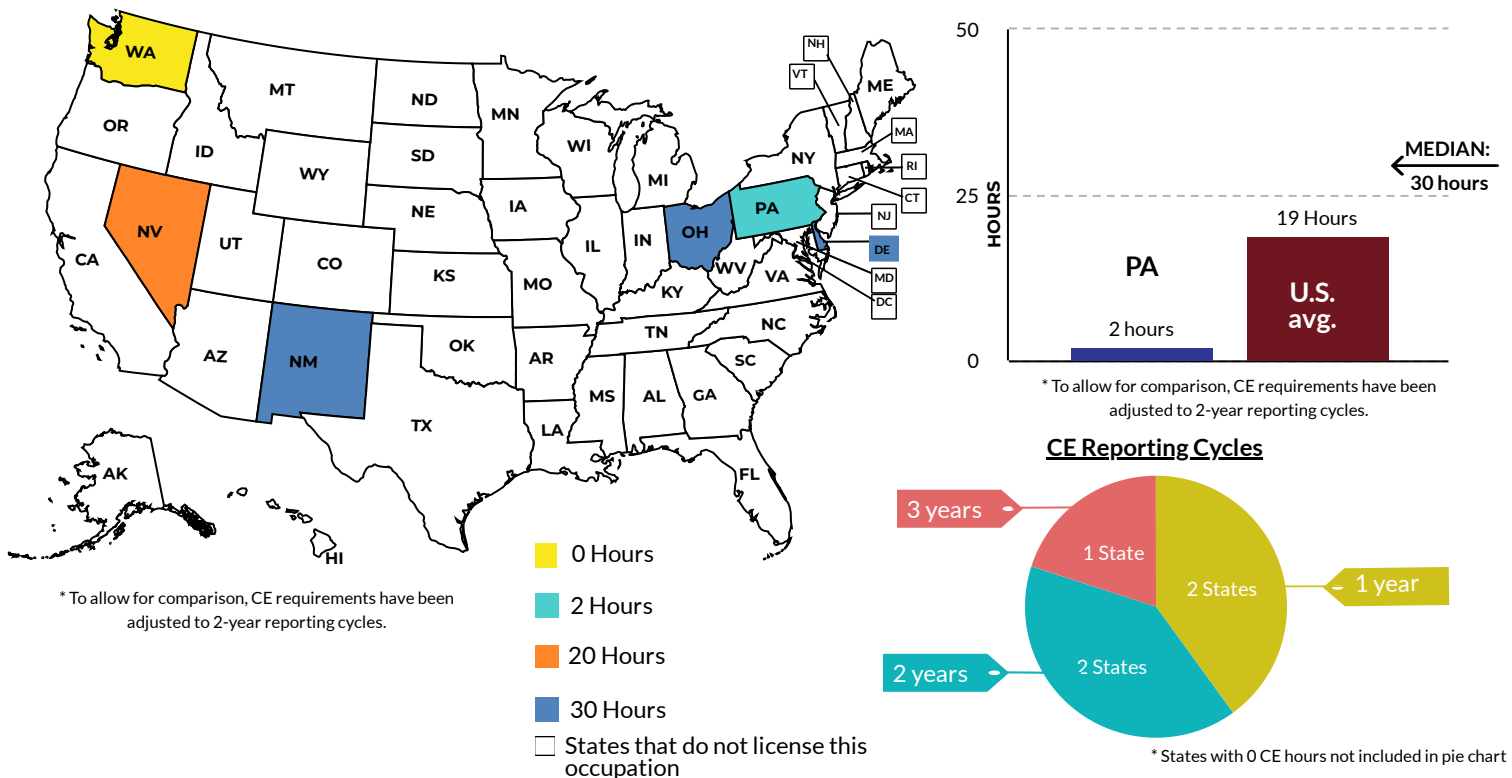


# Practitioner of Oriental Medicine

## Training / Experience Requirement

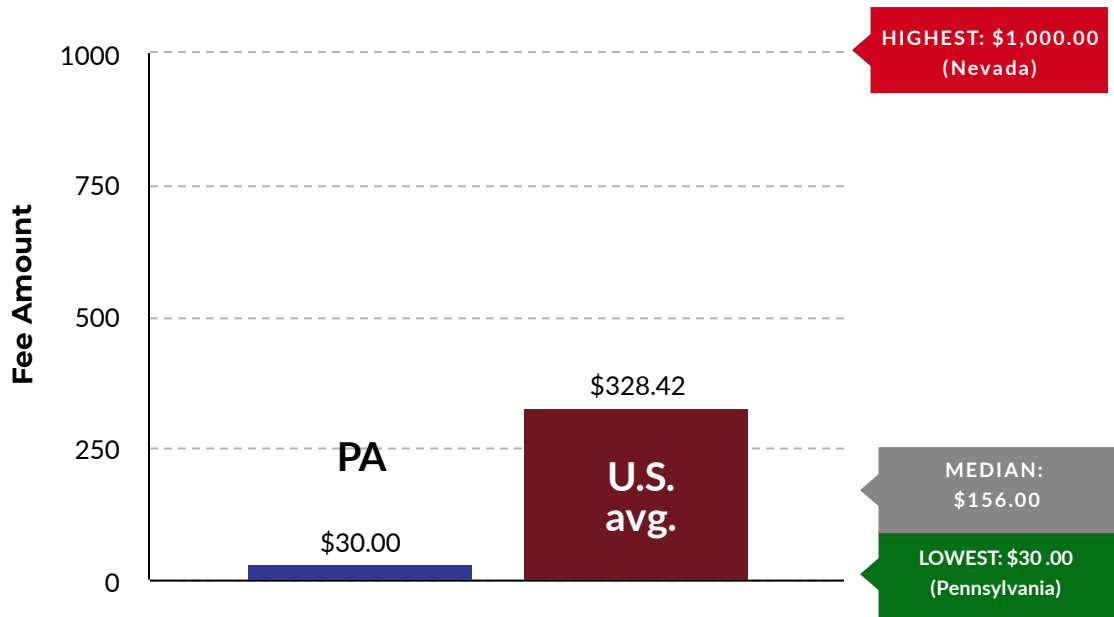


## Continuing Education Requirement



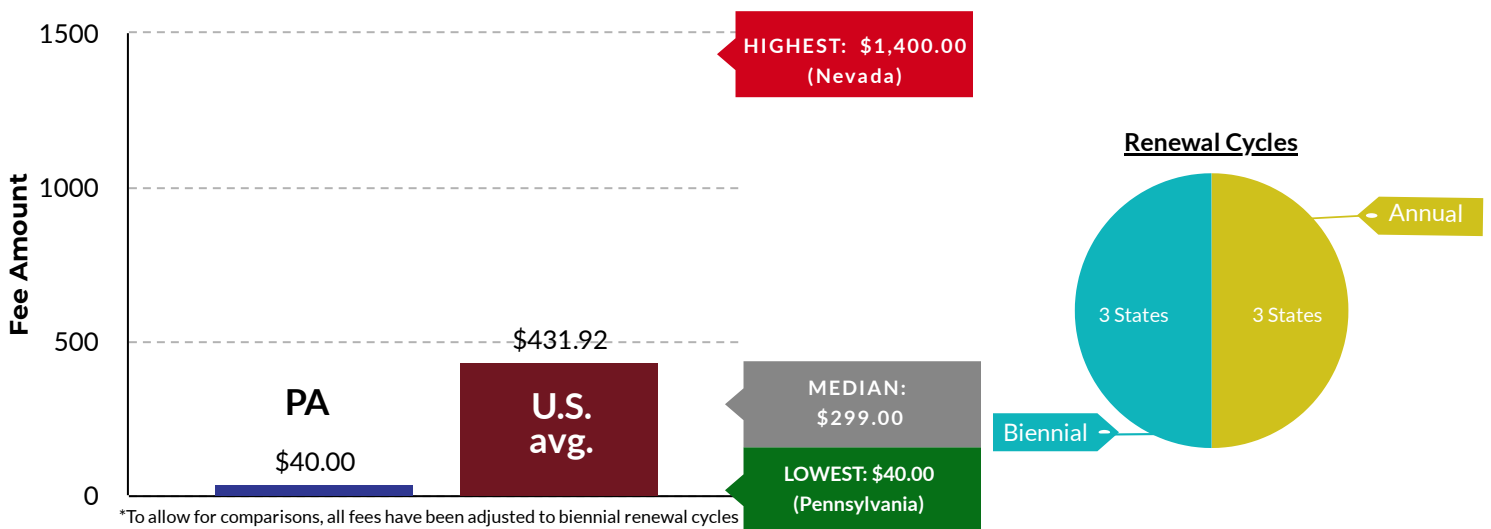
# Practitioner of Oriental Medicine

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Practitioner of Oriental Medicine

## States with Reciprocity or Endorsement

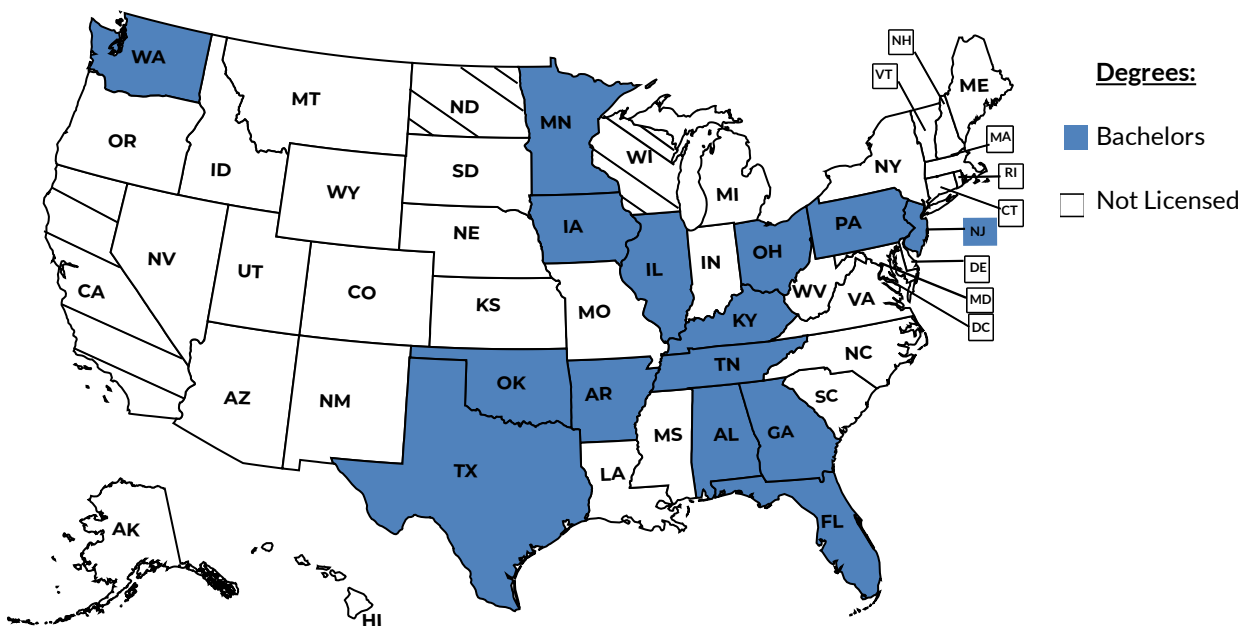
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Nevada New Mexico Washington	Delaware  <u>ACT 41</u> Pennsylvania**	Ohio

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.



# Prosthetist

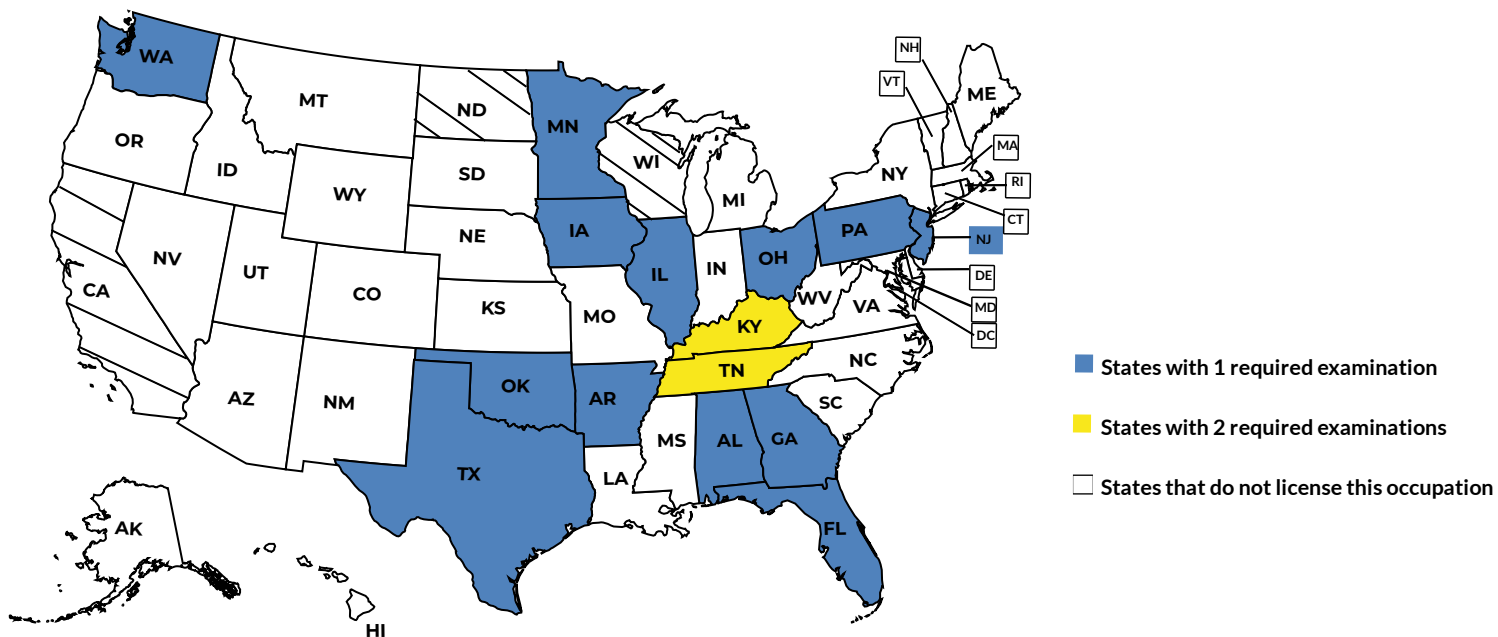
## Degree Requirement



\*North Dakota and Wisconsin do not provide state licenses; however, they do require practitioners to hold certification with either the ABC or BOC

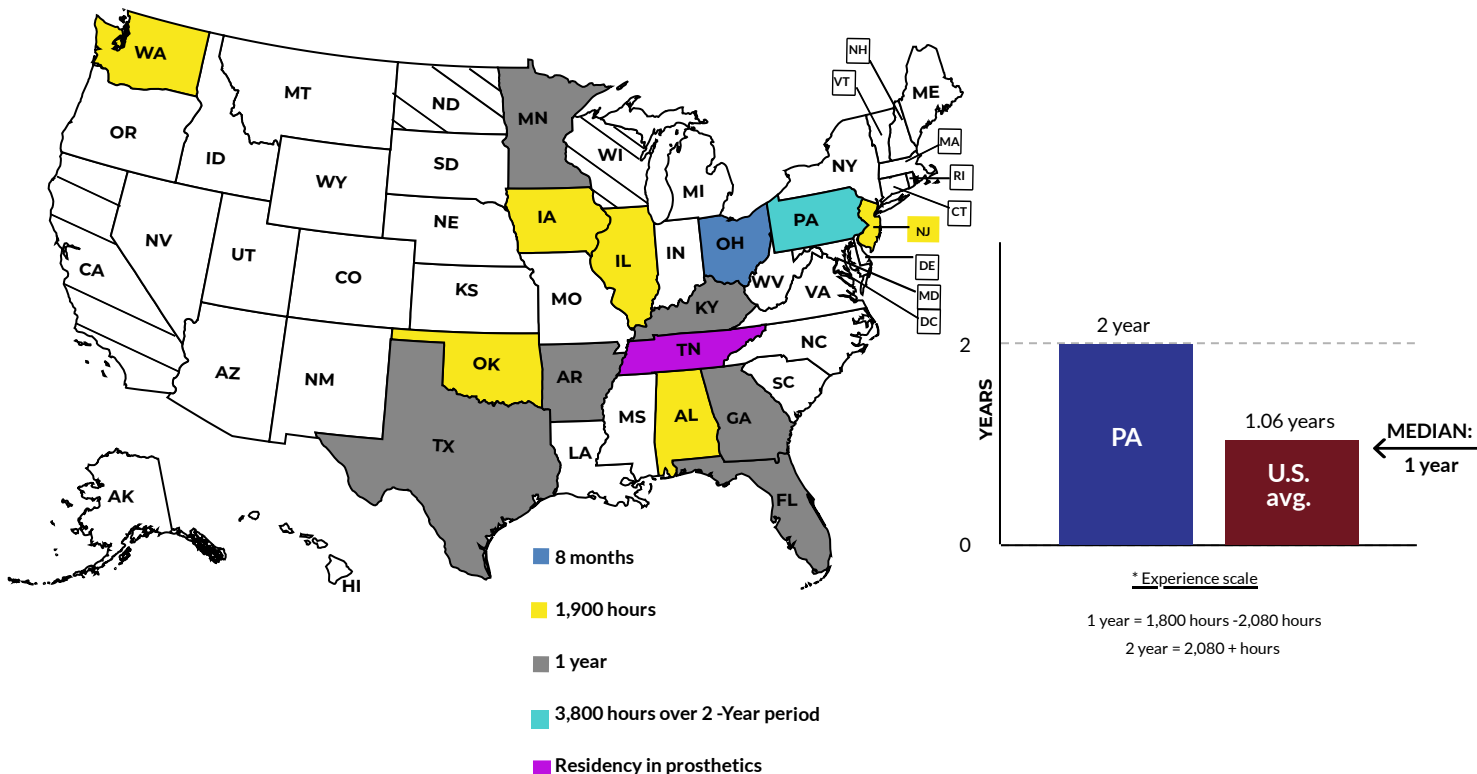
\*California currently does not require state licensure for prosthetists, however, to enroll as a Medi-Cal Prosthetics Provider, ABC Certification in Prosthetics or BOPC Certification in Prosthetics is necessary

## Examination Requirement

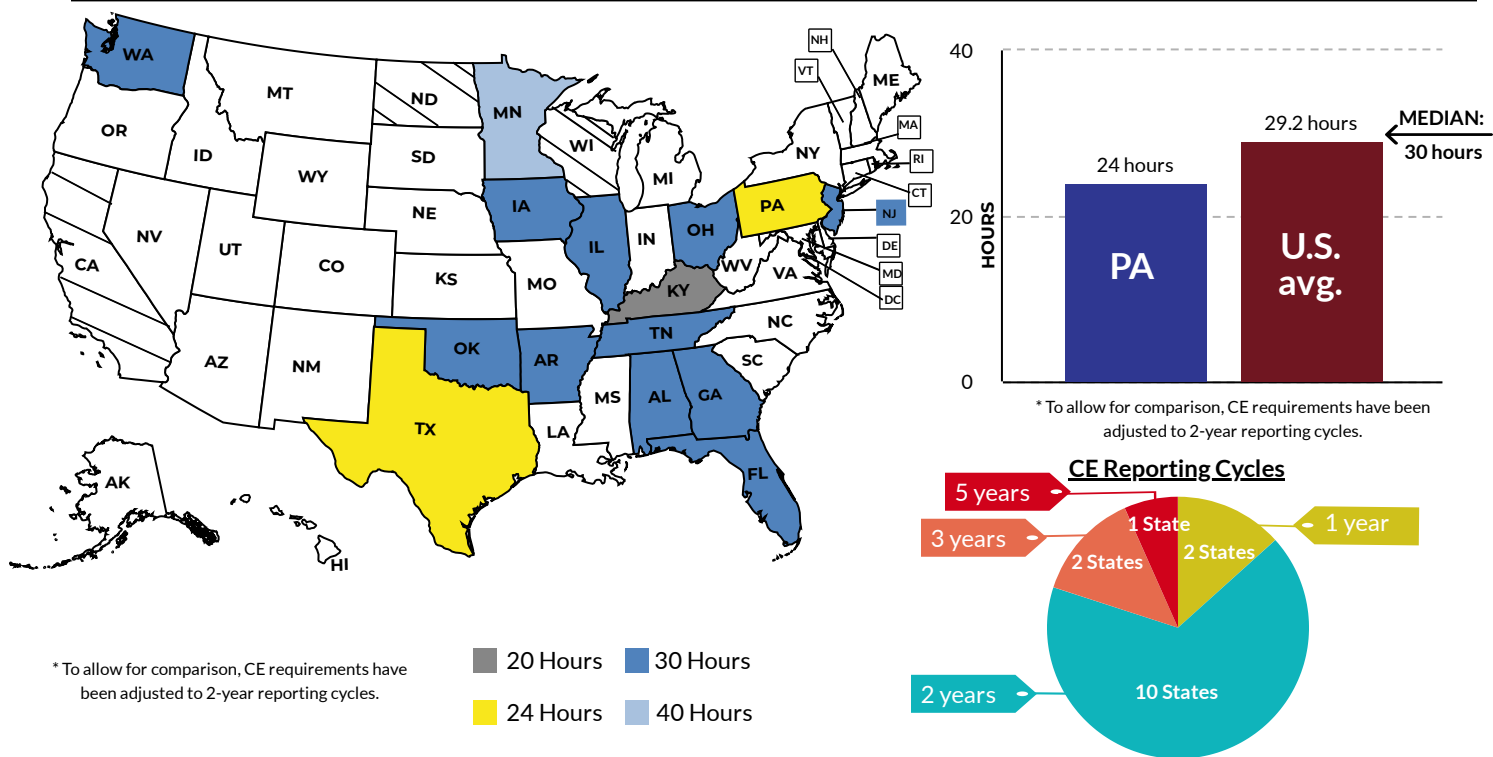


# Prosthetist

## Training / Experience Requirement

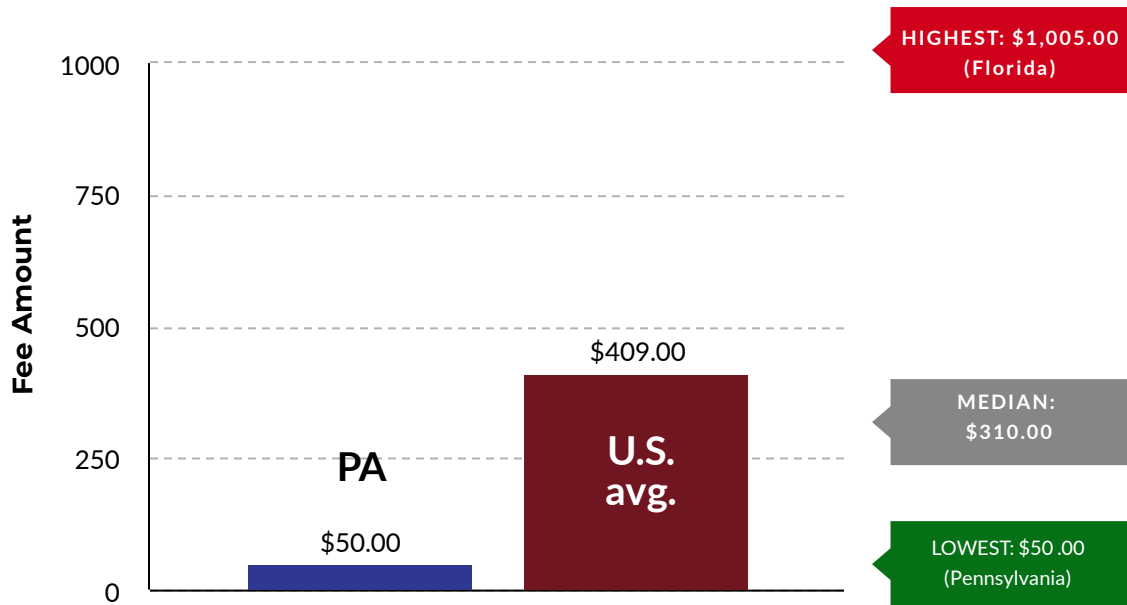


## Continuing Education Requirement



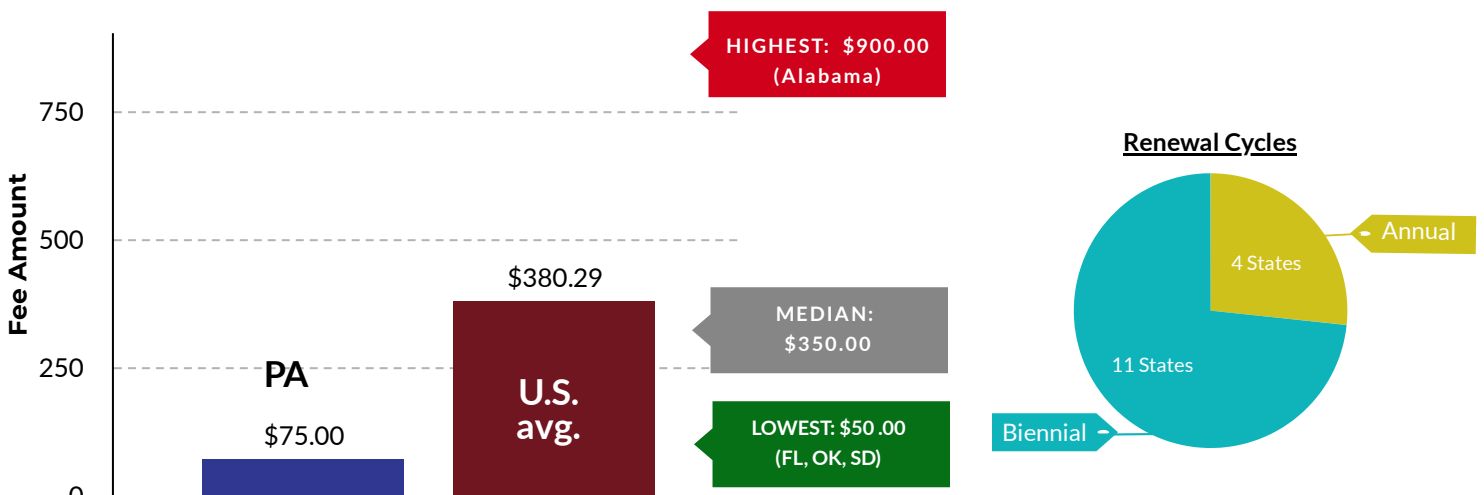
# Prosthetist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Prosthetist

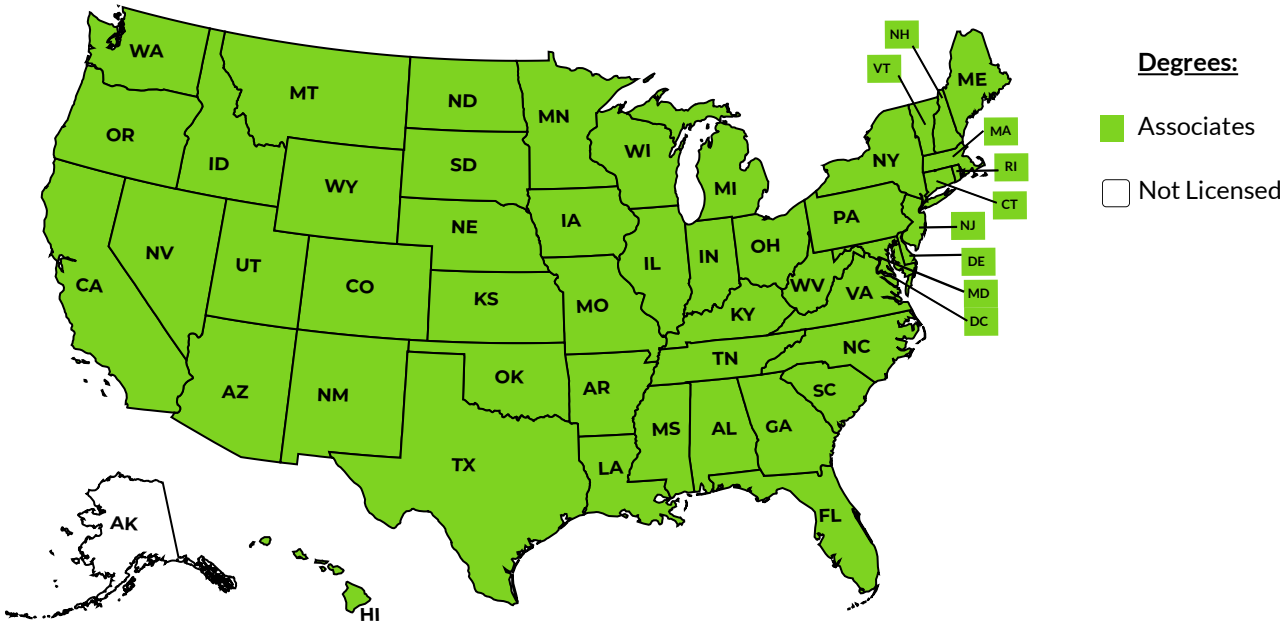
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Arkansas Illinois Iowa Minnesota Oklahoma Washington	Alabama Georgia Kentucky New Jersey Ohio (Limited)  <u>ACT 41</u> Pennsylvania**	Florida Tennessee Texas

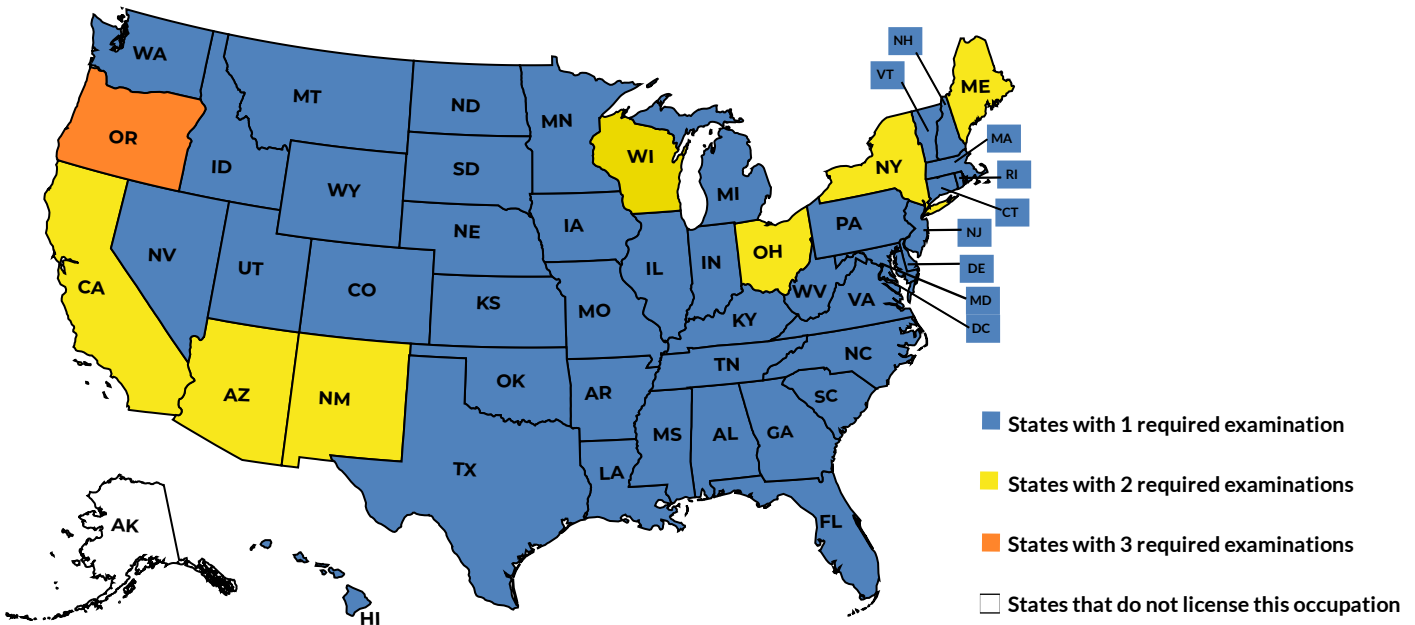
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Respiratory Therapist

## Degree Requirement

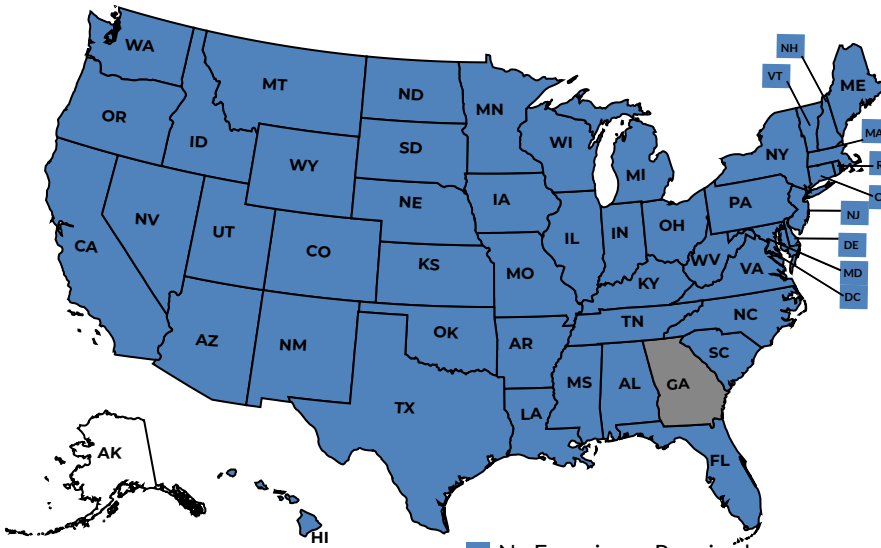


## Examination Requirement

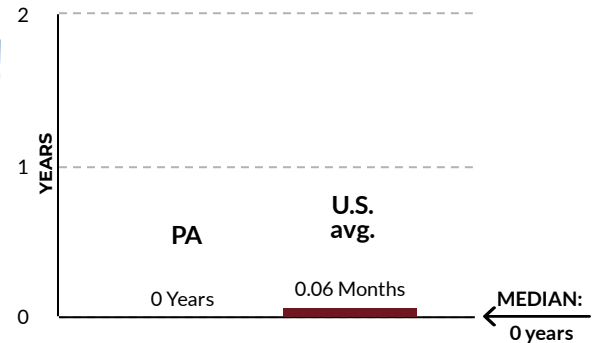


# Respiratory Therapist

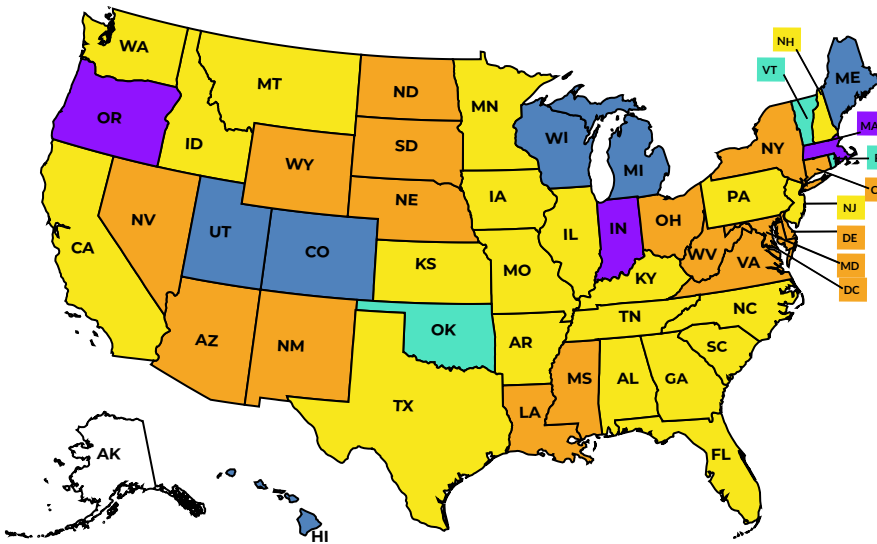
## Training / Experience Requirement



- No Experience Required
- 3 Months
- States do not license this occupation

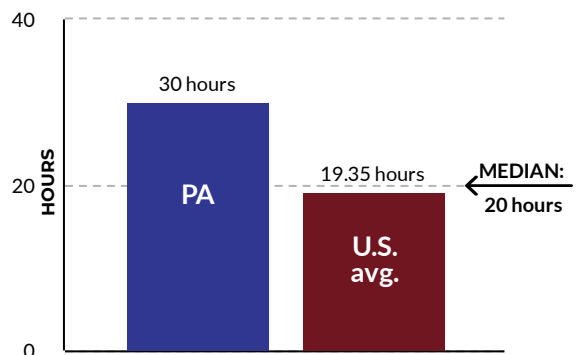


## Continuing Education Requirement

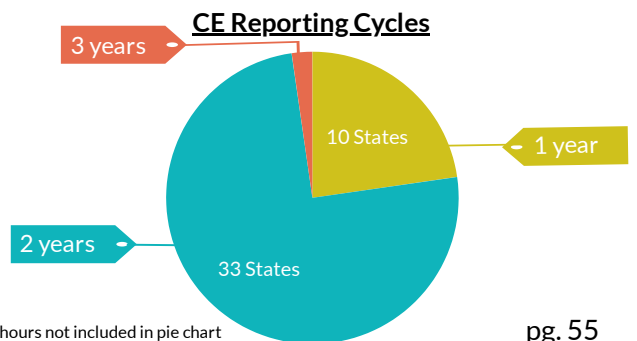


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 0 hours
- 16 - 22 hours
- 8 - 12 hours
- > 22 hours
- 13 - 15 hours
- Not Licensed



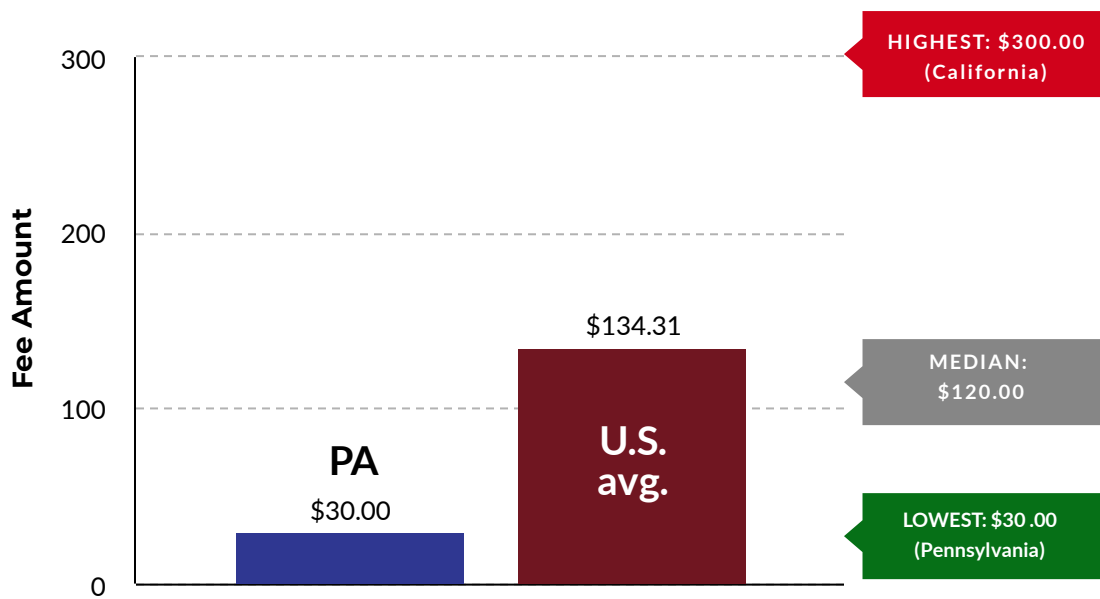
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



\* States with 0 CE hours not included in pie chart

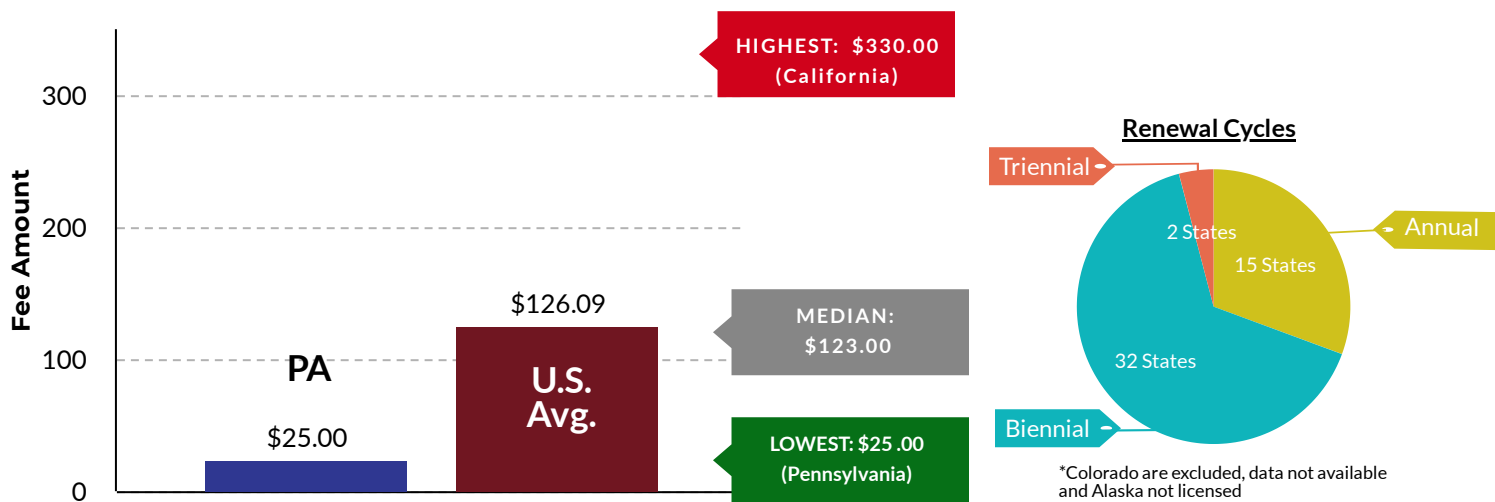
# Respiratory Therapist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*Colorado are excluded, data not available and Alaska not licensed

# Respiratory Therapist

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Credentials</u>	<u>Not Specified in Legislation</u>	<u>Reciprocity</u>
Connecticut	Iowa	California	Alabama
District of Columbia	Kansas	Mississippi	Arizona
Florida	Missouri	Montana	Arkansas
Hawaii	South Carolina	Nevada	Colorado
Illinois	South Dakota	New Hampshire	Delaware
Indiana		New Mexico	Georgia
Michigan		New York	Idaho
New Jersey		Ohio	Kentucky
Oklahoma		Oregon	Louisiana
Tennessee		Virginia	Maine
Utah		Wisconsin	Maryland
Vermont			Massachusetts
West Virginia			Minnesota
Wyoming			Nebraska
			North Carolina
			North Dakota
			Pennsylvania**
			Rhode Island
			Texas
			Washington

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

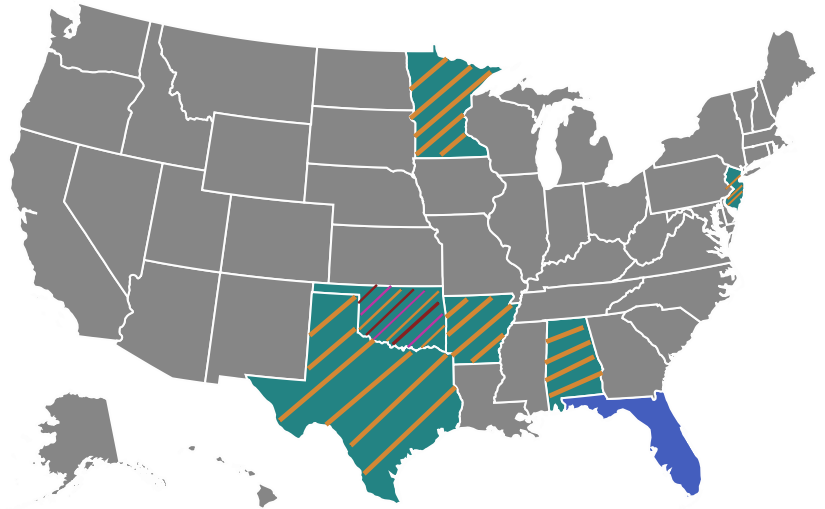


# Observation Section

## Orthotic Fitter, Orthotist, Pedorthist and Prosthetist

### The Follow States have Dual Prosthetist-Orthotist Licenses

- Alabama
  - Florida
  - Georgia
  - Kentucky
  - Minnesota
  - New Jersey
  - Ohio
  - Texas
- **New Jersey** licenses orthotics and prosthetics under the Orthotics and Prosthetics Board of Examiners, under the Division of Consumer Affairs, which is located in the Attorney Generals Office.
  - In **Ohio** the licensing for Orthotic, Prosthetic, & Pedorthic Practitioners has moved to the Occupational Therapy, Physical Therapy, and Athletic Trainers Board effective January 22, 2018.
  - **Oklahoma** is the only state to regulate Prosthetic Technicians and Orthotic Technicians
  - **Minnesota** has Orthotic Fitter, Orthotist, Pedorthist and Prosthetist under the Board of Podiatric Medicine



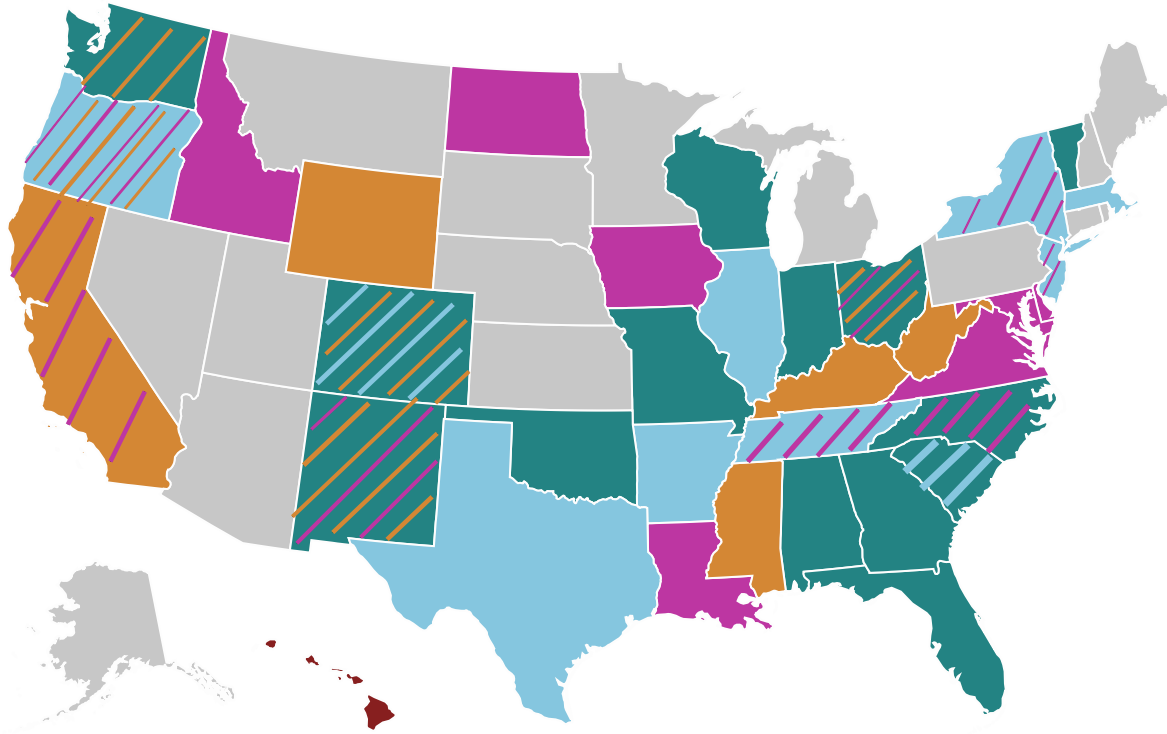
- States that regulate Orthotic Assistants
- States that regulate Orthotic Fitter Assistants
- States that regulate Orthotic Technicians
- States that regulate Prosthetic Assistants
- States that regulate Prosthetic Technicians

## Osteopathic doctors licensed under Medical Board as either D.O. or Physician

- |                         |                   |                    |                    |
|-------------------------|-------------------|--------------------|--------------------|
| 1. Alabama              | 11. Illinois      | 21. Missouri       | 31. Rhode Island   |
| 2. Alaska               | 12. Indiana       | 22. Montana        | 32. South Carolina |
| 3. Arkansas             | 13. Iowa          | 23. Nebraska       | 33. South Dakota   |
| 4. Colorado             | 14. Kansas        | 24. New Hampshire  | 34. Tennessee      |
| 5. Connecticut          | 15. Kentucky      | 25. New Jersey     | 35. Texas          |
| 6. Delaware             | 16. Louisiana     | 26. New York       | 36. Virginia       |
| 7. District of Columbia | 17. Maryland      | 27. North Carolina | 37. Wisconsin      |
| 8. Georgia              | 18. Massachusetts | 28. North Dakota   | 38. Wyoming        |
| 9. Hawaii               | 19. Minnesota     | 29. Ohio           |                    |
| 10. Idaho               | 20. Mississippi   | 30. Oregon         |                    |

# Observation Section

## Additional Licenses by Other States



- **Hawaii** licenses Acupuncturist Intern, while Arkansas, California, District of Columbia, Idaho, Massachusetts, Mississippi, Rhode Island, and Vermont define it in their legislation.
- **D.C.** regulates Surgical Assistants, Dialysis Technicians and Polysomnographic Technologists
- **Delaware** has Athletic Trainers licensed under the Physical Therapy and Occupational Therapy Board, while most states have a separate individual licensing board for Athletic Trainers
- Some states like **Alaska, Hawaii, Kansas,** includes podiatrists under their medical board. While most states like PA have separate individual licensing boards for podiatrists.

- States that regulate Anesthesiologist Aides/Assistants
- States that regulate Surgical Technologists / Assistants
- States that regulate Acupuncturist Intern
- States that regulate Dialysis Technicians
- States that regulate Polysomnographic Technologists

# Sources: State Licensing Boards

<b>Alabama</b> <a href="https://www.albme.org/">https://www.albme.org/</a>	<b>Maryland</b> <a href="https://www.mbp.state.md.us/">https://www.mbp.state.md.us/</a>	<b>Oregon</b> <a href="https://www.oregon.gov/omb/Pages/index.aspx">https://www.oregon.gov/omb/Pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/professionallicensing/statemedicalboard.aspx">https://www.commerce.alaska.gov/web/cbpl/professionallicensing/statemedicalboard.aspx</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-in-medicine">https://www.mass.gov/orgs/board-of-registration-in-medicine</a>	<b>Pennsylvania</b> <a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Medicine/Pages/default.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Medicine/Pages/default.aspx</a>
<b>Arizona</b> <a href="https://www.azmd.gov/">https://www.azmd.gov/</a>	<b>Michigan</b> <a href="https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_27541---,00.html">https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_27541---,00.html</a>	<b>Rhode Island</b> <a href="https://health.ri.gov/licenses/detail.php?id=200">https://health.ri.gov/licenses/detail.php?id=200</a>
<b>Arkansas</b> <a href="https://www.armedicalboard.org/">https://www.armedicalboard.org/</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/medical-practice/">https://mn.gov/boards/medical-practice/</a>	<b>South Carolina</b> <a href="https://lir.sc.gov/med/">https://lir.sc.gov/med/</a>
<b>California</b> <a href="https://www.mbc.ca.gov/">https://www.mbc.ca.gov/</a>	<b>Mississippi</b> <a href="https://www.msbl.ms.gov/">https://www.msbl.ms.gov/</a>	<b>South Dakota</b> <a href="http://www.sdbmoe.gov/">http://www.sdbmoe.gov/</a>
<b>Colorado</b> <a href="https://dpo.colorado.gov/Medical">https://dpo.colorado.gov/Medical</a>	<b>Missouri</b> <a href="https://pr.mo.gov/healingarts.asp">https://pr.mo.gov/healingarts.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/me-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/me-board.html</a>
<b>Connecticut</b> <a href="https://portal.ct.gov/DPH/Public-Health-Hearing-Office/Connecticut-Medical-Examining-Board/Connecticut-Medical-Examining-Board">https://portal.ct.gov/DPH/Public-Health-Hearing-Office/Connecticut-Medical-Examining-Board/Connecticut-Medical-Examining-Board</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/med">http://boards.bsd.dli.mt.gov/med</a>	<b>Texas</b> <a href="http://www.tmb.state.tx.us/">http://www.tmb.state.tx.us/</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/medicalpractice/">https://dpr.delaware.gov/boards/medicalpractice/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Medicine-and-Surgery.aspx">http://dhhs.ne.gov/licensure/Pages/Medicine-and-Surgery.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/md/index.html">https://dopl.utah.gov/md/index.html</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/bomed">https://dchealth.dc.gov/bomed</a>	<b>Nevada</b> <a href="http://medboard.nv.gov/">http://medboard.nv.gov/</a>	<b>Vermont</b> <a href="https://www.healthvermont.gov/systems/medical-practice-board">https://www.healthvermont.gov/systems/medical-practice-board</a>
<b>Florida</b> <a href="https://flboardofmedicine.gov/">https://flboardofmedicine.gov/</a>	<b>New Hampshire</b> <a href="https://www.opic.nh.gov/medicine/">https://www.opic.nh.gov/medicine/</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/medicine/">https://www.dhp.virginia.gov/medicine/</a>
<b>Georgia</b> <a href="https://medicalboard.georgia.gov/">https://medicalboard.georgia.gov/</a>	<b>New Jersey</b> <a href="https://www.njconsumeraffairs.gov/bme">https://www.njconsumeraffairs.gov/bme</a>	<b>Washington</b> <a href="https://wmc.wa.gov/licensing">https://wmc.wa.gov/licensing</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/boards/medical/">https://cca.hawaii.gov/pvl/boards/medical/</a>	<b>New Mexico</b> <a href="https://www.nmmb.state.nm.us/">https://www.nmmb.state.nm.us/</a>	<b>West Virginia</b> <a href="https://wvbom.wv.gov/">https://wvbom.wv.gov/</a>
<b>Idaho</b> <a href="https://bom.idaho.gov/BOMPortal/BoardPage.aspx?Board=BOM">https://bom.idaho.gov/BOMPortal/BoardPage.aspx?Board=BOM</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/med/">http://www.op.nysed.gov/prof/med/</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/pages/BoardsCouncils/MEB/Default.aspx">https://dsps.wi.gov/pages/BoardsCouncils/MEB/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/physicians.asp">https://www.idfpr.com/profs/physicians.asp</a>	<b>North Carolina</b> <a href="https://www.ncmedboard.org/">https://www.ncmedboard.org/</a>	<b>Wyoming</b> <a href="http://wyomedboard.wyo.gov/">http://wyomedboard.wyo.gov/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/medical.htm">https://www.in.gov/pla/medical.htm</a>	<b>North Dakota</b> <a href="https://www.ndbom.org/">https://www.ndbom.org/</a>	
<b>Iowa</b> <a href="https://medicalboard.iowa.gov/">https://medicalboard.iowa.gov/</a>	<b>Ohio</b> <a href="https://med.ohio.gov/">https://med.ohio.gov/</a>	
<b>Kansas</b> <a href="http://www.ksbha.org/main.shtml">http://www.ksbha.org/main.shtml</a>	<b>Oklahoma</b> <a href="https://www.okmedicalboard.org/">https://www.okmedicalboard.org/</a>	
<b>Kentucky</b> <a href="https://kbml.ky.gov/Pages/index.aspx">https://kbml.ky.gov/Pages/index.aspx</a>		
<b>Louisiana</b> <a href="https://www.lsbme.la.gov/">https://www.lsbme.la.gov/</a>		
<b>Maine</b> <a href="https://www.maine.gov/md/">https://www.maine.gov/md/</a>		

# **Occupational Licensing Study 50 State Comparison**

Navigation Commission for the Delaware  
River and its Navigable Tributaries

Maritime Pilots



Presented by the Pennsylvania  
Department of State

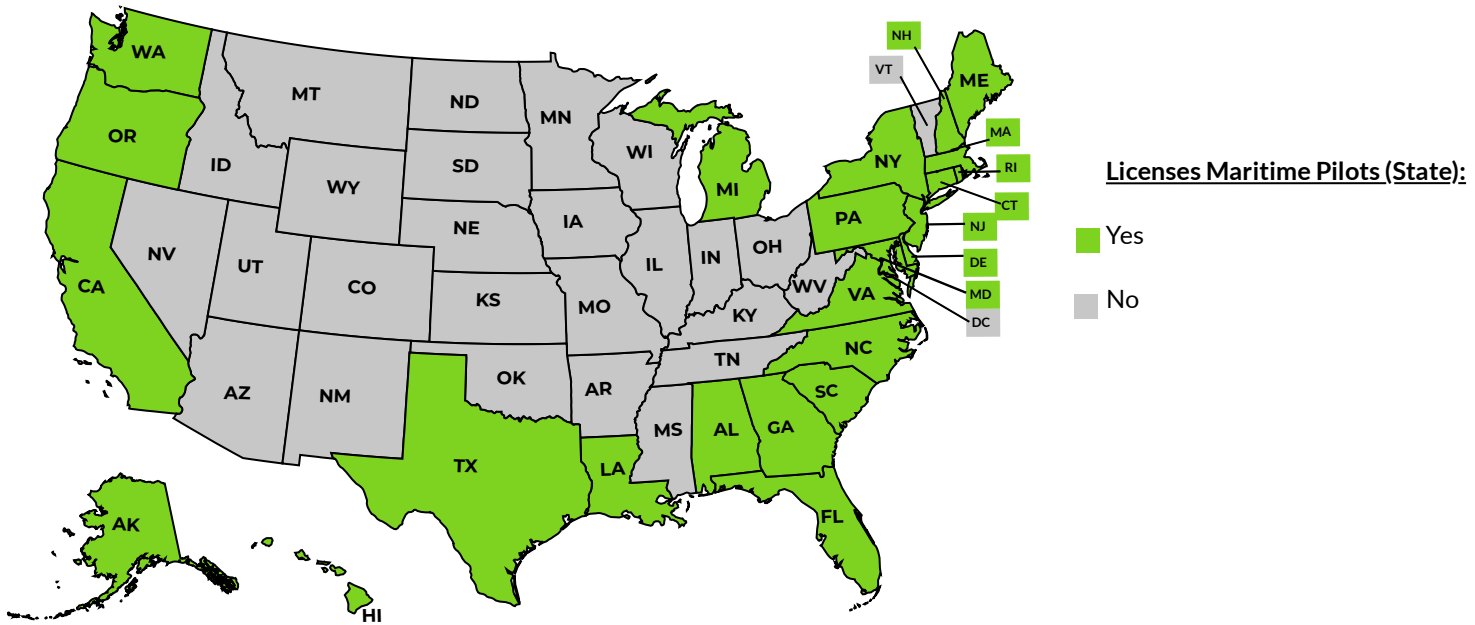
2020

# Maritime Pilots

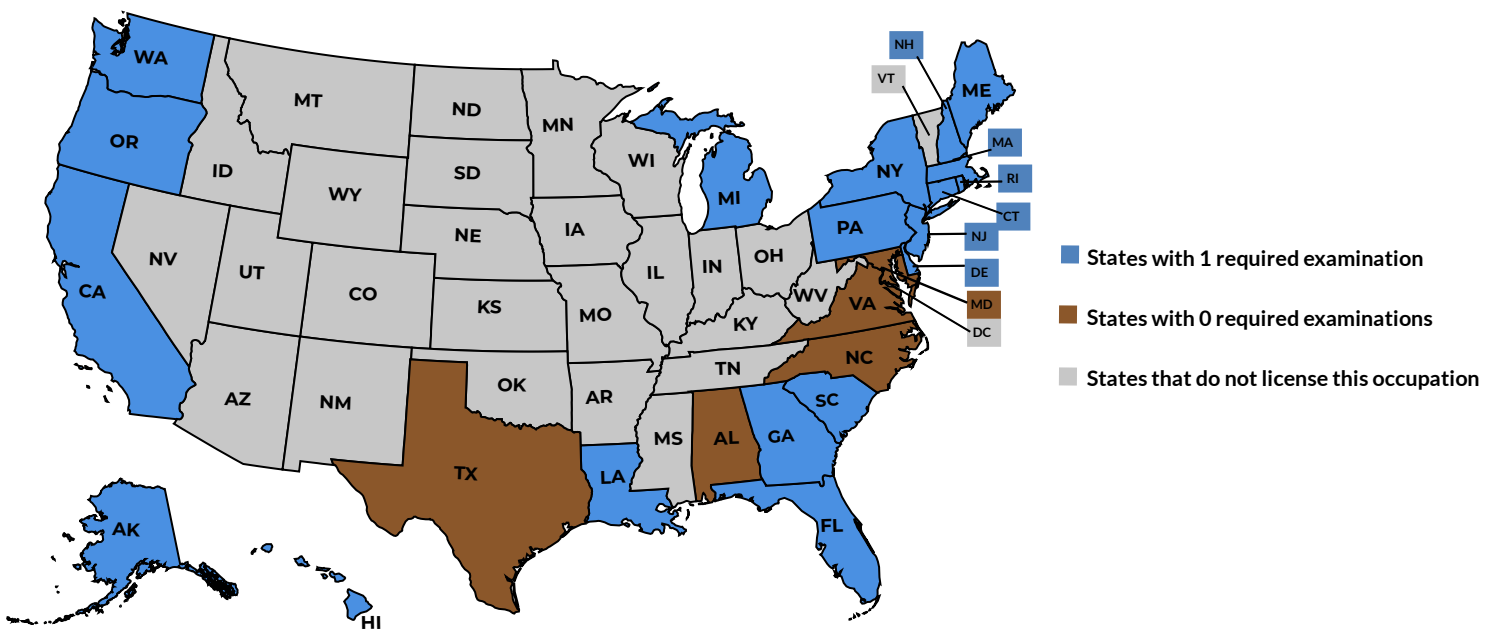
A person duly qualified to steer ships into or out of a harbor or through certain difficult waters.

# Maritime Pilots

## Licensure by State

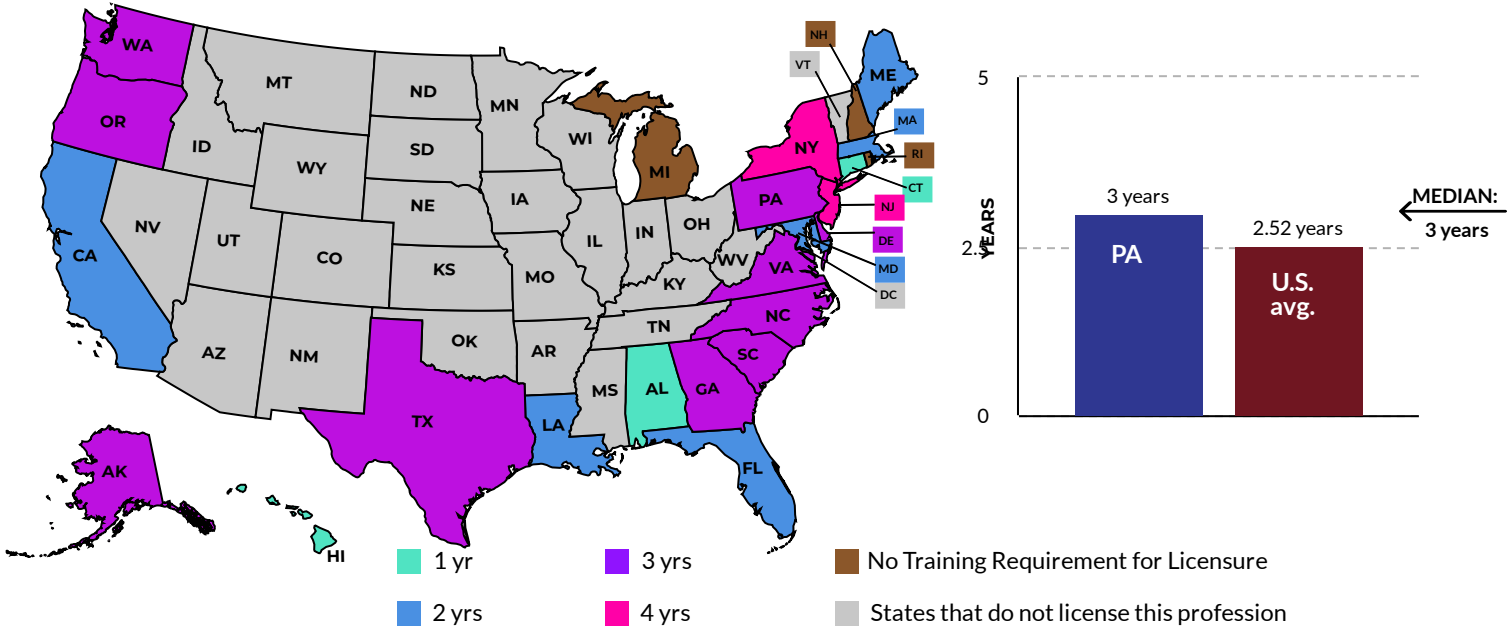


## Examination Requirement



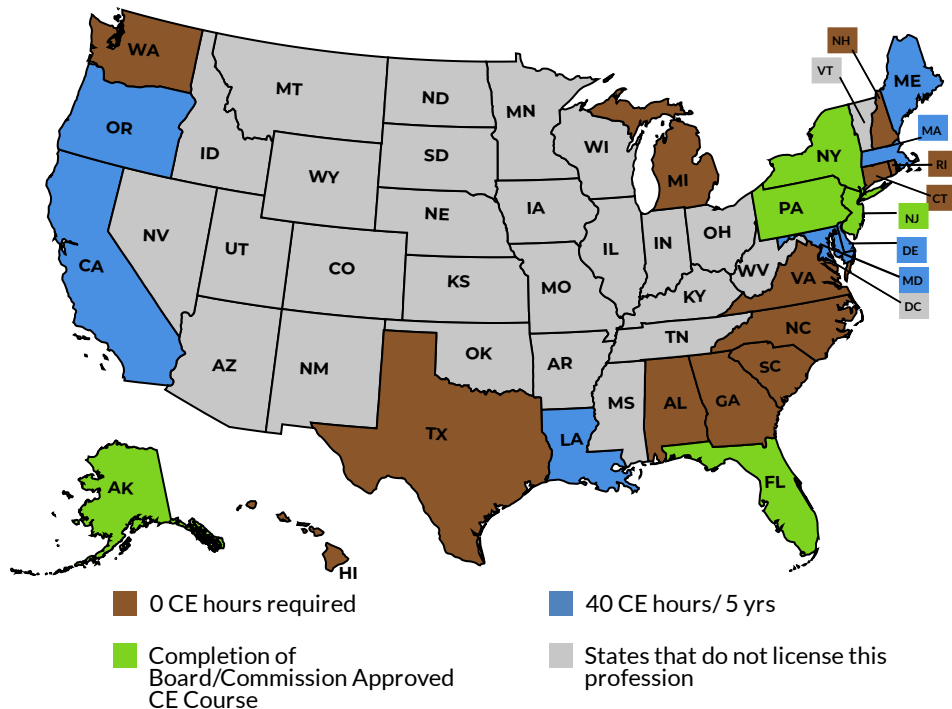
# Maritime Pilots

## Training / Experience Requirement



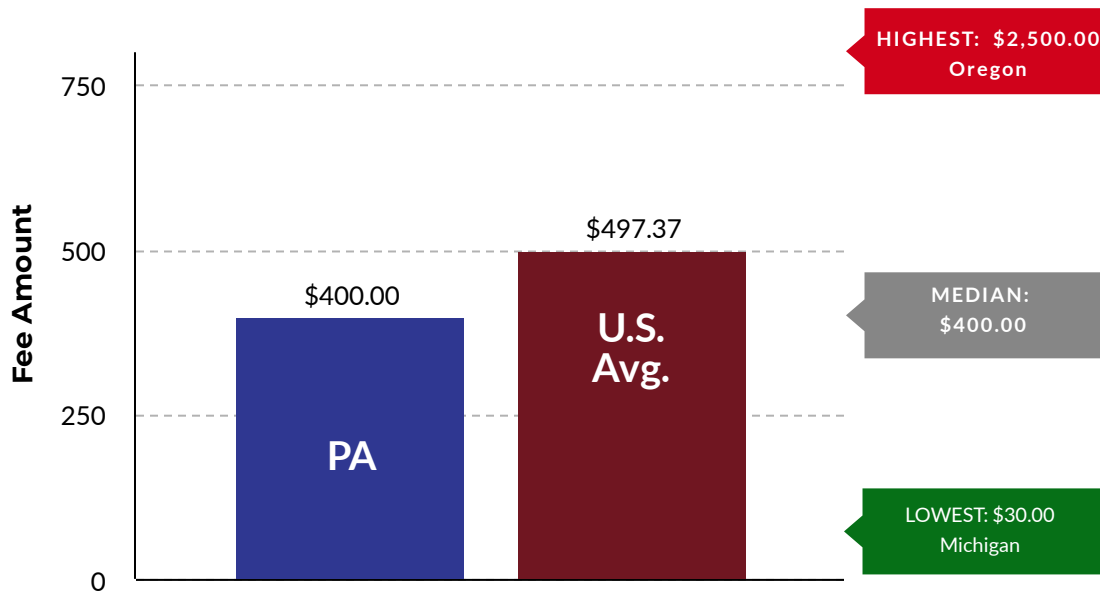
\*In Pennsylvania, once individuals become licensed as sixth-class pilots, their training and experience must continue before they can attain a first-class license. To achieve this, they will serve for at least one year in each of five classes of licensure. The Commission issues the following classes 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-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.

## Continuing Education Requirement



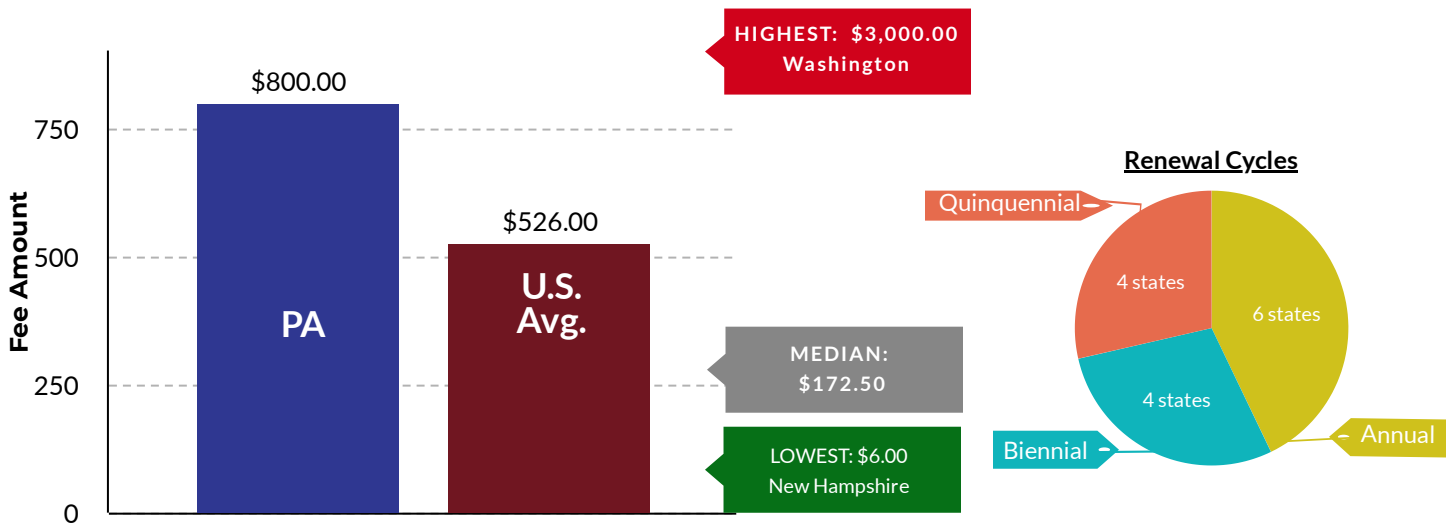
# Maritime Pilots

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles



# Maritime Pilots

## States with Reciprocity or Endorsement

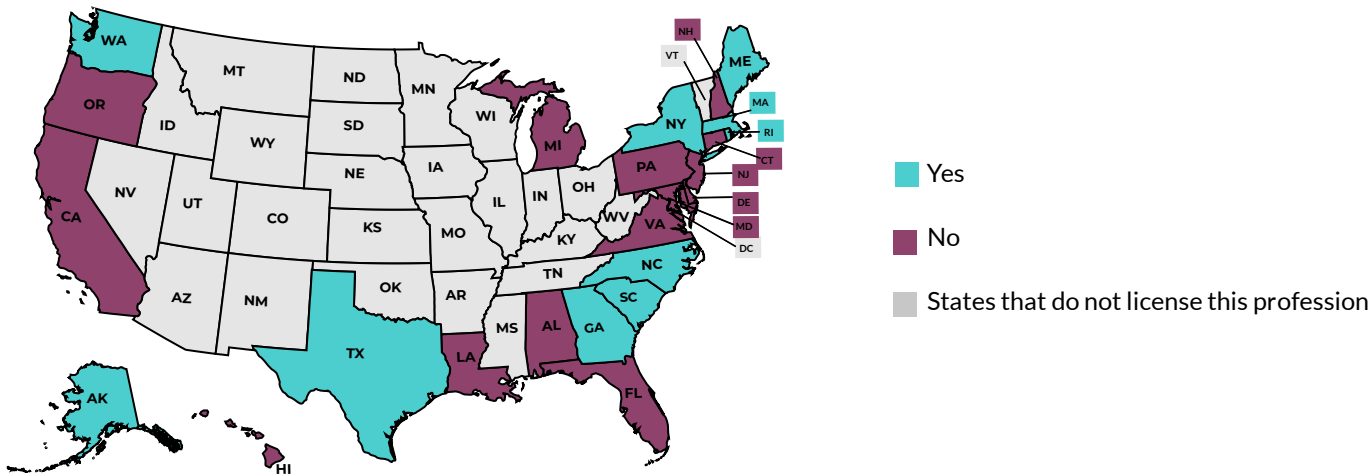
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Delaware Maine Oregon	Michigan	Alabama Alaska California Connecticut Florida Georgia Hawaii Louisiana Maryland Massachusetts New Hampshire New Jersey New York North Carolina Pennsylvania Rhode Island South Carolina Texas Virginia Washington

States that do not license this profession: Arizona, Arkansas, Colorado, District of Columbia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Ohio, Oklahoma, South Dakota, Tennessee, Utah, Vermont, West Virginia, Wisconsin, Wyoming

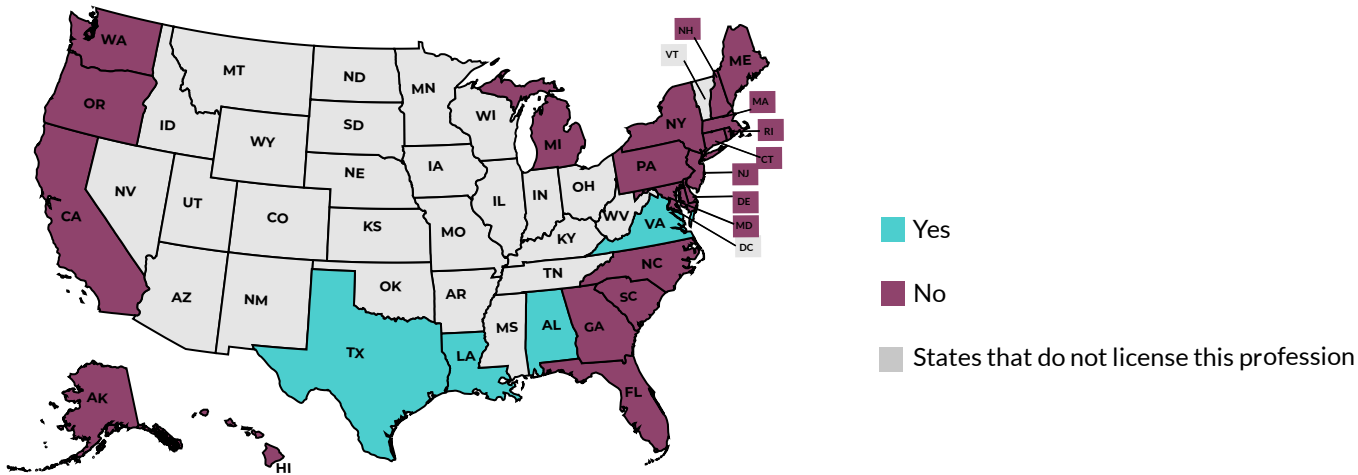
# Observation Section

## The following states have specific requirements for licensure

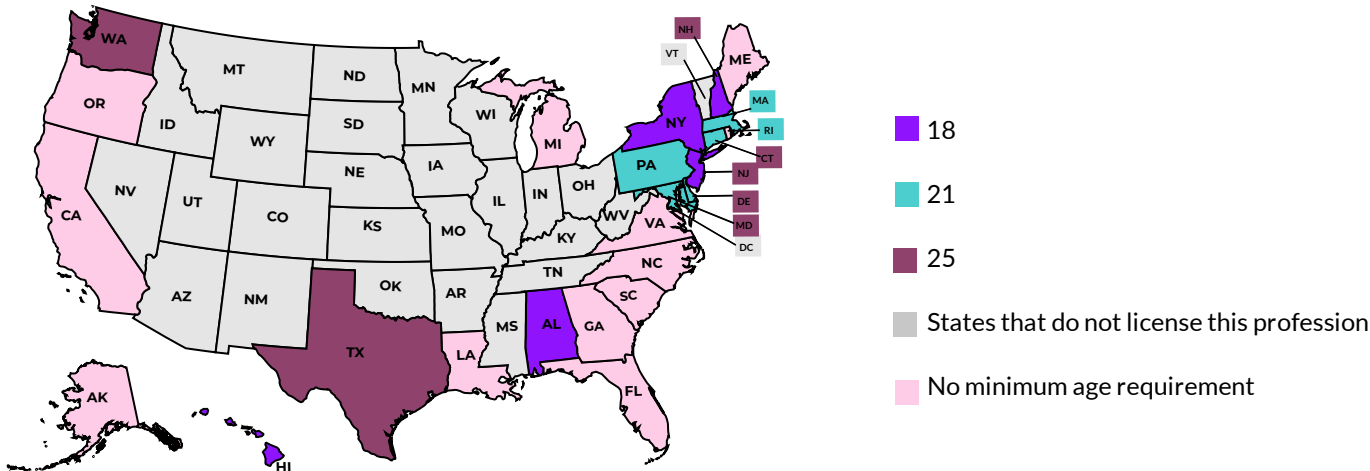
### Citizenship/Proof of Eligible Work Status Requirement



### Good Moral Character



### Minimum Age Requirement



# Sources: State Licensing Boards

- |   |  |   |
|---|--|---|
| <p><b>Alabama</b><br/><a href="http://www.alabamaadministrativecode.state.al.us/dohttps://www.dllr.state.md.us/license/bp/cs/pilco/">http://www.alabamaadministrativecode.state.al.us/dohttps://www.dllr.state.md.us/license/bp/cs/pilco/</a></p> <p><b>Alaska</b><br/><a href="https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofMarinePilots.aspx">https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofMarinePilots.aspx</a></p> <p><b>California</b><br/><a href="https://bopc.ca.gov/">https://bopc.ca.gov/</a></p> <p><b>Connecticut</b><br/><a href="http://www.ct.gov/dot/cwp/view.asp?A=1394&amp;Q=259560">http://www.ct.gov/dot/cwp/view.asp?A=1394&amp;Q=259560</a></p> <p><b>Delaware</b><br/><a href="https://dpr.delaware.gov/boards/riverpilots/apprentice_pilot/">https://dpr.delaware.gov/boards/riverpilots/apprentice_pilot/</a></p> <p><b>Florida</b><br/><a href="http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;URL=0300-0399/0310/0310ContentsIndex.html&amp;StatuteYear=2016&amp;Title=-%3E2016-%3EChapter%20310">http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;URL=0300-0399/0310/0310ContentsIndex.html&amp;StatuteYear=2016&amp;Title=-%3E2016-%3EChapter%20310</a></p> <p><b>Georgia</b><br/><a href="http://rules.sos.state.ga.us/gac/494-1-1?urlRedirected=yes&amp;data=admin&amp;lookingfor=494-1-1">http://rules.sos.state.ga.us/gac/494-1-1?urlRedirected=yes&amp;data=admin&amp;lookingfor=494-1-1</a></p> <p><b>Hawaii</b><br/><a href="http://cca.hawaii.gov/pvl/programs/port/">http://cca.hawaii.gov/pvl/programs/port/</a></p> <p><b>Louisiana</b><br/><a href="https://www.doa.la.gov/Pages/osr/LAC-46.aspx">https://www.doa.la.gov/Pages/osr/LAC-46.aspx</a></p> <p><b>Maine</b><br/><a href="https://www.maine-pilotage.com/rules">https://www.maine-pilotage.com/rules</a></p> | <p><b>Maryland</b><br/><a href="https://www.dllr.state.md.us/license/bp/brdid=160225">https://www.dllr.state.md.us/license/bp/brdid=160225</a></p> <p><b>Massachusetts</b><br/><a href="https://appointments.state.ma.us/BoardDetail.aspx?brdid=160225">https://appointments.state.ma.us/BoardDetail.aspx?brdid=160225</a></p> <p><b>Michigan</b><br/><a href="https://www.michigan.gov/statelicensesearch/0,4671,7-180-24786-81595--,00.html">https://www.michigan.gov/statelicensesearch/0,4671,7-180-24786-81595--,00.html</a></p> <p><b>New Hampshire</b><br/><a href="https://www.nh.gov/safety/divisions/nhsp/fob/marine-patrol/commercial/index.html">https://www.nh.gov/safety/divisions/nhsp/fob/marine-patrol/commercial/index.html</a></p> <p><b>New Jersey</b><br/><a href="http://www.state.nj.us/transportation/maritime-pilot/">http://www.state.nj.us/transportation/maritime-pilot/</a></p> <p><b>New York</b><br/><a href="http://www.bdcomm-pilotsny.org/">http://www.bdcomm-pilotsny.org/</a></p> <p><b>North Carolina</b><br/><a href="http://ncrules.state.nc.us/ncac/title%2004%20-%20commerce/chapter%2015%20-%20commission%20of%20navigation%20and%20pilotage%20for%20the%20cape%20fear%20river%20and%20bar/chapter%2015%20rules.pdf">http://ncrules.state.nc.us/ncac/title%2004%20-%20commerce/chapter%2015%20-%20commission%20of%20navigation%20and%20pilotage%20for%20the%20cape%20fear%20river%20and%20bar/chapter%2015%20rules.pdf</a></p> | <p><b>Oregon</b><br/><a href="https://www.puc.state.or.us/BMP/Pages/Index.aspx">https://www.puc.state.or.us/BMP/Pages/Index.aspx</a></p> <p><b>Pennsylvania</b><br/><a href="http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/NavigationCommissionfortheDelawareRiveranditsNavigableTributaries/Pages/default.aspx">http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/NavigationCommissionfortheDelawareRiveranditsNavigableTributaries/Pages/default.aspx</a></p> <p><b>Rhode Island</b><br/><a href="http://www.dem.ri.gov/commissions/pilotage.php">http://www.dem.ri.gov/commissions/pilotage.php</a></p> <p><b>South Carolina</b><br/><a href="https://www.llr.sc.gov/POL/Pilotage/index.asp?file=licensure.htm">https://www.llr.sc.gov/POL/Pilotage/index.asp?file=licensure.htm</a></p> <p><b>Texas</b><br/><a href="https://texas.public.law/statutes/tex._transp._code_title_4_subtitle_b_chapter_66">https://texas.public.law/statutes/tex._transp._code_title_4_subtitle_b_chapter_66</a></p> <p><b>Virginia</b><br/><a href="http://www.dpor.virginia.gov/Boards/Branch-Pilots/">http://www.dpor.virginia.gov/Boards/Branch-Pilots/</a></p> <p><b>Washington</b><br/><a href="https://pilotage.wa.gov/about-us.html">https://pilotage.wa.gov/about-us.html</a></p> |
|---|--|---|

# **Occupational Licensing Study 50 State Comparison**

State Board of Examiners of  
Nursing Home Administrators

Nursing Home Administrator



Presented by the Pennsylvania  
Department of State

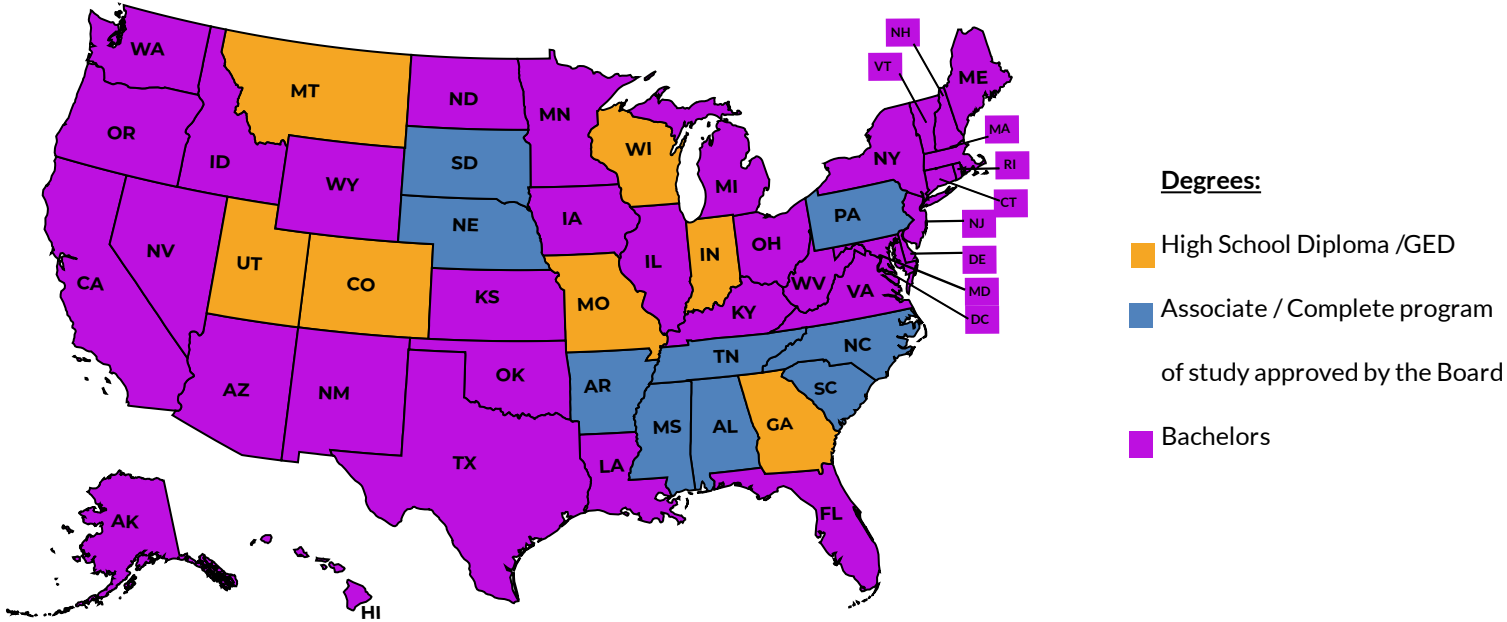
2020

# Nursing Home Administrator

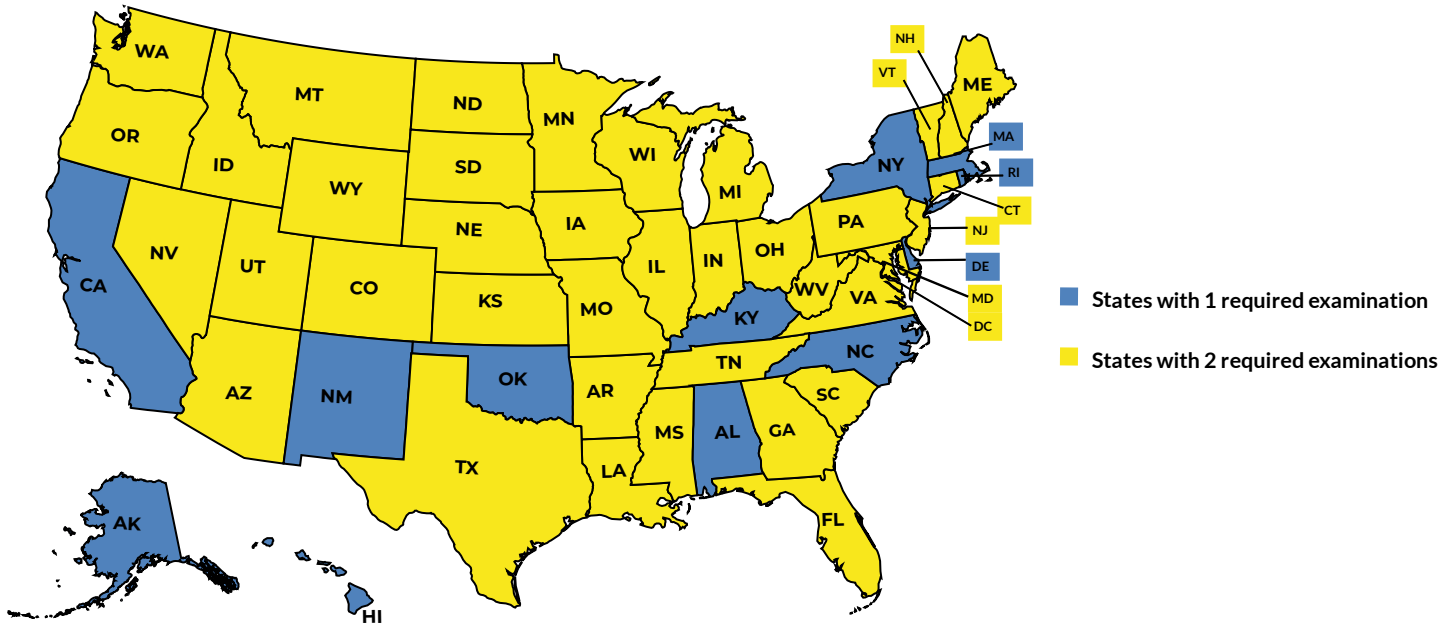
Individuals licensed by the state board who engage in the planning, organizing, directing and control of the operation of a nursing home.

# Nursing Home Administrator

## Degree Requirement

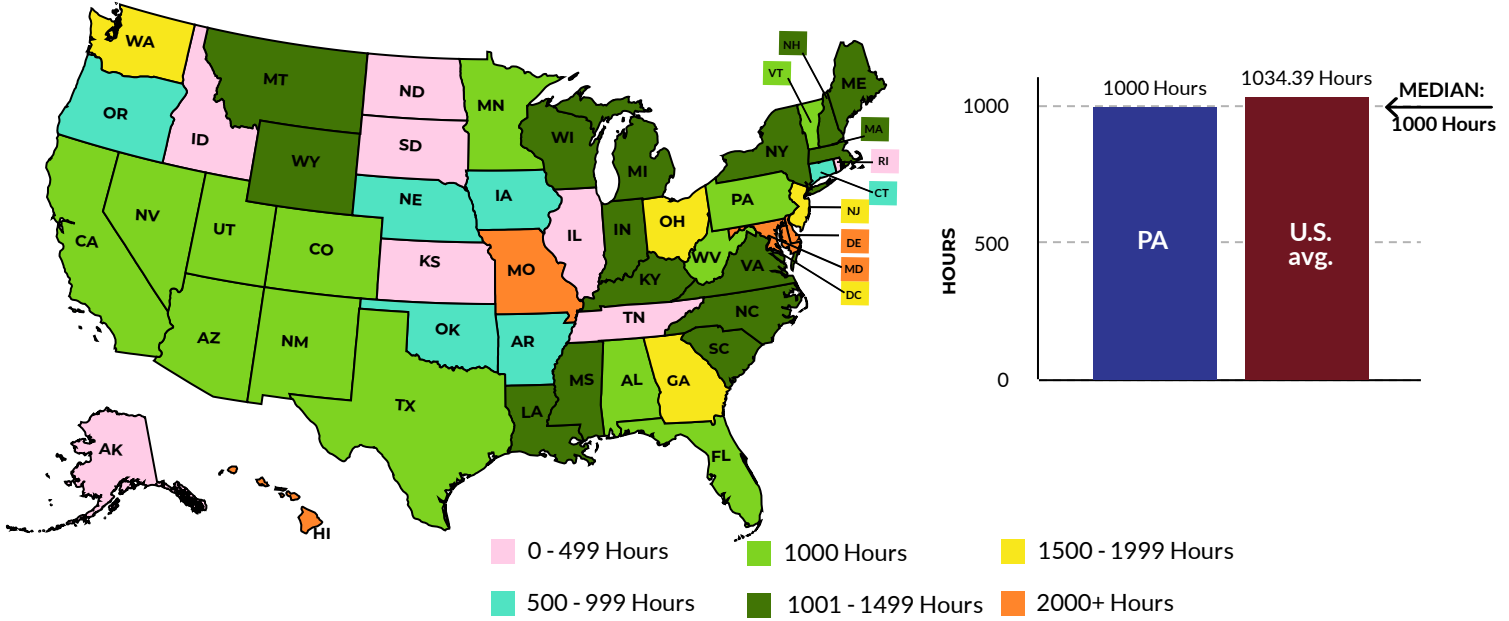


## Examination Requirement

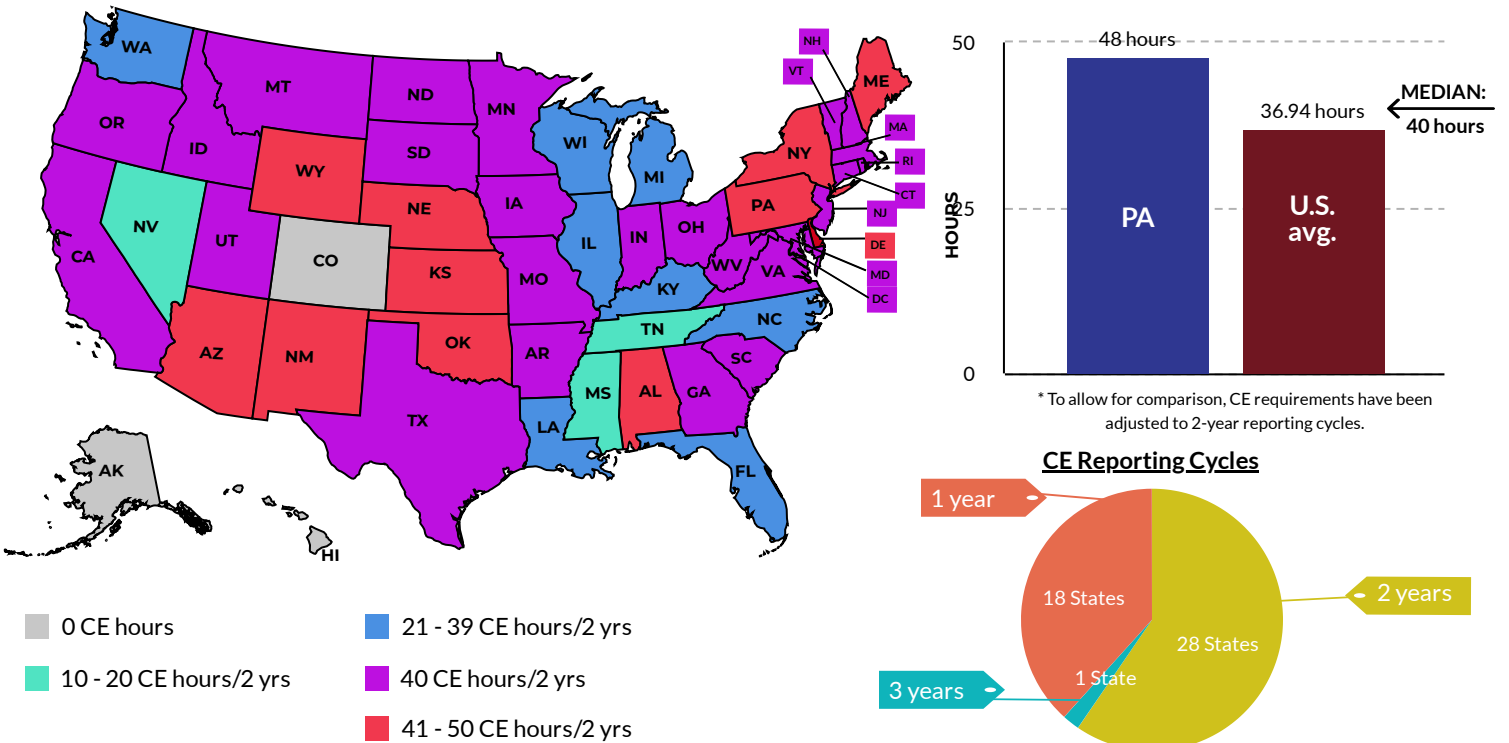


# Nursing Home Administrator

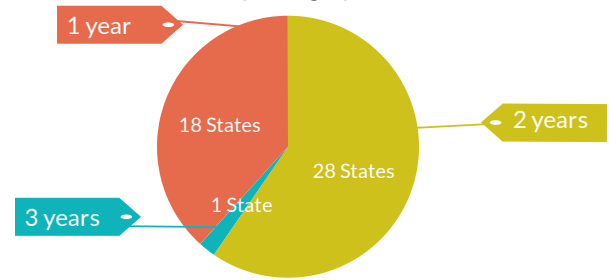
## Training / Experience Requirement



## Continuing Education Requirement



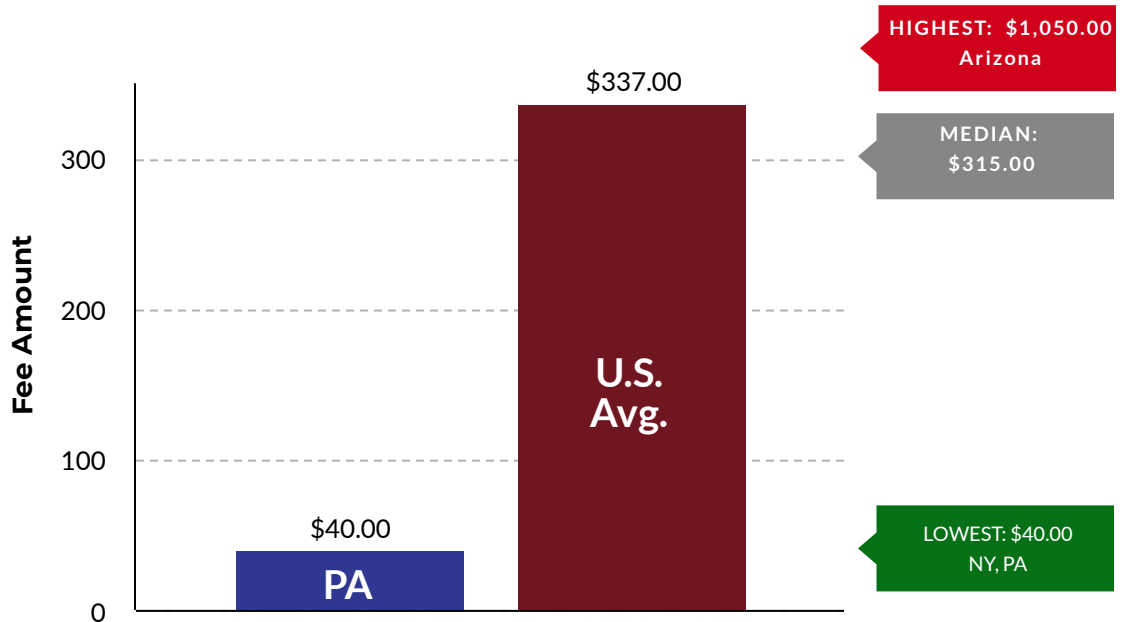
**CE Reporting Cycles**



\*AK, CO & HI do not have CE requirement

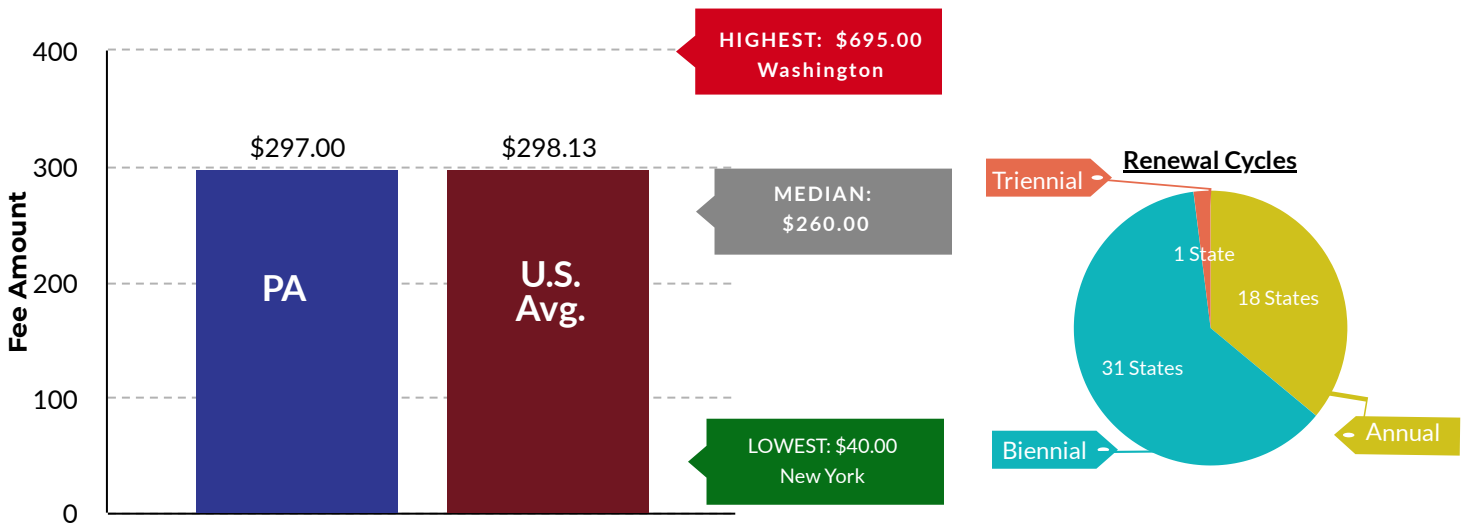
# Nursing Home Administrator

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles



# Nursing Home Administrator

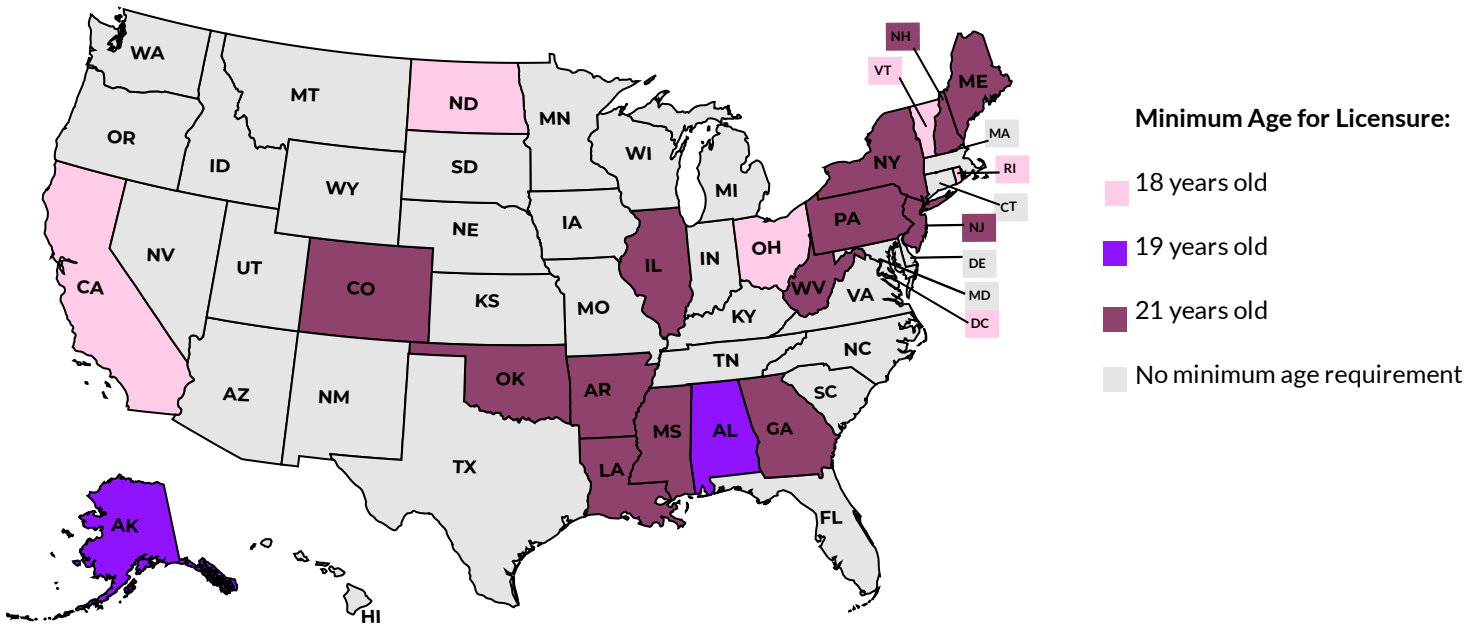
## States with Reciprocity or Endorsement

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

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

**The following states have minimum age requirements for licensure**



# Sources: State Licensing Boards

- Alabama**  
<http://www.alboenha.state.al.us/PDF/Rules/Alabama%20Board%20of%20Examiners%20Statute.pdf>
- Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/NursingHomeAdministrators.aspx>
- Arizona**  
[http://www.hpm.umn.edu/nhregsplus/NHRegs\\_by\\_State/Arizona/AZLicensure%20Rules%20for%20NHA.pdf](http://www.hpm.umn.edu/nhregsplus/NHRegs_by_State/Arizona/AZLicensure%20Rules%20for%20NHA.pdf)
- Arkansas**  
<http://humanservices.arkansas.gov/images/uploads/dms/nhadmin.pdf>
- California**  
<http://www.labormarketinfo.edd.ca.gov/OccGuides/LicenseDetail.aspx?LicId=996>
- Colorado**  
[https://www.colorado.gov/pacific/dora/NHA\\_Laws%20https://drive.google.com/file/d/0B-K5DhxXxJZbaUF5VDNkSDVFbmM/view%20https://drive.google.com/file/d/0B-K5DhxXxJZbYVZDLTlU3pYQ3M/view](https://www.colorado.gov/pacific/dora/NHA_Laws%20https://drive.google.com/file/d/0B-K5DhxXxJZbaUF5VDNkSDVFbmM/view%20https://drive.google.com/file/d/0B-K5DhxXxJZbYVZDLTlU3pYQ3M/view)
- Connecticut**  
<https://portal.ct.gov/DCP/Occupational-and-Professional-Division/Occupational--Profess/Certified-Public-Accountants>
- Delaware**  
<https://dpr.delaware.gov/boards/nursinghomeadmin/>
- District of Columbia**  
[https://doh.dc.gov/sites/default/files/dc/sites/doh/service\\_content/attachments/Nursing%20Home%20Administration%20Regulation%20updated%208-18-2017%20%282%29.pdf%20https://doh.dc.gov/service/nursing-home-administration-licensing](https://doh.dc.gov/sites/default/files/dc/sites/doh/service_content/attachments/Nursing%20Home%20Administration%20Regulation%20updated%208-18-2017%20%282%29.pdf%20https://doh.dc.gov/service/nursing-home-administration-licensing)
- Florida**  
<http://floridasnursinghomeadmin.gov/licensing/nursing-home-administrator/>
- Georgia**  
[http://sos.ga.gov/plb/acrobat/Laws/18\\_Nursing\\_Home\\_Administrators\\_4327.pdf%20http://sos.ga.gov/index.php/licensing/plb/35](http://sos.ga.gov/plb/acrobat/Laws/18_Nursing_Home_Administrators_4327.pdf%20http://sos.ga.gov/index.php/licensing/plb/35)
- Hawaii**  
[http://cca.hawaii.gov/pvl/programs/nursinghome/state\\_rules/%20http://cca.hawaii.gov/pvl/files/2013/08/har\\_90-c2.pdf](http://cca.hawaii.gov/pvl/programs/nursinghome/state_rules/%20http://cca.hawaii.gov/pvl/files/2013/08/har_90-c2.pdf)
- Idaho**  
<https://adminrules.idaho.gov/rules/current/24/0901.pdf>
- Illinois**  
<http://ilga.gov/legislation/ilcs/ilcs3.asp?ActID=1313&ChapAct=225%2%A0ILCS%2%A070/&ChapterID=24&ChapterName=PROFESSIONS+AND+OCCUPATIONS&ActName=Nursing+Home+Administrators+Licensing+and+Disciplinary+Act>
- Indiana**  
[http://www.in.gov/pla/files/ISBHA.2011\\_EDITION.pdf](http://www.in.gov/pla/files/ISBHA.2011_EDITION.pdf)
- Iowa**  
<https://www.legis.iowa.gov/law/administrativeRules/rules?agency=645&chapter=141>
- Kansas**  
[https://www.kdads.ks.gov/docs/default-source/SCC-Documents/bacha/administrative-license-regulations-\(k-a-r-\).pdf?sfvrsn=4](https://www.kdads.ks.gov/docs/default-source/SCC-Documents/bacha/administrative-license-regulations-(k-a-r-).pdf?sfvrsn=4)
- Kentucky**  
<http://lta.ky.gov/Pages/laws.aspx>
- Louisiana**  
[http://www.labenfa.com/nfadmin/BE-1\\_2015\\_Requirements\\_for\\_Licensing.pdf](http://www.labenfa.com/nfadmin/BE-1_2015_Requirements_for_Licensing.pdf)
- Maine**  
[https://www.state.me.us/pfr/professionallicensing/professions/nursing\\_home/index.html](https://www.state.me.us/pfr/professionallicensing/professions/nursing_home/index.html)
- Maryland**  
<https://health.maryland.gov/bonha/Pages/licensing.aspx>
- Massachusetts**  
<https://www.mass.gov/orgs/board-of-registration-of-nursing-home-administrators>
- Michigan**  
[http://dmbinternet.state.mi.us/DMB/ORRDocs/AdminCode/1516\\_2015-019LR\\_AdminCode.pdf](http://dmbinternet.state.mi.us/DMB/ORRDocs/AdminCode/1516_2015-019LR_AdminCode.pdf)
- Minnesota**  
<https://mn.gov/elicense/a-z/?id=1083-231493#/list/appld/filterType/filterValue/page/1/sort/order/>
- Mississippi**  
<https://www.msnha.ms.gov/PDFs/Rules.pdf>
- Missouri**  
<https://s1.sos.mo.gov/cmsimages/adrules/csr/current/19csr/19c73-2.pdf>
- Montana**  
[http://leg.mt.gov/bills/mca/title\\_0370/chapter\\_0090/part\\_0030/section\\_0010/0370-0090-0030-0010.html](http://leg.mt.gov/bills/mca/title_0370/chapter_0090/part_0030/section_0010/0370-0090-0030-0010.html)
- Nebraska**  
<http://dhhs.ne.gov/publichealth/Licensure/Documents/NursingHomeAdministrators.pdf>
- Nevada**  
<http://beltca.nv.gov/About/Board/>
- New Hampshire**  
<https://www.oplc.nh.gov/index.htm>
- New Jersey**  
[http://www.hpm.umn.edu/NHregsplus/NHRegs\\_by\\_State/NEw%20Jersey/NJ%20Licensure%20Rules%20for%20Nursing%20Home%20Administrators.pdf](http://www.hpm.umn.edu/NHregsplus/NHRegs_by_State/NEw%20Jersey/NJ%20Licensure%20Rules%20for%20Nursing%20Home%20Administrators.pdf)
- New Mexico**  
<http://www.rld.state.nm.us/uploads/files/NHA%202016%20Statues.pdf>
- New York**  
[https://www.health.ny.gov/professionals/nursing\\_home\\_administrator/licensure\\_program/qualifications.htm](https://www.health.ny.gov/professionals/nursing_home_administrator/licensure_program/qualifications.htm)
- North Carolina**  
<http://www.ncbenha.org/rules.html>
- North Dakota**  
<http://www.legis.nd.gov/information/acdata/pdf/55-02-01.pdf>
- Ohio**  
<https://www.beltss.ohio.gov/default.html>
- Oklahoma**  
[https://www.ok.gov/osbeltca/Licensure\\_Qualifications/](https://www.ok.gov/osbeltca/Licensure_Qualifications/)
- Oregon**  
<http://www.oregon.gov/oha/PH/HLO/Pages/Laws-Rules.aspx>
- Pennsylvania**  
<https://www.pacode.com/secure/data/049/chapter39/chap39toc.html>
- Rhode Island**  
<http://health.ri.gov/licenses/detail.php?id=233#>
- South Carolina**  
<http://www.llr.state.sc.us/POL/LongTermHealthCare/index.asp?file=pub.htm#NHA>
- South Dakota**  
<http://doh.sd.gov/boards/nursingfacility/>
- Tennessee**  
[http://www.hpm.umn.edu/nhregsplus/NHRegs\\_by\\_State/Tennessee/TN%20Licensure%20Rules%20for%20Nursing%20Home%20Administrator.pdf](http://www.hpm.umn.edu/nhregsplus/NHRegs_by_State/Tennessee/TN%20Licensure%20Rules%20for%20Nursing%20Home%20Administrator.pdf)
- Texas**  
[http://www.hpm.umn.edu/nhregsplus/NHRegs\\_by\\_State/Texas/TX%20Licensure%20Rules%20for%20NHA.pdf](http://www.hpm.umn.edu/nhregsplus/NHRegs_by_State/Texas/TX%20Licensure%20Rules%20for%20NHA.pdf)
- Utah**  
<https://le.utah.gov/xcode/Title58/Chapter15/58-15.html>
- Vermont**  
<https://www.sec.state.vt.us/professional-regulation/list-of-professions/nursing-home-administrators.aspx>
- Virginia**  
[https://www.dhp.virginia.gov/nha/nha\\_laws\\_regs.htm#law](https://www.dhp.virginia.gov/nha/nha_laws_regs.htm#law)
- Washington**  
<https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/NursingHomeAdministrator/LicenseRequirements>
- West Virginia**  
<http://www.state.wv.us/wvna/default.cfm>
- Wisconsin**  
<http://docs.legis.wisconsin.gov/statutes>
- Wyoming**  
<http://nha.state.wy.us/PDF/CurrentRules.pdf>

# **Occupational Licensing Study 50 State Comparison**

State Board of Nursing

Certified Registered Nurse Practitioner  
Clinical Nurse Specialist  
Licensed Dietitian-Nutritionist  
Licensed Practical Nurse  
Registered Nurse



Presented by the Pennsylvania  
Department of State

2020

# **Certified Registered Nurse Practitioner**

A professional nurse who is certified by the State Board of Nursing 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 licensed physician.

# **Clinical Nurse Specialist**

An individual licensed to practice professional nursing who meets the educational and examination or equivalency requirements and is certified by the State Board of Nursing as a clinical nurse specialist.

# **Dietitian – Nutritionist**

An individual licensed to practice dietetics-nutrition.

The practice involves 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.

## **Licensed Practical Nurse**

A nurse licensed to practice by the State Board of Nursing.

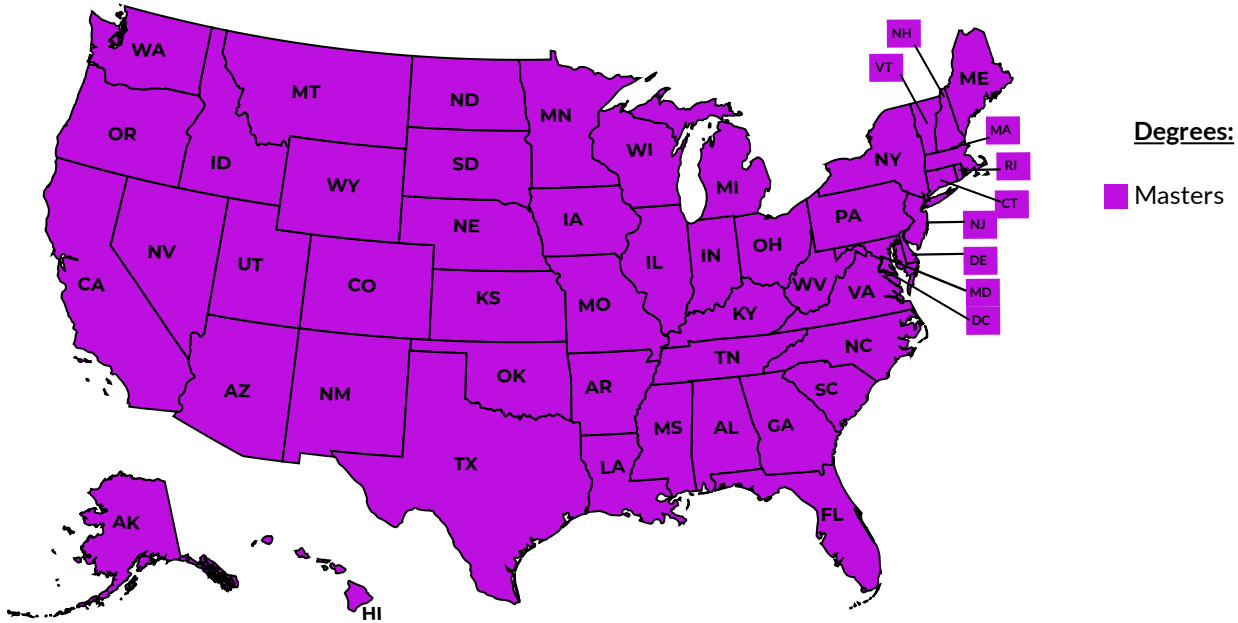
Practical nursing is the performance of selected nursing acts in the care of the ill, injured or infirm under the direction of a licensed professional nurse, a licensed physician or a licensed dentist which do not require the specialized skill, judgment and knowledge required in professional nursing.

## **Registered Nurse**

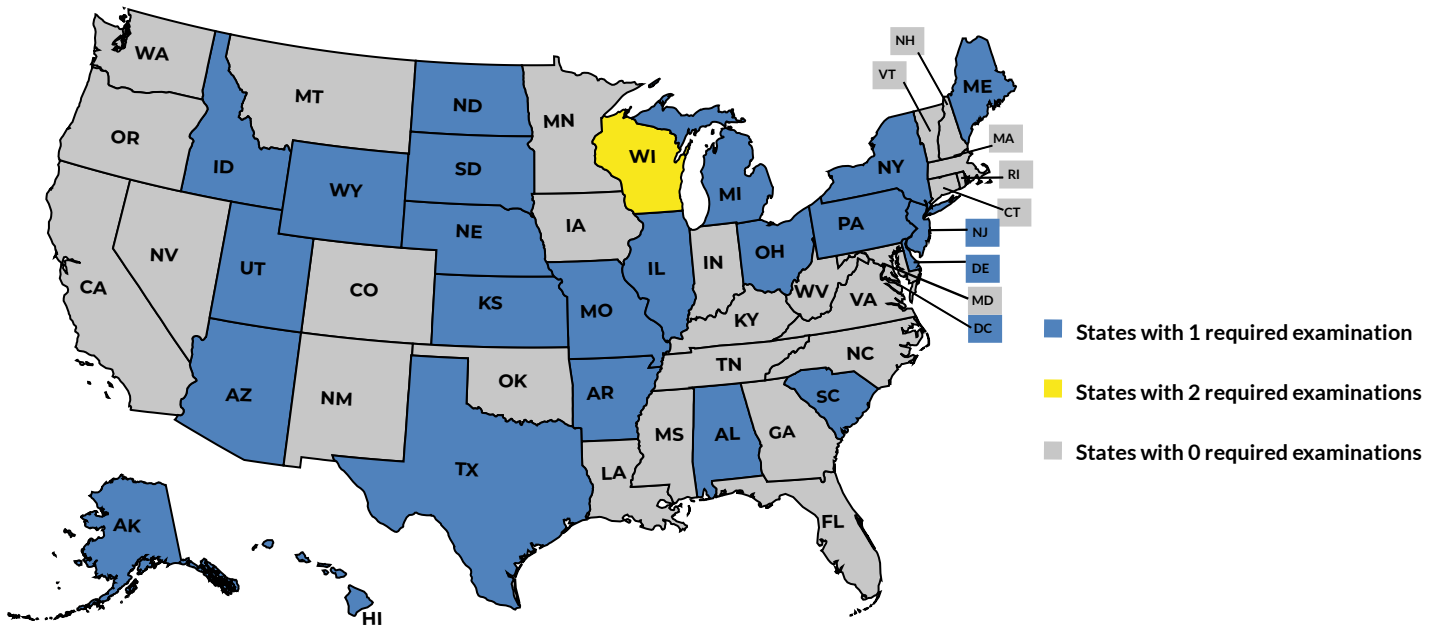
An individual who has graduated from a state-approved school of nursing, passed the NCLEX-RN Examination and is licensed by the State Board of Nursing to provide patient care.

# Certified Registered Nurse Practitioner

## Degree Requirement

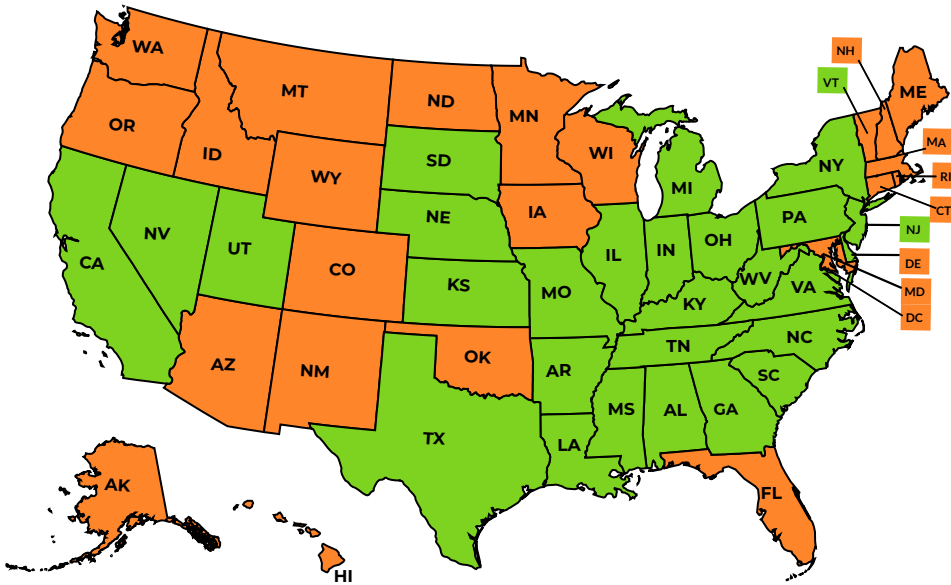


## Examination Requirement



# Certified Registered Nurse Practitioner

## Collaborative Practice Agreement for CRNPs

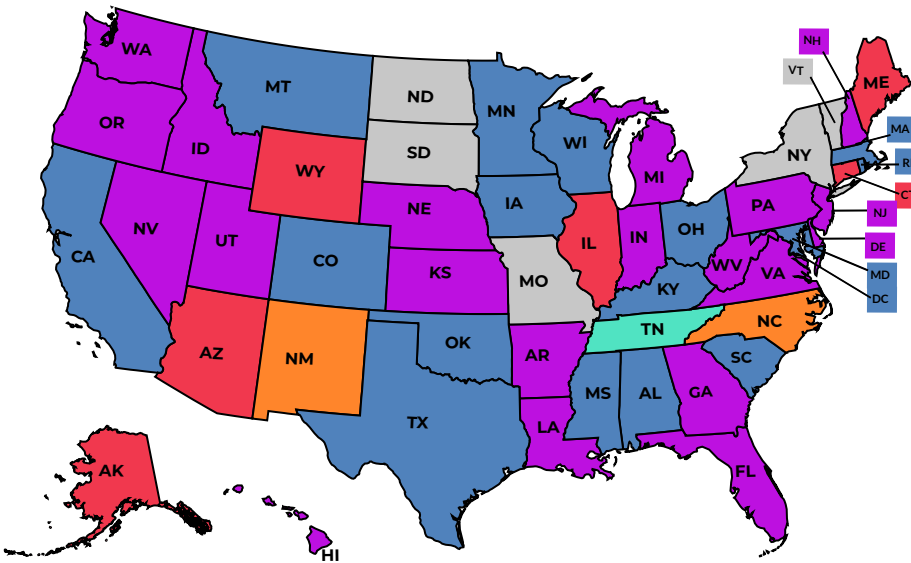


State has Collaborative Practice Agreement requirement for CRNPs:

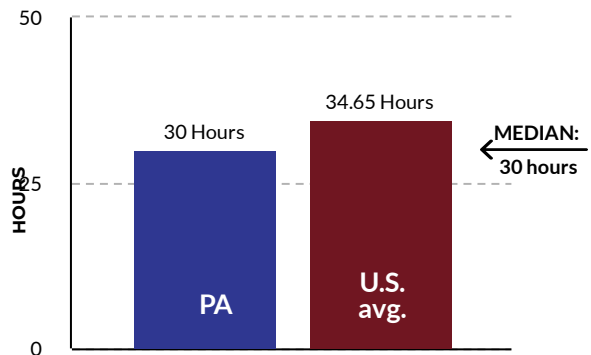
- Yes
- No

\*A collaborative practice agreement is a written statement that defines the joint practice of a physician and an advanced practice nurse/CRNP in a collaborative and complementary working relationship.

## Continuing Education Requirement

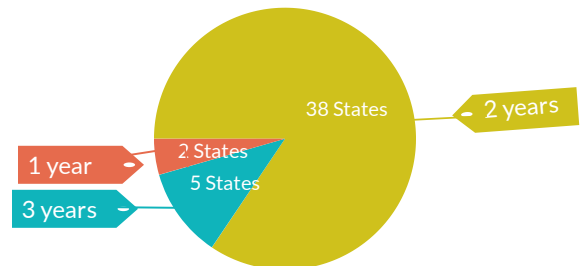


- 0 CE hours
- 2 CE hours/2 yrs
- 10 - 29 CE hours/2 yrs
- 30 - 49 CE hours/2 yrs
- 50 - 75 CE hours/2 yrs
- 100 CE hours/2 yrs



\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles

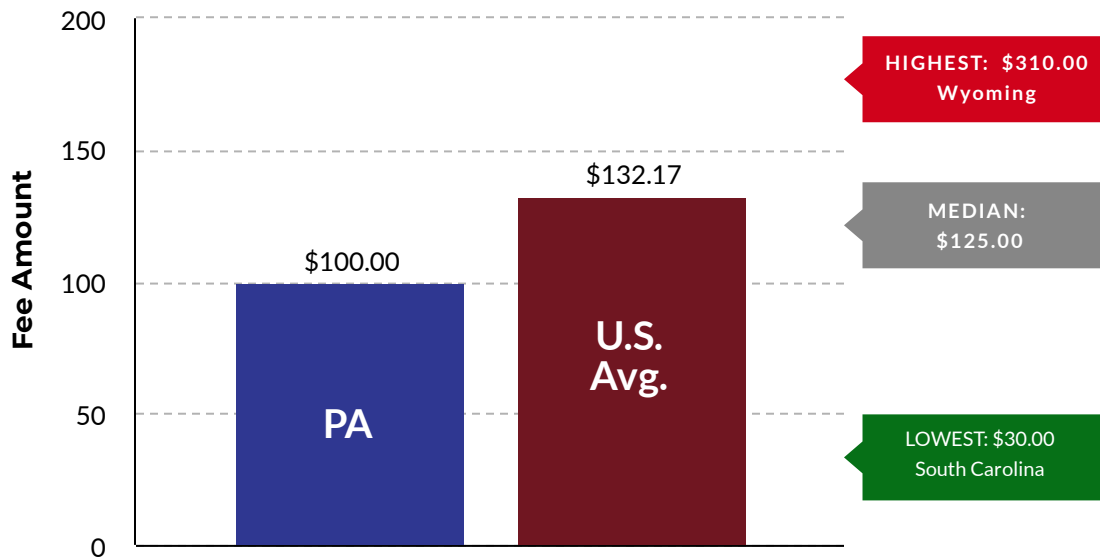


\*MO, ND, NY, SD & VT do not have CE requirement



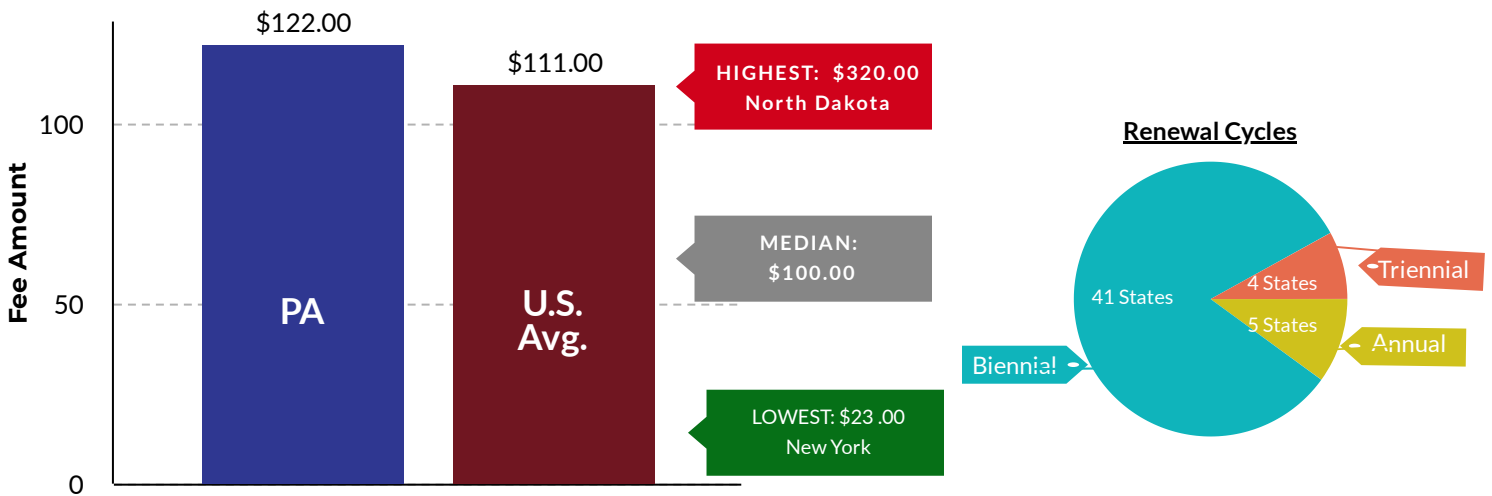
# Certified Registered Nurse Practitioner

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*\*For the CRNP renewal fee comparison, fees included the adjusted biennial renewal fee as well as the fee for prescriptive authority for CRNP in each state.

# Certified Registered Nurse Practitioner

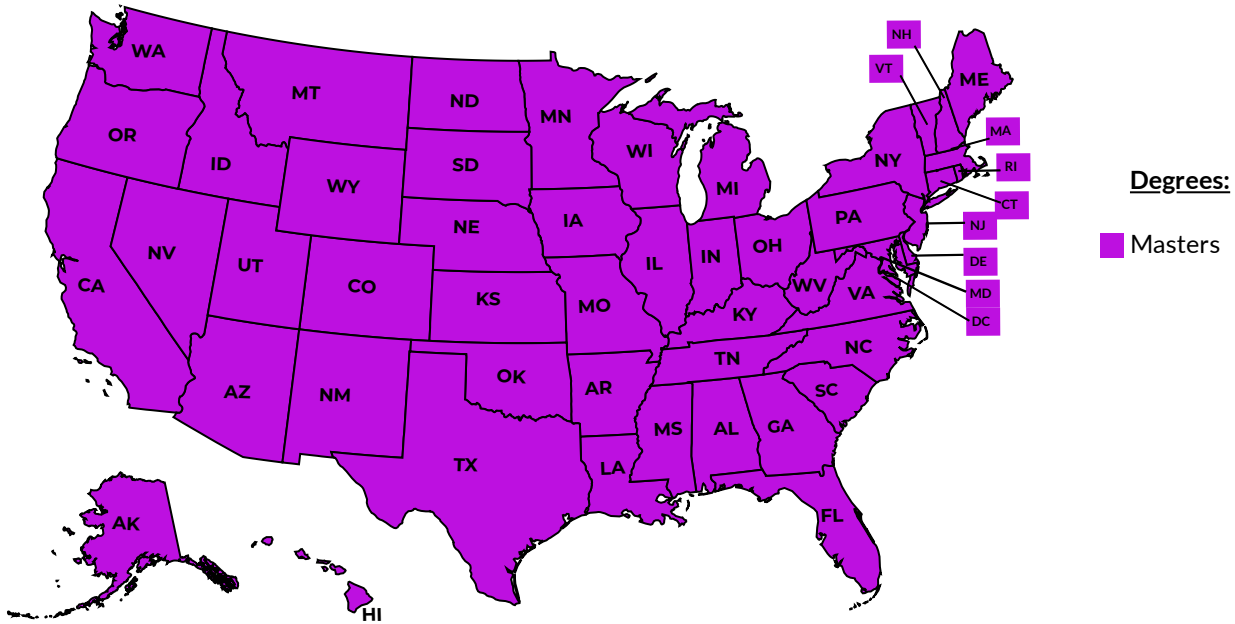
## States with Reciprocity or Endorsement

<u>Reciprocity</u>	<u>Endorsement</u>	<u>Not Specified in Legislation</u>
District of Columbia	Alaska	Alabama
Georgia	Arizona	California
Idaho	Arkansas	Illinois
Missouri	Colorado	Massachusetts
Washington	Connecticut	Michigan
	Delaware	Nebraska
	Florida	New York
	Hawaii	North Dakota
	Indiana	Oregon
	Iowa	Utah
	Kansas	Wisconsin
	Kentucky	
	Louisiana	
	Maine	
	Maryland	
	Minnesota	
	Mississippi	
	Montana	
	Nevada	
	New Hampshire	
	New Jersey	
	New Mexico	
	North Carolina	
	Ohio	
	Oklahoma	
	Pennsylvania**	
	Rhode Island	
	South Carolina	
	South Dakota	
	Tennessee	
	Texas	
	Vermont	
	Virginia	
	West Virginia	
	Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

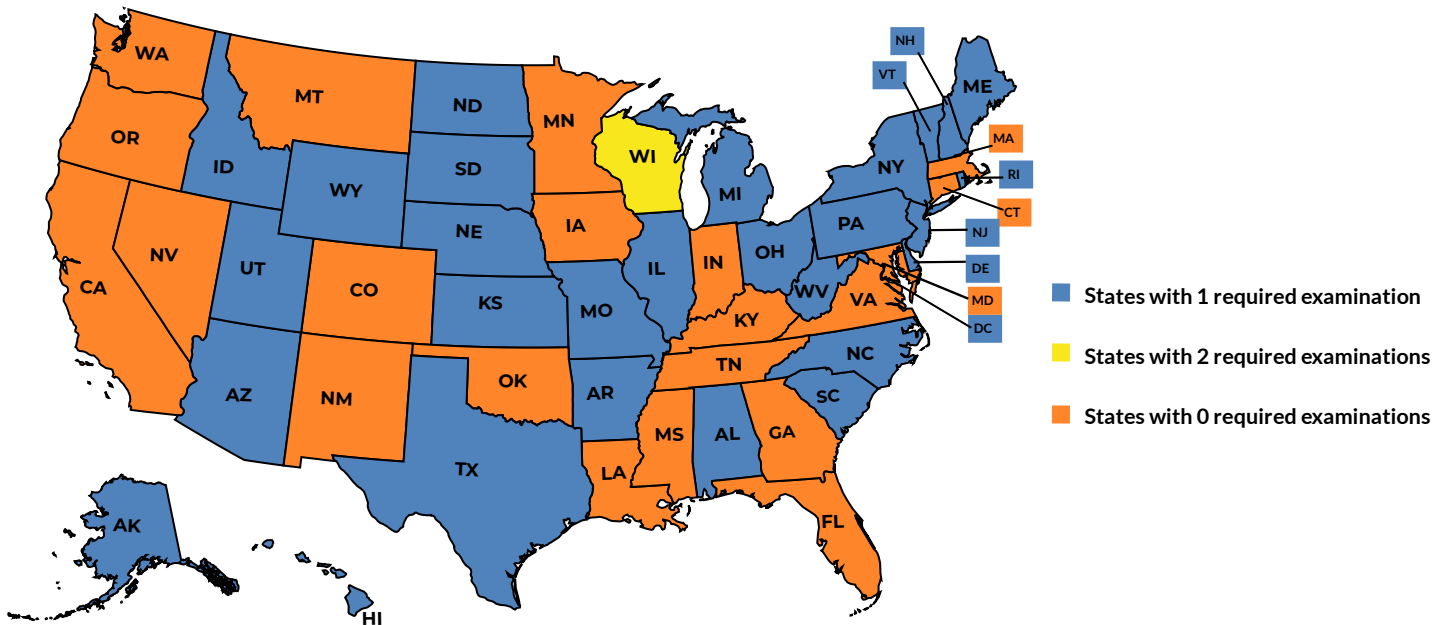
# Clinical Nurse Specialist

## Degree Requirement



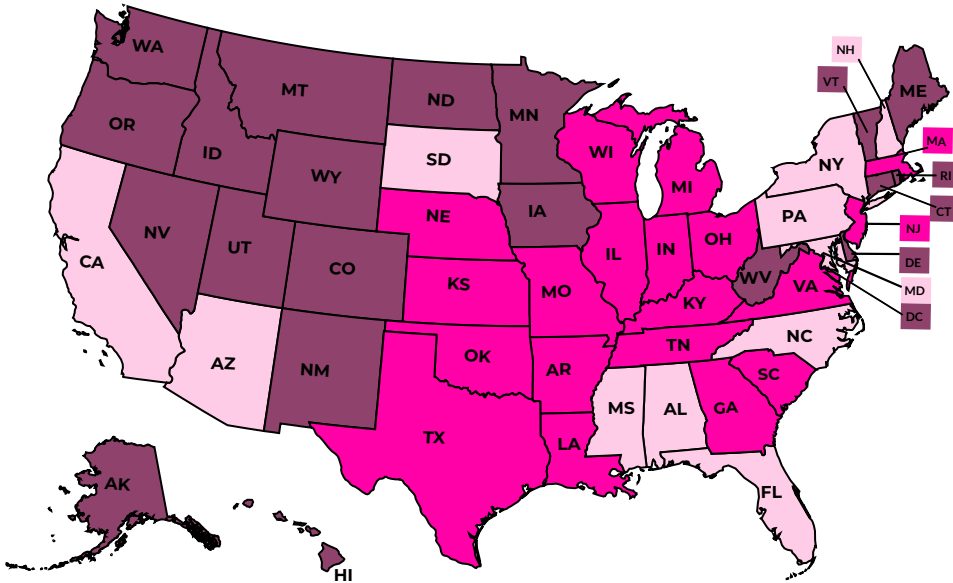
\*\*Pennsylvania also offers an alternative education path for CNS: An applicant for initial certification who completed an educational program in a related discipline previously recognized for National certification as a CNS may be granted certification from the Board in the area of the applicant's current National certification from the American Nurses Association or the American Nurses Credentialing Center.

## Examination Requirement



# Clinical Nurse Specialist

## CNS Prescriptive Authority

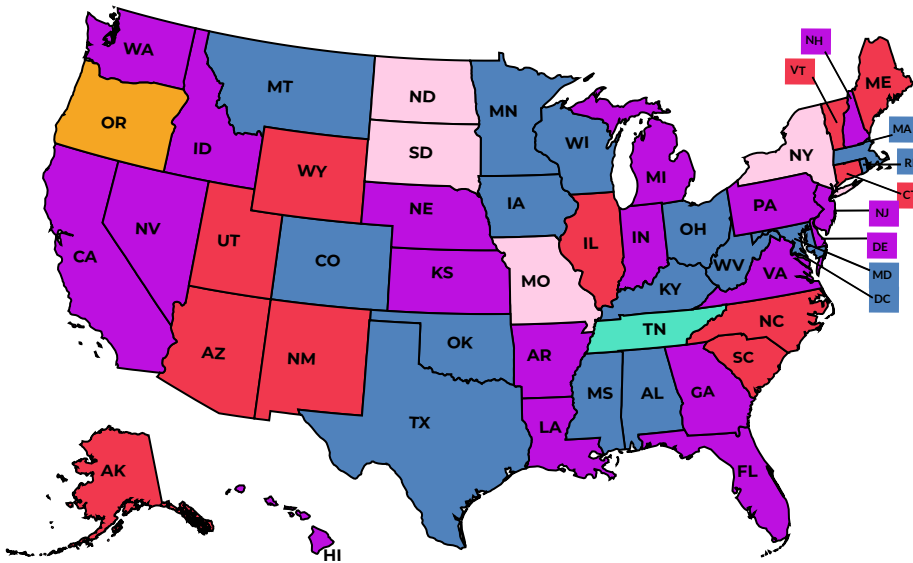


CNS Prescriptive Authority\*:

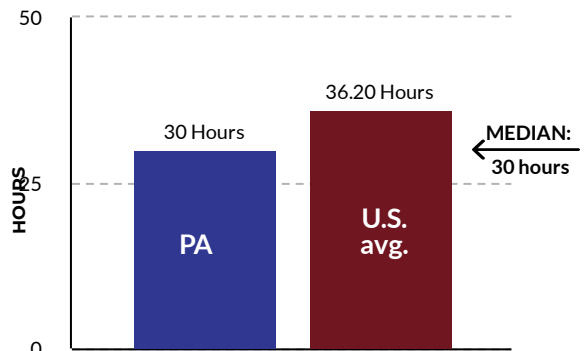
- Independent Authority
- Supervision Required (By D.O. or M.D.)
- No Prescribing Authority

\*Prescriptive authority allows a CNS to provide pharmacologic and nonpharmacologic treatments and order diagnostic and laboratory tests in addressing and managing specialty health problems of patients and populations

## Continuing Education Requirement

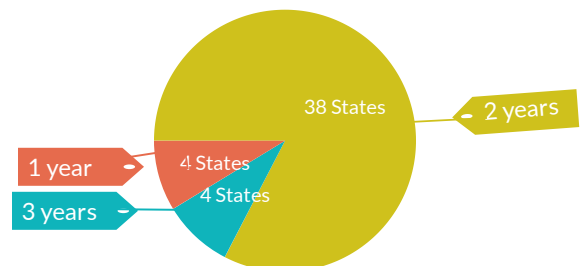


- 0 CE hours
- 10 - 29 CE hours/2 yrs
- 2 CE hours/2 yrs
- 30 - 49 CE hours/2 yrs
- 50 - 75 CE hours/2 yrs
- 150 CE hours/2 yrs



\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

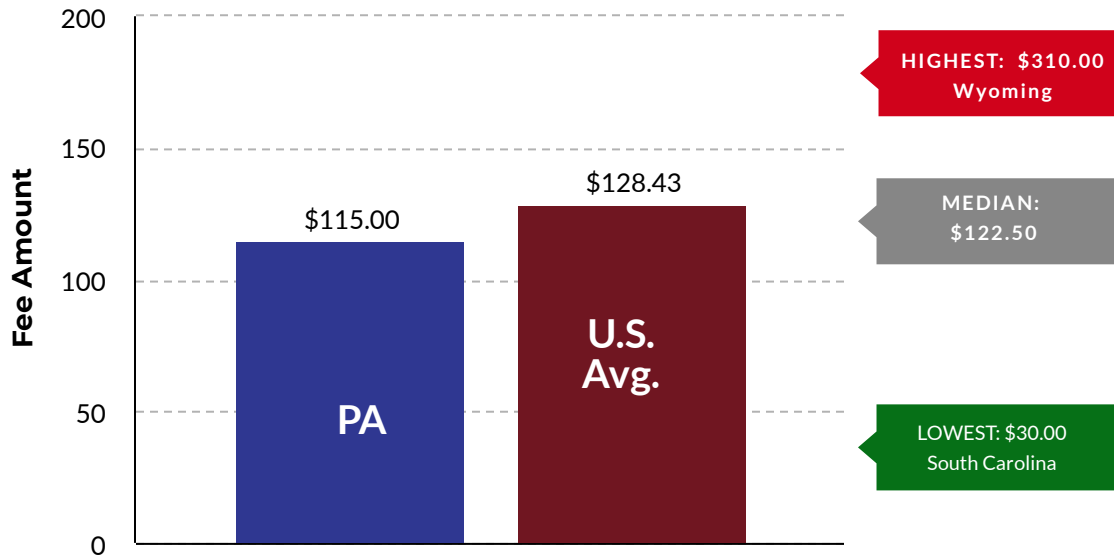
### CE Reporting Cycles



MO, ND, NY & SD do not have CE requirement

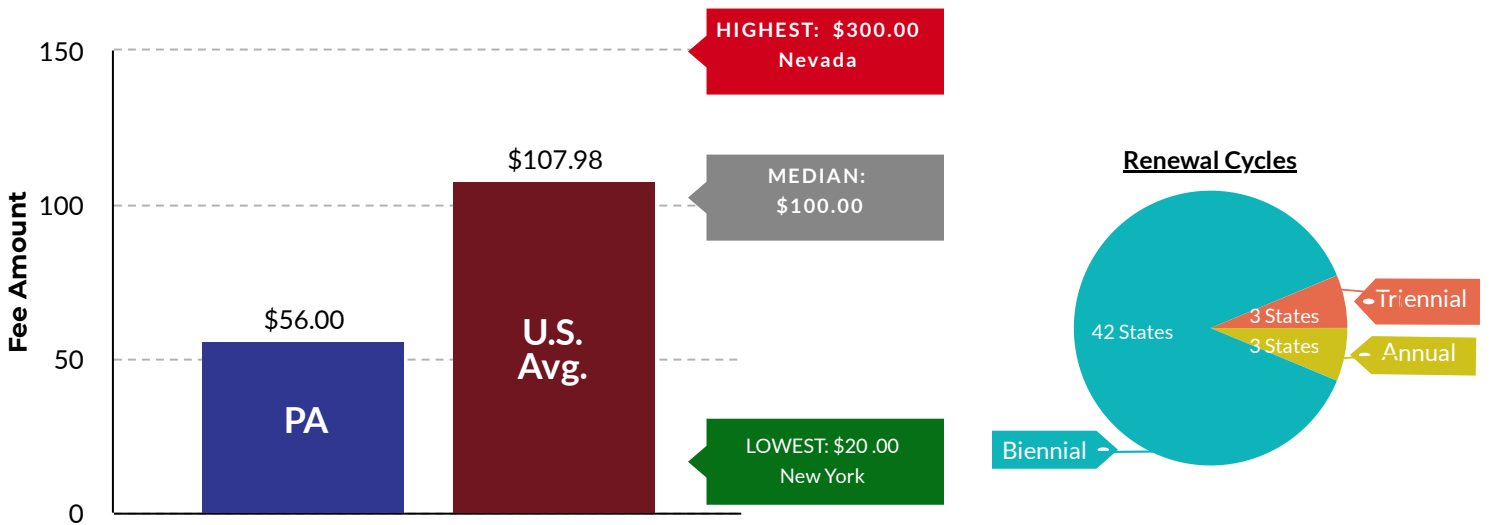
# Clinical Nurse Specialist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Clinical Nurse Specialist

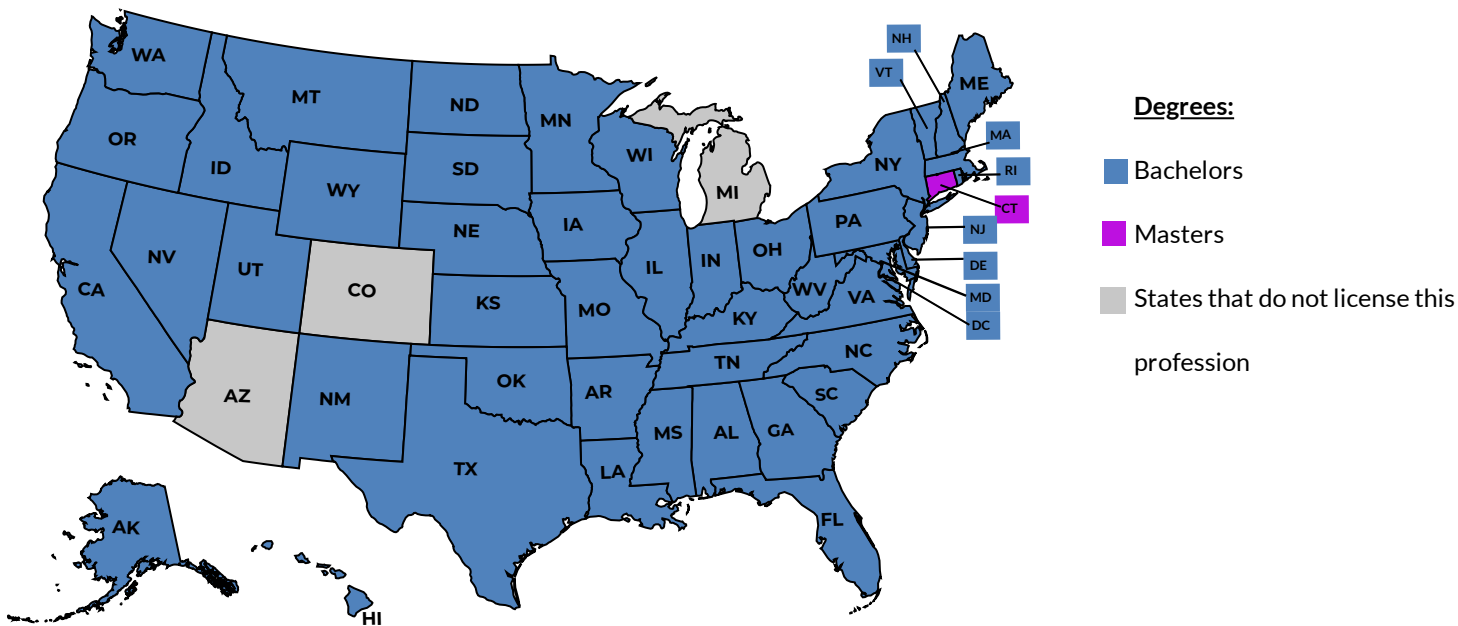
## States with Reciprocity or Endorsement

<u>Reciprocity.</u>	<u>Endorsement</u>		<u>Not Specified in Legislation</u>
Connecticut	Alaska	New Jersey	California
District of Columbia	Arizona	New Mexico	Illinois
Georgia	Arkansas	New York	North Dakota
Idaho	Colorado	Ohio	Wisconsin
Missouri	Delaware	Oklahoma	
Tennessee	Florida	Pennsylvania**	
Washington	Hawaii	Rhode Island	
	Indiana	South Carolina	
	Iowa	South Dakota	
	Kansas	Texas	
	Kentucky	Vermont	
	Louisiana	Virginia	
	Maine	West Virginia	
	Maryland	Wyoming	
	Minnesota		
	Mississippi		
	Montana		
	Nevada		

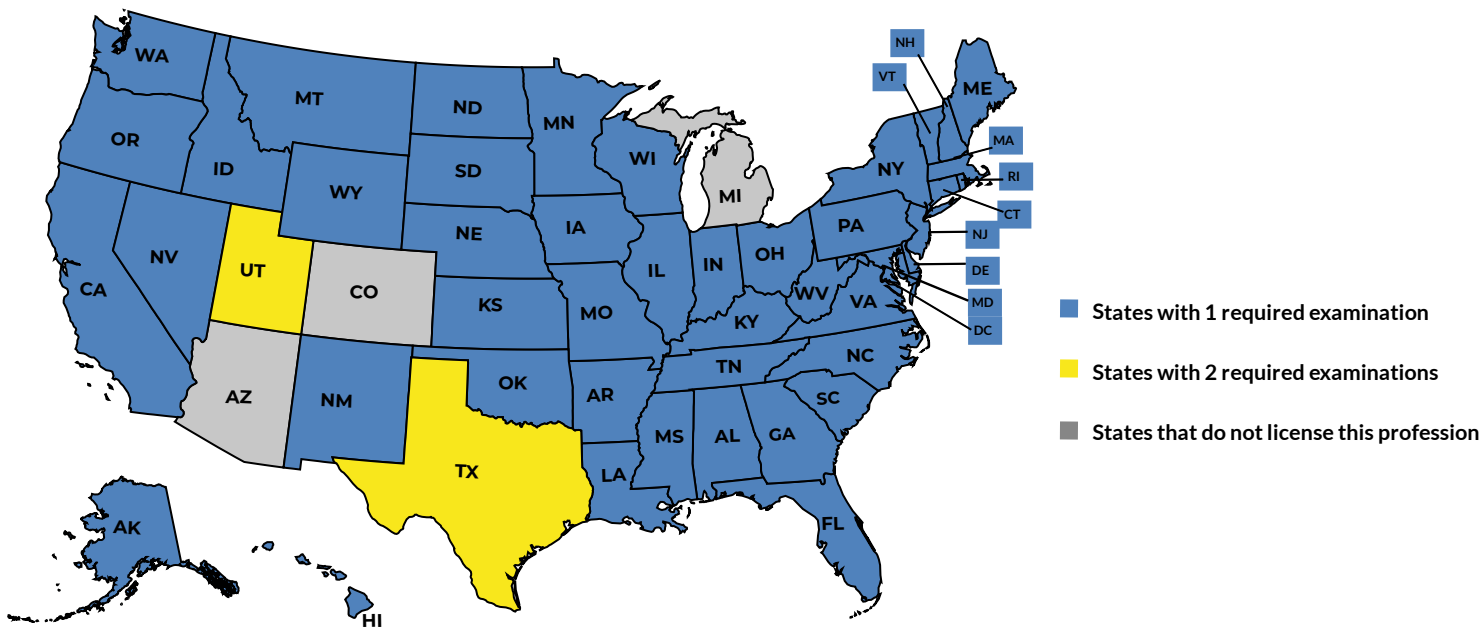
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Dietitian-Nutritionist

## Degree Requirement

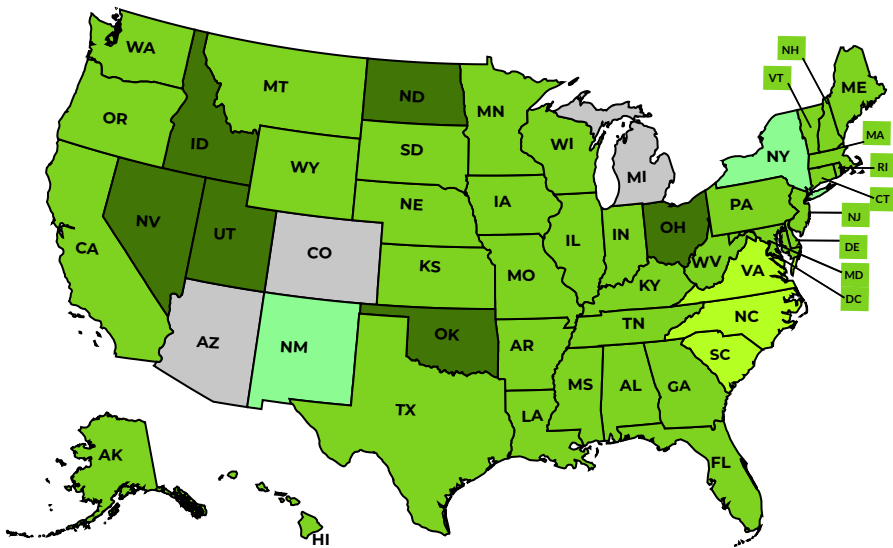


## Examination Requirement

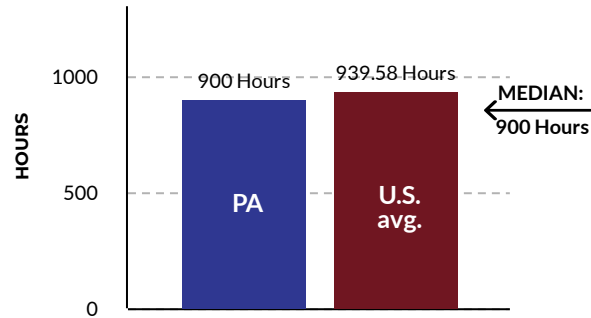


# Dietitian-Nutritionist

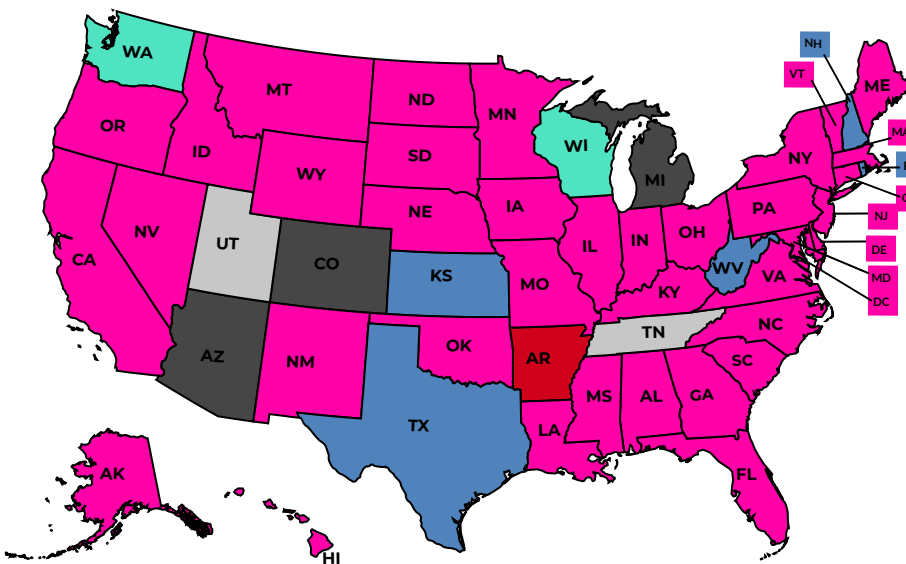
## Training / Experience Requirement



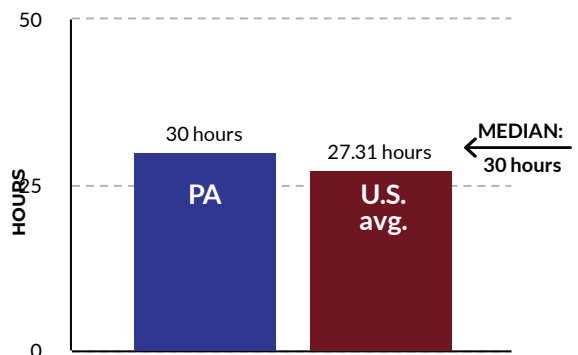
- States that do not license this profession
- 800 Training Hours
- 1000 Training Hours
- 900 Training Hours
- 1200 Training Hours



## Continuing Education Requirement

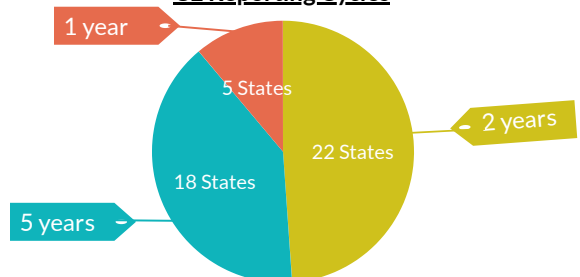


- States that do not license this profession
- 4 CE hours/2 yrs
- 0 CE Hours
- 10 - 20 CE hours/2 yrs
- 24 CE hours/2 yrs
- 30 CE hours/2 yrs



\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles

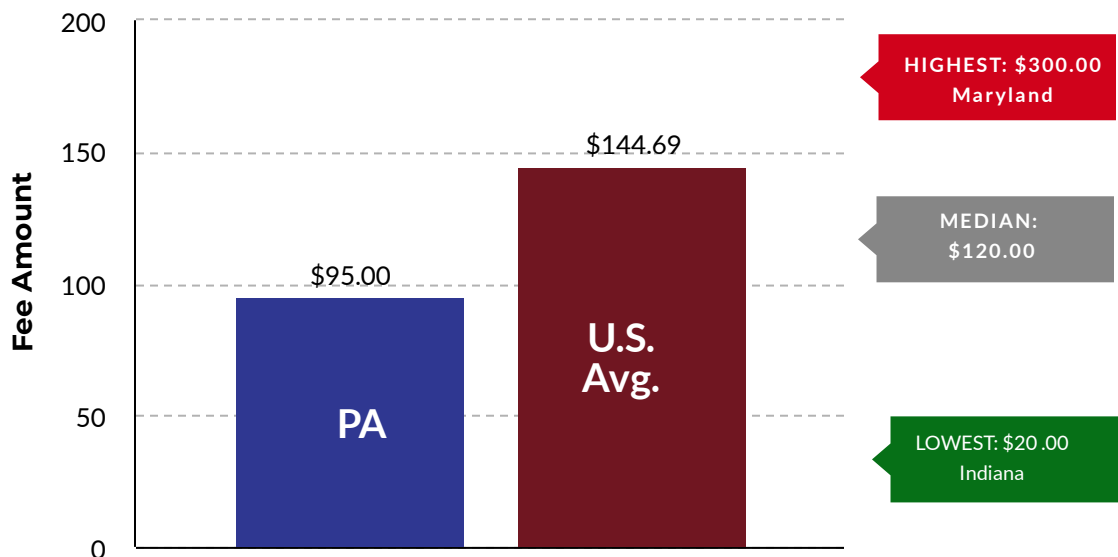


TN & UT do not have CE requirement. 3 states do not license this profession



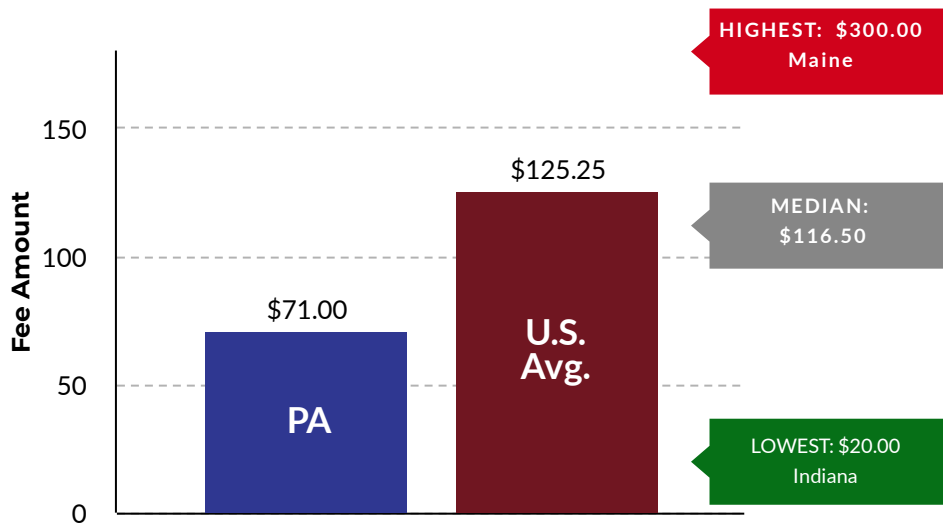
# Dietitian-Nutritionist

## Initial Licensing Fee

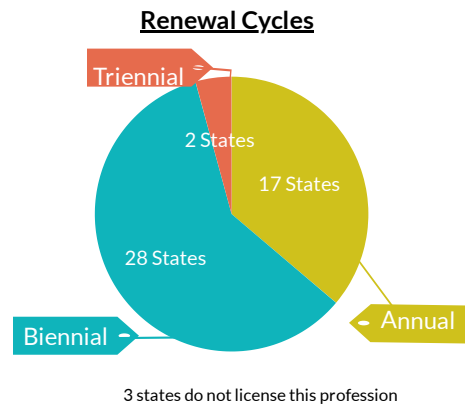


\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles



# Dietitian–Nutritionist

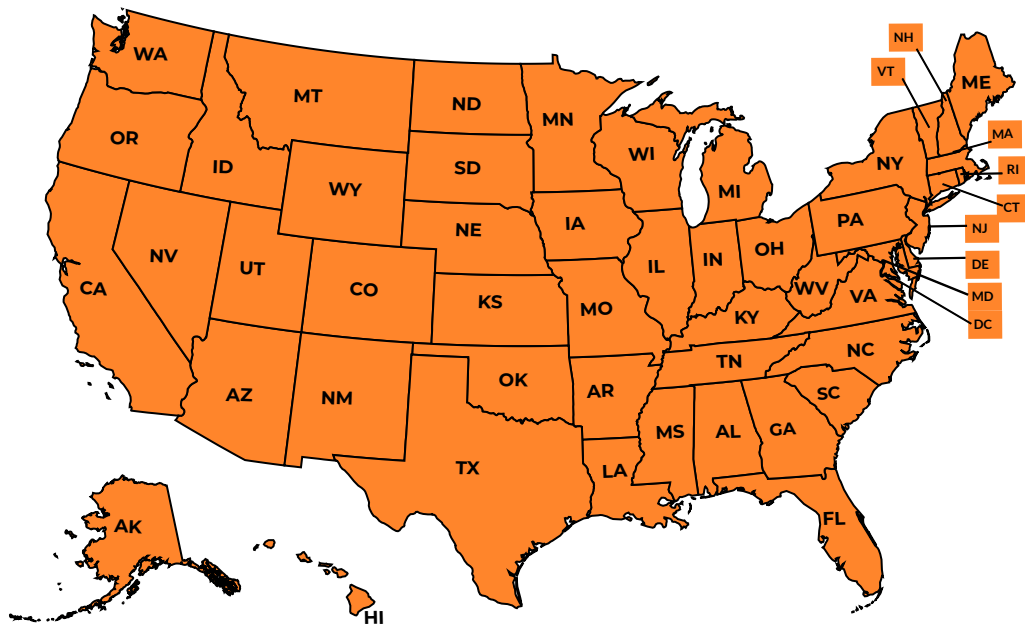
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Connecticut	Alabama	California
District of Columbia	Arkansas	Kentucky
Florida	Delaware	Mississippi
Georgia	Indiana	Montana
Hawaii	Kansas	Nebraska
Idaho	Louisiana	New York
Illinois	Maine	Virginia
Iowa	Maryland	
Nevada	Massachusetts	
New Jersey	Minnesota	
Oklahoma	Missouri	
Pennsylvania**	New Hampshire	
Rhode Island	North Dakota	
South Carolina	Ohio	
Texas	Oregon	
Utah	South Dakota	
Vermont	Tennessee	
Washington	Wisconsin	
West Virginia	Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Licensed Practical Nurse

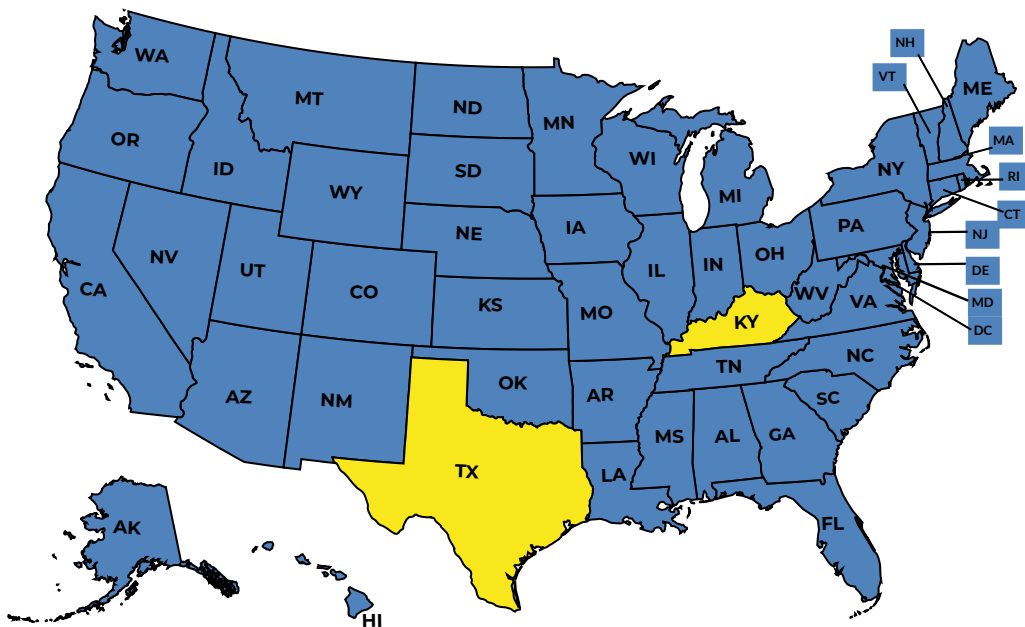
## Degree Requirement



Degrees:

- Graduate of an approved school of practical nursing

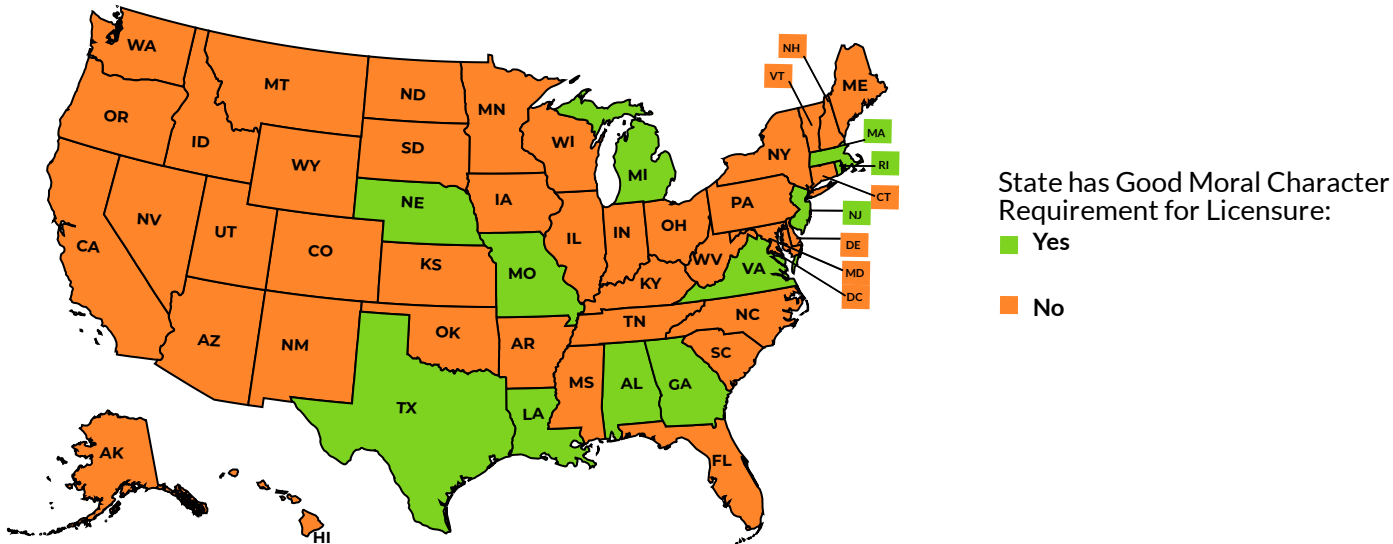
## Examination Requirement



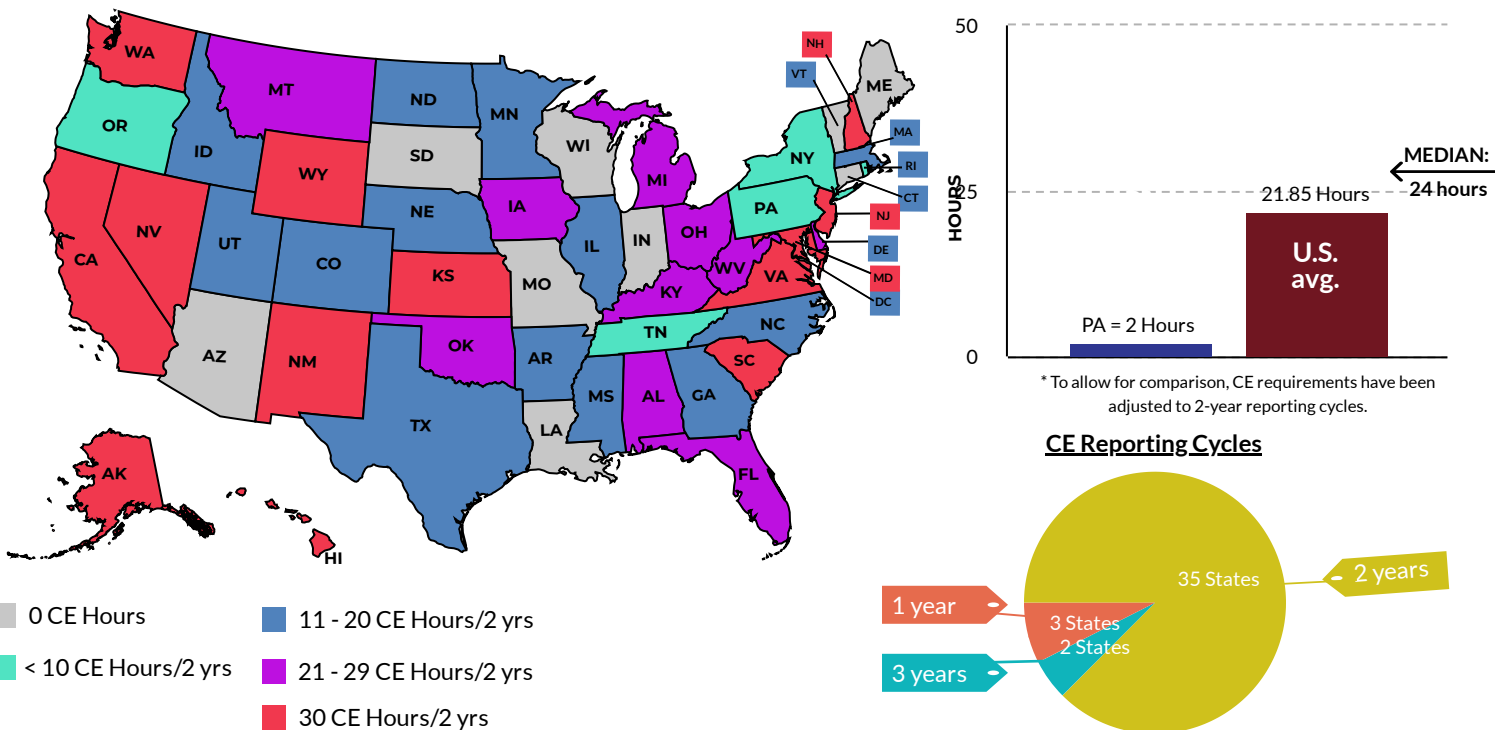
- States with 1 required examination
- States with 2 required examinations

# Licensed Practical Nurse

## Good Moral Character Requirement

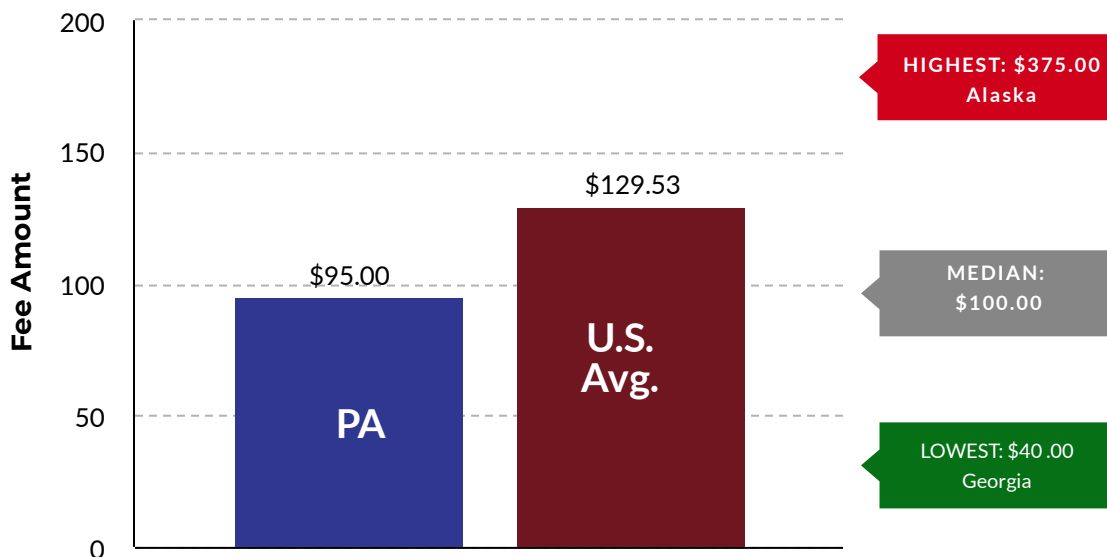


## Continuing Education Requirement



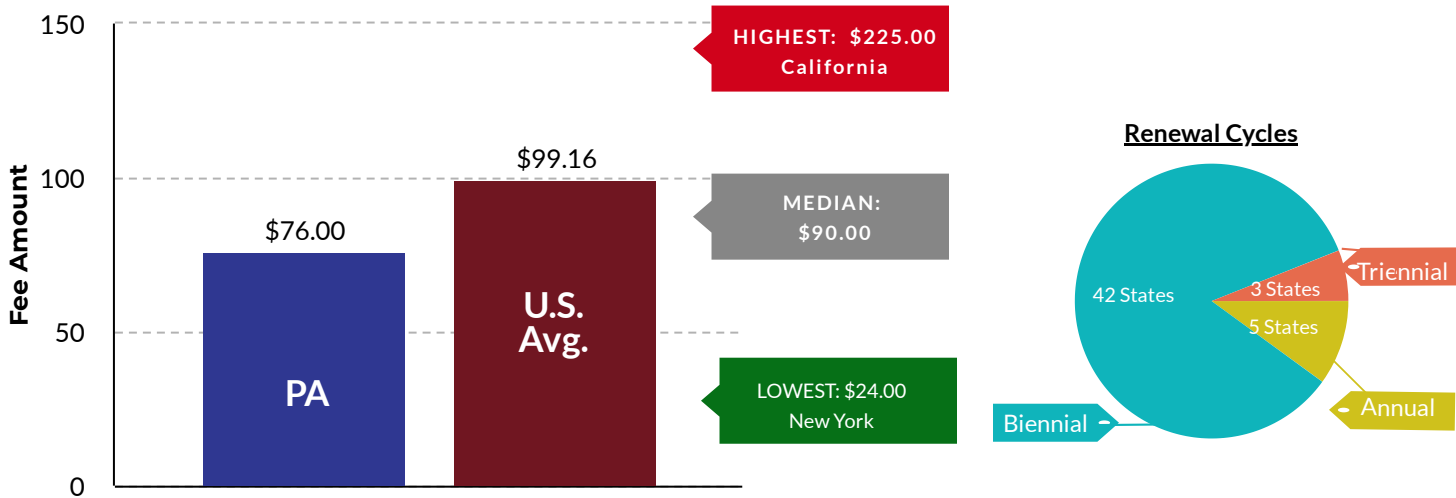
# Licensed Practical Nurse

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Licensed Practical Nurse

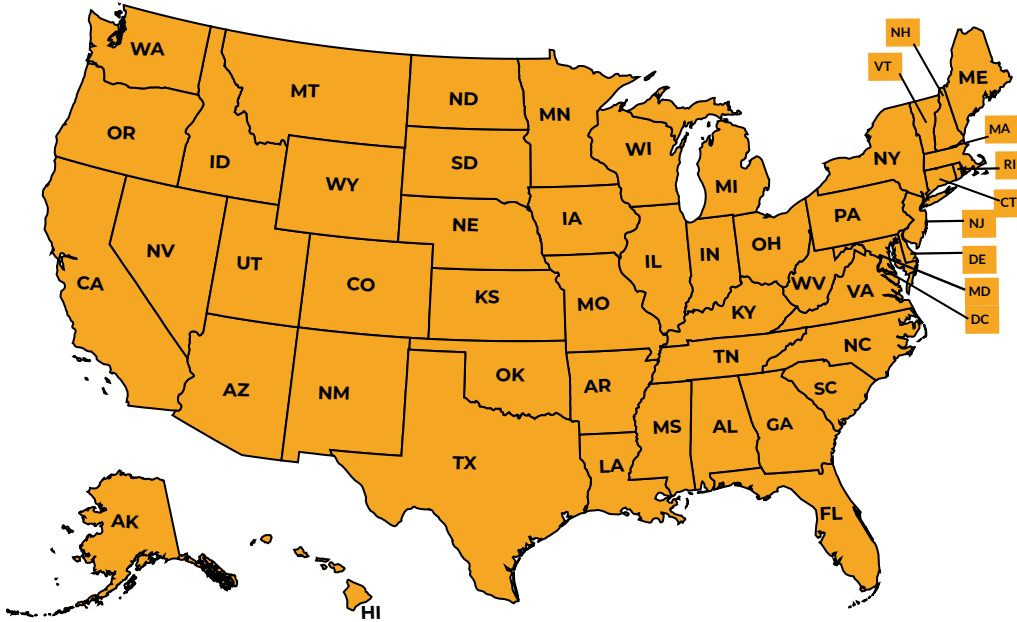
## States with Reciprocity or Endorsement

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

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Registered Nurse

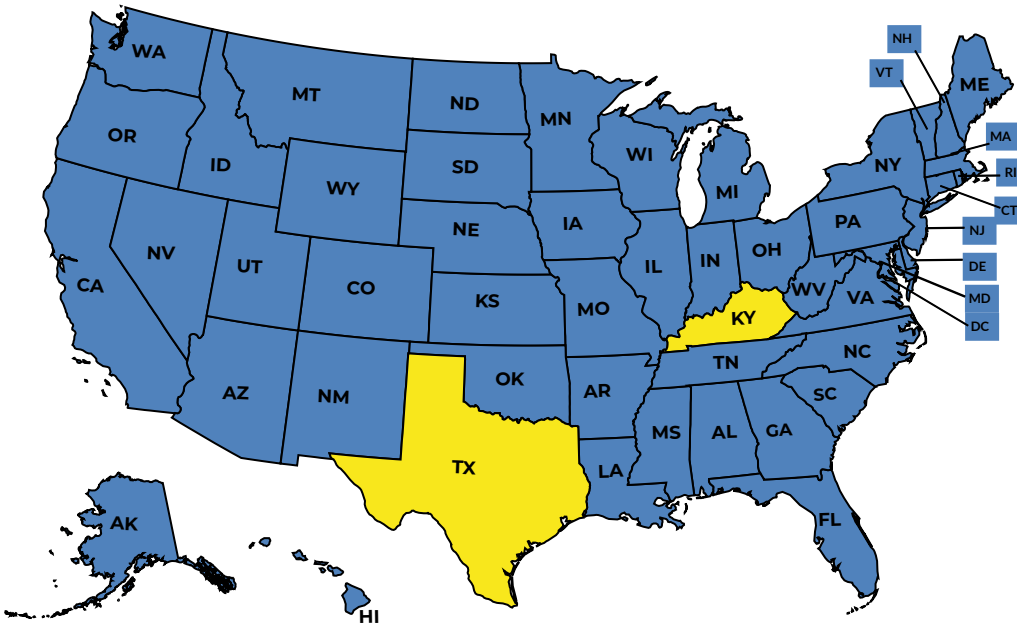
## Degree Requirement



**Degrees:**

- Graduate of Board Approved Registered Nurse Education Program (Associate Degree in Nursing (ADN) or a Bachelor of Science in Nursing (BSN) or a diploma nursing program)

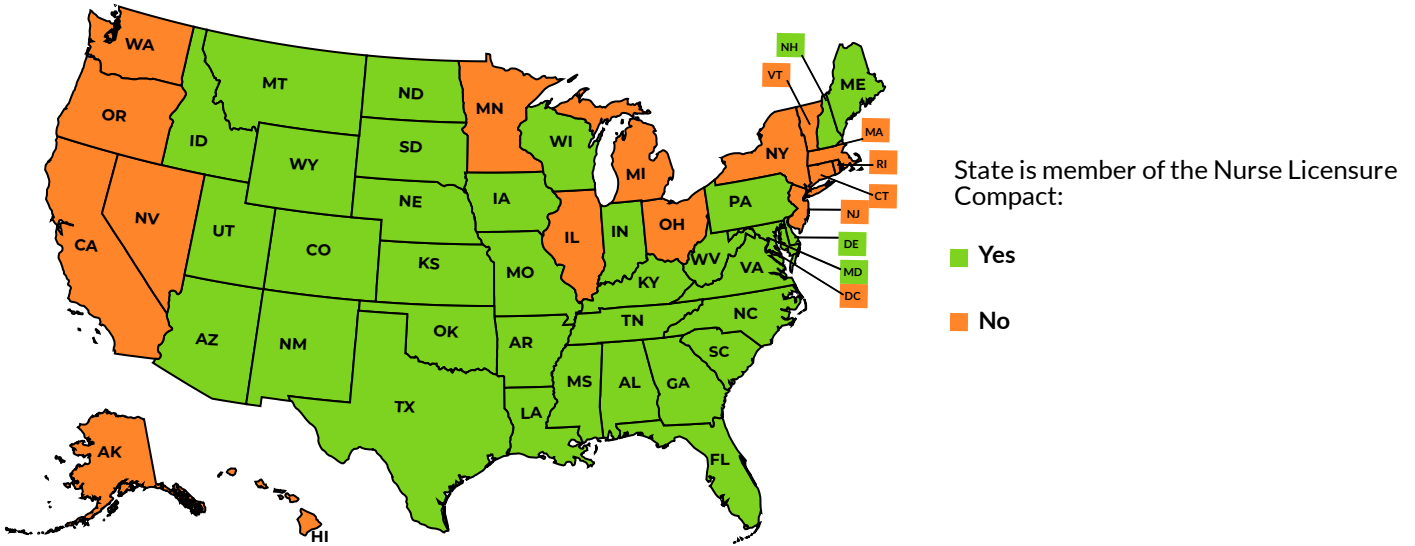
## Examination Requirement



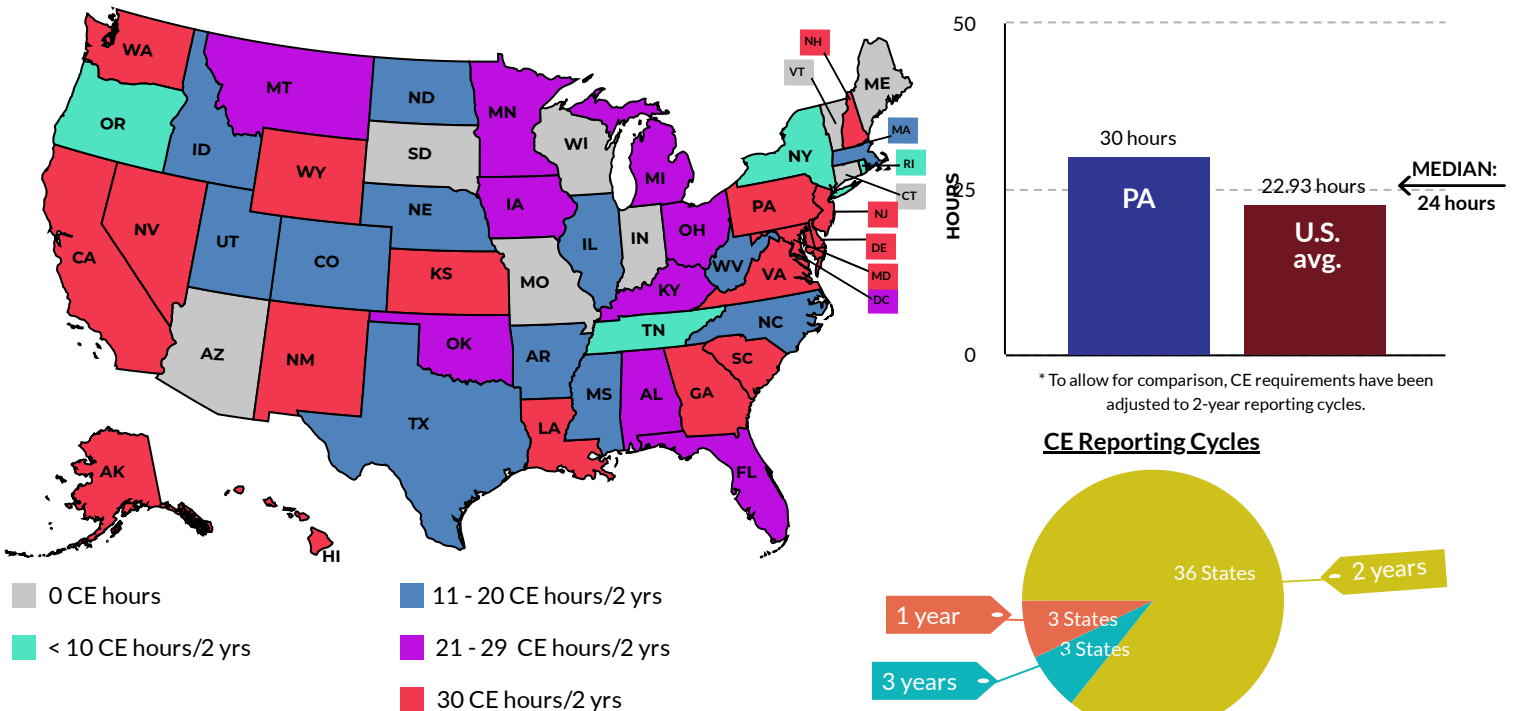
- States with 1 required examination
- States with 2 required examinations

# Registered Nurse

## Nurse Licensure Compact Membership



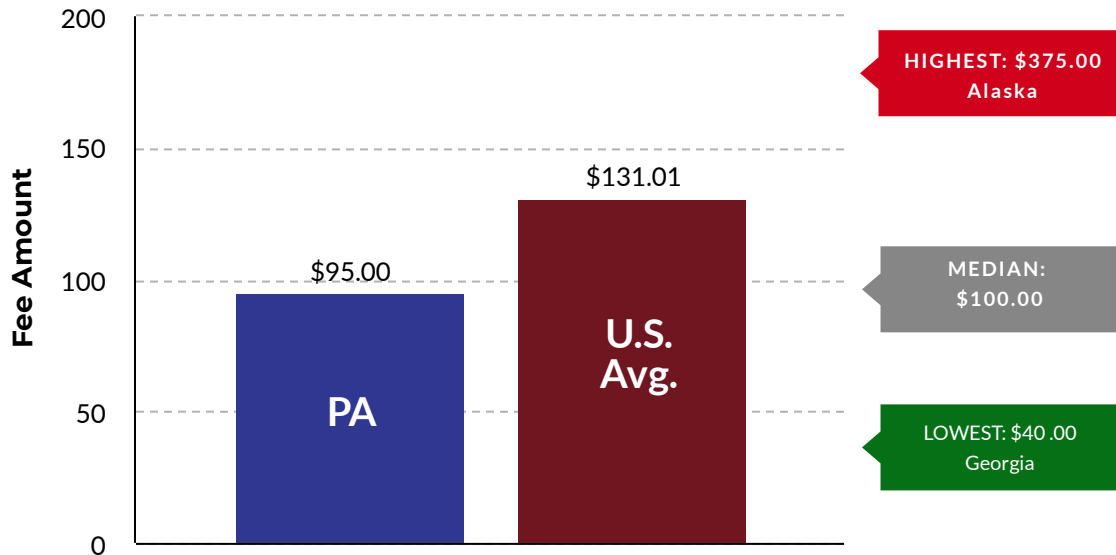
## Continuing Education Requirement





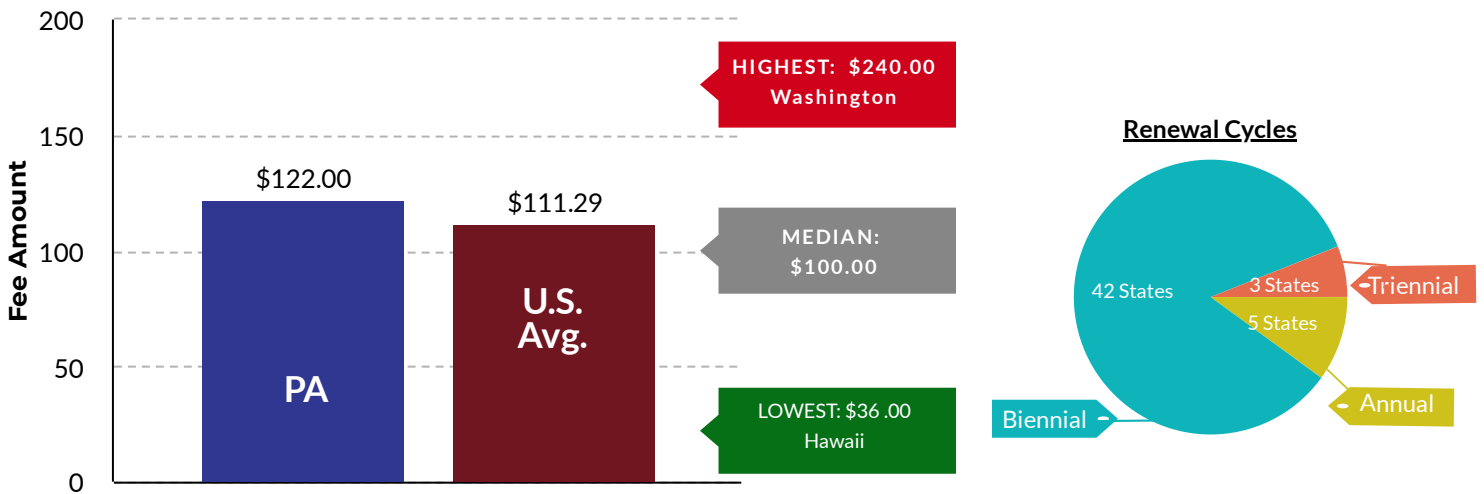
# Registered Nurse

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Registered Nurse

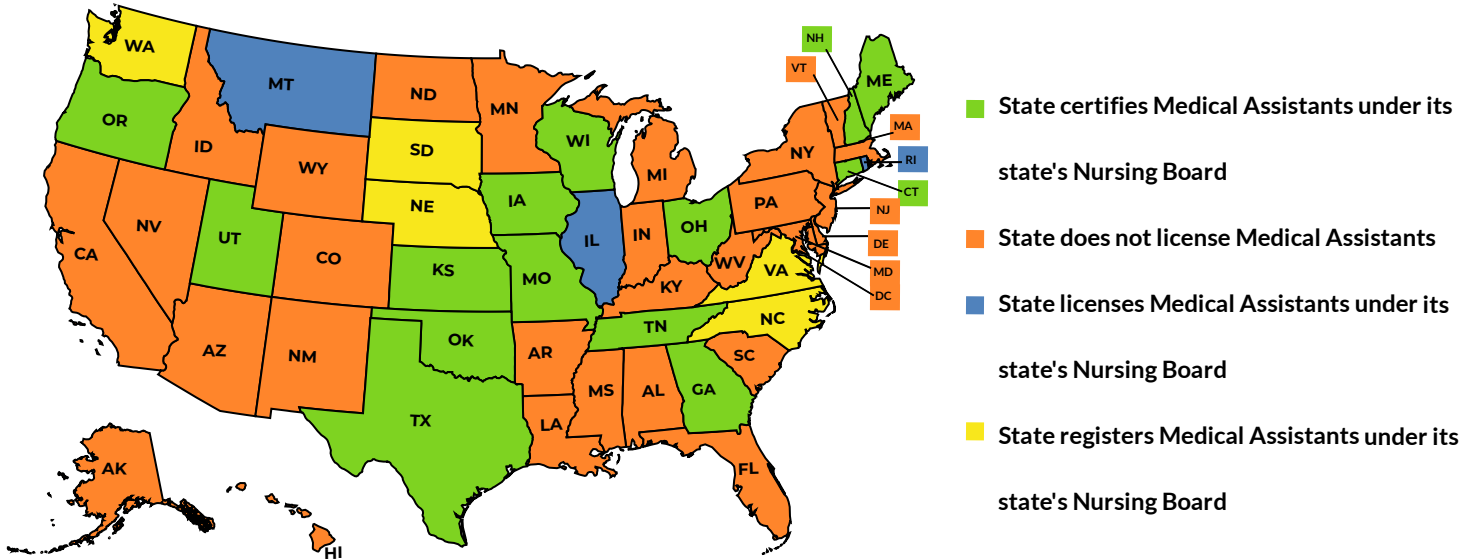
## States with Reciprocity or Endorsement

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

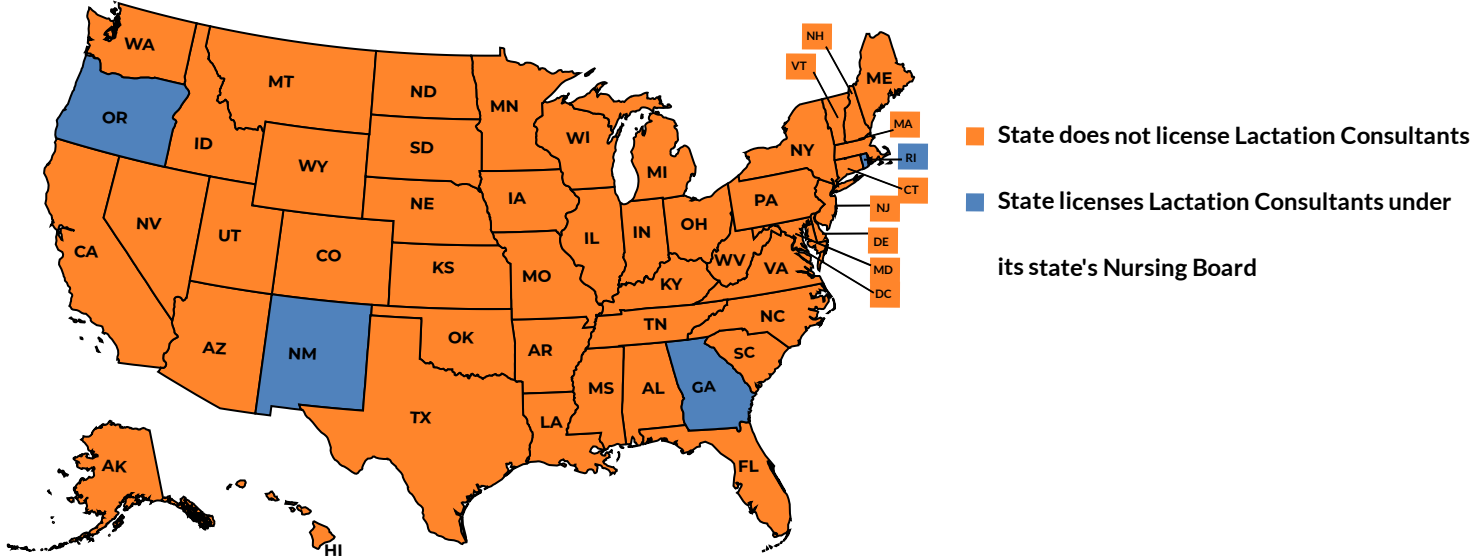
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

## States that license Medical Assistants / Aides



## States that license Lactation Consultants



# Sources: State Licensing Boards

<b>Alabama</b> <a href="https://www.abn.alabama.gov/">https://www.abn.alabama.gov/</a>	<b>Maryland</b> <a href="http://mbon.maryland.gov/Pages/default.aspx">http://mbon.maryland.gov/Pages/default.aspx</a>	<b>Oregon</b> <a href="https://www.oregon.gov/OSBN/pages/index.aspx">https://www.oregon.gov/OSBN/pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofNursing.aspx">https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofNursing.aspx</a>	<b>Massachusetts</b> <a href="http://www.mass.gov/eohhs/gov/departments/dph/programs/hcq/dhpl/nursing/nursing-regs/rules-and-regulations.html">http://www.mass.gov/eohhs/gov/departments/dph/programs/hcq/dhpl/nursing/nursing-regs/rules-and-regulations.html</a>	<b>Pennsylvania</b> <a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Pages/Board-Laws-and-Regulations.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Pages/Board-Laws-and-Regulations.aspx</a>
<b>Arizona</b> <a href="https://www.azbn.gov/laws-rules/statutes/">https://www.azbn.gov/laws-rules/statutes/</a>	<b>Michigan</b> <a href="http://w3.lara.state.mi.us/orr/Files/AdminCode/1712_2017-037LR_AdminCode.pdf">http://w3.lara.state.mi.us/orr/Files/AdminCode/1712_2017-037LR_AdminCode.pdf</a>	<b>Rhode Island</b> <a href="http://health.ri.gov/licenses/detail.php?id=231#eleven">http://health.ri.gov/licenses/detail.php?id=231#eleven</a>
<b>Arkansas</b> <a href="http://www.arsbn.org/Websites/arsbn/images/NursePracticeAct.July.2015.pdf">http://www.arsbn.org/Websites/arsbn/images/NursePracticeAct.July.2015.pdf</a>	<b>Minnesota</b> <a href="https://www.revisor.mn.gov/rules/?id=6301.2340">https://www.revisor.mn.gov/rules/?id=6301.2340</a>	<b>South Carolina</b> <a href="https://lr.sc.gov/nurse/">https://lr.sc.gov/nurse/</a>
<b>California</b> <a href="http://rn.ca.gov/applicants/index.shtml">http://rn.ca.gov/applicants/index.shtml</a>	<b>Mississippi</b> <a href="https://www.msbn.ms.gov/licensure/applications-and-forms">https://www.msbn.ms.gov/licensure/applications-and-forms</a>	<b>South Dakota</b> <a href="http://www.sdlegislature.gov/Rules/DisplayRule.aspx?Rule=20:48">http://www.sdlegislature.gov/Rules/DisplayRule.aspx?Rule=20:48</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Nursing_Laws">https://www.colorado.gov/pacific/dora/Nursing_Laws</a>	<b>Missouri</b> <a href="https://pr.mo.gov/nursing-licensure-rn.asp">https://pr.mo.gov/nursing-licensure-rn.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/nursing-board/nursing-board/statutes-and-rules.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/nursing-board/nursing-board/statutes-and-rules.html</a>
<b>Connecticut</b> <a href="https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Registered-Nurse/Registered-Nurse-Licensure">https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Registered-Nurse/Registered-Nurse-Licensure</a>	<b>Montana</b> <a href="http://leg.mt.gov/bills/mca_toc/37_8_4.htm">http://leg.mt.gov/bills/mca_toc/37_8_4.htm</a>	<b>Texas</b> <a href="https://www.bon.texas.gov/pdfs/law_rules_pdfs/nursing_practice_act_pdfs/npa2013.pdf">https://www.bon.texas.gov/pdfs/law_rules_pdfs/nursing_practice_act_pdfs/npa2013.pdf</a>
<b>Delaware</b> <a href="http://delcode.delaware.gov/title24/c019/">http://delcode.delaware.gov/title24/c019/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Nurse-Licensing.aspx">http://dhhs.ne.gov/licensure/Pages/Nurse-Licensing.aspx</a>	<b>Utah</b> <a href="https://le.utah.gov/xcode/Title58/Chapter31B/C58-31b_1800010118000101.pdf">https://le.utah.gov/xcode/Title58/Chapter31B/C58-31b_1800010118000101.pdf</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/node/149382">https://dchealth.dc.gov/node/149382</a>	<b>Nevada</b> <a href="https://www.leg.state.nv.us/NRS/NRS-632.html#NRS632Sec440">https://www.leg.state.nv.us/NRS/NRS-632.html#NRS632Sec440</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/professional-regulation/list-of-professions/nursing.aspx">https://www.sec.state.vt.us/professional-regulation/list-of-professions/nursing.aspx</a>
<b>Florida</b> <a href="http://floridasnursing.gov/licensing/licensed-practical-nurse-registered-nurse-by-examination/">http://floridasnursing.gov/licensing/licensed-practical-nurse-registered-nurse-by-examination/</a>	<b>New Hampshire</b> <a href="http://www.gencourt.state.nh.us/rsa/html/XXX/326-B/326-B-mrg.htm">http://www.gencourt.state.nh.us/rsa/html/XXX/326-B/326-B-mrg.htm</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/Boards/Nursing/">https://www.dhp.virginia.gov/Boards/Nursing/</a>
<b>Georgia</b> <a href="http://sos.ga.gov/PLB/acrobat/Forms/38%20Reference%20-%20Nurse%20Practice%20Act.pdf">http://sos.ga.gov/PLB/acrobat/Forms/38%20Reference%20-%20Nurse%20Practice%20Act.pdf</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/regulations/Chapter-37-New-Jersey-Board-of-Nursing.pdf">http://www.njconsumeraffairs.gov/regulations/Chapter-37-New-Jersey-Board-of-Nursing.pdf</a>	<b>Washington</b> <a href="http://www.doh.wa.gov/LicensesPermitsandCertificates/NursingCommission/NurseLicensing/RegisteredNurse/LicenseRequirements">http://www.doh.wa.gov/LicensesPermitsandCertificates/NursingCommission/NurseLicensing/RegisteredNurse/LicenseRequirements</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/files/2013/08/HRS_457-Nurses0716.pdf">https://cca.hawaii.gov/pvl/files/2013/08/HRS_457-Nurses0716.pdf</a>	<b>New Mexico</b> <a href="http://nmbon.sks.com/">http://nmbon.sks.com/</a>	<b>West Virginia</b> <a href="http://www.legis.state.wv.us/WVCODE/code.cfm?chap=30&amp;art=7#1">http://www.legis.state.wv.us/WVCODE/code.cfm?chap=30&amp;art=7#1</a>
<b>Idaho</b> <a href="https://legislature.idaho.gov/statutesrules/idstat/Title54/T54CH14/">https://legislature.idaho.gov/statutesrules/idstat/Title54/T54CH14/</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/nurse/part52-12.htm">http://www.op.nysed.gov/prof/nurse/part52-12.htm</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/pages/Professions/RN/Default.aspx">https://dsps.wi.gov/pages/Professions/RN/Default.aspx</a>
<b>Illinois</b> <a href="http://www.ilga.gov/commission/jcar/admincode/068/06801300sections.html">http://www.ilga.gov/commission/jcar/admincode/068/06801300sections.html</a>	<b>North Carolina</b> <a href="http://reports.oah.state.nc.us/ncac/title%2021%20-%20occupational%20licensing%20boards%20and%20commissions/chapter%2036%20-%20nursing/21%20ncac%2036%20.0321.pdf">http://reports.oah.state.nc.us/ncac/title%2021%20-%20occupational%20licensing%20boards%20and%20commissions/chapter%2036%20-%20nursing/21%20ncac%2036%20.0321.pdf</a>	<b>Wyoming</b> <a href="https://wsbn.wyo.gov/">https://wsbn.wyo.gov/</a>
<b>Indiana</b> <a href="http://www.in.gov/pla/2493.htm">http://www.in.gov/pla/2493.htm</a>	<b>North Dakota</b> <a href="http://www.legis.nd.gov/cencode/t43.html%20http://www.legis.nd.gov/information/acdata/html/Title54.html%20http://www.legis.nd.gov/information/acdata/pdf/54-02-01.pdf">http://www.legis.nd.gov/cencode/t43.html%20http://www.legis.nd.gov/information/acdata/html/Title54.html%20http://www.legis.nd.gov/information/acdata/pdf/54-02-01.pdf</a>	
<b>Iowa</b> <a href="https://www.legis.iowa.gov/law/administrativeRules/rules?agency=655&amp;chapter=6&amp;pubDate=09-30-2015">https://www.legis.iowa.gov/law/administrativeRules/rules?agency=655&amp;chapter=6&amp;pubDate=09-30-2015</a>	<b>Ohio</b> <a href="http://codes.ohio.gov/oac/4723-7">http://codes.ohio.gov/oac/4723-7</a>	
<b>Kansas</b> <a href="https://ksbn.kansas.gov/">https://ksbn.kansas.gov/</a>	<b>Oklahoma</b> <a href="http://nursing.ok.gov/act4.html">http://nursing.ok.gov/act4.html</a>	
<b>Kentucky</b> <a href="http://www.lrc.state.ky.us/kar/TITLE201.htm#chp020">http://www.lrc.state.ky.us/kar/TITLE201.htm#chp020</a>		
<b>Louisiana</b> <a href="http://legis.la.gov/legis/Law.aspx?p=y&amp;d=94509">http://legis.la.gov/legis/Law.aspx?p=y&amp;d=94509</a>		
<b>Maine</b> <a href="http://www.maine.gov/boardofnursing/">http://www.maine.gov/boardofnursing/</a>		

# **Occupational Licensing Study 50 State Comparison**

State Board of Occupational Therapy  
Education and Licensure

Occupational Therapist  
Occupational Therapy Assistant



Presented by the Pennsylvania  
Department of State

2020

# Occupational Therapist

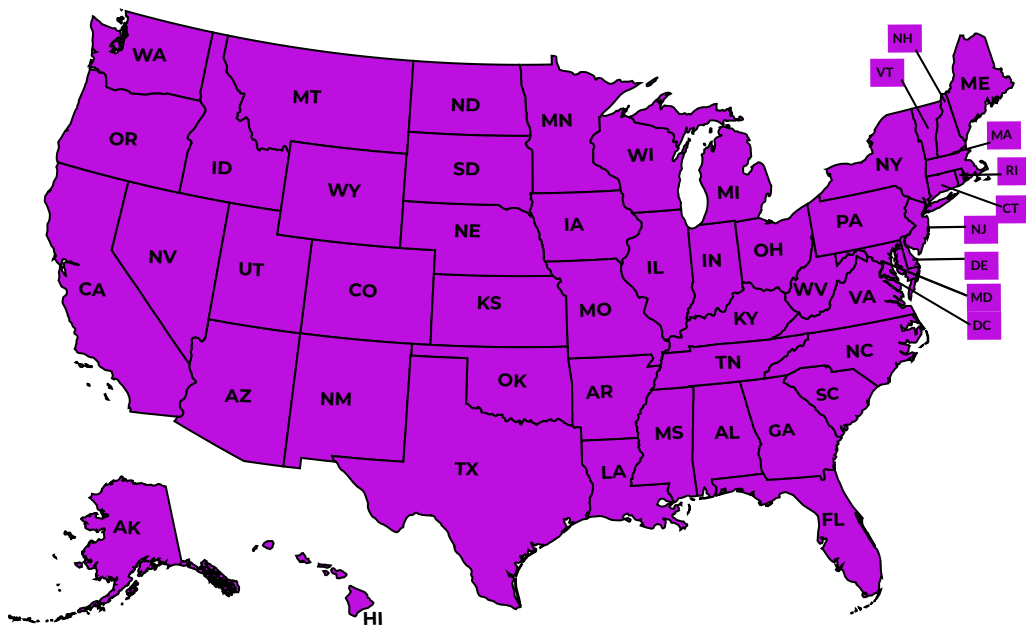
Licensed individuals who treat injured, ill, or disabled patients through the therapeutic use of everyday activities. Occupational therapists help patients develop, recover, improve, as well as maintain the skills needed for daily living and working.

# Occupational Therapy Assistant

A person licensed to assist in the practice of occupational therapy, under the supervision of an occupational therapist.

# Occupational Therapist

## Degree Requirement

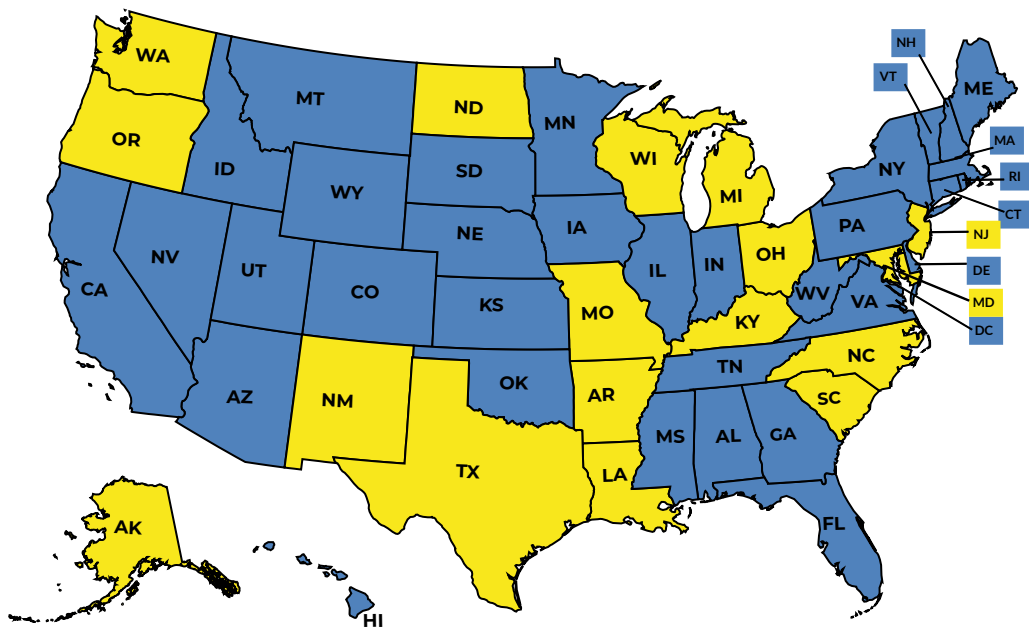


### Degrees:

- Graduate from an ACOTE-accredited OT educational program

\*ACOTE = Accreditation Council for Occupational Therapy Education

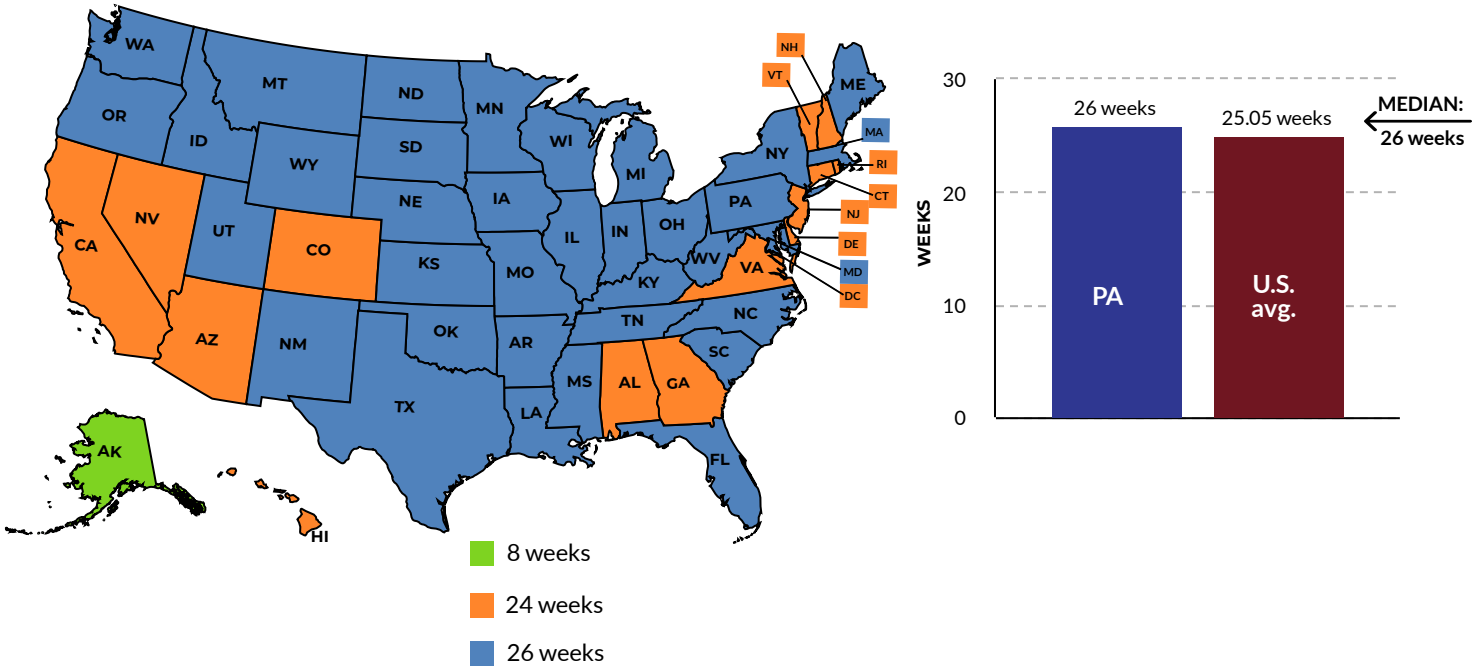
## Examination Requirement



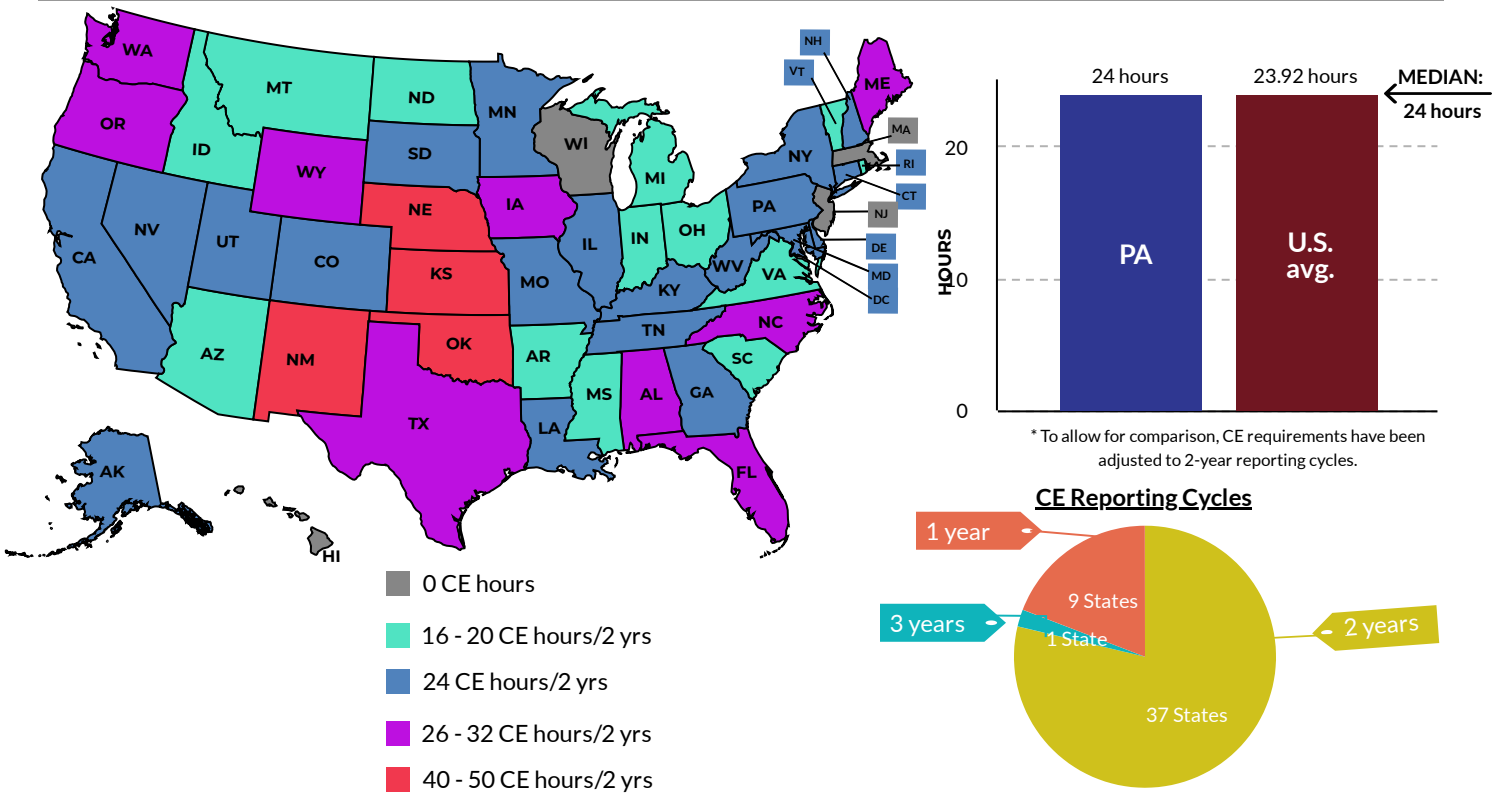
- States with 1 required examination
- States with 2 required examinations

# Occupational Therapist

## Training / Experience Requirement



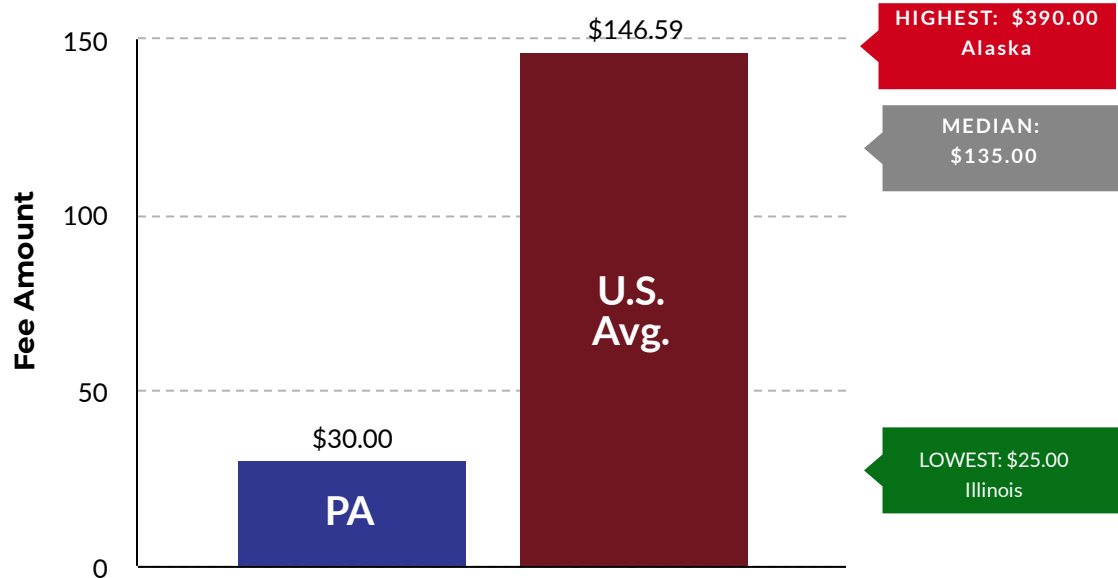
## Continuing Education Requirement





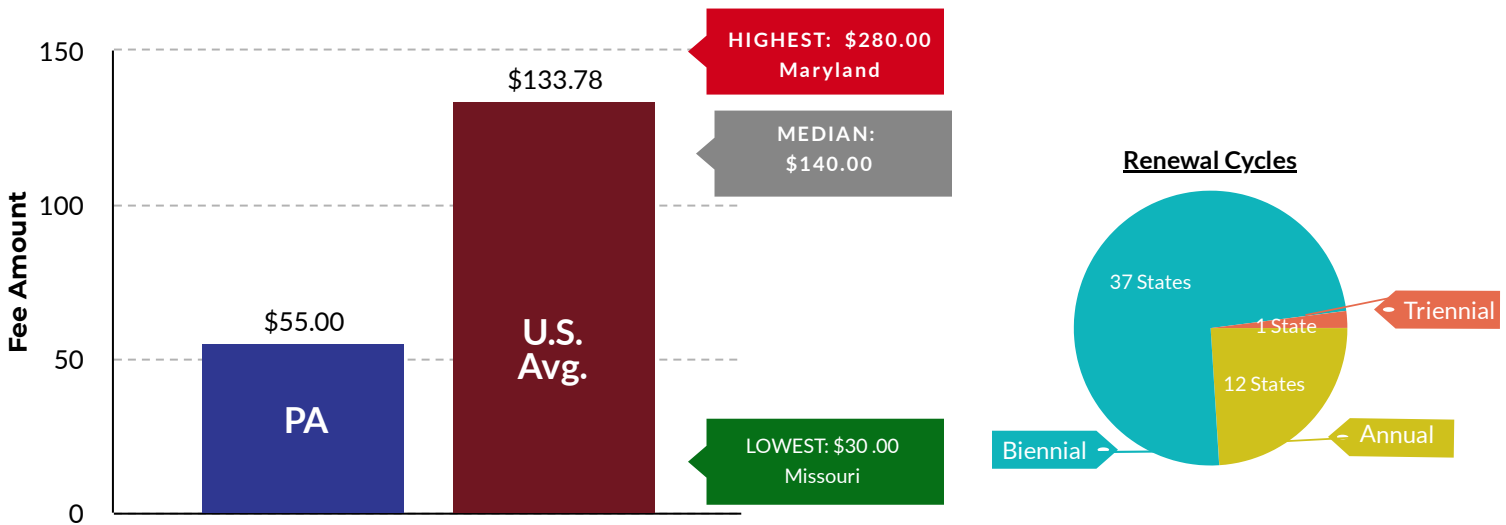
# Occupational Therapist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Occupational Therapist

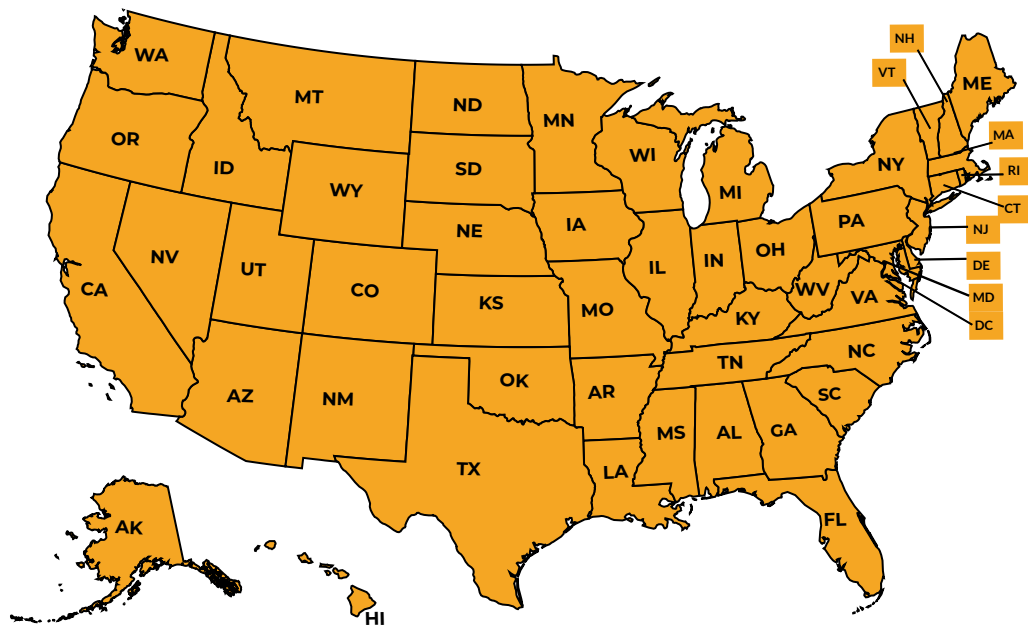
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Arizona	Alabama	
Colorado	Arkansas	New Hampshire
Connecticut	California	
District of Columbia	Delaware	<u>Credentials</u>
Florida	Georgia	Alaska
Idaho	Louisiana	Kansas
Illinois	Minnesota	Kentucky
Indiana	Missouri	Maryland
Iowa	Montana	New York
Maine	New Jersey	Washington
Massachusetts	North Dakota	
Michigan	South Dakota	
Mississippi	Tennessee	
Nebraska	West Virginia	
Nevada		
	<u>Reciprocity / Endorsement</u>	
	Hawaii	

**\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.**

# Occupational Therapy Assistant

## Degree Requirement

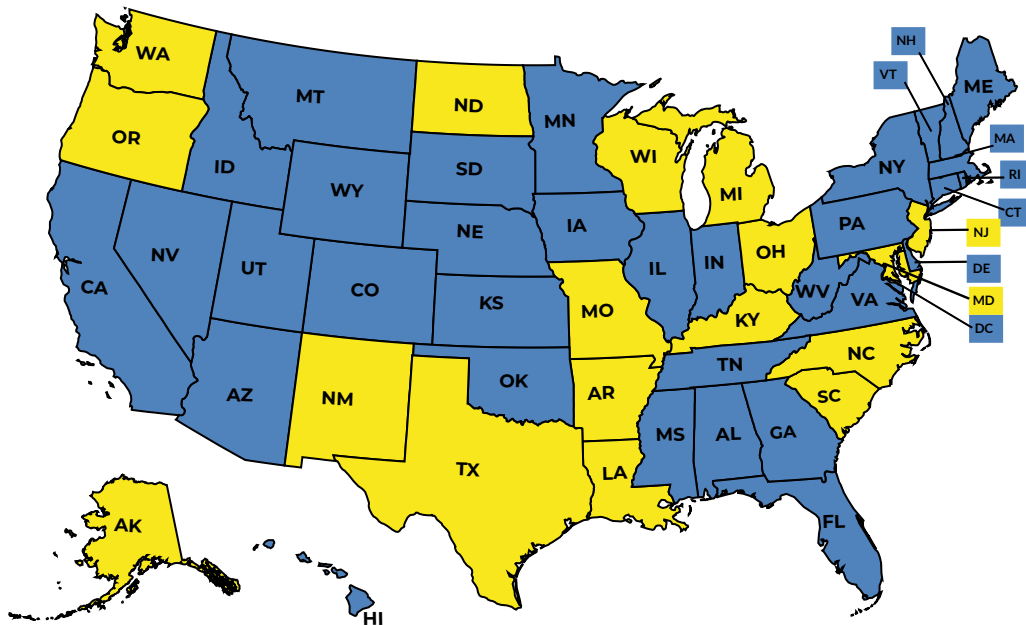


**Degree:**

Graduate from an ACOTE-accredited OTA educational program

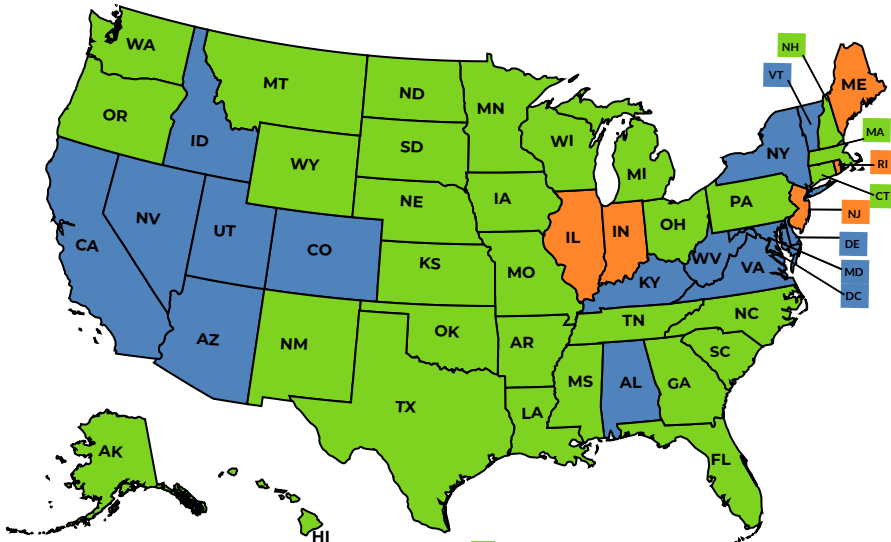
\*ACOTE = Accreditation Council for Occupational Therapy Education

## Examination Requirement

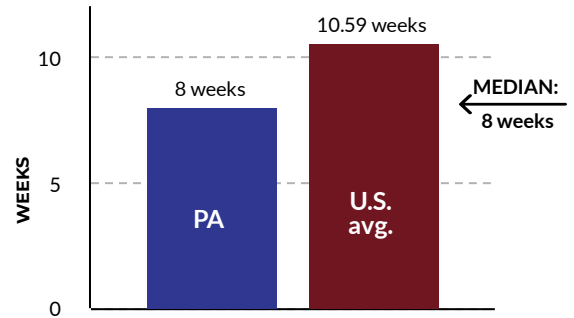


States with 1 required examination  
States with 2 required examinations

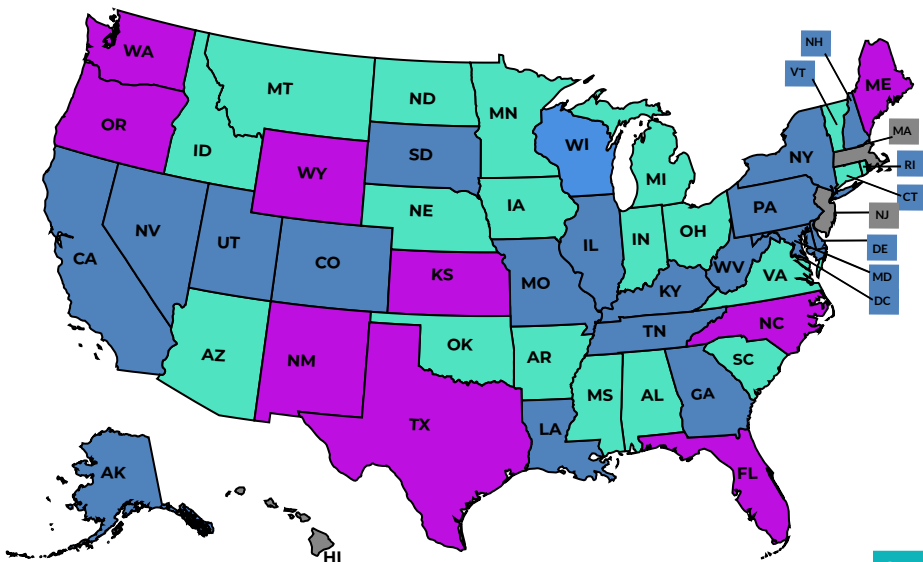
# Occupational Therapy Assistant Training / Experience Requirement



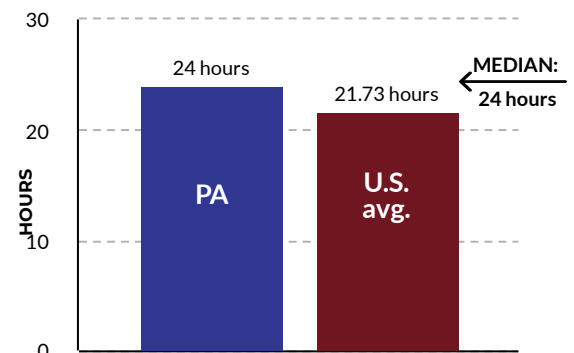
- 8 weeks
- 12 weeks
- 16 weeks



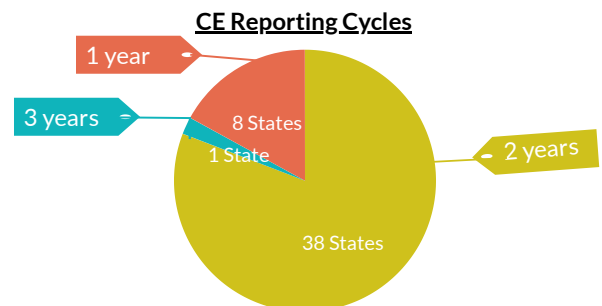
# Continuing Education Requirement



- 0 CE hours
- 10 - 20 CE hours/2 yrs
- 24 CE hours/2 yrs
- 26 - 40 CE hours/2 yrs



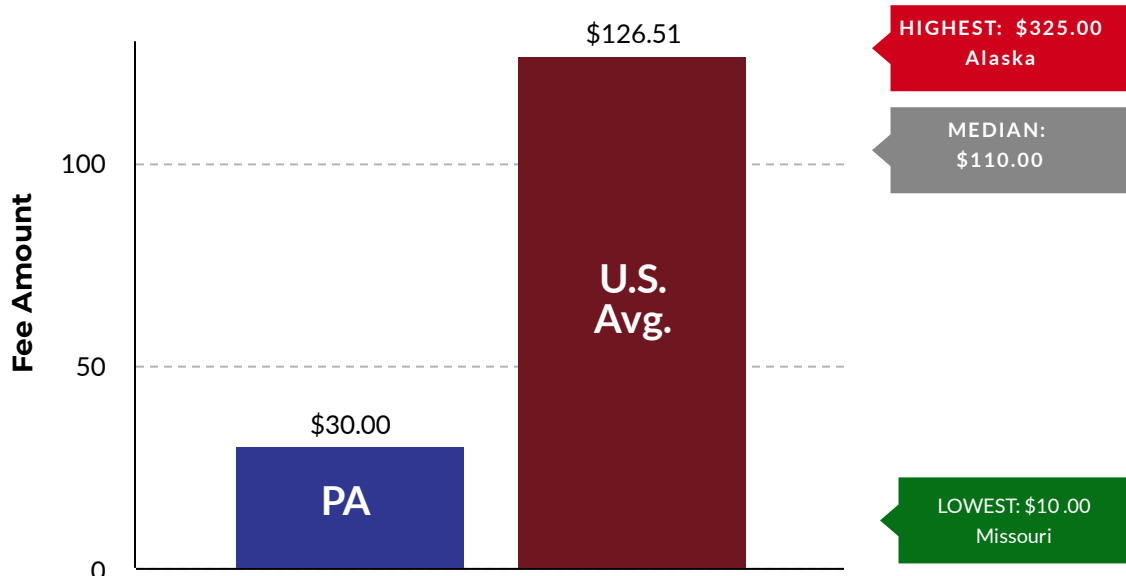
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



HI, MA & NJ do not have CE requirement

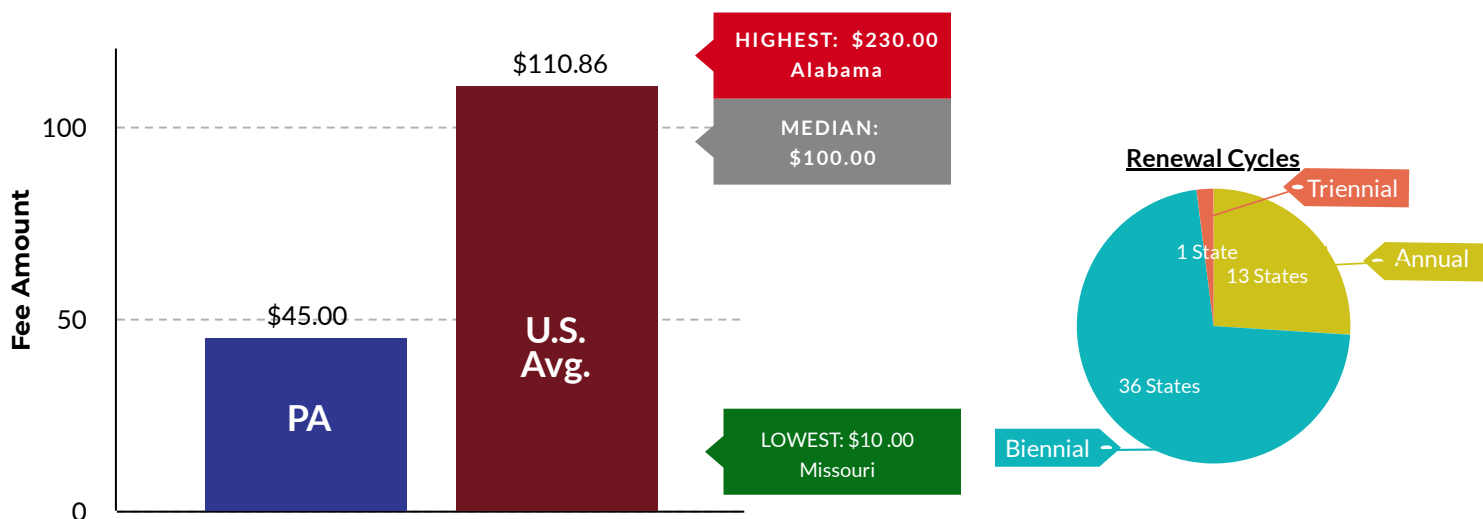
# Occupational Therapy Assistant

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Occupational Therapy Assistant

## States with Reciprocity or Endorsement

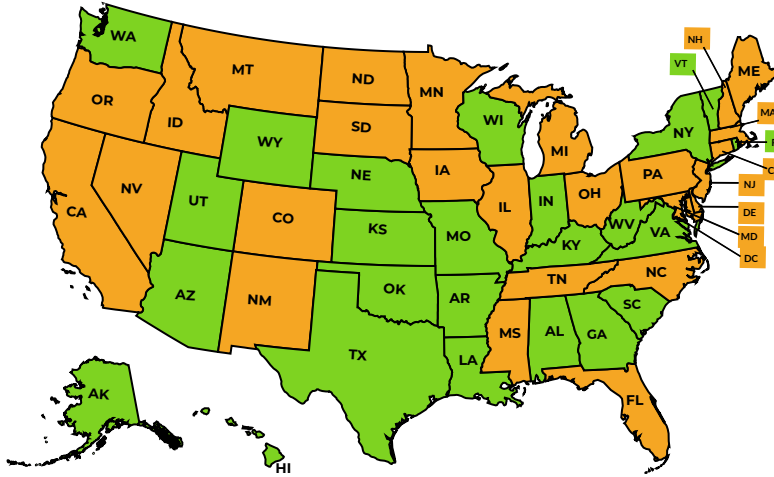
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Arizona	Alabama	
Colorado	Arkansas	New Hampshire
Connecticut	California	
District of Columbia	Delaware	<u>Credentials</u>
Florida	Georgia	Alaska
Idaho	Minnesota	Kansas
Illinois	Missouri	Kentucky
Indiana	Montana	Louisiana
Iowa	New Jersey	Maine
Massachusetts	North Dakota	Maryland
Michigan	South Dakota	New York
Mississippi	Tennessee	Washington
Nebraska	West Virginia	
Nevada		
	<u>Reciprocity / Endorsement</u>	
	Hawaii	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

**The following states have specific requirements for licensure**

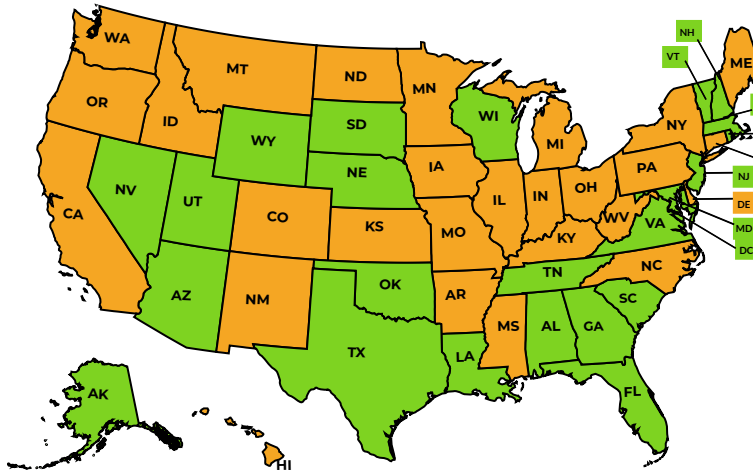
Citizenship/Proof of Eligible Work Status Requirement



States that require citizenship/proof of work status for licensure:

- Yes
- No

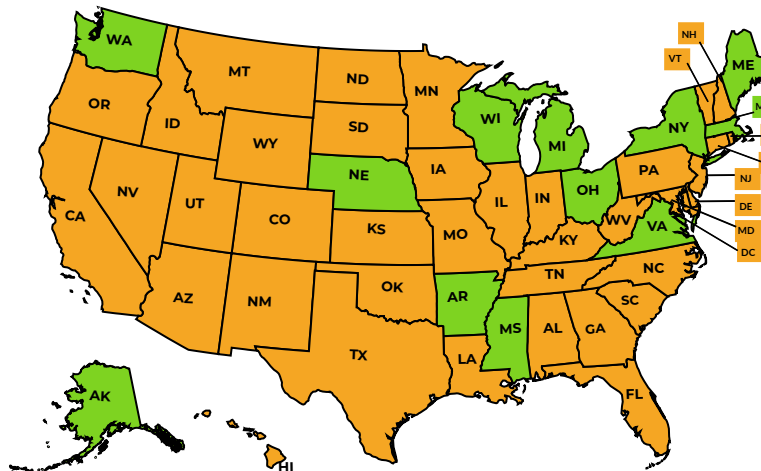
Good Moral Character



States that have a good moral character requirement for licensure:

- Yes
- No

English Proficiency Requirement



States that have an English proficiency requirement for licensure\*:

- Yes
- No

\*if applicant's native language is not English

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://www.ot.alabama.gov/default.aspx">http://www.ot.alabama.gov/default.aspx</a>	<b>Maryland</b> <a href="https://health.maryland.gov/botp/Pages/Licensing.aspx">https://health.maryland.gov/botp/Pages/Licensing.aspx</a>	<b>Oregon</b> <a href="http://www.oregon.gov/OTLB/pages/index.aspx">http://www.oregon.gov/OTLB/pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/professionallicensing/physicaltherapyoccupationaltherapy.aspx">https://www.commerce.alaska.gov/web/cbpl/professionallicensing/physicaltherapyoccupationaltherapy.aspx</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/regulations/259-CMR-3-occupational-therapists">https://www.mass.gov/regulations/259-CMR-3-occupational-therapists</a>	<b>Pennsylvania</b> <a href="http://www.dos.pa.gov/professionallicensing/boardscommissions/occupationaltherapy/Pages/default.aspx">http://www.dos.pa.gov/professionallicensing/boardscommissions/occupationaltherapy/Pages/default.aspx</a>
<b>Arizona</b> <a href="https://ot.az.gov/">https://ot.az.gov/</a>	<b>Michigan</b> <a href="http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27545--,00.html">http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27545--,00.html</a>	<b>Rhode Island</b> <a href="http://sos.ri.gov/documents/archives/regdocs/released/pdf/DOH/7021.pdf">http://sos.ri.gov/documents/archives/regdocs/released/pdf/DOH/7021.pdf</a>
<b>Arkansas</b> <a href="https://www.armedicalboard.org/Professionals/OccupationalTherapistandAssistant.aspx">https://www.armedicalboard.org/Professionals/OccupationalTherapistandAssistant.aspx</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/occupational-therapy/">https://mn.gov/boards/occupational-therapy/</a>	<b>South Carolina</b> <a href="https://lr.sc.gov/ot/">https://lr.sc.gov/ot/</a>
<b>California</b> <a href="https://www.bot.ca.gov/">https://www.bot.ca.gov/</a>	<b>Mississippi</b> <a href="https://msdh.ms.gov/msdhsite/_static/30,0,82,60.html">https://msdh.ms.gov/msdhsite/_static/30,0,82,60.html</a>	<b>South Dakota</b> <a href="http://www.sdbmoe.gov/#">http://www.sdbmoe.gov/#</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Occupational_Therapy">https://www.colorado.gov/pacific/dora/Occupational_Therapy</a>	<b>Missouri</b> <a href="https://pr.mo.gov/octherapy-rules-statutes.aspx">https://pr.mo.gov/octherapy-rules-statutes.aspx</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/ot-board/opt-board/applications.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/ot-board/opt-board/applications.html</a>
<b>Connecticut</b> <a href="http://www.portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Occupational-Therapist/OT-Licensure-Requirements">http://www.portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Occupational-Therapist/OT-Licensure-Requirements</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/otp#1?1">http://boards.bsd.dli.mt.gov/otp#1?1</a>	<b>Texas</b> <a href="https://www.ptot.texas.gov/page/home">https://www.ptot.texas.gov/page/home</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/occupationaltherapy/licensure/">https://dpr.delaware.gov/boards/occupationaltherapy/licensure/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Occupational-Therapy.aspx">http://dhhs.ne.gov/licensure/Pages/Occupational-Therapy.aspx</a>	<b>Utah</b> <a href="http://dopl.utah.gov/licensing/occupational_therapy.html">http://dopl.utah.gov/licensing/occupational_therapy.html</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/service/occupational-therapy-licensing">https://dchealth.dc.gov/service/occupational-therapy-licensing</a>	<b>Nevada</b> <a href="https://www.nvot.org/">https://www.nvot.org/</a>	<b>Vermont</b> <a href="https://cms.sec.state.vt.us:8443/share/s/-L9X9zlwT8SHqFsVw1F6tw">https://cms.sec.state.vt.us:8443/share/s/-L9X9zlwT8SHqFsVw1F6tw</a>
<b>Florida</b> <a href="http://floridasoccupationaltherapy.gov/licensing/occupational-therapist/">http://floridasoccupationaltherapy.gov/licensing/occupational-therapist/</a>	<b>New Hampshire</b> <a href="https://www.oplc.nh.gov/allied-health/administration.htm">https://www.oplc.nh.gov/allied-health/administration.htm</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/medicine/advisory/ot/">https://www.dhp.virginia.gov/medicine/advisory/ot/</a>
<b>Georgia</b> <a href="http://sos.ga.gov/index.php/licensing/plb/36">http://sos.ga.gov/index.php/licensing/plb/36</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/ot/Pages/default.aspx">http://www.njconsumeraffairs.gov/ot/Pages/default.aspx</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/OccupationalTherapist">https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/OccupationalTherapist</a>
<b>Hawaii</b> <a href="http://cca.hawaii.gov/pvl/">http://cca.hawaii.gov/pvl/</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/occupational_therapy.aspx">http://www.rld.state.nm.us/boards/occupational_therapy.aspx</a>	<b>West Virginia</b> <a href="https://www.wvbot.org/licensure-application/">https://www.wvbot.org/licensure-application/</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=OCT">https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=OCT</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/ot/otlic.htm">http://www.op.nysed.gov/prof/ot/otlic.htm</a>	<b>Wisconsin</b> <a href="https://docs.legis.wisconsin.gov/code/admin_code/ot/2.pdf">https://docs.legis.wisconsin.gov/code/admin_code/ot/2.pdf</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/octherapy.asp">https://www.idfpr.com/profs/octherapy.asp</a>	<b>North Carolina</b> <a href="http://www.ncbot.org/otpages/Application_Process.html">http://www.ncbot.org/otpages/Application_Process.html</a>	<b>Wyoming</b> <a href="http://ot.state.wy.us/">http://ot.state.wy.us/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/ot.htm">https://www.in.gov/pla/ot.htm</a>	<b>North Dakota</b> <a href="https://www.ndotboard.com/lic/index.asp">https://www.ndotboard.com/lic/index.asp</a>	
<b>Iowa</b> <a href="https://idph.iowa.gov/Licensure/Iowa-Board-of-Physical-and-Occupational-Therapy/Licensure">https://idph.iowa.gov/Licensure/Iowa-Board-of-Physical-and-Occupational-Therapy/Licensure</a>	<b>Ohio</b> <a href="http://otptat.ohio.gov/Portals/0/laws/Ohio%20OT%20Practice%20Act%20as%20of%20May%201%202018.pdf?ver=2018-05-02-143519-423">http://otptat.ohio.gov/Portals/0/laws/Ohio%20OT%20Practice%20Act%20as%20of%20May%201%202018.pdf?ver=2018-05-02-143519-423</a>	
<b>Kansas</b> <a href="http://www.ksbha.org/professions/OT.shtml">http://www.ksbha.org/professions/OT.shtml</a>	<b>Oklahoma</b> <a href="http://www.okmedicalboard.org/occupational_therapist#forms-resources">http://www.okmedicalboard.org/occupational_therapist#forms-resources</a>	
<b>Kentucky</b> <a href="http://bot.ky.gov/Pages/default.aspx">http://bot.ky.gov/Pages/default.aspx</a>		
<b>Louisiana</b> <a href="http://louisiana.gov/Services/POLicenses/">http://louisiana.gov/Services/POLicenses/</a>		
<b>Maine</b> <a href="http://www.maine.gov/pfr/professionallicensing/professions/occupational/index.html">http://www.maine.gov/pfr/professionallicensing/professions/occupational/index.html</a>		



# **Occupational Licensing Study 50 State Comparison**

State Board of Optometry

Optometrist - Diagnostic  
Optometrist - Therapeutic  
Optometrist - Therapeutic & Glaucoma



Presented by the Pennsylvania  
Department of State

2020

# Optometrist – Diagnostics

Optometrist with a focus in diagnostics.

Diagnostic refers to any 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.

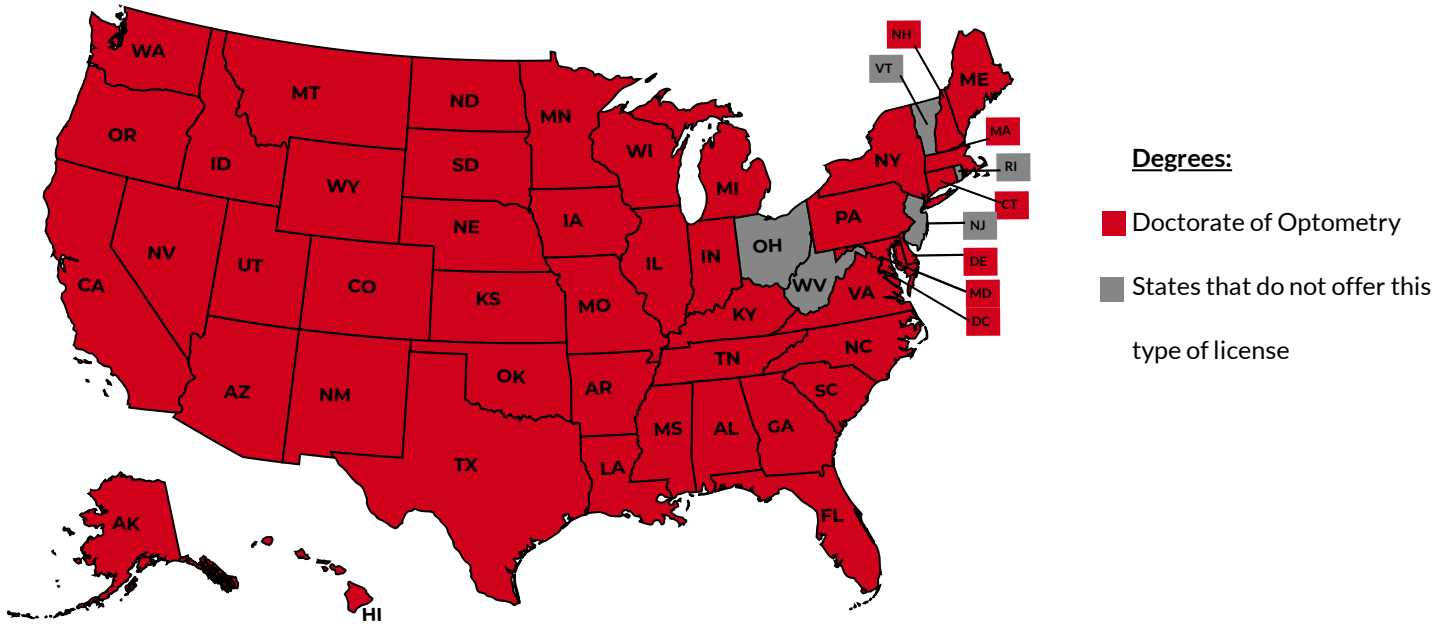
# Optometrist - Therapeutics

Optometrist with authorization to prescribe and administer pharmaceutical agents for therapeutic purposes.

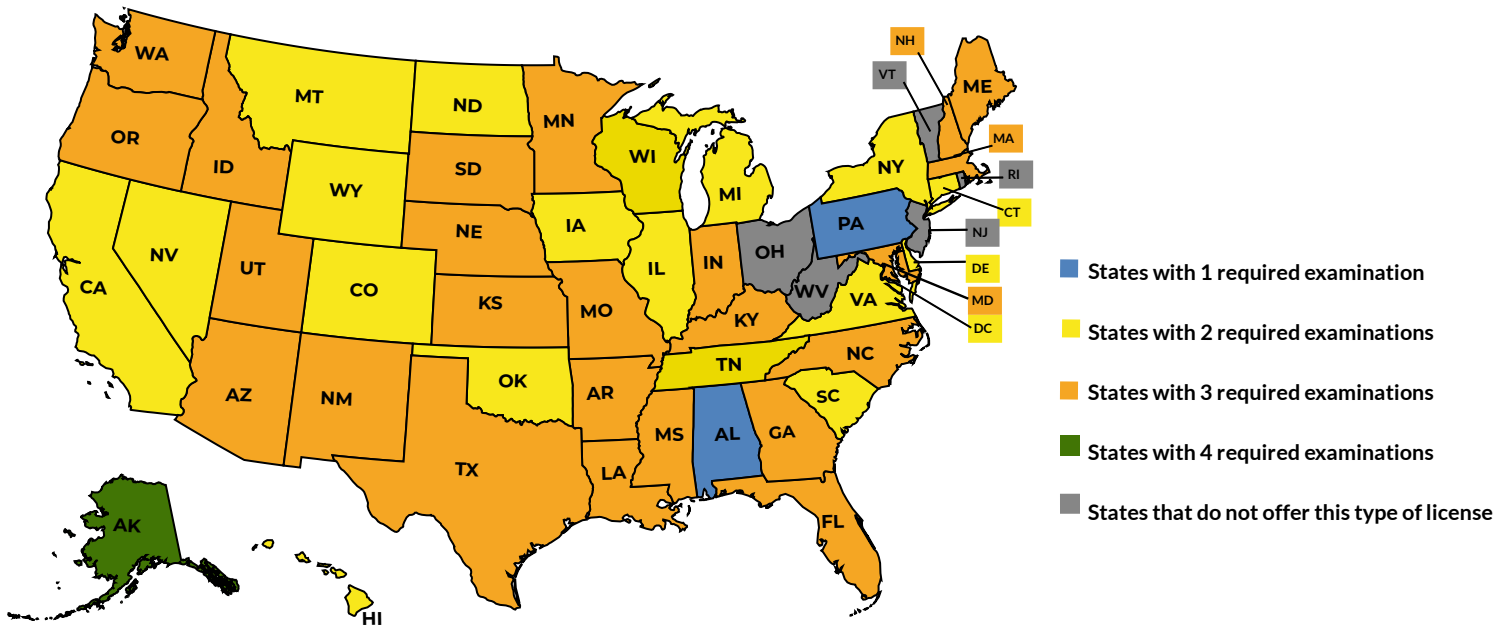
# Optometrist - Therapeutics & Glaucoma

An optometrist who is licensed to treat eye diseases and write prescriptions as needed, in addition to ascertaining the need for visual corrections such as glasses, contact lenses and refractive surgery.

# Optometrist - Diagnostic Degree Requirement

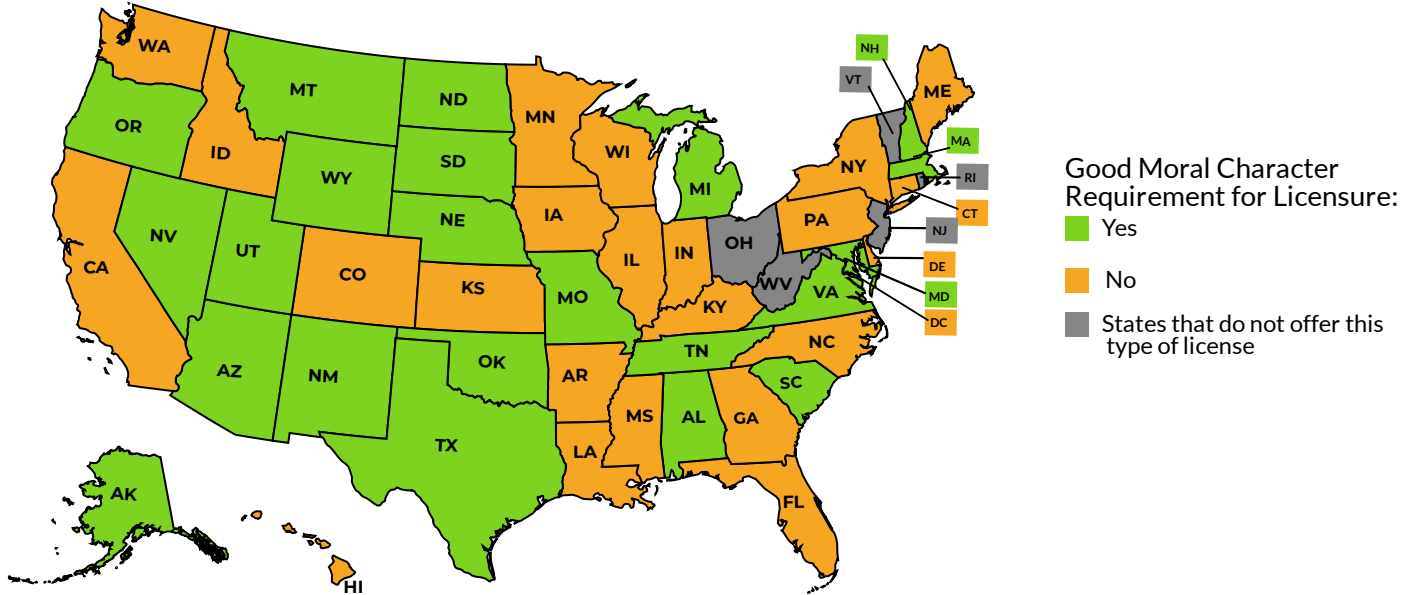


# Examination Requirement

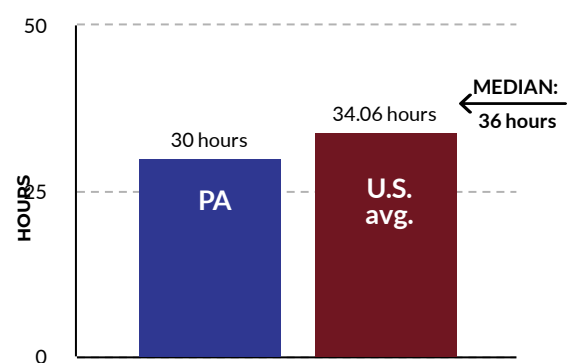
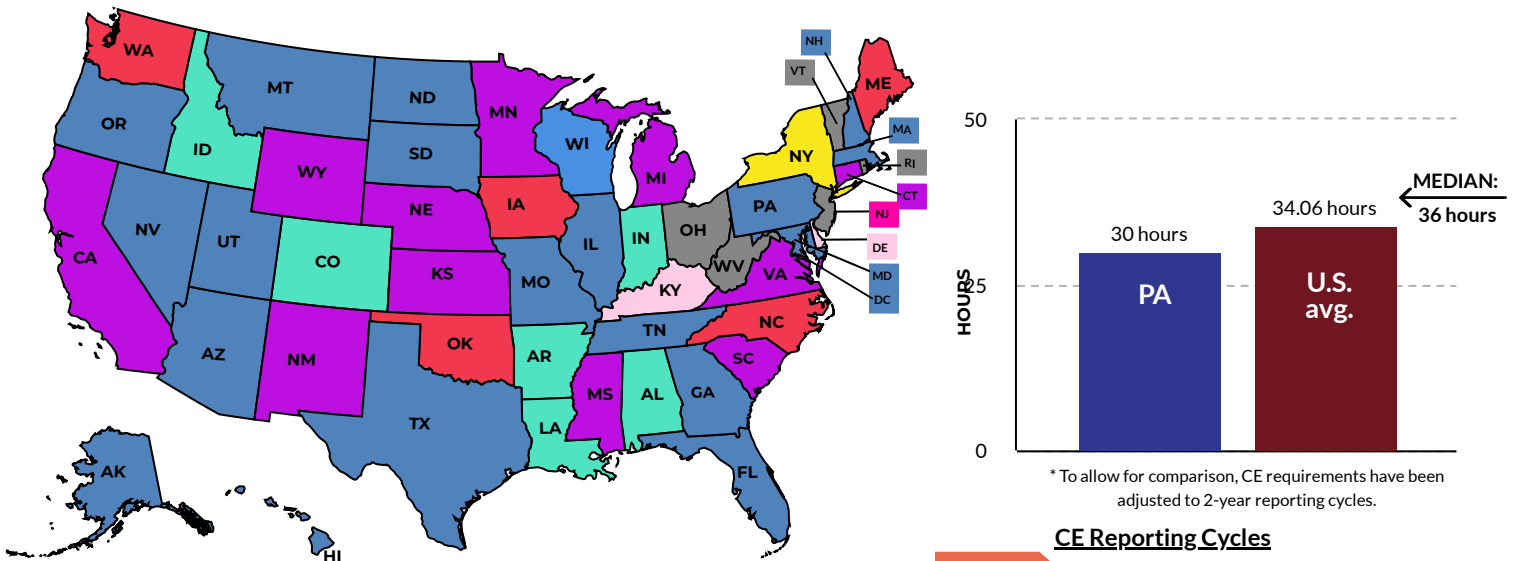


# Optometrist - Diagnostic

## Good Moral Character Requirement

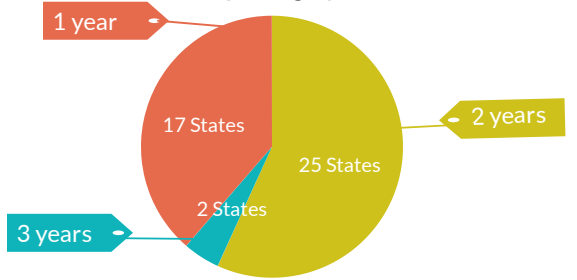


## Continuing Education Requirement



\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles

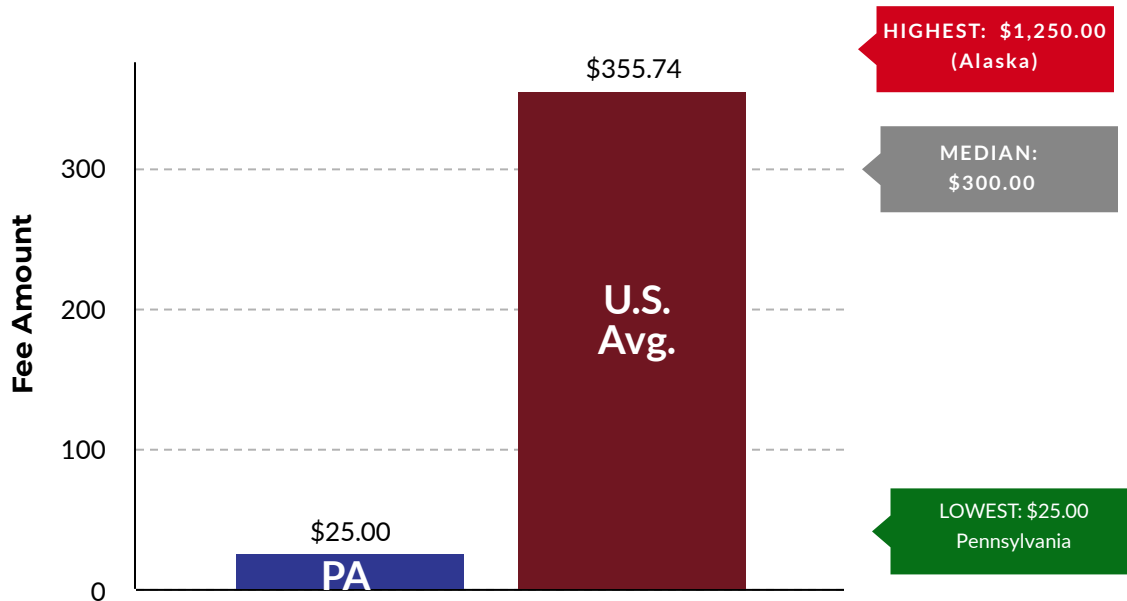


\*5 States do not offer this type of license & NY has no CE requirement pg. 2

- 0 CE hours (New York only)
- 10 - 19 CE hours/2 yrs
- 20 - 29 CE hours/2 yrs
- 30 - 39 CE hours/2 yrs
- 40 - 49 CE hours/2 yrs
- 50 CE hours/2 yrs
- States that do not offer this type of license

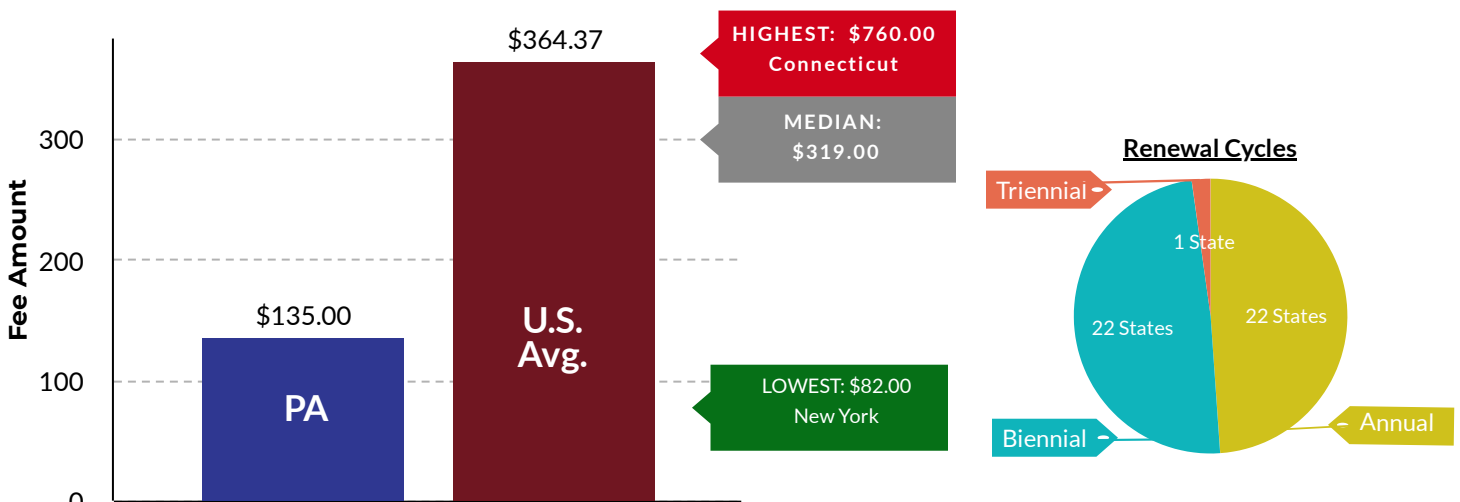
# Optometrist - Diagnostic

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



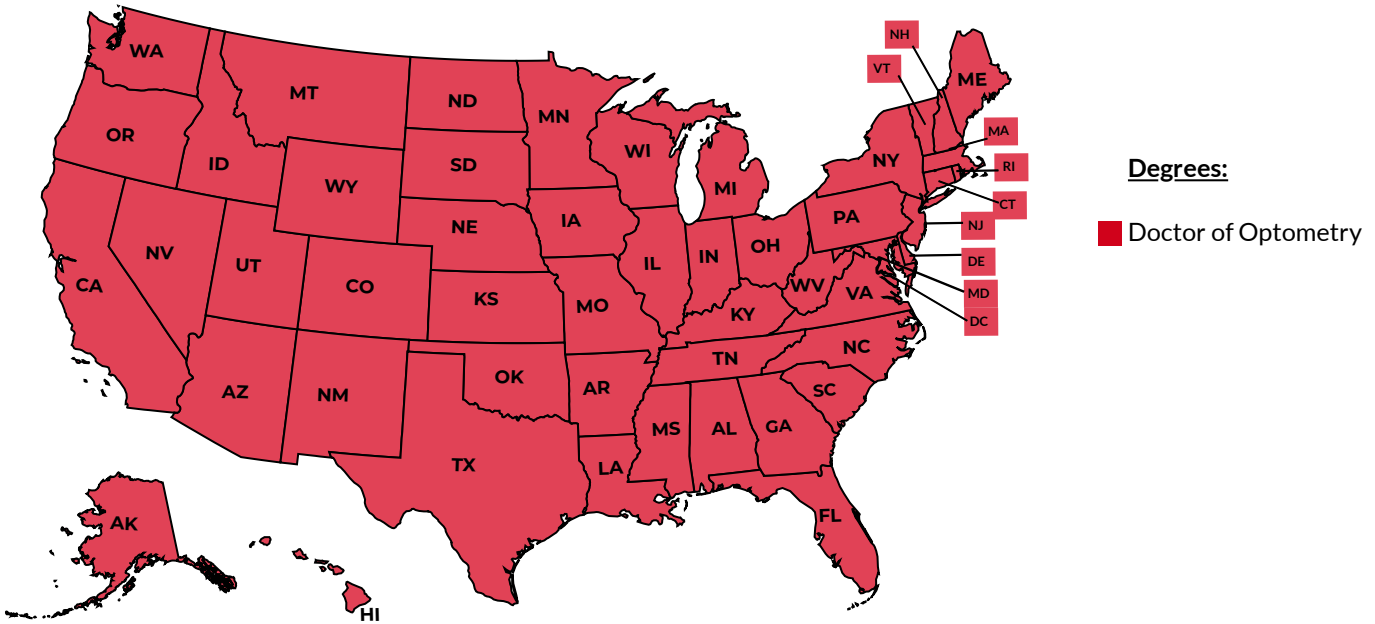
\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*5 States do not offer this type of license

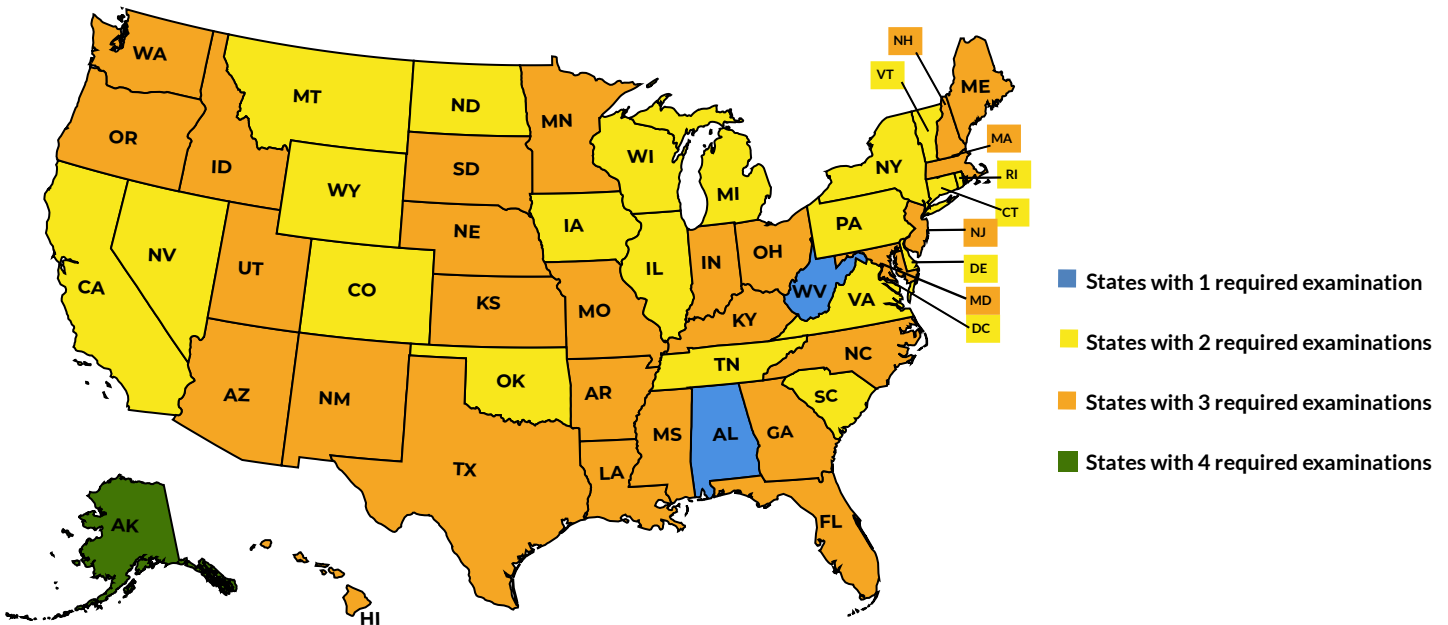


# Optometrist - Therapeutic

## Degree Requirement



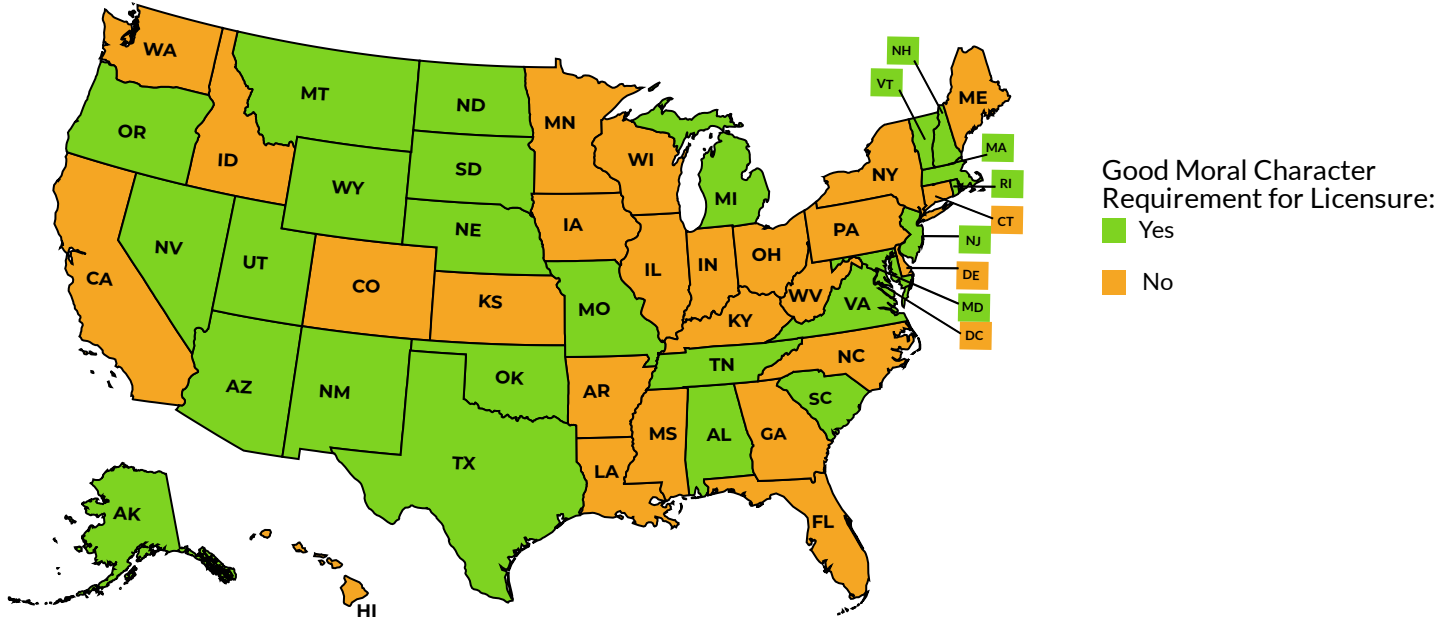
## Examination Requirement



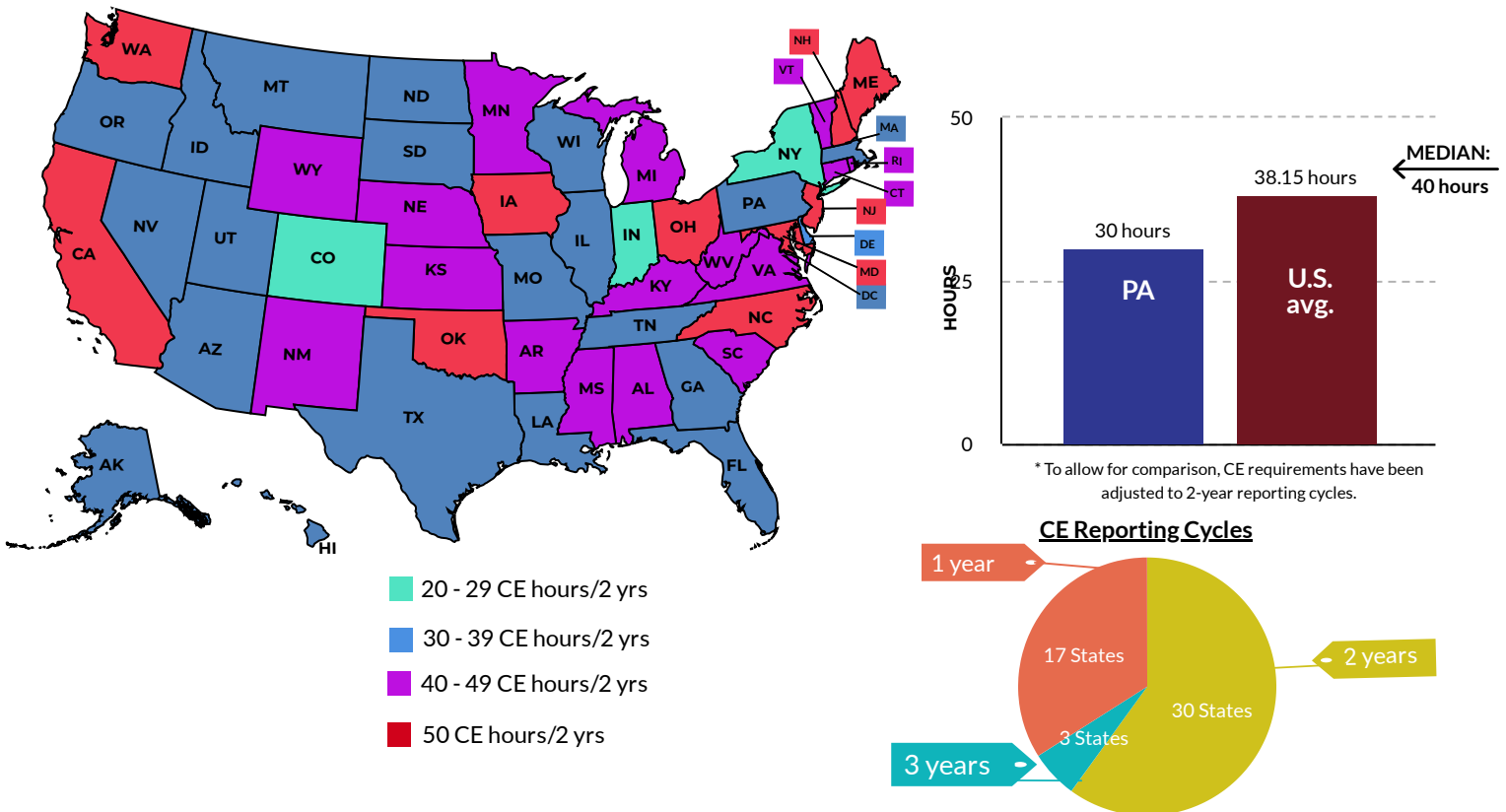


# Optometrist - Therapeutic

## Good Moral Character Requirement

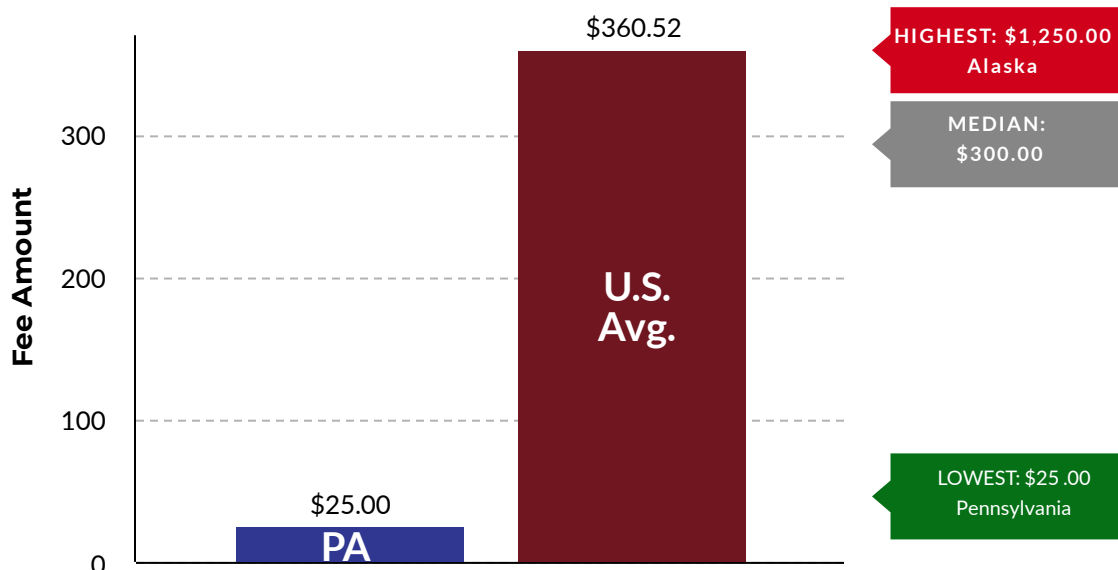


## Continuing Education Requirement



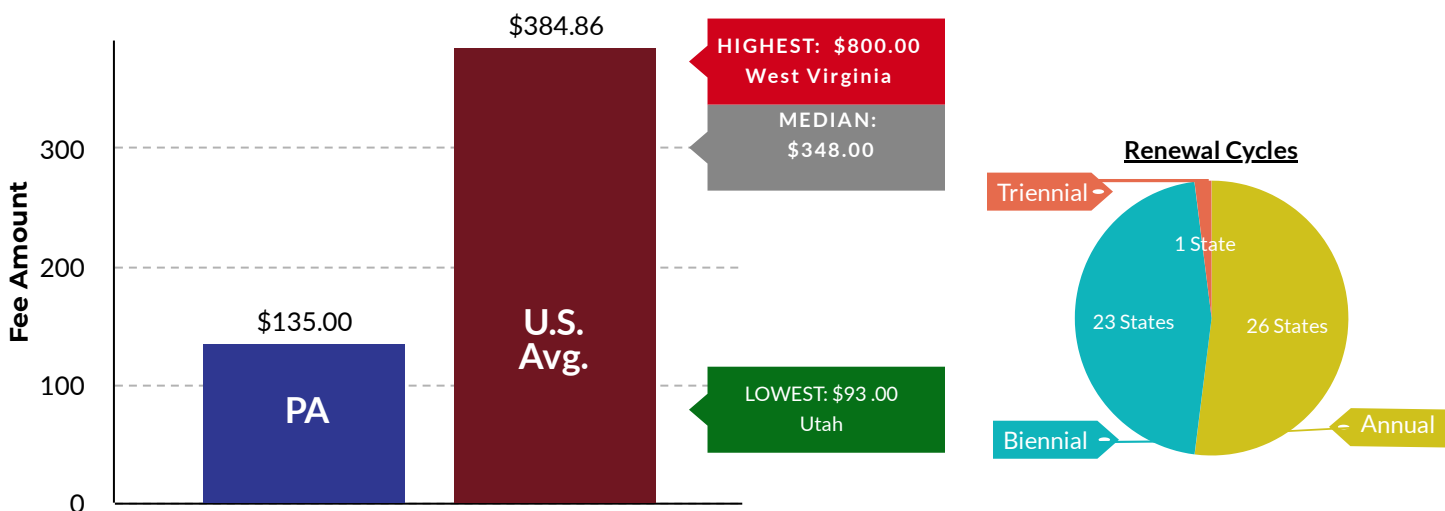
# Optometrist - Therapeutic

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Optometrist – Therapeutic

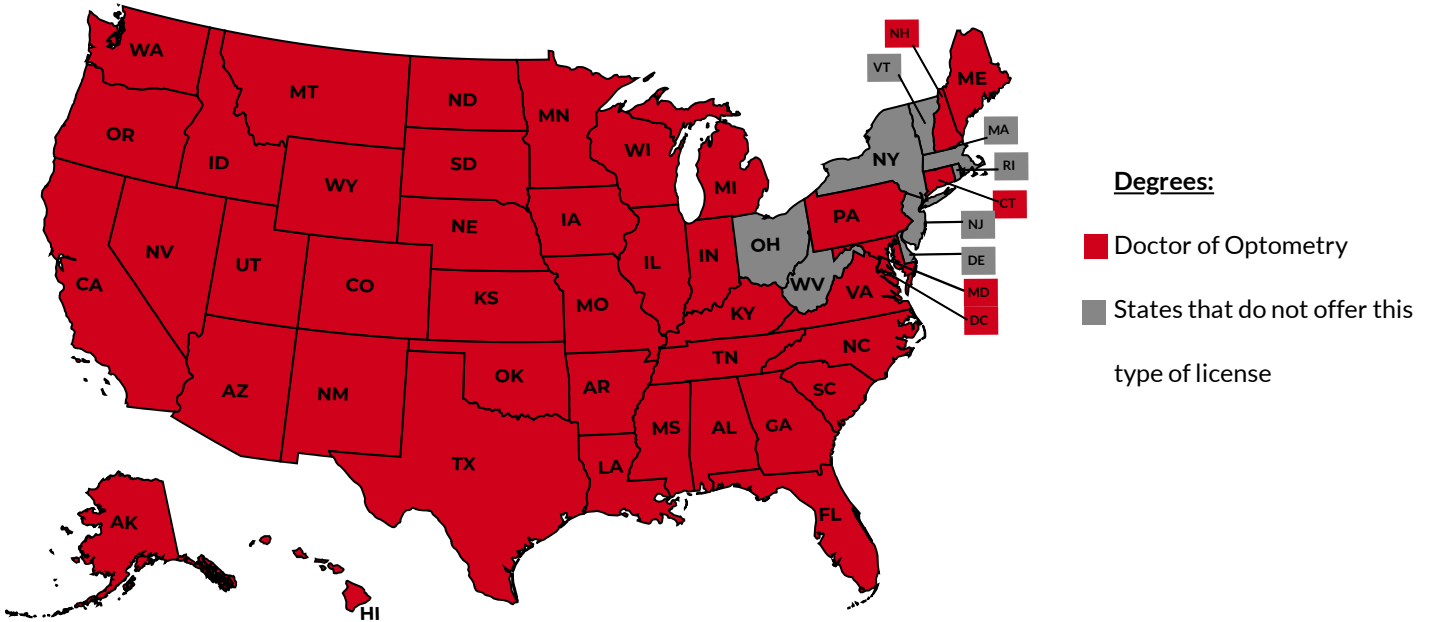
## States with Reciprocity or Endorsement

<u>Endorsement</u>		<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Arizona	New Hampshire	Alabama	California
Arkansas	New Jersey	Delaware	Maine
Colorado	New Mexico	Florida	Oklahoma
Connecticut	New York	Hawaii	Oregon
District of Columbia	North Carolina	Kansas	
Georgia	North Dakota	Massachusetts	
Idaho	Ohio	Mississippi	
Illinois	Rhode Island	Nebraska	
Indiana	South Carolina	Pennsylvania**	
Iowa	South Dakota	West Virginia	
Kentucky	Tennessee	<u>Credentials</u>	
Louisiana	Texas	Alaska	
Maryland	Utah		
Michigan	Vermont		
Minnesota	Virginia		
Missouri	Washington		
Montana	Wisconsin		
Nevada	Wyoming		

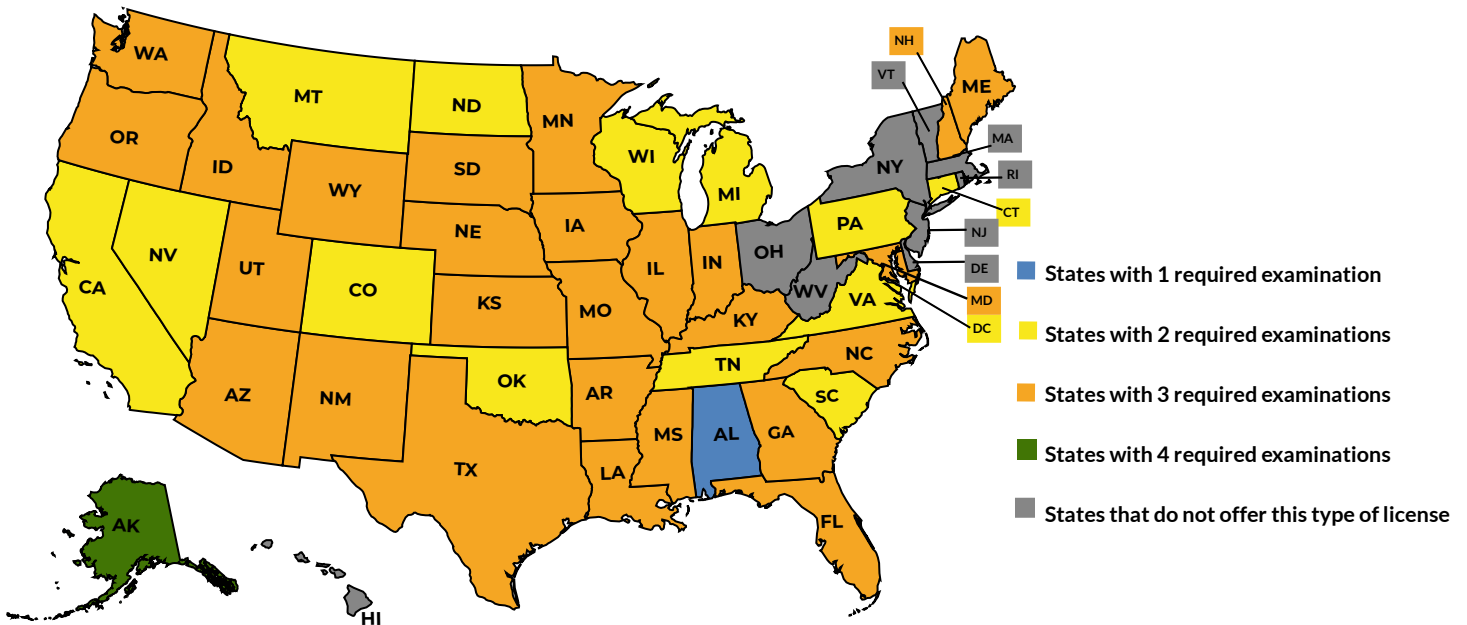
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Optometrist – Therapeutic and Glaucoma

## Degree Requirement

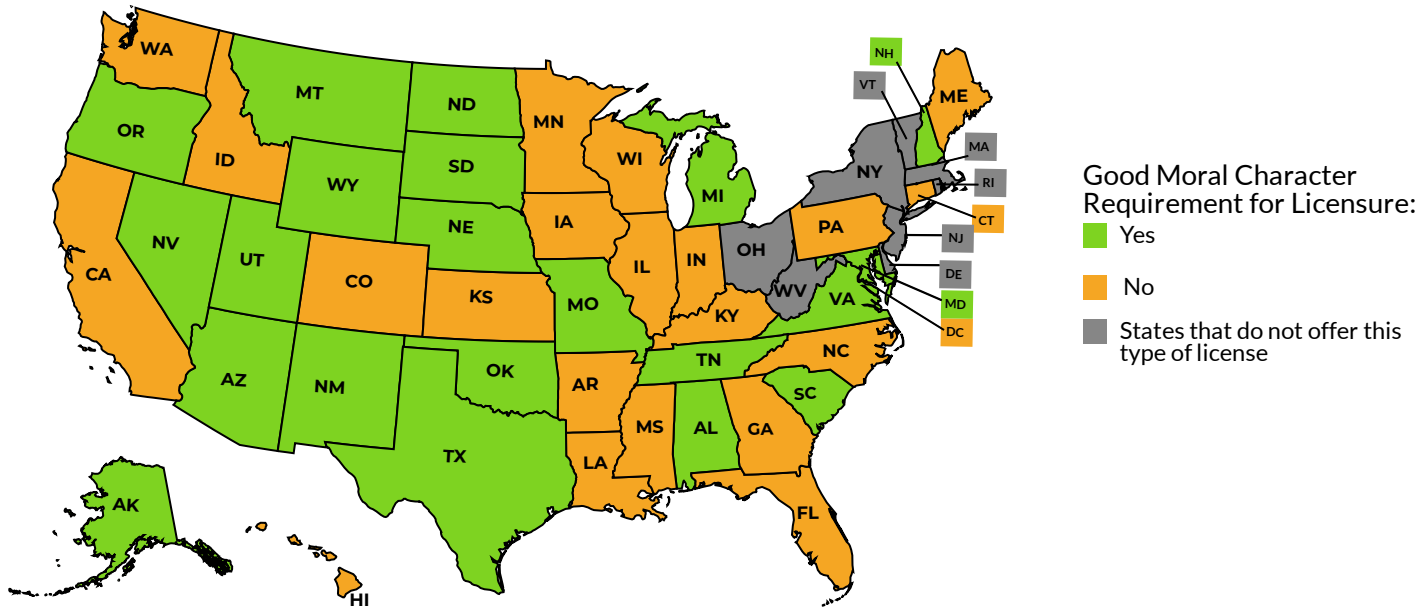


## Examination Requirement

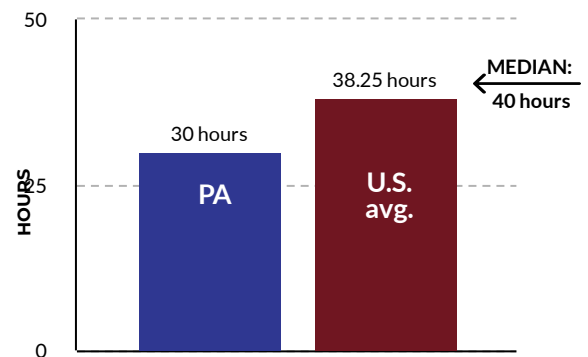
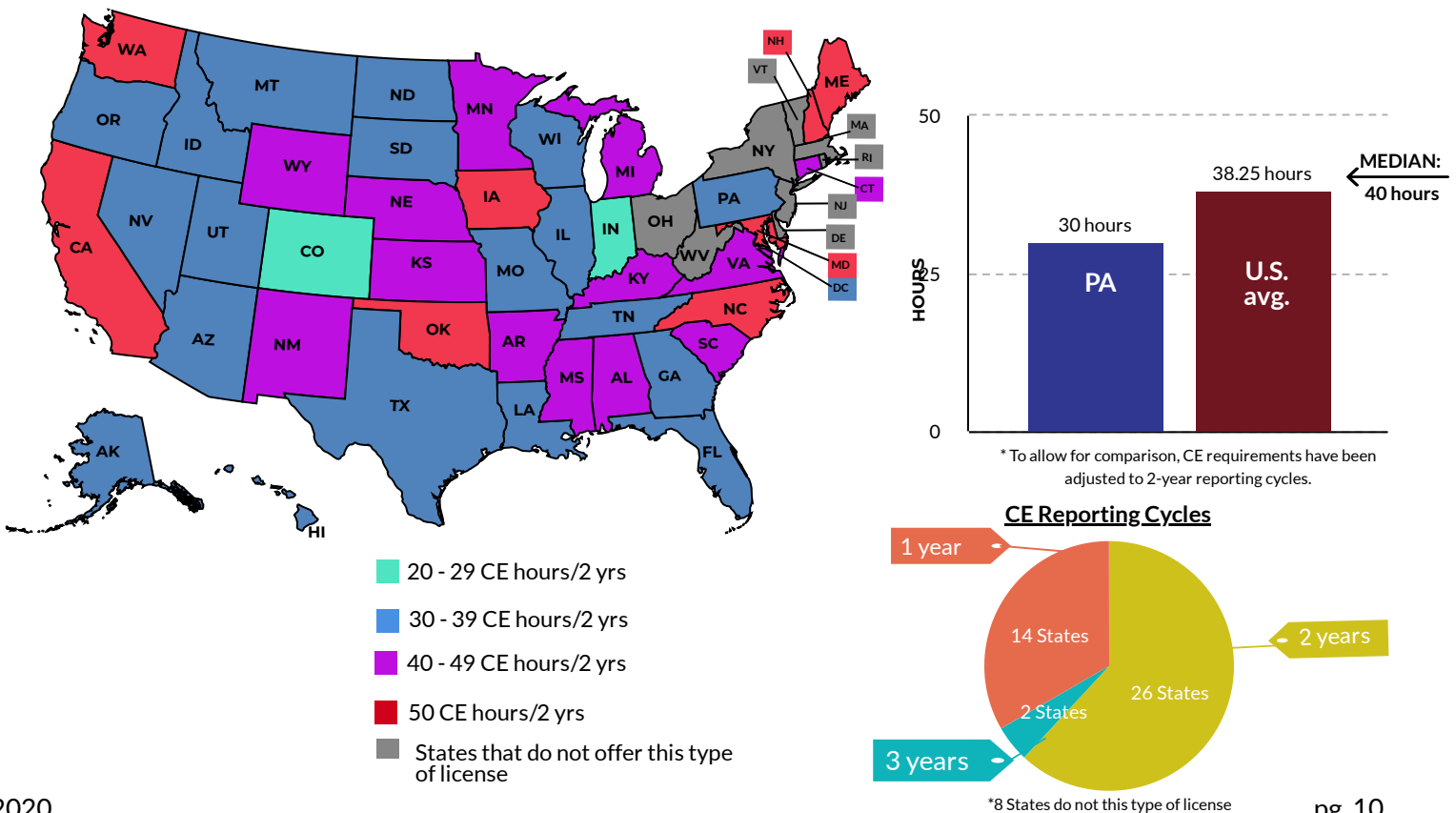


# Optometrist – Therapeutic and Glaucoma

## Good Moral Character Requirement

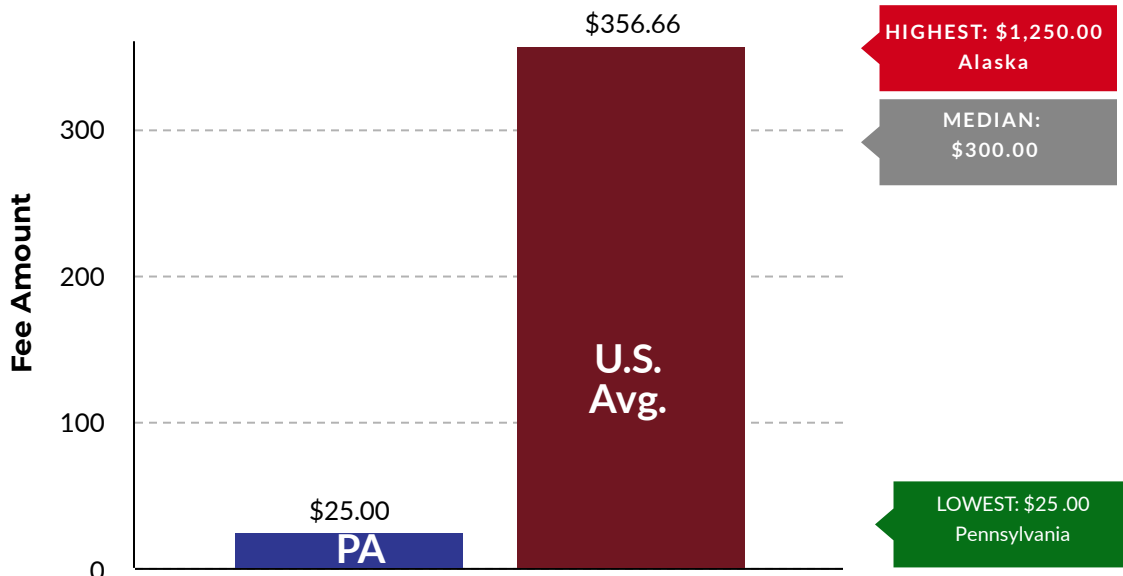


## Continuing Education Requirement



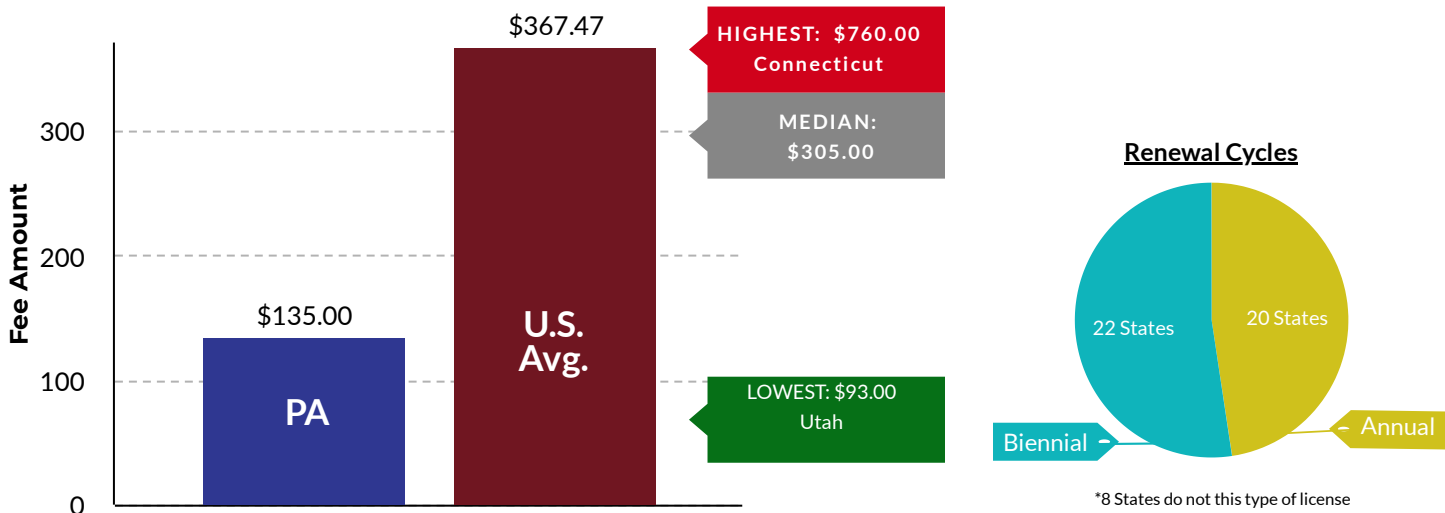
# Optometrist – Therapeutic and Glaucoma

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*8 States do not this type of license



# Observation Section

## Training / Experience Requirements for Optometrist, Optometrist - Diagnostic, Optometrist - Therapeutic, and Optometrist - Therapeutics and Glaucoma:

### Optometrist:

- **Arkansas** - The applicant must complete an internship that consist of at least 100 hours of supervised clinical training under the supervision of a board-certified ophthalmologist
- **California** - Be certified by an accredited school of optometry that the applicant has completed 10 hours of experience with an ophthalmologist
- **Colorado** - 60 hours of approved supervised clinical training in the examination, diagnosis, and treatment of conditions of the human eye and appendages
- **District of Columbia** - For at least 10% of supervised practice during any 1 month period, a supervising optometrist or ophthalmologist be physically with the student and either discussing or observing the student's practice
- **Florida** - Complete at least 110 hours of transcript quality course work and clinical training in general and ocular pharmacology. Applicant must complete at least 1 year of supervised experience in differential diagnosis of eye disease or disorders as part of the optometric training or in a clinical setting as part of the optometric experience
- **Louisiana** - 34 clock hours of supervised clinical training is a requirement for Certification to Treat Pathology and to Use and Prescribe Diagnostic and Therapeutic Pharmaceutical Agents

### Therapeutic:

- **Delaware** - Internship period must consist of at least 35 hours per week for at least six months for licensure. 40 hours of supervised therapeutic experience required for Optometrist-Therapeutic licensure.
- **Hawaii** - Complete 100 hours of board-approved coursework in the treatment and management of ocular diseases and 100 hours of preceptorship under the supervision of an ophthalmologist
- **Massachusetts (Therapeutic)** - Complete 90 hours of didactic instruction and 30 hours of supervised clinical education relating to therapeutic pharmaceutical
- **New York (Therapeutic)** - Complete at least 300 hours of acceptable clinical training
- **Pennsylvania (Therapeutic)** - Complete 100 hours in the prescription and administration of pharmaceutical agents for therapeutic purposes



# Observation Section

## **Training / Experience Requirements for Optometrist, Optometrist - Diagnostic, Optometrist - Therapeutic, and Optometrist - Therapeutics and Glaucoma:**

- **Connecticut (Diagnostic/Therapeutics & Glaucoma)** - 15 clinical hours under the supervision of an ophthalmologist. 51 clinical hours for Therapeutics & Glaucoma
- **Maine (Therapeutic/Glaucoma)** - Minimum of 100 hours of ocular therapeutics including at least 25 hours of supervised clinical training in the examination and treatment of conditions of the eye
- **Maryland (Diagnostic)** - Applicants are required to document 36 hours of supervised clinical training, of which 6 hours must be diagnostic. Applicants must provide current CPR certification
- **Tennessee (Optometrist/Therapeutics & Glaucoma)** - 40 clock hours of supervised clinical experience that is approved by the Board

# Sources: State Licensing Boards

**Alabama**  
<http://optometry.alabama.gov/>

**Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofOptometry.aspx>

**Arizona**  
<https://optometry.az.gov/>

**Arkansas**  
<http://www.aroptometry.org/>

**California**  
<http://www.optometry.ca.gov/index.shtml>

**Colorado**  
<https://www.colorado.gov/pacific/dora/Optometry>

**Connecticut**  
[http://www.ct.gov/dph/cwp/view.asp?a=3121&q=397562&dphNav\\_GID=1821](http://www.ct.gov/dph/cwp/view.asp?a=3121&q=397562&dphNav_GID=1821)

**Delaware**  
<http://regulations.delaware.gov/AdminCode/title24/2100.shtml>

**District of Columbia**  
<https://doh.dc.gov/service/optometry-licensing>

**Florida**  
<http://floridasoptometry.gov/licensing/>

**Georgia**  
<http://sos.ga.gov/index.php/licensing/plb/37>

**Hawaii**  
<http://cca.hawaii.gov/pvl/boards/optometry/>

**Idaho**  
<https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=OPT>

**Illinois**  
<https://www.idfpr.com/profs/optometry.asp>

**Indiana**  
<https://www.in.gov/pla/opt.htm>

**Iowa**  
<https://idph.iowa.gov/Licensure/Iowa-Board-of-Optometry>

**Kansas**  
<http://www.kssbeo.ks.gov/>

**Kentucky**  
<https://optometry.ky.gov/Pages/default.aspx>

**Louisiana**  
<http://weoassociation.com/documents/7/RULESpracticingoptometry.pdf>

**Maine**  
<http://www.maine.gov/pfr/professionallicensing/professionsoptometry/index.html>

**Maryland**  
<https://health.maryland.gov/optometry/Pages/index.aspx>

**Massachusetts**  
<http://www.mass.gov/ocabr/licensee/dpl-boards/op/>

**Michigan**  
[http://www.michigan.gov/lara/0,4601,7-154-72600\\_72603\\_27529\\_27546--,00.html](http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27546--,00.html)

**Minnesota**  
<https://mn.gov/boards/optometry/>

**Mississippi**  
<http://www.msbo.ms.gov/SitePages/Home.aspx>

**Missouri**  
<http://pr.mo.gov/optometrists>

**Montana**  
<http://boards.bsd.dli.mt.gov/opt#1?1>

**Nebraska**  
[http://www.sos.ne.gov/rules-and-regs/regsearch/Rules/Health\\_and\\_Human\\_Services\\_System/Title-172/Chapter-120.pdf](http://www.sos.ne.gov/rules-and-regs/regsearch/Rules/Health_and_Human_Services_System/Title-172/Chapter-120.pdf)

**Nevada**  
<https://nvoptometry.org/>

**New Hampshire**  
<https://www.oplc.nh.gov/optometry/>

**New Jersey**  
<http://www.njconsumeraffairs.gov/opt>

**New Mexico**  
<http://www.rld.state.nm.us/boards/optometry.aspx>

**New York**  
<http://www.op.nysed.gov/prof/optom/>

**North Carolina**  
<https://www.ncoptometry.org/examinations/applicant-information>

**North Dakota**  
<http://www.ndoptometry.com/>

**Ohio**  
<http://optometry.ohio.gov/license.stm>

**Oklahoma**  
<https://optometry.ok.gov/>

**Oregon**  
<http://www.oregon.gov/obo/pages/index.aspx>

**Pennsylvania**  
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Optometry/Pages/default.aspx>

**Rhode Island**  
<http://health.ri.gov/licenses/detail.php?id=235>

**South Carolina**  
<https://lir.sc.gov/ot/pub.aspx>

**South Dakota**  
<https://doh.sd.gov/boards/optometry/>

**Tennessee**  
<https://www.tn.gov/health/health-program-areas/health-professional-boards/opt-board.html>

**Texas**  
<http://www.tob.state.tx.us/>

**Utah**  
<https://dopl.utah.gov/licensing/optometry.html>

**Vermont**  
<https://www.sec.state.vt.us/professional-regulation/list-of-professions/optometry.aspx>

**Virginia**  
<https://www.dhp.virginia.gov/optometry/>

**Washington**  
<https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Optomtrist>

**West Virginia**  
<http://www.wvbo.org/>

**Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/Optomtrist/Default.aspx>

**Wyoming**  
<http://optometry.wyo.gov/>

# **Occupational Licensing Study 50 State Comparison**

State Board of Osteopathic Medicine

Osteopathic Physician & Surgeon  
Osteopathic Physician Assistant



Presented by the Pennsylvania  
Department of State

2020

# Osteopathic Physician & Surgeon

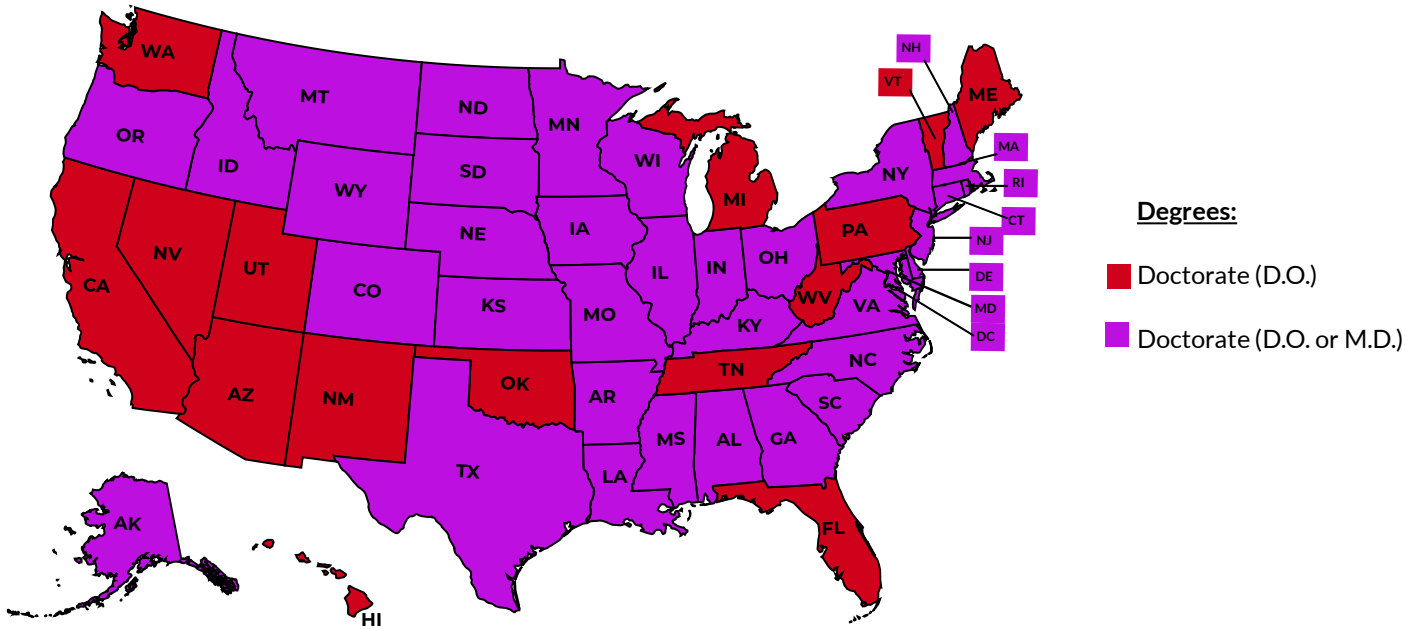
Fully licensed physicians/surgeons who practice in all areas of medicine. Emphasizing a whole-person approach to treatment and care, Osteopathic Physicians & Surgeons (DO) are trained to listen and partner with their patients to help them get healthy and stay well.

# Osteopathic Physician Assistant

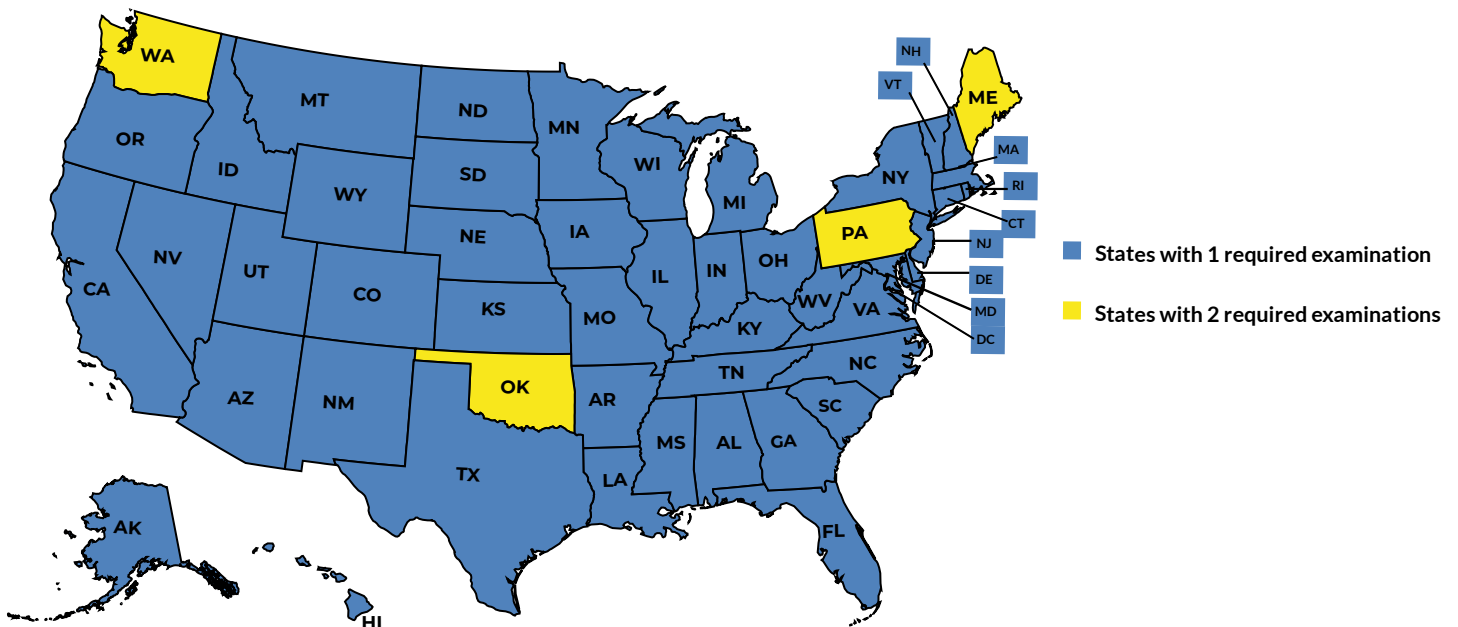
A person licensed by the State Board of Osteopathic Medicine and trained to perform, under the supervision of a physician, many clinical procedures traditionally performed by a physician, such as diagnosing and treating minor ailments.

# Osteopathic Physician & Surgeon

## Degree Requirement

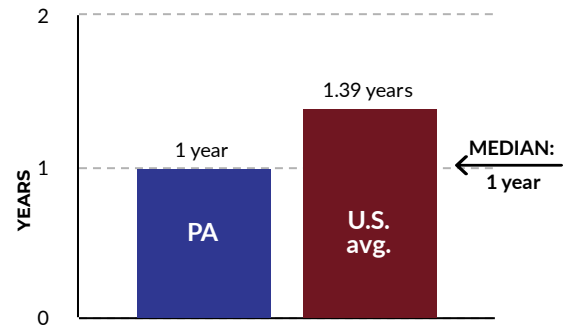
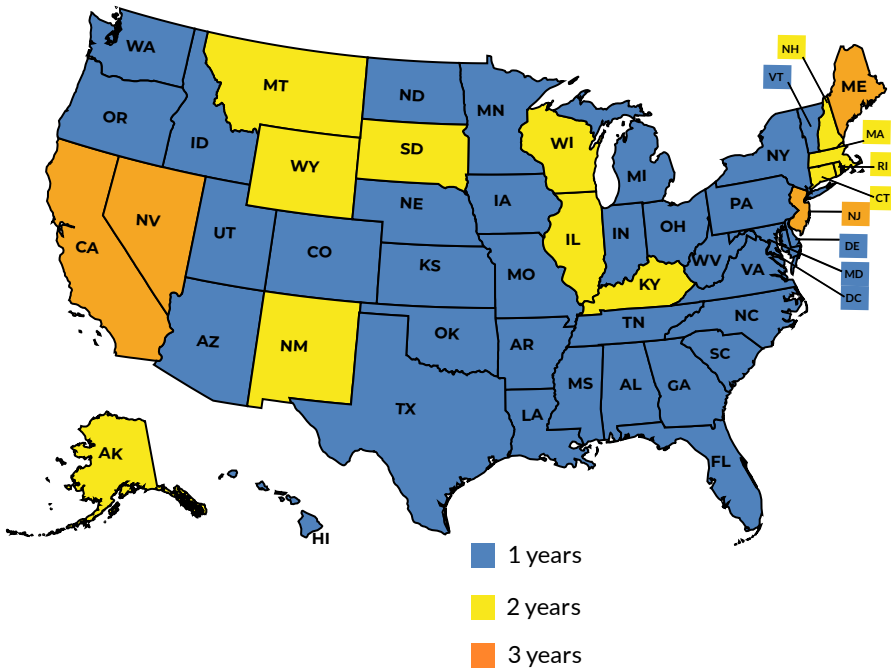


## Examination Requirement

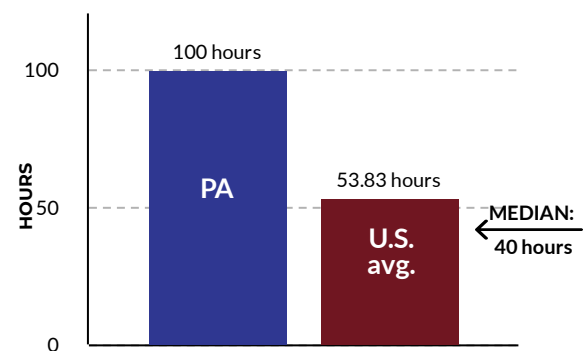
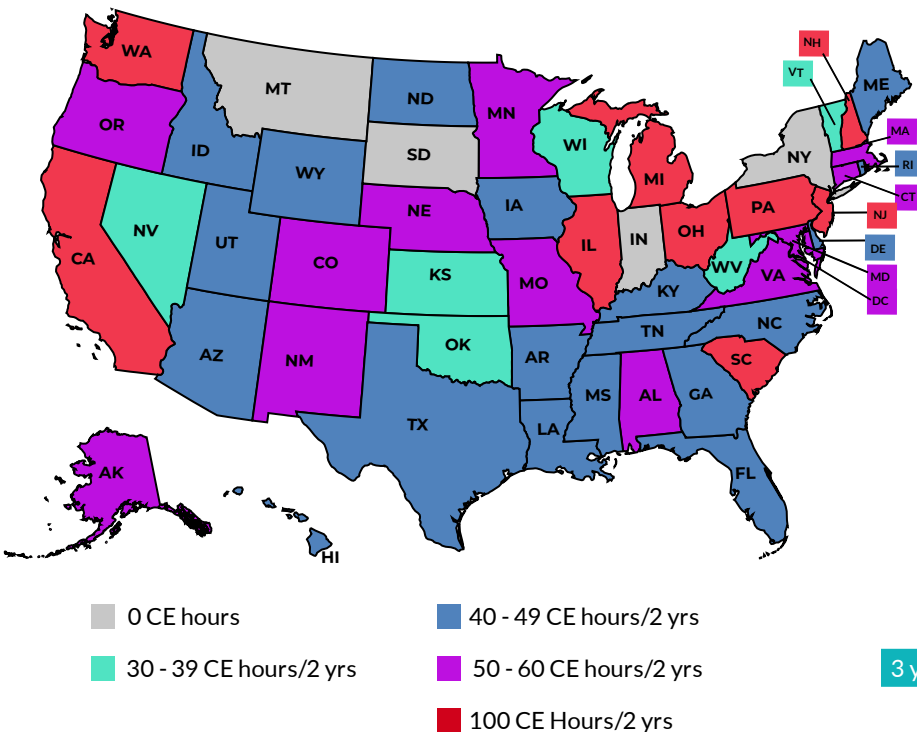


# Osteopathic Physician & Surgeon

## Training / Experience Requirement

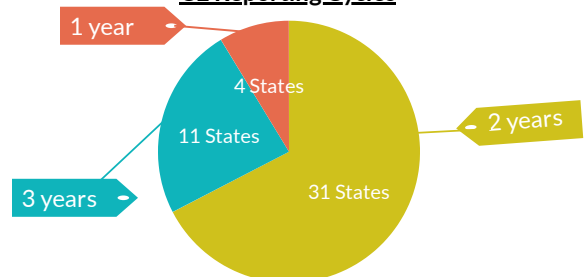


## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

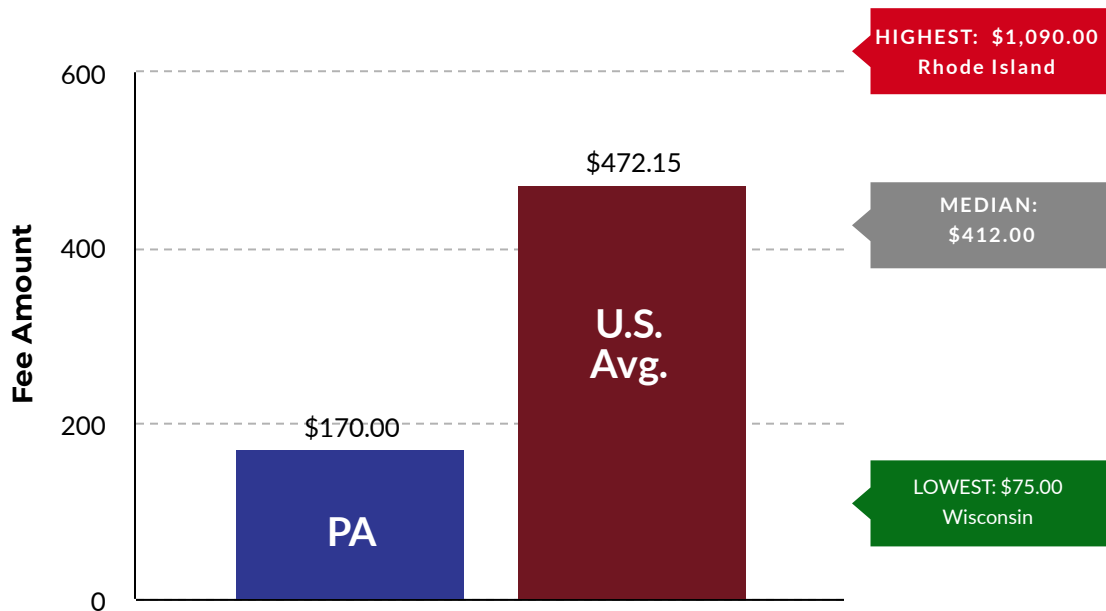
### CE Reporting Cycles



\*4 states do not have CE requirements

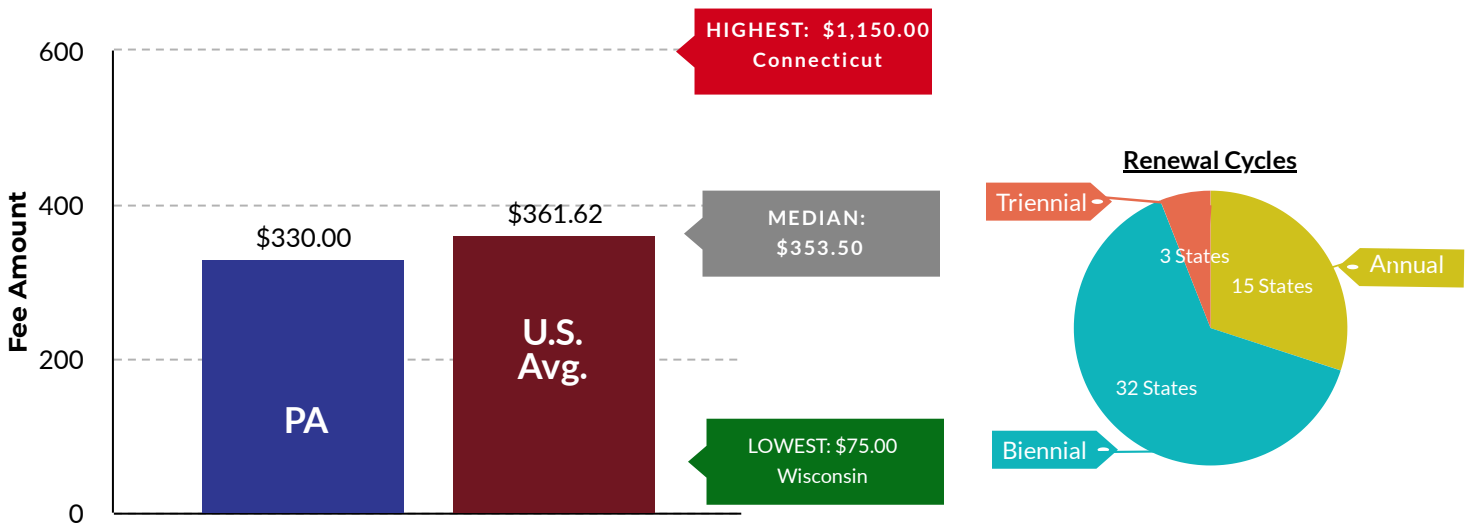
# Osteopathic Physician & Surgeon

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Osteopathic Physician & Surgeon

## States with Reciprocity or Endorsement

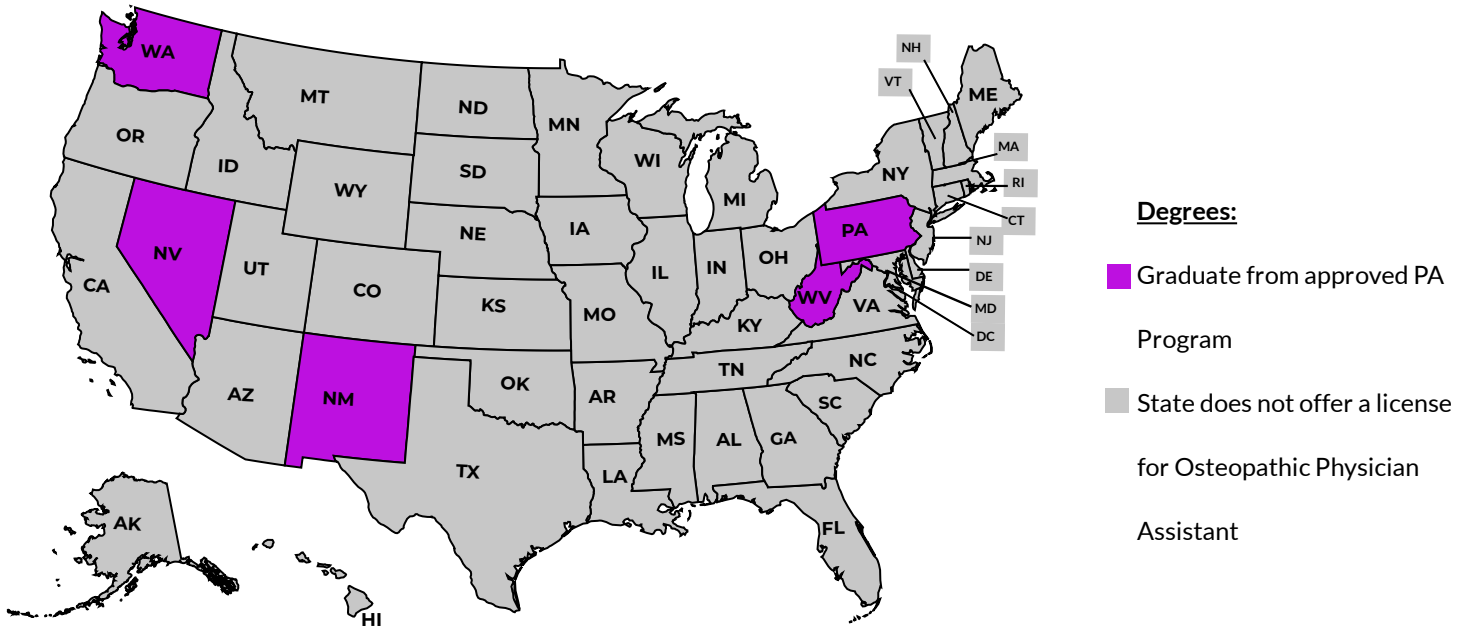
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Endorsement/Reciprocity</u>
Colorado	California	Alabama
Florida	Georgia	Arizona
Idaho	Louisiana	District of Columbia
Illinois	Maine	Hawaii
Indiana	Maryland	Iowa
Kansas	Oklahoma	Minnesota
Kentucky	South Dakota	Missouri
Michigan	Vermont	North Dakota
Montana	Washington	Tennessee
Nebraska	Wisconsin	Virginia
Nevada		<u>Credentials</u>
New Jersey		Alaska
New Mexico		Delaware
New York		New Hampshire
North Carolina		<u>Not Specified in Legislation</u>
Mississippi		Massachusetts
Ohio		Wyoming
Oklahoma		
Oregon		
Pennsylvania**		
Rhode Island		
South Carolina		
Texas		
Utah		
West Virginia		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

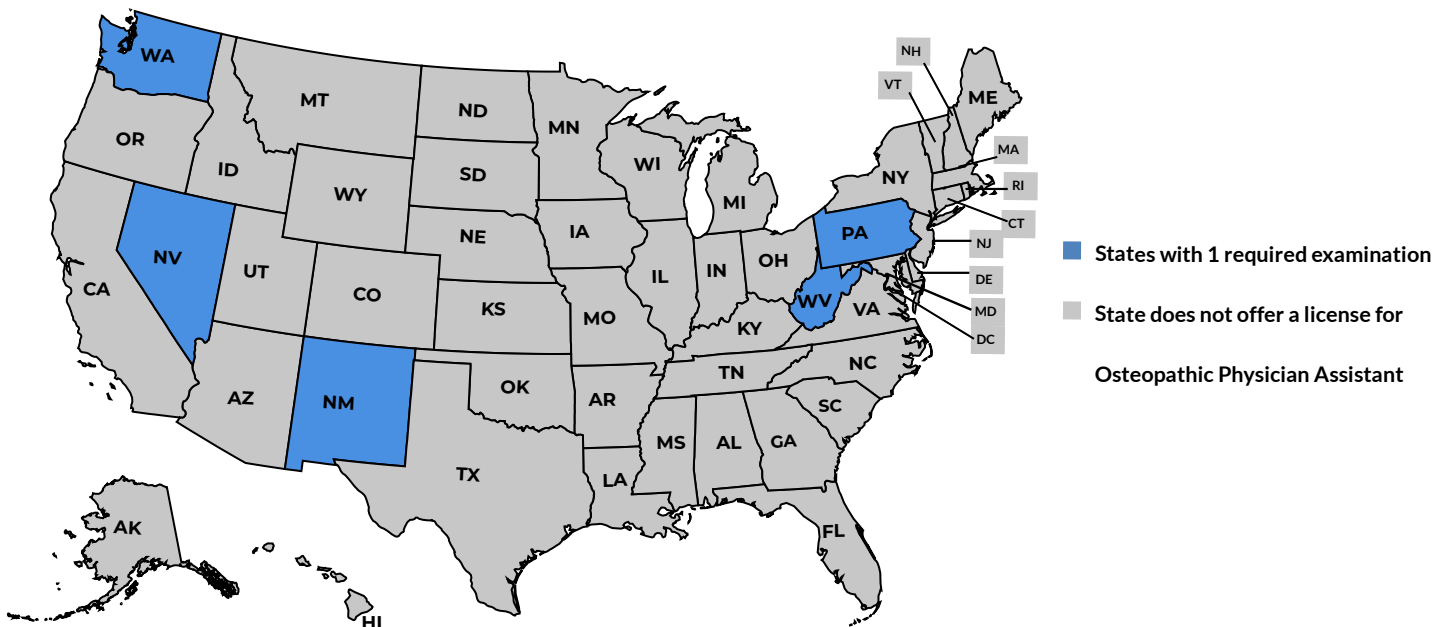


# Osteopathic Physician Assistant

## Degree Requirement

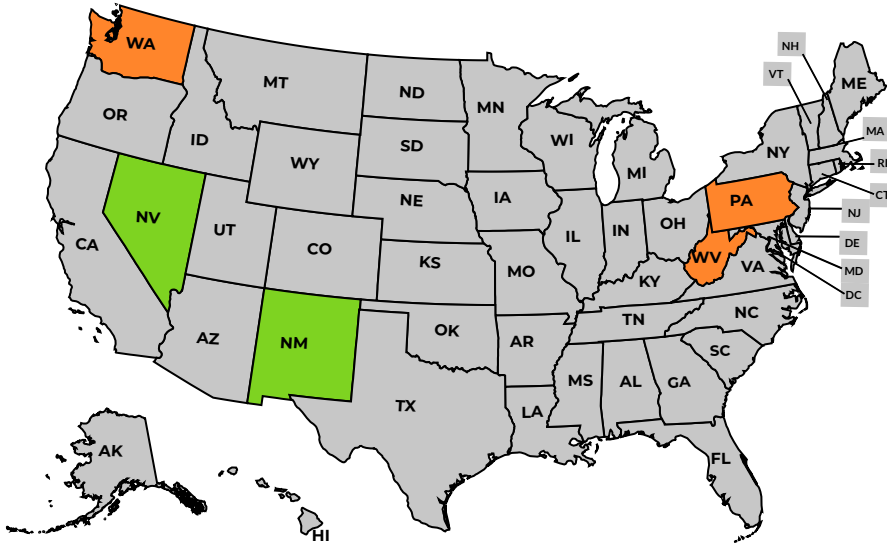


## Examination Requirement



# Osteopathic Physician Assistant

## Good Moral Character Requirement



### Good Moral Character Requirement for

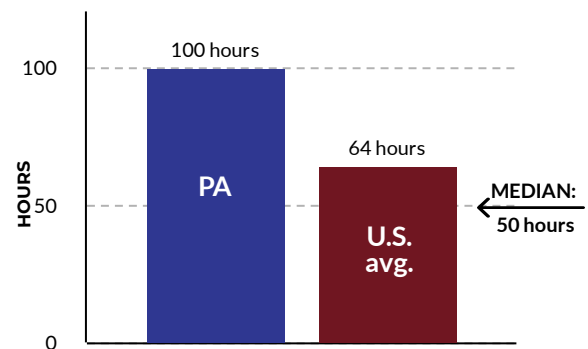
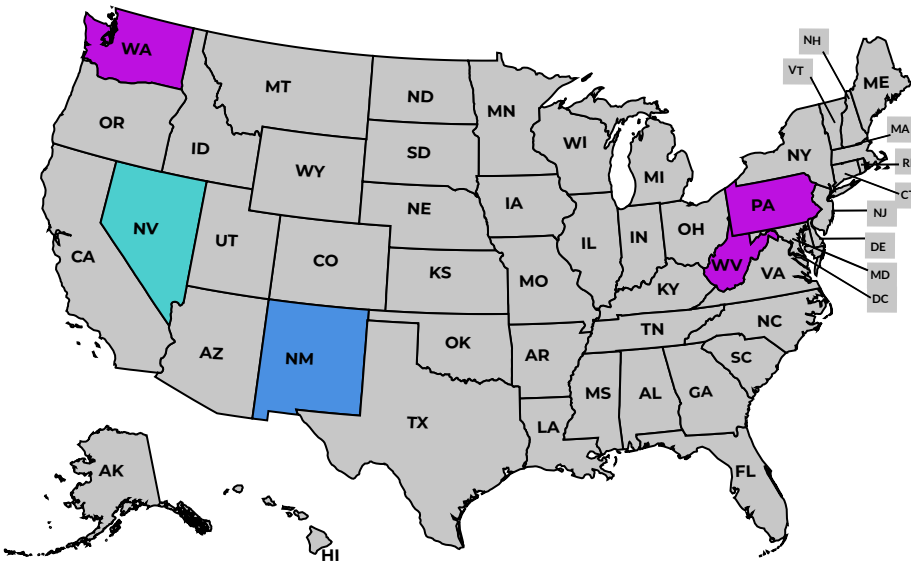
### Licensure:

Yes

No

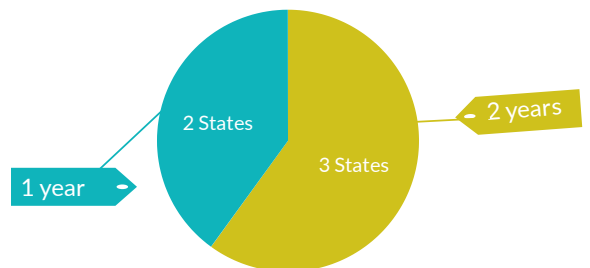
State does not offer a license for  
Osteopathic Physician Assistant

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



States that do not offer license for Osteopathic PA

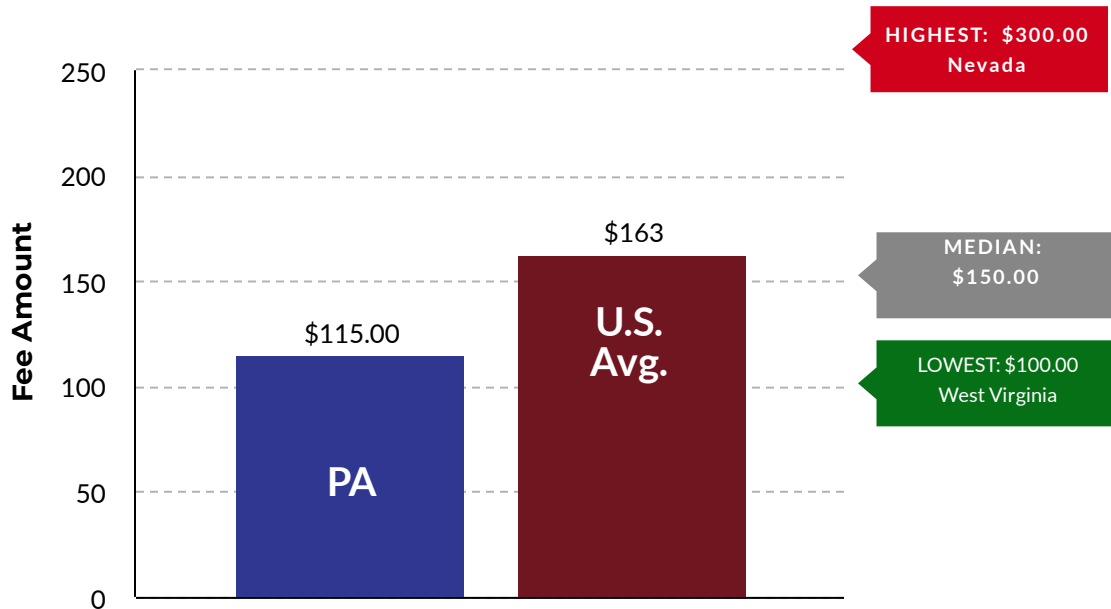
40 CE hours/2 yrs

50 CE hours/2 yrs

100 CE hours/2 yrs

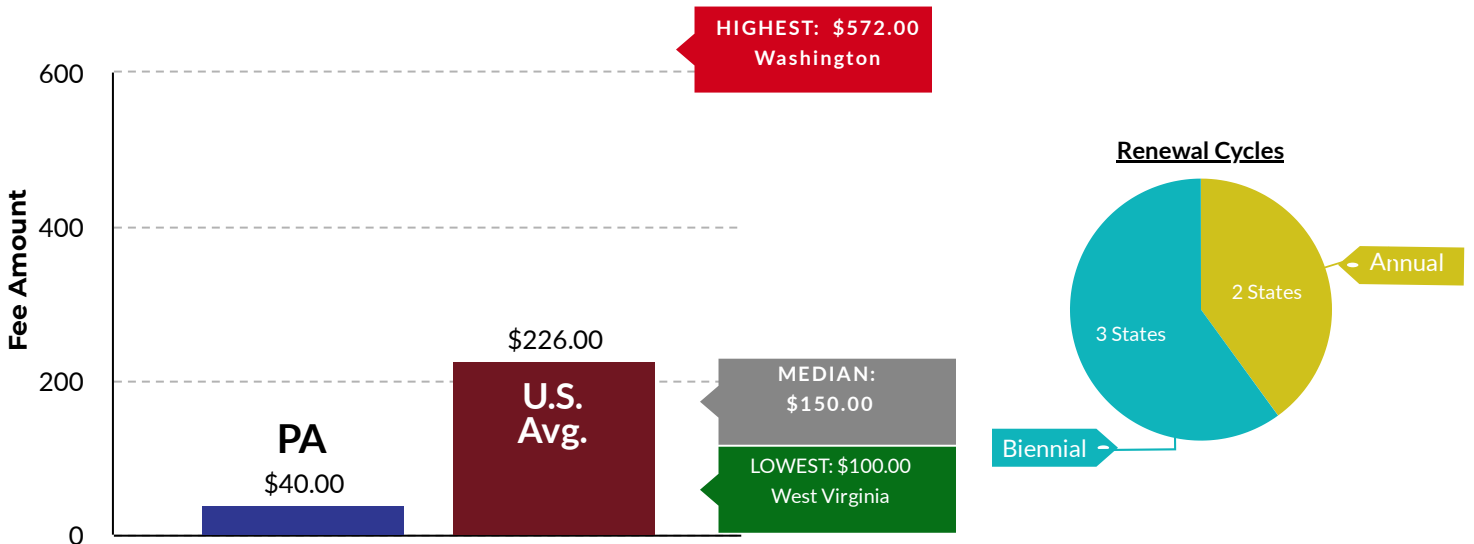
# Osteopathic Physician Assistant

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Osteopathic Physician Assistant

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>ACT 41</u>	<u>Not Specified in Legislation</u>
Nevada New Mexico	Pennsylvania**	Washington West Virginia

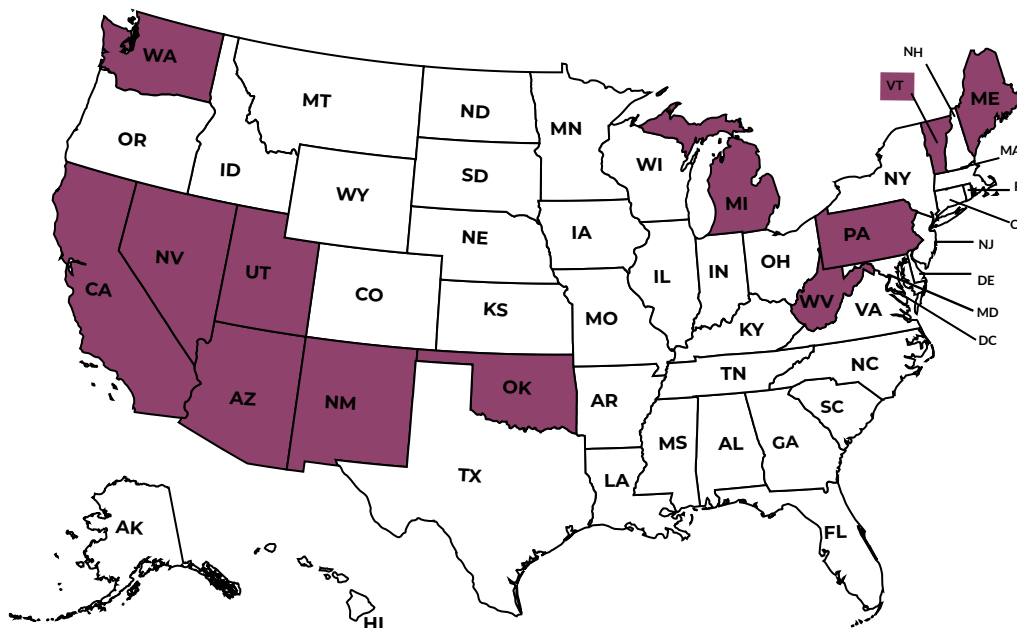
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

Thirteen states have a separate license for **Osteopathic Physicians (D.O.)**, the other remaining states issue the same license type for D.O.'s and M.D.'s with the same requirements for licensure. Those states were included in the Osteopathic Physician report to compare licensure standards with the thirteen states that license D.O.'s individually.

The thirteen states that have a separate licensing board for Osteopathic Physicians include:

- Arizona
- California
- Florida
- Maine
- Michigan
- Nevada
- New Mexico
- Oklahoma
- Pennsylvania**
- Utah
- Vermont
- Washington
- West Virginia



The Pennsylvania State Board of Osteopathic Medicine also licenses:

- Osteopathic Acupuncturists
- Osteopathic Athletic Trainers
- Osteopathic Genetic Counselors
- Osteopathic Perfusionists
- Osteopathic Physician Acupuncturists
- Osteopathic Respiratory Therapists

Please see the State Board of Medicine report for more information for these occupations. This was done since a majority of states do not have a separate license class for osteopathic practice of these professions, making them difficult to compare across states.

For states that do not offer a license for Osteopathic Physician Assistants, please see the State Board of Medicine report for more information.

# Sources: State Licensing Boards

**Arizona**  
<https://www.azdo.gov/Licensure/Licensure#>

**California**  
<https://www.ombc.ca.gov/>

**Florida**  
<https://floridasosteopathicmedicine.gov/licensing/osteopathic-medicine-full-licensure/>

**Maine**  
<http://www.maine.gov/osteo/>

**Michigan**  
[file:///C:/Users/Workstation/Downloads/1972\\_2019-076LR\\_AdminCode%20\(1\).pdf](file:///C:/Users/Workstation/Downloads/1972_2019-076LR_AdminCode%20(1).pdf)

**Nevada**  
<https://www.leg.state.nv.us/NRS/NRS-633.html>

**New Mexico**  
[http://www.rld.state.nm.us/boards/OsteopathicMedicine\\_Fees.aspx](http://www.rld.state.nm.us/boards/OsteopathicMedicine_Fees.aspx)

**Oklahoma**  
<https://www.ok.gov/osboe/documents/Fee%20Schedule%20Template.pdf>

**Pennsylvania**  
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/OsteopathicMedicine/Pages/Board-Laws-and-Regulations.aspx>

**Utah**  
<https://le.utah.gov/xcode/Title58/Chapter1/58-1.html>  
<https://le.utah.gov/xcode/Title58/Chapter1/58-1.html>

**Vermont**  
<https://www.sec.state.vt.us/professional-regulation/list-of-professions/osteopathic-physicians.aspx>

**Washington**  
<https://app.leg.wa.gov/rcw/default.aspx?cite=18.57>

**West Virginia**  
<https://www.wvbdosteo.org/>

# **Occupational Licensing Study 50 State Comparison**

State Board of Pharmacy

Pharmacist  
Pharmacist Intern  
Authorization to Administer Injectables



Presented by the Pennsylvania  
Department of State

2020

# Pharmacist

A health-care professional licensed to engage in pharmacy with duties including dispensing prescription drugs, monitoring drug interactions, administering vaccines, and counseling patients regarding the effects and proper usage of drugs and dietary supplements.

## Pharmacist Intern

A person registered for the purpose of gaining the supervised practical experience required for licensure as a registered pharmacist.

The pharmacy internship program exists to provide a registered intern with the knowledge and practical experience necessary for functioning competently and effectively upon licensure.

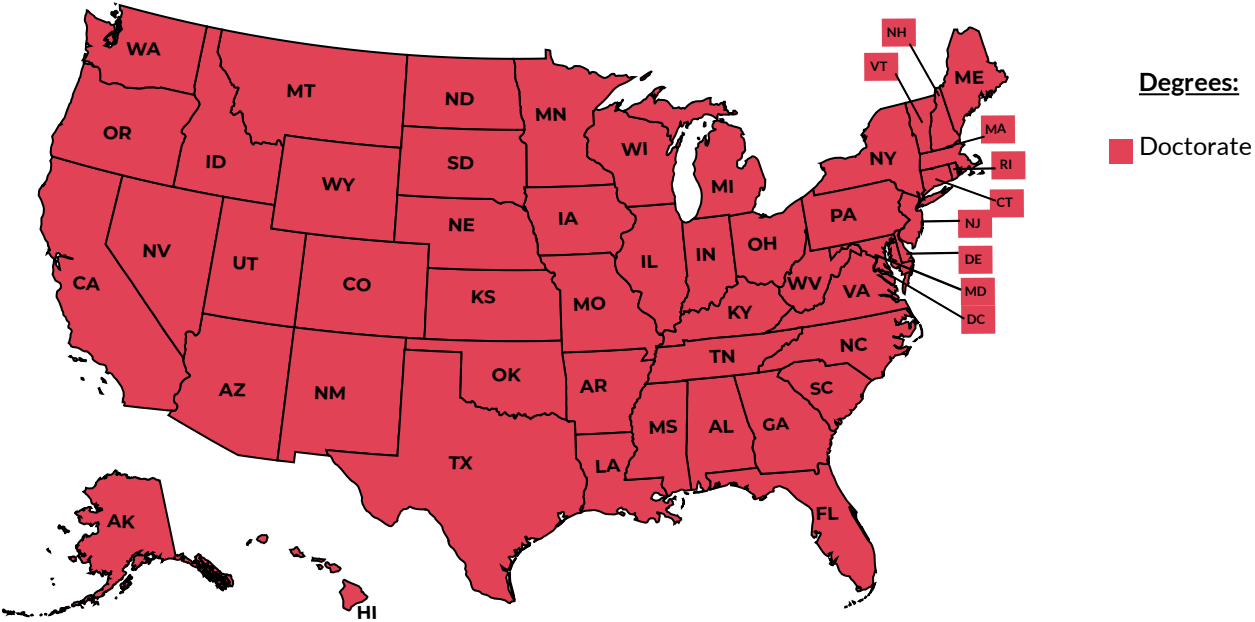
## Authorization to Administer Injectables

Pharmacists can apply for the authorization to administer injectable medications, biologicals and immunizations.

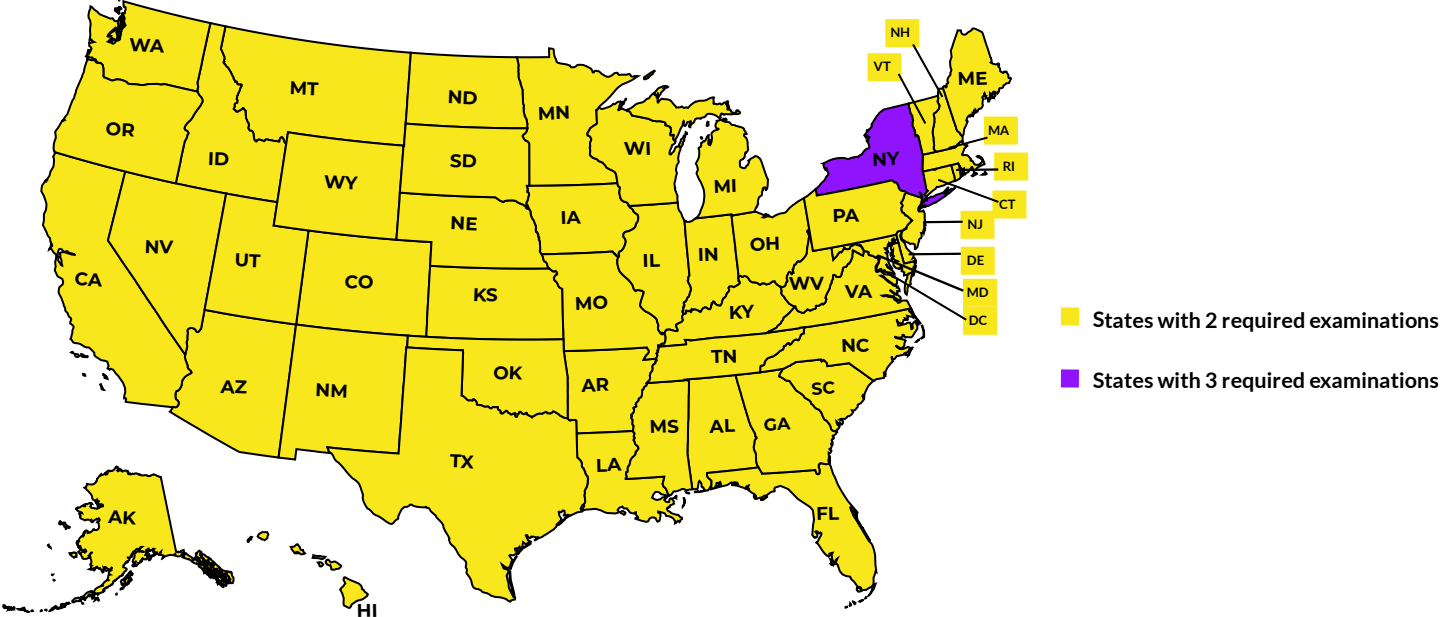


# Pharmacist

## Degree Requirement

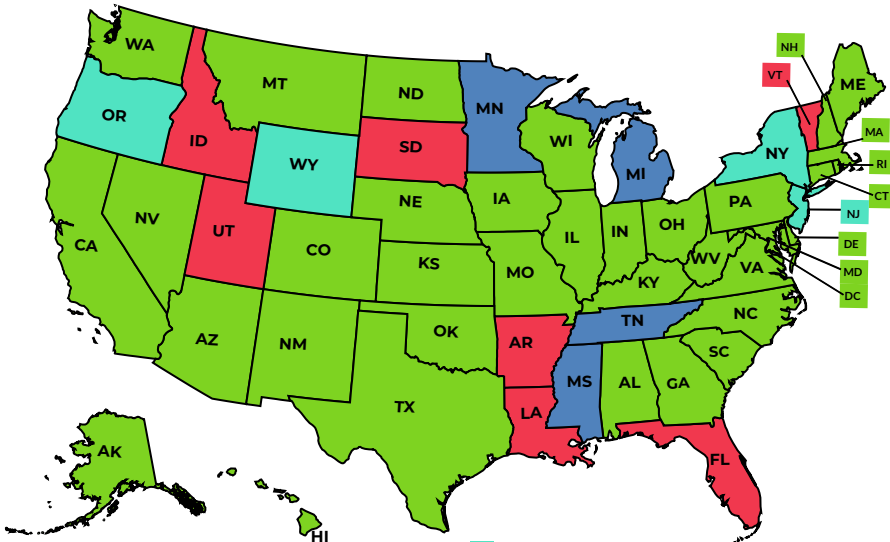


## Examination Requirement

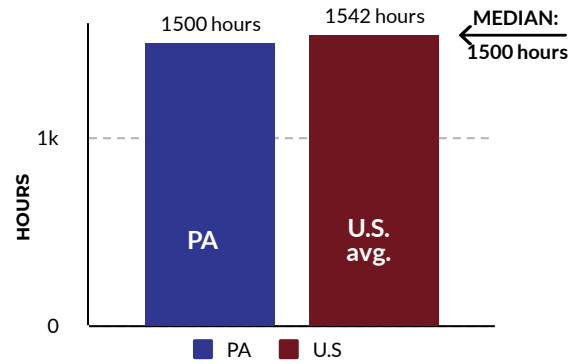


# Pharmacist

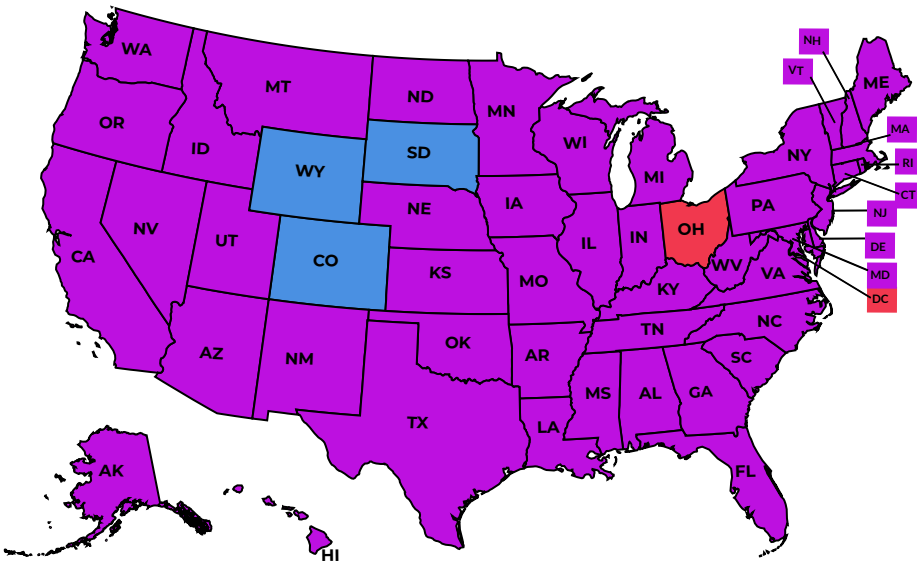
## Training / Experience Requirement



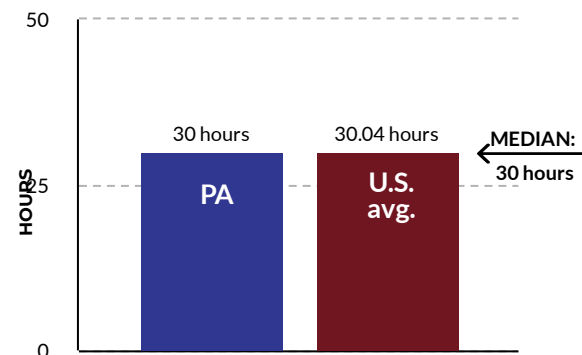
- 1038 - 1440 hours
- 1500 hours
- 1600 - 1700 hours
- 1740 - 2080 hours



## Continuing Education Requirement

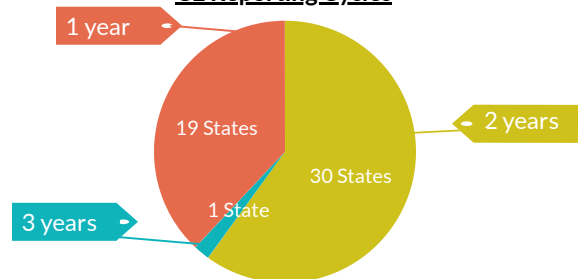


- 24 CE hours/2 yrs
- 30 CE hours/2 yrs
- 40 CE hours/2 yrs



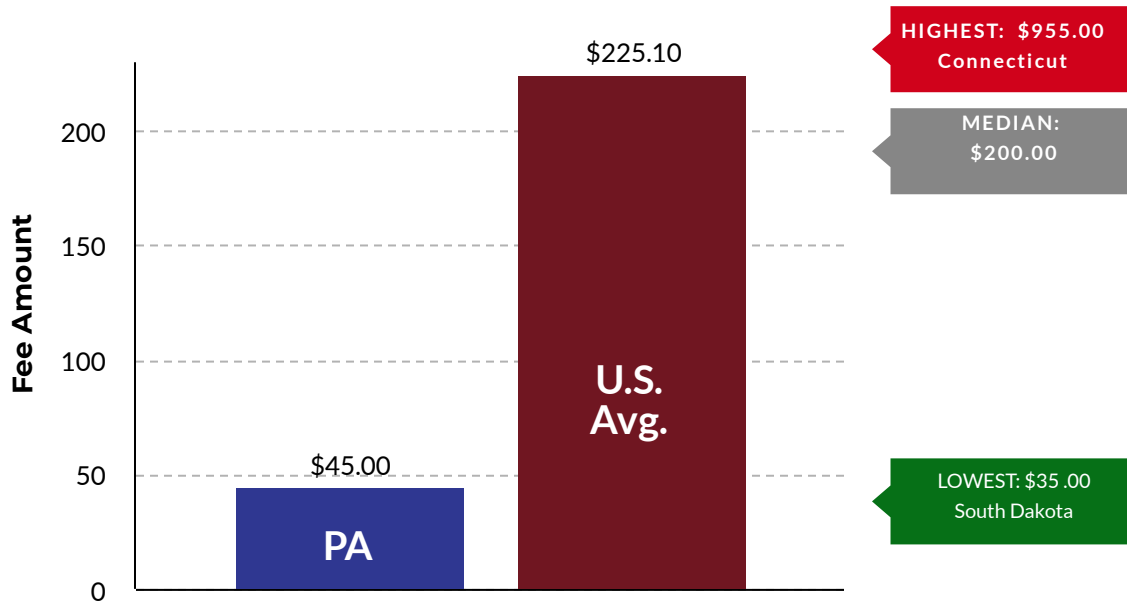
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

### CE Reporting Cycles



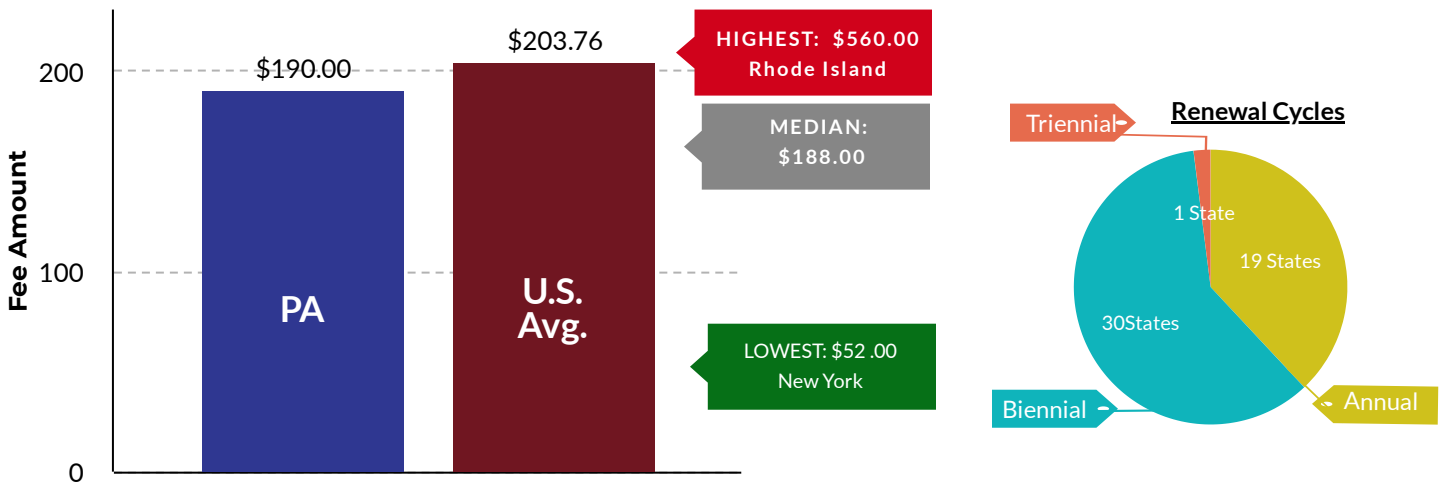
# Pharmacist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

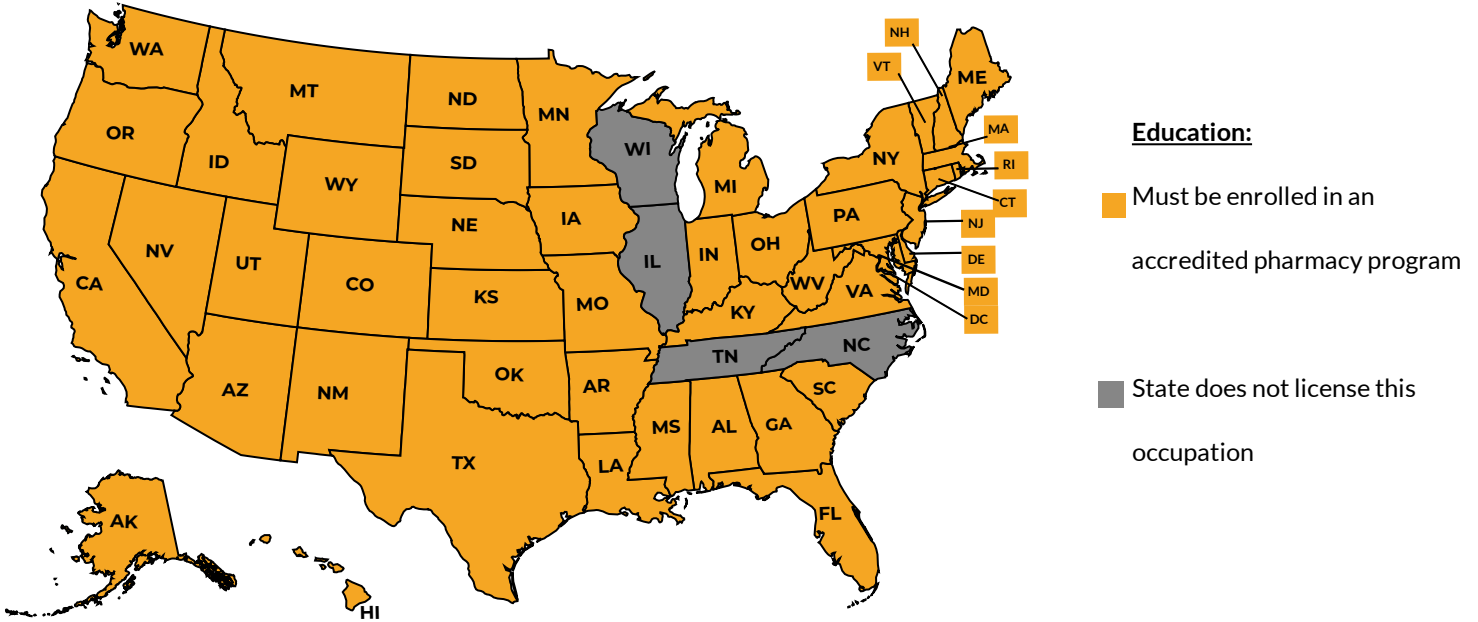
# Pharmacist

## States with Reciprocity or Endorsement

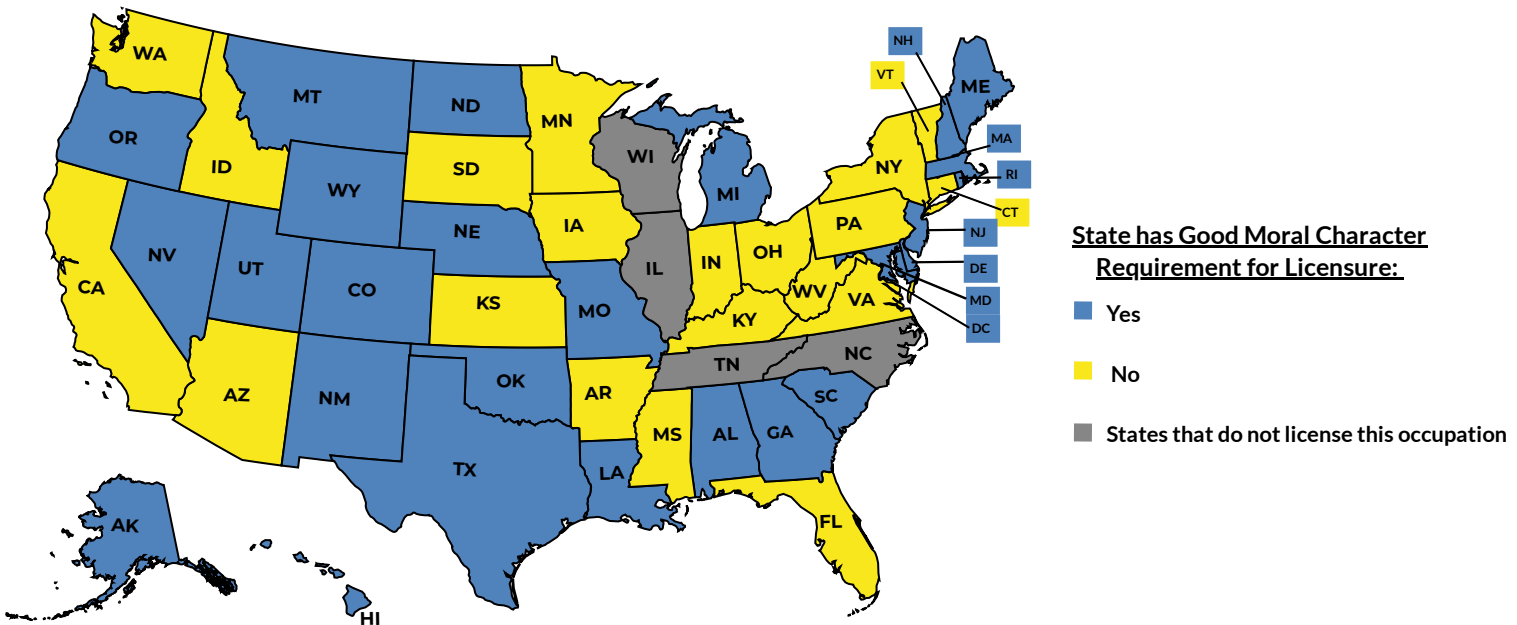
<u>Endorsement</u>	<u>Reciprocity</u>		<u>Not Specified in Legislation</u>
Colorado	Alabama	Minnesota	California
Connecticut	Alaska	Mississippi	
Florida	Arizona	Missouri	<u>Credentials</u>
Illinois	Arkansas	Montana	
Michigan	Delaware	Nebraska	Wisconsin
New York	District of Columbia	Nevada	
Utah	Georgia	New Hampshire	
Vermont	Hawaii	New Jersey	
Virginia	Idaho	New Mexico	
	Indiana	North Carolina	
	Iowa	North Dakota	
	Kansas	Ohio	
	Kentucky	Oklahoma	
	Louisiana	Oregon	
	Maine	Pennsylvania**	
	Maryland	Rhode Island	
	Massachusetts	South Carolina	
		South Dakota	
		Tennessee	
		Texas	
		Washington	
		West Virginia	
		Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Pharmacist Intern Education Requirement

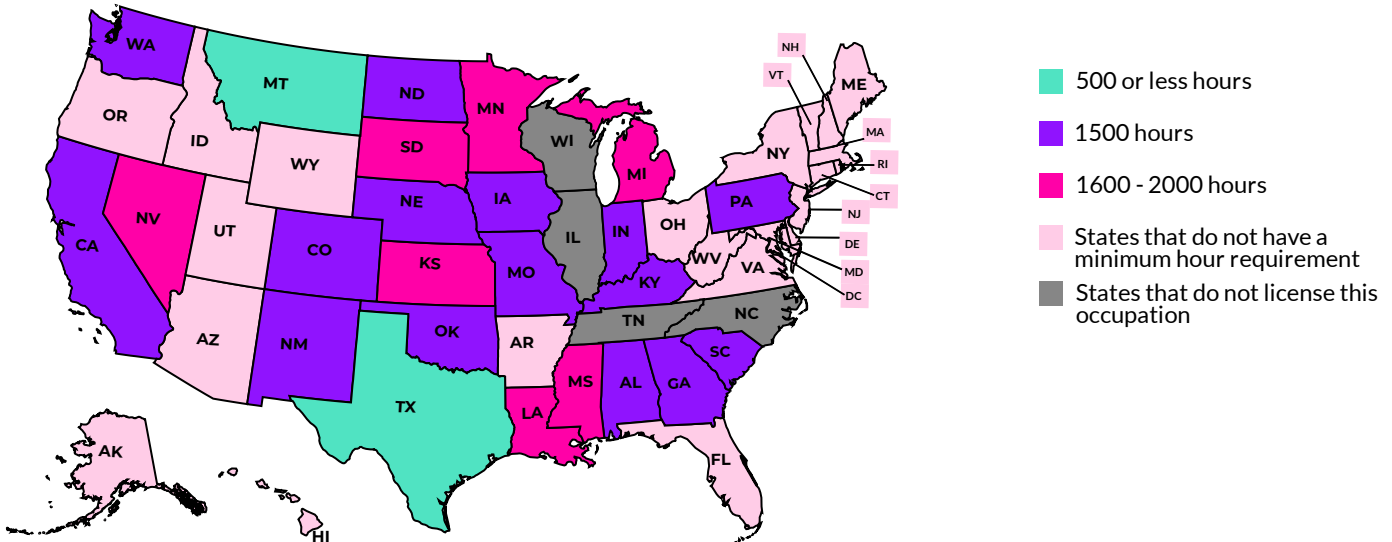


# Good Moral Character Requirement



# Pharmacist Intern

## Experience Requirement for Licensure



## States with Reciprocity or Endorsement

### Endorsement

Maine

### Reciprocity

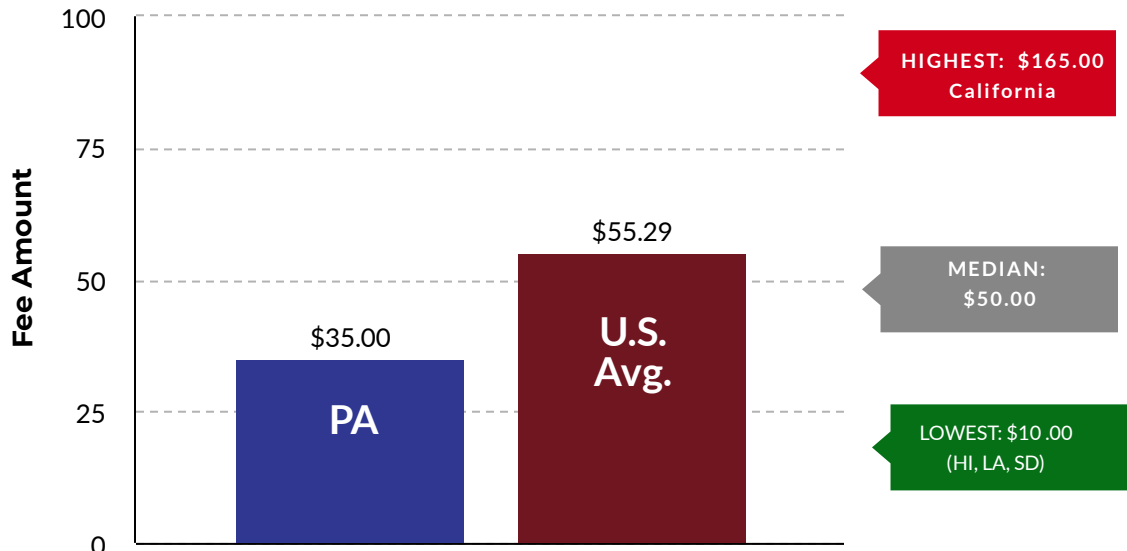
District of Columbia  
 Minnesota  
 New York  
 Ohio  
 South Carolina  
 West Virginia

### Credentials

Connecticut  
 Delaware  
 Maryland  
 Massachusetts  
 New Hampshire  
 Pennsylvania  
 Rhode Island  
 Vermont

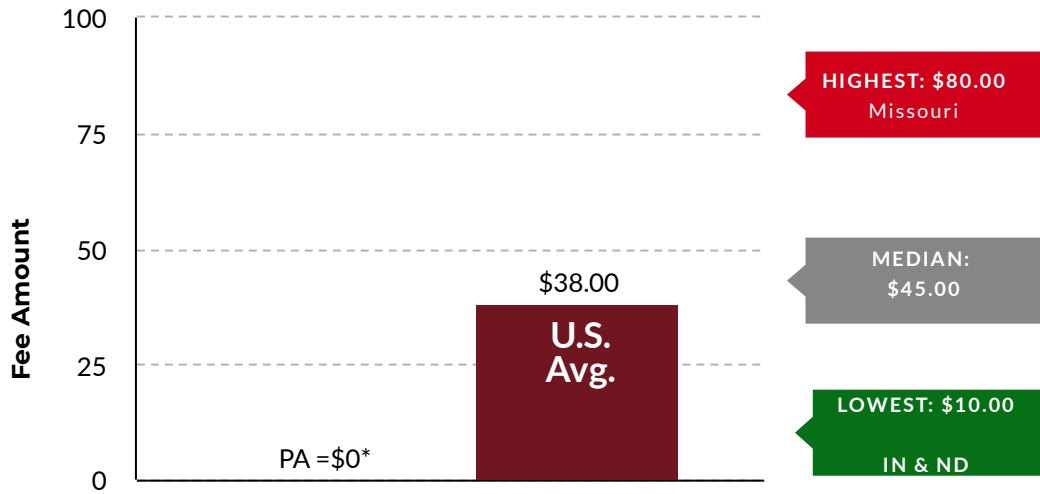
# Pharmacist Intern

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*In PA, Pharmacy intern registrations are valid for 6 years and cannot be renewed

\*\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

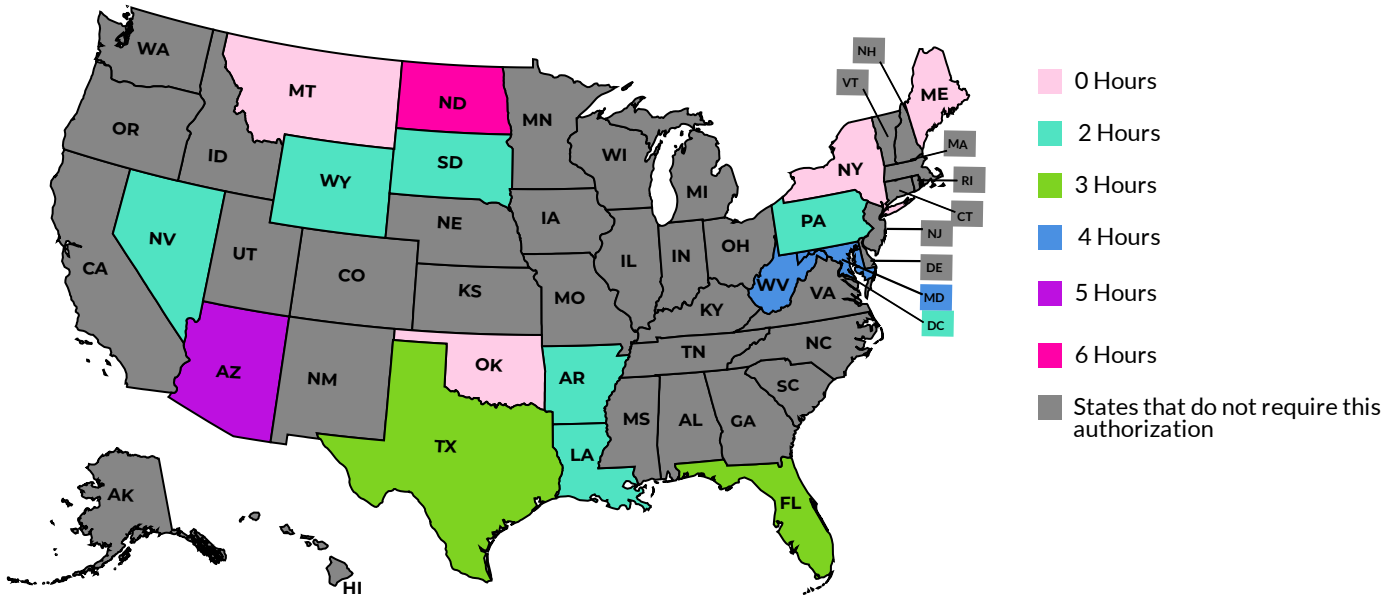






# Authorization to Administer Injectables

## Continuing Education Requirement



## Level of Licensure by State

### Permit

Oklahoma  
South Dakota  
West Virginia

### Registration

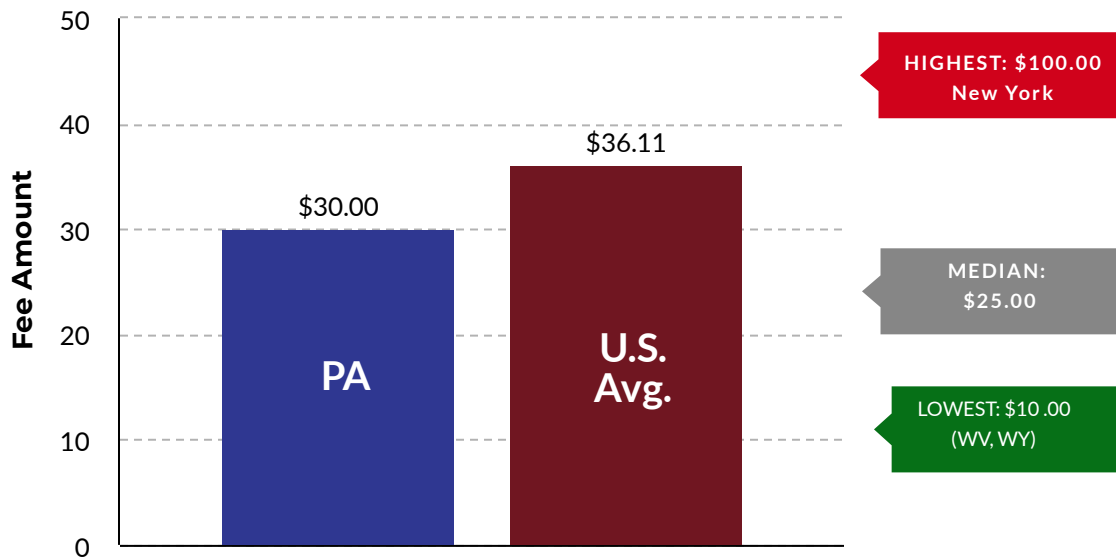
Louisiana  
Maryland  
Wyoming

### Certification

Arizona  
Arkansas  
District of Columbia  
Florida  
Maine  
Montana  
Nevada  
New York  
North Dakota  
Pennsylvania  
Texas

# Authorization to Administer Injectables

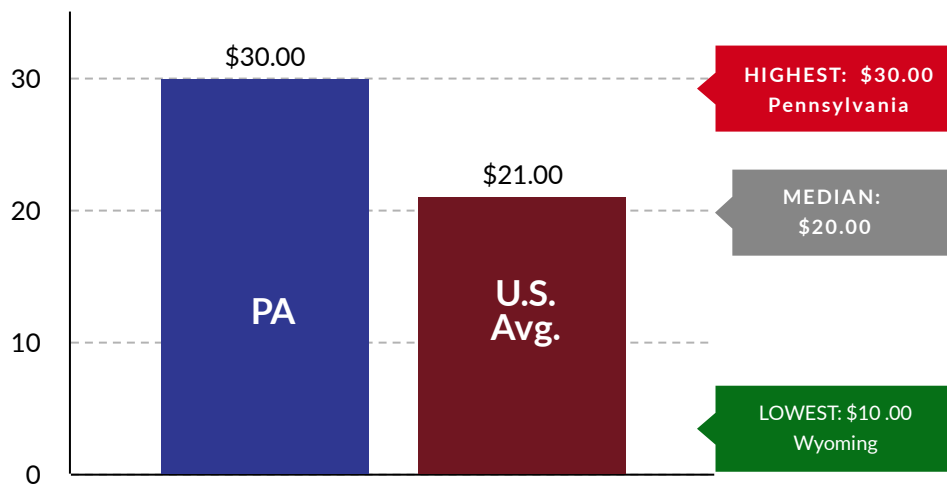
## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees

Fee Amount



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://www.albop.com/">http://www.albop.com/</a>	<b>Maryland</b> <a href="https://health.maryland.gov/pharmacy/Pages/index.aspx">https://health.maryland.gov/pharmacy/Pages/index.aspx</a>	<b>Oregon</b> <a href="http://www.oregon.gov/Pharmacy/pages/index.aspx">http://www.oregon.gov/Pharmacy/pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofPharmacy.aspx">https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofPharmacy.aspx</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-in-pharmacy">https://www.mass.gov/orgs/board-of-registration-in-pharmacy</a>	<b>Pennsylvania</b> <a href="http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Pharmacy/Pages/default.aspx">http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Pharmacy/Pages/default.aspx</a>
<b>Arizona</b> <a href="https://pharmacy.az.gov/">https://pharmacy.az.gov/</a>	<b>Michigan</b> <a href="http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27548--,00.html">http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27548--,00.html</a>	<b>Rhode Island</b> <a href="http://health.ri.gov/licenses/detail.php?id=275/">http://health.ri.gov/licenses/detail.php?id=275/</a>
<b>Arkansas</b> <a href="http://www.pharmacyboard.arkansas.gov/">http://www.pharmacyboard.arkansas.gov/</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/pharmacy/">https://mn.gov/boards/pharmacy/</a>	<b>South Carolina</b> <a href="http://www.llr.state.sc.us/POL/Pharmacy/">http://www.llr.state.sc.us/POL/Pharmacy/</a>
<b>California</b> <a href="http://www.pharmacy.ca.gov/">http://www.pharmacy.ca.gov/</a>	<b>Mississippi</b> <a href="http://www.mbp.ms.gov/Pages/default.aspx">http://www.mbp.ms.gov/Pages/default.aspx</a>	<b>South Dakota</b> <a href="http://doh.sd.gov/boards/pharmacy/">http://doh.sd.gov/boards/pharmacy/</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Pharmacy">https://www.colorado.gov/pacific/dora/Pharmacy</a>	<b>Missouri</b> <a href="http://pr.mo.gov/pharmacists.asp">http://pr.mo.gov/pharmacists.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/pharmacy-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/pharmacy-board.html</a>
<b>Connecticut</b> <a href="https://www.cga.ct.gov/current/pub/chap_400j.htm#Sec20-600.htm">https://www.cga.ct.gov/current/pub/chap_400j.htm#Sec20-600.htm</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/pha">http://boards.bsd.dli.mt.gov/pha</a>	<b>Texas</b> <a href="https://www.pharmacy.texas.gov/index.asp">https://www.pharmacy.texas.gov/index.asp</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/pharmacy/">https://dpr.delaware.gov/boards/pharmacy/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Pharmacist.aspx">http://dhhs.ne.gov/licensure/Pages/Pharmacist.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/licensing/pharmacy.html">https://dopl.utah.gov/licensing/pharmacy.html</a>
<b>District of Columbia</b> <a href="https://doh.dc.gov/sites/default/files/dc/sites/doh/publication/attachments/DCMR_Prof_Chapter_65_Pharmacists.pdf">https://doh.dc.gov/sites/default/files/dc/sites/doh/publication/attachments/DCMR_Prof_Chapter_65_Pharmacists.pdf</a>	<b>Nevada</b> <a href="http://bop.nv.gov/">http://bop.nv.gov/</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/professional-regulation/list-of-professions/pharmacy.aspx">https://www.sec.state.vt.us/professional-regulation/list-of-professions/pharmacy.aspx</a>
<b>Florida</b> <a href="http://floridaspharmacy.gov/">http://floridaspharmacy.gov/</a>	<b>New Hampshire</b> <a href="https://www.opic.nh.gov/pharmacy/">https://www.opic.nh.gov/pharmacy/</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/Pharmacy/">https://www.dhp.virginia.gov/Pharmacy/</a>
<b>Georgia</b> <a href="https://gbp.georgia.gov/">https://gbp.georgia.gov/</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/phar">http://www.njconsumeraffairs.gov/phar</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Pharmacist">https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Pharmacist</a>
<b>Hawaii</b> <a href="http://cca.hawaii.gov/pvl/boards/pharmacy/">http://cca.hawaii.gov/pvl/boards/pharmacy/</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/Pharmacy.aspx">http://www.rld.state.nm.us/boards/Pharmacy.aspx</a>	<b>West Virginia</b> <a href="http://www.wvbop.com/">http://www.wvbop.com/</a>
<b>Idaho</b> <a href="https://bop.idaho.gov/">https://bop.idaho.gov/</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/pharm/">http://www.op.nysed.gov/prof/pharm/</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/Pages/Professions/Pharmacist/Default.aspx">https://dsps.wi.gov/Pages/Professions/Pharmacist/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/pharm.asp">https://www.idfpr.com/profs/pharm.asp</a>	<b>North Carolina</b> <a href="http://www.ncbop.org/">http://www.ncbop.org/</a>	<b>Wyoming</b> <a href="http://pharmacyboard.wyo.gov/">http://pharmacyboard.wyo.gov/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/3240.htm">https://www.in.gov/pla/3240.htm</a>	<b>North Dakota</b> <a href="https://www.nodakpharmacy.com/">https://www.nodakpharmacy.com/</a>	
<b>Iowa</b> <a href="https://pharmacy.iowa.gov/">https://pharmacy.iowa.gov/</a>	<b>Ohio</b> <a href="https://pharmacy.ohio.gov/Licensing/Pharmacist.aspx">https://pharmacy.ohio.gov/Licensing/Pharmacist.aspx</a>	
<b>Kansas</b> <a href="https://pharmacy.ks.gov/">https://pharmacy.ks.gov/</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/pharmacy/">https://www.ok.gov/pharmacy/</a>	
<b>Kentucky</b> <a href="https://pharmacy.ky.gov/Pages/default.aspx">https://pharmacy.ky.gov/Pages/default.aspx</a>		
<b>Louisiana</b> <a href="http://www.pharmacy.la.gov/">http://www.pharmacy.la.gov/</a>		
<b>Maine</b> <a href="http://www.maine.gov/pfr/professionallicensing/professions/pharmacy/">http://www.maine.gov/pfr/professionallicensing/professions/pharmacy/</a>		

# **Occupational Licensing Study 50 State Comparison**

State Board of Physical Therapy

Physical Therapist  
Physical Therapy Assistant



Presented by the Pennsylvania  
Department of State

2020

# Physical Therapist

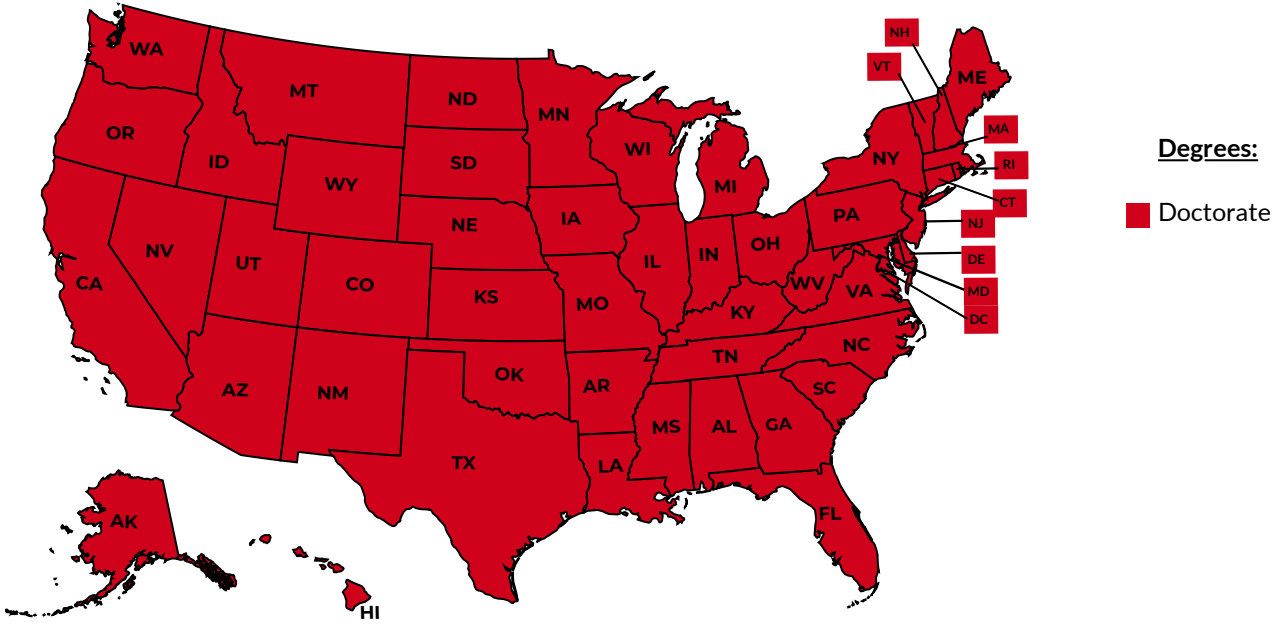
Licensed healthcare professionals who help injured or ill people improve their movement and manage their pain.

Physical therapists are often an important part of the rehabilitation, treatment, and prevention of patients with chronic conditions, illnesses, or injuries.

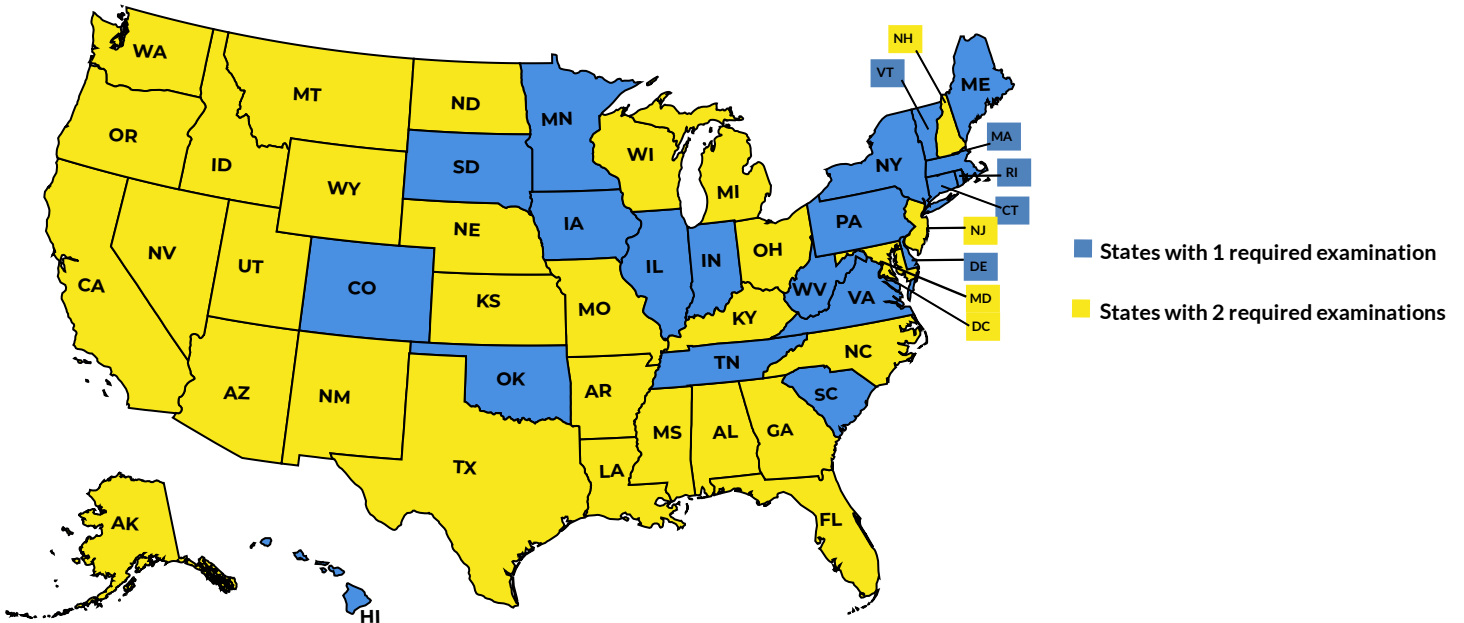
# Physical Therapy Assistant

An individual certified by the state board to work under the direction and supervision of physical therapists.

# Physical Therapist Degree Requirement

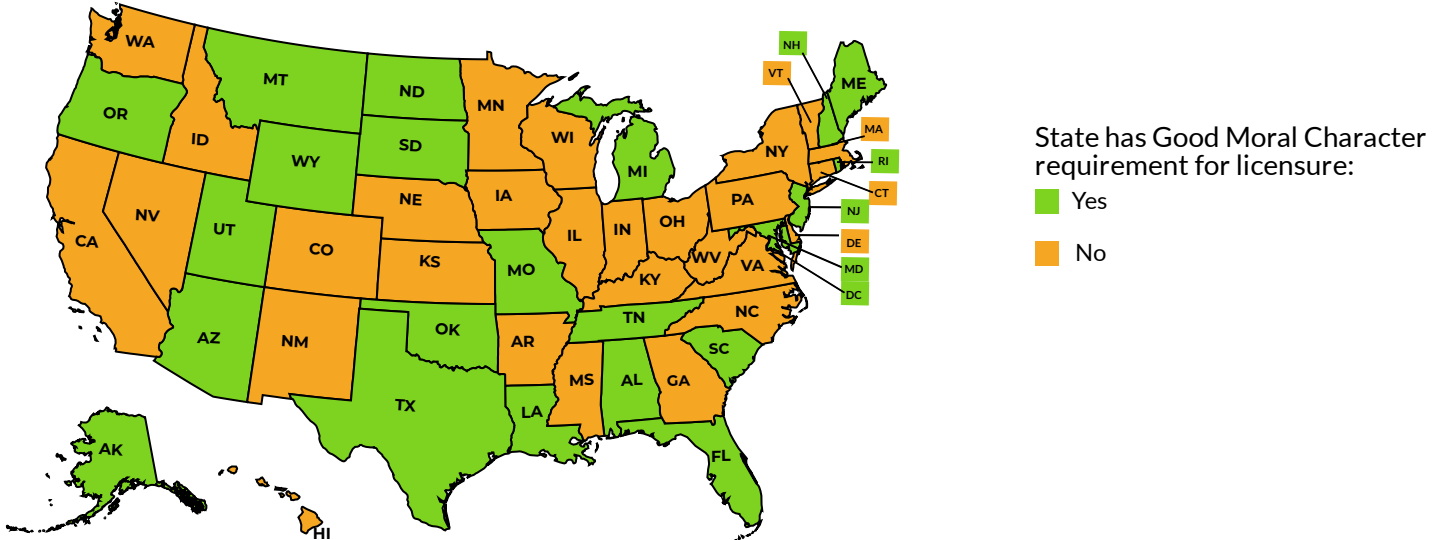


# Examination Requirement

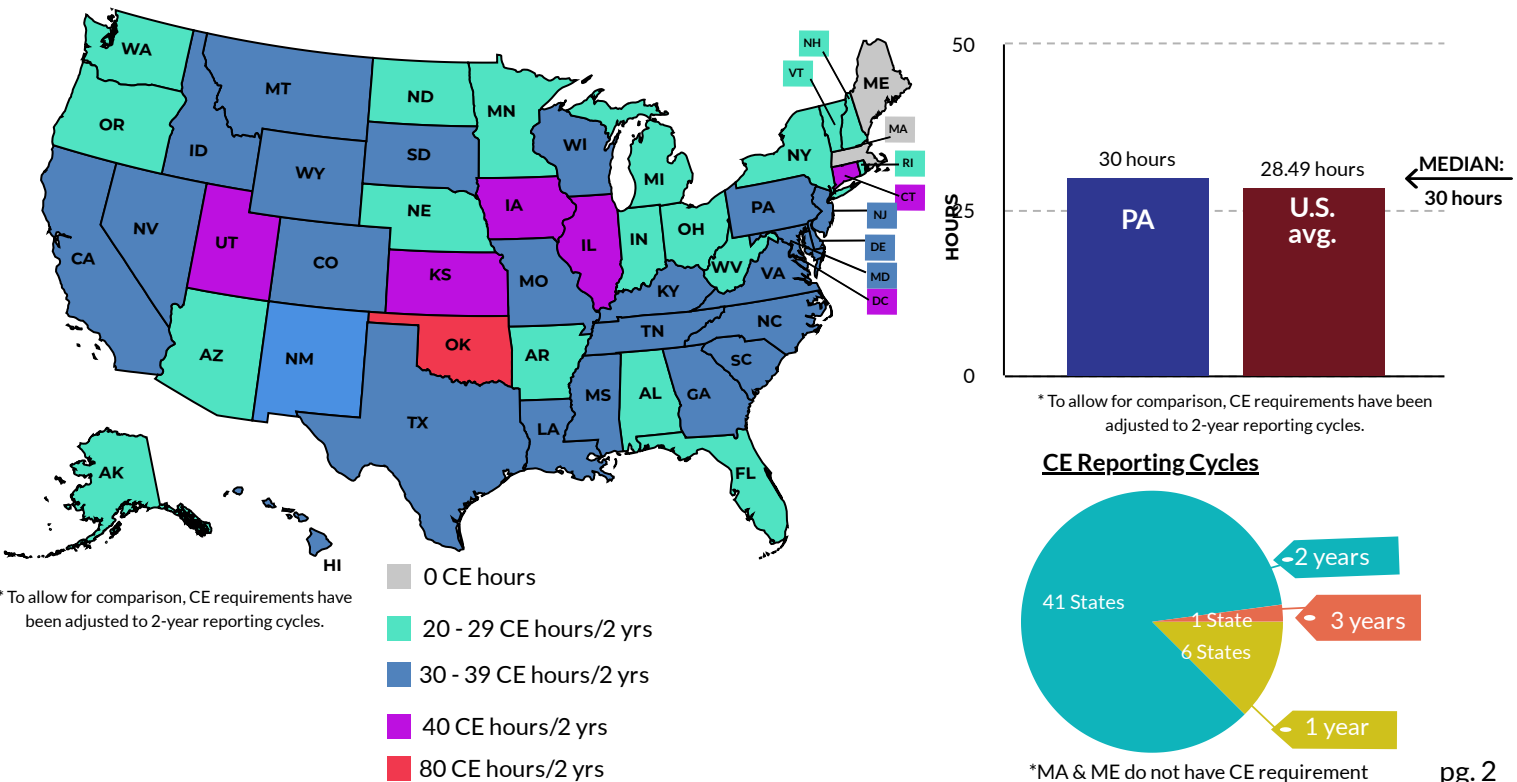


# Physical Therapist

## Good Moral Character Requirement



## Continuing Education Requirement



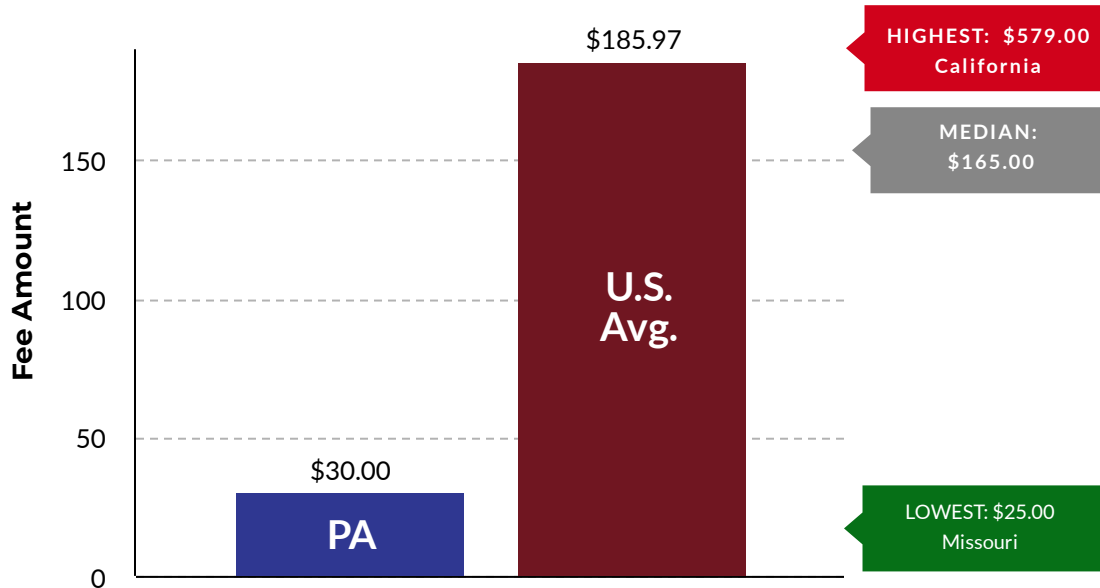
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

\*MA & ME do not have CE requirement



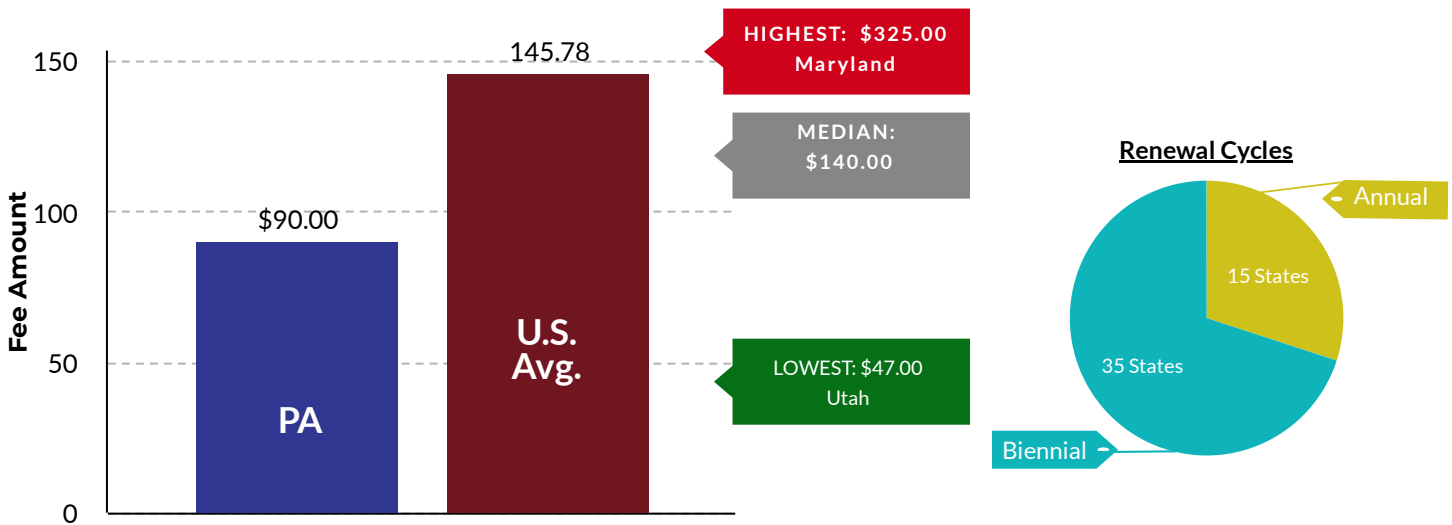
# Physical Therapist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

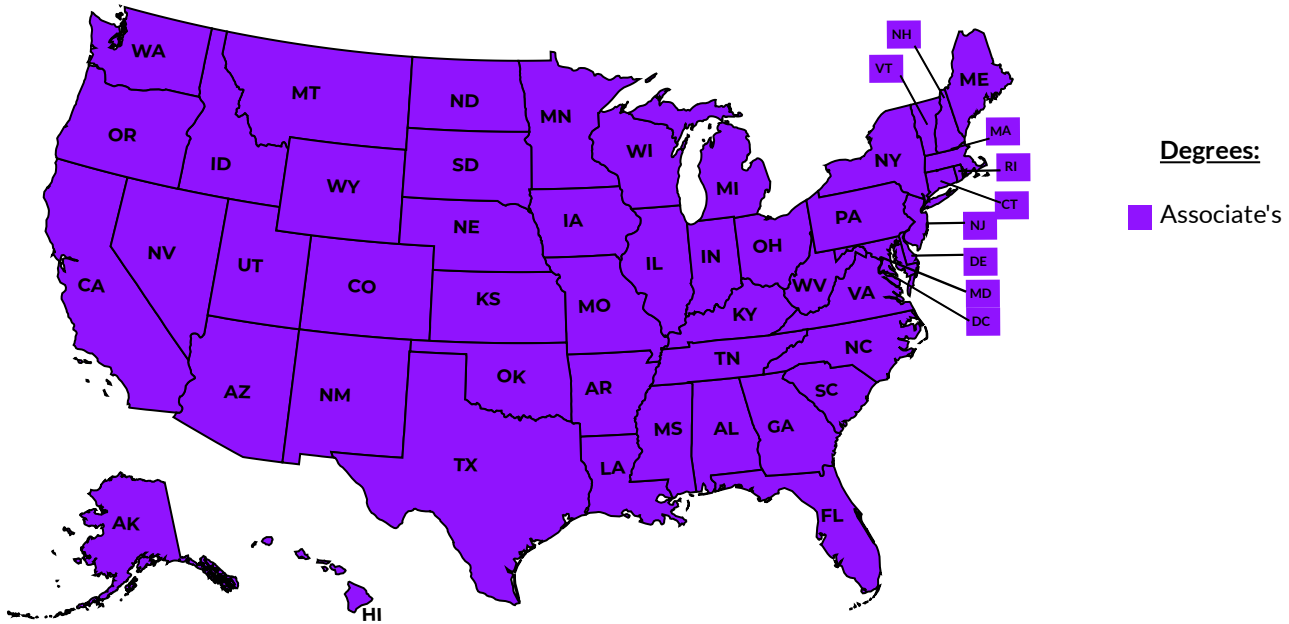
# Physical Therapist

## States with Reciprocity or Endorsement

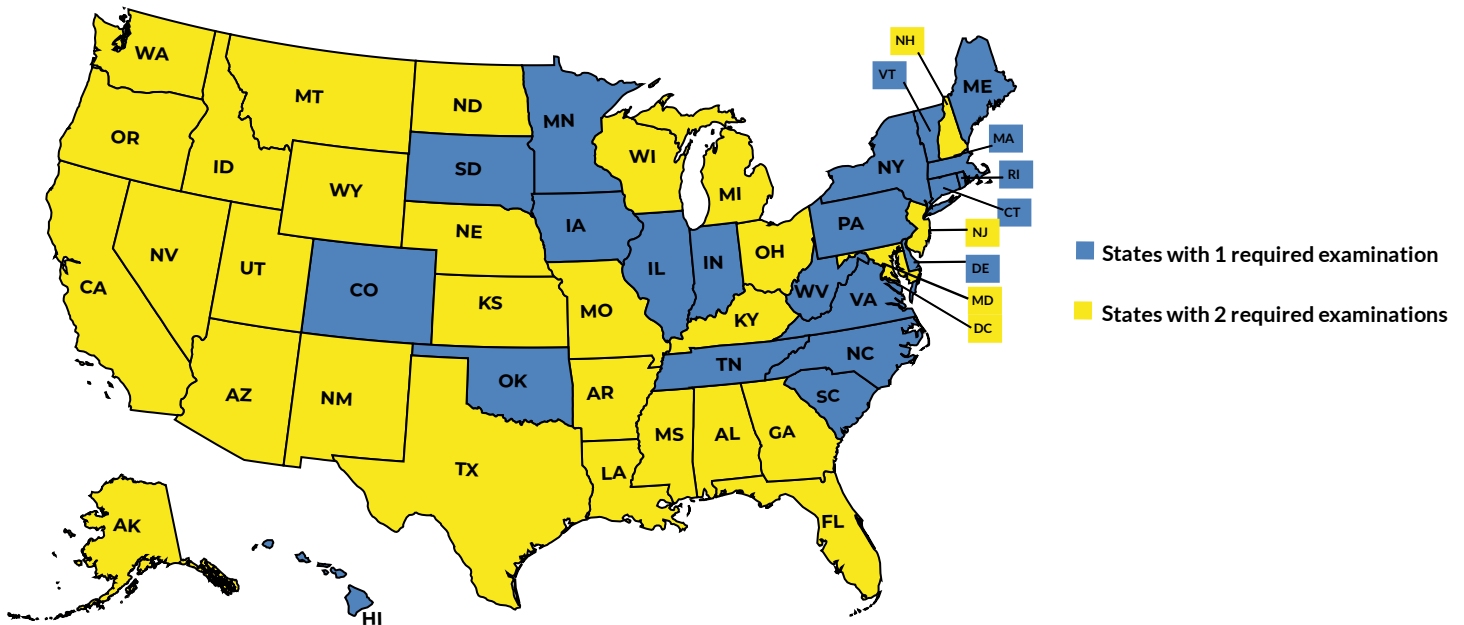
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Alabama	Delaware	
Arizona	Louisiana	Hawaii
Arkansas	Missouri	
California	New Mexico	<u>Credentials</u>
Colorado	South Dakota	Alaska
District of Columbia	Tennessee	
Florida	<u>Reciprocity/Endorsement</u>	
Georgia	Connecticut	
Idaho	Kentucky	
Illinois	Massachusetts	
Indiana	Nebraska	
Iowa	Ohio	
Kansas		
Maine		
Maryland		
Michigan		
Minnesota		
Mississippi		
Montana		
Nevada		
New Hampshire		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licenses coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Physical Therapy Assistant Degree Requirement

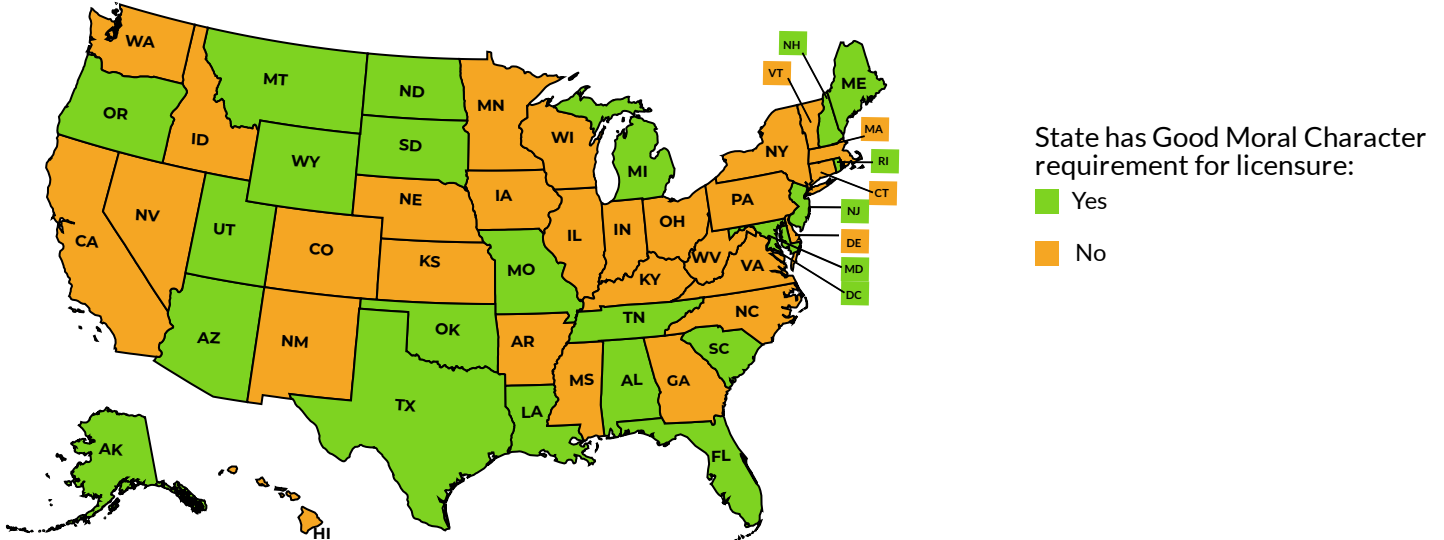


# Examination Requirement

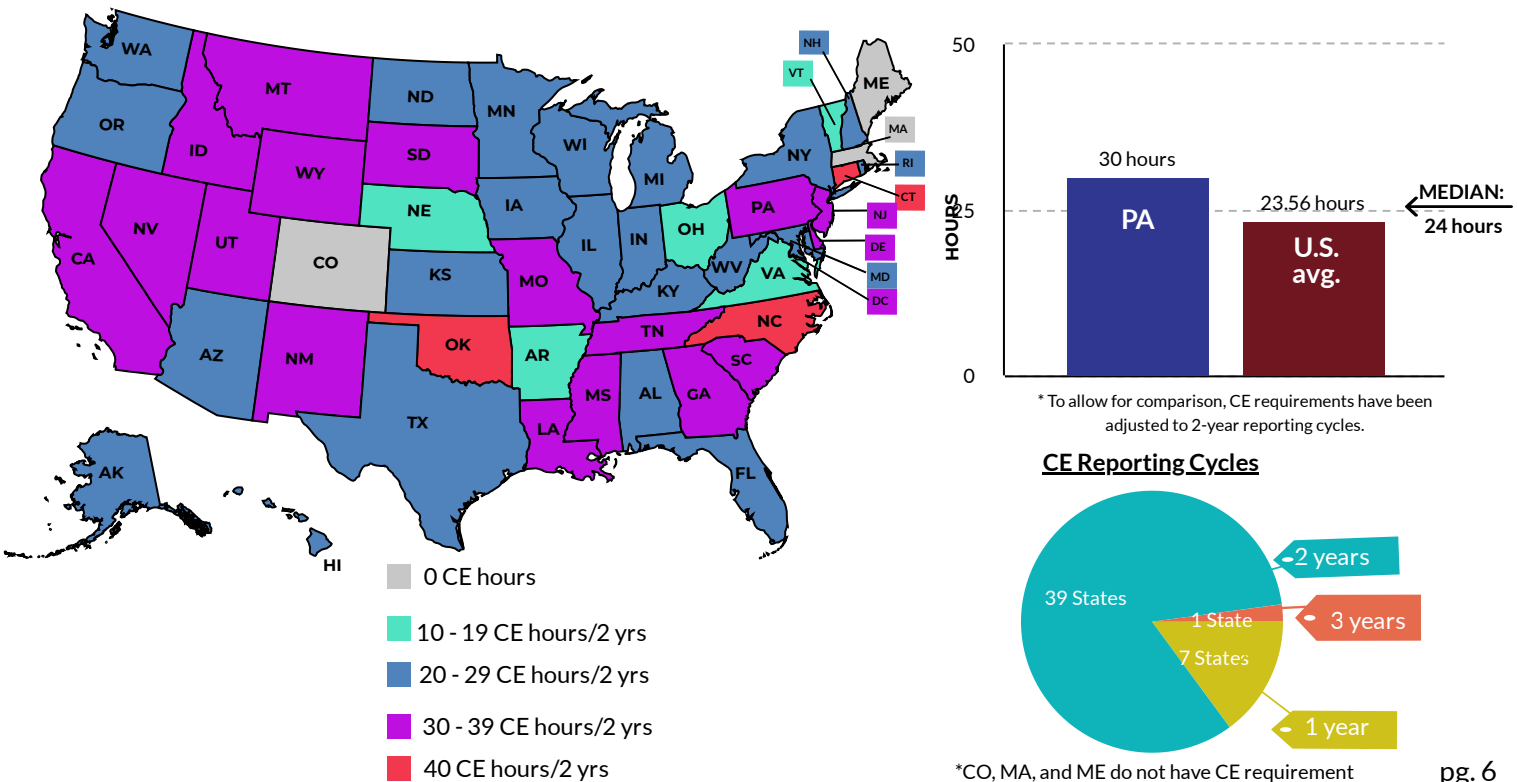


# Physical Therapy Assistant

## Good Moral Character Requirement

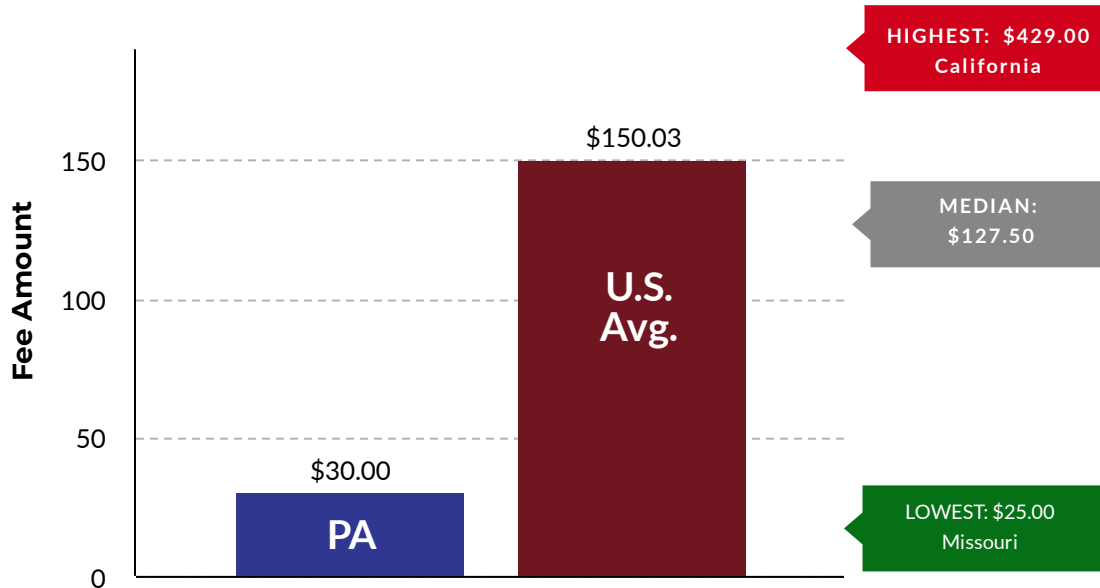


## Continuing Education Requirement



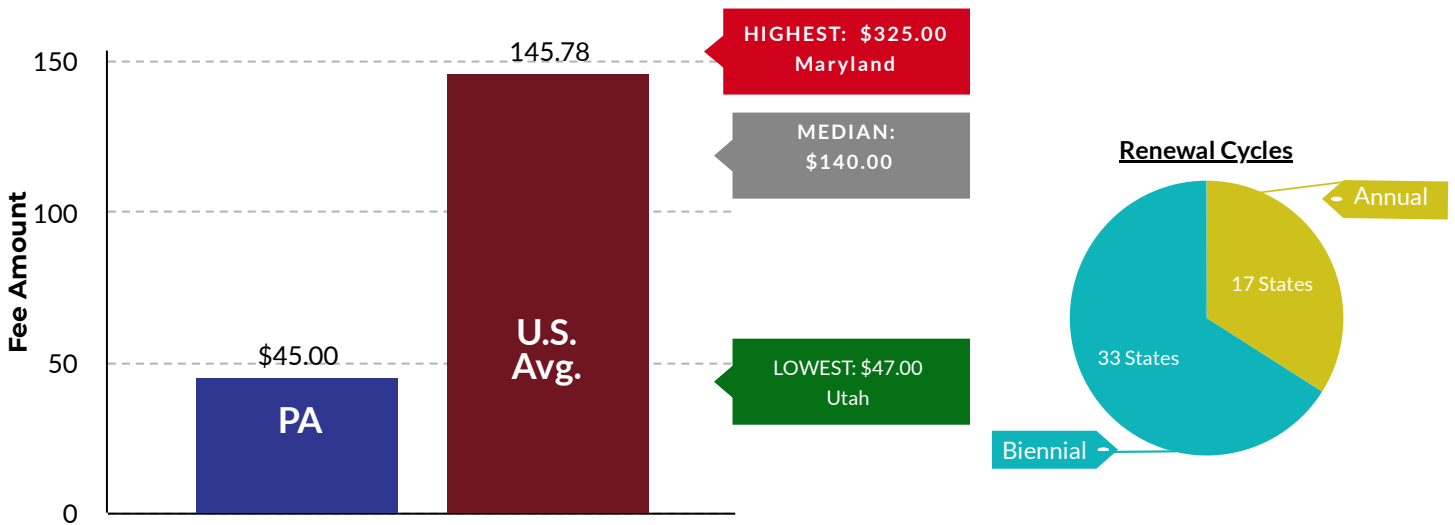
# Physical Therapy Assistant

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Physical Therapy Assistant

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Alabama	Connecticut	
Arizona	Delaware	Hawaii
Arkansas	Louisiana	
California	Missouri	<u>Credentials</u>
Colorado	Oregon	Alaska
District of Columbia	South Dakota	
Florida	Tennessee	
Georgia	<u>Reciprocity/Endorsement</u>	
Idaho	Massachusetts	
Illinois		
Indiana		
Iowa		
Kansas		
Kentucky		
Maine		
Maryland		
Michigan		
Minnesota		
Mississippi		
Montana		
Nebraska		
Nevada		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://pt.alabama.gov/">http://pt.alabama.gov/</a>	<b>Maryland</b> <a href="https://health.maryland.gov/bphte/Pages/licensing.aspx#mexam">https://health.maryland.gov/bphte/Pages/licensing.aspx#mexam</a>	<b>Oregon</b> <a href="https://www.oregonlegislature.gov/bills_laws/ors/ors688.html">https://www.oregonlegislature.gov/bills_laws/ors/ors688.html</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/portals/5/pub/PT-OTStatutes.pdf">https://www.commerce.alaska.gov/web/portals/5/pub/PT-OTStatutes.pdf</a>	<b>Massachusetts</b> <a href="http://www.mass.gov/ocabr/licensee/dpl-boards/ah/regulations/">http://www.mass.gov/ocabr/licensee/dpl-boards/ah/regulations/</a>	<b>Pennsylvania</b> <a href="http://www.dos.pa.gov/professionallicensing/boardscommissions/physicaltherapy/Pages/default.aspx">http://www.dos.pa.gov/professionallicensing/boardscommissions/physicaltherapy/Pages/default.aspx</a>
<b>Arizona</b> <a href="https://ptboard.az.gov/resources/laws">https://ptboard.az.gov/resources/laws</a>	<b>Michigan</b> <a href="http://www.legislature.mi.gov/(S(sdzghzrii0viq3g1dguqtdy))/mileg.aspx?page=getObject&amp;objectName=mcl-368-1978-15-178">http://www.legislature.mi.gov/(S(sdzghzrii0viq3g1dguqtdy))/mileg.aspx?page=getObject&amp;objectName=mcl-368-1978-15-178</a>	<b>Rhode Island</b> <a href="http://health.ri.gov/licenses/detail.php?id=236">http://health.ri.gov/licenses/detail.php?id=236</a>
<b>Arkansas</b> <a href="https://www.arptb.org/pdf/rules_regs.pdf">https://www.arptb.org/pdf/rules_regs.pdf</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/assets/ms%20148_tcm21-284120.pdf">https://mn.gov/boards/assets/ms%20148_tcm21-284120.pdf</a>	<b>South Carolina</b> <a href="http://www.scstatehouse.gov/code/t40c045.php">http://www.scstatehouse.gov/code/t40c045.php</a>
<b>California</b> <a href="http://www.ptbc.ca.gov/laws/laws.shtml">http://www.ptbc.ca.gov/laws/laws.shtml</a>	<b>Mississippi</b> <a href="https://www.msbt.ms.gov/secure/pdf/Final.Adoption.Current.Reg.2015.pdf">https://www.msbt.ms.gov/secure/pdf/Final.Adoption.Current.Reg.2015.pdf</a>	<b>South Dakota</b> <a href="http://sdlegislature.gov/Statutes/Codified_Laws/DisplayStatute.aspx?Type=Statute&amp;Statute=36-10">http://sdlegislature.gov/Statutes/Codified_Laws/DisplayStatute.aspx?Type=Statute&amp;Statute=36-10</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Physical_Therapy_Laws">https://www.colorado.gov/pacific/dora/Physical_Therapy_Laws</a>	<b>Missouri</b> <a href="http://www.sos.mo.gov/cmsimages/adrules/csr/current/20csr/20c2150-3.pdf">http://www.sos.mo.gov/cmsimages/adrules/csr/current/20csr/20c2150-3.pdf</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/pt-board/pt-board/licensure.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/pt-board/pt-board/licensure.html</a>
<b>Connecticut</b> <a href="http://www.ct.gov/dph/cwp/view.asp?a=3121&amp;q=389468&amp;dphNav_GID=1821">http://www.ct.gov/dph/cwp/view.asp?a=3121&amp;q=389468&amp;dphNav_GID=1821</a>	<b>Montana</b> <a href="http://leg.mt.gov/bills/mca_toc/37_11.htm">http://leg.mt.gov/bills/mca_toc/37_11.htm</a>	<b>Texas</b> <a href="http://www.ptot.texas.gov/idl/6D2078FF-B6F0-ED66-C84F-6E0493418534">http://www.ptot.texas.gov/idl/6D2078FF-B6F0-ED66-C84F-6E0493418534</a>
<b>Delaware</b> <a href="http://delcode.delaware.gov/title24/c026/">http://delcode.delaware.gov/title24/c026/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Physical-Therapy.aspx">http://dhhs.ne.gov/licensure/Pages/Physical-Therapy.aspx</a>	<b>Utah</b> <a href="https://le.utah.gov/xcode/Title58/Chapter24B/58-24b.html">https://le.utah.gov/xcode/Title58/Chapter24B/58-24b.html</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/">https://dchealth.dc.gov/</a>	<b>Nevada</b> <a href="http://www.leg.state.nv.us/NAC/NAC-640.html">http://www.leg.state.nv.us/NAC/NAC-640.html</a>	<b>Vermont</b> <a href="http://legislature.vermont.gov/statutes/chapter/26/038">http://legislature.vermont.gov/statutes/chapter/26/038</a>
<b>Florida</b> <a href="http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&amp;URL=0400-0499/0486/0486.html">http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&amp;URL=0400-0499/0486/0486.html</a>	<b>New Hampshire</b> <a href="https://www.oplc.nh.gov/allied-health/physical-therapy.htm">https://www.oplc.nh.gov/allied-health/physical-therapy.htm</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/PhysicalTherapy/physther_laws_regs.htm">https://www.dhp.virginia.gov/PhysicalTherapy/physther_laws_regs.htm</a>
<b>Georgia</b> <a href="http://sos.ga.gov/plb/acrobat/laws/15_Physical_Therapists_43-33.pdf">http://sos.ga.gov/plb/acrobat/laws/15_Physical_Therapists_43-33.pdf</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/pt/Pages/regulations.aspx">http://www.njconsumeraffairs.gov/pt/Pages/regulations.aspx</a>	<b>Washington</b> <a href="http://app.leg.wa.gov/rcw/default.aspx?cite=18.74&amp;full=true">http://app.leg.wa.gov/rcw/default.aspx?cite=18.74&amp;full=true</a>
<b>Hawaii</b> <a href="https://cca.hawaii.gov/pvl/files/2013/08/hrs_461J-1-17.pdf">https://cca.hawaii.gov/pvl/files/2013/08/hrs_461J-1-17.pdf</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/uploads/files/Printable%202017.pdf">http://www.rld.state.nm.us/uploads/files/Printable%202017.pdf</a>	<b>West Virginia</b> <a href="http://www.wvbopt.com/documents/Title%2016%20Series%201%20General%20Provisions%20for%20PT-PTA%20-%20Effective%20June%2016%202012.pdf">http://www.wvbopt.com/documents/Title%2016%20Series%201%20General%20Provisions%20for%20PT-PTA%20-%20Effective%20June%2016%202012.pdf</a>
<b>Idaho</b> <a href="https://legislature.idaho.gov/statutesrules/idstat/Title54/T54CH22/">https://legislature.idaho.gov/statutesrules/idstat/Title54/T54CH22/</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/pt/part77.htm">http://www.op.nysed.gov/prof/pt/part77.htm</a>	<b>Wisconsin</b> <a href="https://dps.wi.gov/Pages/Professions/PT/Default.aspx">https://dps.wi.gov/Pages/Professions/PT/Default.aspx</a>
<b>Illinois</b> <a href="http://www.ilga.gov/commission/jcar/admincode/068/06801340sections.html">http://www.ilga.gov/commission/jcar/admincode/068/06801340sections.html</a>	<b>North Carolina</b> <a href="https://www.ncptboard.org/documents/PracticeAct.pdf">https://www.ncptboard.org/documents/PracticeAct.pdf</a>	<b>Wyoming</b> <a href="http://physicaltherapy.wyo.gov/">http://physicaltherapy.wyo.gov/</a>
<b>Indiana</b> <a href="http://www.in.gov/legislative/iac/T08440/A00060.PDF?">http://www.in.gov/legislative/iac/T08440/A00060.PDF?</a>	<b>North Dakota</b> <a href="https://www.ndbpt.org/pdf/NDpractice_act.pdf">https://www.ndbpt.org/pdf/NDpractice_act.pdf</a>	
<b>Iowa</b> <a href="http://idph.iowa.gov/Licensure/Iowa-Board-of-Physical-and-Occupational-Therapy/Laws-and-Rules">http://idph.iowa.gov/Licensure/Iowa-Board-of-Physical-and-Occupational-Therapy/Laws-and-Rules</a>	<b>Ohio</b> <a href="http://otptat.ohio.gov/Physical-Therapy-Section">http://otptat.ohio.gov/Physical-Therapy-Section</a>	
<b>Kansas</b> <a href="http://www.ksbha.org/professions/PT.shtml">http://www.ksbha.org/professions/PT.shtml</a>	<b>Oklahoma</b> <a href="http://www.okmedicalboard.org/physical_therapists/download/288/PTLAW.pdf">http://www.okmedicalboard.org/physical_therapists/download/288/PTLAW.pdf</a>	
<b>Kentucky</b> <a href="http://pt.ky.gov/StatutesRegulations/Documents/KRS%20KAR%20complete.pdf">http://pt.ky.gov/StatutesRegulations/Documents/KRS%20KAR%20complete.pdf</a>		
<b>Louisiana</b> <a href="https://www.laptboard.org/index.cfm/rules/practiceact">https://www.laptboard.org/index.cfm/rules/practiceact</a>		
<b>Maine</b> <a href="http://www.maine.gov/pfr/professionallicensing/professions/physical_therapists/pdf/pt_pta_licensure.pdf">http://www.maine.gov/pfr/professionallicensing/professions/physical_therapists/pdf/pt_pta_licensure.pdf</a>		

# **Occupational Licensing Study 50 State Comparison**

State Board of Podiatry

Doctor of Podiatric Medicine



Presented by the Pennsylvania  
Department of State

2020

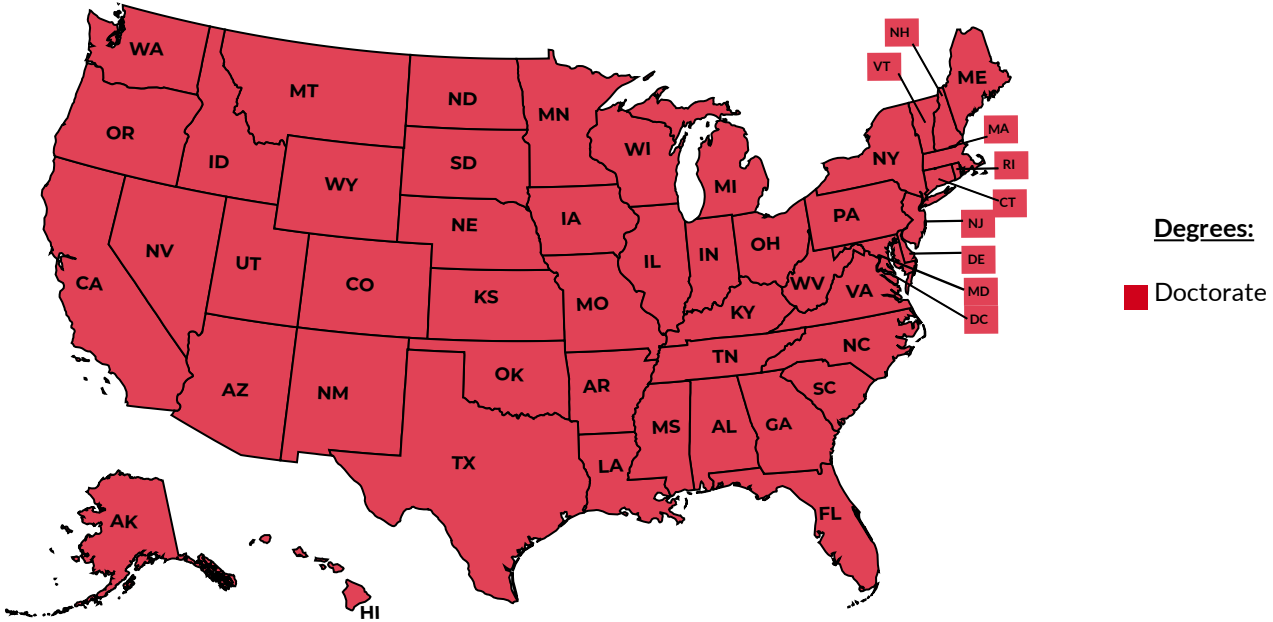


# Doctor of Podiatric Medicine

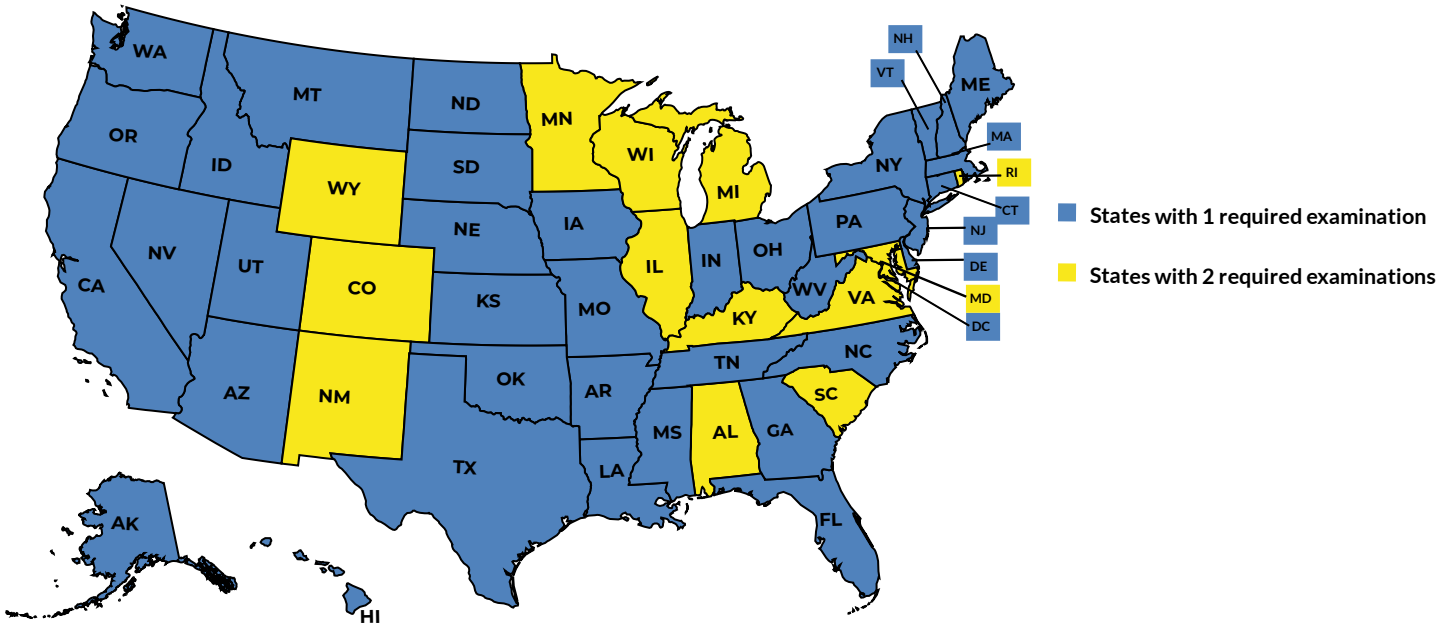
A healthcare licensed practitioner who specializes in the diagnosis and treatment including mechanical and surgical treatment of ailments of the foot, and those anatomical structures of the leg governing the functions of the foot.

# Doctor of Podiatric Medicine

## Degree Requirement

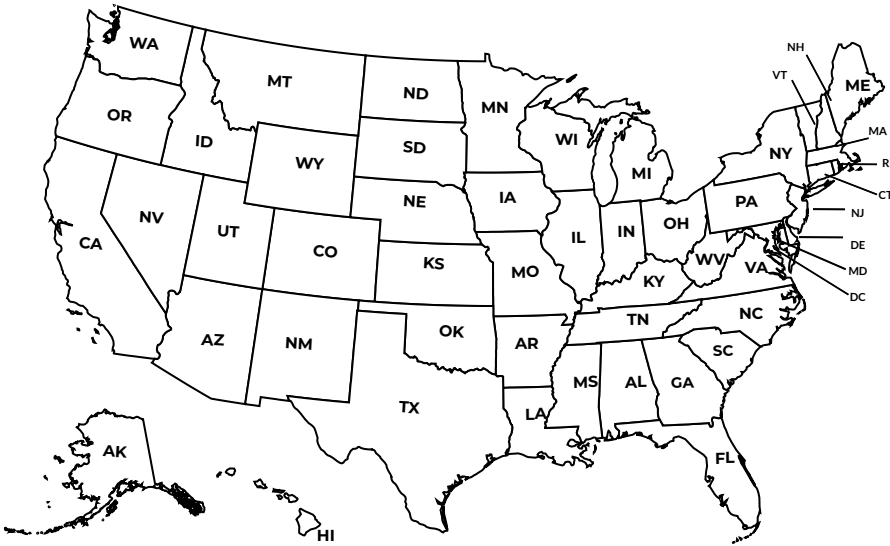


## Examination Requirement



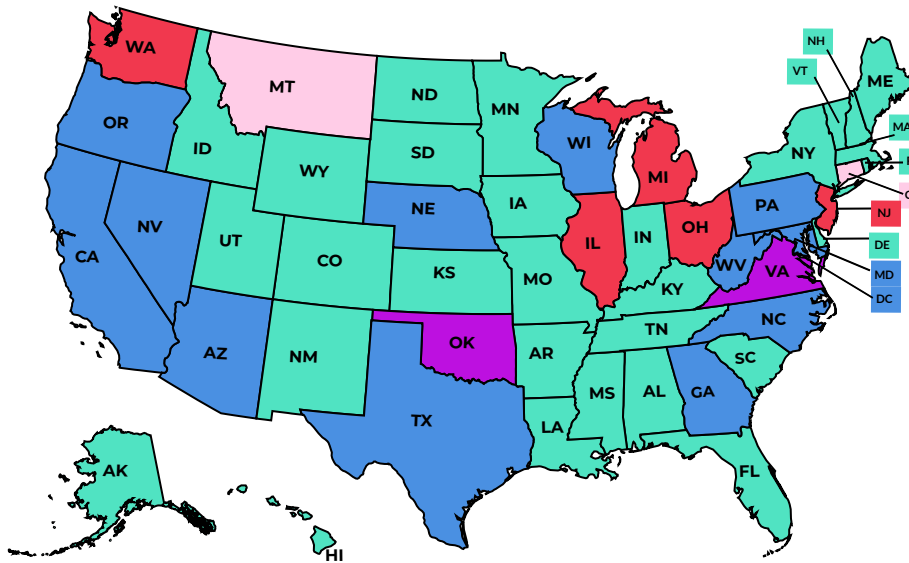
# Doctor of Podiatric Medicine

## Training / Experience Requirement

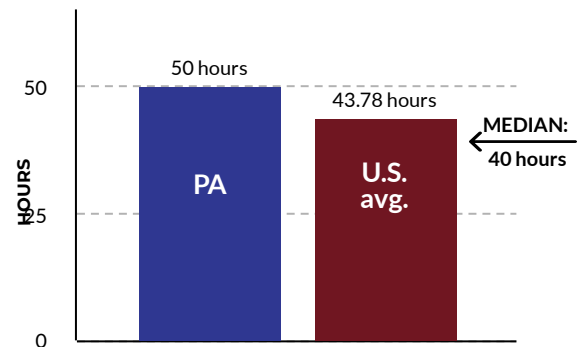


\*Training/Experience Requirements are met by candidate during pursuit of Doctoral Degree in Podiatric Medicine

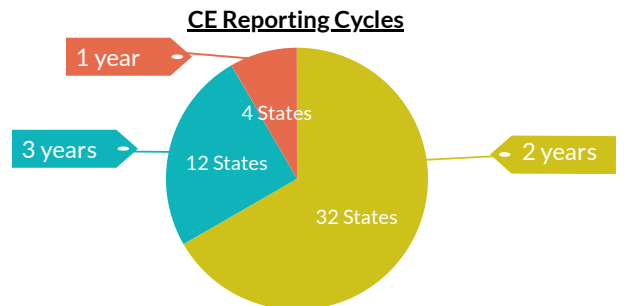
## Continuing Education Requirement



- 0 CE hours
- 20 - 40 CE hours/2 yrs
- 41 - 60 CE hours/2 yrs
- 61 - 80 CE hours/2 yrs
- 81 - 100 CE hours/2 yrs



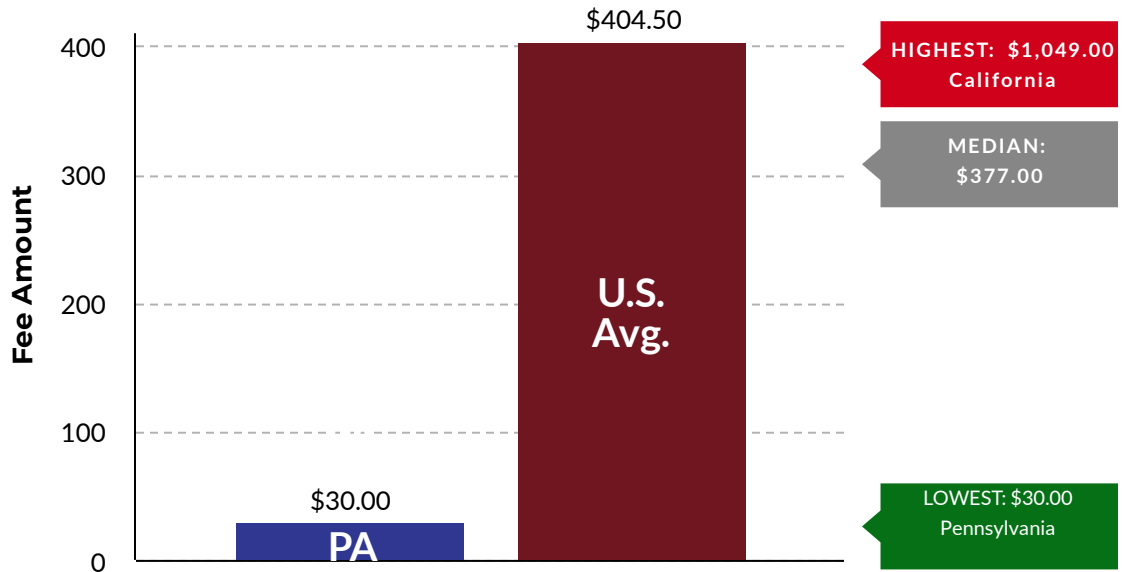
\*To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



\*CT & MT do have CE requirement

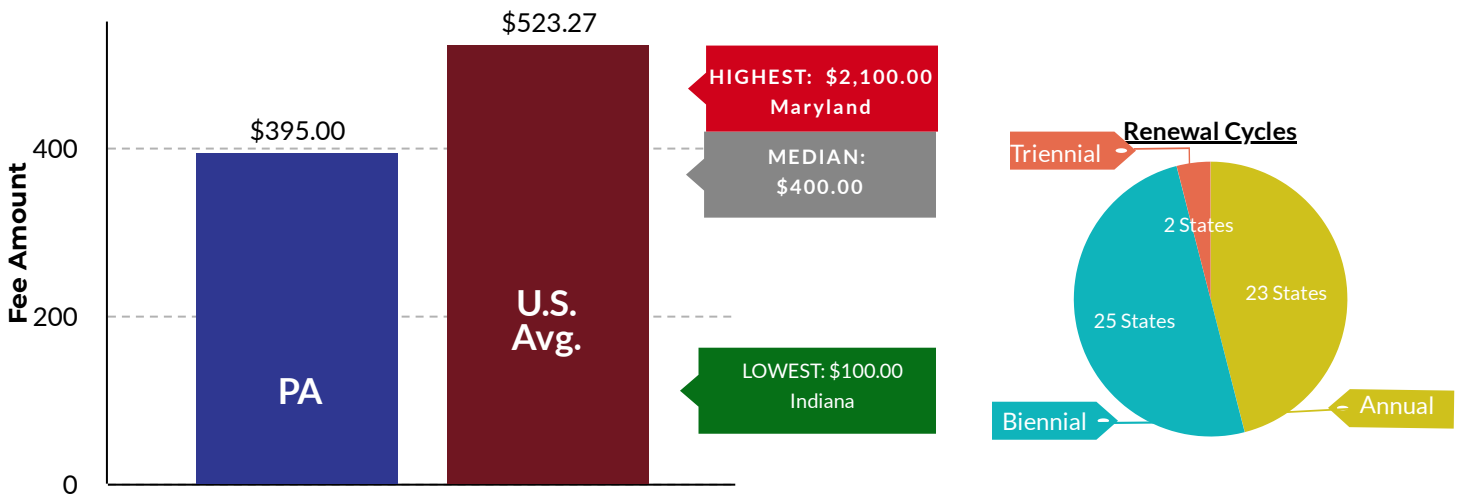
# Doctor of Podiatric Medicine

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Doctor of Podiatric Medicine

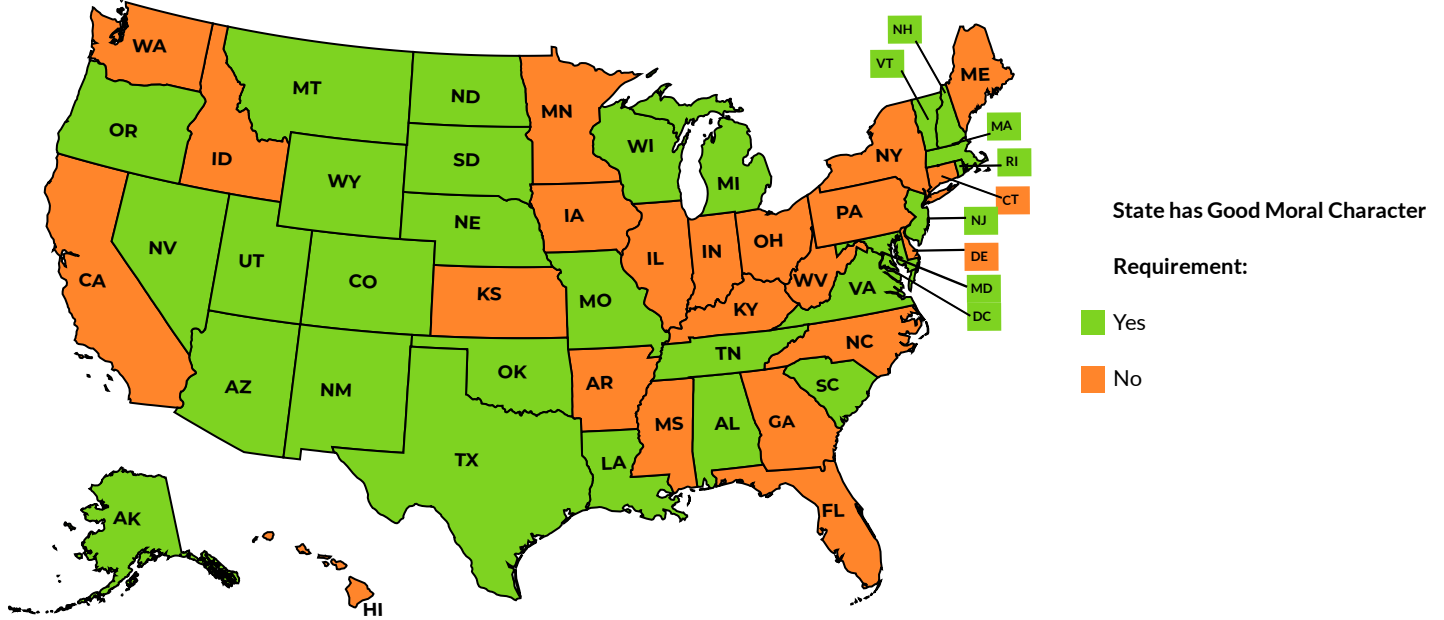
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Arkansas
District of Columbia	Arizona	Florida
Hawaii	Delaware	Georgia
Idaho	Kentucky	
Illinois	Louisiana	
Indiana	Massachusetts	<u>Endorsement and Reciprocity</u>
Iowa	Missouri	California
Kansas	Nebraska	<u>Credentials</u>
Maine	New Mexico	Alaska
Michigan	North Carolina	Connecticut
Minnesota	North Dakota	
Mississippi	Oklahoma	
Nevada	Oregon	
New Jersey	Pennsylvania**	
Ohio	South Carolina	
Rhode Island	South Dakota	
Utah	Tennessee	
	Washington	
	Wyoming	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licenses coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

The following states have a "Good Moral Character" Requirement for licensure as a Doctor of Podiatric Medicine:



# Sources: State Licensing Boards

**Alabama**  
<http://podiatryboard.alabama.gov/>

**Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/professionallicensing/statemedicalboard.aspx>

**Arizona**  
<https://podiatry.az.gov/>

**Arkansas**  
<http://www.podiatricmedicine.arkansas.gov/>

**California**  
<http://www.bpm.ca.gov/>

**Colorado**  
<https://www.colorado.gov/pacific/dora/Podiatry>

**Connecticut**  
<http://www.portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Podiatry/Podiatry-Licensure>

**Delaware**  
<https://dpr.delaware.gov/boards/podiatry/>

**District of Columbia**  
<https://dchealth.dc.gov/service/podiatry-licensing>

**Florida**  
<http://floridaspodiatricmedicine.gov/>

**Georgia**  
<http://sos.ga.gov/index.php/licensing/plb/41>

**Hawaii**  
<http://cca.hawaii.gov/pvl/boards/medical/>

**Idaho**  
<https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=POD>

**Illinois**  
<http://www.idfpr.com/profs/pod.asp>

**Indiana**  
<http://www.in.gov/pla/podiatry.htm>

**Iowa**  
<https://idph.iowa.gov/Licensure/Iowa-Board-of-Podiatry>

**Kansas**  
<http://www.ksbha.org/professions/DPM.shtml>

**Kentucky**  
<http://podiatry.ky.gov/Pages/default.aspx>

**Louisiana**  
<http://www.lsbme.la.gov/licensure/podiatrists>

**Maine**  
<http://www.maine.gov/pfr/professionallicensing/professions/podiatrists/index.html>

**Maryland**  
<https://health.maryland.gov/mbpme/Pages/index.aspx>

**Massachusetts**  
<http://www.mass.gov/ocabr/licensee/dpl-boards/pd/>

**Michigan**  
[https://www.michigan.gov/documents/lara/LARA\\_Podiatry\\_CE\\_Brochure\\_545652\\_7.pdf](https://www.michigan.gov/documents/lara/LARA_Podiatry_CE_Brochure_545652_7.pdf)

**Minnesota**  
<https://mn.gov/boards/podiatric-medicine/>

**Mississippi**  
<http://www.msbl.ms.gov/Licensure/Podiatry>

**Missouri**  
<http://pr.mo.gov/podiatrists.asp>

**Montana**  
<http://boards.bsd.dli.mt.gov/med#176>

**Nebraska**  
[http://www.sos.ne.gov/rules-and-regs/regsearch/Rules/Health\\_and\\_Human\\_Services\\_System/Title-172/Chapter-143.pdf](http://www.sos.ne.gov/rules-and-regs/regsearch/Rules/Health_and_Human_Services_System/Title-172/Chapter-143.pdf)

**Nevada**  
<http://podiatry.nv.gov/>

**New Hampshire**  
<https://www.opic.nh.gov/podiatry/>

**New Jersey**  
<http://www.njconsumeraffairs.gov/bme>

**New Mexico**  
<http://www.rld.state.nm.us/boards/podiatry.aspx>

**New York**  
<http://www.op.nysed.gov/prof/pod/>

**North Carolina**  
<http://www.ncbpe.org/>

**North Dakota**  
<http://www.ndpodiatryboard.org/>

**Ohio**  
<http://med.ohio.gov/Apply/Doctor-of-Podiatric-Medicine-DPM>

**Oklahoma**  
<http://www.okpodiatrists.org/>

**Oregon**  
<http://www.oregon.gov/OMB/licensing/Pages/default.aspx>

**Pennsylvania**  
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Podiatry/Pages/default.aspx>

**Rhode Island**  
<http://health.ri.gov/licenses/detail.php?id=239>

**South Carolina**  
<http://www.scstatehouse.gov/code/t40c051.php>

**South Dakota**  
<https://doh.sd.gov/boards/podiatry/>

**Tennessee**  
<https://www.tn.gov/health/health-program-areas/health-professional-boards/podiatric-board.html>

**Texas**  
<https://www.tdlr.texas.gov/pod/pod.htm>

**Utah**  
<https://dopl.utah.gov/licensing/podiatry.html>

**Vermont**  
<http://www.healthvermont.gov/systems/medical-practice-board>

**Virginia**  
<https://www.dhp.virginia.gov/medicine/>

**Washington**  
<https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/PodiatricPhysiciansandSurgeon>

**West Virginia**  
[https://wvbom.wv.gov/Legislative\\_Procedural%20Rules.asp](https://wvbom.wv.gov/Legislative_Procedural%20Rules.asp)

**Wisconsin**  
<https://dsps.wi.gov/Pages/Professions/Podiatrist/Default.aspx>

**Wyoming**  
<http://podiatry.wyo.gov/>

# **Occupational Licensing Study 50 State Comparison**

State Board of Psychology

Psychologist



Presented by the Pennsylvania  
Department of State

2020



# Psychologist

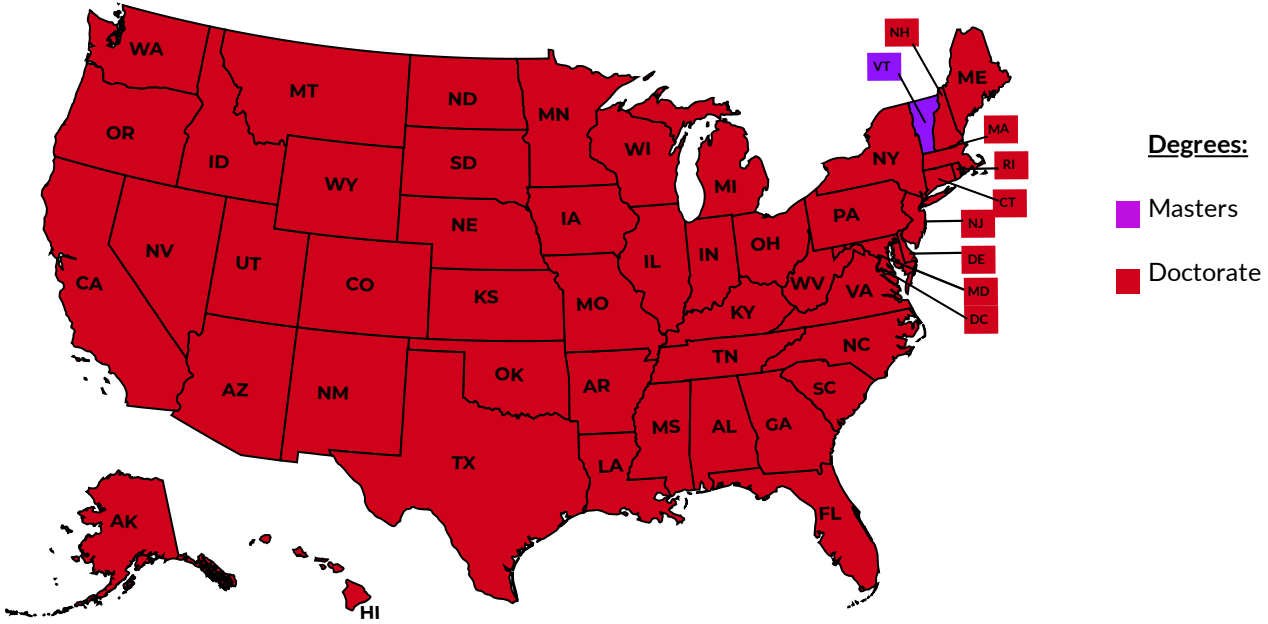
A person who holds a license issued under the state board to engage in the practice of psychology.

The practice of psychology involves 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 include, 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.

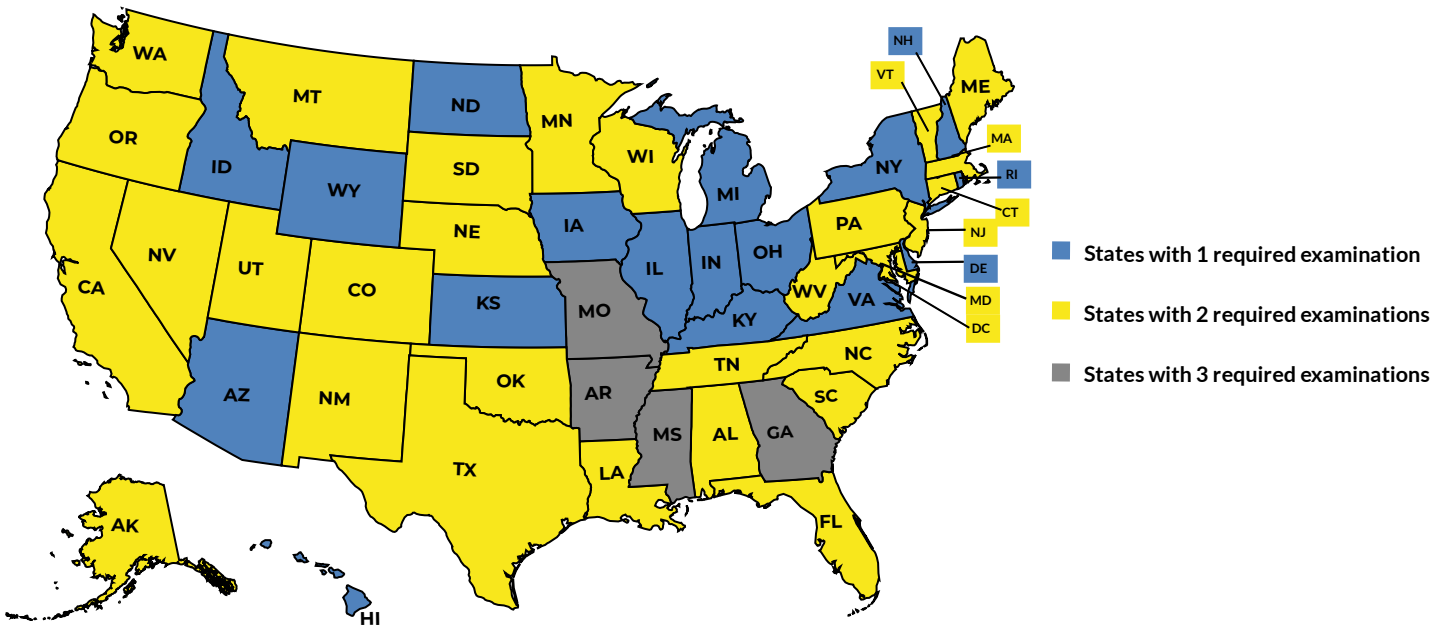
Psychologists with appropriate education, training and experience may diagnose and use psychological methods in the treatment of a mental, emotional or nervous illness or disability; alcoholism and other substance abuse; disorders of habit or conduct; psychological aspects of physical illness, accident, injury or disability; and psychoeducational evaluation, therapy, remediation and consultation.

# Psychologist

## Degree Requirement

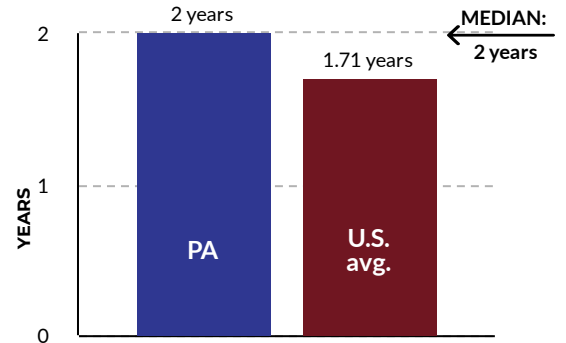
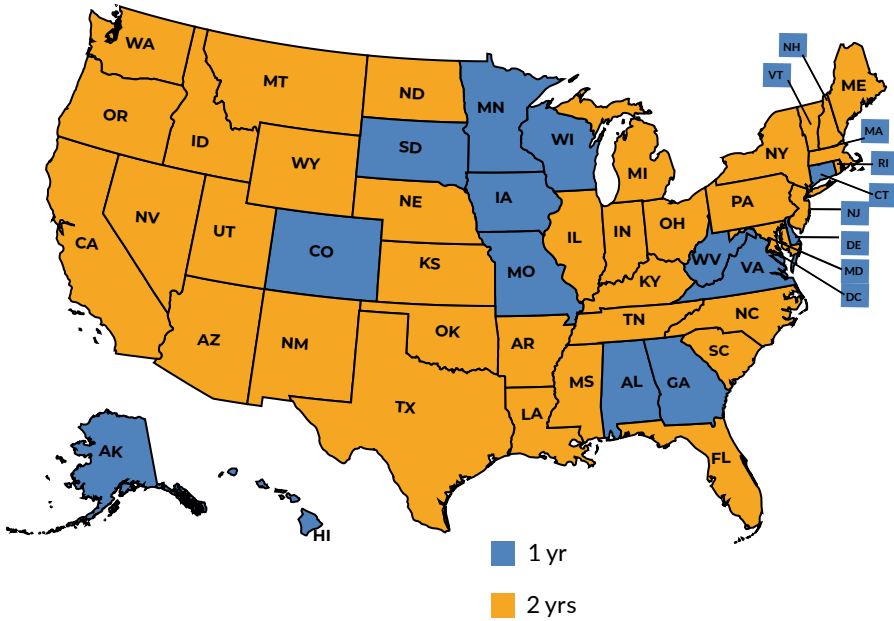


## Examination Requirement



# Psychologist

## Training / Experience Requirement

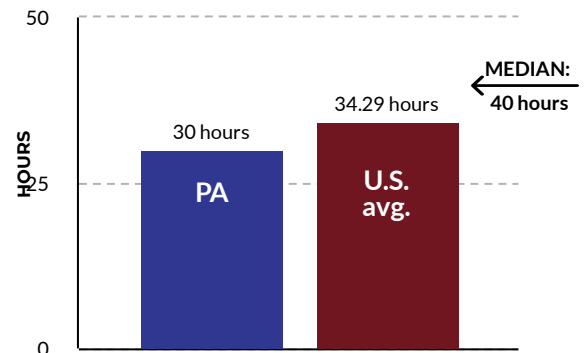
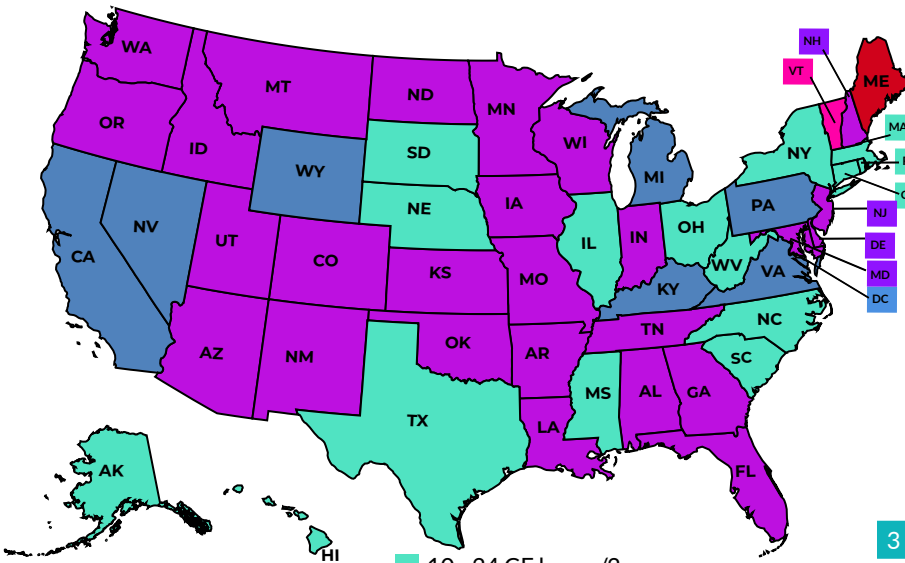


\* Experience scale

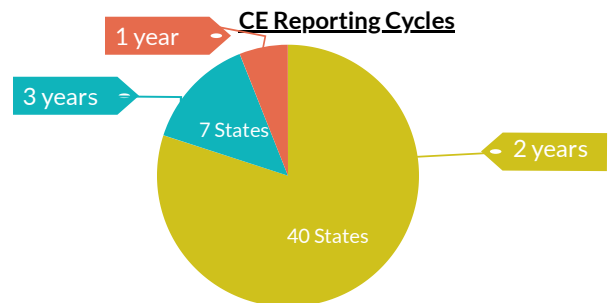
1 year = 1,600 hours - 2,080 hours

2 year = 2,080+ hours

## Continuing Education Requirement

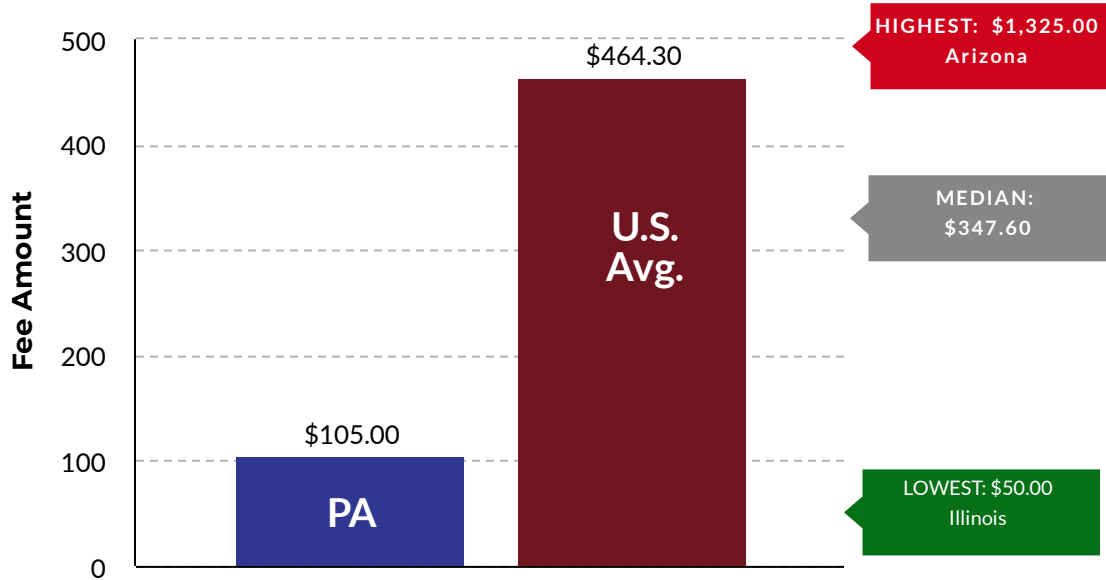


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



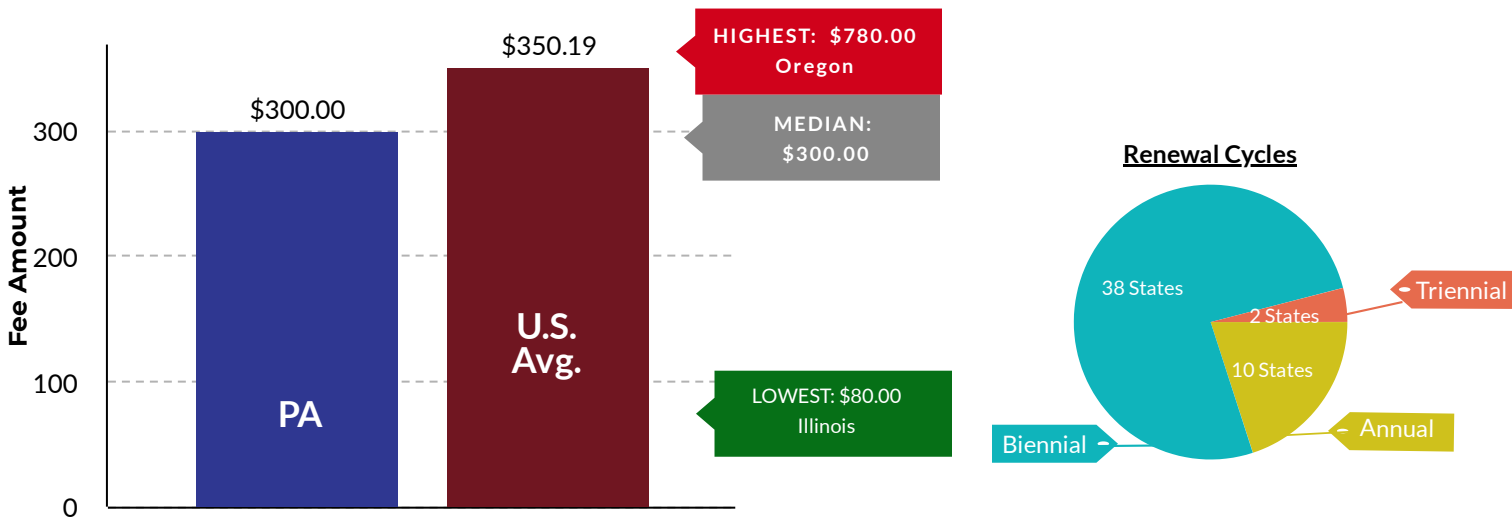
# Psychologist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Psychologist

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Colorado	Arkansas	Hawaii
Connecticut	California	Nevada
District of Columbia	Delaware	
Florida	Kansas	
Georgia	Kentucky	
Idaho	Louisiana	
Illinois	Maryland	
Indiana	Massachusetts	
Iowa	Minnesota	
Maine	Missouri	
Michigan	Nebraska	
Oregon	New Mexico	
Pennsylvania**	North Carolina	
Rhode Island	Ohio	
Tennessee	Oklahoma	
Utah	South Carolina	
Vermont	Texas	
Virginia	West Virginia	
Washington	Wisconsin	
Wyoming		

### Credentials

- Alabama
- Alaska
- Arizona
- Mississippi
- Montana
- New Hampshire
- New Jersey
- New York
- North Dakota
- South Dakota

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licenses coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://psychology.alabama.gov/">http://psychology.alabama.gov/</a>	<b>Maryland</b> <a href="https://health.maryland.gov/psych/Pages/home.aspx">https://health.maryland.gov/psych/Pages/home.aspx</a>	<b>Oregon</b> <a href="http://www.oregon.gov/obpe/pages/app_info.aspx">http://www.oregon.gov/obpe/pages/app_info.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/professionallicensing/boardofpsychologists.aspx">https://www.commerce.alaska.gov/web/cbpl/professionallicensing/boardofpsychologists.aspx</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-of-psychologists">https://www.mass.gov/orgs/board-of-registration-of-psychologists</a>	<b>Pennsylvania</b> <a href="http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Psychology/Pages/default.aspx">http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Psychology/Pages/default.aspx</a>
<b>Arizona</b> <a href="https://psychboard.az.gov/license">https://psychboard.az.gov/license</a>	<b>Michigan</b> <a href="http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27552-59190--,00.html">http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_27552-59190--,00.html</a>	<b>Rhode Island</b> <a href="http://health.ri.gov/licenses/detail.php?id=241">http://health.ri.gov/licenses/detail.php?id=241</a>
<b>Arkansas</b> <a href="http://www.psychologyboard.arkansas.gov/">http://www.psychologyboard.arkansas.gov/</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/psychology/">https://mn.gov/boards/psychology/</a>	<b>South Carolina</b> <a href="https://lir.sc.gov/psych/faq.aspx">https://lir.sc.gov/psych/faq.aspx</a>
<b>California</b> <a href="http://www.psychology.ca.gov/">http://www.psychology.ca.gov/</a>	<b>Mississippi</b> <a href="http://www.psychologyboard.ms.gov/Pages/default.aspx">http://www.psychologyboard.ms.gov/Pages/default.aspx</a>	<b>South Dakota</b> <a href="https://dss.sd.gov/licensingboards/psych.aspx">https://dss.sd.gov/licensingboards/psych.aspx</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Psychologist">https://www.colorado.gov/pacific/dora/Psychologist</a>	<b>Missouri</b> <a href="http://pr.mo.gov/psychologists.asp">http://pr.mo.gov/psychologists.asp</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/psychology-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/psychology-board.html</a>
<b>Connecticut</b> <a href="http://www.portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Psychology/Psychologist-Licensure-Requirements">http://www.portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Psychology/Psychologist-Licensure-Requirements</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/psy">http://boards.bsd.dli.mt.gov/psy</a>	<b>Texas</b> <a href="https://www.tsbep.texas.gov/">https://www.tsbep.texas.gov/</a>
<b>Delaware</b> <a href="https://dpr.delaware.gov/boards/psychology/">https://dpr.delaware.gov/boards/psychology/</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Psychology.aspx">http://dhhs.ne.gov/licensure/Pages/Psychology.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/licensing/psychology.html">https://dopl.utah.gov/licensing/psychology.html</a>
<b>District of Columbia</b> <a href="https://doh.dc.gov/service/psychology-licensing">https://doh.dc.gov/service/psychology-licensing</a>	<b>Nevada</b> <a href="http://psyexam.nv.gov/">http://psyexam.nv.gov/</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/professional-regulation/list-of-professions/psychological-examiners.aspx">https://www.sec.state.vt.us/professional-regulation/list-of-professions/psychological-examiners.aspx</a>
<b>Florida</b> <a href="http://floridaspsychology.gov/">http://floridaspsychology.gov/</a>	<b>New Hampshire</b> <a href="https://www.opic.nh.gov/psychologists/index.htm">https://www.opic.nh.gov/psychologists/index.htm</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/psychology/">https://www.dhp.virginia.gov/psychology/</a>
<b>Georgia</b> <a href="http://sos.ga.gov/index.php/licensing/plb/44">http://sos.ga.gov/index.php/licensing/plb/44</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/psy/">http://www.njconsumeraffairs.gov/psy/</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Psychologist">https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Psychologist</a>
<b>Hawaii</b> <a href="http://cca.hawaii.gov/pvl/boards/psychology/">http://cca.hawaii.gov/pvl/boards/psychology/</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/psychologist_examiners.aspx">http://www.rld.state.nm.us/boards/psychologist_examiners.aspx</a>	<b>West Virginia</b> <a href="https://psychbd.wv.gov/Pages/default.aspx">https://psychbd.wv.gov/Pages/default.aspx</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=psy">https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=psy</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/psych/psychlic.htm">http://www.op.nysed.gov/prof/psych/psychlic.htm</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/Pages/Professions/Psychologist/Default.aspx">https://dsps.wi.gov/Pages/Professions/Psychologist/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/psych.asp">https://www.idfpr.com/profs/psych.asp</a>	<b>North Carolina</b> <a href="http://www.ncpsychologyboard.org/">http://www.ncpsychologyboard.org/</a>	<b>Wyoming</b> <a href="http://psychology.wyo.gov/">http://psychology.wyo.gov/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/psych.htm">https://www.in.gov/pla/psych.htm</a>	<b>North Dakota</b> <a href="http://www.ndsbpe.org/index.html">http://www.ndsbpe.org/index.html</a>	
<b>Iowa</b> <a href="https://idph.iowa.gov/Licensure/Iowa-Board-of-Psychology">https://idph.iowa.gov/Licensure/Iowa-Board-of-Psychology</a>	<b>Ohio</b> <a href="http://www.psychology.ohio.gov/">http://www.psychology.ohio.gov/</a>	
<b>Kansas</b> <a href="https://ksbsrb.ks.gov/professions/psychologists2">https://ksbsrb.ks.gov/professions/psychologists2</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/psychology/">https://www.ok.gov/psychology/</a>	
<b>Kentucky</b> <a href="http://psy.ky.gov/Pages/default.aspx">http://psy.ky.gov/Pages/default.aspx</a>		
<b>Louisiana</b> <a href="http://www.lsbep.org/">http://www.lsbep.org/</a>		
<b>Maine</b> <a href="http://www.maine.gov/pfr/professionallicensing/professions/psychologists/">http://www.maine.gov/pfr/professionallicensing/professions/psychologists/</a>		

# **Occupational Licensing Study 50 State Comparison**

State Real Estate Commission

Broker (Standard)  
Cemetery Broker  
Cemetery Salesperson  
Real Estate Salesperson



Presented by the Pennsylvania  
Department of State

2020

# Broker (Standard)

An individual or entity holding either a standard or reciprocal license, that, for another and for a fee, commission or other valuable consideration, does one or more of the following:

- (i) Negotiates with or aids a person in locating or obtaining for purchase, lease or acquisition of interest in real estate.
- (ii) Negotiates the listing, sale, purchase, exchange, lease, time share and similarly designated interests, financing or option for real estate.
- (iii) Manages real estate.
- (iv) Represents himself or itself as a real estate consultant, counsellor or house finder.
- (v) Undertakes to promote the sale, exchange, purchase or rental of real estate. This does not apply to an individual or entity whose main business is that of advertising, promotion or public relations.
- (vi) Undertakes to perform a comparative market analysis.



## **Cemetery Broker**

**An individual or entity holding either a standard or reciprocal license, that is engaged as, or carrying on the business or acting in the capacity of, a broker exclusively within the limited field or branch of business that applies to cemetery lots, plots and mausoleum spaces or openings.**

## **Cemetery Salesperson**

**An individual holding either a standard or reciprocal license, employed by a broker or cemetery broker exclusively to perform the duties of a cemetery broker.**

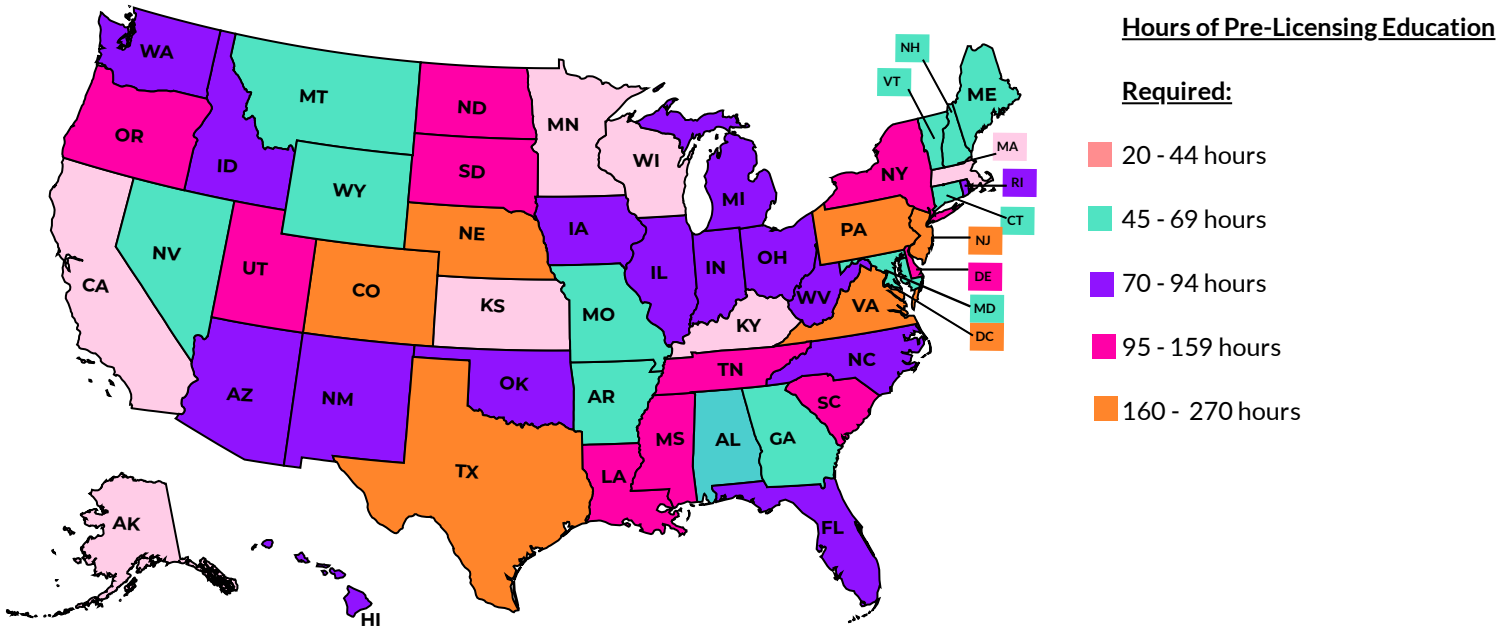
# Real Estate Salesperson

An individual holding either a standard or reciprocal license, who is employed by a broker to do one or more of the following:

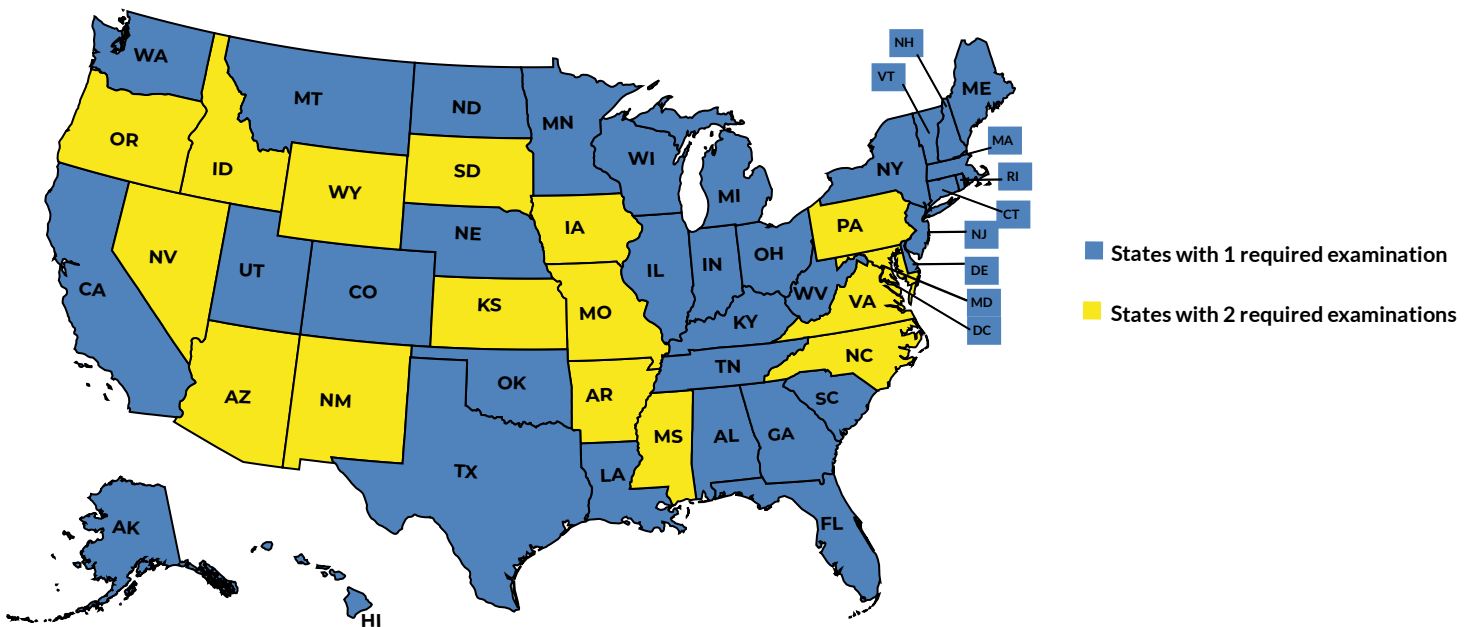
- (i) Sell or offer to sell real estate, or list real estate for sale.**
- (ii) Buy or offer to buy real estate.**
- (iii) Negotiate the purchase, sale or exchange of real estate.**
- (iv) Negotiate a loan on real estate.**
- (v) Lease or rent real estate or offer to lease or rent real estate or to place real estate for rent.**
- (vi) Collect rent for the use of real estate or offer or attempt to collect rent for the use of real estate.**
- (vii) Assist a broker in managing property.**
- (viii) Perform a comparative market analysis.**

# Broker (Standard)

## Education Requirement

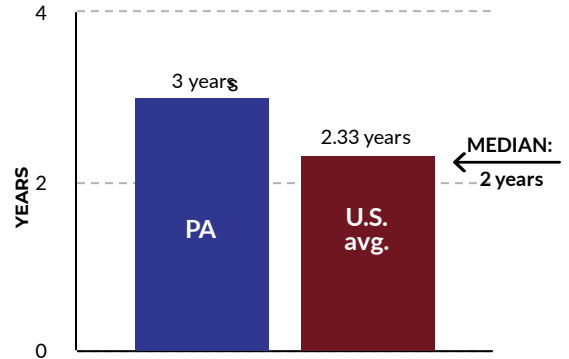
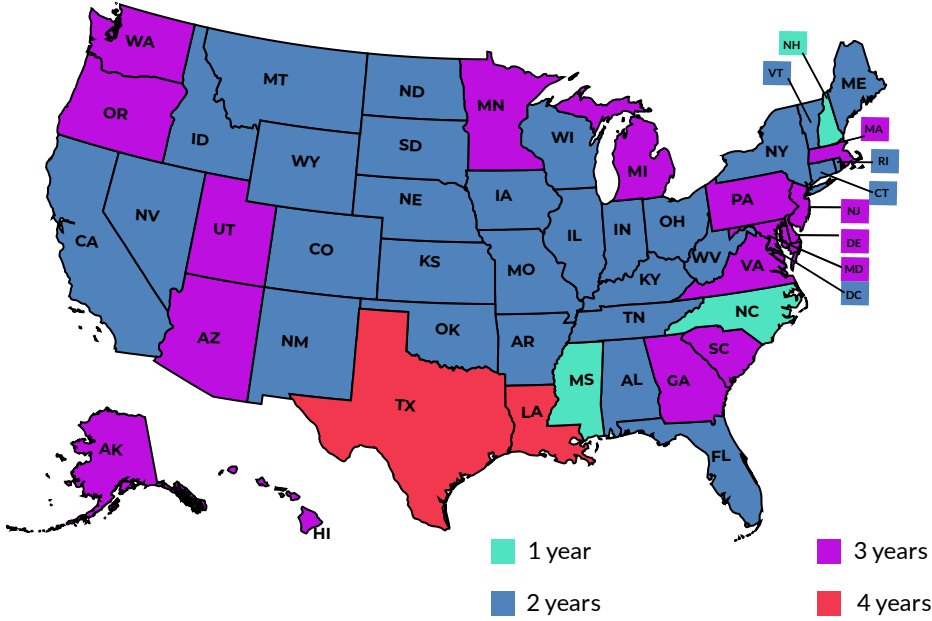


## Examination Requirement

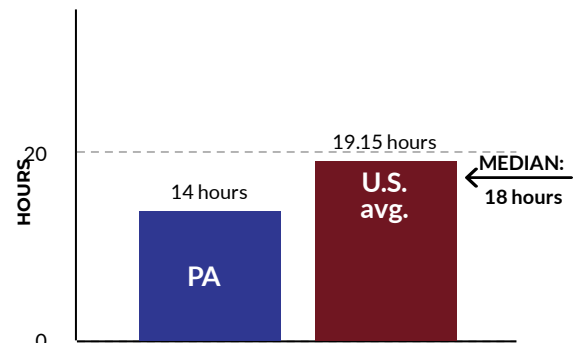
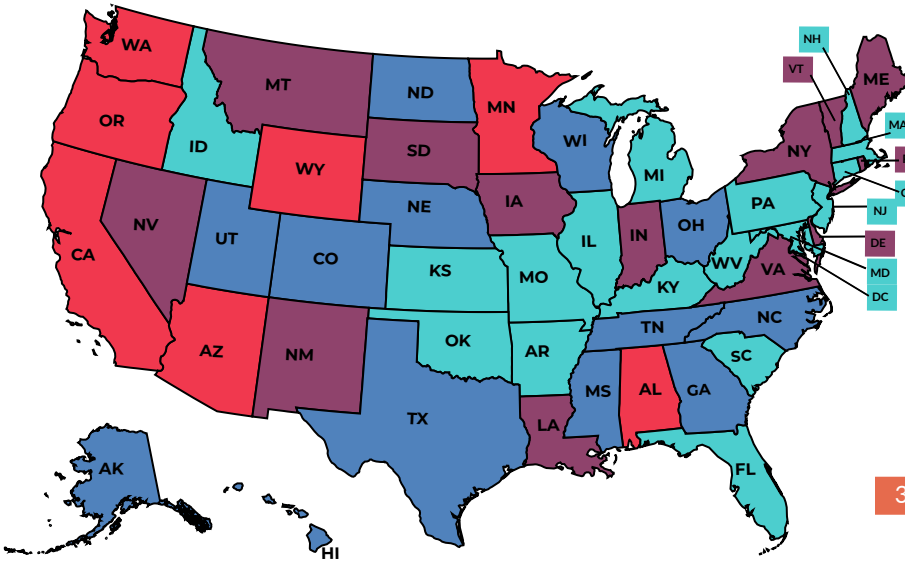


# Broker (Standard)

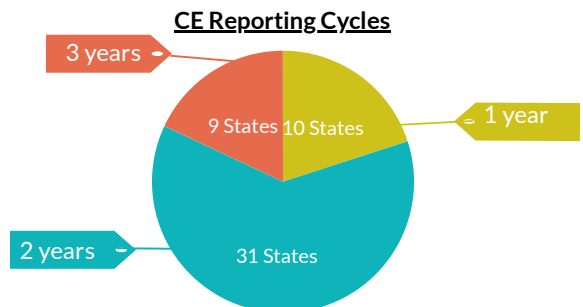
## Training / Experience Requirement



## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

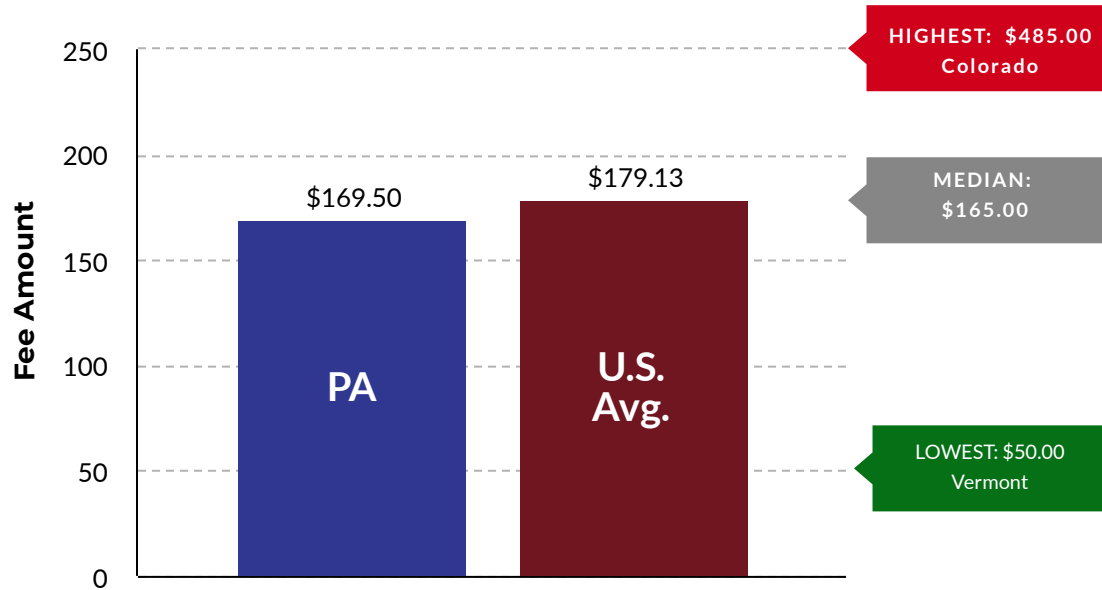


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 10 - 15 CE hours/2 yrs
- 16 - 20 CE hours/2 yrs
- 21 - 25 CE hours/2 yrs
- 26 - 30 CE hours/2 yrs

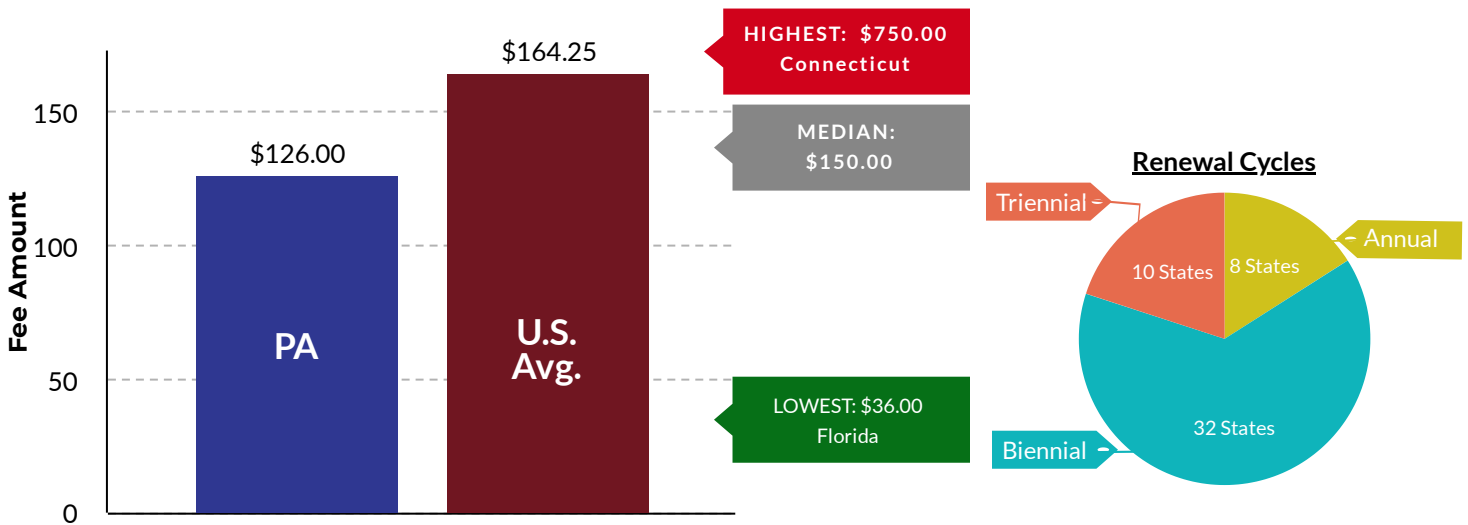
# Broker (Standard)

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Broker (Standard)

## States with Reciprocity or Endorsement

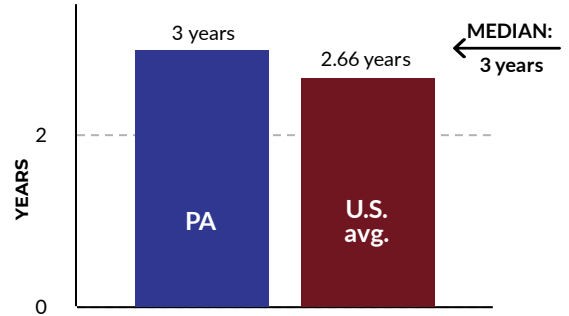
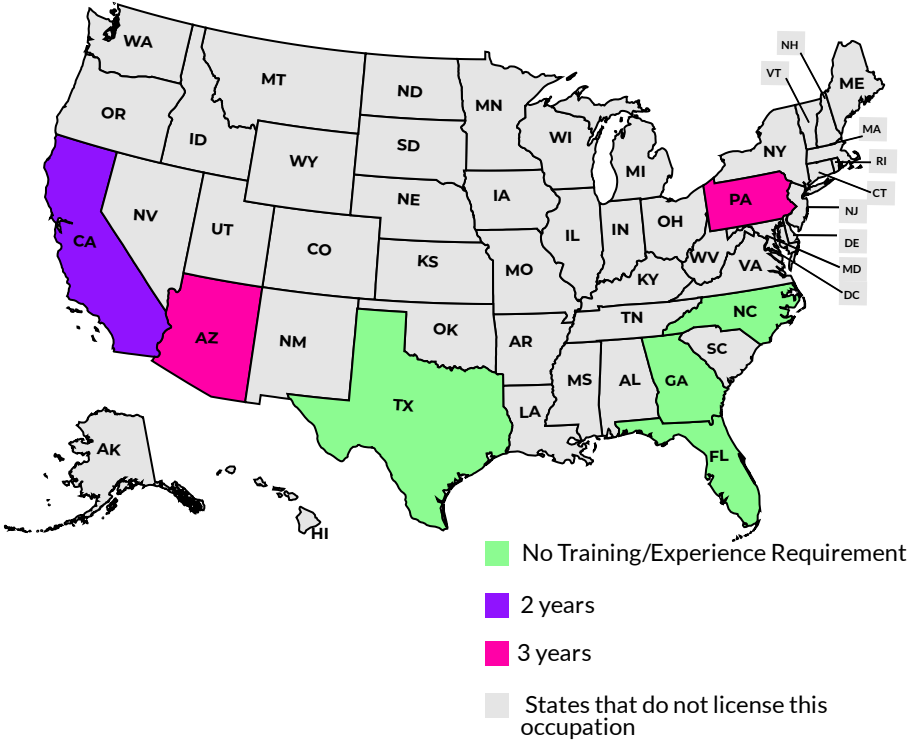
<u>Endorsement</u>	<u>Reciprocity</u>		<u>Reciprocity or Endorsement</u>
Alaska	Alabama	North Dakota	Wisconsin
Florida	Arkansas	Ohio	
Idaho	Connecticut	Oklahoma	<u>Not specified in legislation</u>
Kansas	Delaware	Oregon	Arizona
North Carolina	Illinois	Pennsylvania**	California
South Carolina	Indiana	Rhode Island	Hawaii
Texas	Iowa	South Dakota	New Jersey
Washington	Kentucky	Tennessee	
Wyoming	Louisiana	Utah	
	Maine	Vermont	
	Maryland	Virginia	
	Massachusetts	West Virginia	
	Minnesota		
	Mississippi		
	Missouri		
	Montana		
	Nebraska		
	Nevada		
	New Hampshire		
	New Mexico		
	New York		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

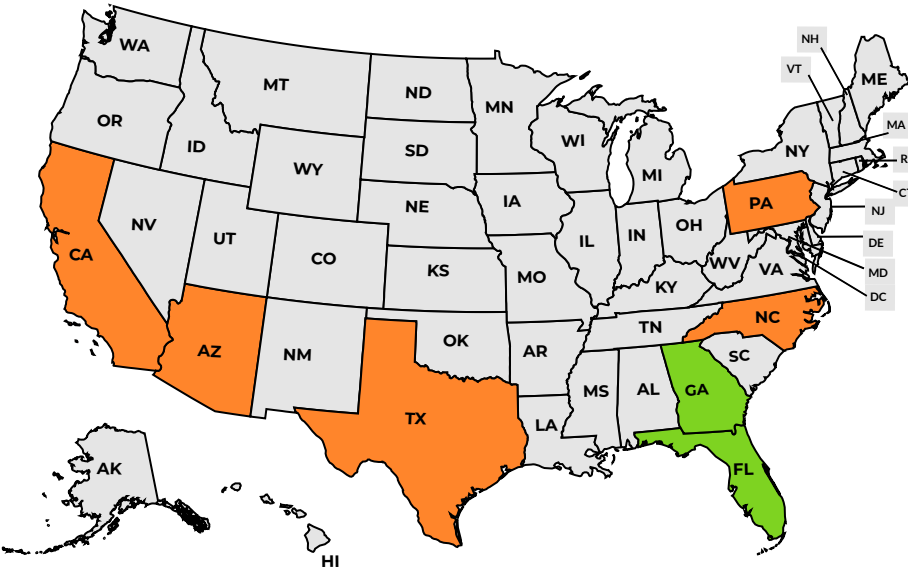


# Cemetery Broker

## Training / Experience Requirement



## Citizenship/Eligible Work Status Requirement



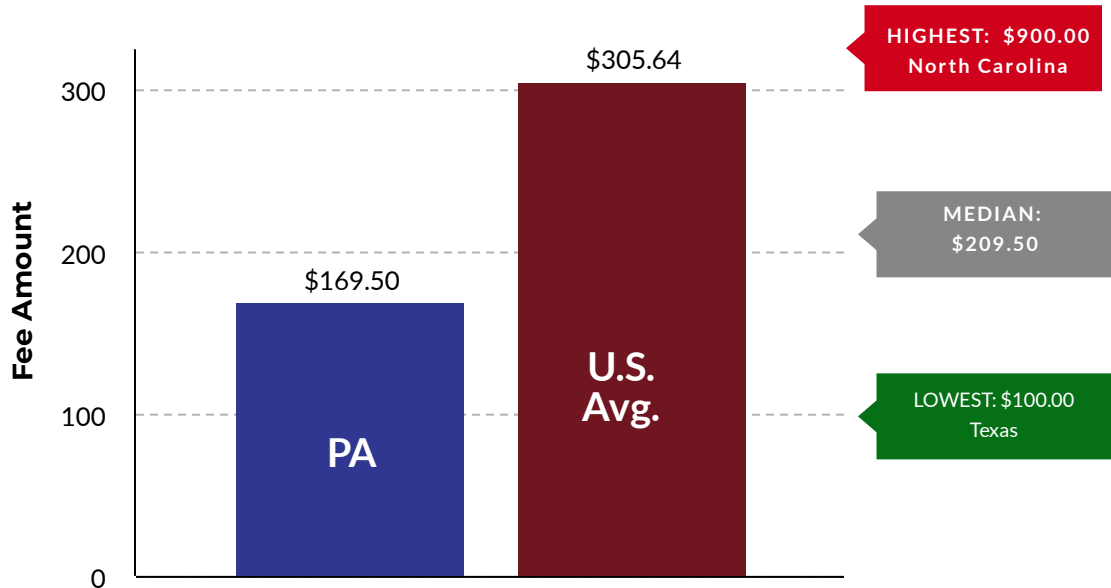
State requires US citizenship or proof of eligible work status for licensure :

- Yes
- No
- States that do not license this occupation



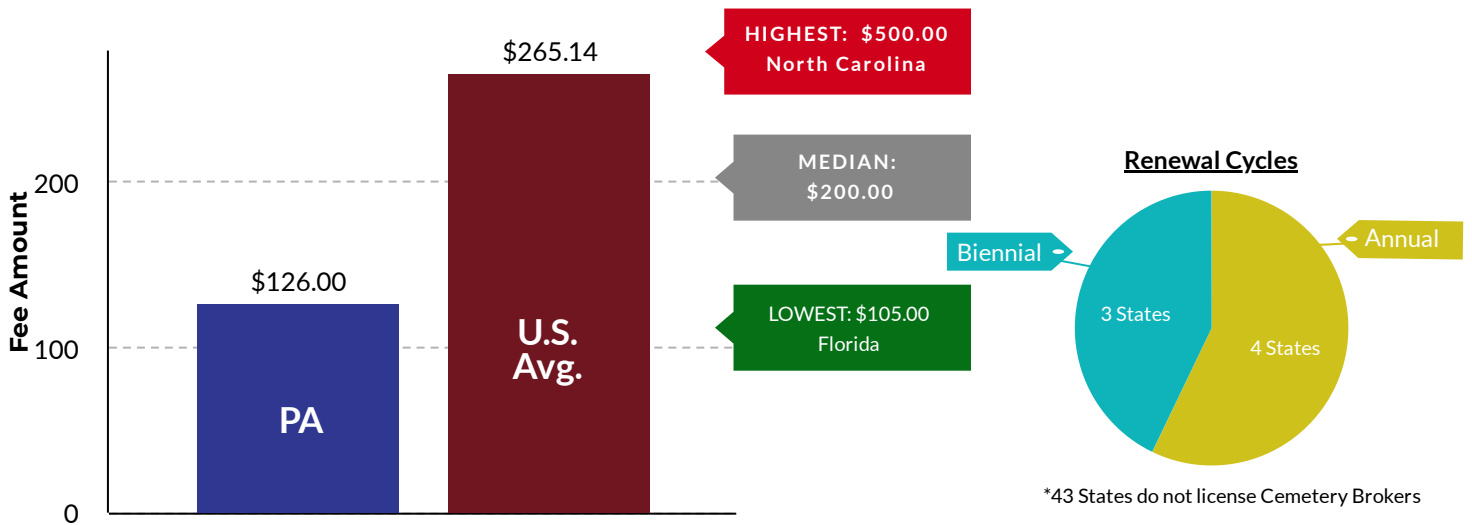
# Cemetery Broker

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*43 States do not license Cemetery Brokers

# Cemetery Broker

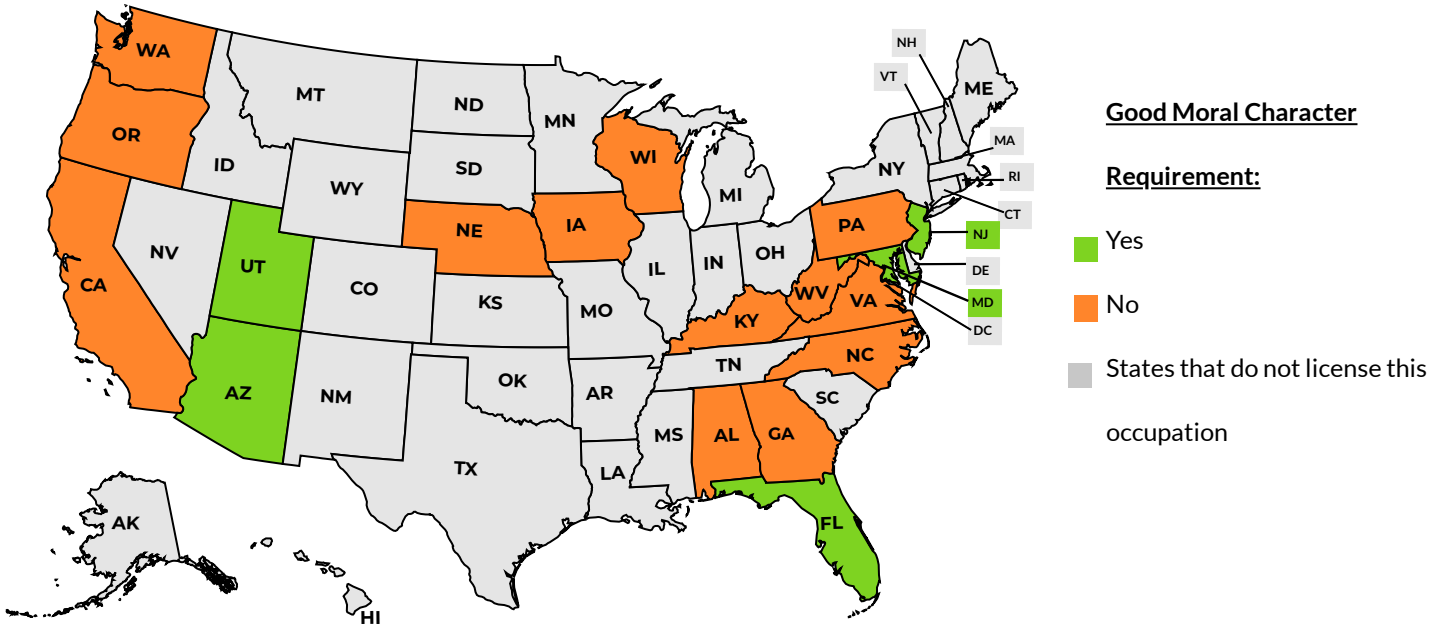
## States with Reciprocity or Endorsement

<u>Reciprocity</u>	<u>States that do not license this occupation</u>	<u>Not specified in legislation</u>
Pennsylvania**	Alabama	Arizona
	Alaska	California
	Arkansas	Florida
	Colorado	Georgia
	Connecticut	North Carolina
	Delaware	Texas
	Hawaii	
	Idaho	
	Illinois	
	Indiana	
	Iowa	
	Kansas	
	Kentucky	
	Louisiana	
	Maine	
	Maryland	
	Massachusetts	
	Michigan	
	Minnesota	
	Mississippi	
	Missouri	
	Montana	
	Nebraska	
	Nevada	
	New Hampshire	
	New Jersey	
	New Mexico	
	New York	
	North Dakota	
	Ohio	
	Oklahoma	
	Oregon	
	Rhode Island	
	South Carolina	
	South Dakota	
	Tennessee	
	Utah	
	Vermont	
	Virginia	
	Washington	
	West Virginia	
	Wisconsin	
	Wyoming	

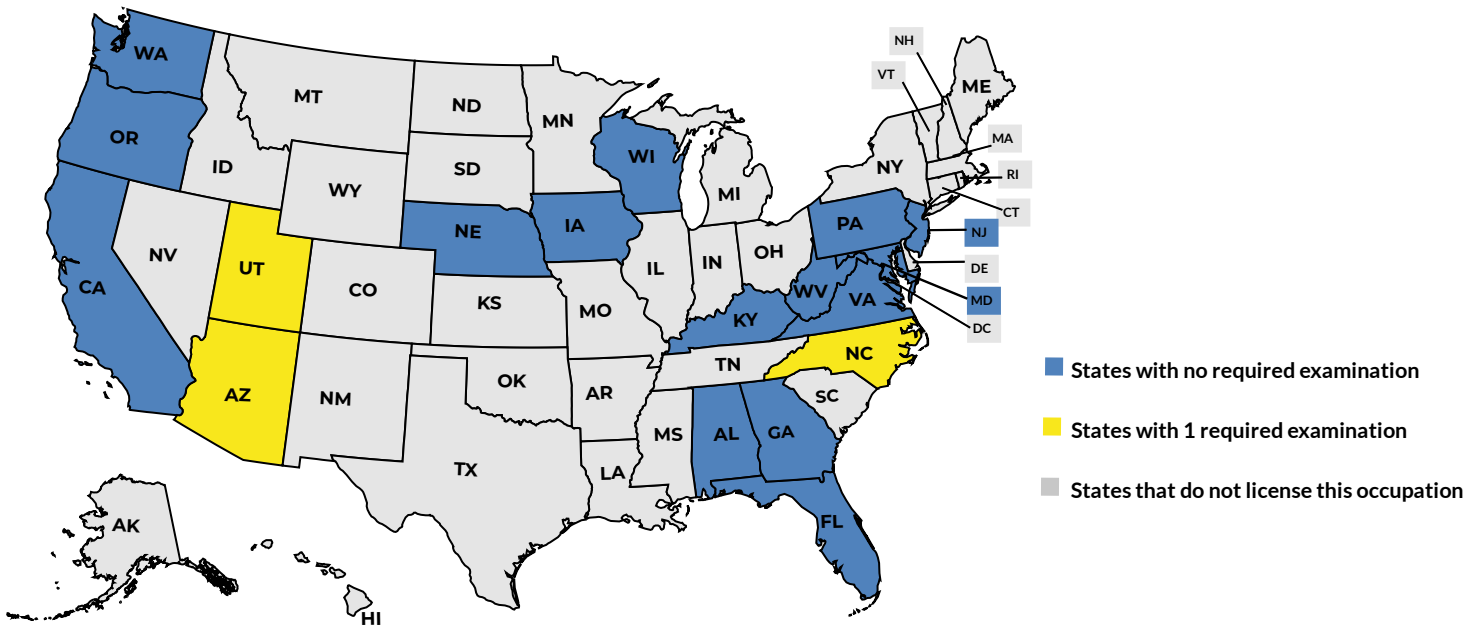
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Cemetery Salesperson

## Good Moral Character Requirement

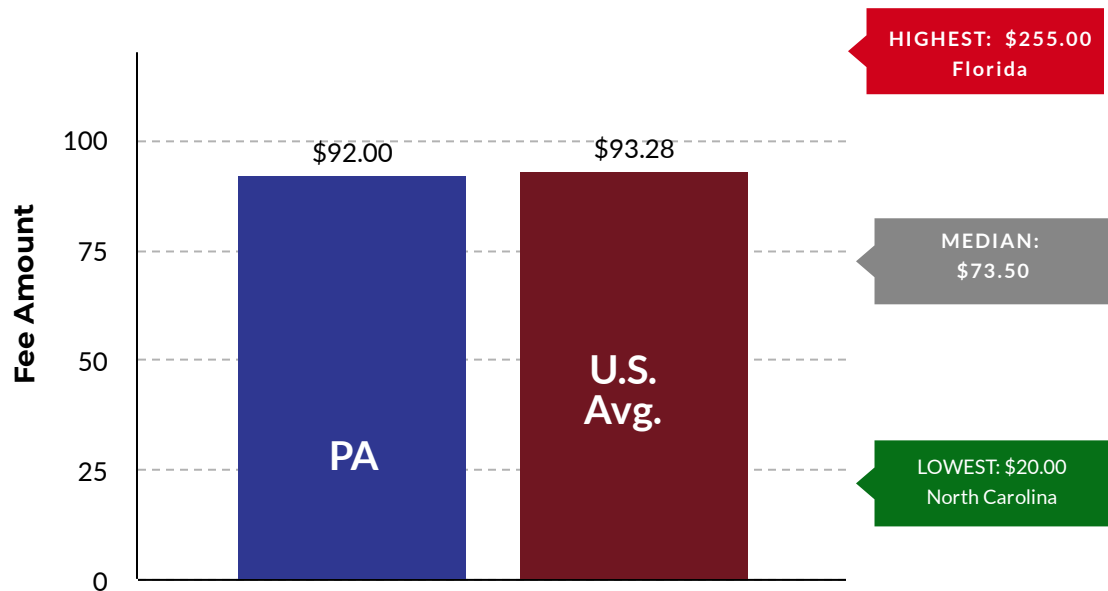


## Examination Requirement



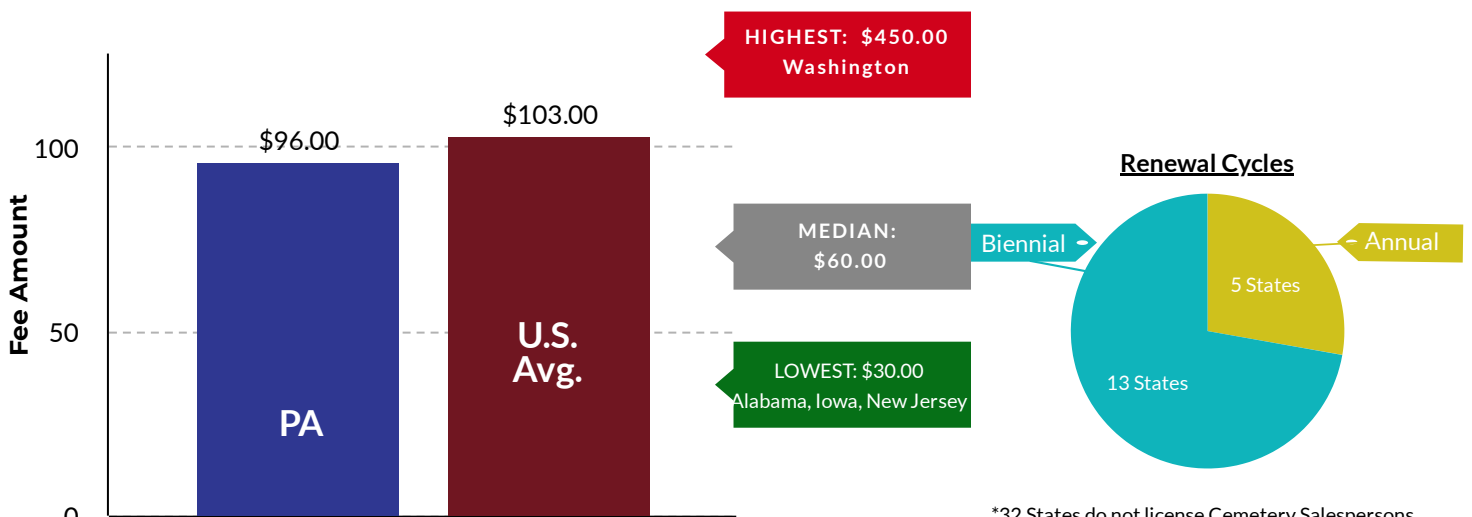
# Cemetery Salesperson

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*32 States do not license Cemetery Salespersons

# Cemetery Salesperson

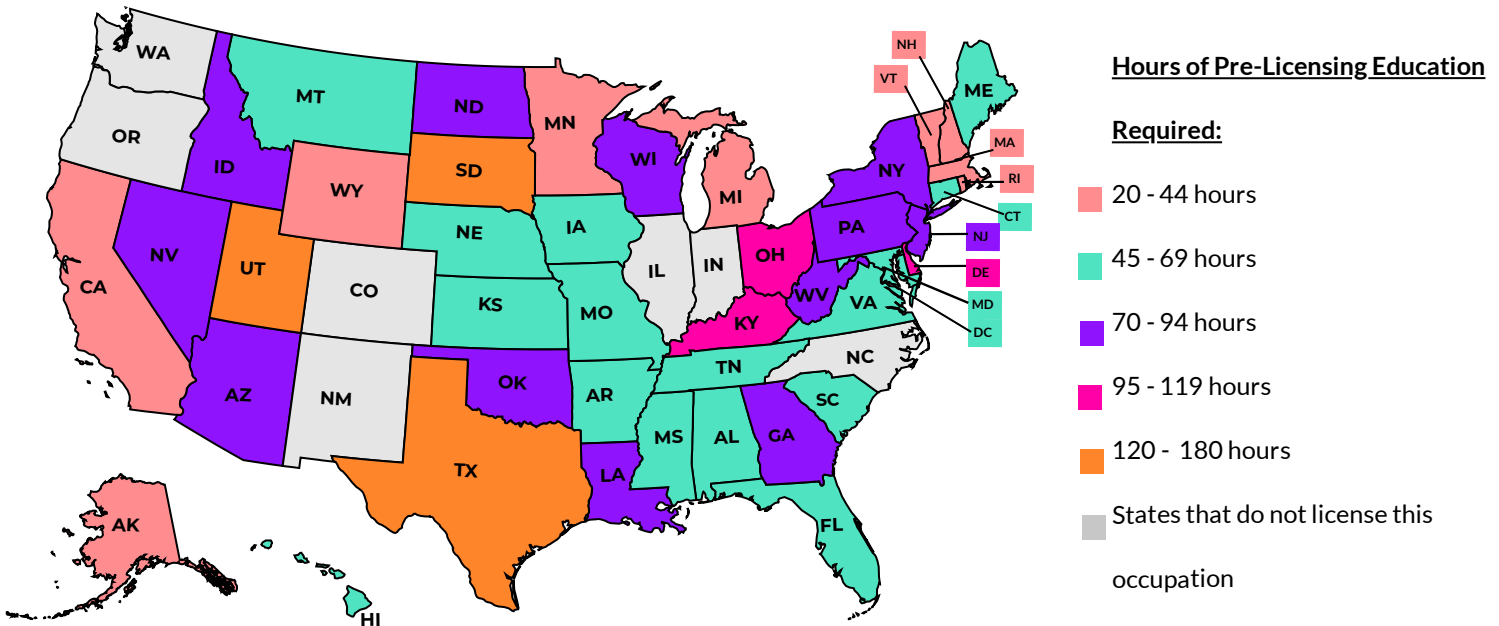
## States with Reciprocity or Endorsement

<u>Reciprocity</u>	<u>States that do not license this occupation</u>		<u>Not specified in legislation</u>
Pennsylvania**	Alaska	Montana	Alabama
	Arkansas	Nevada	Arizona
<u>Endorsement</u>	Colorado	New Hampshire	California
Utah	Connecticut	New Mexico	Florida
Virginia	Delaware	New York	Georgia
	Hawaii	North Dakota	Iowa
	Idaho	Ohio	Kentucky
	Illinois	Oklahoma	Maryland
	Indiana	Rhode Island	Nebraska
	Kansas	South Carolina	New Jersey
	Louisiana	South Dakota	North Carolina
	Maine	Tennessee	Oregon
	Massachusetts	Texas	Washington
	Michigan	Vermont	West Virginia
	Minnesota	Wyoming	Wisconsin
	Mississippi		
	Missouri		

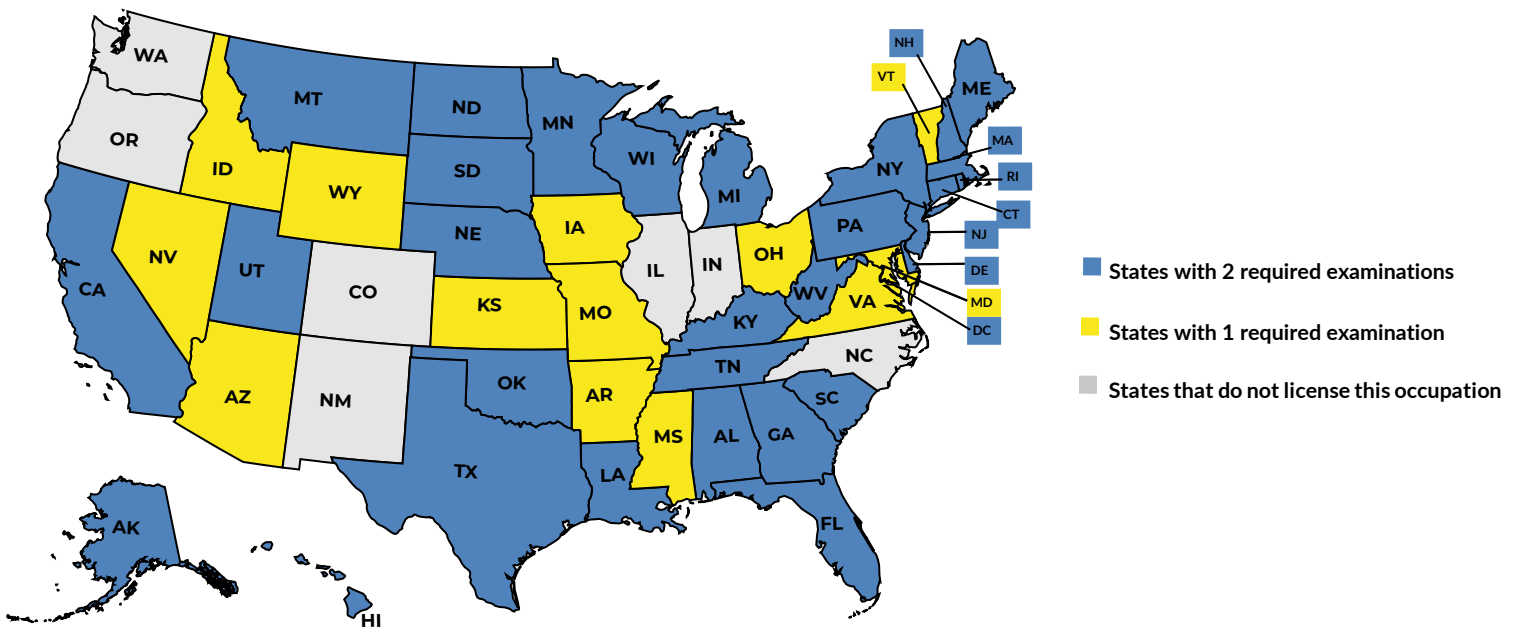
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Real Estate Salesperson

## Education Requirement



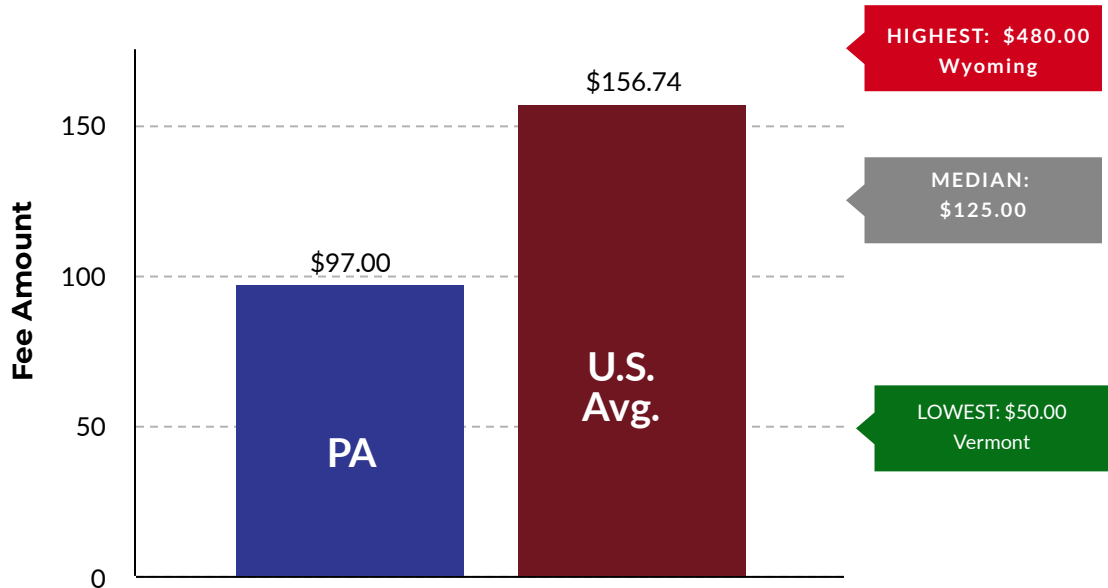
## Examination Requirement





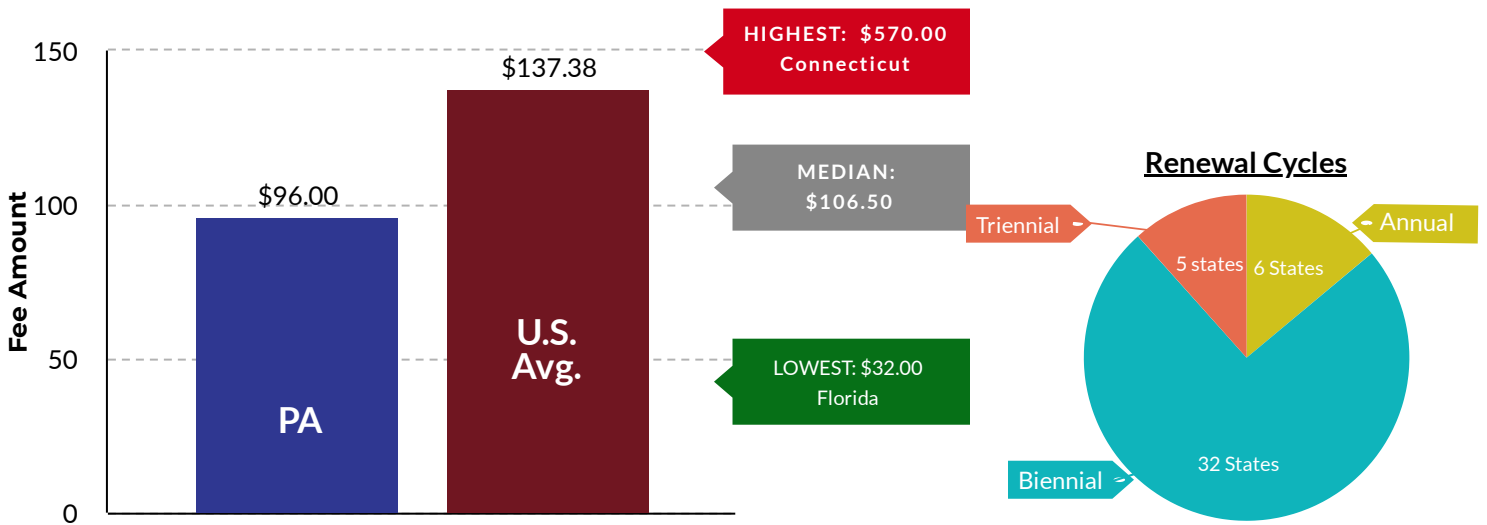
# Real Estate Salesperson

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*7 States do not license Real Estate Salespersons



# Real Estate Salesperson

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Reciprocity or Endorsement</u>
Alaska	Alabama	North Dakota	Wisconsin
	Arkansas	Ohio	
	Connecticut	Oklahoma	<u>Not specified in legislation</u>
	Delaware	Pennsylvania**	Idaho
	Florida	Rhode Island	Kentucky
	Georgia	South Carolina	Michigan
	Iowa	South Dakota	New Jersey
	Kansas	Tennessee	
	Louisiana	Texas	<u>Not specified in legislation</u>
	Maine	Utah	Colorado
	Maryland	Vermont	Indiana
	Massachusetts	Virginia	Illinois
	Minnesota	West Virginia	New Mexico
	Mississippi	Wyoming	North Carolina
	Missouri		Oregon
	Montana		Washington
	Nebraska		
	Nevada		
	New Hampshire		
	New York		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

## **Cemetery Associate Broker Notes**

**Pennsylvania** is the only state that has a license class for 'Cemetery Associate Broker'

A Cemetery Associate Broker is an individual cemetery broker employed by another cemetery broker or by a broker.

## **Manager of Record Notes**

**Pennsylvania & Connecticut** are the only states that have a license class for 'Manager of Record'

A Manager of Record is the individual rental listing referral agent responsible for the rental listing transactions of a partnership, association or corporation that holds a rental listing referral agent's license.

## **Rental Listing Referral Agent Notes**

There are only 3 states that have a license class for 'Rental Listing Referral Agent': **California, New Jersey, Pennsylvania**

A Rental Listing Referral Agent is an individual or entity that owns or manages a business which collects rental information for the purpose of referring prospective tenants to rental units or locations of rental units.



# **Occupational Licensing Study 50 State Comparison**

State Board of Social Workers, Marriage &  
Family Therapists and Professional  
Counselors

Clinical Social Worker  
Marriage & Family Therapist  
Professional Counselor  
Social Worker



Presented by the Pennsylvania  
Department of State

2020

# Clinical Social Worker

A social worker who holds a clinical license and has special knowledge of social resources, human personality and capabilities, and therapeutic techniques and how they can be used to help people achieve adequate and productive personal, interpersonal and social adjustments in their individual lives, in their families and in their community.

# Marriage & Family Therapist

Individuals who specialize in the 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.

# Professional Counselor

Licensed professionals who may specialize in any of the following:

(1) The application of principles and practices of counseling, mental health and human development to evaluate and 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.

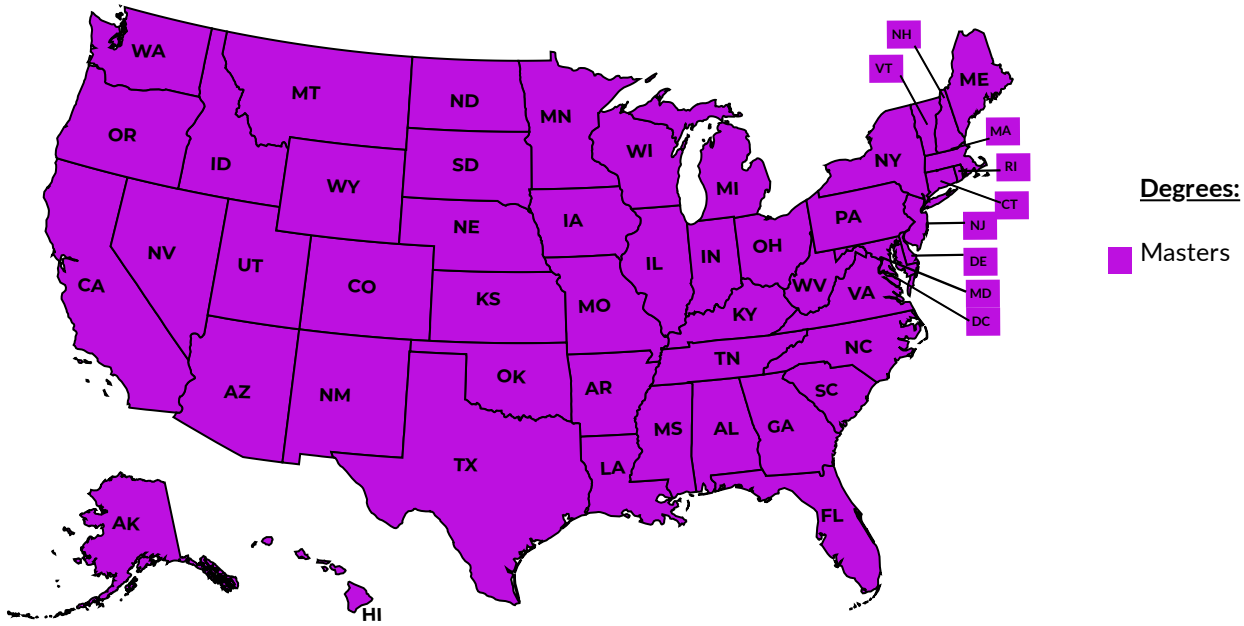
# **Social Worker**

**A person who holds a current license and has received a master's or doctoral degree from an accredited school or program of social work or social welfare.**

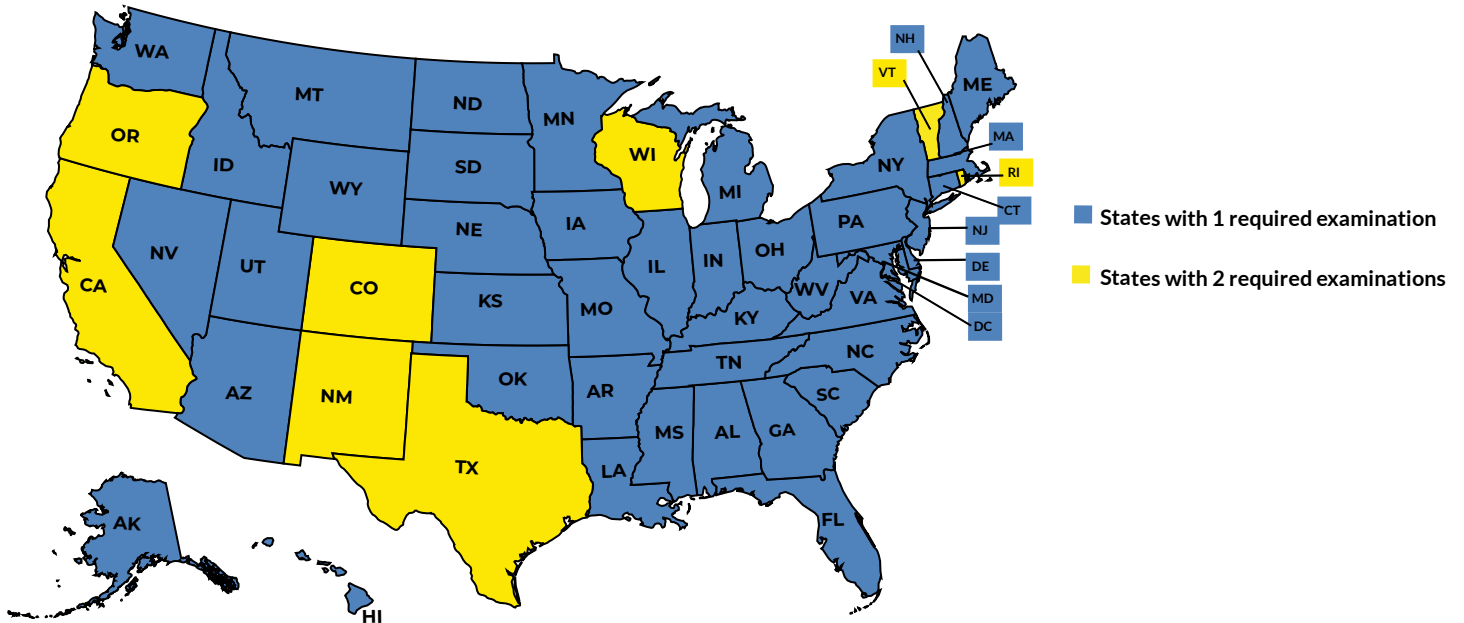
**A social worker has special knowledge of social resources, human personality and capabilities and therapeutic techniques and how to use them to help people to achieve adequate and productive personal, interpersonal and social adjustments in their individual lives, in their families and in their community.**

# Clinical Social Worker

## Degree Requirement



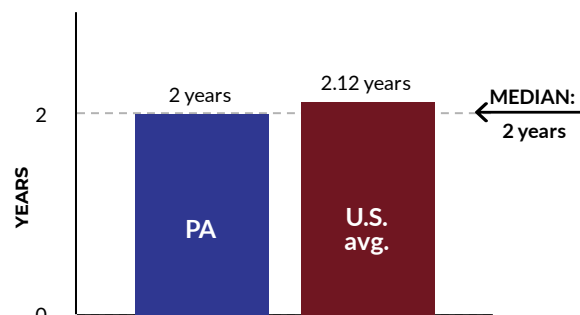
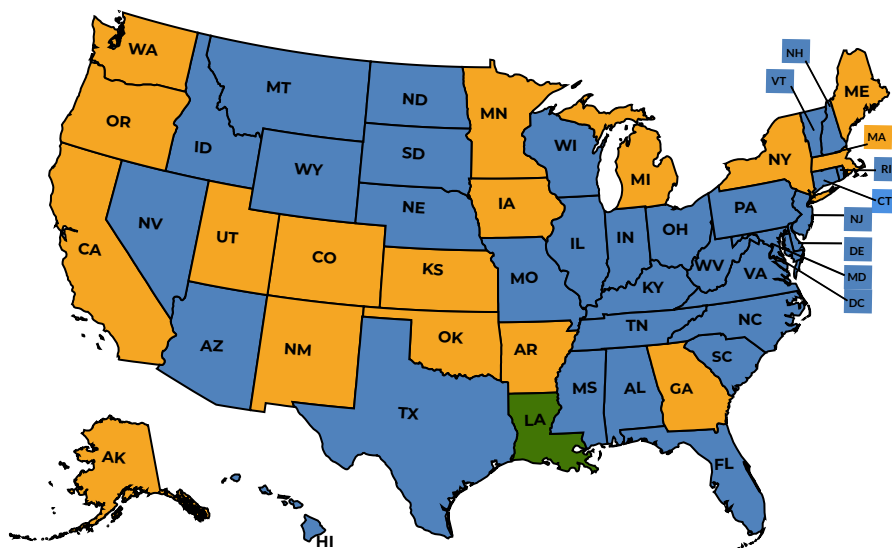
## Examination Requirement





# Clinical Social Worker

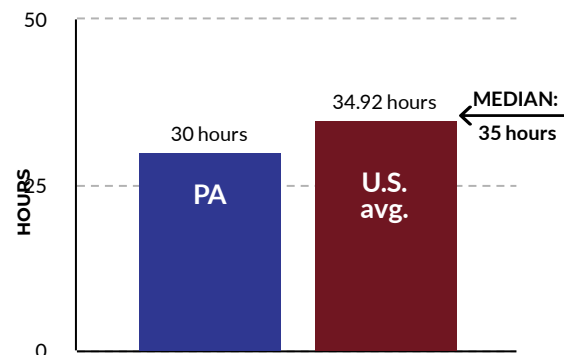
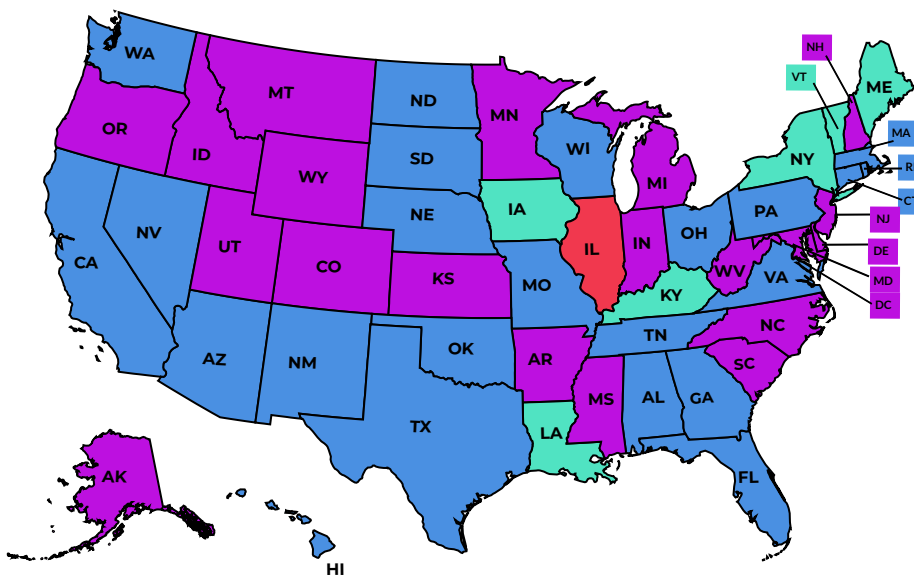
## Training / Experience Requirement



\* Experience scale

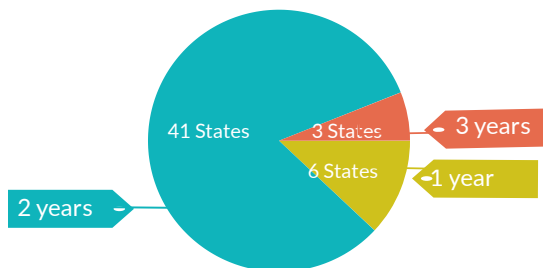
- 2 years = <3,200 hours
- 3 years = 3,200 hours - 4,800 hours
- 4 years = >4,800 hours

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

CE Reporting Cycles

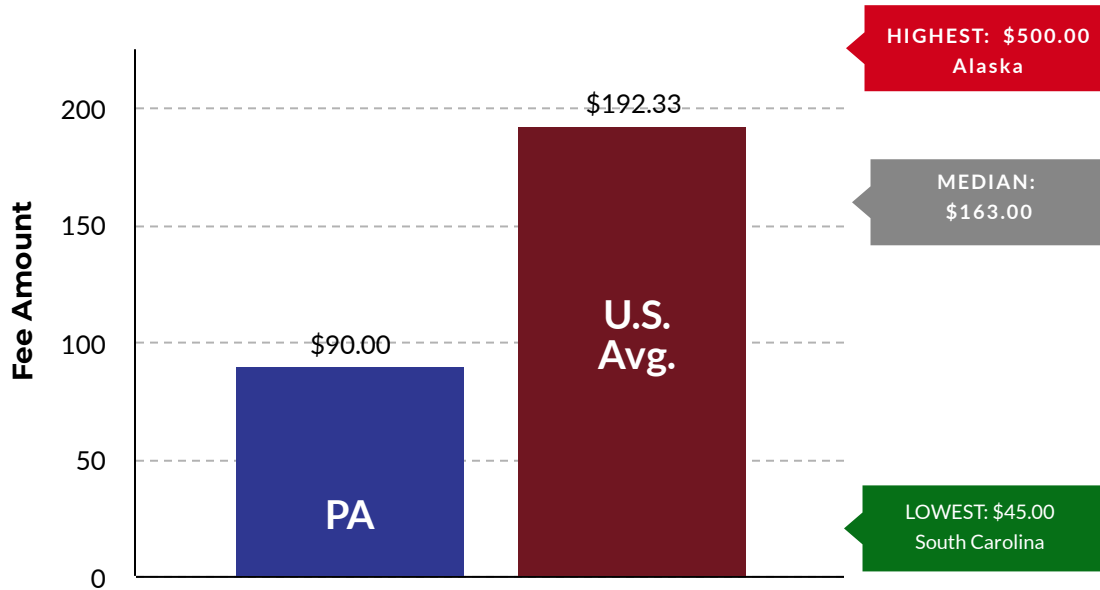


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 20 - 29 CE hours/2 yrs
- 30 - 39 CE hours/2 yrs
- 40 - 49 CE hours/2 yrs
- 50 - 60 CE hours/2 yrs

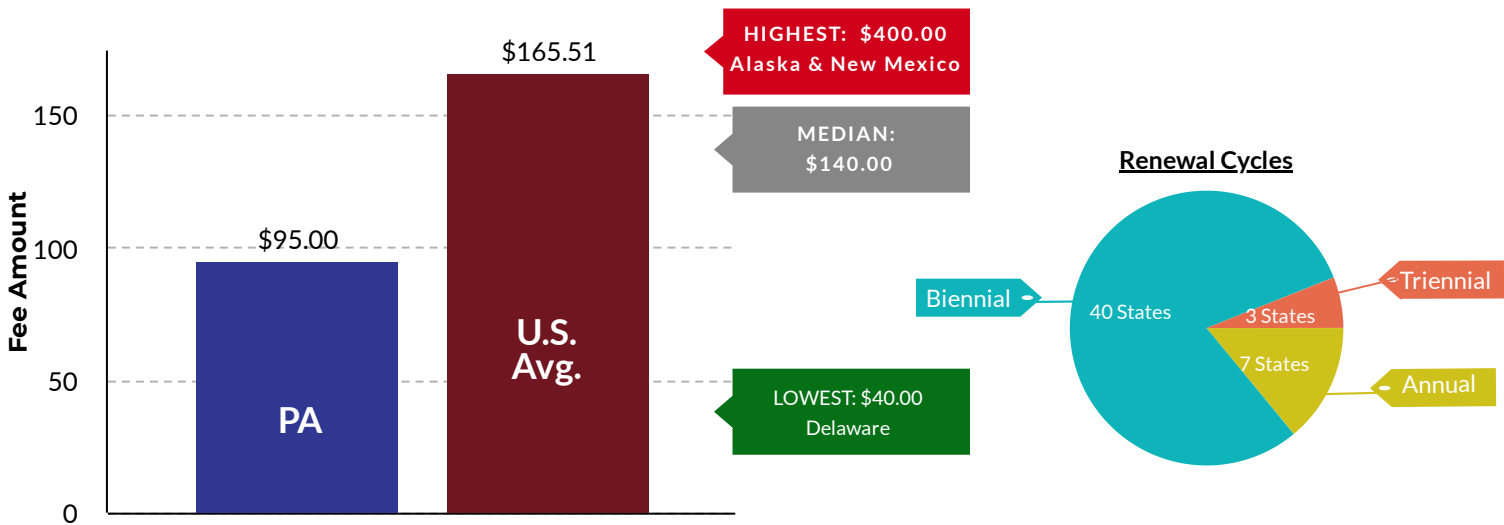
# Clinical Social Worker

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Clinical Social Worker

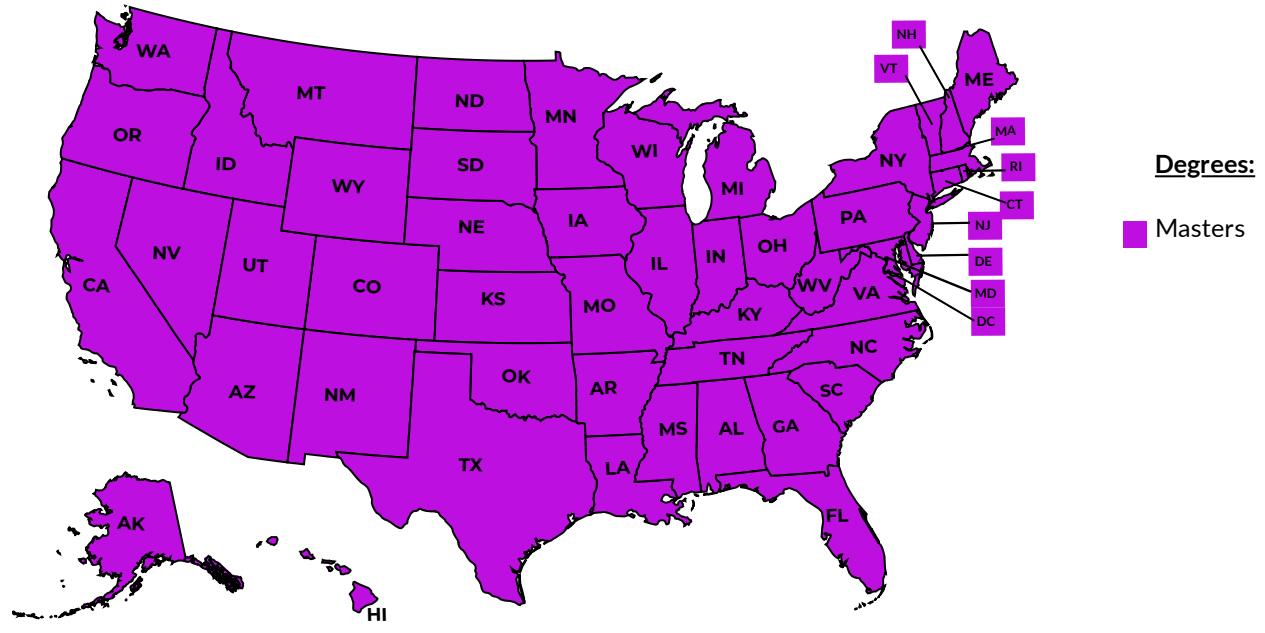
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Endorsement or Reciprocity</u>
Arizona	Alabama	Hawaii
Colorado	Arkansas	Louisiana
Connecticut	Delaware	Mississippi
District of Columbia	Indiana	Oklahoma
Florida	Iowa	
Idaho	Kansas	
Illinois	Kentucky	
Maryland	Maine	
Michigan	Massachusetts	<u>Credentials</u>
Minnesota	Missouri	Alaska
Montana	Nebraska	
Nevada	New Mexico	
New Jersey	North Dakota	<u>Not specified in legislation</u>
New York	Ohio	California
North Carolina	South Dakota	Georgia
Pennsylvania**	Tennessee	New Hampshire
Rhode Island	Wisconsin	Oregon
Texas	Wyoming	South Carolina
Utah		West Virginia
Vermont		
Virginia		
Washington		

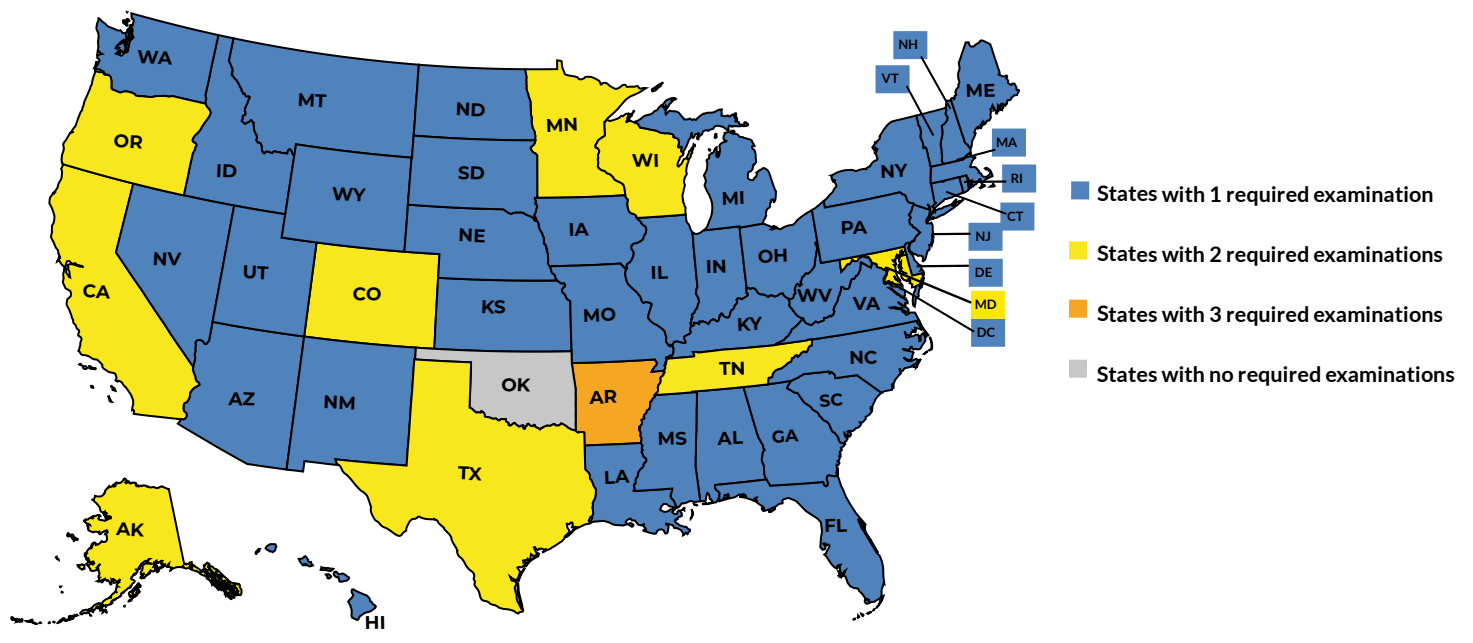
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Marriage & Family Therapist

## Degree Requirement

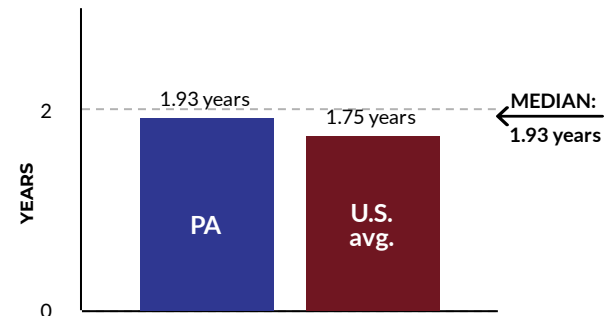
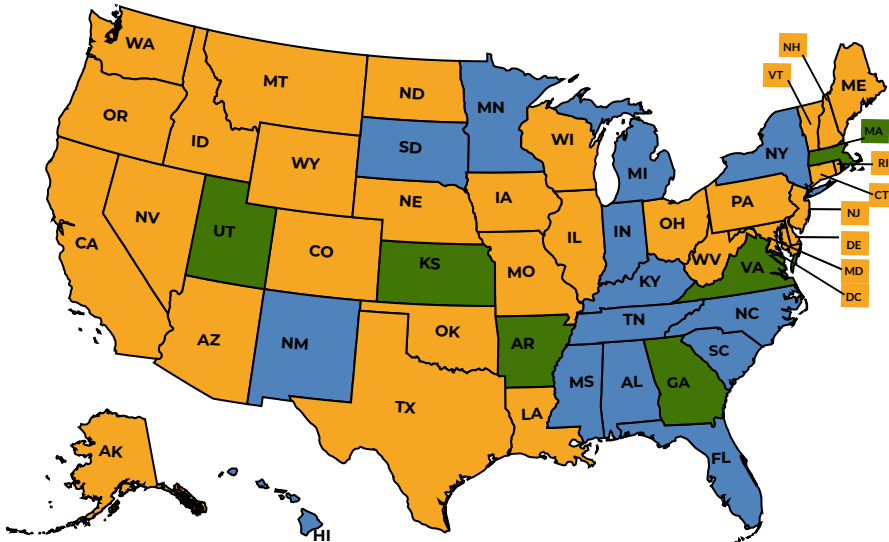


## Examination Requirement



# Marriage & Family Therapist

## Training / Experience Requirement



\* Experience scale

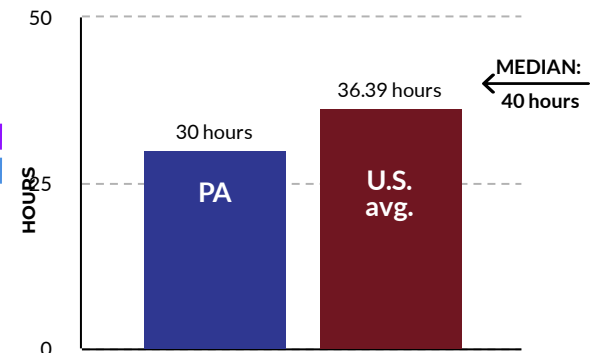
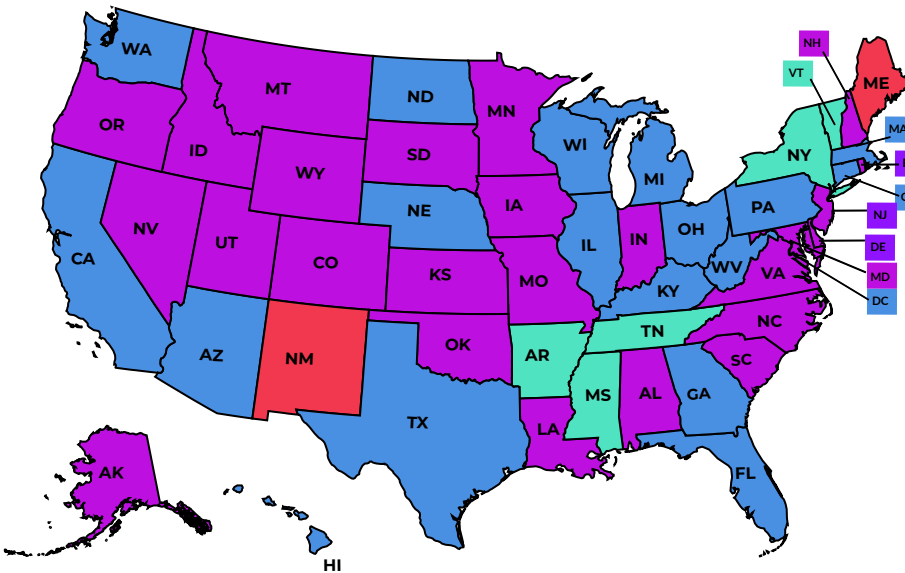
1 year = 1,600 hours or less

2 years = 3,200 hours or less

3 years = 3,200 hours - 4,800 hours

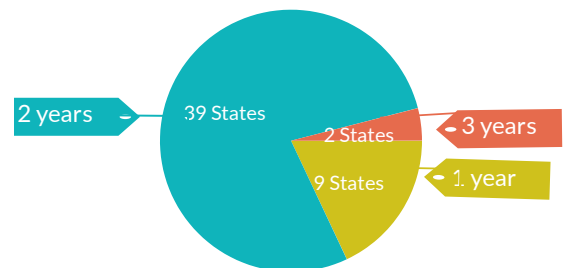
- 1 year
- 2 years
- 3 years

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

CE Reporting Cycles

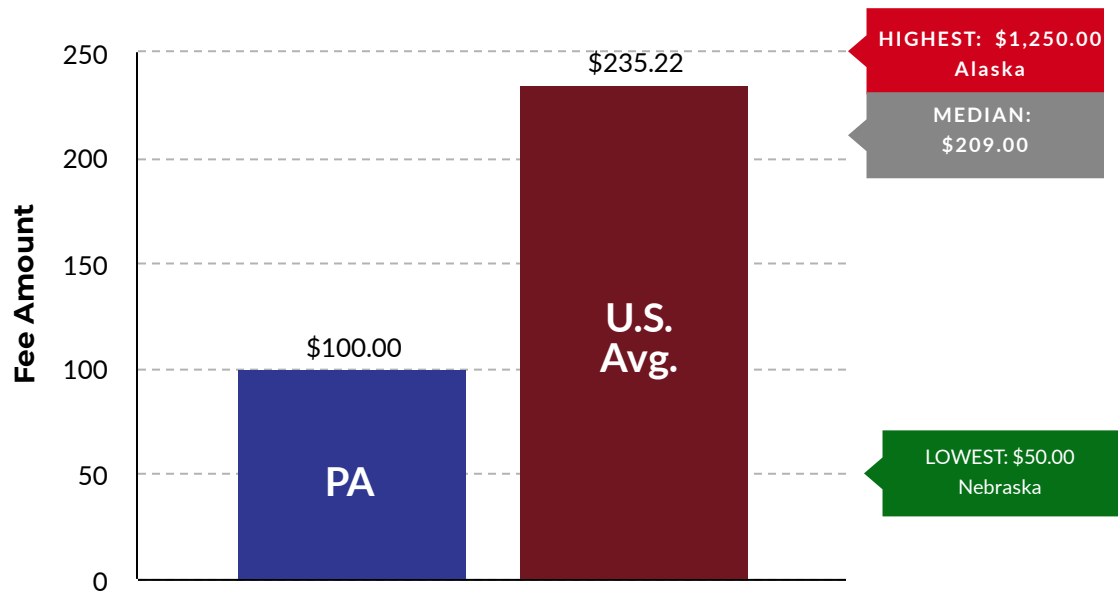


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 20 - 29 CE hours/2 yrs
- 30 - 39 CE hours/2 yrs
- 40 - 49 CE hours/2 yrs
- 50 - 60 CE hours/2 yrs

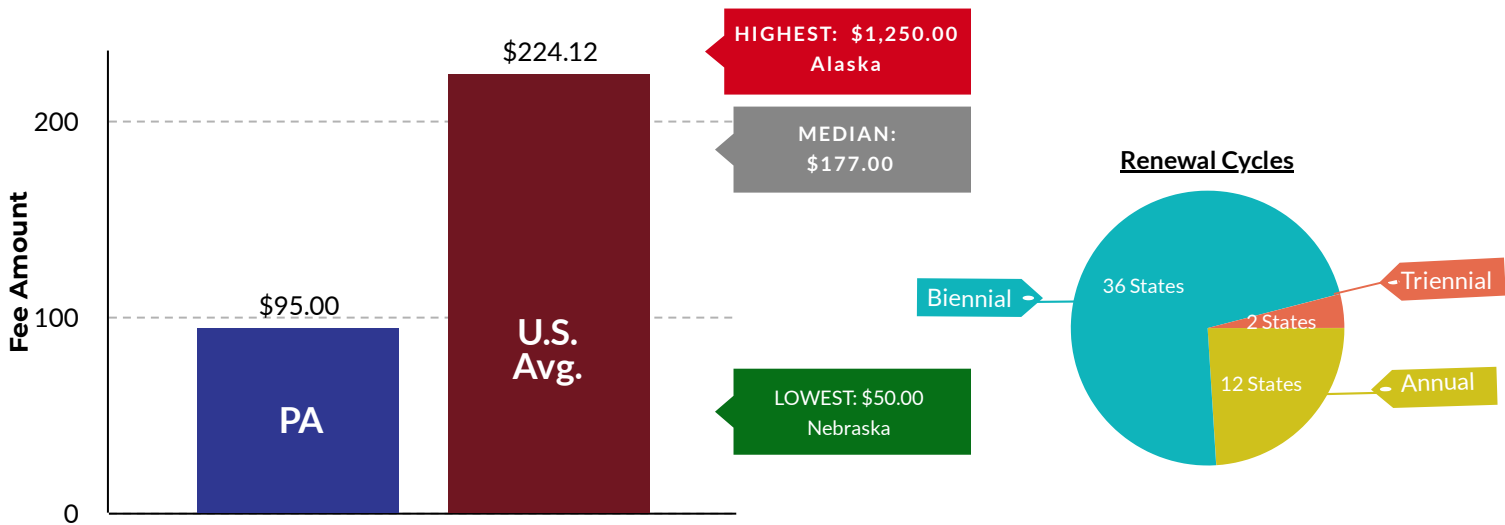
# Marriage & Family Therapist

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Marriage & Family Therapist

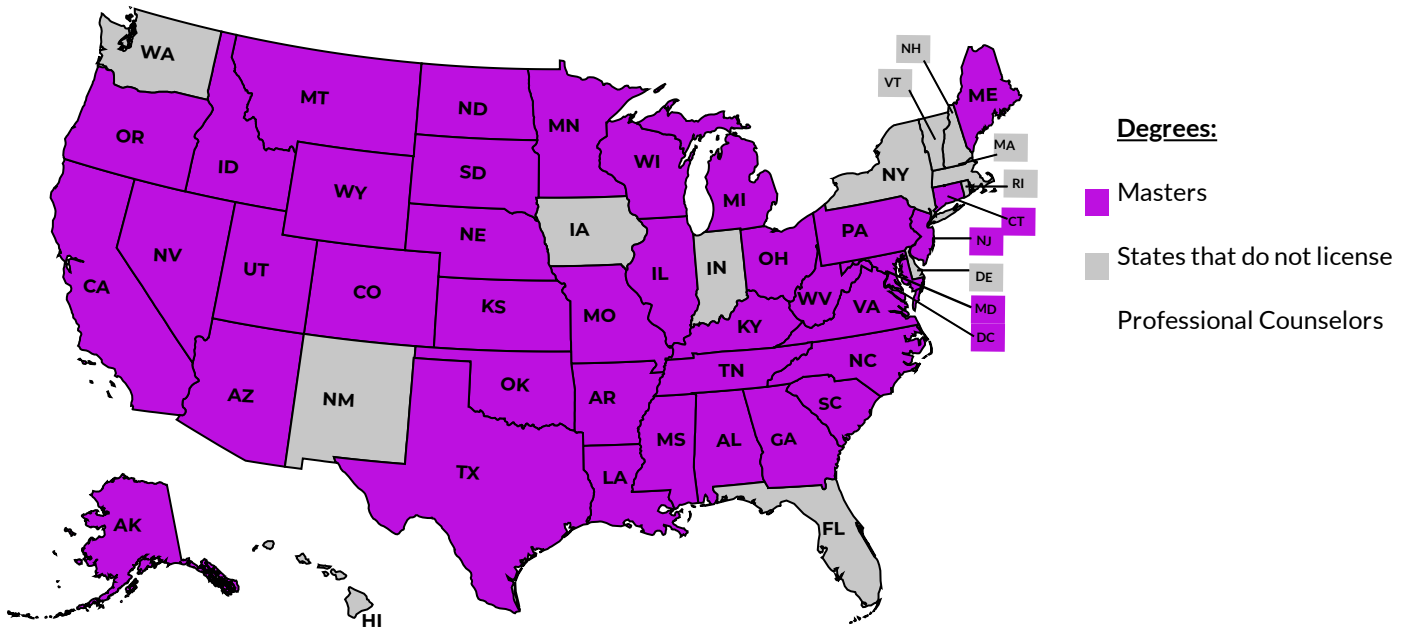
## States with Reciprocity or Endorsement

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

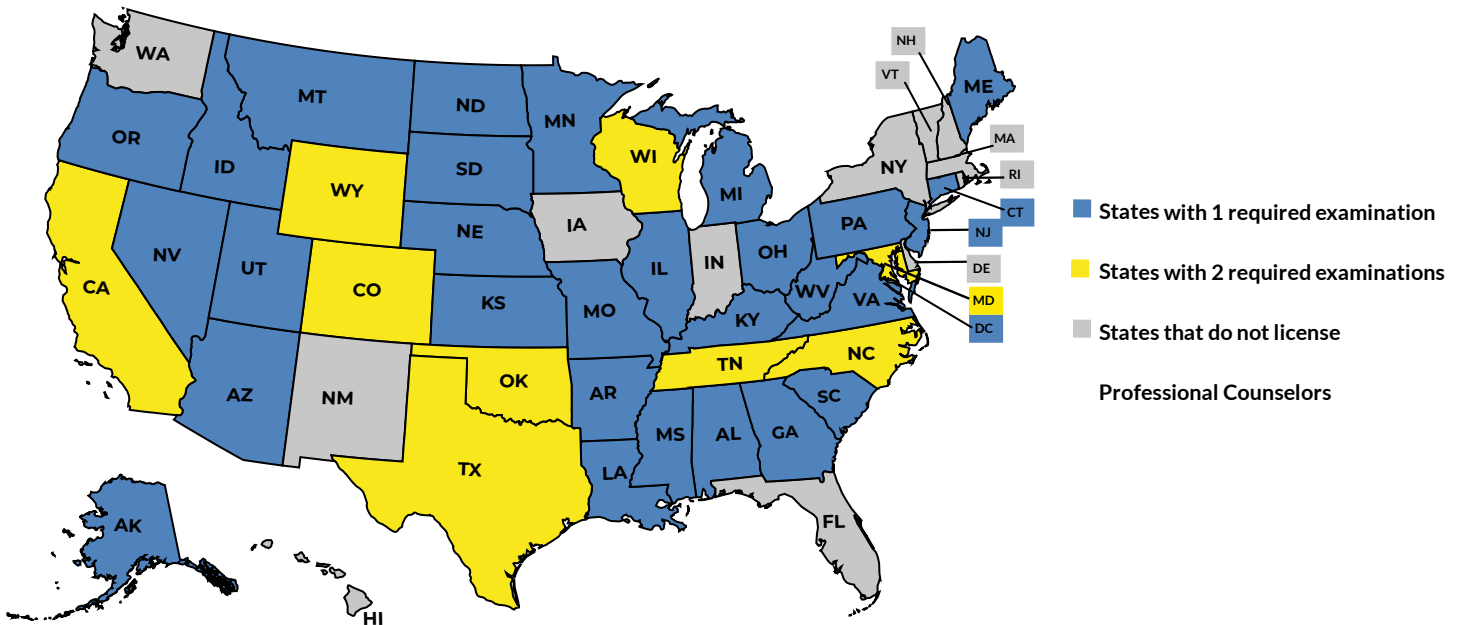
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Professional Counselor

## Degree Requirement



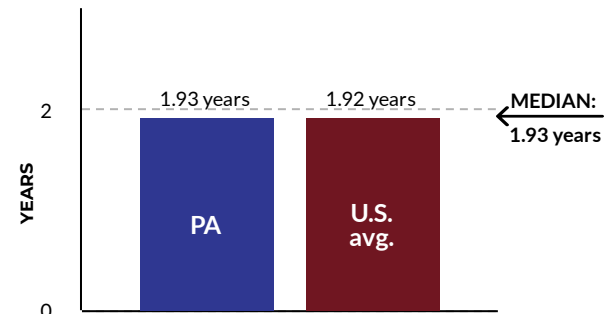
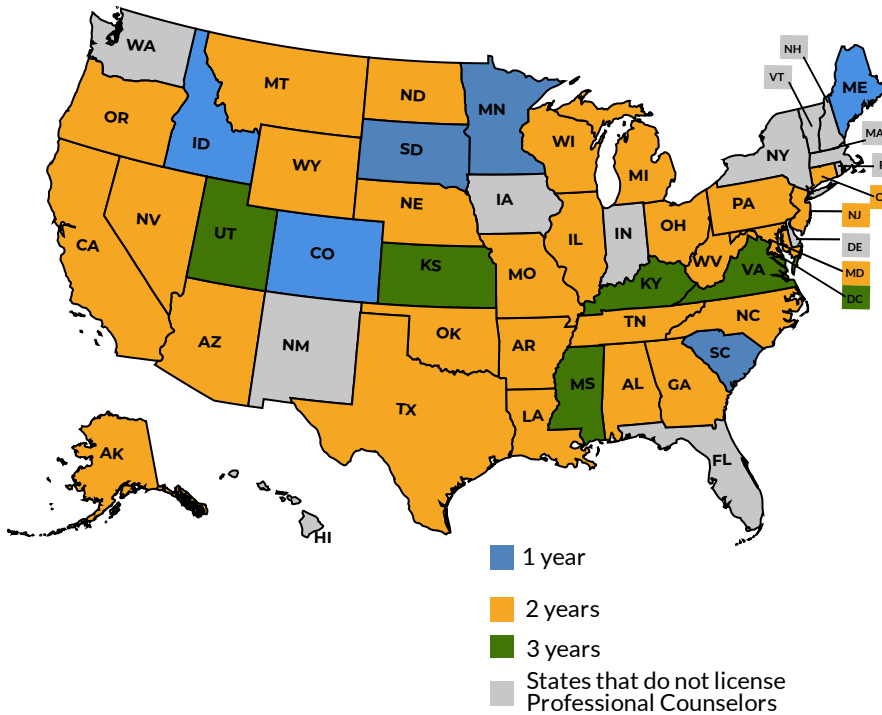
## Examination Requirement





# Professional Counselor

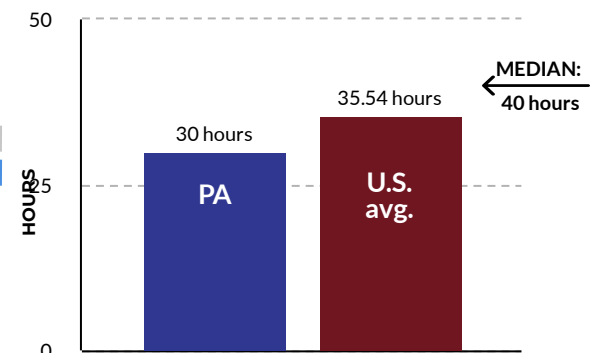
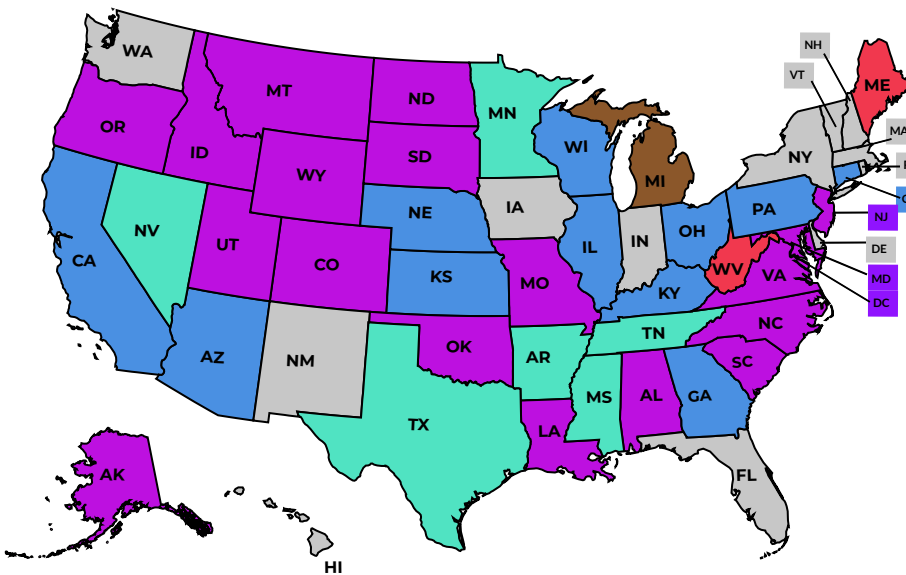
## Training / Experience Requirement



\* Experience scale

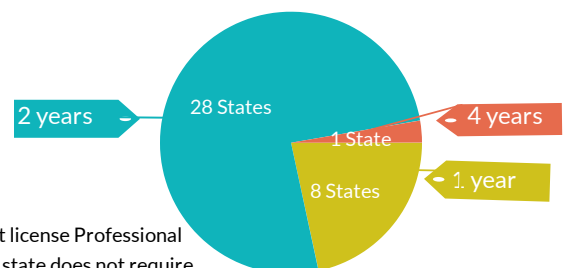
- 1 year = 1,600 hours or less
- 2 years = 1,600 hours - 3,200 hours
- 3 years = 3,200 hours - 4,800 hours

## Continuing Education Requirement



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

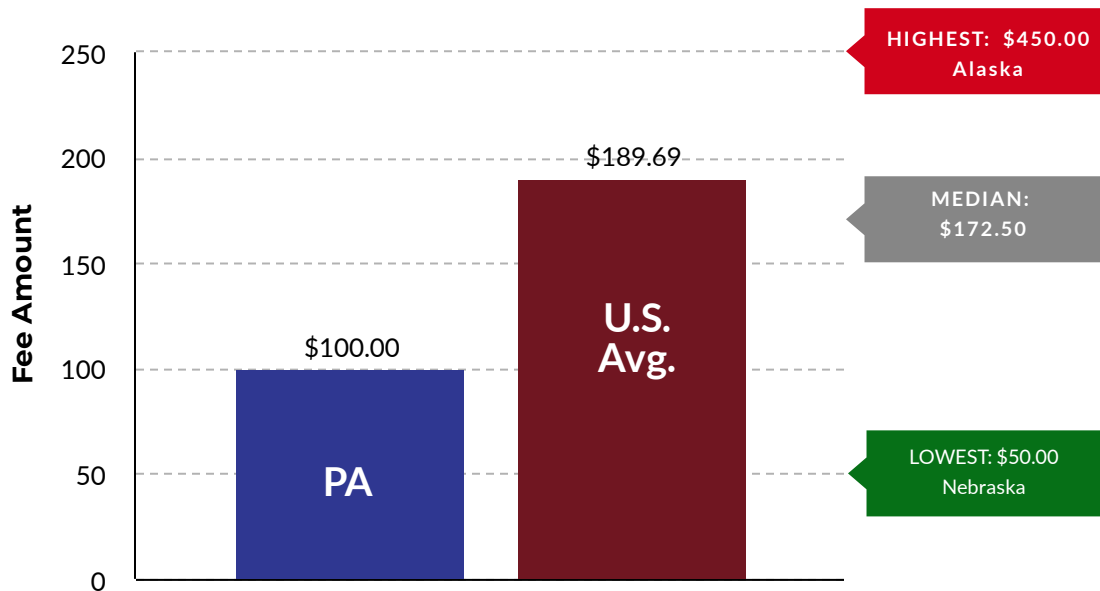
CE Reporting Cycles



\*12 states do not license Professional Counselors and 1 state does not require CE hours for licensure.

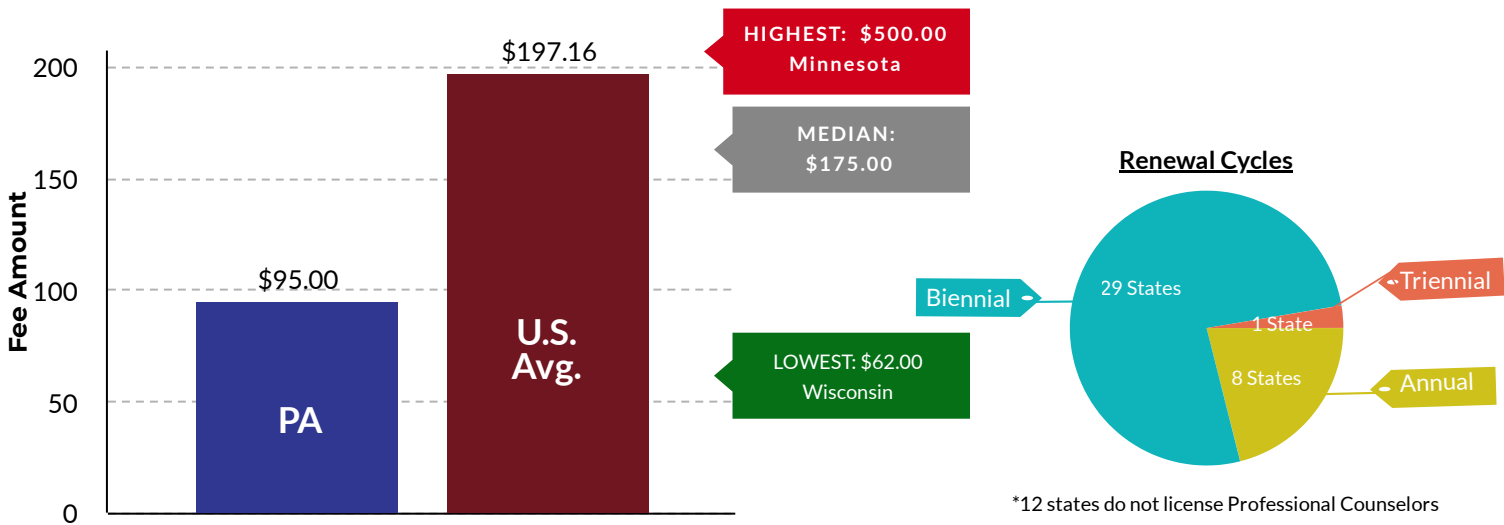
# Professional Counselor

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*12 states do not license Professional Counselors

# Professional Counselor

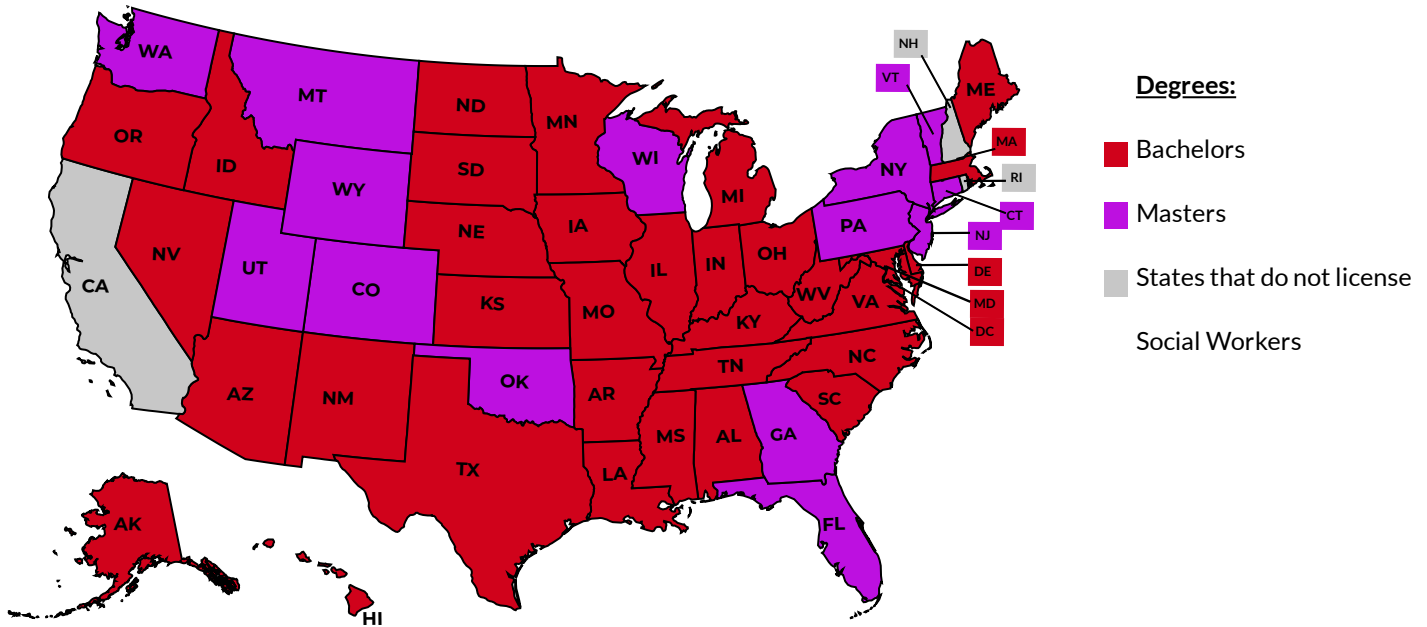
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Alabama	Alaska	Arkansas
Arizona	California	Mississippi
Colorado	Kansas	
Connecticut	Kentucky	
Georgia	Minnesota	
Idaho	Missouri	
Illinois	North Dakota	
Louisiana	Ohio	
Maine	Oregon	
Maryland	South Dakota	
Michigan	Tennessee	
Montana	Texas	
New Jersey	Wisconsin	
North Carolina	Wyoming	
Oklahoma	<u>Endorsement or Reciprocity.</u>	
Pennsylvania**	Virginia	
South Carolina		
Utah		
West Virginia		

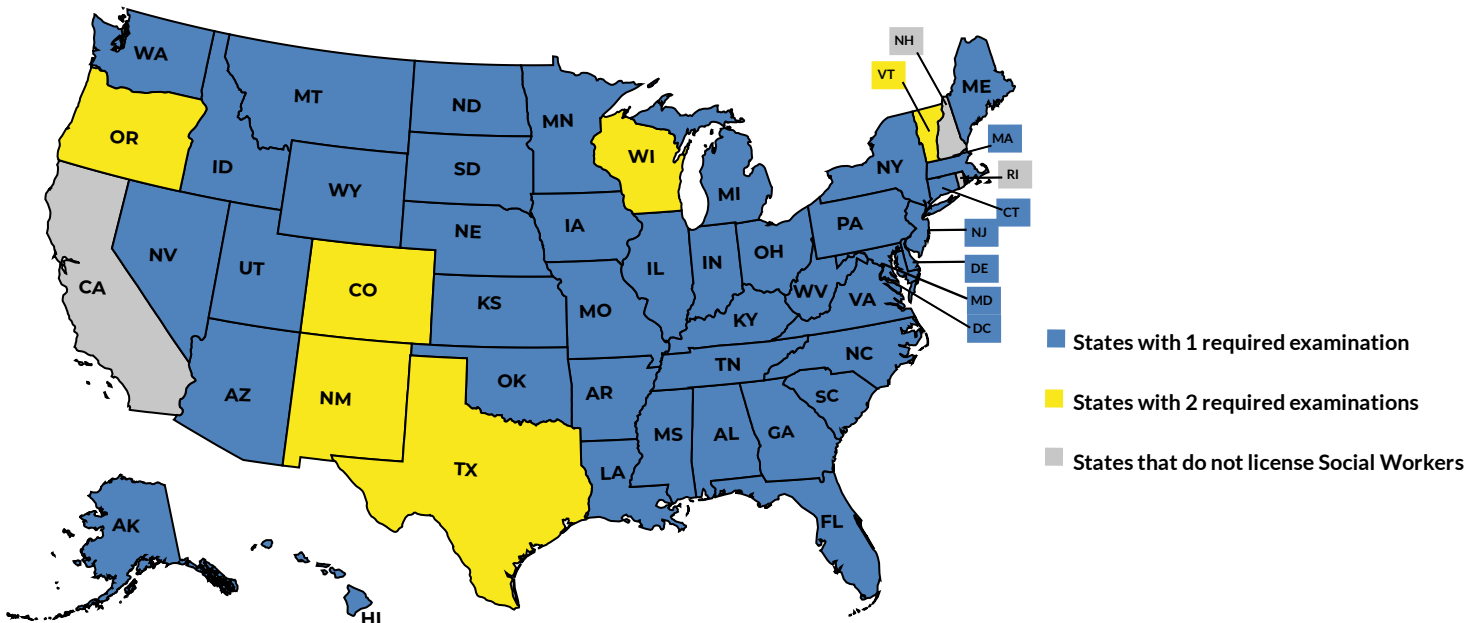
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Social Worker

## Degree Requirement

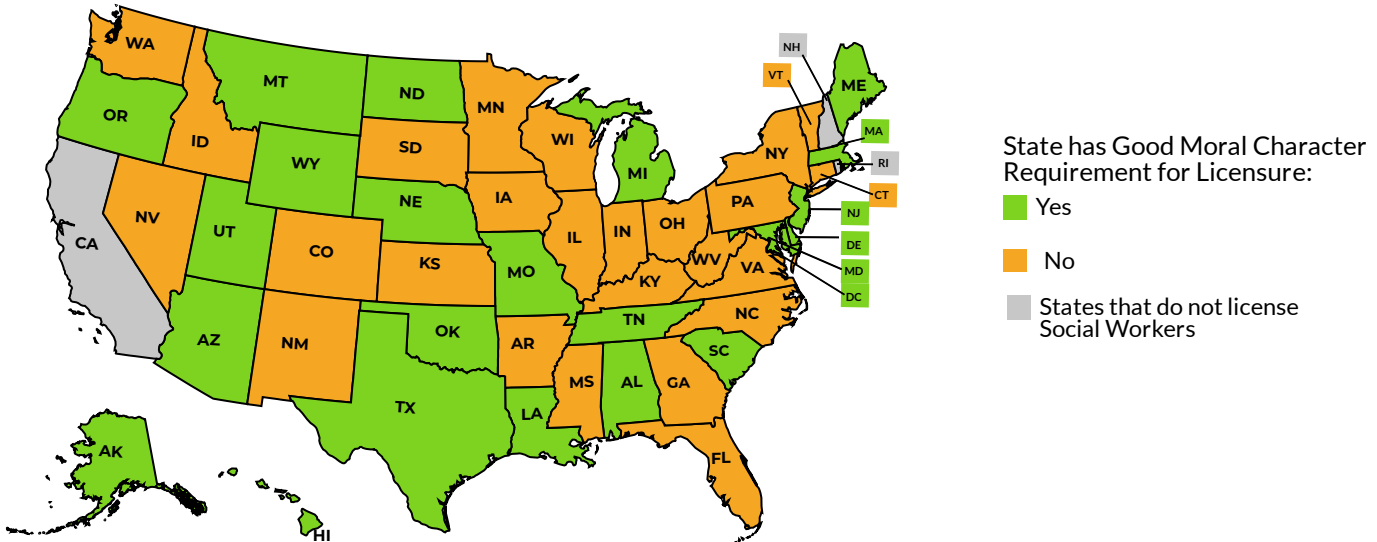


## Examination Requirement

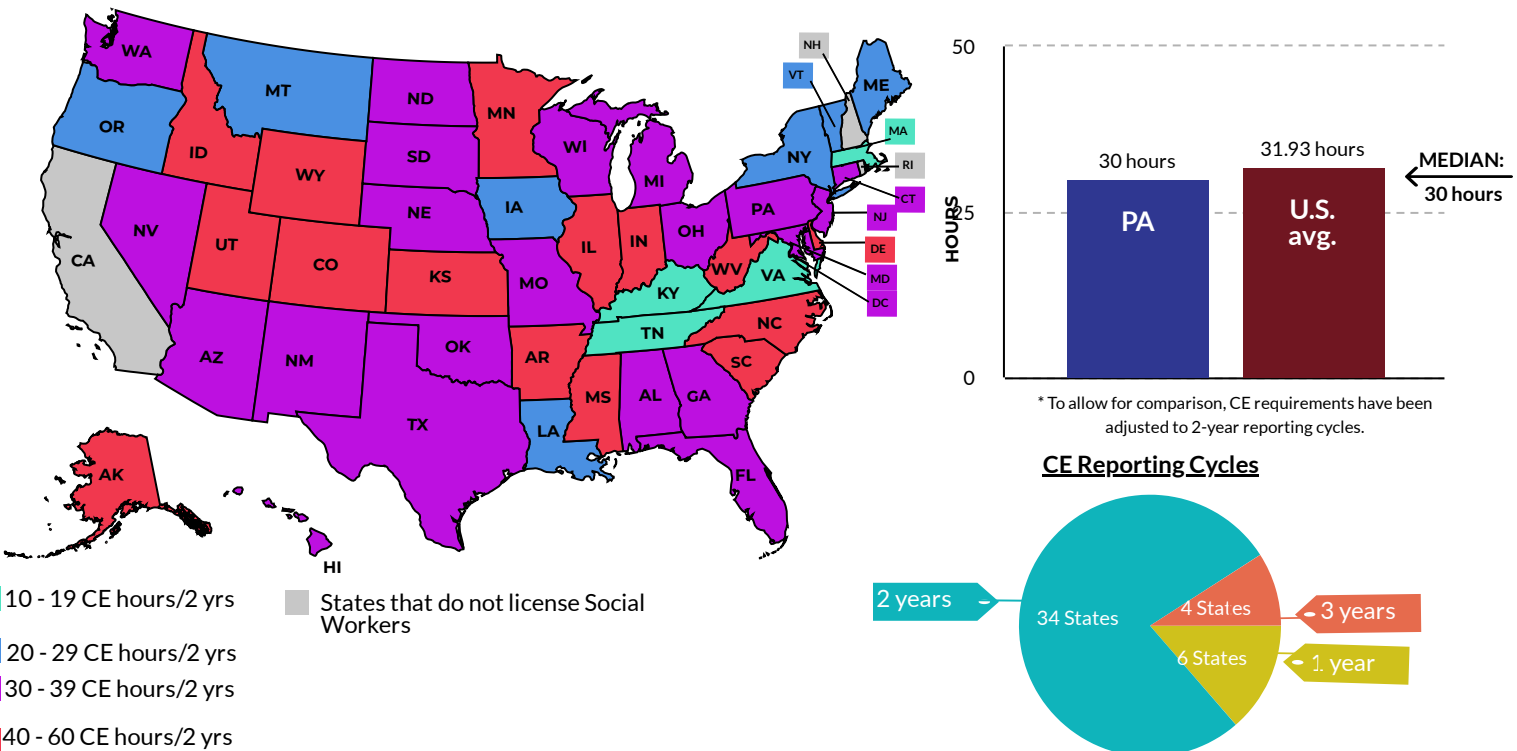


# Social Worker

## Good Moral Character Requirement



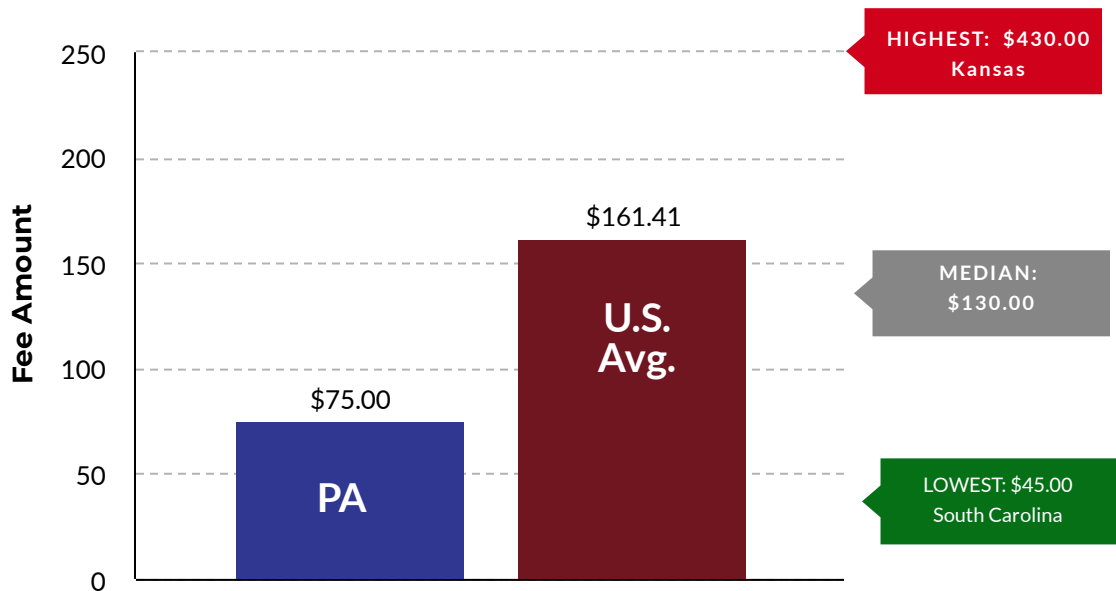
## Continuing Education Requirement



\*6 States do not license Social Workers

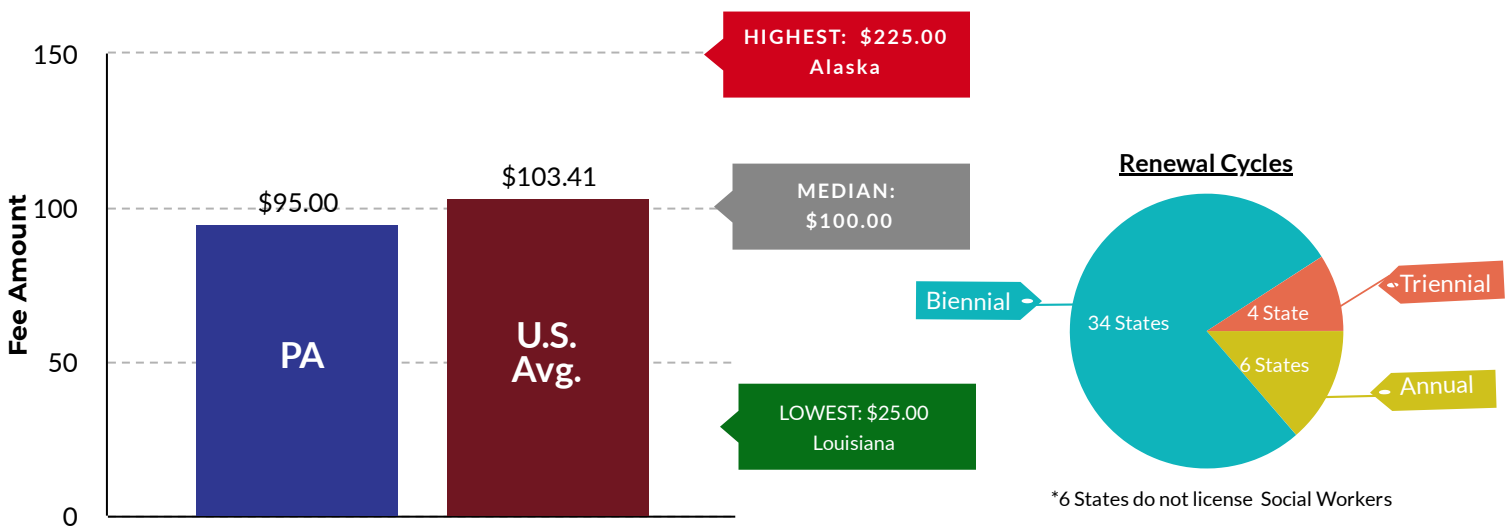
# Social Worker

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*6 States do not license Social Workers

# Social Worker

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Endorsement or Reciprocity</u>
Alaska	Alabama	Hawaii
Arizona	Arkansas	Louisiana
Colorado	Indiana	Mississippi
Connecticut	Iowa	<u>States that do not license</u>
Florida	Kansas	<u>Social Workers</u>
Idaho	Kentucky	California
Illinois	Maine	Delaware
Maryland	Massachusetts	Montana
Michigan	Missouri	New Hampshire
Minnesota	Nebraska	Rhode Island
Nevada	New Mexico	<u>Not specified in legislation</u>
New Jersey	North Dakota	Georgia
New York	Ohio	Oregon
North Carolina	Oklahoma	South Carolina
Texas	South Dakota	West Virginia
Utah	Tennessee	
Vermont	Wisconsin	<b>ACT 41</b>
Virginia	Wyoming	**Pennsylvania
Washington		

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://socialwork.alabama.gov/default.aspx">http://socialwork.alabama.gov/default.aspx</a>	<b>Maryland</b> <a href="https://health.maryland.gov/bswe/Pages/default.aspx">https://health.maryland.gov/bswe/Pages/default.aspx</a>	<b>Oregon</b> <a href="http://www.oregon.gov/BLSW/Pages/index.aspx">http://www.oregon.gov/BLSW/Pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/professionallicensing/socialworkexaminers.aspx">https://www.commerce.alaska.gov/web/cbpl/professionallicensing/socialworkexaminers.aspx</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/social-worker-licensing">https://www.mass.gov/social-worker-licensing</a>	<b>Pennsylvania</b> <a href="http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageandFamilyTherapistandProfessionalCounselors/Pages/default.aspx">http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/SocialWorkersMarriageandFamilyTherapistandProfessionalCounselors/Pages/default.aspx</a>
<b>Arizona</b> <a href="http://www.azbbhe.us/">http://www.azbbhe.us/</a>	<b>Michigan</b> <a href="http://www.michigan.gov/documents/lara/Social_Work_517676_7.pdf">http://www.michigan.gov/documents/lara/Social_Work_517676_7.pdf</a>	<b>South Carolina</b> <a href="http://www.lir.state.sc.us/POL/SocialWorkers/">http://www.lir.state.sc.us/POL/SocialWorkers/</a>
<b>Arkansas</b> <a href="http://www.arkansas.gov/swlb/">http://www.arkansas.gov/swlb/</a>	<b>Minnesota</b> <a href="https://mn.gov/boards/social-work/">https://mn.gov/boards/social-work/</a>	<b>South Dakota</b> <a href="https://dss.sd.gov/licensingboards/social.aspx">https://dss.sd.gov/licensingboards/social.aspx</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Social_Work">https://www.colorado.gov/pacific/dora/Social_Work</a>	<b>Mississippi</b> <a href="http://dsitspe01.its.ms.gov/swmft/web.nsf/webpageedit/swPage_swPage_swliSub/\$FILE/SOCIAL%20WORK%20LICENSURE%20INFORMATION.pdf?OpenElement">http://dsitspe01.its.ms.gov/swmft/web.nsf/webpageedit/swPage_swPage_swliSub/\$FILE/SOCIAL%20WORK%20LICENSURE%20INFORMATION.pdf?OpenElement</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/sw-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/sw-board.html</a>
<b>Connecticut</b> <a href="http://www.portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Socialworker/LCSW-Licensing-Requirements">http://www.portal.ct.gov/DPH/Practitioner-Licensing-Investigations/Socialworker/LCSW-Licensing-Requirements</a>	<b>Missouri</b> <a href="http://pr.mo.gov/socialworkers.asp">http://pr.mo.gov/socialworkers.asp</a>	<b>Texas</b> <a href="https://www.dshs.texas.gov/socialwork/">https://www.dshs.texas.gov/socialwork/</a>
<b>District of Columbia</b> <a href="https://doh.dc.gov/service/social-work-licensing">https://doh.dc.gov/service/social-work-licensing</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/publichealth/pages/crIMHPSWHome.aspx">http://dhhs.ne.gov/publichealth/pages/crIMHPSWHome.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/licensing/social_work.html">https://dopl.utah.gov/licensing/social_work.html</a>
<b>Florida</b> <a href="http://floridasmentalhealthprofessions.gov/licensing/licensed-clinical-social-worker/">http://floridasmentalhealthprofessions.gov/licensing/licensed-clinical-social-worker/</a>	<b>Nevada</b> <a href="http://socwork.nv.gov/">http://socwork.nv.gov/</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/professional-regulation/list-of-professions/social-workers.aspx">https://www.sec.state.vt.us/professional-regulation/list-of-professions/social-workers.aspx</a>
<b>Georgia</b> <a href="http://sos.ga.gov/index.php/licensing/plb/43">http://sos.ga.gov/index.php/licensing/plb/43</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/sw/Pages/regulations.aspx">http://www.njconsumeraffairs.gov/sw/Pages/regulations.aspx</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/social/">https://www.dhp.virginia.gov/social/</a>
<b>Hawaii</b> <a href="http://cca.hawaii.gov/pvl/programs/socialworker/">http://cca.hawaii.gov/pvl/programs/socialworker/</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/social_work.aspx">http://www.rld.state.nm.us/boards/social_work.aspx</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/SocialWorker">https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/SocialWorker</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=swo">https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=swo</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/sw/lmsw.htm">http://www.op.nysed.gov/prof/sw/lmsw.htm</a>	<b>West Virginia</b> <a href="http://www.wvsocialworkboard.org/LawsRules.aspx">http://www.wvsocialworkboard.org/LawsRules.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/SocialWorker.asp">https://www.idfpr.com/profs/SocialWorker.asp</a>	<b>North Carolina</b> <a href="http://www.ncswboard.org/index.html">http://www.ncswboard.org/index.html</a>	<b>Wisconsin</b> <a href="https://dsps.wi.gov/pages/Professions/SocialWorker/Default.aspx">https://dsps.wi.gov/pages/Professions/SocialWorker/Default.aspx</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/3030.htm">https://www.in.gov/pla/3030.htm</a>	<b>North Dakota</b> <a href="https://www.ndbswe.com/">https://www.ndbswe.com/</a>	<b>Wyoming</b> <a href="http://mentalhealth.wyo.gov/">http://mentalhealth.wyo.gov/</a>
<b>Iowa</b> <a href="https://idph.iowa.gov/Licensure/Iowa-Board-of-Social-Work">https://idph.iowa.gov/Licensure/Iowa-Board-of-Social-Work</a>	<b>Ohio</b> <a href="http://cswmft.ohio.gov/Portals/0/pdf/CSWMFT%20Board%20Laws%20and%20Rules%204757.pdf">http://cswmft.ohio.gov/Portals/0/pdf/CSWMFT%20Board%20Laws%20and%20Rules%204757.pdf</a>	
<b>Kansas</b> <a href="https://ksbsrb.ks.gov/professions/social-workers">https://ksbsrb.ks.gov/professions/social-workers</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/socialworkers/">https://www.ok.gov/socialworkers/</a>	
<b>Kentucky</b> <a href="https://bsw.ky.gov/Pages/index.aspx">https://bsw.ky.gov/Pages/index.aspx</a>		
<b>Louisiana</b> <a href="https://www.labswe.org/">https://www.labswe.org/</a>		
<b>Maine</b> <a href="http://www.maine.gov/pfr/professionallicensing/professions/social_workers/l.html">http://www.maine.gov/pfr/professionallicensing/professions/social_workers/l.html</a>		



# **Occupational Licensing Study 50 State Comparison**

The State Board of Examiners in  
Speech-Language Pathologists  
& Audiologists

Audiologists  
Speech Language Pathologists



Presented by the Pennsylvania  
Department of State

2020

# Audiologists

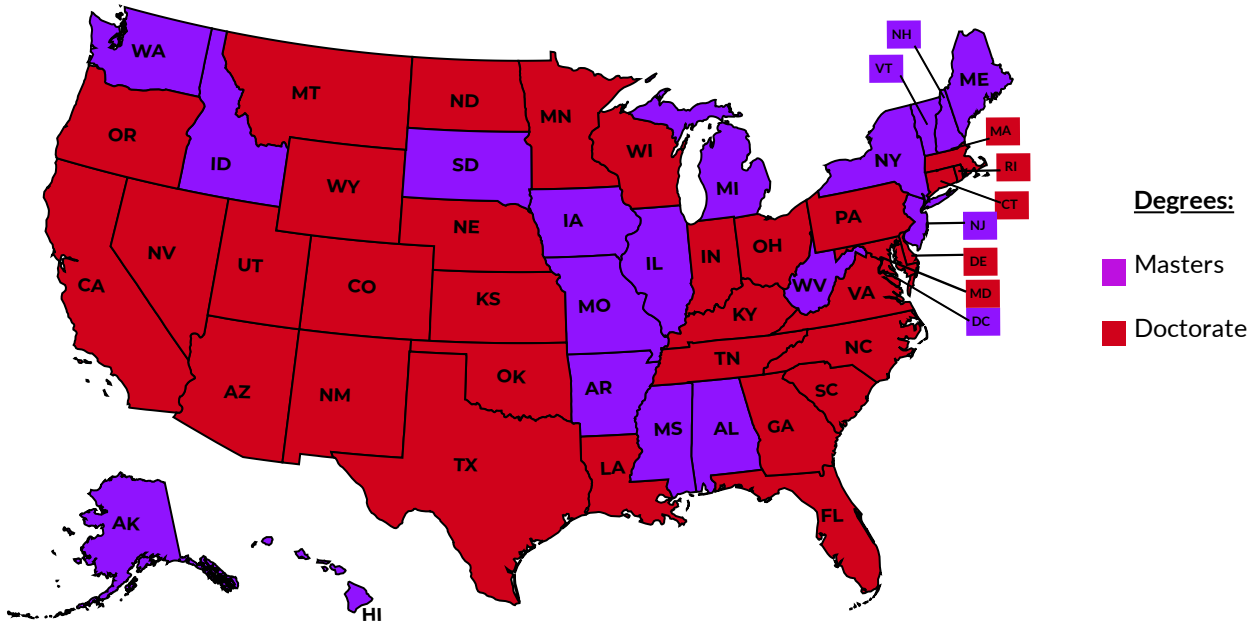
Any person who is qualified by education, training and clinical experience and is licensed to engage in the practice of audiology. The audiologist is an independent practitioner providing services in hospitals, clinics, schools, private practices and other settings in which audiologic services are relevant. Audiology is the study of hearing disorders, including evaluation of hearing function and rehabilitation of patients with hearing impairments.

# Speech Language Pathologist

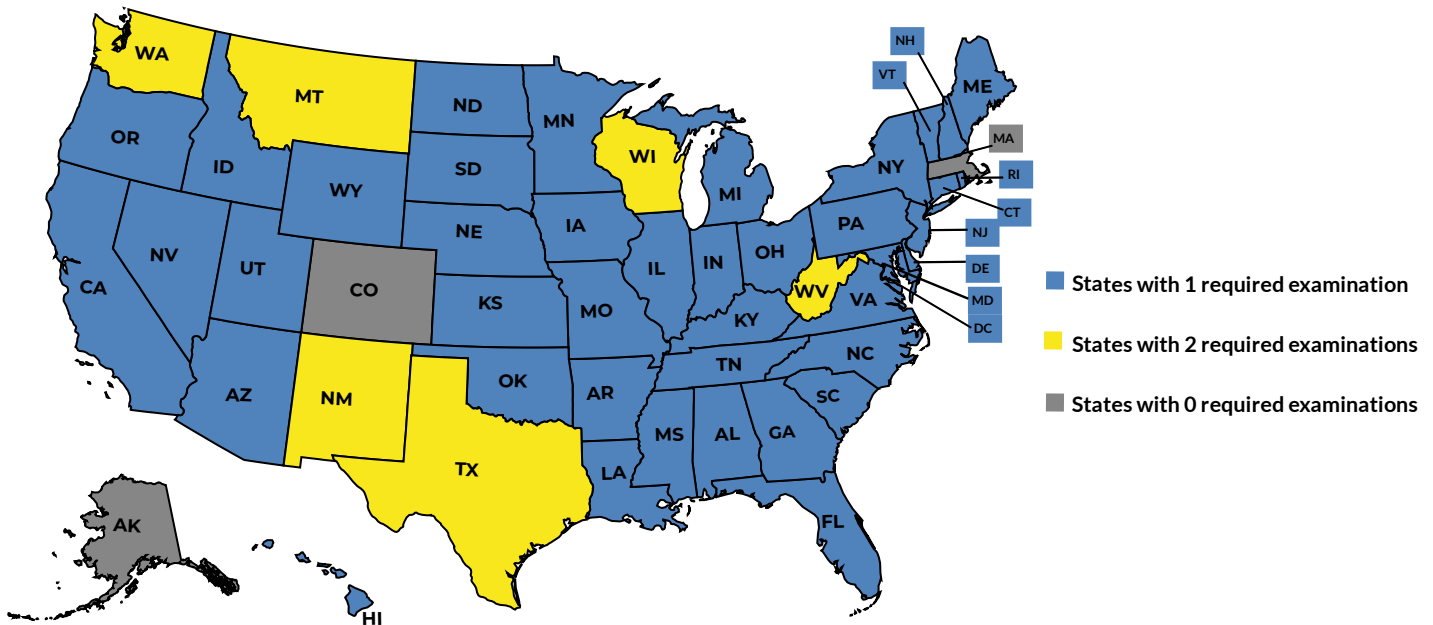
Any person who is qualified by education, training and clinical experience and is licensed to engage in the practice of speech-language pathology and is an independent practitioner providing services in hospitals, clinics, public school entities, nonpublic schools, private practices and other settings in which speech-language pathology services are relevant. The practice of speech-language pathology involves 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 myofunctional disorders or communication disorders.

# Audiologists

## Degree Requirement

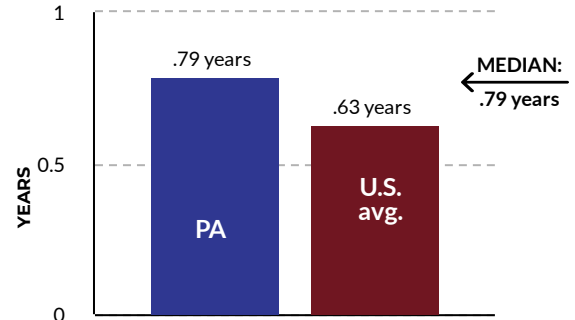
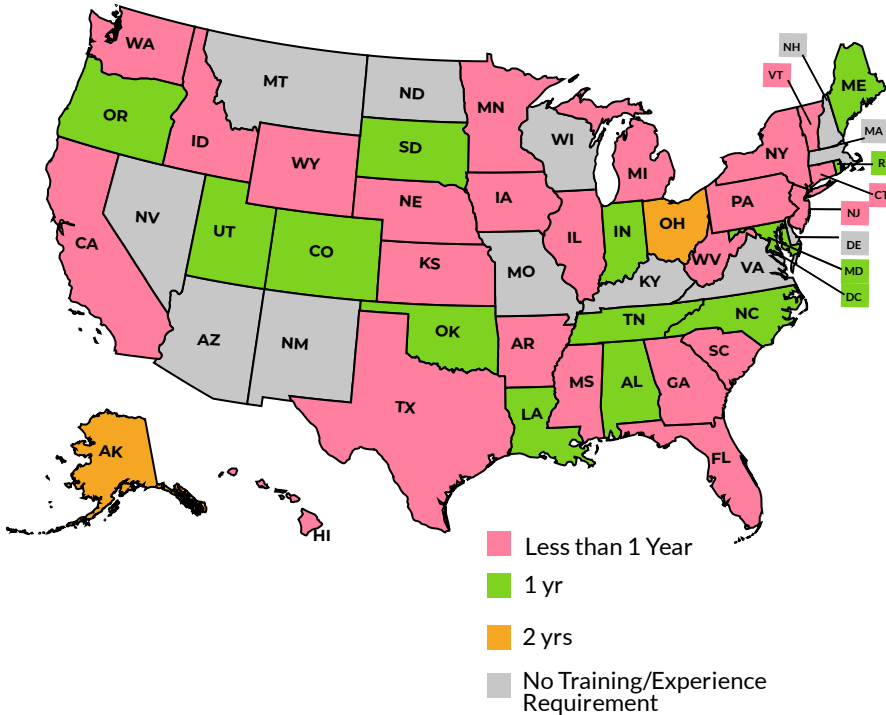


## Examination Requirement



# Audiologists

## Training / Experience Requirement



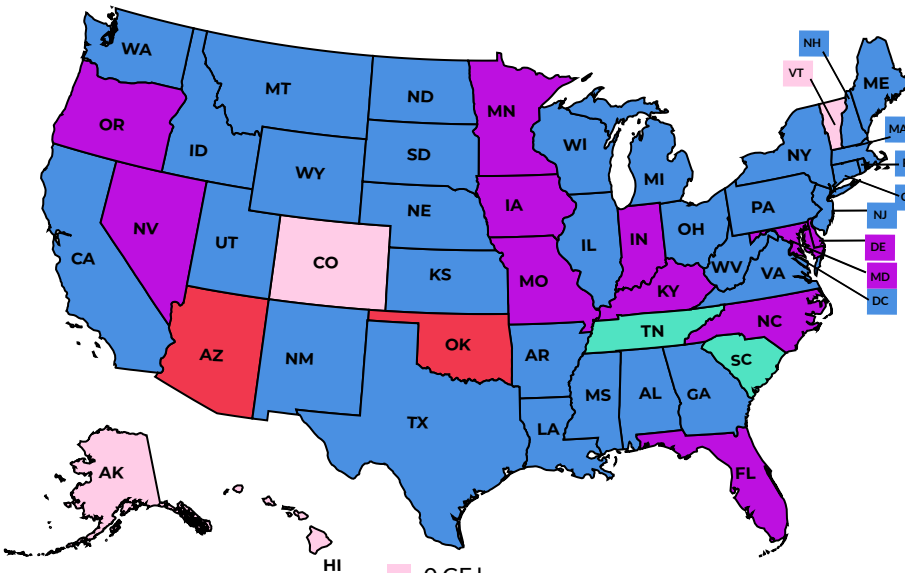
\* Experience scale

Less than 1 Year = Under 1,600 Hours

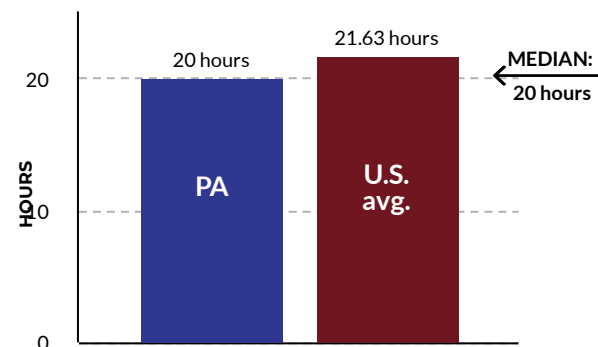
1 year = 1,600 hours -2,080 hours

2 year = 2,080 + hours

## Continuing Education Requirement

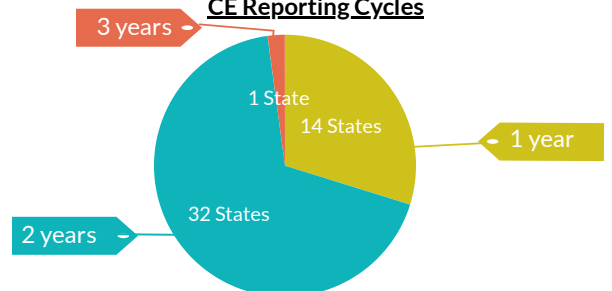


\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

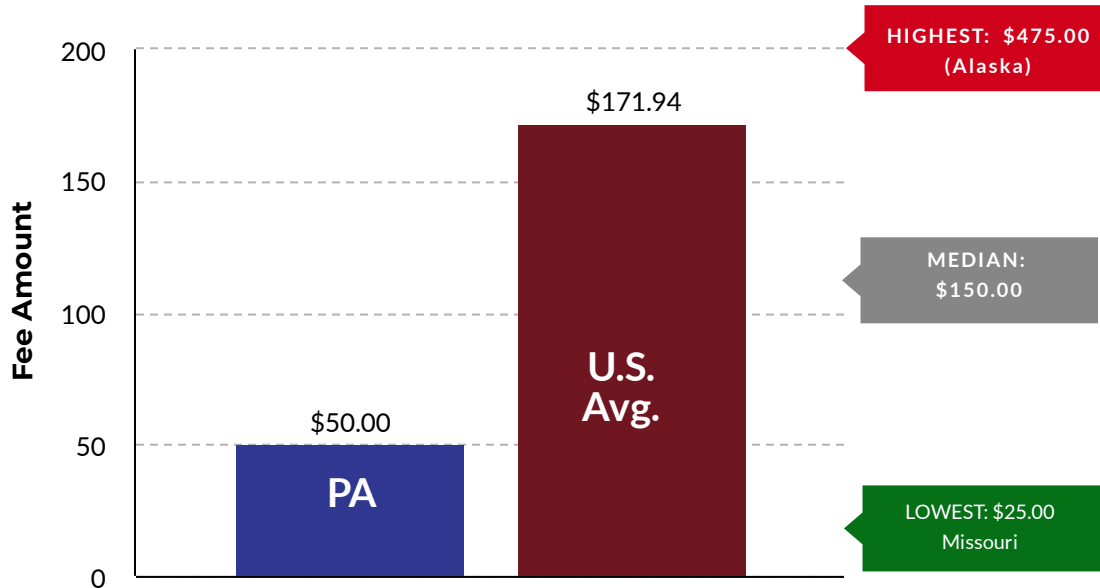
**CE Reporting Cycles**



\*AK, CO, & VT do not have CE requirement

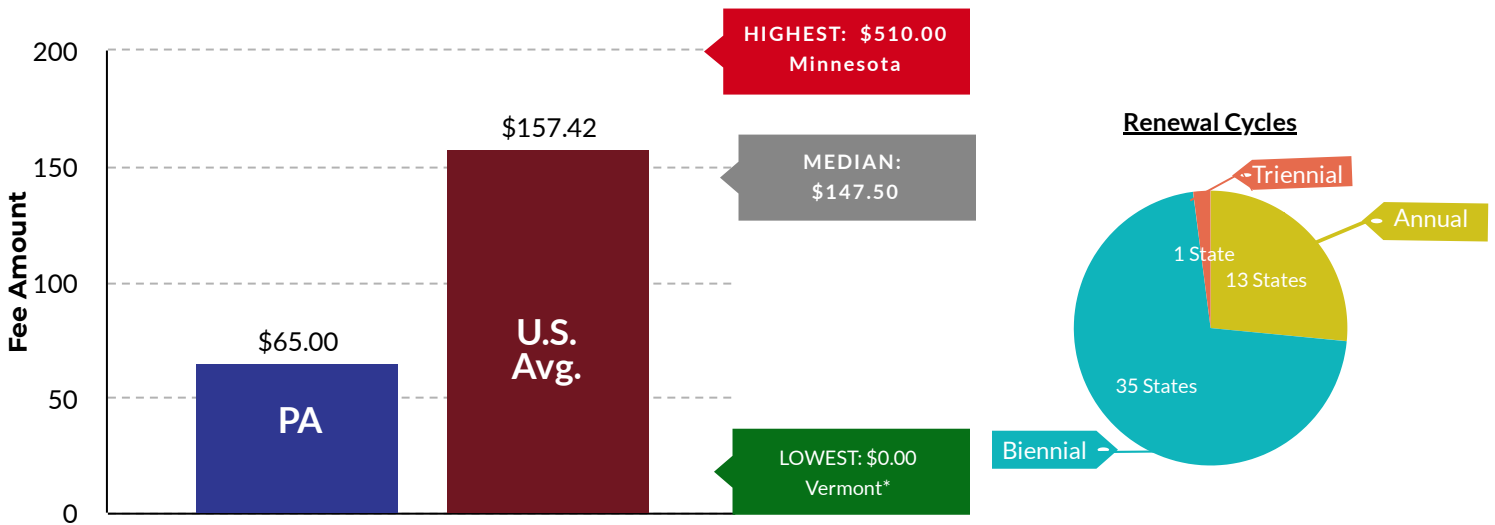
# Audiologists

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\***Vermont** - As of September 1, 2015, any audiologist currently licensed and in good standing with AOE shall be deemed licensed by OPR and shall be re-issued an initial OPR license at no charge. No. 38, § 35. (<https://legislature.vermont.gov/statutes/fullchapter/26/067>)

# Audiologists

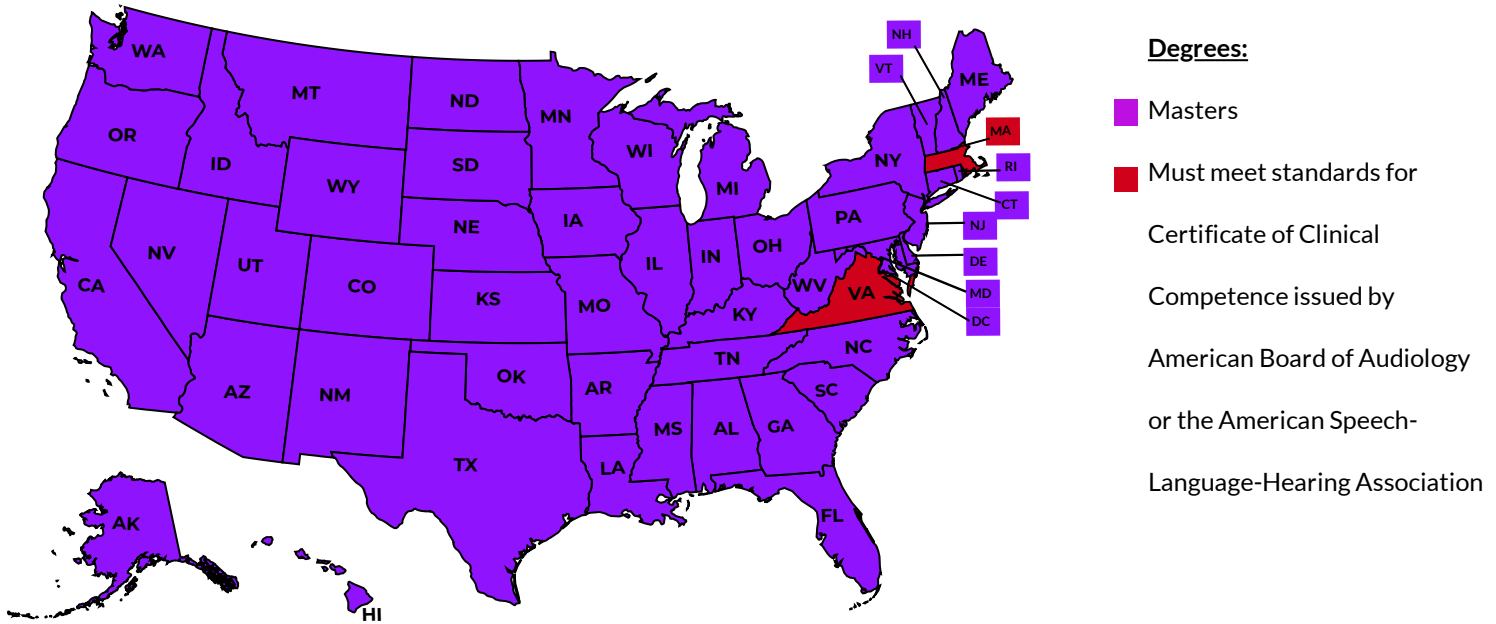
## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Arizona
District of Columbia	Alaska	Arkansas
Florida	Delaware	California
Georgia	Iowa	Connecticut
Idaho	Kansas	Hawaii
Illinois	Louisiana	Maine
Indiana	Massachusetts	Maryland
Michigan	Minnesota	Montana
Nebraska	Mississippi	Nevada
New York	Missouri	New Hampshire
Rhode Island	New Jersey	North Dakota
South Dakota	New Mexico	Ohio
Utah	North Carolina	Oklahoma
Vermont	Pennsylvania**	Oregon
Virginia	Tennessee	South Carolina
Washington	West Virginia	Texas
Wyoming	Wisconsin	
<u>Credentialing</u>		
Kentucky		

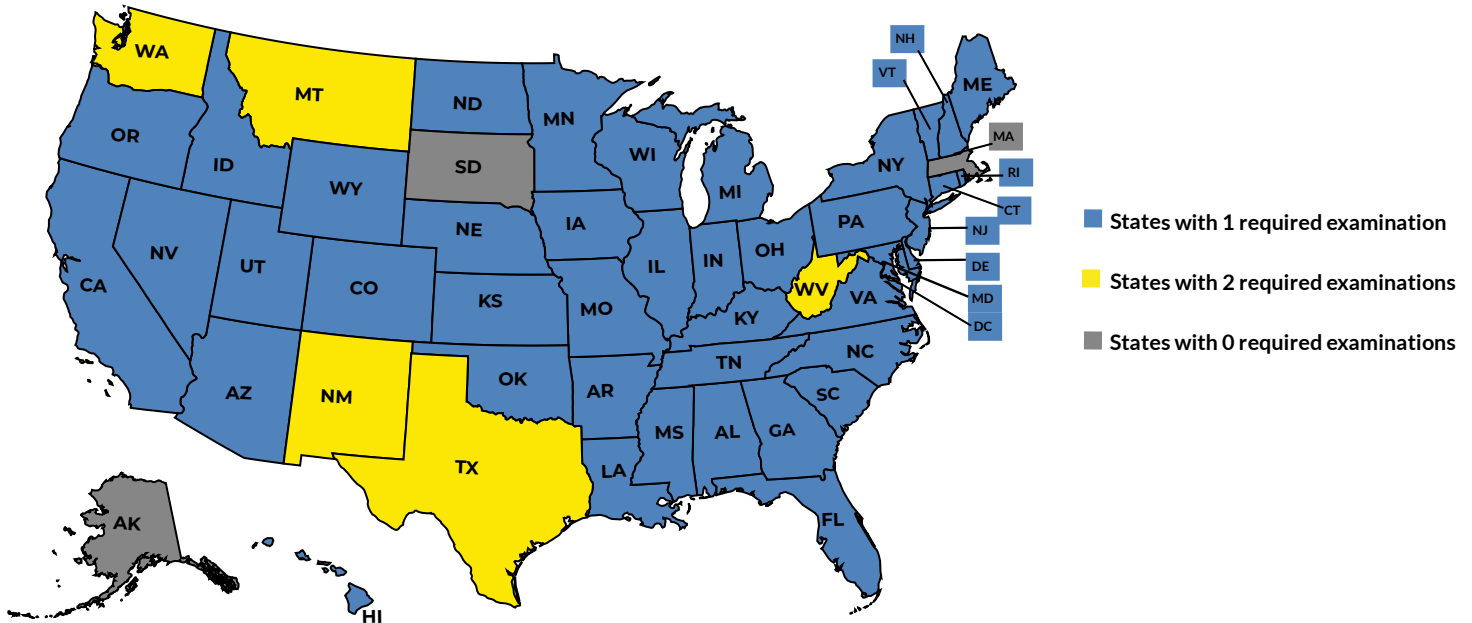
\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Speech Language Pathologists

## Degree Requirement

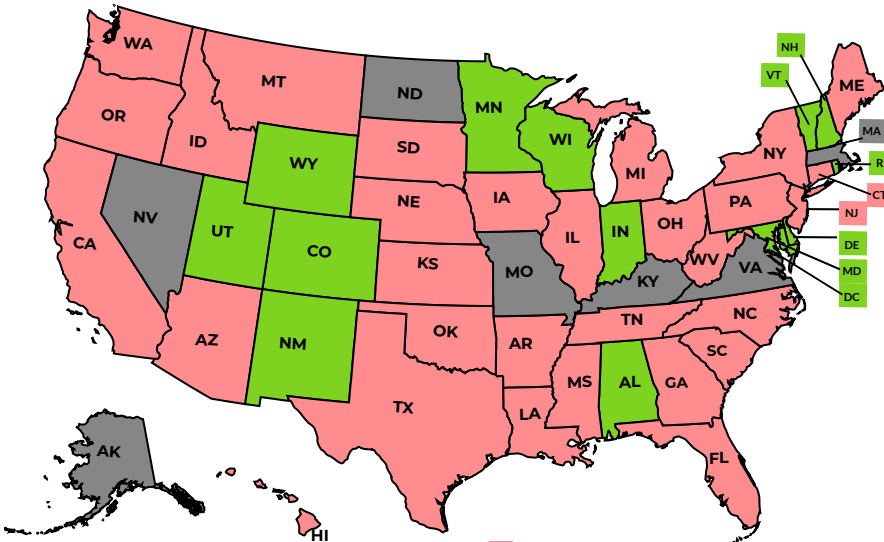


## Examination Requirement

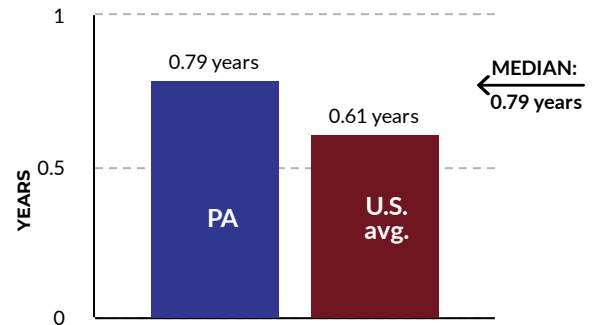


# Speech Language Pathologists

## Training / Experience Requirement



- Under 1 year of training required
- 1 year of training required
- No training requirement

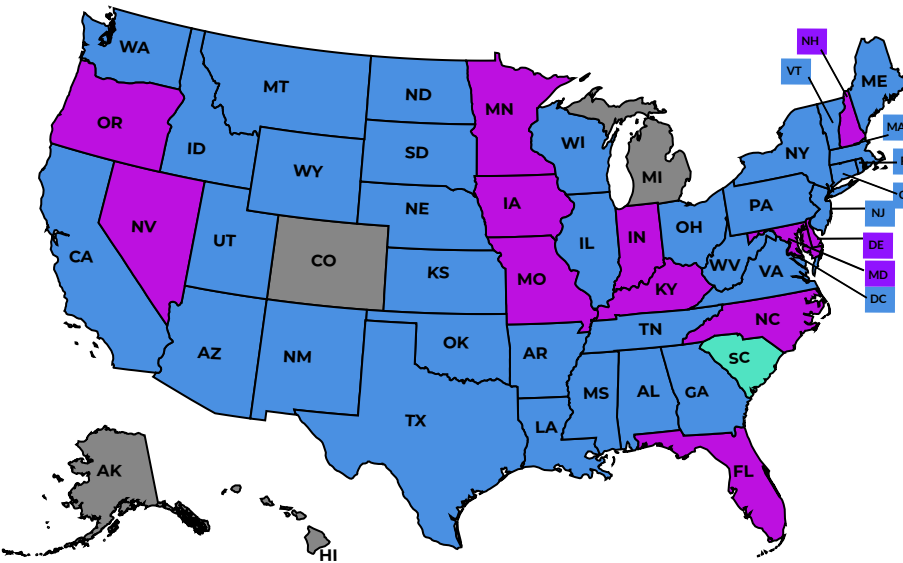


\* Experience scale

1 year = 1,600 hours -2,080 hours

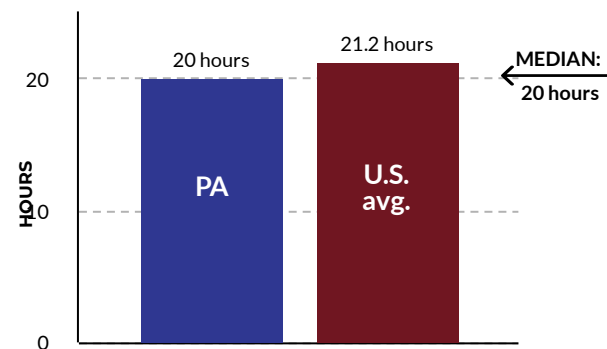
2 year = 2,080 + hours

## Continuing Education Requirement



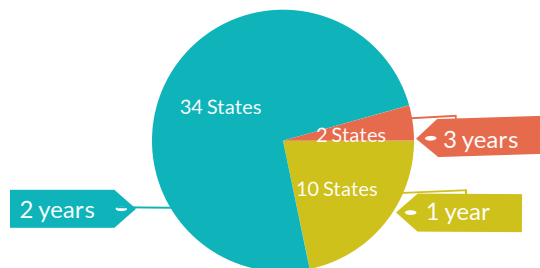
\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

- 0 CE hours
- 10 - 19 CE hours/2 yrs
- 20 - 29 CE hours/2 yrs
- 30 - 40 CE hours/2 yrs



\* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

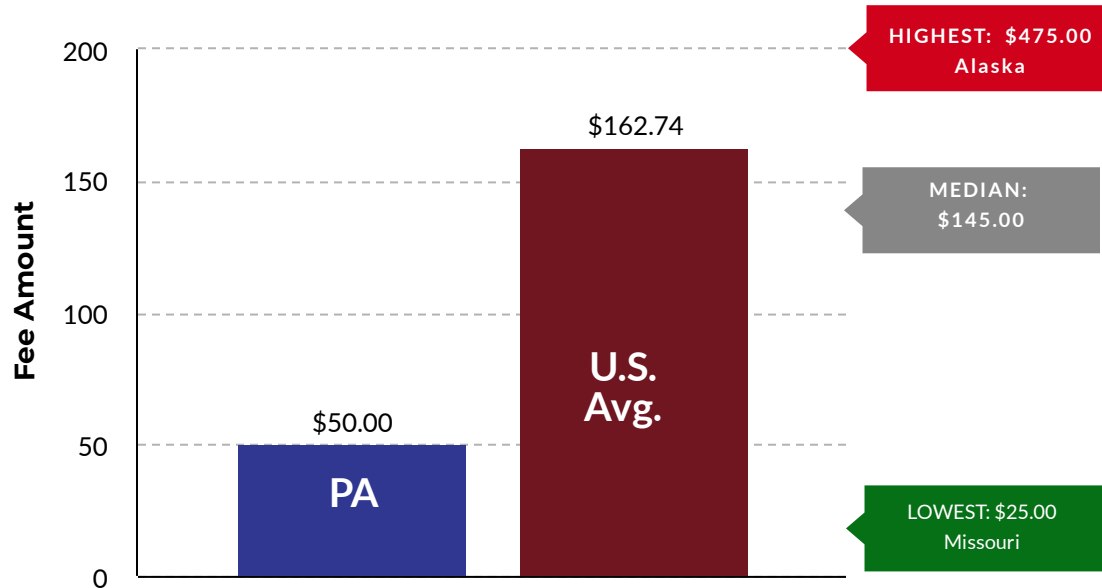
CE Reporting Cycles





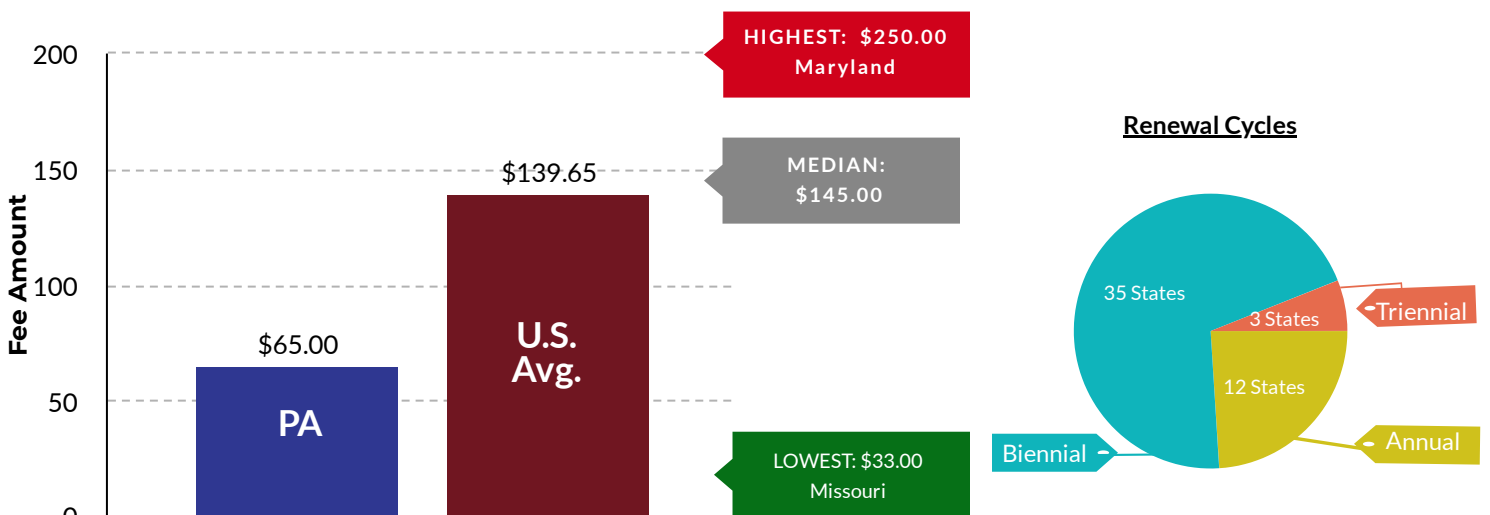
# Speech Language Pathologists

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Speech Language Pathologists

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Arizona
Connecticut	Alaska	Arkansas
District of Columbia	Delaware	California
Florida	Iowa	Hawaii
Georgia	Kansas	Maine
Idaho	Louisiana	Montana
Illinois	Massachusetts	Nevada
Indiana	Minnesota	New Hampshire
Maryland	Mississippi	North Dakota
Michigan	Missouri	Ohio
Nebraska	New Jersey	Oklahoma
New York	New Mexico	Oregon
Rhode Island	North Carolina	South Carolina
South Dakota	Pennsylvania**	Texas
Utah	Tennessee	
Vermont	West Virginia	
Virginia	Wisconsin	
Washington	<u>Credentialing</u>	
Wyoming	Kentucky	

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Sources: State Licensing Boards

<b>Alabama</b> <a href="http://abespa.alabama.gov/">http://abespa.alabama.gov/</a>	<b>Maryland</b> <a href="https://health.maryland.gov/boardsahs/Pages/Index.aspx">https://health.maryland.gov/boardsahs/Pages/Index.aspx</a>	<b>Oregon</b> <a href="https://www.oregon.gov/bspa/Pages/index.aspx">https://www.oregon.gov/bspa/Pages/index.aspx</a>
<b>Alaska</b> <a href="https://www.commerce.alaska.gov/web/cbpl/professionallicensing/audiologistsandspeechlanguagepathologists.aspx">https://www.commerce.alaska.gov/web/cbpl/professionallicensing/audiologistsandspeechlanguagepathologists.aspx</a>	<b>Massachusetts</b> <a href="https://www.mass.gov/orgs/board-of-registration-for-speech-language-pathology-and-audiology">https://www.mass.gov/orgs/board-of-registration-for-speech-language-pathology-and-audiology</a>	<b>Pennsylvania</b> <a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Speech-Language%20Pathology%20and%20Audiology/Pages/default.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Speech-Language%20Pathology%20and%20Audiology/Pages/default.aspx</a>
<b>Arizona</b> <a href="http://www.azdhs.gov/licensing/special/index.php">http://www.azdhs.gov/licensing/special/index.php</a>	<b>Michigan</b> <a href="https://www.michigan.gov/lara/">https://www.michigan.gov/lara/</a>	<b>Rhode Island</b> <a href="http://health.ri.gov/licenses/detail.php?id=246#">http://health.ri.gov/licenses/detail.php?id=246#</a>
<b>Arkansas</b> <a href="https://www.abespa.com/licensees/">https://www.abespa.com/licensees/</a>	<b>Minnesota</b> <a href="https://www.health.state.mn.us/facilities/providers/slp/index.html">https://www.health.state.mn.us/facilities/providers/slp/index.html</a>	<b>South Carolina</b> <a href="https://lir.sc.gov/">https://lir.sc.gov/</a>
<b>California</b> <a href="http://leginfo.ca.gov/faces/codes_displayText.xhtml?lawCode=BPC&amp;division=2.&amp;title=&amp;part=&amp;chapter=5.3.&amp;article=3">http://leginfo.ca.gov/faces/codes_displayText.xhtml?lawCode=BPC&amp;division=2.&amp;title=&amp;part=&amp;chapter=5.3.&amp;article=3</a>	<b>Mississippi</b> <a href="https://msdh.ms.gov/index.htm#">https://msdh.ms.gov/index.htm#</a>	<b>South Dakota</b> <a href="https://doh.sd.gov/boards/speechpath/">https://doh.sd.gov/boards/speechpath/</a>
<b>Colorado</b> <a href="https://www.colorado.gov/pacific/dora/Speech_Language_Pathology">https://www.colorado.gov/pacific/dora/Speech_Language_Pathology</a>	<b>Missouri</b> <a href="https://pr.mo.gov/">https://pr.mo.gov/</a>	<b>Tennessee</b> <a href="https://www.tn.gov/health/health-program-areas/health-professional-boards/cds-board.html">https://www.tn.gov/health/health-program-areas/health-professional-boards/cds-board.html</a>
<b>Connecticut</b> <a href="https://www.cga.ct.gov/current/pub/chap_399.htm#sec_20-410">https://www.cga.ct.gov/current/pub/chap_399.htm#sec_20-410</a>	<b>Montana</b> <a href="http://boards.bsd.dli.mt.gov/slp">http://boards.bsd.dli.mt.gov/slp</a>	<b>Texas</b> <a href="https://www.tdlr.texas.gov/slpa/slpa.htm">https://www.tdlr.texas.gov/slpa/slpa.htm</a>
<b>Delaware</b> <a href="http://regulations.delaware.gov/AdminCode/title24/3700.shtml">http://regulations.delaware.gov/AdminCode/title24/3700.shtml</a>	<b>Nebraska</b> <a href="http://dhhs.ne.gov/licensure/Pages/Audiology-and-Speech-Language-Pathology.aspx">http://dhhs.ne.gov/licensure/Pages/Audiology-and-Speech-Language-Pathology.aspx</a>	<b>Utah</b> <a href="https://dopl.utah.gov/audio/">https://dopl.utah.gov/audio/</a>
<b>District of Columbia</b> <a href="https://dchealth.dc.gov/node/118542">https://dchealth.dc.gov/node/118542</a>	<b>Nevada</b> <a href="https://www.nvspeechhearing.org/">https://www.nvspeechhearing.org/</a>	<b>Vermont</b> <a href="https://www.sec.state.vt.us/professional-regulation/list-of-professions/speech-language-pathologists.aspx">https://www.sec.state.vt.us/professional-regulation/list-of-professions/speech-language-pathologists.aspx</a>
<b>Florida</b> <a href="https://floridaspeechaudiology.gov/licensing/speech-language-pathologist/">https://floridaspeechaudiology.gov/licensing/speech-language-pathologist/</a>	<b>New Hampshire</b> <a href="https://www.opic.nh.gov/allied-health/index.htm">https://www.opic.nh.gov/allied-health/index.htm</a>	<b>Virginia</b> <a href="https://www.dhp.virginia.gov/aud/">https://www.dhp.virginia.gov/aud/</a>
<b>Georgia</b> <a href="http://rules.sos.ga.gov/nllxml/georgiacodesGetcv.aspx?urlRedirected=yes&amp;data=admin&amp;lookingfor=609-3">http://rules.sos.ga.gov/nllxml/georgiacodesGetcv.aspx?urlRedirected=yes&amp;data=admin&amp;lookingfor=609-3</a>	<b>New Jersey</b> <a href="http://www.njconsumeraffairs.gov/aud/">http://www.njconsumeraffairs.gov/aud/</a>	<b>Washington</b> <a href="https://www.doh.wa.gov/">https://www.doh.wa.gov/</a>
<b>Hawaii</b> <a href="http://cca.hawaii.gov/pvl/boards/speech/statute_rules">http://cca.hawaii.gov/pvl/boards/speech/statute_rules</a>	<b>New Mexico</b> <a href="http://www.rld.state.nm.us/boards/Speech_Language_Pathology_Audiology_and_Hearing_Aid_Dispensing_Practices.aspx">http://www.rld.state.nm.us/boards/Speech_Language_Pathology_Audiology_and_Hearing_Aid_Dispensing_Practices.aspx</a>	<b>West Virginia</b> <a href="https://www.wvspeechandaudiology.com/">https://www.wvspeechandaudiology.com/</a>
<b>Idaho</b> <a href="https://ibol.idaho.gov/IBOL/BoardAdditional.aspx?Bureau=SHS&amp;BureauLinkID=100">https://ibol.idaho.gov/IBOL/BoardAdditional.aspx?Bureau=SHS&amp;BureauLinkID=100</a>	<b>New York</b> <a href="http://www.op.nysed.gov/prof/slpa/">http://www.op.nysed.gov/prof/slpa/</a>	<b>Wisconsin</b> <a href="https://dps.wi.gov/Pages/Professions/SpeechLanguagePathologist/Default.aspx">https://dps.wi.gov/Pages/Professions/SpeechLanguagePathologist/Default.aspx</a>
<b>Illinois</b> <a href="https://www.idfpr.com/profs/SpeechLangAudio.asp">https://www.idfpr.com/profs/SpeechLangAudio.asp</a>	<b>North Carolina</b> <a href="http://www.ncboeslpa.org/">http://www.ncboeslpa.org/</a>	<b>Wyoming</b> <a href="https://speech.wyo.gov/">https://speech.wyo.gov/</a>
<b>Indiana</b> <a href="https://www.in.gov/pla/speech.htm">https://www.in.gov/pla/speech.htm</a>	<b>North Dakota</b> <a href="https://www.ndsbe.com/">https://www.ndsbe.com/</a>	
<b>Iowa</b> <a href="https://www.legis.iowa.gov/law/administrativeRules/rules?agency=645&amp;chapter=300">https://www.legis.iowa.gov/law/administrativeRules/rules?agency=645&amp;chapter=300</a>	<b>Ohio</b> <a href="http://codes.ohio.gov/oac/4753">http://codes.ohio.gov/oac/4753</a>	
<b>Kansas</b> <a href="https://www.kdads.ks.gov/commissions/survey-certification-and-credentialing-commission/health-occupations-credentialing">https://www.kdads.ks.gov/commissions/survey-certification-and-credentialing-commission/health-occupations-credentialing</a>	<b>Oklahoma</b> <a href="https://www.ok.gov/obespa/">https://www.ok.gov/obespa/</a>	
<b>Kentucky</b> <a href="http://slp.ky.gov/Pages/default.aspx">http://slp.ky.gov/Pages/default.aspx</a>		
<b>Louisiana</b> <a href="https://www.lbespa.org/">https://www.lbespa.org/</a>		
<b>Maine</b> <a href="https://www.maine.gov/pfr/index.shtml">https://www.maine.gov/pfr/index.shtml</a>		

# **Occupational Licensing Study 50 State Comparison**

The State Board of Vehicle Manufacturers,  
Dealers, and Salespersons

Vehicle Salesperson  
Vehicle Representative



Presented by the Pennsylvania  
Department of State

2020

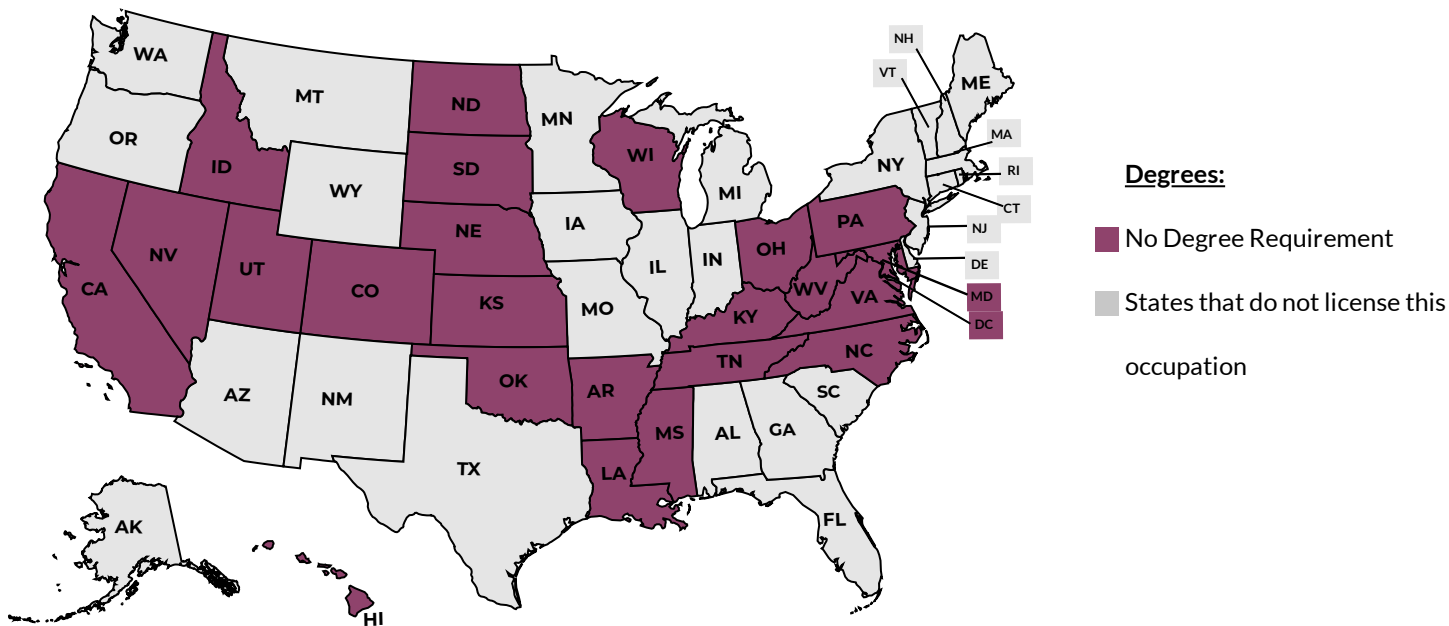
# Vehicle Salesperson

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.

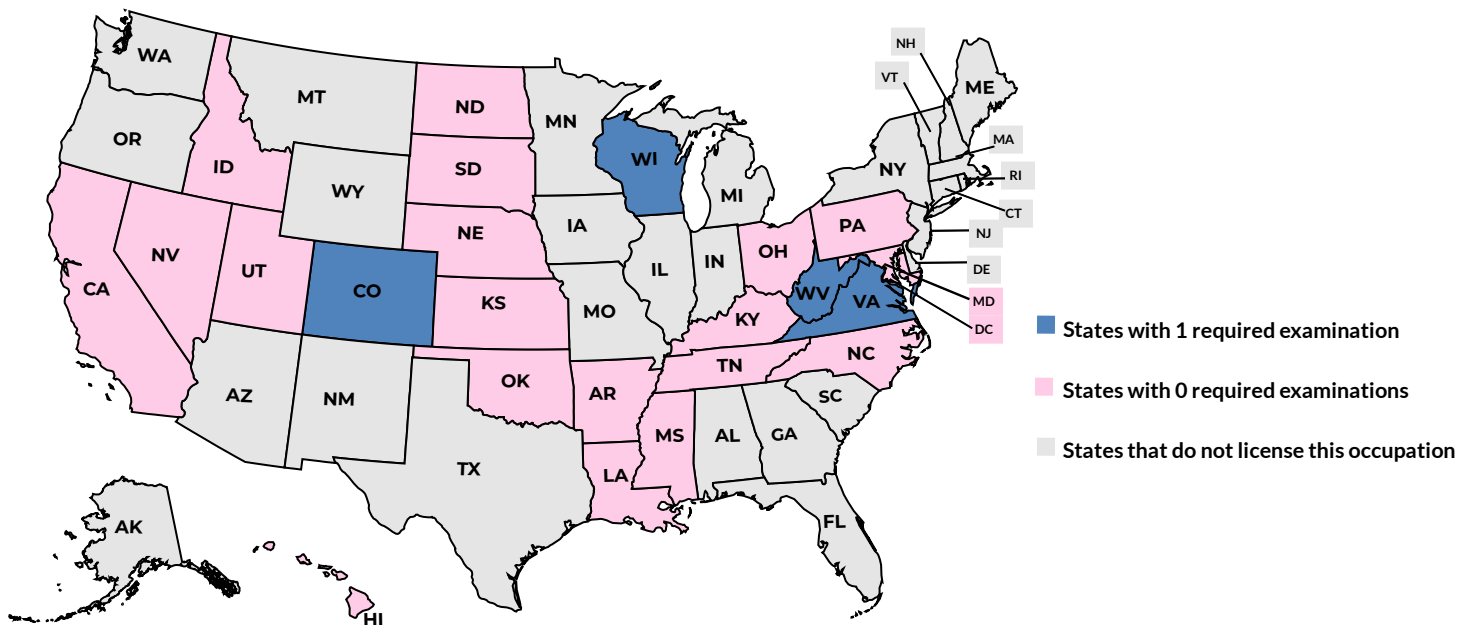
# Vehicle Representative

Any representative employed by a manufacturer or distributor for the purpose of making or promoting the sale of its vehicle or for supervising or contacting its dealer or prospective dealers.

# Vehicle Salesperson Degree Requirement

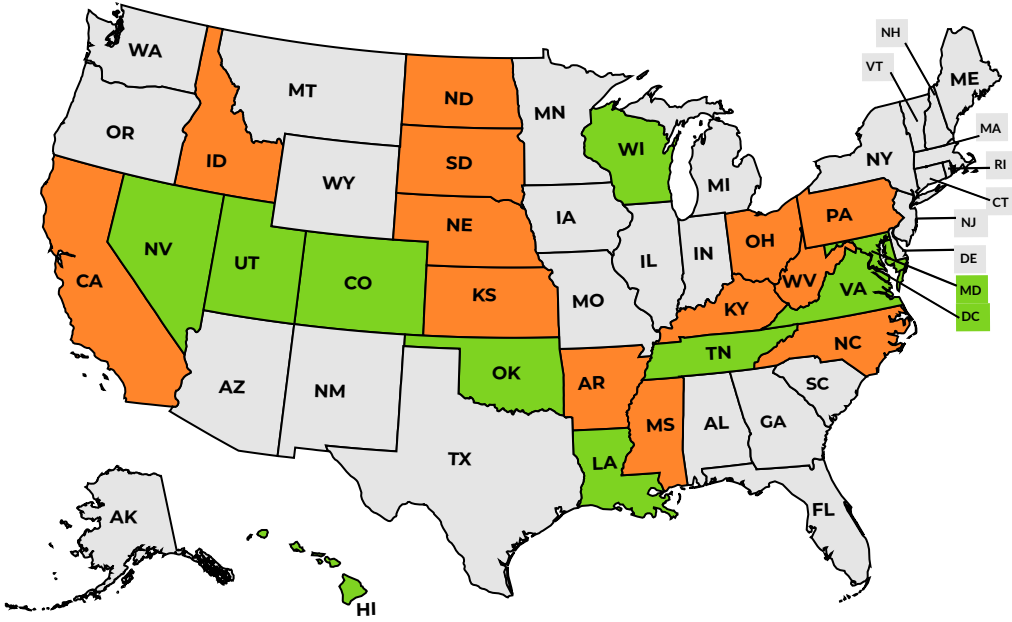


# Examination Requirement



# Vehicle Salesperson

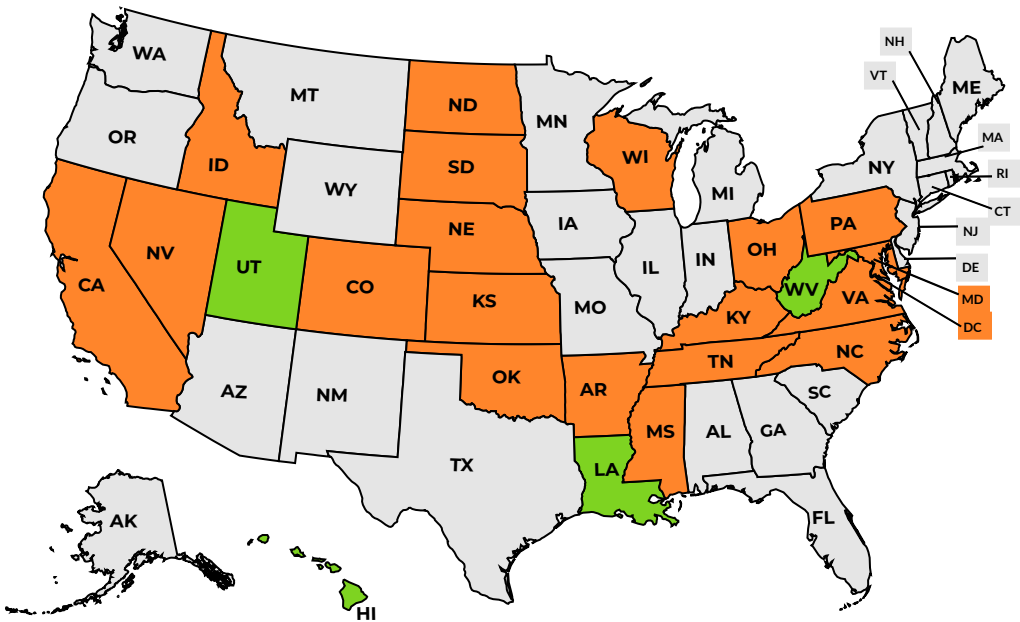
## Good Moral Character Requirement



State has Good Moral Character Requirement for Licensure:

- Yes
- No
- States that do not license this occupation

## Citizenship or Eligible Employment Status

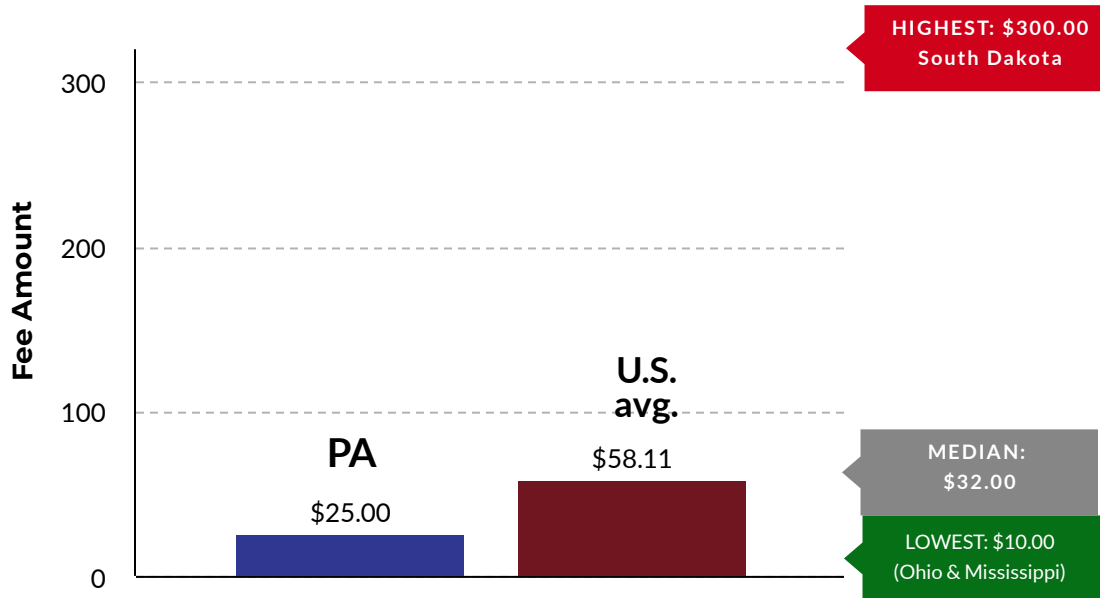


State requires US citizenship or proof of eligible employment status for licensure:

- Yes
- No
- States that do not license this occupation

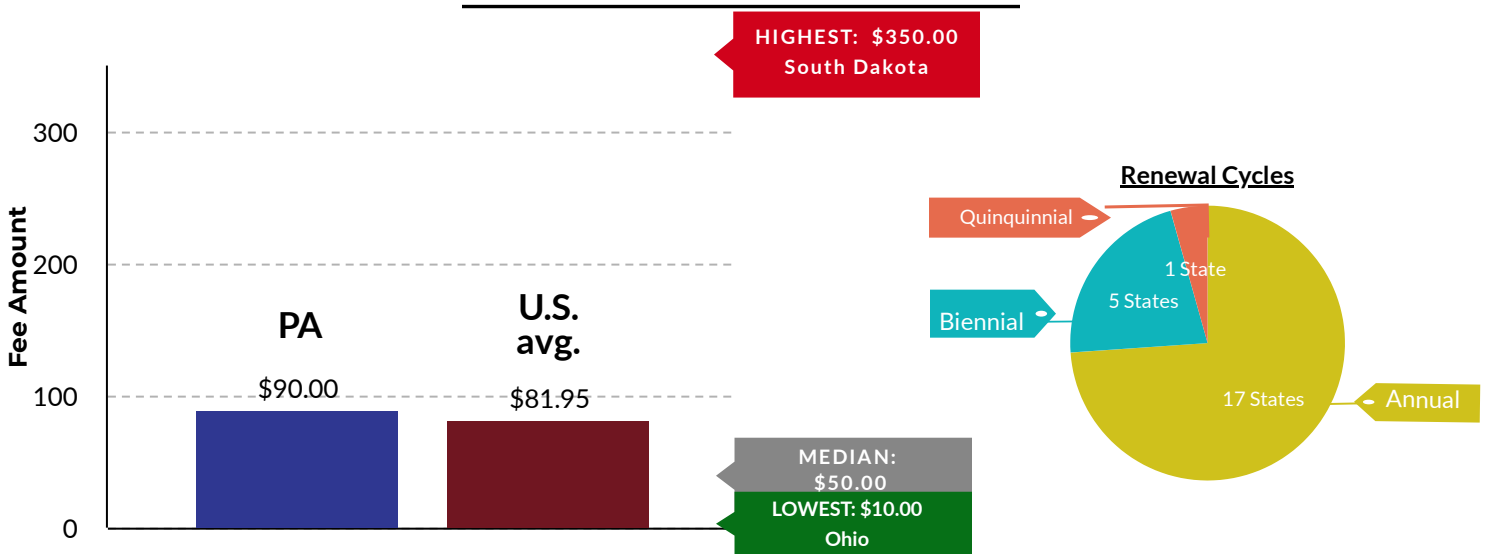
# Vehicle Salesperson

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

West Virginia is the only state with a Quinquennial renewal cycle.

27 states do not license vehicle salespeople.



# Vehicle Salesperson

## States that license Vehicle Salespersons

### States that license

Arkansas	Utah
California	Virginia
Colorado	West Virginia
Hawaii	Wisconsin
Idaho	
Kansas	
Kentucky	
Louisiana	
Maryland	
Mississippi	
Nebraska	
Nevada	
North Carolina	
North Dakota	
Ohio	
Oklahoma	
Pennsylvania	
South Dakota	
Tennessee	

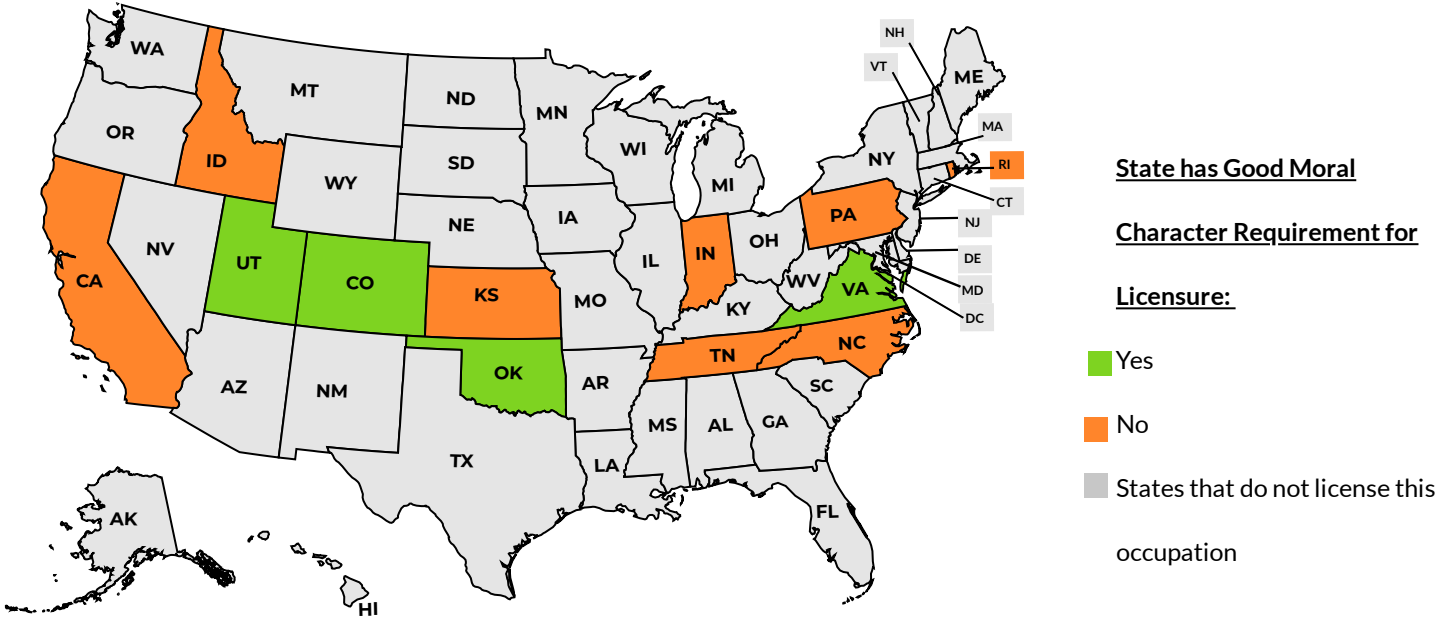
### States that do not license:

Alabama	Oregon
Alaska	Rhode Island
Arizona	South Carolina
Connecticut	Texas
Delaware	Vermont
Florida	Washington
Georgia	Wyoming
Illinois	
Indiana	
Iowa	
Maine	
Massachusetts	
Michigan	
Minnesota	
Missouri	
Montana	
New Hampshire	
New Jersey	
New Mexico	
New York	

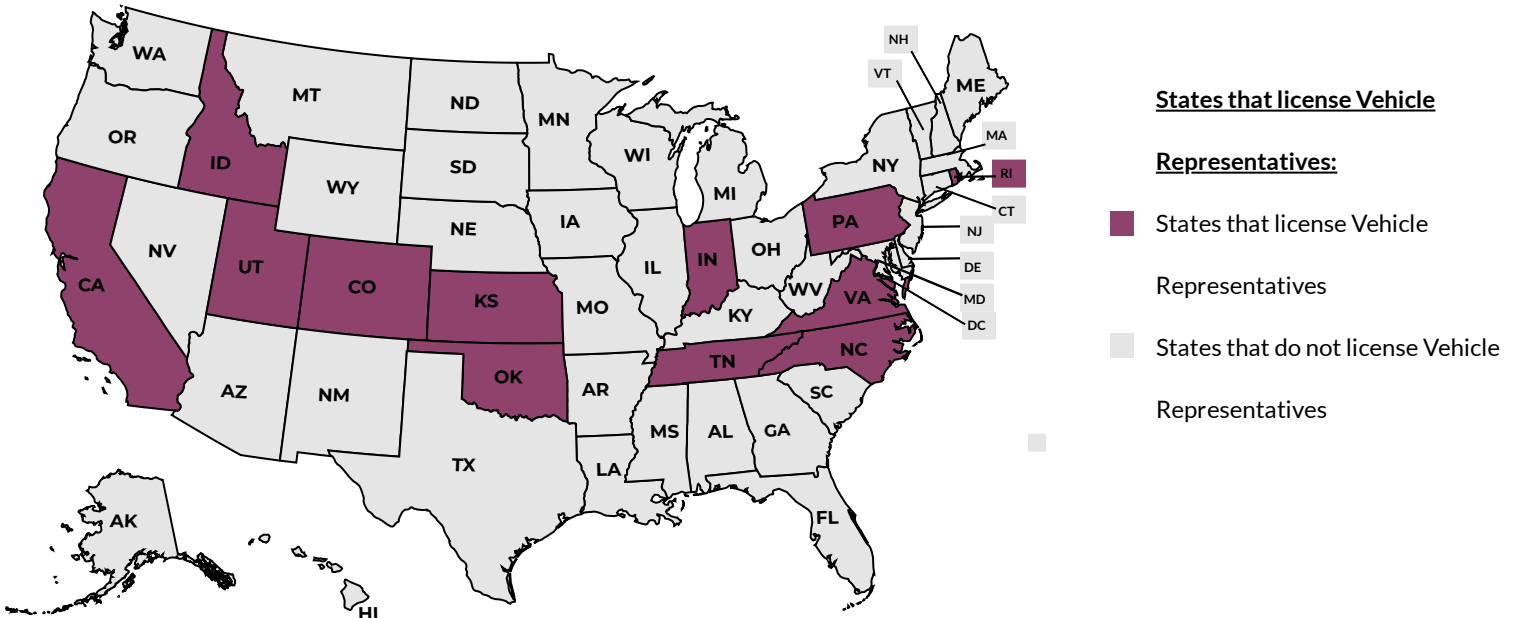


# Vehicle Representative

## Good Moral Character Requirement

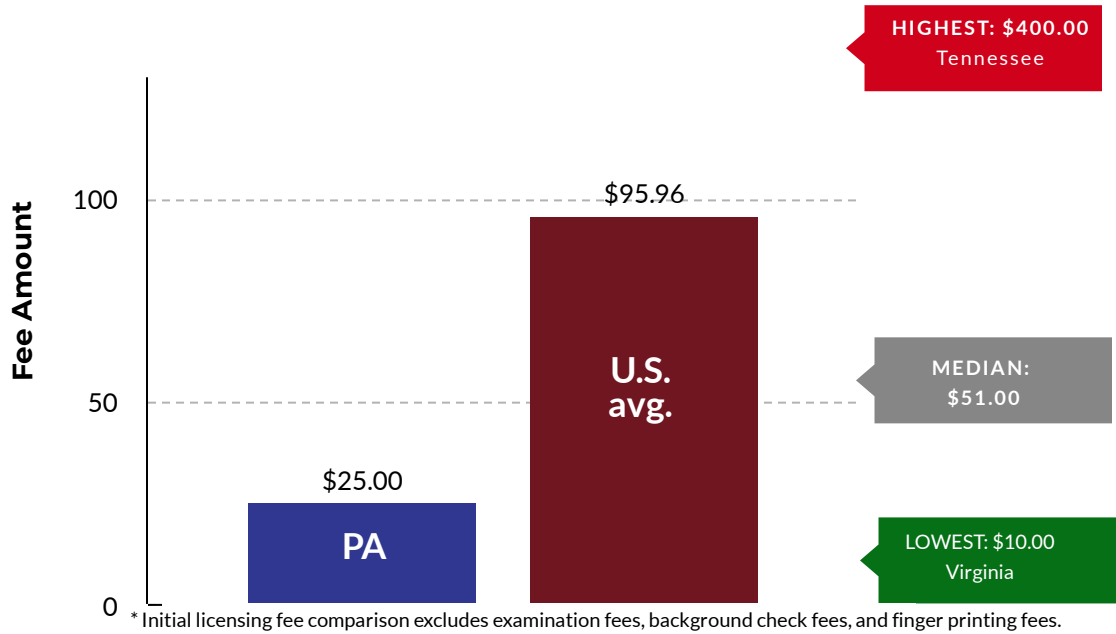


## States that license Vehicle Representatives

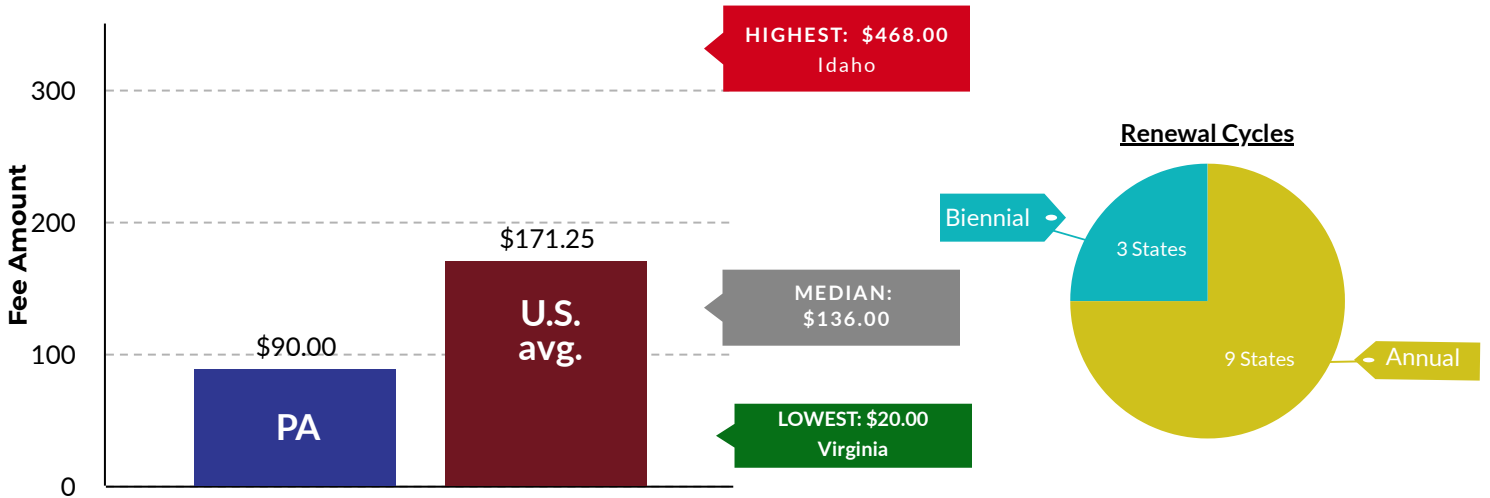


# Vehicle Representative

## Initial Licensing Fee



## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

# Sources: State Licensing Boards

Arkansas  
<https://www.dmv.org/ar-arkansas/buysell/car-dealers/salesperson-license.php>

California  
<https://www.dmv.ca.gov/portal/dmv>

Colorado  
<https://www.colorado.gov/pacific/enforcement>

District of Columbia  
<https://dcra.dc.gov/service/get-motorvehicle-salesperson-license>

Hawaii  
<https://cca.hawaii.gov/pvl/>

Idaho  
<https://www.dmv.org/id-idaho/buysell/car-dealers/salesperson-license.php>

Indiana  
[https://www.in.gov/sos/dealer/files/IC\\_9-32.pdf%20https://www.in.gov/sos/dealer/3935.htm%20https://www.in.gov/sos/dealer/2383.htm%20](https://www.in.gov/sos/dealer/files/IC_9-32.pdf%20https://www.in.gov/sos/dealer/3935.htm%20https://www.in.gov/sos/dealer/2383.htm%20)

Kansas  
<https://www.ksrevenue.org/dovindex.html>

Kentucky  
<https://mvc.ky.gov/Pages/DealerRequirements.aspx>

Louisiana  
<https://lumvc.louisiana.gov/>

Maryland  
<https://www.dmv.org/md-maryland/buysell/car-dealers/salesperson-license.php>

Mississippi  
<https://www.mmv.ms.gov/SitePages/Home.aspx>

Nebraska  
<https://nebraskalegislature.gov/laws/statutes.php?statute=60-1406>

Nevada  
<https://dmvnev.com/olbl.htm#Salesmen>

North Carolina  
<https://connect.ncdot.gov/business/DMV/DMV%20Documents/LT426%20salesman.pdf>

North Dakota  
<https://www.dot.nd.gov/divisions/mv/docs/MVD12.pdf>

Ohio  
<http://autodealers.ohio.gov/index.aspx>

Oklahoma  
<https://www.ok.gov/usedcarcommission/documents/SM.pdf>

Pennsylvania  
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/VehicleManufacturersDealersandSalespersons/Pages/default.aspx>

Rhode Island  
<http://webserver.rilin.state.ri.us/Statutes/TITLE31/31-5/INDEX.HTM>

South Dakota  
[https://dor.sd.gov/Motor\\_Vehicles/Dealer\\_Licensing/License\\_Requirements.aspx](https://dor.sd.gov/Motor_Vehicles/Dealer_Licensing/License_Requirements.aspx)

Tennessee  
<https://www.tn.gov/commerce/regboards/mvc.html>

Utah  
<https://mved.utah.gov/>

Virginia  
<http://www.mvdb.virginia.gov/default.aspx>

West Virginia  
<https://www.dmv.org/wv-west-virginia/buysell/car-dealers/salesperson-license.php>

Wisconsin  
<https://wisconsin.gov/Pages/home.asp>

# **Occupational Licensing Study 50 State Comparison**

State Board of Veterinary Medicine

Veterinarian  
Veterinary Technician



Presented by the Pennsylvania  
Department of State

2020

# Veterinarian

A licensed Doctor of Veterinary Medicine.

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.

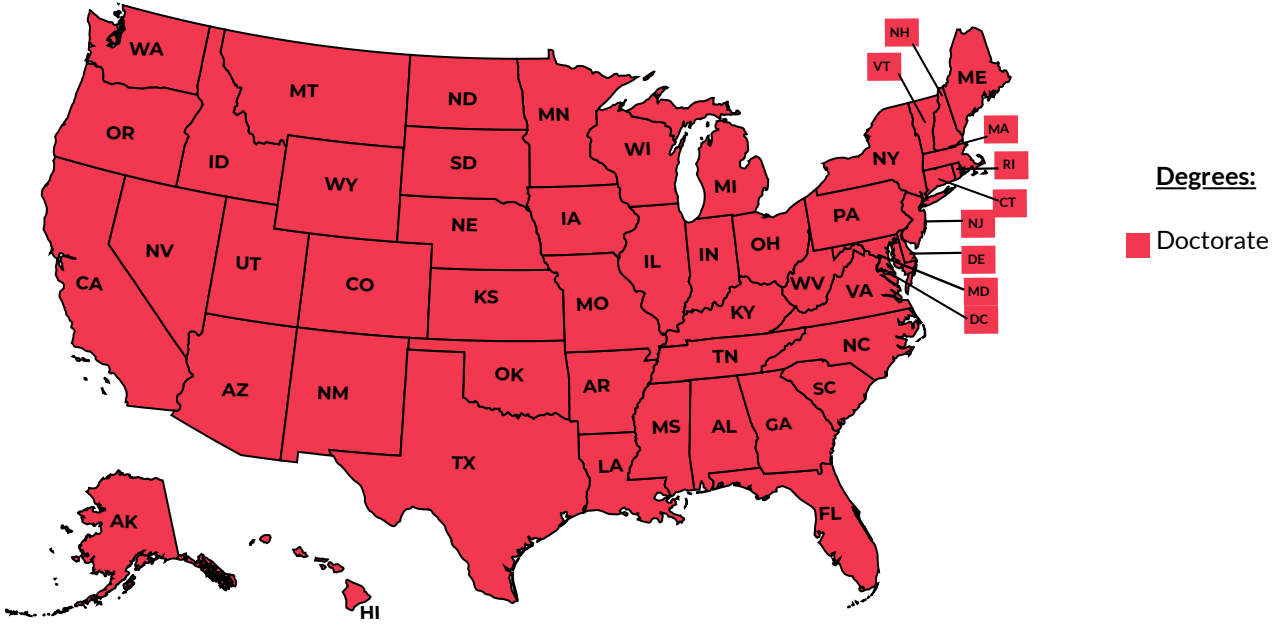
# Veterinary Technician

A certified veterinary technician who holds current certification from a specialty organization recognized by the National Association of Veterinary Technicians in America (NAVTA).

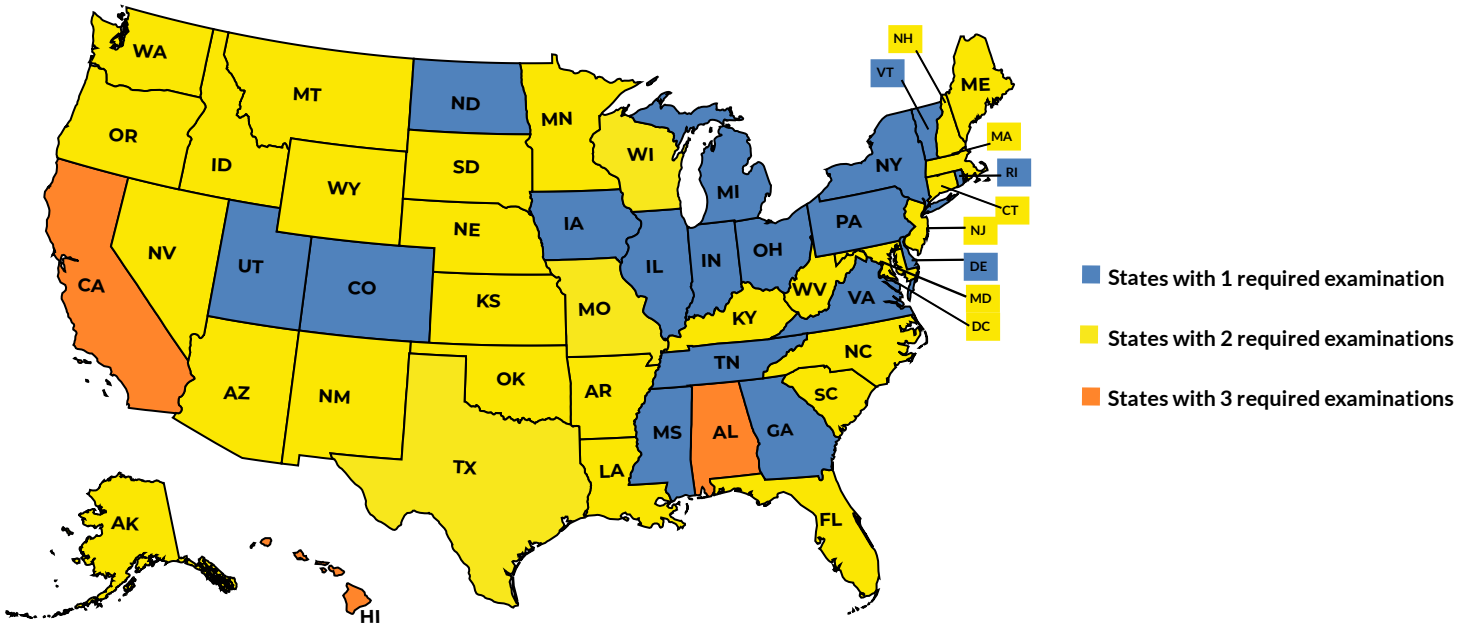
Technicians perform medical tests under the supervision of a licensed veterinarian to assist in diagnosing the injuries and illnesses of animals.

# Veterinarian

## Degree Requirement



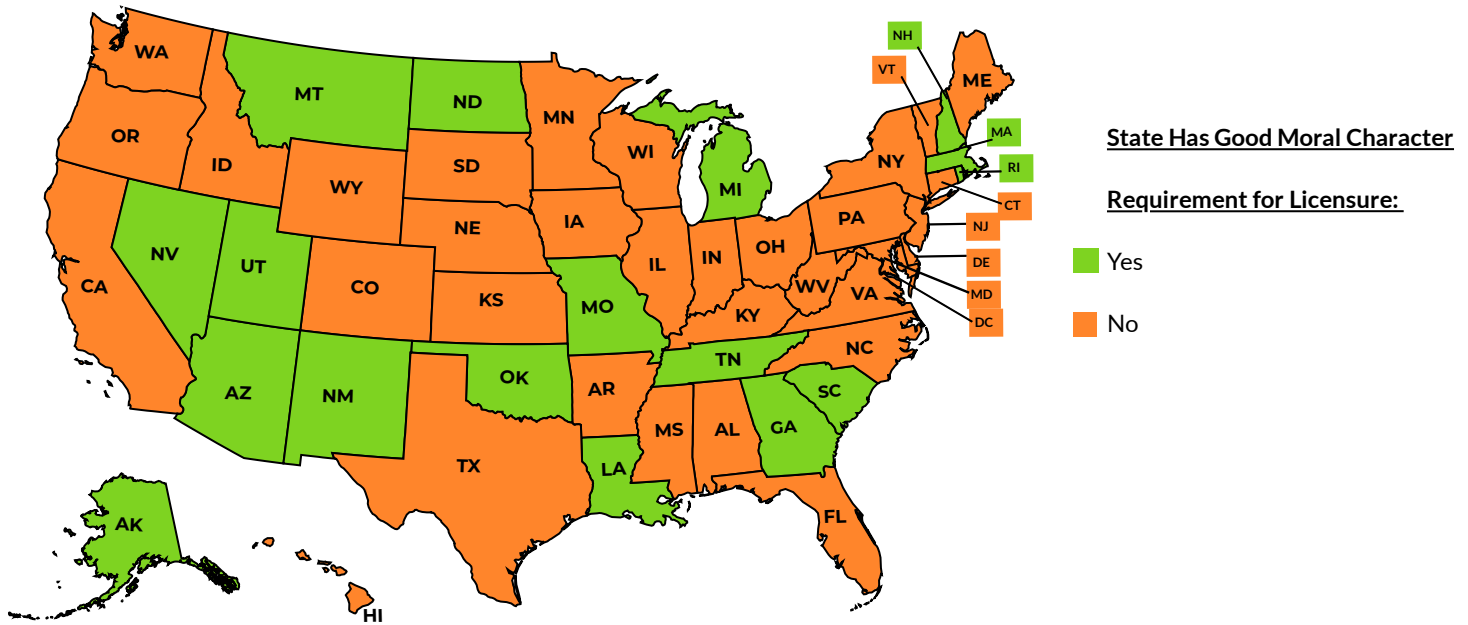
## Examination Requirement



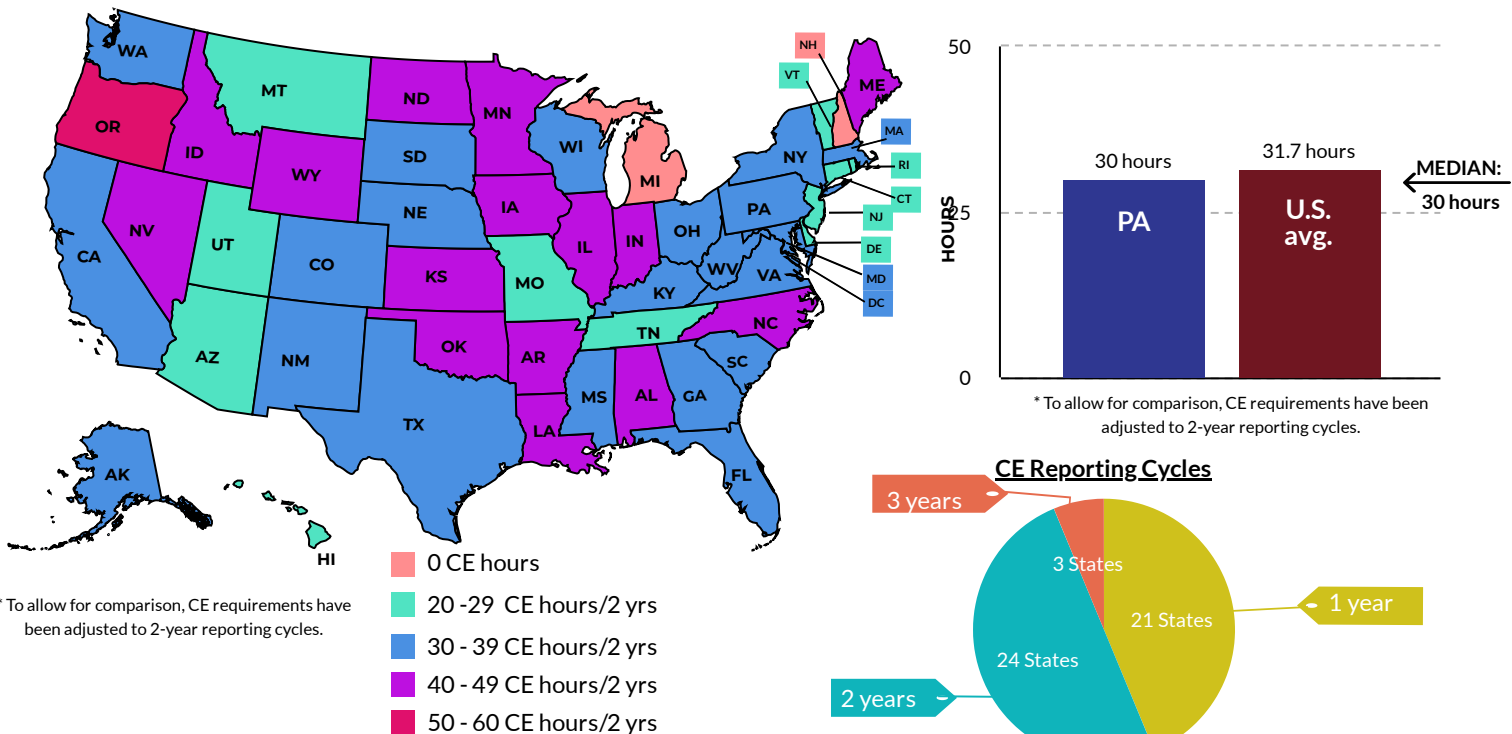


# Veterinarian

## Good Moral Character Requirement

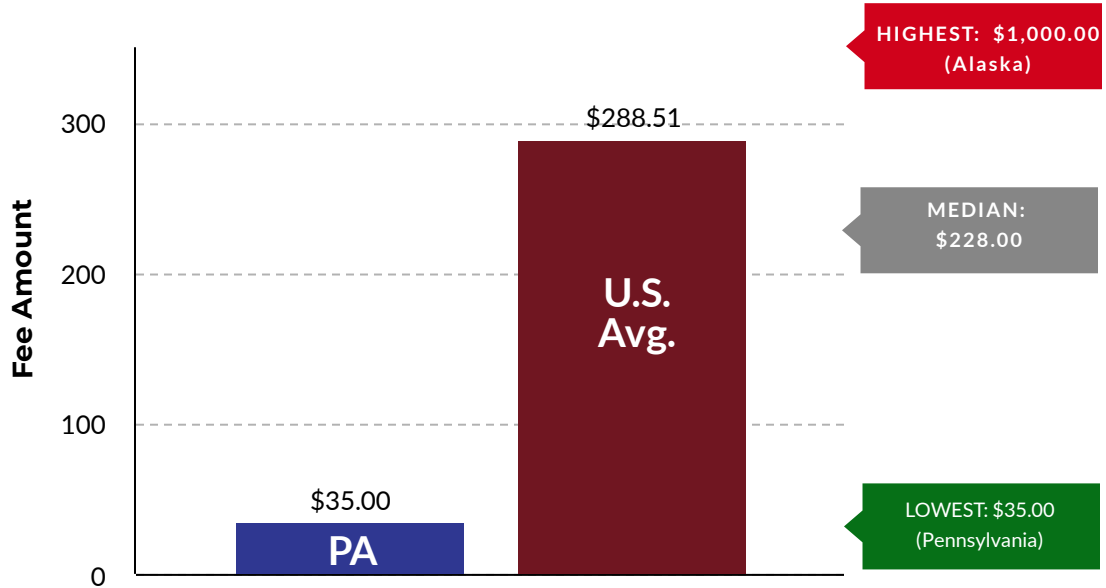


## Continuing Education Requirement



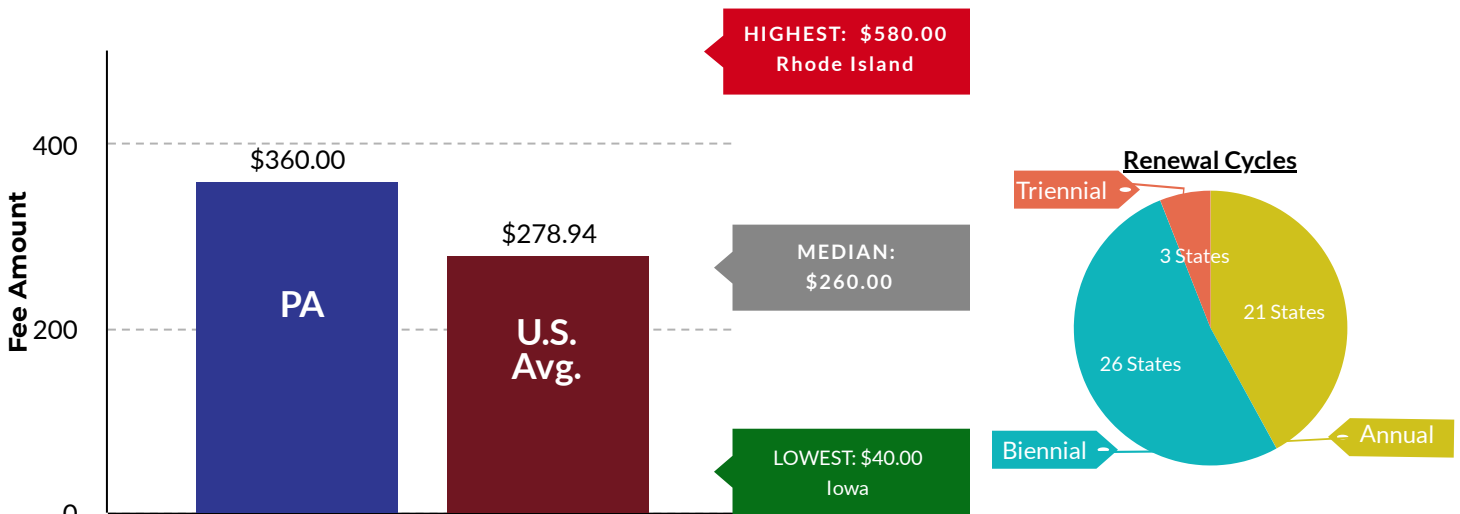
# Veterinarian

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

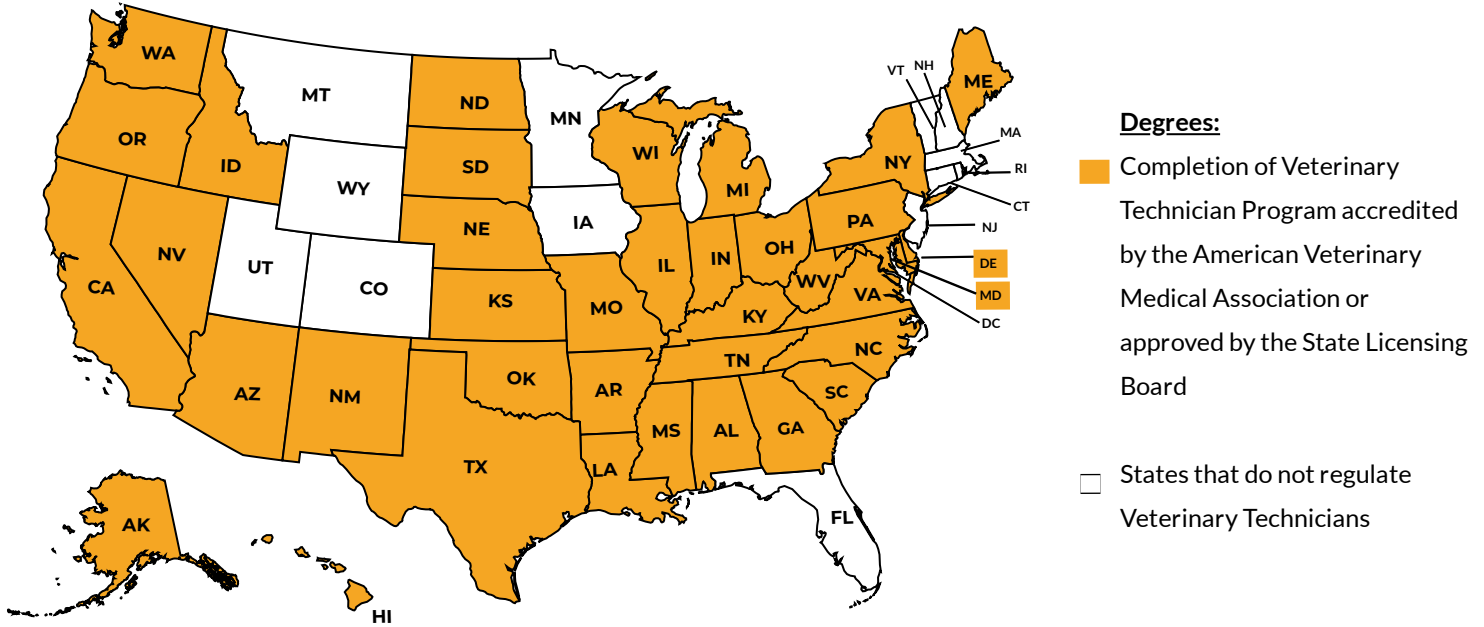
# Veterinarian

## States with Reciprocity or Endorsement

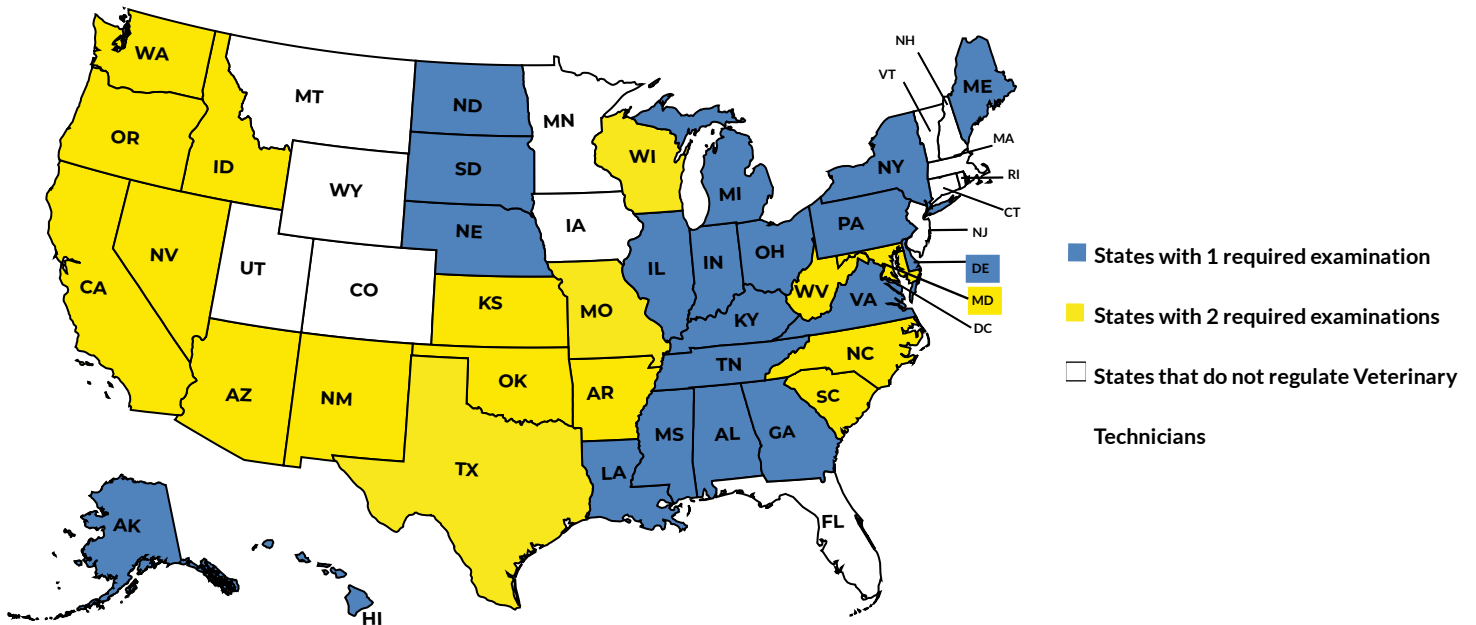
<u>Endorsement</u>		<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Alabama	New Jersey	California	
Alaska	New Mexico	Delaware	Georgia
Arizona	New York	Massachusetts	Kansas
Arkansas	North Carolina	Missouri	West Virginia
Colorado	Oregon	Montana	
Connecticut	Rhode Island	Nebraska	
District of Columbia	South Carolina	New Hampshire	
Florida	South Dakota	North Dakota	
Hawaii	Texas	Ohio	
Idaho	Vermont	Oklahoma	
Illinois	Virginia	Pennsylvania**	
Indiana	Wisconsin	Tennessee	
Iowa	Wyoming	Utah	
Kentucky		Washington	
Louisiana			
Maine			
Maryland			
Michigan			
Minnesota			
Mississippi			
Nevada			

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Veterinary Technician Degree Requirement

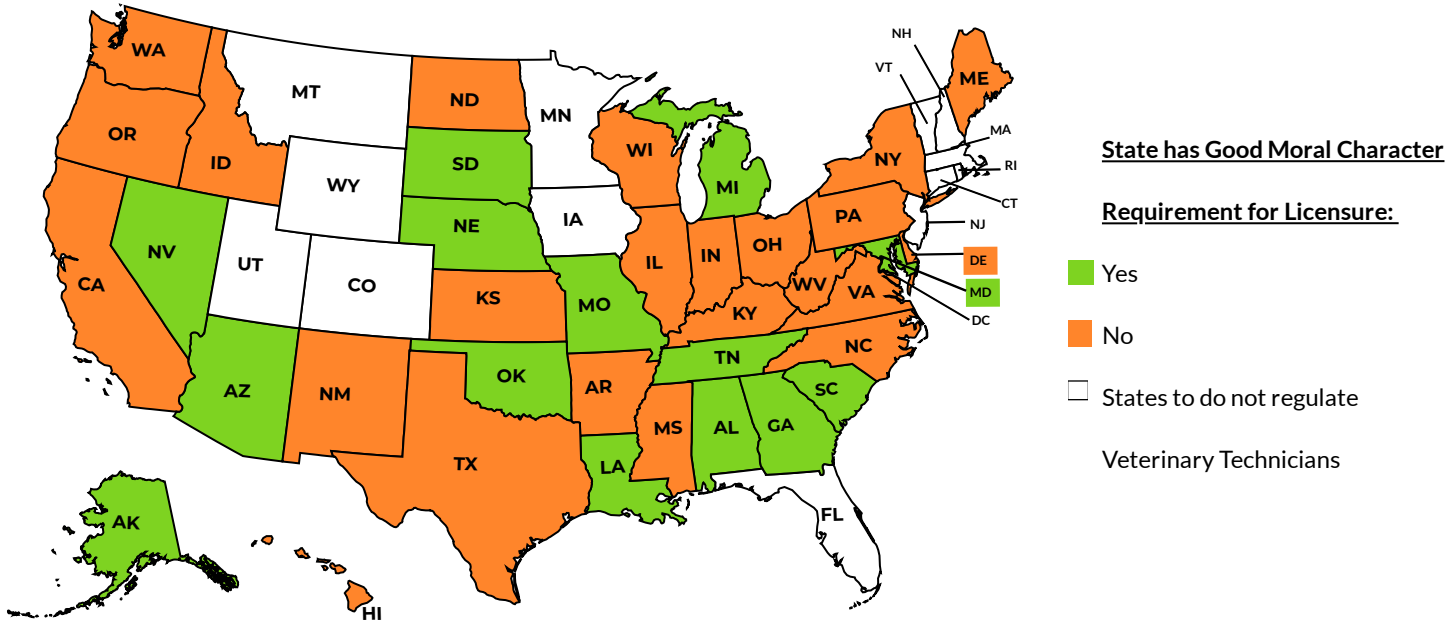


# Examination Requirement

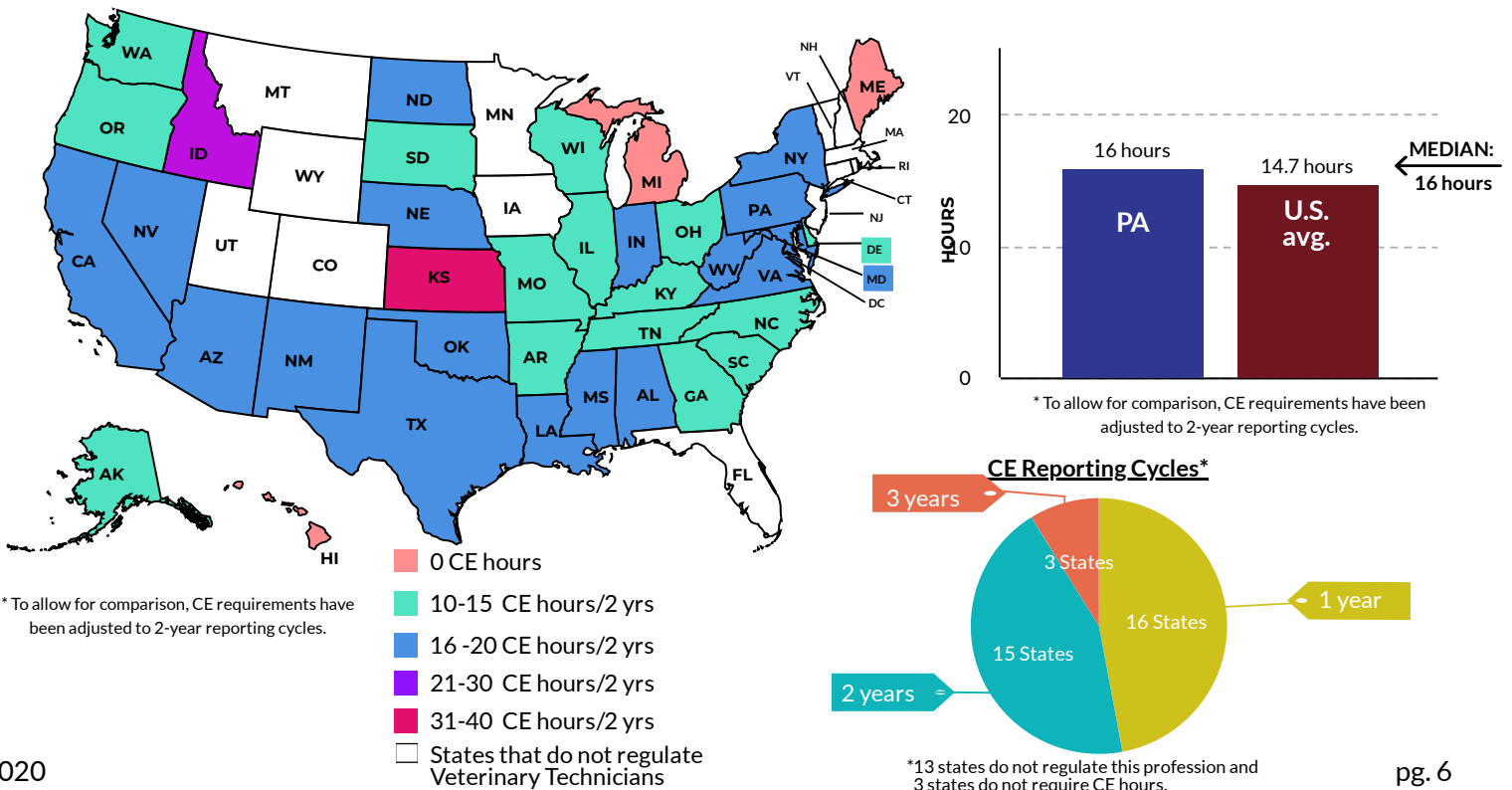


# Veterinary Technician

## Good Moral Character Requirement

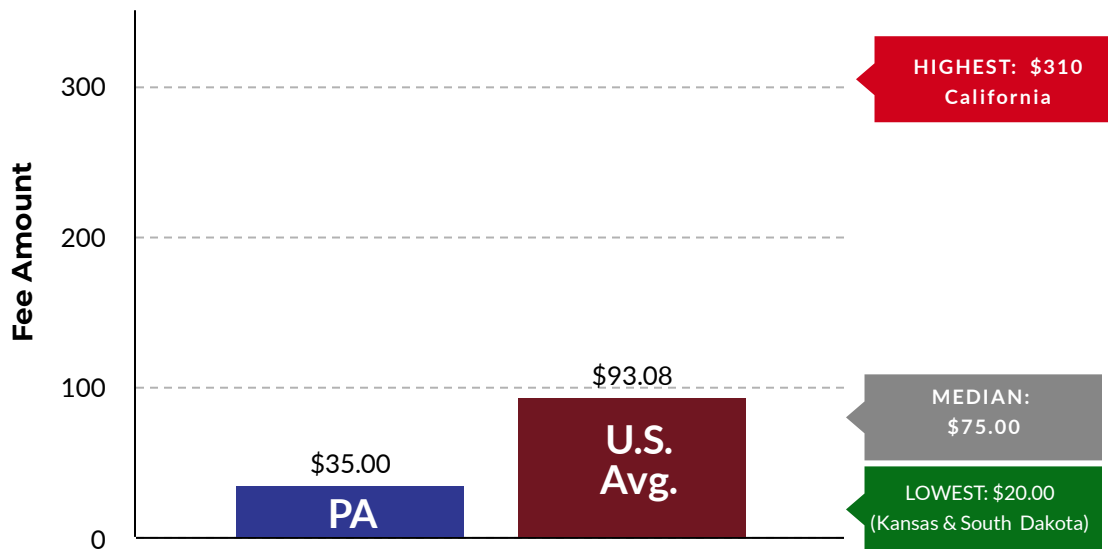


## Continuing Education Requirement



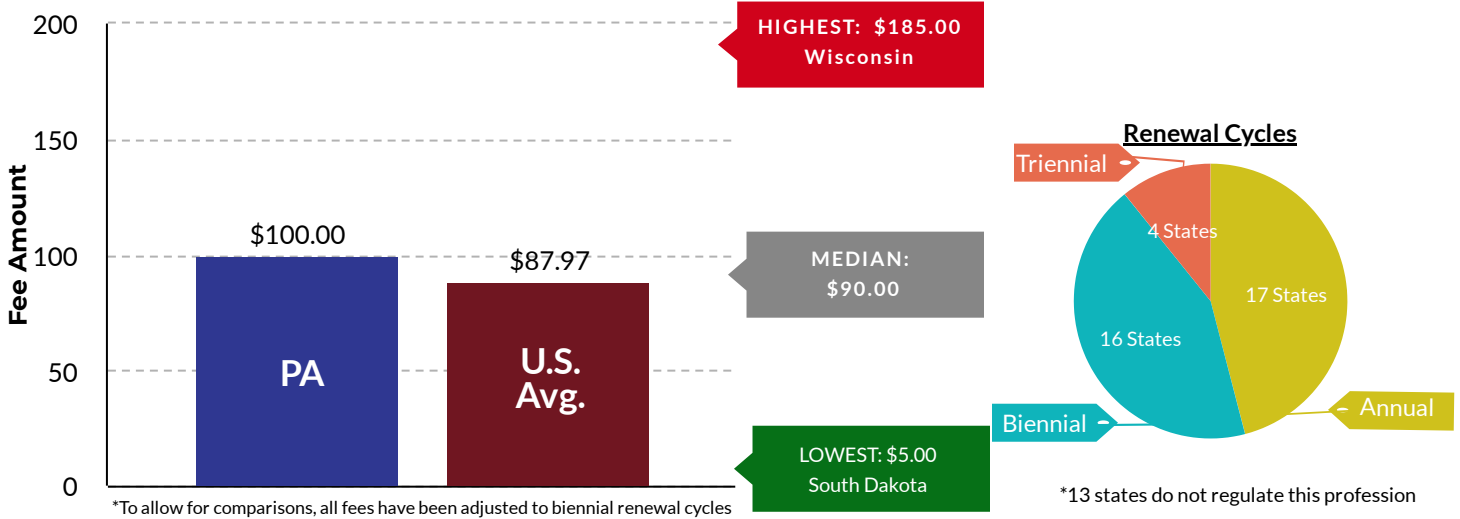
# Veterinary Technician

## Initial Licensing Fee



\* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

## Renewal Fees



\*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

\*13 states do not regulate this profession

# Veterinary Technician

## States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
Arizona	Delaware	Alabama
Hawaii	Missouri	Arkansas
Illinois	North Carolina	Georgia
Indiana	Tennessee	Idaho
Maryland		Kansas
Michigan	<u>Equivalency</u>	Kentucky
New Mexico	California	Louisiana
New York		Maine
Pennsylvania**	<u>Credentials</u>	Mississippi
Virginia	Alaska	Nebraska
Wisconsin		Nevada
		North Dakota
		Ohio
		Oklahoma
		Oregon
		South Carolina
		South Dakota
		Texas
		Washington
		West Virginia

\*\*Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

# Observation Section

## **Regulation of Veterinary Technicians among all States**

- The following states license Veterinary Technicians: Alabama, Alaska, Delaware, Maryland, Michigan, Nebraska, Nevada, New York, North Carolina, North Dakota, South Carolina, Tennessee, Texas, Virginia, Washington, Wisconsin
- The following states certify Veterinary Technicians: Arizona, Arkansas, Idaho, Illinois, Louisiana, Mississippi, Oklahoma, Oregon, and Pennsylvania
- The following states register Veterinary Technicians: California, Georgia, Hawaii, Indiana, Kansas, Kentucky, Maine, Missouri, New Mexico, Ohio, South Dakota, West Virginia
- Thirteen states do not regulate Veterinary Technicians: Colorado, Connecticut, Florida, Iowa, Massachusetts, Minnesota, Montana, New Hampshire, New Jersey, Rhode Island, Utah, Vermont, Wyoming
  - District of Columbia also does not regulate Veterinary Technicians

## **Training / Experience Notes for Veterinarians**

**\*\*States do not require Training Hours or Experience for licensure of Veterinarians\*\***

Applicants must hold a doctorate degree from an AMVA (American Medical Veterinary Association) accredited program and have passed the NAVLE (North American Veterinary Licensing Examination) exam, among other state-specific requirements, to obtain licensure.

## **Training / Experience Notes for Veterinary Technicians**

**\*\*States do not require Training Hours or Experience for regulation of Veterinary Technicians\*\***

For states that do regulate Veterinary Technicians, applicants are required to complete a veterinary technician program accredited by the American Veterinary Medical Association or approved by the state licensing board, along with passing the Veterinary Technician National Examination and other possible state examinations pursuant to that state's requirements.



# Sources: State Licensing Boards

**Alabama**  
<http://www.asbvme.alabama.gov/>

**Alaska**  
<https://www.commerce.alaska.gov/web/cbpl/professionallicensing/boardofveterinaryexaminers.aspx>

**Arizona**  
<https://vetboard.az.gov/licensing>

**Arkansas**  
<https://arvetboard.statesolutions.us/>

**California**  
<https://www.vmb.ca.gov/>

**Colorado**  
<https://drive.google.com/file/d/0B-K5DhxXxJZbTFdrR3FPZ0gOczg/view>

**Connecticut**  
<https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/Vet/Veterinarian-Licensure>

**Delaware**  
<https://dpr.delaware.gov/boards/veterinarymedicine/newlicense/>

**District of Columbia**  
<https://dchealth.dc.gov/node/162292>

**Florida**  
<https://www.myfloridalicense.com/intentions2.asp?chBoard=true&boardid=26&SID=>

**Georgia**  
<http://sos.ga.gov/index.php/licensing/plb/53>

**Hawaii**  
<http://cca.hawaii.gov/pvl/boards/veterinary/>

**Idaho**  
<https://bovm.idaho.gov/>

**Illinois**  
<https://www.idfpr.com/profs/vet.asp>

**Indiana**  
<https://www.in.gov/pla/2442.htm>

**Iowa**  
<https://dia.iowa.gov/administrative-hearings/legal-resources/agency-specific-resources/board-veterinary-medicine>

**Kansas**  
<https://kbve.kansas.gov/>

**Kentucky**  
<http://bve.ky.gov/Pages/BoardExam.aspx>

**Louisiana**  
<https://www.lsbvm.org/>

**Maine**  
<https://www.maine.gov/pfr/professionallicensing/professions/veterinarians/index.html>

**Maryland**  
<https://mda.maryland.gov/vetboard/Pages/default.aspx>

**Massachusetts**  
<https://www.mass.gov/orgs/board-of-registration-in-veterinary-medicine>

**Michigan**  
[https://www.michigan.gov/lara/0,4601,7-154-89334\\_72600\\_72603\\_27529\\_27555--,00.html](https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72603_27529_27555--,00.html)

**Minnesota**  
<https://mn.gov/boards/veterinary-medicine/>

**Mississippi**  
<http://mississippivetboard.org/>

**Missouri**  
<https://pr.mo.gov/veterinarian.asp>

**Montana**  
<http://boards.bsd.dli.mt.gov/vet#0>

**Nebraska**  
[https://nda.nebraska.gov/animal/feed/NE\\_DHHS-Statutes-VetMedAct.pdf](https://nda.nebraska.gov/animal/feed/NE_DHHS-Statutes-VetMedAct.pdf)

**Nevada**  
<https://www.nvvetboard.us/glsuiteweb/clients/nvbov/public/default.aspx>

**New Hampshire**  
<https://www.agriculture.nh.gov/divisions/veterinary/>

**New Jersey**  
<https://www.njconsumeraffairs.gov/vet/Pages/default.aspx>

**New Mexico**  
<http://www.nmbvm.org/>

**New York**  
<http://www.op.nysed.gov/prof/vetmed/vetlic.htm>

**North Carolina**  
<https://www.ncvmb.org/>

**North Dakota**  
<https://www.ndbvme.org/>

**Ohio**  
<http://ovmlb.ohio.gov/>

**Oklahoma**  
<http://www.okvetboard.com/>

**Oregon**  
<https://www.oregon.gov/ovmeb/Pages/index.aspx>

**Pennsylvania**  
<https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/VeterinaryMedicine/Pages/default.aspx>

**Rhode Island**  
<http://health.ri.gov/licenses/detail.php?id=247#>

**South Carolina**  
<https://lir.sc.gov/>

**South Dakota**  
<http://vetboard.sd.gov/>

**Tennessee**  
<https://www.tn.gov/health/health-program-areas/health-professional-boards/veterinary-board.html>

**Texas**  
<https://www.veterinary.texas.gov/>

**Utah**  
<https://dopl.utah.gov/vet/index.html>

**Vermont**  
<https://www.sec.state.vt.us/professional-regulation/list-of-professions/veterinary-medicine.aspx>

**Virginia**  
<https://www.dhp.virginia.gov/vet/>

**Washington**  
<https://www.doh.wa.gov/LicensesPermitsandCertificates/ProfessionsNewReneworUpdate/Veterinarian/LicenseRequirements>

**West Virginia**  
<https://www.wvsvm.org/>

**Wisconsin**  
[https://datcp.wi.gov/Pages/About\\_Us/VeterinaryExaminingBoard.aspx](https://datcp.wi.gov/Pages/About_Us/VeterinaryExaminingBoard.aspx)

**Wyoming**  
<https://vetboard.wyo.gov/>