

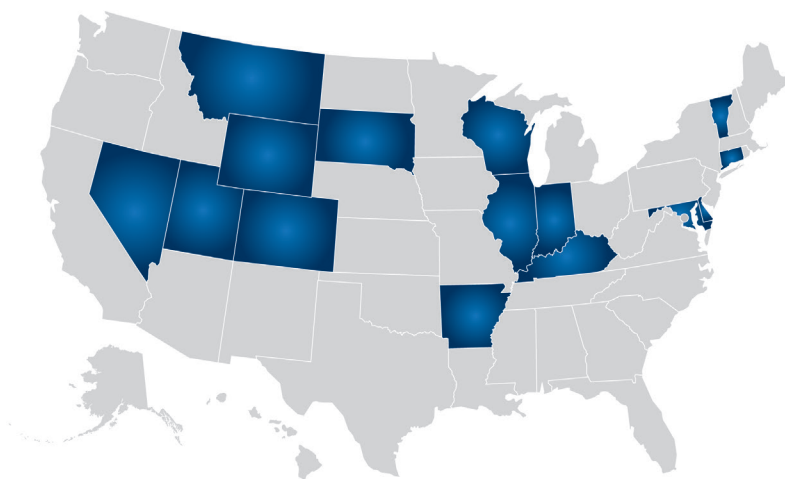


Human Capital Solutions – Occupational Licensing

Occupational Licensing Research and Best Practices

Occupational licensing is usually regulated at the state level, where certain jobs require an individual to have a license to legally perform that job. Typically, the need for a state-controlled license to work relates to the role of the government in protecting public health and safety. Occupational licensing requirements and fees usually need to be fulfilled before practicing the desired occupation. Nearly one in four U.S. workers are in a profession that requires an occupational license, making licensing one of the central factors shaping employment opportunities for many workers. Licensing is also one of the most restrictive forms of occupational regulation because it legally prohibits individuals from working in a licensed occupation if they do not fulfill a jurisdiction’s educational or experience requirements. Therefore, it is critical for states and occupational licensure boards to review their licensing practices to ensure the licensure requirements are commensurate with the level of protection they are intended to provide and reduce unnecessary barriers to entry to the profession. Licensing boards also should examine licensing best practices to establish action plans that expand access to and improve the portability and reciprocity of selected occupations across state lines.

States Where AIR Has Collected and Analyzed Occupational Licensing Data



AIR Occupational Licensing Industries Studied

- Health Care
- Education
- Professional Services
- Manufacturing
- Retail Trade
- Construction
- Personal Services



Key Questions to Consider

To determine the **effectiveness of your occupational licensing practices**, you should consider the following questions:

- **For each licensed occupation, how recently have you examined the linkages among licensure training**, education or experience requirements, and job duties and tasks to ensure they align with the intended level of public safety and well-being?
- **How recently have you compared licensure training** and education or experience requirements across similar occupations to ensure the standards are equivalent?
- **How recently have you examined the licensure educational or experience requirements** across states to identify differences in standards and determine the possibility of reciprocity?
- **Have you examined challenges that specific populations** (e.g., immigrants, military spouses, justice-involved individuals, economically disadvantaged individuals) may face because of licensure requirements to ensure the benefits to public health and safety outweigh potential challenges to receiving a license?
- **Have you looked at how the practice of the occupation has changed because of COVID-19** (or over time), and how those changes may need to be reflected in occupational licensing requirements?

AIR Occupational Licensing Special Population Considerations

- Justice-Involved Individuals
- Military Spouses and Veterans
- Immigrant Populations
- Economically Disadvantaged Individuals



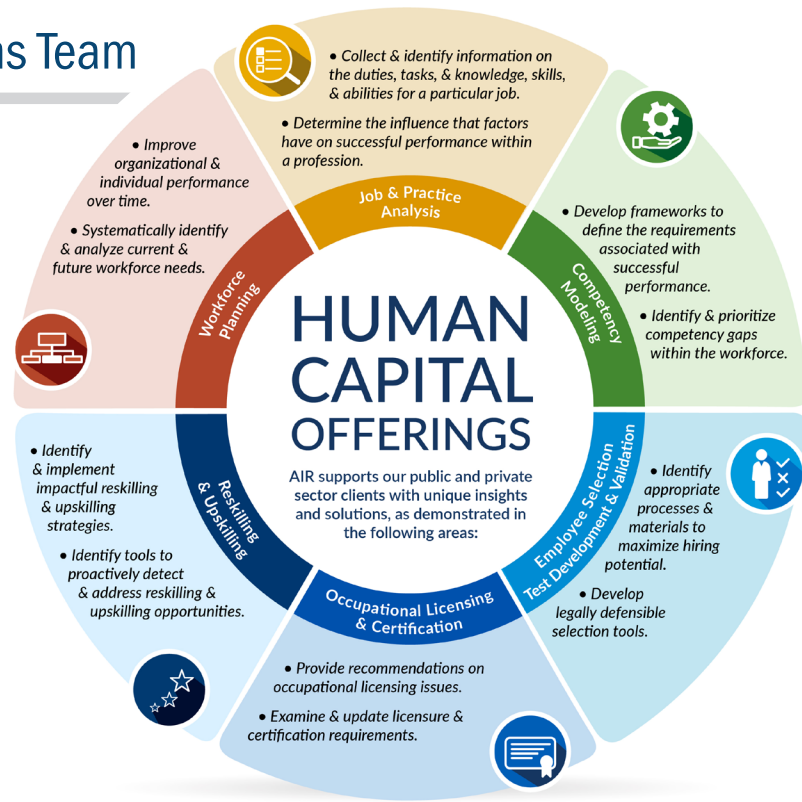
AIR Solutions

To **ensure our examination and evaluation of licensure processes** provide our clients with results that are tailored to their needs, we do the following:

- **Examine the tasks and duties associated with a job to establish specific linkages to public safety** and licensing requirements, and eliminate requirements that do not have a clear connection.
- **Review licensing requirements** and provide recommendations, action plans, and goals to reduce barriers to entry and improve the portability of licenses across state lines.
- **Provide recommendations on establishing standards** that reflect challenges that certain populations may face in becoming licensed.
- **Leverage best practices and existing literature and policy reviews** to provide summaries and recommendations on current licensure practices, including comparisons across states.
- **Gather and validate information** from key stakeholders associated with licensed occupations to identify areas for change.
- **Provide recommendations** on establishing and maintaining an occupational licensing data infrastructure.
- **Use behavioral insights to review licensing information** presented on licensing board websites and informational documents for clarity, conciseness, and navigability.

AIR's Human Capital Solutions Team

AIR's Human Capital Solutions team uses evidence-based analyses and approaches to support projects that encompass the entire human capital life cycle and provide our public and private sector clients with unique insights and tailored solutions. Central to our work is a focus on the changing nature of jobs due to technology and automation, and developing solutions for employers, individuals, and public agencies to use to successfully navigate these changes. We have partnered with clients to examine the licensure requirements and identify existing policies that create unnecessary barriers. We have also assisted in creating action plans that expand access to and improves portability and reciprocity for selected occupations.



Contact Information

For more information, contact:



Christina Curnow, PhD

202.403.6647

ccurnow@air.org

For additional capabilities, please visit:

www.air.org/topic/workforce/human-capital

Contract Vehicles

Several of our current federal government-wide acquisition contracts include:

- Human Capital and Training Solutions (HCaTS) – Unrestricted Pool 2
- Professional Services Schedule (PSS) – SIN 874-1
- Program Support Center (PSC) – Program and Policy Assessment

Contact us for state and local contract vehicles.

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1400 Crystal Drive, 10th Floor
Arlington, VA 22202-3231
202.403.5000

www.air.org