

TOO MUCH LICENSE?

A CLOSER LOOK AT OCCUPATIONAL LICENSING AND ECONOMIC MOBILITY

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INTRODUCTION

There is growing bipartisan consensus that the United States should pursue occupational licensing reform. Both the Obama administration¹ and members of the Trump administration, such as Secretary of Labor Alexander Acosta,² have indicated support for states to pursue reform. The effects of occupational licensing on the price of services and the wages of professionals has been well documented.³ Estimates suggest that licensed occupations experiencing 10% employment growth from 1990 to 2000 would have had employment growth of 12% without occupational licensing in place.⁴ A new National Bureau of Economic Research (NBER) working paper estimates that state-specific licensing exams may reduce interstate migration by 36%—potentially resulting in workers experiencing “job lock.”⁵

What is less understood is how licensing affects economic mobility. In other words, is occupational licensing preventing individuals from earning more than their parents did? In a previous paper published by the Archbridge Institute, we introduced a new data set that documents growth in occupational licensing of low- and

moderate-income occupations from 1993 to 2012.⁶ Matching this newly produced data with data from The Equality of Opportunity Project, we found evidence of a potential negative correlation between growth in licensed occupations and absolute economic mobility.⁷

Occupational licensing laws require individuals to complete mandatory entrance requirements before they are able to begin a new profession. Entrance requirements may include minimum levels of schooling or training, fees, or more subjective tests such as possessing “good moral character.” Although state occupational licensing requirements may be perceived to be protecting the public from receiving poor quality service or being deceived by charlatan “fly-by-night” thieves, there are compelling arguments that can be made that licensing today is going too far. As a recent example, a *New York Times* article documents that in 19 states, individuals may have their professional licenses seized if they default on student loans.⁸ It is not clear how failure to pay student loans correlates with the professional’s ability to competently perform their trade or profession.

At the national level, growth in occupational licensing has been well documented. The percentage of workers directly affected by occupational licensing has grown by at least 17 percentage points over the last 60 years.⁹ At the state level, historical trends are not as well known. The Institute for Justice has published two editions of its landmark study *License to Work*—providing snapshots of occupational licensing requirements for 102 low- and moderate-income occupations in 2012 and 2017.¹⁰ Another recent study by Kleiner and Vorotnikov provides estimates of the percentage of workers licensed in each state ranging from 12.4% in South Carolina to 33.3% in Iowa.¹¹

As indicated previously, the stated intent of occupational licensing laws is to protect the public from harm and to make sure that quality standards are set at a bare minimum. But how can we justify occupational licensing of florists in Louisiana when no other state has a similar requirement?¹² And why do interior designers in Louisiana as well as Florida, Nevada, and the District of Columbia have to complete six years of education and/or work experience beyond high school to obtain a license?¹³

In addition to potentially raising the price of services for consumers, these and other examples of seemingly needless occupational licensing laws may be reducing job opportunities for America’s poor and middle class. Requiring aspiring interior designers and florists to pay fees and complete years of education may be unattainable for many Americans. For this reason, we hypothesize that occupational licensing may be restricting economic mobility.

In the sections that follow, we assess and analyze how occupational licensing may be restricting opportunities in the United States. Our paper proceeds by:

- 1) Providing state-by-state estimates of growth in low- and moderate-income occupations from 1992 to 2012. An update is also provided for 2017. State profiles (sorted both by state and occupation) are provided as an appendix.
- 2) Estimating the effect that growth in occupational licensing has had on absolute economic mobility. Evaluating at mean levels of economic mobility, our empirical results suggest growth in state licensing is associated with a 1.7% to 6.7% reduction in absolute mobility at the county level.
- 3) Estimating the effect that growth in occupational licensing has had on income inequality. Evaluating at mean levels of income inequality, growth in licensing is also associated with increases in county-level Gini coefficients (and thus income inequality) ranging from 3.9% to 15.4%.

STATE GROWTH IN OCCUPATIONAL LICENSING

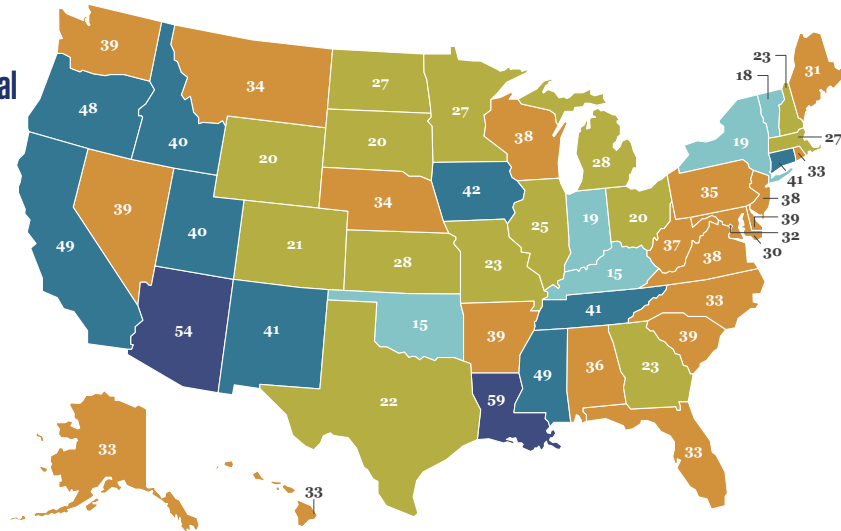
Growth in occupational licensing over the 1993–2012 period has been widespread in the United States, with states on average increasing the number of low-income professions licensed by 31 over this 20-year period (see Table 1). As shown in Figure 1, however, heterogeneity in licensing growth exists across the United States. Louisiana, for instance, had the largest increase in the United States—59 newly licensed low-income occupations. Oklahoma and Kentucky on the other hand, experienced the lowest growth of only 15 newly licensed low-income occupations. Further examination of the states suggests that these disparities do not appear to be geographically related. In the South,

FIGURE 1.

Growth in Low Income Occupational Licensing, 1993-2012

- 50-59
- 40-49
- 30-39
- 20-29
- 15-19

Source: 1993 data collected from David P. Bianco, Ed. Professional and Occupational Licensing Directory, 2012 data collected from <http://ij.org/report/license-to-work/>.



Tennessee licensed 41 new low-income occupations, but bordering state Kentucky licensed only 15 occupations. In New England, Connecticut licensed 41 new low-income occupations and Vermont licensed just 18 new occupations.

As a new addition for this manuscript, we have produced partial lists of newly licensed low-income occupations from 1993 to 2012 in each state. Appendix 1 sorts the occupations by state and Appendix 2 by occupation. Massage therapists serve as a good example of growth in low-income occupations. Some 26 states and the District of Columbia added licensing requirements between 1993 and 2012. Research suggests that adding licensing requirements increased the earnings of massage therapists by more than 16%.¹⁴ By increasing the costs associated with entering the profession, licensing may allow massage therapists to charge higher prices as a result of facing less competition in the market place. In addition, aspiring massage therapists may be discouraged from entering the profession and this may potentially result in reductions in economic mobility and increases in income inequality.

As a contrast, not a single state added licensing requirements for opticians over this same time period.¹⁵ From a public policy perspective, it is not clear why some states regulate the same occupation much more onerously than others. From a research perspective, the political economy of the evolution of new licensing laws remains an understudied topic.

In November of 2017, the Institute for Justice published a new edition of their landmark study *License to Work*. By comparing the two volumes, we can explore more recent changes in the growth of occupational licensing. The particular occupations collected and methodology for the updated report changed slightly, which limits direct comparisons of aggregate state level occupations licensed between the two reports. Comparisons of particular occupations collected in both 2012 and 2017, however, illuminate a continuing trend for licensure across the U.S. Alabama added new licensing requirements for barbers in 2013—the profession was not subject to statewide licensing since 1983.¹⁶ Four states (Alaska, Hawaii, Maryland, and West Virginia) added licensing requirements for athletic trainers. These are just two examples among many newly licensed occupations over a 5-year period. Modest reform in the opposite direction has occurred for one occupation—the 2017 report indicates that 23 states have exempted hair braiders from acquiring cosmetology and/or barber licenses. More than half (14) have deregulated hair braiding since 2014. Research suggests that deregulation of hair braiding in Virginia led to new opportunities for entrepreneurs in the state.¹⁷ Although this type of reform is promising, the licensing changes for occupations like athletic trainers and barbers are more indicative of the overall trend.

ESTIMATES OF THE EFFECT OF LICENSING GROWTH ON ECONOMIC MOBILITY

As indicated above, the data pertaining to licensing growth were obtained by comparing professions licensed in each state for 1993 and again for 2012.¹⁸ These data were then combined with existing cross-county data made available through The Equality of Opportunity Project, originally published in *The Quarterly Journal of Economics* by Chetty, Hendren, Kline, and Saez.¹⁹ The main dependent variable for our empirical analysis is the absolute upward mobility measure from this paper. This measure estimates the expected rank of children in each county in the middle of the lower half of the income distribution—in other words, families at the 25th percentile of the income distribution.

In each county, this estimate captures the expected (average) income rank of a child whose parents are at the 25th percentile of the income distribution. The 25th percentile of the income distribution was selected as the primary measure of interest in the Chetty et al. paper, and is of interest to this analysis, because it captures the chances of an individual raised in a relatively low-income family moving up the income distribution relative to their family circumstances. As such, the estimate is centered on the absolute income mobility of the children of low or moderate-income families. In this way, this measure captures the change in mobility or the opportunity to move up in income distribution from generation to generation over the period of interest.

The data gathered from the Chetty et al. study are county level and were estimated using 1980–82 birth cohorts and are the latest birth cohorts used in the study. They take into account the income percentile of parents and their children. The children born between 1980 and 1982 should be reaching some of their prime work years in 2012. While the estimate is a cross-sectional statistic for each county it does capture the income earning dynamics across two generations. This statistic could be influenced by the licensing growth statistics over the 1993–2012 period, which are also focused on low- and moderate-income occupations.

Occupational licensing is done at both the state and local levels in the United States. Unfortunately, statistics on changes to local level occupations licensed for these 102 low- to moderate-income occupations are not available. Consequently, the analysis is limited to changes in low-income licensed occupations at the state level, while the absolute upward mobility data are county-level statistics. We record the state-level change in licensing for each county within a state. We also examine the relationship between occupational licensing and county-level inequality using a county-level Gini coefficient, which was also included in the Chetty et al. dataset.

The Gini coefficient is a very common measure of income inequality and is defined by the U.S. Census as follows: “The Gini index, or index of income concentration, is a statistical measure of income inequality ranging from 0 to 1. A measure of 1 indicates perfect inequality, i.e., one household having all the income and [the] rest having none. A measure of 0 indicates perfect equality, i.e., all households having an equal share of income.”²⁰ As this number increases, measured income inequality also increases. Ideally, we would measure the change in the county-level Gini coefficient over the 1993–2012 period, but we do not have access to the 1993 data. We therefore rely on the 2012 data for our analysis. The empirical models are county level cross sectional OLS models and are estimated as follows:

$$\text{AbsoluteUpwardMobility}_i = \beta_0 + \beta_1 \Delta \text{LowIncomeOccupationsLicensed}_j + X_i + \varepsilon_i \quad (1)$$

$$\text{CountyGiniCoefficient}_i = \beta_0 + \beta_1 \Delta \text{LowIncomeOccupationsLicensed}_j + X_i + \varepsilon_i \quad (2)$$

^ΔLowIncomeOccupationsLicensed_j is the change in low- and moderate-income occupations in state j requiring a license from 1993 through 2012. X_i is a vector of county level (subscript i) demographic controls which includes county-level income and population measures for 2012, as well as county-level changes in real (\$2012) income per capita over the period of interest (1993–2012), and the percentage of children born to teenage mothers. ε_i is the idiosyncratic error. Standard errors were clustered by state commuting zone ids, as errors may be correlated within geographic areas; each commuting zone includes multiple counties. Unemployment rates are not included as a control as they are likely closely related to changes in occupational licensing. Occupational licensing limits entry and controls the pool of job seekers; it has the potential to have impacts on unemployment within those industries. As the number of occupations licensed increases the more likely this change is to have impacts on the aggregate unemployment rate within a county.

In a 2016 Brookings policy paper, Ryan Nunn documents the close relationship between unemployment and licensed professions. As indicated by Nunn:

Licensing creates “crowding” in unlicensed occupations and labor scarcity in licensed occupations driving a wedge between the unemployment rates in the two sectors.²¹

Licensing may also be closely related to average income per capita measures. Licensing may limit entry into a profession and reduce the potential earnings of those attempting to enter that profession. Licensing may also increase the earnings of those fortunate enough to obtain licenses. In this way, the relationship between licensing growth and per capita income is ambiguous. As a result, we elect to include it as a control variable in the analysis.

Given the cross-sectional nature of the data, these relationships should be taken as suggestive; no claims of causation are made. This analysis also deals with the growth in licensing, not the stringency of licensing requirements. Substantial changes to the requirements needed to acquire licenses have also occurred over time. Examples of these requirements include experience requirements, training, and exam requirements to acquire licenses. This analysis does not focus on these changes but instead on the change in the number of occupations licensed. Table 1 gives the summary statistics for these data, and Table 2 presents the estimation results.

TABLE 1: SUMMARY STATISTICS		
	Mean	Standard Deviation
<i>State Level Change in Low Income Licensed Occupations</i>	31.04	10.37
<i>2012 Population</i>	100732.1	322070.8
<i>2012 Income Per Capita</i>	37700.9	10823.5
<i>1993–2012 Change in Income Per Capita</i>	20147.53	8547.241
<i>Teenage Birth Rate</i>	16.5265	5.7815
<i>Absolute Upward Mobility</i>	43.4408	5.4513
<i>County Level Gini Coefficient</i>	0.3838	0.0861

TABLE 2: RELATIONSHIP BETWEEN LOW INCOME LICENSED OCCUPATIONS, ABSOLUTE UPWARD MOBILITY, AND COUNTY LEVEL GINI COEFFICIENTS.		
	(1) Absolute Upward Mobility	(2) Gini Coefficient
<i>Change in Low Income Licensed Occupations</i>	-0.049*** (0.0114)	0.0010*** (0.0002)
<i>2012 Population</i>	0.00001** (0.0000)	0.0000001*** (0.0000)
<i>2012 Income Per Capita</i>	-0.0006*** (0.0000)	0.00001*** (0.0000)
<i>1993–2012 Change in Income Per Capita</i>	0.0009*** (0.0000)	-0.00001*** (0.0000)
<i>Teenage Birth Rate</i>	-0.5645*** (0.03201)	0.0084*** (0.004)
<i>Intercept</i>	58.9942	0.0694
<i>N</i>	2,717	2,717
<i>R²</i>	0.4975	0.3163
Clustered Robust Standard errors in parentheses.		
* $p < .10$, ** $p < .05$, *** $p < .01$		

As indicated by Table 2, increases in occupational licensing are associated with reductions in absolute upward mobility and increases in county Gini coefficients. This suggestive relationship provides some evidence that increases in licensing of low-income occupations may hamper mobility and increase income inequality.

In estimation (1) the coefficient (-0.049) is an estimate of the reduction in absolute economic mobility associated with a state adding licensing requirements for one low- or moderate-income occupation. The most extreme growth in low-income licensed occupations occurred in Louisiana, which licensed 59 more occupations in 2012 than in 1993. Our estimated coefficient suggests that Louisiana's growth in licensing is associated with a 2.9 unit reduction in the absolute upward mobility figure. Evaluating this figure at the mean level of absolute upward mobility from Figure 1, this corresponds with a 6.7% reduction in absolute mobility. Such a reduction in absolute economic mobility indicates corresponding reductions in the expected income percentile that a person born into the 25th percentile income quartile would expect to be at as an adult—hence, less chance of achieving the American dream.

Using the sample mean growth in low- and moderate-income licensed occupations (31.04), as opposed to Louisiana's change (59), yields an associated 3.5% reduction in the absolute mobility figure. Percentage change is again calculated using the sample mean of the absolute mobility figure. At the other extreme, Oklahoma and Kentucky had the smallest changes in the number of occupations licensed—just 15. A change of this magnitude is associated with a 1.7% reduction in the absolute mobility figure.

In summary, growth in the number of low- and moderate-income licensed occupations is associated with a reduction in absolute economic mobility ranging from as low as 1.7% in Oklahoma to as much as a 6.7% reduction in Louisiana. On average, economic mobility declined by 3.5% as the number of low- and moderate-income occupations grew from 1993 to 2012.

We now turn our attention to column (2) of Table 2. In this calculation we estimate the effect that growth in licensing has had on income inequality measured using the county-level Gini coefficient. In column (2) the coefficient (0.001) is an estimate of how much the Gini coefficient increases when a state adds licensing requirements for one low- or moderate-income occupation. If we compare Louisiana and Oklahoma, following a similar technique as above, we find that Louisiana's county-level Gini coefficient increased 0.059 units or by 15.4% (evaluated at the mean in Table 1). Oklahoma, by contrast, experienced a 3.9% increase in its Gini coefficient. If we evaluate the effect using the average change in licensed occupations (31.04), we estimate an 8.1% increase in the Gini coefficient. To summarize, growth in the number of low- and moderate-income occupations from 1993 to 2012 is associated with a 3.9% (Oklahoma) to 15.4% (Louisiana) increase in income inequality. It should be noted that national estimates of the increase in the Gini coefficient from 1992 to 1993 is approximately 10.2% or 4 Gini points.²² To see the estimated effects for all states, see Appendix 3.

CONCLUSION

This study provides an important contribution to the literature on U.S. economic mobility and income inequality. The potential of occupational licensing to influence labor opportunities, economic mobility, and income distribution outcomes has been mostly unexplored up to this point in this literature. Our analysis builds on the pioneering work of Chetty et al. and the Institute for Justice. We should note that the nature of the data (cross sectional) limits our ability to perform causal inference. In other words, we cannot say that growth in licensing caused reductions in economic mobility or increases in income inequality. Instead, the findings of this paper shed light on a suggestive relationship between the growth of occupational licensing, the economic mobility of low-income Americans, and income inequality. More specifically, our analysis suggests that growth in occupational licensing of low- and moderate-income occupations may be limiting opportunities for upward economic mobility (a 1.7% to 6.7% reduction evaluated at the mean). Licensing shrinks the pool of potential laborers by creating barriers to entry and this reduction in mobility also seems to relate to increases in income inequality (3.9% to 15.4% evaluated at the mean) as measured by U.S. county-level Gini coefficients.

Further research on the dynamic components of the simple relationships outlined by this paper is needed. The distributional impact of a policy is an important component of any good public policy analysis. Occupation licensing policy has been a growing phenomenon over the past few decades in the United States. Policy makers should take note of the potential distributional consequences of this growing phenomenon as they reconsider occupational licensing requirements for low- and moderate-income occupations. In addition to raising prices for consumers, occupational licensing may be creating barriers to opportunity that prevent the least fortunate Americans from achieving the American dream of prosperity.

APPENDIX 1: PARTIAL LISTS OF NEWLY LICENSED LOW- AND MODERATE-INCOME OCCUPATIONS SORTED BY STATE, 1993 TO 2012

Note: These lists are derived by comparing 1993 data collected from David P. Bianco, Ed. Professional and Occupational Licensing Directory and 2012 data collected from <http://ij.org/report/license-to-work/>.

ALABAMA

Animal Trainer	Fisher	Massage therapist	Skin Care Specialist
Athletic Trainer	Floor Sander Contractor (General/Commercial)	Midwife	Teacher Assistant
Bartender	Glazier Contractor (General/Commercial)	Mobile Home Installer	Terrazzo Contractor (General/Commercial)
Bus Driver (City/Transit)	Insulation Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Tester, Cathodic Protection
Cement Finishing Contractor (General/Commercial)	Iron/Steel Contractor (General/Commercial)	Paving Equipment Operator Contractor	Truck Driver
Child Care Worker	Locksmith	Pharmacy Technician	Vegetation Pesticide Handler
Door Repair Contractor	Makeup Artist	Pipelayer Contractor	Weigher
Drywall Installation Contractor (General/Commercial)	Manicurist	Shampooer	
Earth Driller	Mason Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)	
Fire Alarm Installer		Sign Language Interpreter	

ALASKA

Auctioneer	Fire Alarm Installer	Midwife	Tester, Cathodic Protection
Bartender	Fisher	Paving Equipment Operator Contractor	Tester, Tank
Bill Collector Agency	Floor Sander Contractor (General/Commercial)	Pipelayer Contractor	Travel Guide
Bus Driver (City/Transit)	Glazier Contractor (General/Commercial)	School Bus Driver	Truck Driver
Carpenter/Cabinet Maker Contractor (General/Commercial)	Insulation Contractor (General/Commercial)	Security Alarm Installer	Vegetation Pesticide Handler
Cement Finishing Contractor (General/Commercial)	Iron/Steel Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)	Veterinary Technologist
Child Care Worker	Makeup Artist	Skin Care Specialist	Weigher
Door Repair Contractor	Manicurist	Taxidermist	
Drywall Installation Contractor (General/Commercial)	Mason Contractor (General/Commercial)	Teacher Assistant	
		Terrazzo Contractor (General/Commercial)	

ARIZONA

Animal Breeder	Floor Sander Contractor (General/Commercial)	Iron/Steel Contractor (Residential)	Security Alarm Installer
Athletic Trainer	Floor Sander Contractor (Residential)	Makeup Artist	Sheet Metal Contractor (General/Commercial)
Backflow Prevention Assembly Tester	Funeral Attendant	Manicurist	Sheet Metal Contractor (Residential)
Bill Collector Agency	Gaming Cage Worker	Mason Contractor (General/Commercial)	Sign Language Interpreter
Bus Driver (City/Transit)	Gaming Dealer	Mason Contractor (Residential)	Skin Care Specialist
Carpenter/Cabinet Maker (Residential)	Gaming Supervisor	Massage therapist	Slot Key Person
Carpenter/Cabinet Maker Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Midwife	Teacher Assistant
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (Residential)	Mobile Home Installer	Terrazzo Contractor (General/Commercial)
Cement Finishing Contractor (Residential)	HVAC Contractor (General/Commercial)	Packager	Terrazzo Contractor (Residential)
Coach	HVAC Contractor (Residential)	Painting Contractor (General/Commercial)	Tester, Tank
Door Repair Contractor	Insulation Contractor (General/Commercial)	Painting Contractor (Residential)	Travel Guide
Drywall Installation Contractor (General/Commercial)	Insulation Contractor (Residential)	Paving Equipment Operator Contractor	Truck Driver
Fire Alarm Installer	Iron/Steel Contractor (General/Commercial)	Pharmacy Technician	Vegetation Pesticide Handler

ARKANSAS

Animal Trainer	Drywall Installation Contractor (General/Commercial)	Iron/Steel Contractor (General/Commercial)	Security Alarm Installer
Athletic Trainer	Drywall Installation Contractor (Residential)	Makeup Artist	Sheet Metal Contractor (General/Commercial)
Backflow Prevention Assembly Tester	Earth Driller	Mason Contractor (General/Commercial)	Skin Care Specialist
Bill Collector Agency	Fire Alarm Installer	Midwife	Slot Key Person
Bus Driver (City/Transit)	Floor Sander Contractor (General/Commercial)	Mobile Home Installer	Teacher Assistant
Carpenter/Cabinet Maker Contractor (General/Commercial)	Gaming Supervisor	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Paving Equipment Operator Contractor	Truck Driver
Child Care Worker	HVAC Contractor (General/Commercial)	Pharmacy Technician	Vegetation Pesticide Handler
Door Repair Contractor	Insulation Contractor (General/Commercial)	Pipelayer Contractor	Veterinary Technologist
		Preschool Teacher	
		School Bus Driver	

CALIFORNIA

Animal Trainer	Floor Sander Contractor (General/Commercial)	Mason Contractor (General/Commercial)	Slot Key Person
Auctioneer	Funeral Attendant	Midwife	Still Machine Setter
Bus Driver (City/Transit)	Gaming Cage Worker	Mobile Home Installer	Teacher Assistant
Carpenter/Cabinet Maker Contractor (General/Commercial)	Gaming Dealer	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Cement Finishing Contractor (General/Commercial)	Gaming Supervisor	Paving Equipment Operator Contractor	Tester, Cathodic Protection
Child Care Worker	Glazier Contractor (General/Commercial)	Pharmacy Technician	Tester, Tank
Crane Operator	HVAC Contractor (General/Commercial)	Pipelayer Contractor	Travel Agent
Dietetic Technician	Insulation Contractor (General/Commercial)	Preschool Teacher	Travel Guide
Door Repair Contractor	Iron/Steel Contractor (General/Commercial)	School Bus Driver	Tree Trimmer
Drywall Installation Contractor (General/Commercial)	Landscape Contractor	Security Alarm Installer	Truck Driver
Fire Alarm Installer	Makeup Artist	Sheet Metal Contractor (General/Commercial)	Upholsterer
Fisher		Skin Care Specialist	Vegetation Pesticide Handler
			Veterinary Technologist
			Weigher

COLORADO

Animal Breeder	Fisher	Massage Therapist	Slot Key Person
Athletic Trainer	Gaming Cage Worker	Midwife	Truck Driver
Bill Collector Agency	Gaming Dealer	Mobile Home Installer	Vegetation Pesticide Handler
Bus Driver (City/Transit)	Gaming Supervisor	Preschool Teacher	Weigher
Child Care Worker	Landscape Contractor	School Bus Driver	
Earth Driller	Makeup Artist	Skin Care Specialist	

CONNECTICUT

Animal Breeder	Conveyor Operator	Home Entertainment Installer	Pharmacy Technician
Animal Control Officer	Crane Operator	Insulation Contractor (General/Commercial)	Preschool Teacher
Animal Trainer	Cross-connection Survey Inspector	Iron/Steel Contractor (General/Commercial)	School Bus Driver
Athletic Trainer	Door Repair Contractor	Iron/Steel Contractor (Residential)	Security Alarm Installer
Backflow Prevention Assembly Tester	Drywall Installation Contractor (General/Commercial)	Locksmith	Sheet Metal Contractor (General/Commercial)
Bill Collector Agency	Earth Driller	Mason Contractor (General/Commercial)	Sign Language Interpreter
Bus Driver (City/Transit)	Fisher	Massage Therapist	Taxidermist
Carpenter/Cabinet Maker Contractor (General/Commercial)	Floor Sander Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Cement Finishing Contractor (General/Commercial)	Forest Worker	Paving Equipment Operator Contractor	Tree Trimmer
Child Care Worker	Glazier Contractor (General/Commercial)		Truck Driver
Coach			Upholsterer
			Vegetation Pesticide Handler

DELAWARE

Animal Breeder	Earth Driller	Mason Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Auctioneer	Fire Alarm Installer	Massage Therapist	Skin Care Specialist
Bill Collector Agency	Fisher	Midwife	Taxi Driver/Chauffeur
Bus Driver (City/Transit)	Floor Sander Contractor (General/Commercial)	Mobile Home Installer	Terrazzo Contractor (General/Commercial)
Carpenter/Cabinet Maker Contractor (General/Commercial)	Gaming Cage Worker	Painting Contractor (General/Commercial)	Travel Agent
Cement Finishing Contractor (General/Commercial)	Gaming Dealer	Paving Equipment Operator Contractor	Travel Guide
Child Care Worker	Glazier Contractor (General/Commercial)	Pest Control Applicator	Truck Driver
Crane Operator	Insulation Contractor (General/Commercial)	Pipelayer Contractor	Vegetation Pesticide Handler
Door Repair Contractor	Iron/Steel Contractor (General/Commercial)	School Bus Driver	Veterinary Technologist
Drywall Installation Contractor (General/Commercial)	Makeup Artist	Security Alarm Installer	Weigher
		Security Guard	

DISTRICT OF COLUMBIA

Athletic Trainer	Fire Alarm Installer	Mason Contractor (General/Commercial)	Social and Human Service Assistant
Backflow Prevention Assembly Tester	Floor Sander Contractor (General/Commercial)	Massage therapist	Taxi Driver/Chauffeur
Bus Driver (City/Transit)	Glazier Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Carpenter/Cabinet Maker Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Paving Equipment Operator Contractor	Tester, Tank
Cement Finishing Contractor (General/Commercial)	Insulation Contractor (General/Commercial)	Pipelayer Contractor	Travel Guide
Coach	Iron/Steel Contractor (General/Commercial)	Preschool Teacher	Truck Driver
Door Repair Contractor	Iron/Steel Contractor (Residential)	School Bus Driver	Vegetation Pesticide Handler
Drywall Installation Contractor (General/Commercial)	Manicurist	Sheet Metal Contractor (General/Commercial)	
		Skin Care Specialist	

FLORIDA

Animal Control Officer	Fisher	Makeup Artist	Security Guard
Bill Collector Agency	Funeral Attendant	Manicurist	Skin Care Specialist
Bus Driver (City/Transit)	Gaming Cage Worker	Mason Contractor (General/Commercial)	Slot Key Person
Carpenter/Cabinet Maker Contractor (General/Commercial)	Gaming Dealer	Midwife	Travel Agent
Child Care Worker	Gaming Supervisor	Mobile Home Installer	Truck Driver
Coach	Glazier Contractor (General/Commercial)	Pipelayer Contractor	Vegetation Pesticide Handler
Door Repair Contractor	HVAC Contractor (General/Commercial)	Preschool Teacher	Veterinary Technologist
Earth Driller	Iron/Steel Contractor (General/Commercial)	School Bus Driver	
Farm Labor Contractor		Security Alarm Installer	

GEORGIA

Animal Breeder	Fire Alarm Installer	Mobile Home Installer	Teacher Assistant
Animal Control Officer	Fisher	Preschool Teacher	Truck Driver
Bus Driver (City/Transit)	HVAC Contractor (General/Commercial)	School Bus Driver	Vegetation Pesticide Handler
Child Care Worker	Landscape Contractor	Security Alarm Installer	Weigher
Earth Driller	Massage therapist	Security Guard	
Emergency Medical Technician	Midwife	Taxi Driver/Chauffeur	
		Taxidermist	

HAWAII

Animal Breeder	Earth Driller	Manicurist	Skin Care Specialist
Auctioneer	Fire Alarm Installer	Mason Contractor (General/Commercial)	Teacher Assistant
Backflow Prevention Assembly Tester	Fisher	Milk Sampler	Terrazzo Contractor (General/Commercial)
Bill Collector Agency	Floor Sander Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Travel Agent
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Paving Equipment Operator Contractor	Travel Guide
Child Care Worker	HVAC Contractor (General/Commercial)	Pipelayer Contractor	Vegetation Pesticide Handler
Crane Operator	Insulation Contractor (General/Commercial)	Preschool Teacher	Weigher
Door Repair Contractor	Iron/Steel Contractor (General/Commercial)	Security Alarm Installer	
Drywall Installation Contractor (General/Commercial)		Sheet Metal Contractor (General/Commercial)	

IDAHO

Animal Breeder	Earth Driller	Makeup Artist	Security Alarm Installer
Auctioneer	Farm Labor Contractor	Mason Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Backflow Prevention Assembly Tester	Fire Alarm Installer	Massage therapist	Skin Care Specialist
Bill Collector Agency	Fisher	Mobile Home Installer	Terrazzo Contractor (General/Commercial)
Bus Driver (City/Transit)	Floor Sander Contractor (General/Commercial)	Nursery Worker	Tester, Cathodic Protection
Carpenter/Cabinet Maker Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Travel Guide
Cement Finishing Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Paving Equipment Operator Contractor	Truck Driver
Door Repair Contractor	Insulation Contractor (General/Commercial)	Pest Control Applicator	Vegetation Pesticide Handler
Drywall Installation Contractor (General/Commercial)	Iron/Steel Contractor (General/Commercial)	Pipelayer Contractor	Veterinary Technologist
	Log Scaler	Preschool Teacher	Weigher
		School Bus Driver	

ILLINOIS

Animal Control Officer	Earth Driller	Massage Therapist	Teacher Assistant
Animal Trainer	Farm Labor Contractor	Milk Sampler	Tester, Cathodic Protection
Auctioneer	Gaming Cage Worker	Mobile Home Installer	Tester, Tank
Backflow Prevention Assembly Tester	Gaming Dealer	School Bus Driver	Truck Driver
Bill Collector Agency	Locksmith	Security Alarm Installer	Vegetation Pesticide Handler
Bus Driver (City/Transit)	Makeup Artist	Sign Language Interpreter	
	Manicurist	Slot Key Person	

INDIANA

Athletic Trainer	Fisher	Mobile Home Installer	Taxidermist
Bartender	Gaming Cage Worker	School Bus Driver	Teacher Assistant
Bill Collector Agency	Gaming Dealer	Sign Language Interpreter	Truck Driver
Bus Driver (City/Transit)	Gaming Supervisor	Slot Key Person	Vegetation Pesticide Handler
Earth Driller	Makeup Artist	Taxi Driver/Chauffeur	

IOWA

Animal Breeder	Drywall Installation Contractor (General/Com- mercial)	Makeup Artist	Sign Language Interpreter
Animal Control Officer		Manicurist	Skin Care Specialist
Athletic Trainer	Earth Driller	Mason Contractor (Gen- eral/Commercial)	Taxidermist
Backflow Prevention Assembly Tester	Fisher	Massage Therapist	Terrazzo Contractor (Gen- eral/Commercial)
Bill Collector Agency	Floor Sander Contractor (General/Commercial)	Mobile Home Installer	Tester, Cathodic Protection
Carpenter/Cabinet Maker Contractor (General/Com- mercial)	Gaming Cage Worker	Painting Contractor (Gen- eral/Commercial)	Tester, Tank
Cement Finishing Contrac- tor (General/Commercial)	Glazier Contractor (Gen- eral/Commercial)	Paving Equipment Opera- tor Contractor	Title Examiner
Child Care Worker	HVAC Contractor (Gen- eral/Commercial)	Pharmacy Technician	Travel Agent
Coach (School Sports)	Insulation Contractor (General/Commercial)	Pipelayer Contractor	Truck Driver
Dental Assistant	Iron/Steel Contractor (General/Commercial)	School Bus Driver	Vegetation Pesticide Handler
Door Repair Contractor		Sheet Metal Contractor (General/Commercial)	Veterinary Technologist

KANSAS

Animal Breeder	Drywall Installation Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Skin Care Specialist
Animal Control Officer	Earth Driller	Insulation Contractor (General/Commercial)	Slot Key Person
Athletic Trainer	Floor Sander Contractor (General/Commercial)	Mobile Home Installer	Teacher Assistant
Bartender	Gaming Cage Worker	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Bus Driver (City/Transit)	Gaming Dealer	Preschool Teacher	Tester, Tank
Carpenter/Cabinet Maker Contractor (General/Commercial)	Gaming Supervisor	Psychiatric Technician	Truck Driver
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	School Bus Driver	Vegetation Pesticide Handler

KENTUCKY

Animal Control Officer	Makeup Artist	Packager	Taxidermist
Bus Driver (City/Transit)	Manicurist	Preschool Teacher	Tester, Cathodic Protection
Fisher	Mobile Home Installer	Sign Language Interpreter	Truck Driver
HVAC Contractor (General/Commercial)	Optician	Skin Care Specialist	

LOUISIANA

Animal Breeder	Fire Alarm Installer	Iron/Steel Contractor (Residential)	Shampooer
Animal Control Officer	Fisher	Locksmith	Sheet Metal Contractor (General/Commercial)
Animal Trainer	Floor Sander Contractor (General/Commercial)	Makeup Artist	Sheet Metal Contractor (Residential)
Athletic Trainer	Floor Sander Contractor (Residential)	Manicurist	Skin Care Specialist
Bartender	Gaming Cage Worker	Mason Contractor (General/Commercial)	Slot Key Person
Bill Collector Agency	Gaming Dealer	Mason Contractor (Residential)	Teacher Assistant
Bus Driver (City/Transit)	Gaming Supervisor	Massage therapist	Terrazzo Contractor (General/Commercial)
Carpenter/Cabinet Maker (Residential)	Glazier Contractor (General/Commercial)	Midwife	Terrazzo Contractor (Residential)
Carpenter/Cabinet Maker Contractor (General/Commercial)	Glazier Contractor (Residential)	Mobile Home Installer	Travel Guide
Cement Finishing Contractor (General/Commercial)	Home Entertainment Installer	Painting Contractor (General/Commercial)	Tree Trimmer
Cement Finishing Contractor (Residential)	HVAC Contractor (General/Commercial)	Painting Contractor (Residential)	Truck Driver
Door Repair Contractor	Insulation Contractor (General/Commercial)	Paving Equipment Operator Contractor	Vegetation Pesticide Handler
Drywall Installation Contractor (General/Commercial)	Insulation Contractor (Residential)	Pharmacy Technician	Veterinary Technologist
Drywall Installation Contractor (Residential)	Iron/Steel Contractor (General/Commercial)	Pipelayer Contractor	
Earth Driller		School Bus Driver	
		Security Alarm Installer	
		Security Guard	

MAINE

Animal Breeder	Gaming Cage Worker	School Bus Driver	Travel Guide
Animal Control Officer	Gaming Dealer	Security Guard	Tree Trimmer
Athletic Trainer	Log Scaler	Sign Language Interpreter	Truck Driver
Bus Driver (City/Transit)	Makeup Artist	Skin Care Specialist	Vegetation Pesticide Handler
Earth Driller	Mobile Home Installer	Taxidermist	Veterinary Technologist
Electrical Helper	Packager	Teacher Assistant	Weigher
Fire Alarm Installer	Pest Control Applicator	Tester, Cathodic Protection	
Fisher	Preschool Teacher	Tester, Tank	

MARYLAND

Animal Trainer	Drywall Installation Contractor (Residential)	Mason Contractor (Residential)	Social and Human Service Assistant
Bus Driver (City/Transit)	Floor Sander Contractor (Residential)	Massage therapist	Terrazzo Contractor (Residential)
Carpenter/Cabinet Maker (Residential)	Glazier Contractor (Residential)	Packager	Travel Guide
Cement Finishing Contractor (Residential)	HVAC Contractor (General/Commercial)	Painting Contractor (Residential)	Tree Trimmer
Child Care Worker	Insulation Contractor (Residential)	School Bus Driver	Truck Driver
Coach (School Sports)	Iron/Steel Contractor (Residential)	Security Alarm Installer	Upholsterer
Crane Operator	Iron/Steel Contractor (Residential)	Sheet Metal Contractor (Residential)	Vegetation Pesticide Handler
Door Repair Contractor		Skin Care Specialist	Veterinary Technologist

MASSACHUSETTS

Animal Breeder	Drywall Installation Contractor (Residential)	HVAC Contractor (General/Commercial)	Preschool Teacher
Bill Collector Agency	Earth Driller	Insulation Contractor (Residential)	School Bus Driver
Bus Driver (City/Transit)	Fire Alarm Installer	Iron/Steel Contractor (Residential)	Security Alarm Installer
Carpenter/Cabinet Maker (Residential)	Fisher	Mason Contractor (Residential)	Sheet Metal Contractor (General/Commercial)
Cement Finishing Contractor (Residential)	Glazier Contractor (Residential)	Massage therapist	Skin Care Specialist
Crane Operator	Home Entertainment Installer	Painting Contractor (Residential)	Teacher Assistant
Door Repair Contractor			Truck Driver
			Vegetation Pesticide Handler

MICHIGAN

Animal Control Officer	Fisher	Insulation Contractor (Residential)	Security Alarm Installer
Athletic Trainer	Floor Sander Contractor (Residential)	Makeup Artist	Security Guard
Bill Collector Agency	Gaming Cage Worker	Mason Contractor (Residential)	Skin Care Specialist
Carpenter/Cabinet Maker (Residential)	Gaming Dealer	Massage Therapist	Slot Key Person
Cement Finishing Contractor (Residential)	Gaming Supervisor	Milk Sampler	Terrazzo Contractor (Residential)
Child Care Worker	Glazier Contractor (Residential)	Painting Contractor (Residential)	Tester, Cathodic Protection
Door Repair Contractor	HVAC Contractor (General/Commercial)	Preschool Teacher	Vegetation Pesticide Handler
Fire Alarm Installer			

MINNESOTA

Animal Trainer	Electrical Helper	Mobile Home Installer	Title Examiner
Athletic Trainer	Fire Alarm Installer	Packager	Travel Guide
Auctioneer	Fisher	Preschool Teacher	Truck Driver
Bill Collector Agency	HVAC Contractor (General/Commercial)	School Bus Driver	Vegetation Pesticide Handler
Bus Driver (City/Transit)	Iron/Steel Contractor (General/Commercial)	Security Alarm Installer	Veterinary Technologist
Coach (School Sports)	Midwife	Taxidermist	
Crane Operator		Teacher Assistant	
Earth Driller		Tester, Cathodic Protection	

MISSISSIPPI

Athletic Trainer	Drywall Installation Contractor (Residential)	Insulation Contractor (General/Commercial)	Paving Equipment Operator Contractor
Auctioneer	Earth Driller	Insulation Contractor (Residential)	Pipelayer Contractor
Backflow Prevention Assembly Tester	Fire Alarm Installer	Iron/Steel Contractor (General/Commercial)	Preschool Teacher
Bus Driver (City/Transit)	Fisher	Iron/Steel Contractor (Residential)	School Bus Driver
Carpenter/Cabinet Maker (Residential)	Floor Sander Contractor (General/Commercial)	Manicurist	Sheet Metal Contractor (General/Commercial)
Carpenter/Cabinet Maker Contractor (General/Commercial)	Floor Sander Contractor (Residential)	Mason Contractor (General/Commercial)	Sheet Metal Contractor (Residential)
Cement Finishing Contractor (General/Commercial)	Gaming Cage Worker	Mason Contractor (Residential)	Skin Care Specialist
Cement Finishing Contractor (Residential)	Gaming Dealer	Massage therapist	Slot Key Person
Child Care Worker	Gaming Supervisor	Mobile Home Installer	Teacher Assistant
Court Clerk	Glazier Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Door Repair Contractor	Glazier Contractor (Residential)	Painting Contractor (Residential)	Terrazzo Contractor (Residential)
Drywall Installation Contractor (General/Commercial)	HVAC Contractor (General/Commercial)		Truck Driver
	HVAC Contractor (Residential)		Weigher

MISSOURI

Animal Breeder	Earth Driller	Mobile Home Installer	Slot Key Person
Athletic Trainer	Fisher	Preschool Teacher	Taxi Driver/Chauffeur
Auctioneer	Gaming Cage Worker	Psychiatric Aide	Taxidermist
Backflow Prevention Assembly Tester	Gaming Dealer	School Bus Driver	Truck Driver
Bus Driver (City/Transit)	Gaming Supervisor	Sign Language Interpreter	Vegetation Pesticide Handler
Coach (School Sports)	Massage therapist	Skin Care Specialist	

MONTANA

Animal Trainer	Drywall Installation Contractor (General/Com- mercial)	HVAC Contractor (Gen- eral/Commercial)	Pipelay Contractor
Athletic Trainer	Earth Driller	Insulation Contractor (General/Commercial)	School Bus Driver
Backflow Prevention Assembly Tester	Fire Alarm Installer	Iron/Steel Contractor (General/Commercial)	Security Alarm Installer
Carpenter/Cabinet Maker Contractor (General/Com- mercial)	Fisher	Makeup Artist	Security Guard
Cement Finishing Contrac- tor (General/Commercial)	Floor Sander Contractor (General/Commercial)	Mason Contractor (Gen- eral/Commercial)	Sheet Metal Contractor (General/Commercial)
Child Care Worker	Funeral Attendant	Painting Contractor (Gen- eral/Commercial)	Skin Care Specialist
Crane Operator	Gaming Dealer	Paving Equipment Opera- tor Contractor	Teacher Assistant
Door Repair Contractor	Glazier Contractor (Gen- eral/Commercial)	Pharmacy Technician	Terrazzo Contractor (Gen- eral/Commercial)
			Travel Guide
			Vegetation Pesticide Handler

NEBRASKA

Animal Breeder	Door Repair Contractor	Locksmith	School Bus Driver
Animal Trainer	Drywall Installation Contractor (General/Com- mercial)	Makeup Artist	Sheet Metal Contractor (General/Commercial)
Backflow Prevention Assembly Tester	Fisher	Manicurist	Sign Language Interpreter
Bill Collector Agency	Floor Sander Contractor (General/Commercial)	Mason Contractor (Gen- eral/Commercial)	Skin Care Specialist
Bus Driver (City/Transit)	Glazier Contractor (Gen- eral/Commercial)	Milk Sampler	Teacher Assistant
Carpenter/Cabinet Maker Contractor (General/Com- mercial)	Insulation Contractor (General/Commercial)	Painting Contractor (Gen- eral/Commercial)	Terrazzo Contractor (Gen- eral/Commercial)
Cement Finishing Contrac- tor (General/Commercial)	Iron/Steel Contractor (General/Commercial)	Paving Equipment Opera- tor Contractor	Tester, Cathodic Protection
Child Care Worker		Pest Control Applicator	Truck Driver
Coach (School Sports)		Preschool Teacher	Vegetation Pesticide Han- dler

NEVADA

Animal Trainer	Gaming Cage Worker	Mobile Home Installer	Taxidermist
Athletic Trainer	Gaming Dealer	Paving Equipment Operator Contractor	Teacher Assistant
Backflow Prevention Assembly Tester	Gaming Supervisor	Pest Control Applicator	Terrazzo Contractor (General/Commercial)
Bill Collector Agency	Interior Designer	Preschool Teacher	Tester, Tank
Child Care Worker	Iron/Steel Contractor (General/Commercial)	School Bus Driver	Travel Agent
Crane Operator	Locksmith	Security Alarm Installer	Travel Guide
Door Repair Contractor	Makeup Artist	Security Guard	Vegetation Pesticide Handler
Earth Driller	Manicurist	Sheet Metal Contractor (General/Commercial)	Veterinary Technologist
Fire Alarm Installer	Mason Contractor (General/Commercial)	Sign Language Interpreter	Weigher
Floor Sander Contractor (General/Commercial)	Massage therapist	Skin Care Specialist	

NEW HAMPSHIRE

Animal Breeder	Gaming Dealer	Preschool Teacher	Tester, Cathodic Protection
Animal Trainer	Gaming Supervisor	School Bus Driver	Travel Guide
Athletic Trainer	Makeup Artist	Shampooer	Truck Driver
Bus Driver (City/Transit)	Midwife	Sign Language Interpreter	Vegetation Pesticide Handler
Coach (School Sports)	Mobile Home Installer	Slot Key Person	Weigher
Earth Driller	Pharmacy Technician	Taxidermist	

NEW JERSEY

Animal Breeder	Drywall Installation Contractor (Residential)	Iron/Steel Contractor (Residential)	Sheet Metal Contractor (Residential)
Animal Trainer	Fisher	Locksmith	Skin Care Specialist
Bus Driver (City/Transit)	Floor Sander Contractor (Residential)	Makeup Artist	Slot Key Person
Carpenter/Cabinet Maker (Residential)	Gaming Cage Worker	Mason Contractor (Residential)	Taxi Driver/Chauffeur
Cement Finishing Contractor (Residential)	Gaming Dealer	Massage therapist	Teacher Assistant
Child Care Worker	Gaming Supervisor	Milk Sampler	Terrazzo Contractor (Residential)
Coach (School Sports)	Glazier Contractor (Residential)	Painting Contractor (Residential)	Tester, Cathodic Protection
Court Clerk	HVAC Contractor (General/Commercial)* NA	Preschool Teacher	Truck Driver
Crane Operator	Insulation Contractor (Residential)	School Bus Driver	Vegetation Pesticide Handler
Door Repair Contractor		Security Guard	

NEW MEXICO

Animal Trainer	Drywall Installation Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Paving Equipment Operator Contractor
Bartender	Earth Driller	Insulation Contractor (General/Commercial)	Pipelayer Contractor
Bill Collector Agency	Fire Alarm Installer	Iron/Steel Contractor (General/Commercial)	Preschool Teacher
Bus Driver (City/Transit)	Fisher	Makeup Artist	School Bus Driver
Carpenter/Cabinet Maker Contractor (General/Commercial)	Floor Sander Contractor (General/Commercial)	Mason Contractor (General/Commercial)	Security Alarm Installer
Cement Finishing Contractor (General/Commercial)	Funeral Attendant	Midwife	Security Guard
Child Care Worker	Gaming Cage Worker	Mobile Home Installer	Slot Key Person
Coach (School Sports)	Gaming Dealer	Packager	Teacher Assistant
Crane Operator	Gaming Supervisor	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Door Repair Contractor	Glazier Contractor (General/Commercial)		Truck Driver
			Vegetation Pesticide Handler
			Weigher

NEW YORK

Animal Breeder	Child Care Worker	Fisher	Skin Care Specialist
Animal Control Officer	Coach (School Sports)	Makeup Artist	Teacher Assistant
Athletic Trainer	Earth Driller	Mobile Home Installer	Travel Guide
Backflow Prevention Assembly Tester	Farm Labor Contractor	School Bus Driver	Vegetation Pesticide Handler
	Fire Alarm Installer	Security Alarm Installer	Weigher

NORTH CAROLINA

Animal Breeder	Fire Alarm Installer	Locksmith	School Bus Driver
Athletic Trainer	Fisher	Makeup Artist	Security Alarm Installer
Bill Collector Agency	Floor Sander Contractor (General/Commercial)	Mason Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Massage therapist	Sign Language Interpreter
Child Care Worker	HVAC Contractor (General/Commercial)	Mobile Home Installer	Skin Care Specialist
Crane Operator	Insulation Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Door Repair Contractor	Iron/Steel Contractor (General/Commercial)	Paving Equipment Operator Contractor	Vegetation Pesticide Handler
Drywall Installation Contractor (General/Commercial)		Pipelayer Contractor	Weigher
Earth Driller		Preschool Teacher	

NORTH DAKOTA

Bus Driver (City/Transit)	Floor Sander Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Carpenter/Cabinet Maker Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Paving Equipment Operator Contractor	Title Examiner
Cement Finishing Contractor (General/Commercial)	Insulation Contractor (General/Commercial)	Pest Control Applicator	Travel Guide
Child Care Worker	Iron/Steel Contractor (General/Commercial)	Pipelayer Contractor	Vegetation Pesticide Handler
Door Repair Contractor	Makeup Artist	Preschool Teacher	Veterinary Technologist
Drywall Installation Contractor (General/Commercial)	Mason Contractor (General/Commercial)	School Bus Driver	
Earth Driller	Mobile Home Installer	Security Guard	
		Sheet Metal Contractor (General/Commercial)	

OHIO

Animal Breeder	HVAC Contractor (General/Commercial)	Security Guard	Truck Driver
Bus Driver (City/Transit)	Makeup Artist	Slot Key Person	Vegetation Pesticide Handler
Dietetic Technician	Mobile Home Installer	Social and Human Service Assistant	Veterinary Technologist
Gaming Cage Worker	Pest Control Applicator	Teacher Assistant	Weigher
Gaming Dealer	School Bus Driver	Travel Guide	
Gaming Supervisor			

OKLAHOMA

Animal Breeder	Coach (School Sports)	Mobile Home Installer	Title Examiner
Animal Control Officer	HVAC Contractor (General/Commercial)	Packager	Truck Driver
Animal Trainer	Locksmith	School Bus Driver	Vegetation Pesticide Handler
Bus Driver (City/Transit)	Makeup Artist	Skin Care Specialist	

OREGON

Animal Trainer	Drywall Installation Contractor (General/Commercial)	Insulation Contractor (General/Commercial)	Paving Equipment Operator Contractor
Athletic Trainer	Drywall Installation Contractor (Residential)	Insulation Contractor (Residential)	Pipelayer Contractor
Backflow Prevention Assembly Tester	Earth Driller	Iron/Steel Contractor (General/Commercial)	Preschool Teacher
Bartender	Fire Alarm Installer	Iron/Steel Contractor (Residential)	School Bus Driver
Bill Collector Agency	Fisher	Makeup Artist	Security Alarm Installer
Bus Driver (City/Transit)	Floor Sander Contractor (General/Commercial)	Mason Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Carpenter/Cabinet Maker Contractor (General/Commercial)	Floor Sander Contractor (Residential)	Mason Contractor (Residential)	Sheet Metal Contractor (Residential)
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Midwife	Skin Care Specialist
Cement Finishing Contractor (Residential)	Glazier Contractor (Residential)	Mobile Home Installer	Taxidermist
Coach (School Sports)	HVAC Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Cross-connection Survey Inspector	HVAC Contractor (Residential)	Painting Contractor (Residential)	Terrazzo Contractor (Residential)
Door Repair Contractor			Travel Guide
			Vegetation Pesticide Handler

PENNSYLVANIA

Animal Breeder	Gaming Cage Worker	Massage Therapist	Terrazzo Contractor (Residential)
Animal Trainer	Gaming Dealer	Mobile Home Installer	Tester, Tank
Bus Driver (City/Transit)	Gaming Supervisor	Painting Contractor (Residential)	Travel Agent
Cement Finishing Contractor (Residential)	Glazier Contractor (Residential)	Preschool Teacher	Truck Driver
Crane Operator	Insulation Contractor (Residential)	School Bus Driver	Upholsterer
Door Repair Contractor	Iron/Steel Contractor (Residential)	Sheet Metal Contractor (Residential)	Vegetation Pesticide Handler
Drywall Installation Contractor (Residential)	Makeup Artist	Skin Care Specialist	Veterinary Technologist
Earth Driller	Mason Contractor (Residential)	Slot Key Person	Weigher
Floor Sander Contractor (Residential)		Taxidermist	
		Teacher Assistant	

RHODE ISLAND

Animal Breeder	Door Repair Contractor	Insulation Contractor (General/Commercial)	Sign Language Interpreter
Animal Control Officer	Drywall Installation Contractor (General/Commercial)	Iron/Steel Contractor (General/Commercial)	Slot Key Person
Bartender	Earth Driller	Mason Contractor (General/Commercial)	Teacher Assistant
Bill Collector Agency	Floor Sander Contractor (General/Commercial)	Midwife	Terrazzo Contractor (General/Commercial)
Bus Driver (City/Transit)	Gaming Supervisor	Painting Contractor (General/Commercial)	Tester, Tank
Carpenter/Cabinet Maker Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Paving Equipment Operator Contractor	Tree Trimmer
Cement Finishing Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Security Alarm Installer	Truck Driver
Coach (School Sports)		Security Guard	Upholsterer
Crane Operator			Vegetation Pesticide Handler

SOUTH CAROLINA

Athletic Trainer	Drywall Installation Contractor (Residential)	Iron/Steel Contractor (General/Commercial)	Paving Equipment Operator Contractor
Backflow Prevention	Fisher	Iron/Steel Contractor (Residential)	Pipelayer Contractor
Assembly Tester	Floor Sander Contractor (General/Commercial)	Makeup Artist	Preschool Teacher
Bus Driver (City/Transit)	Floor Sander Contractor (Residential)	Mason Contractor (General/Commercial)	School Bus Driver
Carpenter/Cabinet Maker (Residential)	Glazier Contractor (General/Commercial)	Mason Contractor (Residential)	Security Guard
Carpenter/Cabinet Maker Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Massage therapist	Terrazzo Contractor (General/Commercial)
Cement Finishing Contractor (General/Commercial)	HVAC Contractor (Residential)	Midwife	Truck Driver
Child Care Worker	Insulation Contractor (General/Commercial)	Mobile Home Installer	Vegetation Pesticide Handler
Coach (School Sports)	Insulation Contractor (Residential)	Painting Contractor (General/Commercial)	Veterinary Technologist
Door Repair Contractor		Painting Contractor (Residential)	Weigher
Drywall Installation Contractor (General/Commercial)			

SOUTH DAKOTA

Auctioneer	Makeup Artist	Sign Language Interpreter	Title Examiner
Child Care Worker	Manicurist	Skin Care Specialist	Vegetation Pesticide Handler
Earth Driller	Massage Therapist	Slot Key Person	Veterinary Technologist
Gaming Cage Worker	Mobile Home Installer	Social and Human Service Assistant	
Gaming Dealer	Preschool Teacher	Taxidermist	
Gaming Supervisor	School Bus Driver		

TENNESSEE

Animal Breeder	Earth Driller	Mason Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Bartender	Fisher	Massage therapist	Skin Care Specialist
Bill Collector Agency	Floor Sander Contractor (General/Commercial)	Midwife	Taxi Driver/Chauffeur
Bus Driver (City/Transit)	Glazier Contractor (General/Commercial)	Mobile Home Installer	Taxidermist
Carpenter/Cabinet Maker Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Teacher Assistant
Cement Finishing Contractor (General/Commercial)	Insulation Contractor (General/Commercial)	Paving Equipment Operator Contractor	Terrazzo Contractor (General/Commercial)
Child Care Worker	Iron/Steel Contractor (General/Commercial)	Pipelayer Contractor	Truck Driver
Coach (School Sports)	Locksmith	Preschool Teacher	Vegetation Pesticide Handler
Court Clerk	Makeup Artist	School Bus Driver	Veterinary Technologist
Door Repair Contractor	Manicurist	Security Alarm Installer	
Drywall Installation Contractor (General/Commercial)		Shampooer	

TEXAS

Animal Control Officer	Door Repair Contractor	Manicurist	Skin Care Specialist
Animal Trainer	Earth Driller	Milk Sampler	Travel Guide
Backflow Prevention Assembly Tester	HVAC Contractor (General/Commercial)	Mobile Home Installer	Truck Driver
Bus Driver (City/Transit)	Iron/Steel Contractor (General/Commercial)	Preschool Teacher	Vegetation Pesticide Handler
Coach (School Sports)	Locksmith	School Bus Driver	
Child Care Worker		Security Alarm Installer	
		Shampooer	

UTAH

Athletic Trainer	Drywall Installation Contractor (General/Commercial)	Iron/Steel Contractor (General/Commercial)	Security Alarm Installer
Bartender	Earth Driller	Manicurist	Sheet Metal Contractor (General/Commercial)
Bill Collector Agency	Fire Alarm Installer	Mason Contractor (General/Commercial)	Skin Care Specialist
Bus Driver (City/Transit)	Fisher	Midwife	Social and Human Service Assistant
Carpenter/Cabinet Maker Contractor (General/Commercial)	Floor Sander Contractor (General/Commercial)	Milk Sampler	Taxi Driver/Chauffeur
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Mobile Home Installer	Teacher Assistant
Child Care Worker	HVAC Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Coach (School Sports)	Insulation Contractor (General/Commercial)	Paving Equipment Operator Contractor	Tester, Tank
Crane Operator		Pipelayer Contractor	Truck Driver
Dental Assistant		School Bus Driver	Upholsterer
Door Repair Contractor			Vegetation Pesticide Handler

VERMONT

Animal Breeder	Fire Alarm Installer	Preschool Teacher	Truck Driver
Athletic Trainer	Funeral Attendant	School Bus Driver	Vegetation Pesticide Handler
Bartender	Makeup Artist	Security Alarm Installer	Weigher
Bus Driver (City/Transit)	Manicurist	Skin Care Specialist	
Coach (School Sports)	Midwife	Tester, Cathodic Protection	

VIRGINIA

Animal Control Officer	Fire Alarm Installer	Mason Contractor (General/Commercial)	Sign Language Interpreter
Athletic Trainer	Fisher	Massage therapist	Skin Care Specialist
Auctioneer	Floor Sander Contractor (General/Commercial)	Midwife	Taxidermist
Bus Driver (City/Transit)	Glazier Contractor (General/Commercial)	Mobile Home Installer	Teacher Assistant
Carpenter/Cabinet Maker Contractor (General/Commercial)	HVAC Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Terrazzo Contractor (General/Commercial)
Cement Finishing Contractor (General/Commercial)	Insulation Contractor (General/Commercial)	Paving Equipment Operator Contractor	Truck Driver
Door Repair Contractor	Iron/Steel Contractor (General/Commercial)	Pipelayer Contractor	Upholsterer
Drywall Installation Contractor (General/Commercial)	Locksmith	School Bus Driver	Vegetation Pesticide Handler
Earth Driller	Manicurist	Security Alarm Installer	Veterinary Technologist
		Sheet Metal Contractor (General/Commercial)	Weigher

WASHINGTON

Animal Control Officer	Earth Driller	Iron/Steel Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Animal Trainer	Farm Labor Contractor	Mason Contractor (General/Commercial)	Skin Care Specialist
Athletic Trainer	Fire Alarm Installer	Mobile Home Installer	Still Machine Setter
Bartender	Floor Sander Contractor (General/Commercial)	Painting Contractor (General/Commercial)	Taxi Driver/Chauffeur
Bus Driver (City/Transit)	Gaming Cage Worker	Paving Equipment Operator Contractor	Terrazzo Contractor (General/Commercial)
Cement Finishing Contractor (General/Commercial)	Gaming Dealer	Pipelayer Contractor	Travel Agent
Coach (School Sports)	Gaming Supervisor	Preschool Teacher	Truck Driver
Crane Operator	Glazier Contractor (General/Commercial)	School Bus Driver	Vegetation Pesticide Handler
Dental Assistant	HVAC Contractor (General/Commercial)	Security Alarm Installer	
Door Repair Contractor	Insulation Contractor (General/Commercial)	Security Guard	
Drywall Installation Contractor (General/Commercial)			

WEST VIRGINIA

Animal Breeder	Fire Alarm Installer	Iron/Steel Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Animal Trainer	Floor Sander Contractor (General/Commercial)	Makeup Artist	Slot Key Person
Auctioneer	Funeral Attendant	Mason Contractor (General/Commercial)	Taxidermist
Bus Driver (City/Transit)	Gaming Cage Worker	Massage therapist	Teacher Assistant
Cement Finishing Contractor (General/Commercial)	Gaming Dealer	Mobile Home Installer	Terrazzo Contractor (General/Commercial)
Child Care Worker	Gaming Supervisor	Painting Contractor (General/Commercial)	Truck Driver
Coach (School Sports)	Glazier Contractor (General/Commercial)	Paving Equipment Operator Contractor	Vegetation Pesticide Handler
Crane Operator	HVAC Contractor (General/Commercial)	Pipelayer Contractor	
Door Repair Contractor	Insulation Contractor (General/Commercial)	Preschool Teacher	
Drywall Installation Contractor (General/Commercial)		Security Alarm Installer	
Earth Driller			

WISCONSIN

Athletic Trainer	Cross-connection Survey Inspector	Insulation Contractor (General/Commercial)	Sheet Metal Contractor (General/Commercial)
Auctioneer	Door Repair Contractor	Iron/Steel Contractor (General/Commercial)	Skin Care Specialist
Backflow Prevention Assembly Tester	Drywall Installation Contractor (General/Commercial)	Makeup Artist	Terrazzo Contractor (General/Commercial)
Bartender	Earth Driller	Mason Contractor (General/Commercial)	Tester, Cathodic Protection Tester, Tank
Bus Driver (City/Transit)	Fire Sprinkler System Tester	Massage therapist	Travel Guide
Carpenter/Cabinet Maker Contractor (General/Commercial)	Floor Sander Contractor (General/Commercial)	Midwife	Truck Driver
Cement Finishing Contractor (General/Commercial)	Glazier Contractor (General/Commercial)	Mobile Home Installer	Vegetation Pesticide Handler
Child Care Worker	HVAC Contractor (General/Commercial)	Pipelayer Contractor	
Coach (School Sports)		Pipelayer Non-contractor	
Court Clerk		Preschool Teacher	
		School Bus Driver	

WYOMING

Athletic Trainer	Fisher	Skin Care Specialist	Truck Driver
Bill Collector Agency	Makeup Artist	Taxidermist	Vegetation Pesticide Handler
Bus Driver (City/Transit)	Manicurist	Teacher Assistant	
Child Care Worker	Pest Control Applicator	Tester, Cathodic Protection	
Earth Driller	Preschool Teacher	Tester, Tank	
Fire Alarm Installer	Security Alarm Installer	Travel Guide	

APPENDIX 2: PARTIAL LISTS OF NEWLY LICENSED LOW- AND MODERATE-INCOME OCCUPATIONS SORTED BY OCCUPATION, 1993 TO 2012

Note: These lists are derived by comparing 1993 data collected from David P. Bianco, Ed. Professional and Occupational Licensing Directory and 2012 data collected from <http://ij.org/report/license-to-work/>.

ANIMAL BREEDER

Arizona	Iowa	New Hampshire	Rhode Island
Colorado	Kansas	New Jersey	Tennessee
Connecticut	Louisiana	New York	Vermont
Delaware	Maine	North Carolina	West Virginia
Georgia	Massachusetts	Ohio	
Hawaii	Missouri	Oklahoma	
Idaho	Nebraska	Pennsylvania	

ANIMAL CONTROL OFFICER

Connecticut	Iowa	Maine	Rhode Island
Florida	Kansas	Michigan	Texas
Georgia	Kentucky	New York	Virginia
Illinois	Louisiana	Oklahoma	Washington

ANIMAL TRAINER

Alabama	Louisiana	Nevada	Oregon
Arkansas	Maryland	New Hampshire	Pennsylvania
California	Minnesota	New Jersey	Texas
Connecticut	Montana	New Mexico	Washington
Illinois	Nebraska	Oklahoma	West Virginia

ATHLETIC TRAINER

Alabama	Kansas	Montana	Utah
Arizona	Louisiana	Nevada	Vermont
Arkansas	Maine	New Hampshire	Virginia
Colorado	Michigan	New York	Washington
Connecticut	Minnesota	North Carolina	Washington DC
Indiana	Mississippi	Oregon	Wisconsin
Iowa	Missouri	South Carolina	Wyoming

AUCTIONEER

Alaska	Hawaii	Minnesota	South Dakota
California	Idaho	Mississippi	Virginia
Delaware	Illinois	Missouri	West Virginia
			Wisconsin

BACKFLOW PREVENTION ASSEMBLY TESTER

Arizona	Illinois	Nebraska	Texas
Arkansas	Iowa	Nevada	Washington DC
Connecticut	Mississippi	New York	Wisconsin
Hawaii	Missouri	Oregon	
Idaho	Montana	South Carolina	

BARTENDER

Alabama	Louisiana	Tennessee	Wisconsin
Alaska	New Mexico	Utah	
Indiana	Oregon	Vermont	
Kansas	Rhode Island	Washington	

BILL COLLECTOR AGENCY

Alaska	Hawaii	Michigan	Rhode Island
Arizona	Idaho	Minnesota	Tennessee
Arkansas	Illinois	Nebraska	Utah
Colorado	Indiana	Nevada	Wyoming
Connecticut	Iowa	New Mexico	
Delaware	Louisiana	North Carolina	
Florida	Massachusetts	Oregon	

BUS DRIVER (CITY/TRANSIT)

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

CARPENTER/CABINET MAKER (RESIDENTIAL)

Arizona	Maryland	Michigan	New Jersey
Louisiana	Massachusetts	Mississippi	South Carolina

CARPENTER/CABINET MAKER CONTRACTOR (GENERAL/COMMERCIAL)

Alaska	Florida	Montana	South Carolina
Arizona	Idaho	Nebraska	Tennessee
Arkansas	Iowa	New Mexico	Utah
California	Kansas	North Dakota	Virginia
Connecticut	Louisiana	Oregon	Washington DC
Delaware	Mississippi	Rhode Island	Wisconsin

CEMENT FINISHING CONTRACTOR (GENERAL/COMMERCIAL)

Alabama	Hawaii	Nebraska	Tennessee
Alaska	Idaho	New Mexico	Utah
Arizona	Iowa	North Carolina	Virginia
Arkansas	Kansas	North Dakota	Washington
California	Louisiana	Oregon	Washington DC
Connecticut	Mississippi	Rhode Island	West Virginia
Delaware	Montana	South Carolina	Wisconsin

CEMENT FINISHING CONTRACTOR (RESIDENTIAL)

Arizona	Massachusetts	New Jersey
Louisiana	Michigan	Oregon
Maryland	Mississippi	Pennsylvania

CHILD CARE WORKER

Alabama	Georgia	Nevada	Tennessee
Alaska	Hawaii	New Jersey	Texas
Arkansas	Iowa	New Mexico	Utah
California	Maryland	New York	West Virginia
Colorado	Michigan	North Carolina	Wisconsin
Connecticut	Mississippi	North Dakota	Wyoming
Delaware	Montana	South Carolina	
Florida	Nebraska	South Dakota	

COACH

Arizona	Connecticut	Florida	Washington DC
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COACH (SCHOOL SPORTS)

Iowa

Maryland

Minnesota

Missouri

Nebraska

New Hampshire

New Jersey

New Mexico

New York

Oklahoma

Oregon

Rhode Island

South Carolina

Tennessee

Texas

Utah

Vermont

Washington

West Virginia

Wisconsin

CONVEYOR OPERATOR

Connecticut

COURT CLERK

Mississippi

New Jersey

Tennessee

Wisconsin

CRANE OPERATOR

California

Connecticut

Delaware

Hawaii

Maryland

Massachusetts

Minnesota

Montana

Nevada

New Jersey

New Mexico

North Carolina

Pennsylvania

Rhode Island

Utah

Washington

West Virginia

CROSS-CONNECTION SURVEY INSPECTOR

Connecticut

Oregon

Wisconsin

DENTAL ASSISTANT

Iowa

Utah

Washington

DIETETIC TECHNICIAN

California

Ohio

DOOR REPAIR CONTRACTOR

Alabama

Idaho

Nevada

Tennessee

Alaska

Iowa

New Jersey

Texas

Arizona

Louisiana

New Mexico

Utah

Arkansas

Maryland

North Carolina

Virginia

California

Massachusetts

North Dakota

Washington

Connecticut

Michigan

Oregon

Washington DC

Delaware

Mississippi

Pennsylvania

West Virginia

Florida

Montana

Rhode Island

Wisconsin

Hawaii

Nebraska

South Carolina

DRYWALL INSTALLATION CONTRACTOR (GENERAL/COMMERCIAL)

Alabama

Hawaii

Nebraska

Tennessee

Alaska

Idaho

New Mexico

Utah

Arizona

Iowa

North Carolina

Virginia

Arkansas

Kansas

North Dakota

Washington

California

Louisiana

Oregon

Washington DC

Connecticut

Mississippi

Rhode Island

West Virginia

Delaware

Montana

South Carolina

Wisconsin

DRYWALL INSTALLATION CONTRACTOR (RESIDENTIAL)

Arkansas

Massachusetts

Oregon

Louisiana

Mississippi

Pennsylvania

Maryland

New Jersey

South Carolina

EARTH DRILLER

Alabama	Indiana	Nevada	Tennessee
Arkansas	Iowa	New Hampshire	Texas
Colorado	Kansas	New Mexico	Utah
Connecticut	Louisiana	New York	Virginia
Delaware	Maine	North Carolina	Washington
Florida	Massachusetts	North Dakota	West Virginia
Georgia	Minnesota	Oregon	Wisconsin
Hawaii	Mississippi	Pennsylvania	Wyoming
Idaho	Missouri	Rhode Island	
Illinois	Montana	South Dakota	

ELECTRICAL HELPER

Maine	Minnesota
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EMERGENCY MEDICAL TECHNICIAN

Georgia

FARM LABOR CONTRACTOR

Florida	Illinois	Washington
Idaho	New York	

FIRE ALARM INSTALLER

Alabama	Hawaii	Mississippi	Utah
Alaska	Idaho	Montana	Vermont
Arizona	Louisiana	Nevada	Virginia
Arkansas	Maine	New Mexico	Washington
California	Massachusetts	New York	Washington DC
Delaware	Michigan	North Carolina	West Virginia
Georgia	Minnesota	Oregon	Wyoming

FIRE SPRINKLER SYSTEM TESTER

Wisconsin

FISHER

Alabama	Hawaii	Michigan	New York
Alaska	Idaho	Minnesota	North Carolina
California	Indiana	Mississippi	Oregon
Colorado	Iowa	Missouri	South Carolina
Connecticut	Kentucky	Montana	Tennessee
Delaware	Louisiana	Nebraska	Utah
Florida	Maine	New Jersey	Virginia
Georgia	Massachusetts	New Mexico	Wyoming

FLOOR SANDER CONTRACTOR (GENERAL/COMMERCIAL)

Alabama	Idaho	New Mexico	Virginia
Alaska	Iowa	North Carolina	Washington
Arizona	Kansas	North Dakota	Washington DC
Arkansas	Louisiana	Oregon	West Virginia
California	Mississippi	Rhode Island	Wisconsin
Connecticut	Montana	South Carolina	
Delaware	Nebraska	Tennessee	
Hawaii	Nevada	Utah	

FLOOR SANDER CONTRACTOR (RESIDENTIAL)

Arizona	Michigan	Oregon
Louisiana	Mississippi	Pennsylvania
Maryland	New Jersey	South Carolina

FOREST WORKER

Connecticut

FUNERAL ATTENDANT

Arizona	Florida	New Mexico	West Virginia
California	Montana	Vermont	

GAMING CAGE WORKER

Arizona	Indiana	Mississippi	Pennsylvania
California	Iowa	Missouri	South Dakota
Colorado	Kansas	Nevada	Washington
Delaware	Louisiana	New Jersey	West Virginia
Florida	Maine	New Mexico	
Illinois	Michigan	Ohio	

GAMING DEALER

Arizona	Indiana	Missouri	Ohio
California	Kansas	Montana	Pennsylvania
Colorado	Louisiana	Nevada	South Dakota
Delaware	Maine	New Hampshire	Washington
Florida	Michigan	New Jersey	West Virginia
Illinois	Mississippi	New Mexico	

GAMING SUPERVISOR

Arizona	Kansas	New Hampshire	South Dakota
Arkansas	Louisiana	New Jersey	Washington
California	Michigan	New Mexico	West Virginia
Colorado	Mississippi	Ohio	
Florida	Missouri	Pennsylvania	
Indiana	Nevada	Rhode Island	

GLAZIER CONTRACTOR (GENERAL/COMMERCIAL)

Alabama	Hawaii	New Mexico	Virginia
Alaska	Idaho	North Carolina	Washington
Arizona	Iowa	North Dakota	Washington DC
Arkansas	Kansas	Oregon	West Virginia
California	Louisiana	Rhode Island	Wisconsin
Connecticut	Mississippi	South Carolina	
Delaware	Montana	Tennessee	
Florida	Nebraska	Utah	

GLAZIER CONTRACTOR (RESIDENTIAL)

Arizona	Massachusetts	New Jersey
Louisiana	Michigan	Oregon
Maryland	Mississippi	Pennsylvania

HOME ENTERTAINMENT INSTALLER

Connecticut	Louisiana	Massachusetts
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HVAC CONTRACTOR (GENERAL/COMMERCIAL)

Arizona	Kentucky	New Mexico	Utah
Arkansas	Louisiana	North Carolina	Virginia
California	Maryland	Ohio	Washington
Florida	Massachusetts	Oklahoma	Washington DC
Georgia	Michigan	Oregon	West Virginia
Hawaii	Minnesota	Rhode Island	Wisconsin
Idaho	Mississippi	South Carolina	
Iowa	Montana	Tennessee	
Kansas	New Jersey	Texas	

HVAC CONTRACTOR (RESIDENTIAL)

Arizona

Mississippi

Oregon

South Carolina

INSULATION CONTRACTOR (GENERAL/COMMERCIAL)

Alaska

Hawaii

Nebraska

Tennessee

Arizona

Idaho

New Mexico

Utah

Arkansas

Iowa

North Carolina

Virginia

California

Kansas

North Dakota

Washington

Connecticut

Louisiana

Oregon

Washington DC

Delaware

Mississippi

Rhode Island

West Virginia

Florida

Montana

South Carolina

Wisconsin

INSULATION CONTRACTOR (RESIDENTIAL)

Alabama

Maryland

Mississippi

Pennsylvania

Arizona

Massachusetts

New Jersey

South Carolina

Louisiana

Michigan

Oregon

INTERIOR DESIGNER

Nevada

IRON/STEEL CONTRACTOR (GENERAL/COMMERCIAL)

Alabama

Idaho

New Mexico

Utah

Alaska

Iowa

North Carolina

Virginia

Arizona

Louisiana

North Dakota

Washington

Arkansas

Minnesota

Oregon

Washington DC

California

Mississippi

Rhode Island

West Virginia

Connecticut

Montana

South Carolina

Wisconsin

Delaware

Nebraska

Tennessee

Hawaii

Nevada

Texas

IRON/STEEL CONTRACTOR (RESIDENTIAL)

Arizona	Maryland	New Jersey	South Carolina
Connecticut	Massachusetts	Oregon	Washington DC
Louisiana	Mississippi	Pennsylvania	

LANDSCAPE CONTRACTOR

California	Colorado	Georgia
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LOCKSMITH

Alabama	Louisiana	New Jersey	Tennessee
Connecticut	Nebraska	North Carolina	Texas
Illinois	Nevada	Oklahoma	Virginia

LOG SCALER

Idaho	Maine
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MAKEUP ARTIST

Alabama	Illinois	Nevada	Oregon
Alaska	Indiana	New Hampshire	Pennsylvania
Arizona	Iowa	New Jersey	South Carolina
Arkansas	Kentucky	New Mexico	South Dakota
California	Louisiana	New York	Tennessee
Colorado	Maine	North Carolina	Vermont
Delaware	Michigan	North Dakota	West Virginia
Florida	Montana	Ohio	Wisconsin
Idaho	Nebraska	Oklahoma	Wyoming

MANICURIST

Alabama	Illinois	Nebraska	Utah
Alaska	Iowa	Nevada	Vermont
Arizona	Kentucky	South Dakota	Virginia
Florida	Louisiana	Tennessee	Washington DC
Hawaii	Mississippi	Texas	Wyoming

MASON CONTRACTOR (GENERAL/COMMERCIAL)

Alabama	Hawaii	New Mexico	Virginia
Alaska	Idaho	North Carolina	Washington
Arizona	Iowa	North Dakota	Washington DC
Arkansas	Louisiana	Oregon	West Virginia
California	Mississippi	Rhode Island	Wisconsin
Connecticut	Montana	South Carolina	
Delaware	Nebraska	Tennessee	
Florida	Nevada	Utah	

MASON CONTRACTOR (RESIDENTIAL)

Arizona	Massachusetts	New Jersey	South Carolina
Louisiana	Michigan	Oregon	
Maryland	Mississippi	Pennsylvania	

MASSAGE THERAPIST

Alabama	Illinois	Mississippi	South Dakota
Arizona	Iowa	Missouri	Tennessee
Colorado	Kentucky	Nevada	Virginia
Connecticut	Louisiana	New Jersey	Washington DC
Delaware	Maryland	North Carolina	West Virginia
Georgia	Massachusetts	Pennsylvania	Wisconsin
Idaho	Michigan	South Carolina	

MIDWIFE

Alabama	Delaware	New Mexico	Vermont
Alaska	Florida	Oregon	Virginia
Arizona	Georgia	Rhode Island	Wisconsin
Arkansas	Louisiana	South Carolina	
California	Minnesota	Tennessee	
Colorado	New Hampshire	Utah	

MILK SAMPLER

Hawaii	Michigan	New Jersey	Utah
Illinois	Nebraska	Texas	

MOBILE HOME INSTALLER

Alabama	Indiana	New Hampshire	South Dakota
Arizona	Iowa	New Mexico	Tennessee
Arkansas	Kansas	New York	Texas
California	Kentucky	North Carolina	Utah
Colorado	Louisiana	North Dakota	Virginia
Delaware	Maine	Ohio	Washington
Florida	Minnesota	Oklahoma	West Virginia
Georgia	Mississippi	Oregon	Wisconsin
Idaho	Missouri	Pennsylvania	
Illinois	Nevada	South Carolina	

NURSERY WORKER

Idaho

PACKAGER

Arizona

Maine

Minnesota

Oklahoma

Kentucky

Maryland

New Mexico

PAINTING CONTRACTOR (GENERAL/COMMERCIAL)

Alabama

Idaho

New Mexico

Utah

Arizona

Iowa

North Carolina

Virginia

Arkansas

Kansas

North Dakota

Washington

California

Louisiana

Oregon

Washington DC

Connecticut

Mississippi

Rhode Island

West Virginia

Delaware

Montana

South Carolina

Hawaii

Nebraska

Tennessee

PAINTING CONTRACTOR (RESIDENTIAL)

Arizona

Massachusetts

New Jersey

South Carolina

Louisiana

Michigan

Oregon

Maryland

Mississippi

Pennsylvania

PAVING EQUIPMENT OPERATOR CONTRACTOR

Alabama

Hawaii

Nevada

Tennessee

Alaska

Idaho

New Mexico

Utah

Arizona

Iowa

North Carolina

Virginia

Arkansas

Louisiana

North Dakota

Washington

California

Mississippi

Oregon

Washington DC

Connecticut

Montana

Rhode Island

West Virginia

Delaware

Nebraska

South Carolina

PEST CONTROL APPLICATOR

Delaware
Idaho

Maine
Nebraska

Nevada
North Dakota

Ohio
Wyoming

PHARMACY TECHNICIAN

Alabama
Arizona
Arkansas

California
Connecticut
Iowa

Louisiana
Montana
New Hampshire

PIPELAYER CONTRACTOR

Alabama
Alaska
Arizona
Arkansas
California
Delaware
Florida

Hawaii
Idaho
Iowa
Louisiana
Mississippi
Montana
New Mexico

North Carolina
North Dakota
Oregon
South Carolina
Tennessee
Utah
Virginia

Washington
Washington DC
West Virginia
Wisconsin

PIPELAYER NON-CONTRACTOR

Wisconsin

PRESCHOOL TEACHER

Arizona	Kansas	Nevada	South Dakota
Arkansas	Kentucky	New Hampshire	Tennessee
California	Maine	New Jersey	Texas
Colorado	Massachusetts	New Mexico	Vermont
Connecticut	Michigan	North Carolina	Washington
Florida	Minnesota	North Dakota	Washington DC
Georgia	Mississippi	Oregon	West Virginia
Hawaii	Missouri	Pennsylvania	Wisconsin
Idaho	Nebraska	South Carolina	Wyoming

PSYCHIATRIC AIDE

Missouri

PSYCHIATRIC TECHNICIAN

Kansas

SCHOOL BUS DRIVER

Alaska	Iowa	Nevada	South Carolina
Arkansas	Kansas	New Hampshire	South Dakota
California	Louisiana	New Jersey	Tennessee
Colorado	Maine	New Mexico	Texas
Connecticut	Maryland	New York	Utah
Delaware	Massachusetts	North Carolina	Vermont
Florida	Minnesota	North Dakota	Virginia
Georgia	Mississippi	Ohio	Washington
Idaho	Missouri	Oklahoma	Washington DC
Illinois	Montana	Oregon	Wisconsin
Indiana	Nebraska	Pennsylvania	

SECURITY ALARM INSTALLER

Alaska	Hawaii	Montana	Texas
Arizona	Idaho	Nevada	Utah
Arkansas	Illinois	New Mexico	Vermont
California	Louisiana	New York	Virginia
Connecticut	Maryland	North Carolina	Washington
Delaware	Massachusetts	Oregon	West Virginia
Florida	Michigan	Rhode Island	Wyoming
Georgia	Minnesota	Tennessee	

SECURITY GUARD

Delaware	Michigan	North Dakota
Florida	Montana	Ohio
Georgia	Nevada	Rhode Island
Louisiana	New Jersey	South Carolina
Maine	New Mexico	Washington

SHAMPOOER

Alabama	New Hampshire	Texas
Louisiana	Tennessee	

SHEET METAL CONTRACTOR (GENERAL/COMMERCIAL)

Alabama	Hawaii	Nebraska	Virginia
Alaska	Idaho	Nevada	Washington
Arizona	Iowa	North Carolina	Washington DC
Arkansas	Louisiana	North Dakota	West Virginia
California	Massachusetts	Oregon	Wisconsin
Connecticut	Mississippi	Tennessee	
Delaware	Montana	Utah	

SHEET METAL CONTRACTOR (RESIDENTIAL)

Arizona	Mississippi	Pennsylvania
Louisiana	New Jersey	
Maryland	Oregon	

SIGN LANGUAGE INTERPRETER

Alabama	Indiana	Missouri	North Carolina
Arizona	Iowa	Nebraska	Rhode Island
Connecticut	Kentucky	Nevada	South Dakota
Illinois	Maine	New Hampshire	Virginia

SKIN CARE SPECIALIST

Alabama	Iowa	Montana	Tennessee
Alaska	Kansas	Nebraska	Texas
Arizona	Kentucky	Nevada	Utah
Arkansas	Louisiana	New Jersey	Vermont
California	Maine	New York	Virginia
Colorado	Maryland	North Carolina	Washington
Delaware	Massachusetts	Oklahoma	Washington DC
Florida	Michigan	Oregon	Wisconsin
Hawaii	Mississippi	Pennsylvania	Wyoming
Idaho	Missouri	South Dakota	

SLOT KEY PERSON

Arizona	Illinois	Mississippi	Ohio
Arkansas	Indiana	Missouri	Pennsylvania
California	Kansas	New Hampshire	Rhode Island
Colorado	Louisiana	New Jersey	South Dakota
Florida	Michigan	New Mexico	West Virginia

SOCIAL AND HUMAN SERVICE ASSISTANT

Maryland
Ohio

South Dakota

Utah

Washington DC

STILL MACHINE SETTER

California

Washington

TAXI DRIVER/CHAUFFEUR

Delaware

Georgia

Indiana

Missouri

New Jersey

Tennessee

Utah

Washington

Washington DC

TAXIDERMIST

Alaska

Connecticut

Georgia

Indiana

Iowa

Kentucky

Maine

Minnesota

Missouri

Nevada

New Hampshire

Oregon

Pennsylvania

South Dakota

Tennessee

Virginia

West Virginia

Wyoming

TEACHER ASSISTANT

Alabama

Alaska

Arizona

Arkansas

California

Georgia

Hawaii

Illinois

Indiana

Kansas

Louisiana

Maine

Massachusetts

Minnesota

Mississippi

Montana

Nebraska

Nevada

New Jersey

New Mexico

New York

Ohio

Pennsylvania

Rhode Island

Tennessee

Utah

Virginia

West Virginia

Wyoming

TERRAZZO CONTRACTOR (GENERAL/COMMERCIAL)

Alabama	Idaho	New Mexico	Virginia
Alaska	Iowa	North Carolina	Washington
Arizona	Kansas	North Dakota	Washington DC
Arkansas	Louisiana	Oregon	West Virginia
California	Mississippi	Rhode Island	Wisconsin
Connecticut	Montana	South Carolina	
Delaware	Nebraska	Tennessee	
Hawaii	Nevada	Utah	

TERRAZZO CONTRACTOR (RESIDENTIAL)

Arizona	Maryland	Mississippi	Oregon
Louisiana	Michigan	New Jersey	Pennsylvania

TESTER, CATHODIC PROTECTION

Alabama	Illinois	Michigan	New Jersey
Alaska	Iowa	Minnesota	Vermont
California	Kentucky	Nebraska	Wisconsin
Idaho	Maine	New Hampshire	Wyoming

TESTER, TANK

Alaska	Iowa	Pennsylvania	Wisconsin
Arizona	Kansas	Rhode Island	Wyoming
California	Maine	Utah	
Illinois	Nevada	Washington DC	

TITLE EXAMINER

Iowa	North Dakota	South Dakota
Minnesota	Oklahoma	

TRAVEL AGENT

California
Delaware

Florida
Hawaii

Iowa
Nevada

Pennsylvania
Washington

TRAVEL GUIDE

Alaska
Arizona
California
Delaware
Hawaii
Idaho

Louisiana
Maine
Maryland
Minnesota
Montana
Nevada

New Hampshire
New York
North Dakota
Ohio
Oregon
Texas

Washington DC
Wisconsin
Wyoming

TREE TRIMMER

California
Connecticut

Louisiana
Maine

Maryland
Rhode Island

TRUCK DRIVER

Alabama
Alaska
Arizona
Arkansas
California
Colorado
Connecticut
Delaware
Florida
Georgia
Idaho

Illinois
Indiana
Iowa
Kansas
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Minnesota
Mississippi

Missouri
Nebraska
New Hampshire
New Jersey
New Mexico
Ohio
Oklahoma
Pennsylvania
Rhode Island
South Carolina
Tennessee

Texas
Utah
Vermont
Virginia
Washington
Washington DC
West Virginia
Wisconsin
Wyoming

UPHOLSTERER

California	Maryland	Rhode Island	Virginia
Connecticut	Pennsylvania	Utah	

VEGETATION PESTICIDE HANDLER

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

VETERINARY TECHNOLOGIST

Alaska	Idaho	Minnesota	South Carolina
Arkansas	Iowa	Nevada	South Dakota
California	Louisiana	North Dakota	Tennessee
Delaware	Maine	Ohio	Virginia
Florida	Maryland	Pennsylvania	

WEIGHER

Alabama	Georgia	Nevada	Ohio
Alaska	Hawaii	New Hampshire	Pennsylvania
California	Idaho	New Mexico	South Carolina
Colorado	Maine	New York	Vermont
Delaware	Mississippi	North Carolina	Virginia

APPENDIX 3: ESTIMATED IMPACT OF LICENSING GROWTH BY STATE

Table 3: Relationship Between Low Income Licensed Occupations, Absolute Upward Mobility, and County Level Gini Coefficients. Breakdown by State.

State	Estimated Change in Absolute Upward Mobility Associated with Licensing Growth	Estimated Percentage Change in Absolute Upward Mobility Associated with Licensing Growth (using sample mean as baseline)	Estimated Change in the County Gini Coefficient Associated with Licensing Growth	Estimated Percentage Change in the County Gini Coefficient Associated with Licensing Growth (using sample mean as baseline)
Alabama	-1.764	-4.06%	0.036	9.38%
Alaska	-1.715	-3.95%	0.035	9.12%
Arizona	-2.646	-6.09%	0.054	14.07%
Arkansas	-1.911	-4.40%	0.039	10.16%
California	-2.401	-5.53%	0.049	12.77%
Colorado	-1.029	-2.37%	0.021	5.47%
Connecticut	-2.009	-4.62%	0.041	10.68%
Delaware	-1.911	-4.40%	0.039	10.16%
Wash D.C	-1.568	-3.61%	0.032	8.34%
Florida	-1.617	-3.72%	0.033	8.60%
Georgia	-1.127	-2.59%	0.023	5.99%
Hawaii	-1.617	-3.72%	0.033	8.60%
Idaho	-1.96	-4.51%	0.040	10.42%
Illinois	-1.225	-2.82%	0.025	6.51%
Indiana	-0.931	-2.14%	0.019	4.95%
Iowa	-2.058	-4.74%	0.042	10.94%
Kansas	-1.372	-3.16%	0.028	7.30%
Kentucky	-0.735	-1.69%	0.015	3.91%
Louisiana	-2.891	-6.66%	0.059	15.37%
Maine	-1.519	-3.50%	0.031	8.08%
Maryland	-1.47	-3.38%	0.030	7.82%
Massachusetts	-1.323	-3.05%	0.027	7.03%
Michigan	-1.372	-3.16%	0.028	7.30%
Minnesota	-1.323	-3.05%	0.027	7.035%
Mississippi	-2.401	-5.53%	0.049	12.77%
Missouri	-1.127	-2.59%	0.023	5.99%
Montana	-1.666	-3.84%	0.034	8.86%
Nebraska	-1.666	-3.84%	0.034	8.86%
Nevada	-1.911	-4.40%	0.039	10.16%

New Hampshire	-1.127	-2.59%	0.023	5.99%
New Jersey	-1.862	-4.29%	0.038	9.90%
New Mexico	-2.009	-4.62%	0.041	10.68%
New York	-0.931	-2.14%	0.019	4.95%
North Carolina	-1.617	-3.72%	0.033	8.60%
North Dakota	-1.323	-3.05%	0.027	7.03%
Ohio	-0.98	-2.26%	0.020	5.21%
Oklahoma	-0.735	-1.69%	0.015	3.91%
Oregon	-2.352	-5.41%	0.048	12.51%
Pennsylvania	-1.715	-3.95%	0.035	9.12%
Rhode Island	-1.617	-3.72%	0.033	8.60%
South Carolina	-1.911	-4.40%	0.039	10.16%
South Dakota	-0.98	-2.26%	0.020	5.21%
Tennessee	-2.009	-4.62%	0.041	10.68%
Texas	-1.078	-2.48%	0.022	5.73%
Utah	-1.96	-4.51%	0.040	10.42%
Vermont	-0.882	-2.03%	0.018	4.67%

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