



# LET'S GET TO WORK:

HOW TO FIX MICHIGAN'S LICENSING LAWS

JARRETT SKORUP

**MACKINAC CENTER**  
FOR PUBLIC POLICY



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# Let's Get To Work: How to fix Michigan's licensing laws

By Jarrett Skorup

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## **Introduction**

Occupational licensing is when the government requires people to complete educational and training programs, pass tests and pay fees in order to do a job legally. State officials, often in unelected administrative or bureaucratic roles, typically determine the requirements. Occupational licenses are meant to protect the public from people unfit to provide certain services.

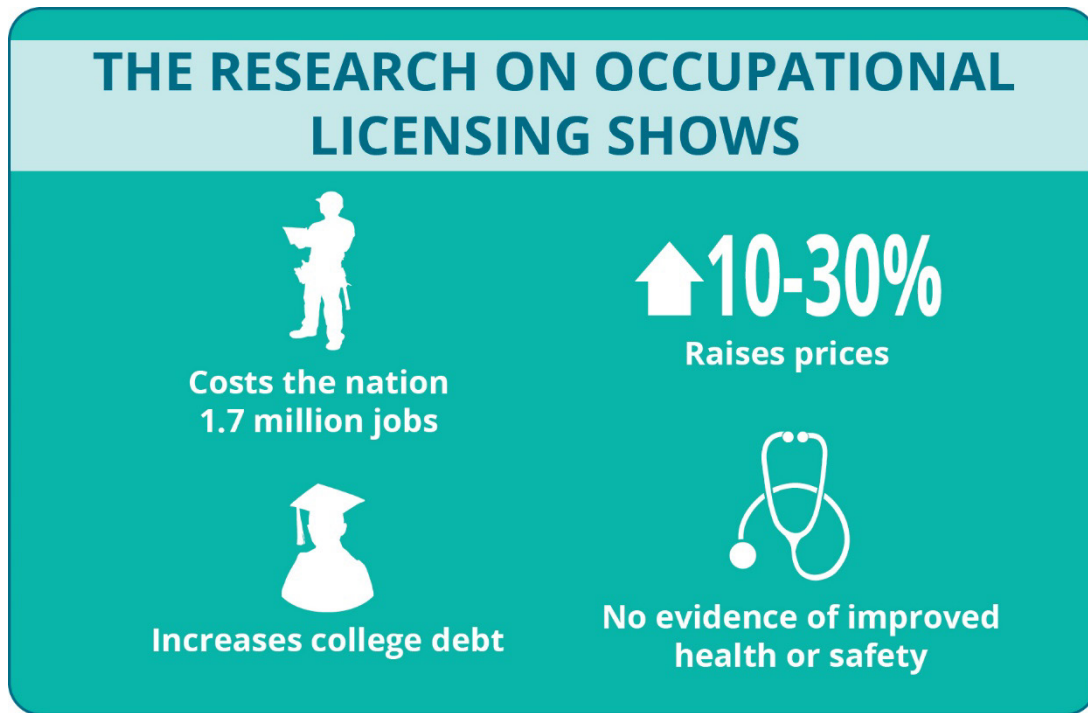
Proponents of licensing believe that requiring people to get state approval before they can work guarantees a minimum level of quality. But lawmakers and licensing agencies rarely consider how well occupational licensure laws deliver on this goal.

And there are costs. In Michigan, approximately 180 occupations are licensed by the state. This has negative effects for people trying to find jobs and for consumers. State licensing requirements restrict who can practice a trade, which means fewer people will work in those fields. This artificially decreases supply, reduces competition and increases costs to consumers.

Licensing laws tend to become entrenched. Workers who are already licensed adamantly defend them, because they benefit directly when the state restricts who can compete in their industry. The harms related to licensing, meanwhile, are felt only minimally by individual consumers. They are well hidden among all the other factors that contribute to rising prices, such as inflation, tax burdens and energy rates.

Experts and economists across the political spectrum, including the labor departments of the Obama, Trump and Biden administrations, recognize the need for reform. Both the left-leaning Brookings Institution and the libertarian-leaning Mercatus Center agree that these mandates are often arbitrary, do little to enhance consumer safety and primarily benefit special interest groups. Most licensing laws restrict people with a criminal background from obtaining a license, and research suggests these laws contribute to higher crime rates, as ex-offenders have fewer employment options.

## Summary of national research



Research finds little evidence that occupational licensing laws improve the quality of services or public health and safety.<sup>1</sup> They raise wages for licensed workers, but this comes at the expense of higher prices for consumers and more unemployment in the economy.<sup>2</sup> The evidence suggests that licensing laws persist primarily because existing firms advocate for them to restrict their competition and boost their income and profit. Licensing requirements also present a barrier to people moving from state to state.<sup>3</sup>

The most comprehensive study on the economic effects of licensing at the national and state level finds that it costs the economy more than 1.7 million jobs and up to \$184 billion annually in potential economic output. The estimated impact in Michigan is a loss of 80,000 jobs and an annual cost of nearly \$8 billion in misallocated resources.<sup>4</sup>

Licensing laws do not appear to produce higher quality services. Even if they did, the value of the improved quality must outweigh the costs imposed by these laws. A study published by the National Bureau of Economic Research in 2020 found that there was no relationship between how stringent a state's licensing laws are and the ratings consumers give service providers. The study did find, however, that more restrictive licensing laws are associated with less competition and higher consumer prices.<sup>5</sup>

A more recent study examined consumer reviews of different businesses on the borders of states with significantly different licensing laws. If these laws improved services, consumers should rate them noticeably higher in states with strict licensing requirements compared to consumers in neighboring states with lax or no licensing mandate. The researchers found no connection between licensing requirements and consumer reviews in most occupations they examined. The only statistically meaningful differences identified suggest that less burdensome licensing is associated with higher service quality.<sup>6</sup>



The negative impact of licensing laws is probably most firmly felt in industries that pay relatively low wages but are highly regulated. Research from the Institute for Justice, for example, finds that licensing rules for cosmetologists lead aspiring workers to fail to graduate on time, accumulate more college debt and default on loans. Michigan law requires cosmetologists to complete 1,500 hours of education and training. This costs on average more than \$16,000 per year.<sup>7</sup>

Another measure of the value of licensing laws is how well they stand up when scrutinized by the government. Several states conduct “sunrise reviews” of their licensing laws, which are formal reevaluations of the need for mandating a license. An analysis of nearly 500 of these reviews from different states found that licenses are not recommended 80% of the time.<sup>8</sup> Michigan does not have a statutorily required sunrise review process.

### ***Public health and safety effects***

Only a small number of studies examine the effect occupational licensing has on public health or safety. The limited evidence suggests that these state-imposed mandates do little to protect the public.

A study from the Obama administration reported:

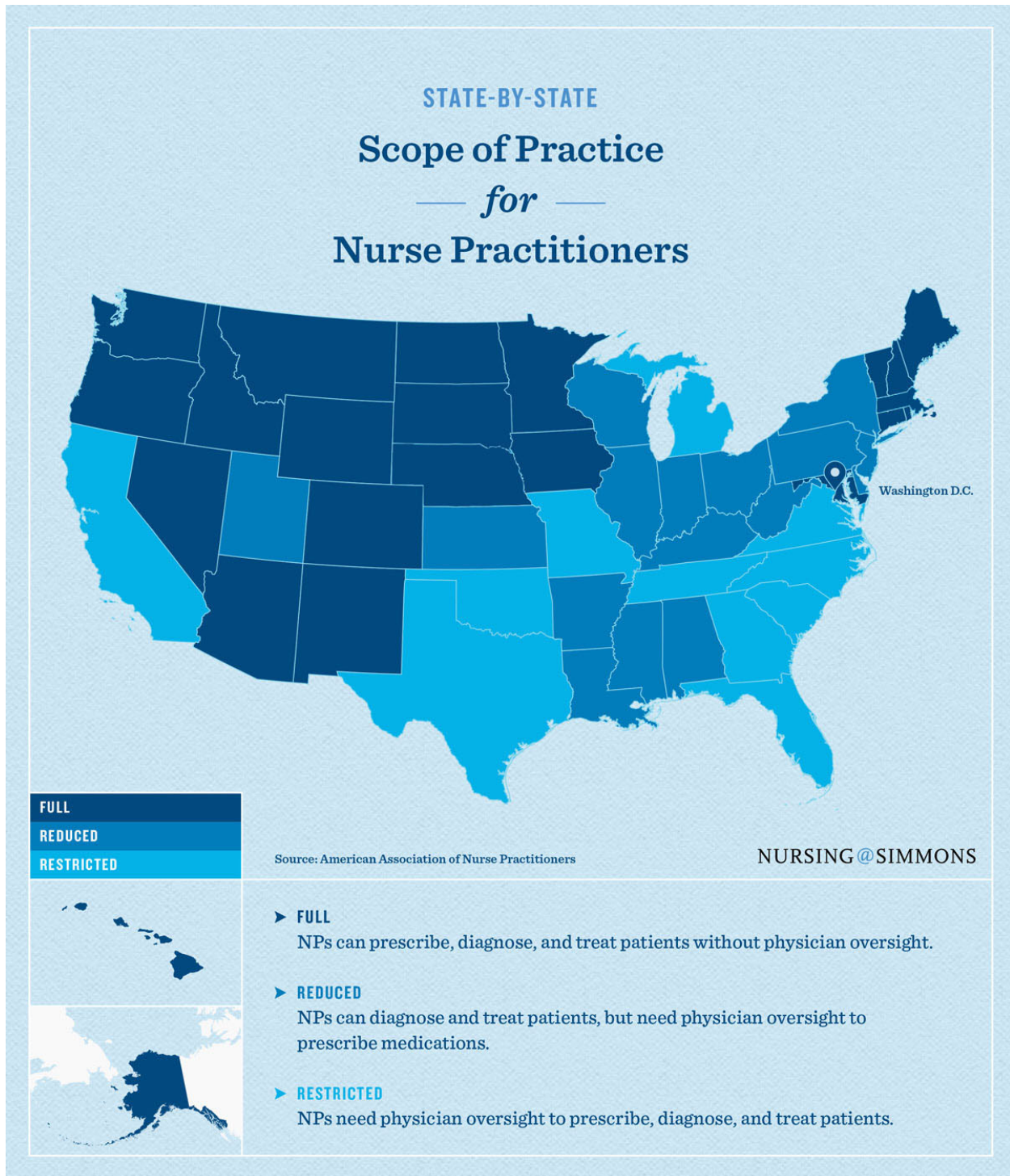
“Stricter licensing was associated with quality improvements in only 2 out of the 12 studies reviewed. There is also evidence that many licensing boards are not diligent in monitoring licensed practitioners, which contributes to a lack of quality improvement under licensing.”<sup>9</sup>

If licensing fails to show clear benefits in the quality of services provided, it is unlikely to provide meaningful health and safety benefits.

Positive health and safety effects should be easy to find in dangerous occupations or the health care industry. Existing research generally fails to find a correlation between licensing and improved outcomes in these areas, however. In some cases, the research suggests the opposite: that licensing laws negatively affect health-related outcomes.

Electricians work in a relatively dangerous profession, with a much higher death and injury rate than the average occupation.<sup>10</sup> A study from the Bureau of Labor Statistics examined the licensing of electricians from 1992 to 2007. It focused on states that began licensing electricians over this period, analyzed the strictness of these regulations and compared worker injury and death rates across states. The report showed that “the impact of occupational regulation on deaths and injuries is statistically insignificant or indeterminate.”<sup>11</sup>

The bulk of studies looking at the licensing requirements of nurses suggest that these rules harm, rather than help, the public. One example is nurse practitioners, who are nurses with advanced medical degrees and extra training. Licensing and scope of practice rules vary among the states, with 22 permitting nurse practitioners to operate independently. Other states, including Michigan, restrict these medical professionals from providing certain services and require them to operate under the direct supervision of a physician.<sup>12</sup> The graphic below shows the various types of scope of practice laws across the country. It was created by the School of Nursing at Simmons University and based on information provided by the American Association of Nurse Practitioners.



Research shows restrictions on the scope of practice of nurse practitioners is associated with lower wages, an increased likelihood of nurses relocating and worse health outcomes for some populations. One study found that health insurers had to pay between 3% and 16% more for well-child visits in states with restrictive licensing laws for nurse practitioners. It also found “no evidence that the changes in regulatory policy are reflected in outcomes that might be connected to the quality and safety of health services.”<sup>13</sup> Another study found nurse practitioners were far more likely to move to full practice states than restricted



practice states.<sup>14</sup> A 2022 study found that parents rated their children's health better in states that allow nurse practitioners to practice independently.<sup>15</sup>

## Occupational licensing in Michigan

More than 750,000 people in Michigan have active licenses that are overseen by the Bureau of Professional Licensing.<sup>16</sup> This represents 17% of the 4.4 million nonfarm jobs in the state.<sup>17</sup> And while this department oversees more than 40 of the state's occupational licenses, there are dozens more that fall under the control of other state agencies and boards. This includes more than 100,000 public school teachers and thousands of other school employees, some of whom need licenses or certifications.<sup>18</sup> Altogether, including some licenses required of businesses, Michigan requires licenses, certification or registration for more than 400 different occupations or industries.<sup>19</sup>

Michigan is in the middle of the pack nationally for the number and strictness of its licenses. A report published by the Archbridge Institute ranked states by these measures and pegged Michigan at 29th worst among the 50 states.<sup>20</sup> The Great Lake State fell in the middle among its neighbors too, with Wisconsin and Ohio having higher licensing burdens and Illinois and Indiana having less restrictive ones.

For lower-income or working-class occupations, Michigan requires fewer licenses than the national average, and the state generally has smaller fees and less mandatory training.<sup>21</sup> But the Michigan Constitution stands apart, according to the Mercatus Center, because it requires the boards that oversee and create licensing requirements to be controlled by people who are already licensed in the profession.<sup>22</sup> This may provide an incentive for licensing boards to restrict access to an occupation, harming competition.

Michigan requires a state license for about 180 different occupations, and its licensing agency receives \$540 million annually to regulate these occupations.<sup>23</sup> This revenue comes from state tax revenue as well as from fees paid by license holders. See the appendix for more information about licensing requirements in Michigan.



## Why states create licensing laws

A common assumption is that the workers and businesses regulated by governments oppose such rules. When it comes to occupational licensing mandates, however, the regulated industries and occupations are typically supportive of the regulations. People already working in licensed occupations benefit when the state forces their would-be competitors to get a license before operating legally. The mandates limit competition and reduce the supply of labor, increasing the price for the services provided by those who are licensed.

If more people understood this dynamic, lawmakers might be less supportive of occupational licensing. Efforts to scale back these laws, however, suffer from a dynamic that economists call “concentrated benefits and diffuse costs.”<sup>24</sup> This theory explains situations where laws that cause more harm than good remain in

place, even in a democratically controlled government. The reason is that these laws benefit a small special interest group — people who get the concentrated benefits — and this group will go to great lengths to protect those regulations and the benefits they provide. The harms, on the other hand, are diffuse. They do not impact the typical taxpayer or consumer in a significant way. In other words, the regulated industry faces strong incentives to preserve its benefit, while the average voter has little or no incentive to push for change. As a result, reforming licensing laws remains of little importance for most voters.

This is related to a theory developed by economist George Stigler, which he called “acquired regulation.” He wrote, “We propose the general hypothesis: every industry or occupation that has enough political power to utilize the state will seek to control entry.”<sup>25</sup> Today, this is more commonly referred to as regulatory capture.



This occurs when an industry or occupation uses the power of government to benefit itself. People in these industries advocate for state lawmakers to create regulations, such as licensing requirements. These laws can be designed in such a way as to provide a competitive advantage to existing firms. For instance, proposed licensing requirements often contain “grandfather clauses” that grant licenses automatically to people already employed in the occupation. Incumbent firms also benefit when state-imposed regulations make compliance relatively more expensive for new firms seeking to enter the market.

There are many examples in Michigan showing that regulatory capture is common and that regulated industries work to protect their concentrated benefits by opposing reforms. In just the past few years, industry groups and occupational associations have proposed new licenses and regulations and successfully thwarted the loosening of some existing licensing requirements. In each case, the regulated industry clearly benefited at the expense of consumers and would-be competitors. Below are several examples.



Barbers

Aspiring barbers need 1,800 hours of training in Michigan. Legislation was introduced in 2012 that would repeal this requirement along with a mandate that barbers attend an in-person college. Michigan Barber School Director Darryl Green said he was “in shock” that lawmakers were considering eliminating these requirements. He explained: “It does have a lot to do with public health. I’m not saying we are as important as doctors, but we are the closest you can get. We are turning this into the Wild, Wild West. ... I’d like to see them get a haircut in a barber shop five years from now. It will be like rolling the dice.”<sup>26</sup>

Raising the specter of an industry turning into the Wild West is a common refrain from groups benefiting from the limited competition and higher prices licensing requirements produce. It’s mostly a red herring, though. Nothing would prohibit barbers from logging 1,800 hours of training if they thought it was useful and gave them an advantage over their competitors. That few would do this training if it were not required suggests that it is not providing much value. The more likely reason the director of the Michigan Barber School is opposed to eliminating required training mandates is that his employer would lose the business of providing this training to would-be barbers.



Hunting &amp; Fishing Guides

In 2019, 2020 and again in 2023, Michigan lawmakers proposed licensing requirements on hunting and fishing guides. These new rules would mandate fees, CPR training, annual reporting and prevent anyone with a criminal record from the field. One of the sponsors of these bills noted that current hunting and fishing guides are driving the effort and said, “This is a package of bills that has been one of the main goals for many of our hunting and fishing organizations in this state for the last several years.”<sup>27</sup>



Dietitians &amp; Nutritionists

Michigan repealed its licensing law for dietitians and nutritionists in 2014 after a state review committee found “lack of clear public health and safety benefits.”<sup>28</sup> But in 2021, a bill to reestablish these licenses was proposed. It would require dietitians and nutritionists to obtain a college degree (nutritionists would need at least a master’s degree), complete 1,000 hours of supervised practice, pass exams, pay fees and take continuing education courses.<sup>29</sup>

People currently operating in these fields — many of whom would be automatically granted a license — supported the imposition of these requirements on others. Ann Hoffman of the Michigan Academy of Nutrition and Dietetics said: “Licensure ensures the most qualified, educated and well-trained professionals will treat chronic illness and disease. There are no alternatives to state regulation of the occupation that adequately protect the public from risk of harm which is real in Michigan.”<sup>30</sup>



**Funeral Home  
Directors**

In 2020, the Legislature approved more regulations on funeral home directors. The new law required people working in these fields to pass state and national exams and accumulate continuing education hours to maintain a license.<sup>31</sup> It also makes it harder for individuals from other states to get licensed in Michigan. As noted in media reports, the representative who introduced the bill is a funeral home operator. Interest groups representing funeral homes and schools offering mortuary science courses supported the bill.<sup>32</sup> It was signed into law in December 2020.

Those groups will be the chief beneficiaries of these more stringent requirements. They will result in more revenue for schools offering mortuary science courses and less competition for existing funeral homes. Individuals and businesses with a license already would be grandfathered in, so most of these new requirements will not apply to them, only to their future competition.



**Property  
Managers**

A Michigan law requires property managers working for someone else to have a real estate license. An attempt to repeal this requirement was defeated, with the Michigan Realtors Association, a group representing licensed realtors, leading the opposition. Restricting property management services to license holders reduces supply and limits competition for realtors.<sup>33</sup>



**Musical  
Therapists**

Associations representing musical therapists supported a new licensing requirement for the occupation in 2019. The bill would have mandated a college degree, 1,200 hours of clinical training, a board exam and hundreds of dollars in fees and testing costs.<sup>34</sup> It stalled in committee and was not made into law.



**Fire Sprinkler  
Installers**

Michigan statute requires fire sprinkler installers to have a contractor's license. A 2019 proposed law supported by fire protection associations would have made the mandates much more stringent. The bill, which did not pass, would have required a four-year apprenticeship, 8,000 hours of practical experience, 280 hours of classroom time and hundreds of dollars in annual fees.<sup>35</sup>



**Food Delivery  
Drivers**

Food delivery drivers would have had to obtain a certificate to practice in Michigan if a 2022 bill had passed. They would have to pass a test and possibly receive training as well. The sponsor of the bill owns a chain of restaurants that primarily offer dine-in services.<sup>36</sup>



**Solar Panel  
Installers**

A requirement that solar panel installers obtain an electrician license was introduced in the Michigan Legislature in 2021. The bill passed the House but stalled in the Senate. It had broad support from special interest groups representing licensed electricians.<sup>37</sup>



**Naturopathic  
Physicians**

Naturopathy is treating patients with natural remedies, such as vitamins, herbs and organic food, as well as coaching clients in self-healing, such as exercise and lifestyle change. State and national groups representing currently practicing naturopathic physicians advocated in 2018 to establish a state license for this practice, which would have required a college degree, fees and testing.<sup>38</sup> The bill passed one chamber of the Legislature but did not progress further.<sup>39</sup>



**Midwives**

The Michigan affiliate of the American College of Nurse-Midwives developed a bill to require professional midwives to obtain a state license to practice. The Legislature approved and it was signed into law in 2017.<sup>40</sup> The licensing requirements mandate that midwives pay a \$650 upfront fee, a \$400 renewal fee, complete an accredited training program, obtain 30 hours of continuing education and more.<sup>41</sup>



**Nurses**

Lawmakers have repeatedly tried to loosen the occupational restrictions on nurses in Michigan, only to be stymied by groups benefiting from the current laws. In 2020, for example, a bill passed the Legislature that would have had Michigan join 38 states in a nursing compact. The compact would make it easier for hospitals to hire nurses with experience in other states. It was opposed by the Michigan Nurse Association Board and some unions and ultimately vetoed by Gov. Gretchen Whitmer.<sup>42</sup>

Michigan has some of the most restrictive rules on nurse practitioners in the country.<sup>43</sup> While other states let highly trained nurses write prescriptions and run their own medical clinics, Michigan law severely limits their practice. When lawmakers tried to loosen these rules and allow nurse practitioners to work independently, the state medical associations — comprised mostly of physicians who benefit from these restrictions on nurses — came out in opposition.

Rose Ramirez, a physician and former president of the Michigan State Medical Society, said this about the effort: “The best health care teams are physician led. I worry about the safety of the patients in our state who deserve to have well trained physicians supervising their care.”<sup>44</sup> These rules were relaxed during the COVID-19 pandemic. But Gov. Whitmer then reinstated them, against the advice of her health advisor.<sup>45</sup>

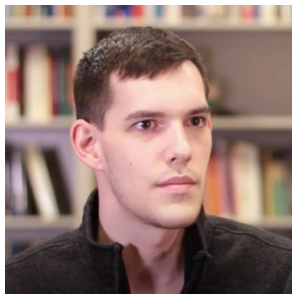


## Victims of licensing laws

Occupational licensing laws harm people in subtle ways that are often difficult to detect. Millions of consumers spend slightly more on services because supply and competition are artificially limited. Thousands of workers persist in less preferred jobs because they cannot afford the requirements to get licensed to work in the field of their choice. But there are also those who are directly harmed by state licensing laws. Here are some examples.



Ntcharba Chabi is a hair braider trying to earn a living by running Blanca's Braids in Garden City. After a competitor complained that Chabi was not properly licensed, she received a cease-and-desist order from the state and was fined. State regulators said she needed a cosmetology license even though this license is not required to braid hair. The problem was Chabi's salon possessed a shampoo bowl and only licensed cosmetologists can charge customers for shampooing hair. Getting the license requires 1,500 hours of training, hundreds of dollars in fees and a test.<sup>46</sup>



Austin Loose owes thousands of dollars for schooling and testing for training he will likely never use. While other states allow massage therapists to work without government-mandated training, Michigan requires 500 hours and passing a test. Austin and his twin brother Login went to school to learn massage therapy and graduated together. Austin's learning disability, however, interfered with his ability to pass the final test. While Login got his license, Austin is stuck working lower-paid jobs.<sup>47</sup>



Dr. Jan Pol is a veterinarian in rural Michigan who once starred in a reality TV show aired by National Geographic. An out-of-state vet reported him to the state for not wearing the proper surgical attire and failing to provide a warming pad for a dog. This stemmed from an incident where Pol saved a dog's life after it was hit by a car. The dog's owner made no complaints about the service Pol provided. Still, the state licensing department alleged negligence and incompetence under state law and slapped Pol with a fine and probation.<sup>48</sup>



Mike Grennan is a carpenter and Laurence Reuben a nurse. But their past criminal mistakes restrict them from getting a license in their fields. Grennan can work for other construction companies or on jobs billed for less than a set amount of money, but he cannot work for himself. Reuben has a low-level felony conviction from New York state, but he went through a rehabilitation program and was legally working as a licensed nurse there. When he moved to Michigan, however, the state denied him a license because of his criminal record.<sup>49</sup>



Donna Williams is a Michigan native who spent \$25,000 and got nearly 500 hours of training in California to do makeup artistry. She has worked on film and video projects in Michigan, but her license doesn't transfer or allow her to work as an esthetician or cosmetologist. "I'm going to be 67, I'm on a fixed income. I absolutely love Michigan, but you just can't make enough money this way," she said. Williams moved away from her home all the way to Las Vegas to find less regulated makeup jobs. "I was born and raised in Michigan," she added. "Of course, I want to stay and use my talents in my home state, but my home state makes that almost impossible."<sup>50</sup>

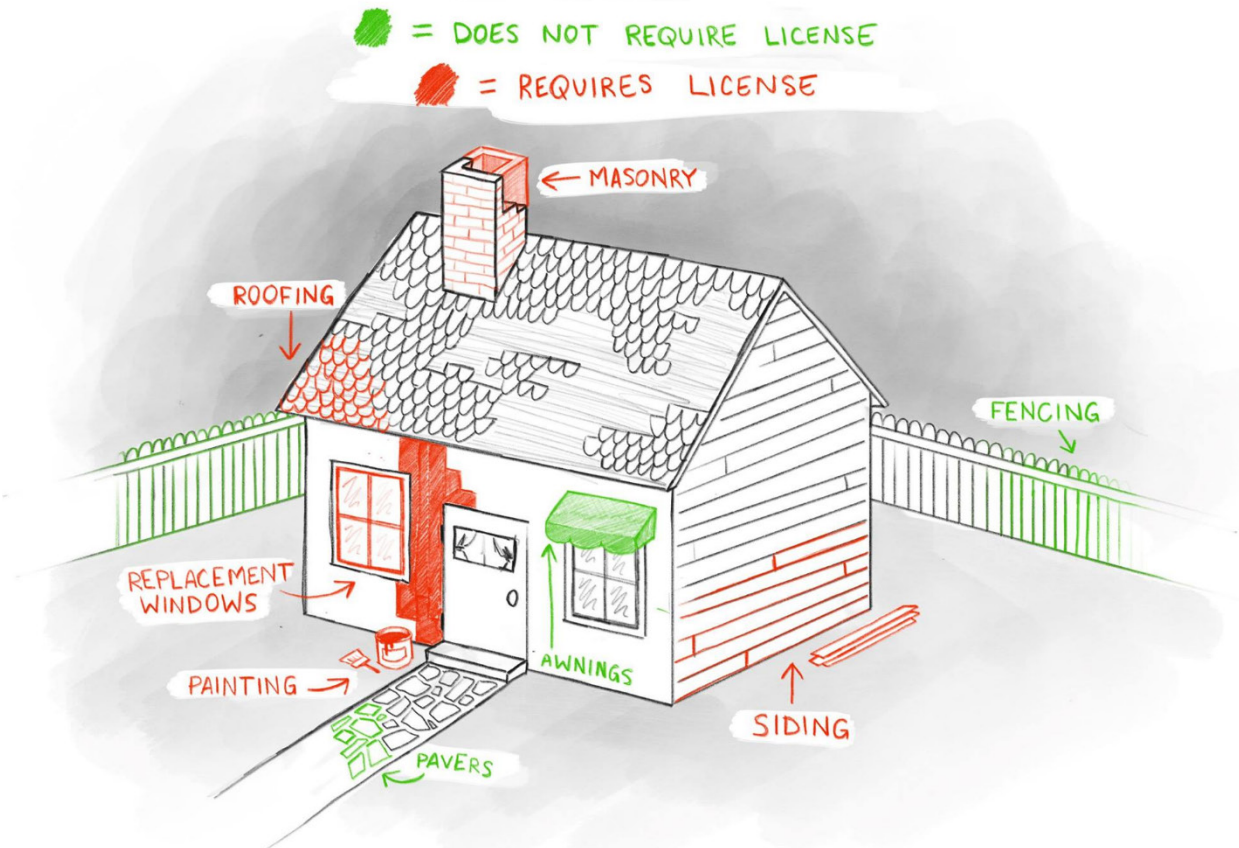
Stephanie Brown owns a highly rated salon in Kalamazoo that specializes in hair braiding. A nearby competitor complained to the state that one of her employees was washing clients' hair but did not have a license to practice cosmetology. "All it takes is someone who doesn't like you and then there goes your business," Brown said. The employee has since left, but Brown is still stuck paying the fines. The typical salon worker makes an annual salary around \$30,000 per year but is required to take training that involves 25 times the hours that residential home builders must take.<sup>51</sup>

Shaketra Payne is a certified natural hair culturist who braids hair. Many people need their hair to be recently washed to be properly braided. In order to wash hair in a salon, something done every day by people in their own homes, Michigan law mandates that a person have a cosmetology license that requires 1,500 hours of training. Payne had to turn away an elderly woman in a wheelchair because her hair was not clean enough to do dreadlocks. Lacking a cosmetology license, she could not legally wash this woman's hair in her salon. "It just broke everybody's heart that she literally looked like she wanted to cry," Payne said. "I'm not a cosmetologist, and I don't want to be a cosmetologist. I want to be a hair braider." She added, "[I]t was just like a slap in the face that I can't even wash my own clients' hair."<sup>52</sup>

## **Arbitrary regulations**

People who do very similar work are regulated very differently in Michigan. This suggests that occupational licensing rules are established for reasons other than considering what constitutes a risk to public health and safety. If this were the primary concern, similar occupations would have similar regulations. These disparities highlight why occupational laws need to be regularly reviewed to ensure they are consistent and necessary.

# Michigan's Arbitrary Construction Licensing



These licenses require 60 hours of coursework, passing a \$160 test, a fee of \$125 and continuing education classes.

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In Michigan, for example, one needs a license to lay wood or tile floors but not to install vinyl or carpet flooring. You need a license to construct a concrete driveway but not one made of asphalt. Roofing a house requires a license but not erecting awnings under the roof. You need a license to knock down a house, but not to pick it up and move it. Carpenters and insulators need to fulfill licensing requirements but not people who only build fences or install plaster walls. Adding siding to the outside of a house requires a license but not putting up the drywall on the inside of the house.<sup>53</sup>

Requires a state license	Does not require a state License
Carpentry	Drywall
Concrete	Asphalt
Excavation	Sewer and septic
Insulation	Plaster
Masonry	Paving (without mortar)
Tile and marble installation	Carpeting
Laying wood floors	Vinyl flooring
Siding	Fencing
Roofing	Awnings
House wrecking	House moving

There is also a blanket exception to the license mandate for construction-related work that costs less than \$600 or is performed by a volunteer.<sup>54</sup> If licensing requirements were strictly necessary to maintain safe working conditions, there would be no rationale for allowing exemptions.

But there's an even broader exemption to licensing requirements: volunteer labor. This is nicely exemplified by the goodwill of a Michigan school superintendent. To avoid hiring a licensed company to repaint the district's school buildings and save \$150,000, Superintendent David Harnish spent his summer in 2018, alongside some of the district's students, painting the buildings himself. At the time, state law required painters to be licensed and spend 60 hours in training and pass a test. But because Harnish and these students were volunteering their labor, the licensing law did not apply. The Michigan Legislature repealed licensing requirements for painters later that year.<sup>55</sup>

Librarians who work in Michigan public schools need a bachelor's degree, a teacher certificate and a library media endorsement. These are stricter requirements than those in surrounding states, and the head librarians at small community libraries can work legally after earning only a high school diploma or GED.<sup>56</sup>

Selling produce like apples, tomatoes, corn, lettuce and cabbage requires no state license. Sales of honey, maple syrup, apple cider and eggs are only regulated if your annual sales exceed certain levels. But selling meat, fish, mushrooms, garlic, herbs, bagels, doughnuts and cookies are strictly forbidden without first obtaining a state license.<sup>57</sup>

A nursery grower license is needed to grow and sell some plants. This includes "trees, shrubs, perennials, mums, fruit trees, berry plants, rose bushes, vines, herbs, and bulbs that are capable of surviving the winter, without special care." It does not include "annual plants, cut flowers, Christmas trees and greens [or] cut herbs." The state of Michigan also does not regulate those growing and selling fruit, vegetables or wild trees, shrubs, vines or flowers from roadside stands.<sup>58</sup>



The amount of training required by Michigan's licensing laws often appears arbitrary or disproportionate in many cases. Below are some examples.

- Athletic trainers spend years getting a college degree and need 1,460 hours of training while emergency medical service workers need fewer than 200 hours.<sup>59</sup>
- Per the Federal Aviation Administration, private pilots need 40 hours of flight time to get a license to fly people around on tours, while shampooing hair requires 400 training hours.<sup>60</sup>
- Commercial airline pilots need 1,500 hours of flight time, the same number of training hours Michigan requires for cosmetologists.<sup>61</sup>
- Michigan police officers need 594 hours of basic training curriculum. That is one-third the training hours the state mandates for barbers.<sup>62</sup>

GOVERNMENT-MANDATED TRAINING HOURS	
• Restaurateur: 0	• EMT: 194
• Chef: 0	• Hair shampooing: 400
• Airport manager: 0	• Athletic trainer: 1,460
• Asphalt paver: 0	• Commercial airline pilot: 1,500
• Small community librarian: 0	• Cosmetologist: 1,500
• Auto mechanic: 6	• School librarian: 1,800
• Private pilot: 40	• Barber: 1,800
• Hanging gutters: 60	• Electrician: 8,000

## Reforms in Michigan

Michigan passed a series of licensing reforms over the past decade. The state repealed eight license or registration requirements outright. This included auctioneers, community planners, dieticians and nutritionists, immigration clerical assistants, interior designers, ocularists, painters and school solicitors.<sup>63</sup>

The state also reduced regulatory requirements in other areas, such as allowing mobile cosmetology services, increasing the scope of practice of clinical counselors and nurse anesthetists, eliminating the continuing education hours for athletic trainers, allowing barbers to meet their licensing hours through an apprenticeship and recognizing the licenses of dental therapists earned from other states.<sup>64</sup>



In 2018, the Michigan Legislature prevented local municipalities from mandating their own occupational licenses. Specifically, no city, township, village or county or their public authorities in Michigan can require any training, education or fee as a condition of performing work in any specific occupation. If the license was in place before 2018, it could continue, but it is overridden by any licensing requirements from the state.<sup>65</sup>

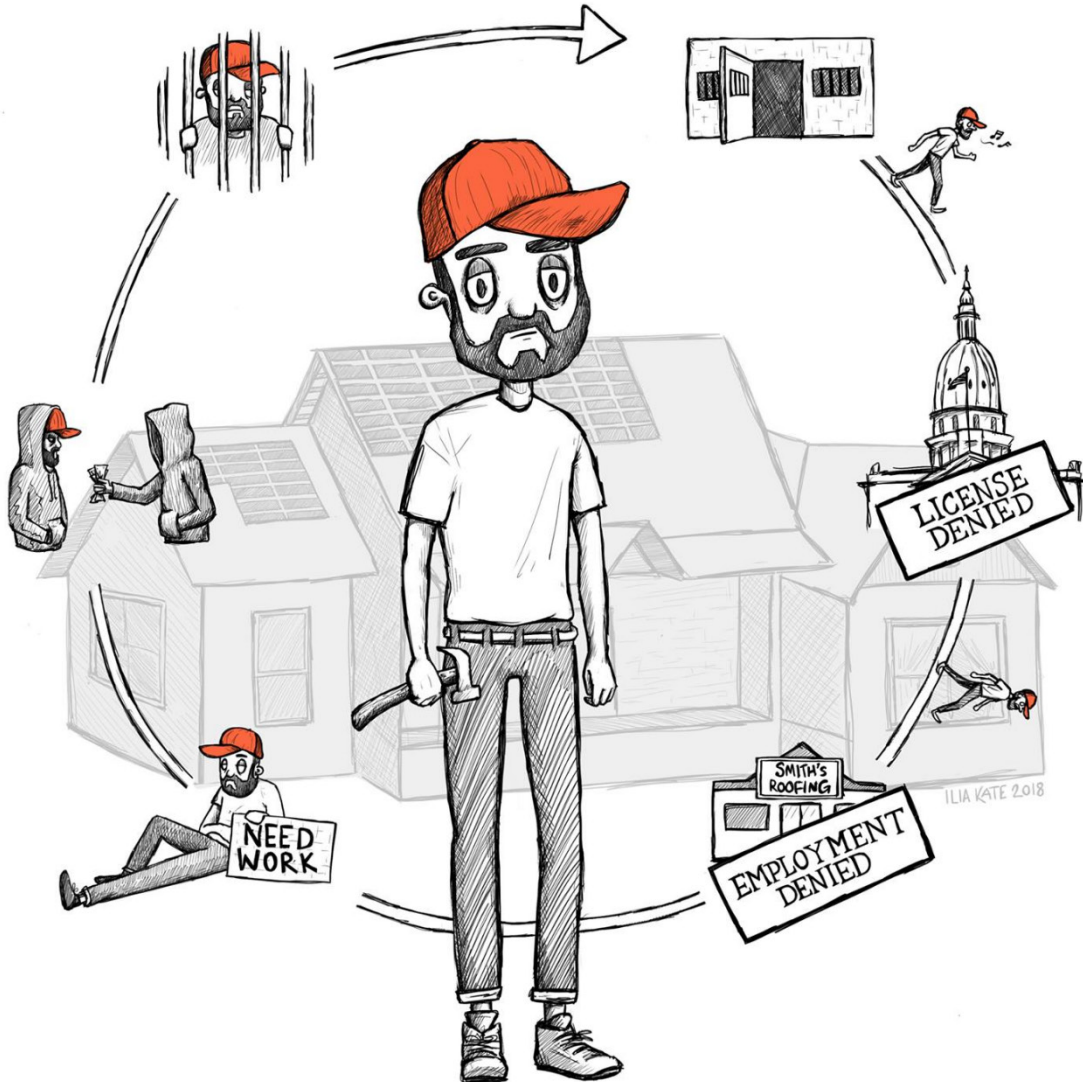


Bay City requires a license for fortune-tellers.<sup>66</sup> Lansing has one for auctioneers.<sup>67</sup> Grand Rapids mandates people obtain permission from the city and pay \$421 before they can snowplow.<sup>68</sup> The city of Detroit required occupational licenses for landscapers, window washers, movers and dozens of other jobs.<sup>69</sup> The city began repealing many of these after the 2018 state law went into effect.<sup>70</sup>

Michigan lawmakers in 2020 revised laws that required people to have “good moral character” to obtain a state license. This provision was commonly used to prevent people with a criminal record from getting licensed. The reforms reined in the use of this requirement in several ways. They limited regulators to including someone’s criminal record in licensing decisions only if it contained multiple civil actions or a felony conviction. The felony must have a “direct and specific relationship” to the job the person would do if licensed and be a “demonstrable risk” to public safety. Denying someone a license based on a past felony conviction now requires regulators to contend that the applicant would be more likely to commit a crime with the license than without it.<sup>71</sup>

This law immediately made it easier for former prisoners to find work. One construction worker was finally able to open up his own business and make a living.<sup>72</sup>

# The (Un)Virtuous Cycle: Licensing and Crime in Michigan



States with restrictive occupational licensing laws suffer up to five times higher recidivism rates than states with less restrictive ones (Slivinski 2015).

These reforms have limitations, however. In many occupations, especially in the health and government industries, restrictions on people with criminal records are written directly into the individual statutes that apply to this employment. That is, prohibiting people from working is not based on the “good moral

character” provision in the licensing laws, so the 2020 reforms did not apply in these cases. The reforms also specifically do not apply to child care and nursing home workers or police officers.

The bill package also requires the state licensing agency to report annually how many people it denied licenses to because of a lack of good moral character.<sup>73</sup> In the two years since the law went into effect, licensing regulators approved more than 9,500 new licenses and denied zero for lack of good moral character.<sup>73</sup>

Lawmakers in 2021 made it easier for active military members, veterans and their families to find work in Michigan. New laws waive licensing or registration fees and recognize any occupational license earned from another state for military families. More than one-third of military spouses work in a field requiring a state license, and this group is more likely to be unemployed compared to the general population. These reforms make it easier for them to find a job and get working immediately.<sup>74</sup>

## Recommended Policy Reforms

Most people agree that governments should properly balance the tradeoffs involved with restricting who can work legally in an effort to reduce the risks of harm faced by the public. The problem is that the benefits of licensing laws rarely outweigh their costs. In other words, licensing mandates often needlessly block people from legal employment and only rarely provide a net benefit to the public. That should change.

There are four key reforms that would balance protections for the public and the right to legal employment. Michigan has already accomplished one of those four reforms in 2018 when it passed a law that prohibits local municipalities and governments from creating their own licensing requirements. The other three key reforms are described below.

### ***Annually review state licenses and repeal unnecessary ones***

There are about 180 occupational licenses on Michigan's books. Many of them also exist in other states, but some are unique to Michigan. Some entail reasonable requirements and ensure a basic level of proficiency for licensed workers. But others require training and costs that far exceed what workers face in other states.

The state should establish a “sunrise” and “sunset” review process. A sunrise review would analyze newly proposed occupational licenses, while a sunset process would require periodic reviews of existing ones. An independent board should assess these regulations, considering their stringency and likelihood of improving public health and safety. A committee in 2012 analyzed occupational licensing and called for eliminating licenses covering two dozen jobs. It also called for loosening rules for many other occupations.<sup>75</sup> The Legislature adopted some of these recommendations, but a review of this kind should be a regular event.

A 2020 Mackinac Center report proposed a process for how these reviews could work, including what factors to evaluate when determining whether a license was necessary and effective.<sup>76</sup> Listed below are some key factors these reviews should consider.

- The definition of the occupation and scope of practice.
- The number of people licensed and practice of enforcement.

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<sup>73</sup> These are available here: “Legislative Reports” (Michigan Department of Licensing and Regulatory Affairs, 2023), <https://perma.cc/2E8L-QN4H>.

- The number of states that require the license and the requirements for obtaining a license in these states.
- The type and frequency of complaints related to the occupation.
- A comparison of the licensing requirements to similar occupations.
- The difference in the price of liability insurance between the occupation and similar occupations that are not subject to licensing.

### ***Recognize licenses obtained in other states***

Complaints about qualified worker shortages are common in many industries. Media regularly report about teacher shortages, a deficit of road builders and the need for more construction workers. The lack of doctors, nurses and dentists reportedly drives up medical costs.

This is Economics 101 — supply and demand. A major restriction on the supply of medical professionals is the state's licensing regime, which makes it needlessly more difficult for professionals from other states to find work in Michigan. Universal reciprocity of all occupational licenses, certifications and training would help. If the state would automatically recognize licenses approved by other states, businesses could hire more workers, medical providers could start serving the public immediately and employment opportunities in Michigan would grow.

### ***Review restrictions that block people with criminal records from getting a license***

Nearly one million jobs in Michigan require a license or certification, and most of these jobs were out of reach for anyone with a misdemeanor or felony on their record. No one should be forced to hire someone with a criminal record, but employers who want to take a chance on individuals trying to better themselves should have the option to employ them. A bill package in Michigan on this issue passed in 2019, but many restrictions remain. Lawmakers should review every law that restricts people with a criminal background from obtaining a license, and only prohibit a license for people who committed serious crimes that are directly related to the occupation they want to go into or that present a meaningful risk to public safety.

## **Conclusion**

Many people often assume that if someone is licensed it automatically means that person is more highly skilled and practicing more safely. Policymakers or state licensing departments, however, only rarely investigate whether this assumption is true. In fact, there are many reasons to suspect that licensing requirements do not per se improve the quality or safety of a service or product.

Here's just one example: A few years ago, two Detroit funeral homes made national news for improperly storing the bodies of deceased infants and violating a host of other laws. In one funeral home, 63 dead infants were found and the parlor was billing the government for burials that never happened. In the other, "deplorable, unsanitary conditions" and a mummified fetus stored in the ceiling tiles was found.<sup>77</sup>

None of the reports about this tragedy drew attention to the fact that these were properly licensed funeral homes. There was no mention of the overly broad regulations of Michigan funeral homes or that other states do not require this license.<sup>78</sup> Unmentioned too was the research that suggests licensing funeral homes needlessly raises costs for consumers.<sup>79</sup> Nevertheless, the operators of these funeral homes apparently passed

all the regulatory hurdles, met the education requirements and paid their fees. But the licensing requirement and the state's regulatory regime did not prevent or even detect these blatant abuses.<sup>80</sup>

This is just one example, of course, but regulatory rules are intended to protect the public. If they fail on that account, what else justifies their use? Too often, occupational licensing rules amount to mere obstacles that make it more difficult for people to find work. They are not often designed and managed to focus specifically on improving public health and safety.

If licensing laws were truly dedicated to protecting the public and consumers, we would expect to find similar rules for similar occupations. Laws among the 50 states would be similar. Instead, we find a hodgepodge of varying licensing rules and regulations that exist across industries, occupations and state lines.

Michigan should reform its licensing regime and remove needless barriers to work for residents. The state should only mandate licenses when there is a demonstrable and direct connection to protecting consumers. State policymakers have already passed several key reforms that will make it easier for people to find work, but more must be done. They should continue these efforts to focus regulatory rules on protecting public health, regularly review the laws, and avoid adopting new licenses that needlessly raise costs for consumers and discourage Michigan residents eager for work.



OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Acupuncture</a>	Bureau of Professional Licensing	Exam and certification in acupuncture or oriental medicine from NCCAOM OR active license/registration in good standing from another state and 30 hours continuing education over 2 years	\$475
<a href="#">Airport Manager</a>	Michigan Department of Transportation, Office of Aeronautics	Complete MDOT Airport Manager Exam	\$0
Animal Breeding	MDARD	<a href="#">Larger dog breeders</a> and <a href="#">pet shops</a> selling certain animals need a license	\$50-\$500
<a href="#">Animal Control Officer</a>	Michigan Department of Agriculture & Rural Development	100 hours	\$0
<a href="#">Appraiser</a>	Bureau of Professional Licensing	150 hours of training, USPAP exam and PSI exam OR license from another state PLUS 1,000 hours of experience and 28 hours of continuing education over 2 years	\$785
<a href="#">Architect</a>	Bureau of Professional Licensing	Professional degree or equivalent evaluation from NCARB, certified internship and pass exam OR current and continuous licensure in another state for 5 years	\$100
<a href="#">Assessing Officer (Advanced/Technician/Master)</a>	Dept of Treasury	MAAO/MCAO/MCAT/MMAO program, 2.5 days to 1 year programs and exam plus 16 hours of continuing education	\$1,175
<a href="#">Athletic Trainer</a>	Bureau of Professional Licensing	CAATE program, emergency cardiac care certification, 75 hours continuing education over 3 years and pass exam OR verification of national licensure, registration or certification recognized by BOC	\$735
<a href="#">Audiologist</a>	Bureau of Professional Licensing	2 year master's degree program, 9 months (1,080 hours) of supervised clinical experience, PRAXIS test OR Substantially equivalent license from another state	\$438
<a href="#">Auto Mechanic</a>	Secretary of State Industry Services	School for automotive training OR apprenticeship and repair test(s)	\$31
<a href="#">Auto Mechanic (Trainee)</a>	Secretary of State Industry Services	N/A	\$20
<a href="#">Bail Bondsman</a>	Dept of Insurance and Financial Services	Licensed as insurance producer, 24 hours continuing education per year and 20 hours of NMLS approved training	\$56
<a href="#">Barber</a>	Bureau of Professional Licensing	1,800 hours in college OR apprenticeship program and pass exam OR substantially equivalent license from another jurisdiction	\$247
<a href="#">Basement Waterproofing</a>	Dept of Licensing and Regulatory Affairs (Under Residential Builders and Maintenance & Alteration Contractors)	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$117
<a href="#">Boiler (Installer)</a>	Bureau of Construction Codes	5 years experience and exam OR military experience	\$180
<a href="#">Boiler (Operator)</a>	Bureau of Construction Codes	1-2 years of experience and exam OR military experience and valid plumbing license in another state	\$220
<a href="#">Boiler (Repair)</a>	Bureau of Construction Codes Licensing Division	5 years of experience	\$180

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Building Inspector</a>	Bureau of Construction Codes Licensing Division	N/A	\$75
<a href="#">Butter Grader</a>	Dept of Agriculture and Rural Development	MDARD training with USDA butter graders	\$0
<a href="#">Car Dealer (New Vehicle)</a>	Secretary of State Business Licensing Division	Zoning approval, contract/franchise agreement, minimum 30 business hours/week, service facility, fleet insurance and dealer plates	\$75
<a href="#">Car Dealer (Used Vehicle)</a>	Secretary of State Business Licensing Division	Have established place of business, pass inspection, provide proper servicing facilities, zoning approval, minimum 30 business hours/week, fleet insurance, dealer plates and preclosure training	\$75
<a href="#">Carpenter</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$0
<a href="#">Casino/Gaming Worker</a>	Michigan Gaming Control Board	N/A	\$100-\$750
<a href="#">Certified Public Accountant</a>	Bureau of Professional Licensing	Bachelor's degree or higher (or out of state certificate equivalent), CPA or IQEX exam, 2,000 hrs experience (1 year min) OR 4 years experience for out of state and 40 hours of continuing education	\$1,034
<a href="#">Chauffer</a>	Secretary of State	Written exam or CDL	\$35
<a href="#">Child Care (center)</a>	Bureau of Childcare Licensing	Inspections and documentation of employee training and licensing	\$150-\$300
<a href="#">Child Care (group home)</a>	Bureau of Childcare Licensing	6 hours of licensing orientation, Safe Sleep practices training, CPR and first aid certification, inspections and documentation	\$100
<a href="#">Child Care (residential)</a>	Bureau of Childcare Licensing	6 hours of licensing orientation, Safe Sleep practices training, CPR and first aid certification, inspections and documentation	\$50
<a href="#">Chiropractor</a>	Bureau of Professional Licensing	Degree from accredited chiropractic program and points I-IV of NBCE exam (OR License from another state and exam) plus 30 hours of continuing education and 2 hours of implicit bias training	\$3,948
<a href="#">Coach (Sports)</a>	MDHHS	Concussion training	\$0
<a href="#">Collection Agent</a>	Bureau of Professional Licensing	PSI exam	\$284
<a href="#">Commercial Driver</a>	Secretary of State	CDL training, vision and knowledge tests and ELDT	\$305
<a href="#">Concrete</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Cosmetologist</a>	Bureau of Professional Licensing	1,500 hours in college (or 2 year apprenticeship in licensed establishment) and pass PSI exam OR reciprocity from another state with license and exam	\$230
<a href="#">Cosmetology Instructor</a>	Bureau of Professional Licensing	500 hours of cosmetology instructor training at cosmetology school, high school diploma/GED and cosmetology license with 3 years experience	\$156

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Counselor</a>	Bureau of Professional Licensing	Master's or doctoral degree in counseling, 3,000 hrs in 2 years of counseling under licensed professional counselor and NCE or CRCC exam OR license from another state	\$784
<a href="#">Courier Service</a>	MSP Commercial Vehicle Enforcement Division	Certificate of Authority by Motor Carrier Division, CDL and USDOT number	\$100
<a href="#">Court Reporter (Electronic Operator)</a>	Michigan Supreme Court	4 week training course and exam	\$60
<a href="#">Court Reporter (Stenographer)</a>	Michigan Supreme Court	Complete approved course of study, pass NCRA RPR and CSR exams	\$360
<a href="#">Dental Assistant</a>	Bureau of Professional Licensing	Graduate dental assisting program and pass RDA clinical and written exams OR license in another state PLUS human trafficking training and 36 hours of continuing education	\$133
<a href="#">Dental Hygienist</a>	Bureau of Professional Licensing	Graduate of dental hygiene program OR license in another state for more than 3 years AND ADEX exam, human trafficking and implicit bias training PLUS 36 hours of continuing education	\$1,357
<a href="#">Dental Specialty Fields</a>	Bureau of Professional Licensing	Dentist license, graduated from a CODA/ADA accredited dental specialty program, cardiac life support certification and 30 hours of continuing education	\$600-3,300
<a href="#">Dentist</a>	Bureau of Professional Licensing	DDS or DMD and National Board and ADEX exams or license from another state and exams (if less than 5 years), cardiac life support certification, opioids and controlled substance awareness training and 60 hours of continuing education plus 2 hours for implicit bias	\$2,865
<a href="#">Driver Education Instructor</a>	Secretary of State	Driver education instructor preparation program	\$45
<a href="#">Electrical Sign Contractor</a>	Dept of Licensing and Regulatory Affairs	Approved training course, exam and 4,000 hours of experience over 2 years	\$140
<a href="#">Electrical Sign Contractor (Specialty)</a>	Dept of Licensing and Regulatory Affairs	Sign specialist license (or employ someone with one) and exam	\$300
<a href="#">Electrician (Apprentice)</a>	Bureau of Construction Codes Licensing Division	N/A	\$15
<a href="#">Electrician (Contractor)</a>	Bureau of Construction Codes Licensing Division	Master electrician license for 1 year	\$400
<a href="#">Electrician (Inspector)</a>	Bureau of Construction Codes Licensing Division	2 years as electrical journeyman or licensed master electrician (or military experience) and exam	\$75
<a href="#">Electrician (Journeyman)</a>	Bureau of Construction Codes Licensing Division	8,000 hours of experience/training	\$140
<a href="#">Electrician (Master)</a>	Bureau of Construction Codes Licensing Division	12,000 hours of experience and journeyman license for at least 2 years and exam	\$150

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Electrologist</a>	Bureau of Professional Licensing	400 hours of training in school of cosmetology OR 6 month apprenticeship OR license from another state and exam	\$230
<a href="#">Electrology (Instructor)</a>	Bureau of Professional Licensing	High school diploma, 3 years of experience, 300 hours of cosmetology instructor training, electrologist license and exam	\$156
<a href="#">Elevator (Inspector or Journeyman)</a>	Bureau of Construction Codes Licensing Division	3 years of experience	\$100
<a href="#">Elevator Contractor</a>	Bureau of Construction Codes Licensing Division	5 years of experience	\$100
<a href="#">EMT</a>	Michigan Dept of Health and Human Services	194 hours, EMT Training Course and NREMT exam	\$138
<a href="#">Engineer (Professional)</a>	Bureau of Professional Licensing	Bachelor or master's degree, 4 years of work experience, FE and PE exams	\$650
<a href="#">Esthetician</a>	Bureau of Professional Licensing	400 hours of training in school of cosmetology (or 6 months apprenticeship) and exam OR license from another state	\$323
<a href="#">Esthetician (Instructor)</a>	Bureau of Professional Licensing	High school diploma/GED, 3 years of experience, 300 hours of cosmetology instructor training, esthetician license and exam	\$156
<a href="#">Excavator</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Field Inspector (Dairy)</a>	MI Dept of Agricultural and Rural Development	25 farm visits with MDARD inspector and minimum 80% agreement on ratings	\$150
<a href="#">Fire Alarm Contractor (Business)</a>	Bureau of Construction Codes Licensing Division	Holds specialty license and employees licensed technician	\$400
<a href="#">Fire Alarm Specialty Technician</a>	Bureau of Construction Codes Licensing Division	Certified by National Institute for Certification in Engineering Technology as associate engineering technician, level II	\$150
<a href="#">Fire Alarm Specialty Technician Apprentice</a>	Bureau of Construction Codes Licensing Division	N/A	\$15
<a href="#">Fire Sprinkler Installation</a>	Bureau of Construction Codes Licensing Division	3 years and 6,000 hours	\$350
<a href="#">Firefighter (Instructor I or II)</a>	Dept of Licensing and Regulatory Affairs Fire Fighters Training Council	20-40 hours of instructor training, FF I or II certification, 5 years firefighting exp, 3 years fire suppression exp	\$0
<a href="#">Fishing (Commercial or Sport Trolling)</a>	DNR	Commerical fishing on the Great Lakes and trolling for lake trout requires an annual permit	\$75
<a href="#">Forester</a>	DNR	Associates with 4 years experience OR bachelors OR graduate degree and 24 hours of experience over 2 years	\$200
<a href="#">Funeral Director</a>	Bureau of Professional Licensing	Graduate from a 3 year course in mortuary science, National Arts and National Science and PSI exams OR license from another state with similar requirements and 1 year training	\$799

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Guidance Counselor (School)</a>	MDE	Masters Degree and MTTC School Counselor Exam OR complete masters and out-of-state license OR out of state license, bachelors, and 5 years experience plus 600 hours internship (part of master's program)	\$160
<a href="#">Gutter Installer</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Hearing Aid Dealer</a>	Bureau of Professional Licensing	HS/college grad, PSI exam, 2 years experience	\$259
<a href="#">Hearing Aid Salesperson</a>	Bureau of Professional Licensing	HS/college grad, PSI exam, 6 months experience as trainee	\$198
<a href="#">Hearing Aid Salesperson (Trainee)</a>	Bureau of Professional Licensing	N/A	\$50
<a href="#">House Wrecking</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Inland Pilot License</a>	DNR	Exam, 90 hours of training over previous 2 years	\$150-\$380
<a href="#">Insulation Installer</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Insurance (Producer or Solicitor)</a>	Department of Insurance and Financial Services Licensing -Insurance	20 hour course and exam OR license from another state	\$56-\$66
<a href="#">Insurance Adjuster</a>	Department of Insurance and Financial Services	N/A	\$61
<a href="#">Insurance Counselor</a>	Department of Insurance and Financial Services	Exam	\$66
<a href="#">Interpreter (Deaf / Hard of Hearing)</a>	LARA Bureau of Community and Health Systems	Associate's Degree OR BEI, RID, or EIPA credentials	\$30
<a href="#">Investment Adviser</a>	Bureau of Corporations, Securities & Commercial Licensing	N/A	\$200
<a href="#">Investment Adviser Representative</a>	Bureau of Corporations, Securities & Commercial Licensing	Series 65 exam OR Series 66 and 7 exams OR licensed/registered/certified in another state OR possess one of several professional designations	\$252
<a href="#">Landscape Architect</a>	Bureau of Professional Licensing	Bachelor degree and 3 years/4,500 hours of experience OR masters degree OR 7 years experience plus LARE exam OR license/registration/etc. from another state w/CLARB certification plus 24 hrs over 2 years of continuing education	\$2,250
<a href="#">Librarian</a>	Library of Michigan	GED, bachelor or master degree depending on size of library and workshop	\$0
<a href="#">Maintenance and Alteration Contractor</a>	Bureau of Corporations, Securities & Commercial Licensing	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$195



OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Manicurist</a>	Bureau of Professional Licensing	400 hours training in school of cosmetology OR 6 months apprenticeship and exam OR license from another state and exam	\$230
<a href="#">Manicurist Instructor</a>	Bureau of Professional Licensing	HS diploma/GED, 300 hours cosmetology instructor training at cosmetology school and exam	\$156
<a href="#">Marriage and Family Therapist</a>	Bureau of Professional Licensing	Graduate from a COAMFTE-accredited program (or equiv) and exam OR license from another state and exam if licensed 2000 or later plus 1,000 hours direct client contact under supervision and human trafficking training	\$442
<a href="#">Masonry</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Massage Therapist</a>	Bureau of Professional Licensing	High School/GED, massage therapy supervised curriculum (500hrs), and MBLEx, NCBTMB, or NCETMB exam OR License from another state plus human trafficking training plus 18 hours of experience over 3 years	\$535
<a href="#">Mechanical Contractor</a>	Bureau of Construction Codes Licensing Division	2 year HVAC apprenticeship or 1 year/2,000 hours of experience, 6,000 hours of experience over 3 years in each license category sought	\$400
<a href="#">Mechanical Inspector</a>	Dept of Licensing and Regulatory Affairs	A mechanical license for not less than 1 year in 3+ categories	\$75
<a href="#">Medical Doctor/Physician</a>	Bureau of Professional Licensing	Medical schools, 2 years postgrad training, opioid & controlled substance training, human trafficking training, 2 hours implicit bias training and USMLE exam OR licensed in another state for 10+ yrs OR if licensed in another state for <10 years, certificate of residency, USMLE exam scores PLUS 150 hours of continuing education and 1 hour of implicit bias training	\$2,857
<a href="#">Medical First Responder</a>	Michigan Dept of Health and Human Services	HS degree/GED, MFR Training Course, 15 credit hours and CPR renewal certification	\$85
<a href="#">Medical Intern/Resident</a>	Bureau of Professional Licensing	Doctoral degree, controlled substance license, opioids and controlled substances awareness AND human trafficking training plus 1 hour of implicit bias training	\$184
<a href="#">Midwife</a>	Bureau of Professional Licensing	Graduate from a MEAC program OR hold a bridge certificate from NARM and hold CPM from NARM, pass NARM or MEAC exam, 2 hours of implicit bias and human trafficking training and 30 hours of continuing education	\$1,583
<a href="#">Milk Hauler</a>	Department of Agriculture and Rural Development - Food & Dairy	Written and practical exam, inspection and continuing education (brief enough to be one meeting)	\$50
<a href="#">Mortgage Broker</a>	Dept of Insurance and Financial Services Licensing - Consumer Finance and Mortgage	2 years of experience	\$1,050
<a href="#">Mortgage Broker and Servicer</a>	Dept of Insurance and Financial Services Licensing - Consumer Finance and Mortgage	2 years of experience	\$1,300
<a href="#">Mortgage Broker, Lender, and Servicer</a>	Dept of Insurance and Financial Services Licensing - Consumer Finance and Mortgage	2 years of experience	\$1,729

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Mortgage Loan Originator</a>	Dept of Insurance and Financial Services Licensing - Consumer Finance and Mortgage	20 hours of experience and 8 hours per year of continuing education	\$241
<a href="#">Mortician</a>	Bureau of Professional Licensing	Graduate from a 3 year course in mortuary science, 1 year of training under professional mortician, National Arts and National Science and PSI exams OR license from another state w/ substantially similar requirements	\$689
<a href="#">Mortician (Trainee)</a>	Bureau of Professional Licensing	High School Graduate	\$45
<a href="#">Natural Hair Culturist (Instructor)</a>	Bureau of Professional Licensing	HS diploma/GED, 300 hours of cosmetology instructor training at cosmetology school and 3 years of experience	\$156
<a href="#">Nurse</a>	Bureau of Professional Licensing	Degree from registered nursing school and NCLEX exam OR license from another state and passing exam results PLUS human trafficking training and 2 hours of implicit bias training and 25 hours of continuing education over 2 years	\$409
<a href="#">Nursery Dealer</a>	Department of Agriculture and Rural Development	N/A	\$35 plus \$65 per hour per inspection
<a href="#">Nursery Grower</a>	Department of Agriculture and Rural Development	N/A	\$100 plus \$59 per acre inspection
<a href="#">Nursing Home Administrator</a>	Bureau of Professional Licensing	Certificate or 5 years of experience AND CORE and LOS exams OR license from another state and exam scores if <5 years PLUS human trafficking training and 36 hours of continuing education	\$588
<a href="#">Occupational Therapist</a>	Bureau of Professional Licensing	Occupational Therapist educational program, MI jurisprudence exam and NBCOT exam OR license from another state for more than 5 year PLUS human trafficking training and 20 hours of continuing education	\$752
<a href="#">Optometrist</a>	Bureau of Professional Licensing	Optometry Program and NBEO exam OR license from another state for >5 years PLUS MI jurisprudence exam, human trafficking, opioid and controlled substance training (if wanting sublicense) PLUS 40 hours of continuing education over 2 years	\$3,797
<a href="#">Osteopathic Physician</a>	Bureau of Professional Licensing	Osteopathic medical school, controlled substance license and COMLEX exam OR licensed in another state and 1 year of residency if less than 5 years PLUS human trafficking, opioid and controlled substance training PLUS 1 hour of implicit bias training and 150 hours of continuing education	\$4,162
<a href="#">Paramedic</a>	Michigan Dept of Health and Human Services	Training course and NREMT cognitive and psychomotor exams	\$432
<a href="#">Personnel Agents</a>	Bureau of Occupational Licensing	PSI exam	\$129
<a href="#">Pesticide Application</a>	Dept of Agriculture and Rural Development	General and specialized exam and MDARD training program	\$130
<a href="#">Pharmacist</a>	Bureau of Professional Licensing	Pharmacy Educational Program and NAPLEX/MPJE exams OR license from another state PLUS 1,600 hour internship and human trafficking, opioids and controlled substances trainings PLUS 30 hours of continuing education over 2 years	\$1,018

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Pharmacy Technician</a>	Bureau of Professional Licensing	500 hours of education/training, PTCB test, 20 hours of continuing education, implicit bias and human trafficking training	\$264
<a href="#">Physical Therapist</a>	Bureau of Professional Licensing	Physical Therapist educational program, NPTE and MI physical therapist jurisprudence exams, human trafficking and implicit bias training and 24 credits of continuing education over 2 years	\$754
<a href="#">Physical Therapist Assistant</a>	Bureau of Professional Licensing	Physical therapist assistant program, NPTE and MI jurisprudence exam and human trafficking and implicit bias training	\$754
<a href="#">Physician Assistant</a>	Bureau of Professional Licensing	Physician's Assistant program, PANCE and human trafficking, opioids, controlled substances and implicit bias training	\$805
<a href="#">Plan Reviewer</a>	Bureau of Construction Codes Licensing Division	4 years of experience (2 year degree=1 year; 4 year degree=2 year experience)	\$25
<a href="#">Plumber (Journeyman)</a>	Bureau of Construction Codes Licensing Division	6,000 hours of experience over 3 years and exam	\$140
<a href="#">Plumber (Master)</a>	Bureau of Construction Codes Licensing Division	4,000 hours of experience over 2 years as journeyman and exam	\$400
<a href="#">Plumber apprentice</a>	Bureau of Construction Codes Licensing Division	N/A	\$15
<a href="#">Plumbing Contractor</a>	Bureau of Construction Codes Licensing Division	Master plumbing license (or employ one)	\$400
<a href="#">Plumbing Inspector</a>	Bureau of Construction Codes Licensing Division	2 years as a licensed journeyman or master plumber	\$25
<a href="#">Podiatrist</a>	Bureau of Professional Licensing	Podiatry School and AMPLE scores OR license in another state for 2 yrs AND MI jurisprudence exam PLUS 1 year of postgrad residency or preceptorship program, human trafficking, opioids and controlled substances training, 3 hours implicit bias training and 150 hours of continuing education over 3 years	\$4,647
<a href="#">Police Officer</a>	Michigan Commission on Law Enforcement Standards	HS diploma/GED, associates degree or police academy and licensing exam	\$143
<a href="#">Polygraph Examiner</a>	Bureau of Corporations, Securities & Commercial Licensing Division	Bachelor's degree with 15 hours of behavioral science OR HS diploma/GED and 5+ year continuous investigative experience PLUS internship (academic and practical training component)	\$150
<a href="#">Potato Dealer</a>	Michigan Department of Agriculture & Rural Development	\$10,000-\$100,000 in bond/insurance	\$105
<a href="#">Professional Investigator</a>	Bureau of Corporations, Securities & Commercial Licensing Division	3 years of experience	\$0
<a href="#">Property Manager</a>	Bureau of Professional Licensing	90 hours of training, 3 years of experience and exam	\$222

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Psychologist</a>	Bureau of Professional Licensing	Doctoral Degree and EPPP OR licensed in another state for 10 years PLUS doctoral/postdoctoral internship, 2,000 hours of supervised post-degree psychology experience, human trafficking training and 30 hours of continuing education over 2 years	\$952
<a href="#">Real Estate Appraiser (General)</a>	Bureau of Occupational Licensing	Bachelor's degree, 300 hours of training, USPAP exam, 3,000 hours of experience and 28 hours of continuing education over 2 years	\$785
<a href="#">Real Estate Appraiser (Limited)</a>	Bureau of Occupational Licensing	75 hours of training, 4 hour supervisory/trainee course, USPAP exam and 28 hours of continuing education over 2 years	\$860
<a href="#">Real Estate Appraiser (Residential)</a>	Bureau of Occupational Licensing	College degree, 200 hours of training, USPAP exam OR license from another state PLUS 1,500 hours of experience and 28 hours of continuing education over 2 years	\$785
<a href="#">Real Estate Broker</a>	Bureau of Professional Licensing	90 hours (some college degrees can fulfill some of those hours), exam, 3 years of experience and 18 hours of continuing education over 3 years	\$222
<a href="#">Residential Builder Salesperson</a>	Bureau of Professional Licensing	PSI exam	\$280
<a href="#">Residential Builders and Maintenance &amp; Alteration Contractors</a>	Bureau of Professional Licensing	60 hours of training and PSI exam	\$195
<a href="#">Respiratory Therapist</a>	Bureau of Professional Licensing	Associate's degree, respiratory therapy educational program and NBRC exam OR license from another state for more than 5 years PLUS human trafficking training	\$253
<a href="#">Roofer</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Salvage Pool</a>	Secretary of State Business Licensing Division	Zoning approval	\$75
<a href="#">Sanitarian</a>	Bureau of Professional Licensing	NEHA REHS/RS exam and bachelor's, master's or doctoral degree OR licensed in another state for 3 years	\$426
<a href="#">School Bus Driver</a>	Secretary of State	Chauffeur drivers license and 10 hours of training or experience	\$35
<a href="#">Scrap Metal Processor</a>	Secretary of State Business Licensing Division	Zoning approval	\$75
<a href="#">Securities Agent</a>	Bureau of Corporations, Securities & Commercial Licensing	Pass Series 63 or 66 and Series 7 exams	\$532
<a href="#">Security Guards</a>	Bureau of Professional Licensing	HS diploma/GED and 2-4 years of training/experience	\$0
<a href="#">Service Person</a>	Agriculture and Rural Development	Certifications for all field standards and NIST Handbook 44 and P.A. 283 exams	\$300/ company \$100/person

OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Sewage Plant Operator</a>	Department of Environment, Great Lakes, and Energy, Water Resources Division	Exam for each unit process type and 6 months operational experience	\$35
<a href="#">Siding Installer</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Social Service Technician</a>	Bureau of Professional Licensing	Associate's degree in social work OR 2,000 hours of experience AND currently employed in social services	\$43
<a href="#">Social Service Technician (Limited)</a>	Bureau of Professional Licensing	2 years of college	\$43
<a href="#">Social Worker (Limited Bachelor's)</a>	Bureau of Professional Licensing	Bachelor's degree from accredited CSWE program, and practice under LMSW	\$43
<a href="#">Social Worker (Master's)</a>	Bureau of Professional Licensing	Master's degree from accredited CSWE program, Clinical or Advanced Generalist ASWB exam and 4,000 hours of post degree supervised work over 2 years in clinical, macro, or both	\$303
<a href="#">Social Workers (Bachelor's)</a>	Bureau of Professional Licensing	Bachelor's degree from accredited CSWE program, ASWB exam and 4,000 hours of supervised post-degree experience	\$273
<a href="#">Social Workers (Limited Master's)</a>	Bureau of Professional Licensing	Master's degree from accredited CSWE program	\$43
<a href="#">Solar Heating Installer</a>	Department of Licensing and Regulatory Affairs, Residential Builders', Maintenance and Alteration Contractors	Mechanical contractor license, HVAC license and 6,000 hours of experience over 3 years	\$50
<a href="#">Specialist/AEMT</a>	Michigan Dept of Health and Human Services	AEMT/Specialist Training Course and 36 credits	\$232
<a href="#">Speech-Language Pathologist</a>	Bureau of Professional Licensing	Masters or Doctoral SLP education program OR ASHA/CASLPA certification AND PRAXIS Series II Exam, 9 months/1,260 hours of supervised clinical experience, human trafficking training and 20 hours of continuing education	\$330
<a href="#">Stationary Engineer (1st Class)</a>	Bureau of Construction Codes	4 year degree and 1 year internship OR 2 years experience as a second-class OR 2-6 yrs specified experience OR 4 year apprenticeship/training program	\$130
<a href="#">Stationary Engineer (2nd Class)</a>	Bureau of Construction Codes	Bachelor's degree OR 1 year experience as third class OR 1-4 years specified experience	\$130
<a href="#">Stationary Engineer (3rd Class)</a>	Bureau of Construction Codes	Associate's degree OR experience as a high/low pressure boiler operator for 1 year OR 3 years experience in a plant OR 1 year apprenticeship	\$130
<a href="#">Stockbroker</a>	Office of Financial and Insurance Regulation	Register with state after FINRA agreement	\$300
<a href="#">Substance Abuse Counselor</a>	Michigan Certification Board for Addition Professionals	Master's degree, IC&RC/AADC exam, 2,000 hours of work experience with 100 hours supervised and 40 hours of continuing education over two years	\$325



OCCUPATION	REGULATING ENTITY	EDUCATION/TRAINING REQUIREMENTS	TOTAL FEES
<a href="#">Surveyor</a>	Bureau of Professional Licensing	BA/MA, NCEES and PSI exams and 30 hours of continuing education over 2 years	\$663
<a href="#">Swimming Pool Installer</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Taxi/Limousine/TNC (Uber/Lyft) Driver</a>	LARA Commercial Licensing Division	Exam, segment 1 and 2 of drivers education and annual vehicle inspection	\$125
<a href="#">Taxidermist</a>	DNR	A taxidermy permit is required to prepare or mount the skins, plumage or parts from any birds or mammals for a fee	\$100
<a href="#">Teacher</a>	Department of Education	Bachelor's degree with teacher prep program, Michigan Test for Teacher Certification (MTTC) to receive provisional education certificate and after 3 years take for the professional education certificate with required reading courses (3-6 credits)	\$129
<a href="#">Tile &amp; Marble Installer</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70
<a href="#">Towing</a>	Secretary of State	Commercial Drivers License	\$200
<a href="#">Truck Driver</a>	Department of State	CDL test	\$25
<a href="#">Vehicle Broker</a>	Secretary of State Business Licensing Division	Zoning approval	\$75
<a href="#">Vehicle Parts Dealer (Used Parts)</a>	Secretary of State Business Licensing Division	Repair facility or service agreement if installing parts, worker's compensation insurance and zoning approval	\$160
<a href="#">Vehicle Transporter</a>	Secretary of State Business Licensing Division	Zoning approval	\$75
<a href="#">Vehicle Wholesaler</a>	Secretary of State Business Licensing Division	Have established place of business, pass inspection, fleet insurance, dealer plates ad must buy/sell at least 24 vehicles per year	\$75
<a href="#">Veterinarian</a>	Bureau of Professional Licensing	Veterinary medicine education program, NAVLE exam, opioids and controlled substance training and 30 hours of continuing education over 3 years	\$1,214
<a href="#">Veterinary Technician</a>	Bureau of Professional Licensing	Graduate from AVMA approved program, register with the AAVSB and pass VTNE OR have a license in another state and pass VTNE PLUS 15 hours of continuing education over 3 years	\$478
<a href="#">Wastewater Treatment Operator</a>	Dept of Environment, Great Lakes, and Energy Water Resources Division	Varies depending on level, but at least 6 months of experience/training	\$70
<a href="#">Well Driller/Pump Installer</a>	Michigan Department of Environmental Quality	HS diploma/GED, pass an exam with a score of 70%, pass a field exam and install 20 wells or pumps over 2 years within the last 5 years	\$40
<a href="#">Window Installer (Screen &amp; Storm Sash)</a>	Bureau of Construction Codes Licensing Division	60 hours and Residential Builder or Maintenance & Alteration Contractor exam OR military experience waiver	\$70

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