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The Effect of Occupational Licensing on Women and Minorities in Utah

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The Effect of Occupational Licensing on Minorities and Women in Utah

What is Occupational Licensing?

• An occupational license is a permission from the government to work in a certain field.
• The occupations and requirements to become licensed vary by state.
• Research suggests occupational licensing can harm certain groups of people.
• Does occupational licensing disproportionately affect women and minorities?

Case Study One: Massage Therapists

• Massage therapists give massages to relieve pain or stress.
• About 85% of massage therapists are women.
• Massage therapists pose no significant risk to consumers.
• Some requirements include a background check and schooling.

Case Study Two: Nail Technicians

• Nail technicians give pedicures and manicures.
• About 96% of nail technicians are women and 63% are a minority.
• Procedures and safety precautions can be learned on the job.
• Some requirements include two exams and mandatory schooling.

Conclusions

• Occupational licensing may disproportionately affect women and minorities.
• Possible alternatives include optional government certifications and easing licensing requirements.
• Further research may include an econometric model incorporating our index and further demographic data.

Figure 1 – Occupational Licensing Index

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Average Income</th>
<th>Licenses Issued in 2011</th>
<th>Application Fee</th>
<th>Hours of Schooling Required</th>
<th>Estimated Tuition Cost</th>
<th>Exam Fee</th>
<th>Hours of Experience Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Massage Therapist</td>
<td>$33,910</td>
<td>5,512</td>
<td>$100</td>
<td>600</td>
<td>$13,000</td>
<td>$195</td>
<td>1,000</td>
</tr>
<tr>
<td>Nail Technician</td>
<td>$24,420</td>
<td>4,817</td>
<td>$60</td>
<td>375</td>
<td>$1,647</td>
<td>$174</td>
<td>300</td>
</tr>
</tbody>
</table>

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