

Puerto Rico Occupational Licenses Analysis Project
University of Puerto Rico

Project Manager and Lead Investigator:

Alex J. Ruiz Torres, PhD.

Principal Investigators:

Elsa B. Nieves Rodríguez, PhD.
Karen Agosto Valentín, MPH., JD.

Research Assistants:

Alejandra Agosto Avilés
Francisco J. Alegría Tejeda
Melanie I. Barbosa Báez
Eddy D. Barranco Berly
Widalys Burgos Torres
Andrés Caballero Germosén
Norberto J. Carlo Bracero
Christian Casanova Vélez
Glerysnette Mills Olmeda
Sabrina Morales Otero
Jeanrique Muñiz Escobar
Jeidibeth Ramos Albino
Jennifer Rodríguez Vera
Raisa L. Ugarte Rivera
Nyvette F. Vázquez Cordero
María L. Verdura Robles
Daniela Vicente Matos

Review of PR’s licensing requirements in comparison with US benchmarks

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List of Abbreviations for All Jurisdictions

Alabama	AL	Kentucky	KY	North Dakota	ND
Alaska	AK	Louisiana	LA	Ohio	OH
Arizona	AZ	Maine	ME	Oklahoma	OK
Arkansas	AR	Maryland	MD	Oregon	OR
California	CA	Massachusetts	MA	Pennsylvania	PA
Colorado	CO	Michigan	MI	Rhode Island	RI
Connecticut	CT	Minnesota	MN	South Carolina	SC
Delaware	DE	Mississippi	MS	South Dakota	SD
District of Columbia	DC	Missouri	MO	Tennessee	TN
Florida	FL	Montana	MT	Texas	TX
Georgia	GA	Nebraska	NE	Utah	UT
Hawaii	HI	Nevada	NV	Vermont	VT
Idaho	ID	New Hampshire	NH	Virginia	VA
Illinois	IL	New Jersey	NJ	Washington	WA
Indiana	IN	New Mexico	NM	West Virginia	WV
Iowa	IA	New York	NY	Wisconsin	WI
Kansas	KS	North Carolina	NC	Wyoming	WY

List of Agencies

CJ	Comisión de Juegos	Gaming Commission
CT	Compañía de Turismo	Department of Tourism
DACO	Departamento de Asuntos del Consumidor	Department of Consumers Affairs
DH	Departamento de Hacienda	Department of the Treasury
DE	Departamento de Estado	State Department
DF	Departamento de la Familia	Department of Family Affairs
DRD	Departamento de Recreación y Deportes	Department of Sports and Recreation
DRNA	Departamento de Recursos Naturales y Ambientales	Department of Natural and Environmental Resources
DS	Departamento de Salud	Health Department
DSP	Departamento de Seguridad Pública	Department of Public Safety
NTSP	Negociado de Transporte y Otros Servicios Públicos	Office of Transportation and other Public Services
OCIF	Oficina del Comisionado de Instituciones Financieras	Office of the Commissioner of Financial Institutions
OCS	Oficina del Comisionado de Seguros	Office of the Commissioner of Insurance
PJ	Poder Judicial	Judicial Branch

Note

Due to the dual language nature of the systems and processes this report analyzes, Spanish words, such as the Puerto Rico's Government Agencies regulating the licenses are not identified as being a different language from the main text. For example, they are not italicized nor placed inside quotations.

Acknowledgments

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Executive Summary and Limitations

This report was developed under an agreement between the University of Puerto Rico (UPR) and Puerto Rico's Departamento de Estado (DE). The agreement is aligned with the Ease of Doing Business division of Puerto Rico's Financial Oversight & Management Board for Puerto Rico. This report provides an analysis of the licensing requirements in Puerto Rico, as compared to three sources of information: the dataset from the study License to Work (LTW)⁴, the dataset from West Virginia University's Knee Center for the Study of Occupational Regulation (KCSOR)⁵, and data collected by the UPR research team.

A total of 129 occupations in PR require a license. The regulatory requirements for these occupations were benchmarked to those of the 50 US States and the District of Columbia (a total of 51 jurisdictions). For 28 out of the 129 occupations (22%), a license is required in fewer than 4 jurisdictions (less than 6%), which this analysis considers a very low extent of licensing. An additional 25 out of the 129 occupations (19%) have a licensing requirement in fewer than 50% of the jurisdictions (25 or fewer jurisdictions require a license). **A key finding of this project is that 53 occupations that are licensed in PR are not licensed in more than half of US jurisdictions.** The remaining 76 occupations have a licensing requirement in at least half the US jurisdictions.

The analysis presented in this report also considers the burdens of licensing. The burdens⁶ for the 101 occupations that had at least 4 benchmark jurisdictions (representing 78% of the total occupations) were analyzed in detail. The analysis focused on a comparison between PR's requirements and those of two benchmark groups referred to as the reforming jurisdictions and the lowest burden jurisdictions. **Out of the total of 101 licenses that were analyzed in detail, 39 don't have a recommendation regarding burdens, meaning the requirements compare**

¹ More information: <https://institutodelibertadeconomica.org/en/>

² More information: <https://ij.org/>

³ More information: <https://csorwvu.com/>

⁴ Institute's for Justice License to Work: A National Study of Burdens from Occupational Licensing. More information on: <https://ij.org/report/license-to-work-2/>

⁵ From West Virginia University – John Chambers College of Business and Economics. More information on: <https://csorwvu.com>

⁶ Burdens refers to the requirements associated with obtaining and maintaining a license. The burden types are: fees, experience, education, exams, renewal fees, continuing education, and renewal period.

favorably in their current condition with the average of the reforming jurisdictions⁷. The burden type that had the highest rate of recommendations for further analysis/review was the experience requirement, followed by the renewal fees. The burden type with the lowest rate of recommendations was the renewal period, followed by the exam requirement.

The analysis presented on this report is based on data from multiple sources for the US benchmark jurisdictions. While there were significant validation efforts, there is the possibility of inaccurate and incomplete information. Finding licensing information is not straight forward as licensing boards and government agencies are sometimes less than open to making the information available, and frequently their information systems are far from user friendly. There are in some cases multiple 'depositories' of information for a license. For example, the government agency, the licensing board, the licensing application systems, publicly available laws, each only providing an element of the requirements, and sometimes providing conflicting information. Furthermore, licensing regulations are being evaluated and modified frequently. Direct contact with agencies to find/confirm information was often time consuming, ineffective, and in some cases, no information was ever obtained. While this type of situation represents a small number of cases, it is important to mention it.

It is therefore very important to state the following two points:

An in depth/corroborative analysis is needed for any efforts into the modification of a license in PR, that being its elimination, consideration of an alternative as voluntary certification, or a reduction/elimination of a particular type of burden, for example a reduction in the experience or an increase in the renewal period.

The recommendations described in this study should be considered by the licensing boards and the legislative bodies. The licensing boards have the jurisdiction to regulate professions/occupations, and on the other hand, the legislative bodies are the entities that can create laws that are more favorable to the individuals.

⁷ See section 2 for a discussion on reforming jurisdictions.

1.Introduction

The following report presents the results of research and analysis aimed at characterizing how the licensing requirements of the Commonwealth of Puerto Rico compare to those in the United States. This work builds on three reports:

1. *Review of PR's occupations under the scope of the US Institute for Justice License to Work National Study of Burdens from Occupational Licensing* (hereinafter referred to as R1).
2. *Characterization of PR's Occupational Licenses* (hereinafter referred to as R2).
3. *Review of PR's licensing requirements for occupations under the scope of the dataset from the Knee Center for the Study of Occupational Regulation* (hereinafter referred to as R3).

These three reports were completed in the years 2021-2022 as part of the agreement between the University of Puerto Rico and Puerto Rico's Departamento de Estado. This study analyzes a set of 129 occupational/professional licenses required in PR that are "active" and relate to "typical" occupations. By "active licenses" we refer to those where the agency that regulates/manages them is receiving applications for new and/or renewals, processing those requests, and awarding licenses on a continuous basis. Several licenses are in theory regulated, but for practical purposes are considered "inactive" as the agencies are not processing applications. This could be, for example, due to a lack of an operational oversight board that prepares exams and evaluates applicants, therefore no licenses are being awarded (for example, the actors license). Licenses in sport specific areas such as boxing, wrestling, and horse racing are not part of the study as they are not considered "typical" occupations.

The study uses benchmark data from two sources that are publicly available. The first source is the report *License to Work*⁸ (abbreviated herein as LTW) produced by the Institute for Justice. The LTW study solely addresses the requirements placed on the individuals in the United States that want to pursue a particular set of lower-income occupations⁹. It describes licensing requirements in the 50 states and the District of Columbia and includes the requirements to initially obtain the license. The second source is a dataset publicly available from West Virginia University's Knee Center for the Study of Occupational Regulation (KCSOR). The dataset contains information regarding the same jurisdictions as LTW, although the KCSOR database contains many more occupations than LTW. The KCSOR dataset includes similar variables to LTW, and adds requirements related to renewal. There is partial overlap, as some occupations are both in the LTW and KCSOR datasets. Data for occupations that were not part of the LTW and KCSOR sources was researched by the UPR team. Furthermore, the UPR team researched the renewal information for those licenses that were solely in the LTW dataset.

This study and its related research, although comprehensive and detailed, is exploratory, and all recommendations should be considered as a request for further analysis. The data and analysis presented here are not sufficient to determine the need for a license in PR, or its requirements in terms of experience, education, exams, or fees. The methods used in this report, which are

⁸ <https://ij.org/report/license-to-work-2/>

⁹ 102 occupations are part of the LTW study.

based on how widespread is the licensing requirement across the US and the burdens¹⁰ it represents, are not the only way to analyze occupational licenses. Other methods, such as those followed in LTW and discussed in the article titled 'Occupations: A Hierarchy of Regulatory Options',¹¹ could result in different recommendations.

The report is organized as follows. Section 2 describes the benchmark data and how the comparisons between PR's requirements and that of the US jurisdictions is performed by benchmark groups. Section 3 analyzes how many jurisdictions in the US require a license for each occupation regulated in PR. Section 4 describes the licensing burdens and how these are measured. Section 5 analyzes PR's overall licensing burdens, focusing on two benchmark groups: the reforming jurisdictions (RJ) and the lowest burden jurisdictions (LBJ). Finally, Section 6 presents detailed analysis of the licenses, organized by agency.

¹⁰ Burdens relates to fees, exams, education, and other requirements to obtain and renew a license.

¹¹ https://www.cato.org/sites/cato.org/files/serials/files/regulation/2016/9/regulation-v39n3-5_0.pdf

2. Benchmark Data and Groups

The LTW and KCSOR studies, complemented by our research, provide the benchmark data. The data provides information on up to seven burden types for every jurisdiction that licenses the occupation. For each license and burden type, the requirements from Puerto Rico are compared to four benchmark groups. For each group, the average value of the burden for those states in the benchmark group that require the license is determined.

All US: This benchmark group is made up of all 50 states and the District of Columbia, a total of 51 jurisdictions.

Reforming jurisdictions (RJ): This benchmark group is composed of 23 jurisdictions that have been identified in two sources¹² as having implemented licensing reforms. It is relevant to mention that the scope of the reforms made by these jurisdictions was not uniform in nature, meaning each jurisdiction followed their own method to reform, and that only a subset of licenses were considered in these efforts by each jurisdiction. Table 1 lists the reforming jurisdictions group.

Table 1. List of jurisdictions with licensing reforms.

State	Source 1	Source 2
Arizona	X	
Arkansas		X
Colorado	X	X
Connecticut		X
Delaware		X
Florida	X	
Idaho	X	X
Illinois		X
Indiana		X
Iowa	X	
Kentucky		X
Maryland		X
Missouri	X	
Montana	X	
Nevada		X
New Hampshire		X
New Jersey	X	
North Dakota	X	
Oklahoma		X
Pennsylvania	X	
Utah		X
Vermont		X
Wisconsin		X

¹² Source 1: <https://www.lexisnexis.com/en-us/products/state-net/news/2021/02/05/Occupational-Licensing-Reform-Gains-Steam-in-Statehouses.page>

Source 2: <https://www.ncsl.org/research/labor-and-employment/the-evolving-state-of-occupational-licensing.aspx>

Jurisdiction with a large Puerto Rican population (JLPRP): This benchmark group is composed by 10 jurisdictions that have been identified as having a large number of residents with ties to Puerto Rico, including recent emigration. These states are California, Connecticut, Florida, Illinois, Massachusetts, New Jersey, New York, Ohio, Pennsylvania and Texas.

Lowest burden jurisdictions (LBJ): This benchmark group is dynamically created for each license and burden type. For each license and burden type we order the values by lowest burden to highest burden, and the lower 10% become the benchmark group. We round up to determine the number in the group, thus if a license for occupation “R” is required in 22 jurisdictions, then the 3 jurisdictions with the lowest burden become the benchmark group. Note this is burden dependent, thus for example, the LBJ benchmark group for occupation “R” for initial fees could be Alaska, Michigan and Virginia, and for the exams burden, the LBJ benchmark group could be Florida, Georgia, and Wisconsin.

3. Extent of Licensing Analysis

It is relevant to characterize the extent of licensing requirement across the US. In other words, how many jurisdictions require a license for an occupation. This serves to indicate the potential need for a license. This is variable %L. This variable is calculated for the three “fixed” groups: a) All US with 51 jurisdictions, b) RJ with 23 jurisdictions, and c) JLPRP with 10 jurisdictions.

We use an example to illustrate how this measure is calculated. Let’s assume a license for Piragüera¹³ existed in Puerto Rico (does not) and was required in California, Florida, Georgia, Illinois, Michigan, New York, and Virginia (7 US jurisdictions). For this license, the values of %L would be as follows:

- $\%L[\text{All US}] = 7/51 = 13.7\%$ (7 out of all the 51 US jurisdictions require it)
- $\%L[\text{RJ}] = 2/23 = 8.7\%$ (2 out of the 23 reforming jurisdictions require it: FL, IL)
- $\%L[\text{JLPRP}] = 4/10 = 40\%$ (4 out of the 10 jurisdictions with large PR population require it: CA, FL, IL, NY)

Table 2 presents the twenty-eight (28) licenses with an extent of licensing of less than 4 benchmark jurisdictions in the All US group ($\%L[\text{All US}] < 6\%$). These 28 licenses represent 22% of the total set of PR’s occupational licenses (129). The table is ordered by %L and the first column (GA) provides the government agency that manages the license. There are twelve (12) licenses that are unique to the Island, seven (7) licenses with a single benchmark, and nine (9) licenses that have each 2 or 3 benchmark jurisdictions. Further analysis that ascertains the need for these licenses should be prioritized given what can be considered to be a very low extent of licensing. It is noted that the use of less than 4 as a cutoff point was an arbitrary selection of the research team given no method was found in previous studies related to extent of licensing.

¹³ Street vendor who sells shaved iced drinks using a “traditional” method with a large block of ice housed in a pushcart.

Table 2. Licenses with less than 4 jurisdictions in the All US benchmark group (%L[All US] < 6%).

GA	Name	%L [All US]	%L [RJ]	%L [JLPRP]
DRNA	Tire Importer/Mfg.	0% (0)	0% (0)	0% (0)
DH	Promoter of Public Events	0% (0)	0% (0)	0% (0)
DRD	Recreation Leader	0% (0)	0% (0)	0% (0)
DACO	Condominium Administrator (Assistant)	0% (0)	0% (0)	0% (0)
DE	Agronomist	0% (0)	0% (0)	0% (0)
DE	Chemist	0% (0)	0% (0)	0% (0)
DE	Draftsperson	0% (0)	0% (0)	0% (0)
DE	Professional Planner (in training)	0% (0)	0% (0)	0% (0)
DE	Public Relations	0% (0)	0% (0)	0% (0)
DS	Health Educator	0% (0)	0% (0)	0% (0)
DS	Naturopathic Practitioner	0% (0)	0% (0)	0% (0)
DS	Physician Authorized Prescribe Cannabis	0% (0)	0% (0)	0% (0)
CT	Tourist Guide	1.9% (1)	4.3% (1)	0% (0)
NTOSP	Operator Medical Care Vehicle	1.9% (1)	4.3% (1)	0% (0)
DACO	Mechanic (Scales)	1.9% (1)	0% (0)	0% (0)
DE	Automobile Technician	1.9% (1)	0% (0)	0% (0)
DE	Automobile Technician (Apprentice)	1.9% (1)	0% (0)	0% (0)
DE	Professional Planner	1.9% (1)	4.4% (1)	10% (1)
DS	Educator in Community Health	1.9% (1)	4.4% (1)	10% (1)
NTOSP	Operator Ambulance	3.9% (2)	0% (0)	10% (1)
DE	Electronics Technician	3.9% (2)	4.4% (1)	10% (1)
DS	Health Services Administrator	3.9% (2)	8.7% (2)	0% (0)
DS	Sonographer (Cardiovascular)	5.9% (3)	8.7% (2)	0% (0)
DS	Sonographer (General)	5.9% (3)	8.7% (2)	0% (0)
OCS	Insurance Solicitor	5.9% (3)	0% (0)	10% (1)
DE	Automobile Mechanic	5.9% (3)	0% (0)	0% (0)
DE	Refrigeration and AC Tech. (Apprentice)	5.9% (3)	8.7% (2)	10% (1)
DS	Cannabis Establishment (Worker)	5.9% (3)	8.7% (2)	0% (0)

Table 3 presents the twenty-five (25) licenses that have an extent of licensing in the All US and RJ benchmark groups below 50% (but have at least 4 benchmark jurisdictions in the All US group). The table is ordered according to ascending %L values. It is noted that there is minimal difference in the percentages between the All US and RJ benchmarks, three exceptions being Speech Language Therapist, where %L[RJ] is notably higher than the All US, and the Veterinary Technologist and Weigher, where the opposite occurs. In light of these results, it is relevant to further analyze these 25 licenses, probably focusing on the 10 licenses that have %L values below 20%.

Table 3. Licenses with 4 or more jurisdictions in the All US benchmark group, but less than 50% for the All US and RJ benchmark groups (%L[All US] ≥ 6%, %L[All US] < 50%, %L[RJ] < 50%).

GA	Name	%L [All US]	%L [RJ]	%L [JLPRP]
CT	Travel Agency	7.8% (4)	4.3% (1)	20% (2)
PJ	Notary (Attorney)	7.8% (4)	8.7% (2)	30% (3)
DE	Home Interior Designer	7.9% (4)	4.4% (1)	20% (2)
DS	Cannabis Establishment (Management)	7.9% (4)	8.7% (2)	0% (0)
DS	Histotechnician	9.9% (5)	4.4% (1)	20% (2)
DS	Histotechnologist	11.8% (6)	8.7% (2)	10% (1)
DACO	Developer/ Builder	13.7% (7)	4.3% (1)	10% (1)
DE	Electrician (Assistant/Helper)	13.8% (7)	17.4% (4)	0% (0)
DACO	Flea Market Operator	15.7% (8)	13% (3)	20% (2)
DS	Radiotherapy Technician	19.7% (10)	21.8% (5)	30% (3)
DS	Medical Technician	21.6% (11)	17.4% (4)	30% (3)
DE	Water Treatment Operator (L1)	25.5% (13)	30.5% (7)	40% (4)
DE	Water Treatment Operator (L2)	25.5% (13)	30.5% (7)	40% (4)
DE	Water Treatment Operator (L3)	25.5% (13)	30.5% (7)	40% (4)
DE	Water Treatment Operator (L4)	25.5% (13)	30.5% (7)	40% (4)
DS	Speech Language Therapist	29.5% (15)	39.2% (9)	40% (4)
NTOSP	Operator Passenger Vehicle (Small Size)	31.4% (16)	34.8% (8)	30% (3)
DS	Veterinary Technologist	31.4% (16)	17.4% (4)	20% (2)
DRNA	Rental Boats Owner	35.3% (18)	26.1% (6)	60% (6)
DS	Opticians	39.3% (20)	34.8% (8)	50% (5)
DACO	Condominium Administrator	41.2% (21)	34.8% (8)	50% (5)
DE	Geologist	43.2% (22)	43.5% (10)	60% (6)
DS	Naturopathic Doctor	43.2% (22)	43.5% (10)	40% (4)
DACO	Weigher	47.1% (24)	34.8% (8)	60% (6)
DS	Nuclear Medicine Technician	49.1% (25)	47.9% (11)	50% (5)

We consider that a key finding of this research is the knowledge that 53 out of the 129 occupational licenses in PR (41%) are regulated in a similar fashion (requiring a license) by fewer than half the US states and DC. Regardless of what percentage is considered the cutoff point for analysis, it is important to further analyze PR's requirements for a license in relation to the 51 jurisdictions (all the US states and DC).

4. Licensing Burdens

Puerto Rico's occupational licenses were reviewed during the years 2021-2022, and characterized in terms of the requirements associated with obtaining and maintaining the license. The results are described in R2 (and associated database) and are the basis for the forthcoming comparisons. While the R2 study defined many elements of the requirements to occupational licensing, the analysis in this study is based on seven burden types that are available in the benchmarking databases. The burden types analyzed are the following:

1. **Education (grade level) requirements.** The data in LTW and KCSOR was harmonized to a single comparison value termed Grade. Grade is a numerical value defined as follows: high school (12), associate (14), undergraduate (16), master (18) and doctor (22). In case the data specified a one-year technical program, a value of 13 is used.
2. **Experience/apprenticeship requirements.** The data from the LTW and KCSOR sources had this information presented in different scales (hours, days, months, years). All data was converted into a single comparison value: experience days based on the methods used in LTW. The conversion follows this structure:
 - If presented in hours (value is less than 30), divide by 6.
 - If presented in hours (value is 30 or more), multiply by 7/30.
 - If presented in contact days, multiply by 7/5.
 - If presented in weeks, multiply by 7.
 - If presented in months, multiple by 30.
 - If presented in years, multiply by 365.
3. **Examination requirements.** The number of exams. Multi-section exams are considered one exam.
4. **Initial license fees.** Relates to fees incurred the first time the individual is obtaining the license. For most licenses, this relates to the fee required by the agency, and as applicable, the fee required by professional organizations when this is a mandatory component of the licensing process. For some licenses, examination fees are included if this was part of the available data. The burden reports developed for each license, and presented in Section 6, indicate the fees being considered.
5. **Renewal period.** This is how often an individual needs to perform actions, submit documents and/or pay for the right to perform an occupation for those licenses that are not permanent/nonrenewable. The renewal frequency is documented in years, and typically it ranges from 1 to 3 years, with exceptions having 4+ years and up to 8-year cycles.
6. **Continuing education contact hours.** Renewing licenses often includes a requirement of contact hours in continuing education. As to consider different renewal periods across the jurisdictions, this measure is normalized to contact hours per year. For example, if a license requires 30 contact hours per renewal cycle, and the renewal rate is 2 years, the value for this metric is 15 ch/yr.
7. **Renewal fees.** Most licenses require a renewal fee. This includes the fee required by the agency, and the fee required by professional organizations when this is a mandatory component of the renewal process. As in the previous case, to consider the difference in renewal cycles, this metric is normalized to renewal fees per year. If the cost is \$400 each

time the license must be renewed, and the renewal period is 3 years, the value for this metric is \$133.33 per/yr.

We point out that a license does not need to be defined in all seven burdens. For example, the laws/ regulations/ agencies do not always specify an education requirement, or a license may not require exams. Three burdens are always available and defined for PR's licenses: initial fees, renewal period and renewal fees. This includes permanent licenses, which do not require renewal, therefore renewal fees are \$0. However, the other four burdens may not be defined. An education requirement is stated for 89 of the 129 licenses (69%), therefore there are 40 occupational licenses where no grade or academic certifications are specified as part of the requirements for the license. An experience requirement is identified in 41 out of the 129 licenses (32%), while 94 licenses (73%) require at least one exam, and 84 licenses (65%) have a continuing education requirement.

5. Analysis of the burdens versus RJ and LBJ benchmark groups

This section analyzes PR's overall licensing burdens, focusing on two benchmark groups: the reforming jurisdictions (RJ) and the lowest burden jurisdictions (LBJ). It is proposed that reforming jurisdictions have implemented changes to better serve their citizens in "today's world" and thus reflect "best practices". However, as mentioned earlier, reforms in these jurisdictions did not follow a uniform methodology, meaning each jurisdiction followed their own method to reform, nor did it consider all their licenses. The lowest burden jurisdictions benchmark group is used on the principle of access to work, and that the requirements to perform an occupation are constrained to meeting the safety, quality, and functional standards of the occupation. Puerto Rico's licensing requirements are compared on a license-by-license basis to all the benchmark groups in the detailed reports provided in the following section (Section 6).

Tables 4 to 6 describe, for each license and burden type, if PR's requirement is more burdensome than the RJ and LBJ benchmark groups (more experience time, more exams, higher fees, higher grade, a shorter renewal period, and more credit hours of continuing education). Table 4 lists the licenses from the government agencies that manage less than 10 licenses, while Table 5 summarizes the results for the licenses managed by the Department of State, and finally, Table 6 summarizes the results for the licenses managed by the Department of Health.

We first point out that for all licenses and burden types, the average requirement of the lowest burden jurisdictions is by definition equal or less cumbersome than the average for the reforming jurisdictions. Each intersection between a license and a burden type is characterized by one of three options:

- Blank ("Same or Better"): this means PR's requirement is similar or less cumbersome than the lowest burden jurisdictions (and by default also similar or less cumbersome than the reforming jurisdictions).
- M ("Middle"): this means PR's requirement is equal or less cumbersome than the reforming jurisdictions, but more cumbersome than the lowest burden jurisdictions.
- W ("Worst"): this means PR's requirement is more cumbersome than the reforming jurisdictions (and by default more cumbersome than the lowest burden jurisdictions).

The last column of Tables 4-6 indicates if a recommendation is being made for further analysis/review for that specific license (Y = yes). The specific burden types to be further analyzed/reviewed are in bold. Cases with a W that are not in bold represent requirements that are borderline with the RJ benchmark group or the requirement not significant in practice. Rows in dark orange signal those licenses where less than 4 jurisdictions required a license (extent of licensing below 6%), and therefore no burden report was generated. The rows in light orange signal those licenses that have an extent of licensing equal or higher than 6%, but below 50%, whereas the rows with no color signal those licenses with an extent of licensing equal or above 50% (see Section 3).

Continuing our Piragüera example, let's assume that the initial fees in PR for the license are \$200, the average initial fees for the RJ group are \$307.8, and the average initial fees for the LBJ group are \$155. The applicable option would be M (PR's requirement is in the "middle"). If

the Piragüera license in PR requires a high school diploma (grade = 12), but in the RJ the grade requirement is 10, and in the LBJ group the average grade requirement is 9, the applicable option is W. If the Piragüera license requires 1 exam in PR, but requires, on average, 2 exams in both the RJ and LBJ groups, the applicable option is a blank space. Finally, the license is permanent in PR, thus no indications for renewal period, continuing education or renewal fees are made (blank spaces in the table). Given that the education requirement in PR is above the RJ group, a recommendation for further analysis/review is made by having the W in bold, and a Y in the last column. The row is in light orange due to its extent of licensing. The row for this license would look like shown next:

GA	Name	%L[All US]	%L[RJ]	ED	XP	EX	IF	RP	CE	RF	R
N/A	Piragüera	13.7% (7)	8.7% (2)	W			M				Y

For an aggregate examination, we consider the 101 licenses that were analyzed given there were at least 4 benchmark jurisdictions (presented in Tables 4-6). The overall results by burden type are as follows:

- **Education (ED):** There are 17 licenses that have a W, and no licenses with an M in the education burden. There are 70 licenses (out of the 101) that define an education burden. This means that 24.3% of the licenses that have an education burden have a requirement higher than the average for the RJ benchmark group. Of the 17 identified with a W, a recommendation of further analysis is made for 15 licenses (21.4% of the 70).
- **Experience (XP):** There are 20 licenses that have a W, and 3 licenses with an M in the experience burden. There are 35 licenses (out of the 101) that define an experience burden. This means that 57.1% of the licenses that have an experience burden have a requirement higher than the average for the RJ benchmark group. Of the 20 identified with a W, a recommendation of further analysis is made for 17 licenses (48.6% of the 35).
- **Exam (EX):** There are 11 licenses that have a W, and 7 licenses with an M in the exam burden. There are 79 licenses (out of the 101) that define an exam burden. This means that 13.9% of the licenses that have an exam burden have a requirement higher than the average for the RJ benchmark group. The 11 licenses identified with a W have a recommendation of further analysis (13.9% out of the 79).
- **Initial Fees (IF):** There are 26 licenses that have a W, and 33 licenses with an M in the initial fees burden. All licenses have an initial fees burden. This means that 25.7% of the licenses have a requirement higher than the average for the RJ benchmark group. Of the 26 identified with a W, a recommendation of further analysis is made for 20 licenses (19.8% of the 101).
- **Renewal Period (RP):** There are 11 licenses that have a W, and 11 licenses with an M in the renewal period burden. There are 97 licenses (out of the 101) that have a renewal process. This means that 11.3% of the licenses that are renewed have a requirement higher than the average for the RJ benchmark group. The 11 licenses identified with a W have a recommendation of further analysis (11.3% out of the 97).

- **Continuing Education (CE):** There are 16 licenses that have a W, and 20 licenses with an M in the continuing education burden. There are 67 licenses (out of the 101) that define a continuing education burden. This means that 23.9% of the licenses that have a continuing education burden have a requirement higher than the average for the RJ benchmark group. The 16 licenses identified with a W have a recommendation of further analysis (23.9% out of the 67).
- **Renewal Fees (RF):** There are 30 licenses that have a W, and 33 licenses with an M in the renewal fees burden. There are 85 licenses (out of the 101) that have renewal fees. This means that 35.3% of the licenses that have a renewal fees burden have a requirement higher than the average for the RJ benchmark group. Of the 30 identified with a W, a recommendation of further analysis is made for 27 licenses (31.8% of the 85).

There are 62 licenses out of the 101 (61.4%) with one or more recommendations for further analysis/review based on the burden types. The burden type that had the highest level of overburden was experience, where 20 out of 35 licenses that have an experience requirement have a requirement above the RJ average (57.1% out of the 35). On the other hand, the renewal period burden had the lowest overburden level, where only 11 licenses out of the 97 that have a renewal process had a requirement above the RJ average (11.3% out of the 97).

Table 4. Extent of licensing and overburden types for each license for the agencies in charge of managing the regulation of less than ten licenses.

GA	Name	%L[All US]	%L[RJ]	ED	XP	EX	IF	RP	CE	RF	R
CJ	Casino Worker	68.2% (30)	78.9% (15)					W		M	Y
CJ	Casino Worker- Croupier	65.9% (29)	78.9% (15)					W		M	Y
CJ	Casino Supervisor	70.5% (31)	84.2% (16)				M	W		M	Y
CJ ¹⁴	Casino Upper Management	60.8% (31)	69.6% (16)					W			Y
CT	Tourist Guide	1.9% (1)	4.4% (1)								
CT	Travel Agency	7.9% (4)	4.4% (1)								
DRNA	Fisherperson (Commercial)	84.4% (43)	87% (20)								
DRNA	Rental Boats Owner	35.3% (18)	26.1% (6)				M	W		M	Y
DRNA	Tire importer/manufacturer	0% (0)	0% (0)								
DH	Promoter Public Events	0% (0)	0% (0)								
DRD	Athletic/Sports Trainer	90.2% (46)	91.3% (21)					W		W	Y
DRD	Physical/ Exercise Trainer	96.1% (49)	95.7% (22)							M	
DRD	Recreation Leader	0% (0)	0% (0)								
DF	Child/Elderly Care Home	86.3% (44)	82.7% (19)								
NTSP	Operator Ambulance	3.9% (2)	0% (0)								
NTSP	Operator Cargo Vehicle (Comm)	100% (51)	100% (23)				M			M	
NTSP	Operator Cargo Vehicle (Light)	100% (51)	100% (23)				M			M	
NTSP	Operator Medical Care Vehicle	1.9% (1)	4% (1)								

¹⁴ Note: There are seven US states (Georgia, Hawaii, Kentucky, New Hampshire, South Carolina, Utah, and Vermont) that have no casino, and this was considered in the %L[All US] and %L[RJ] calculations. (<https://www.onlineunitedstatescasinos.com/states/>) Thereby, it was considered that there are 44 total US jurisdictions (All US) and 19 reforming jurisdictions (RJ) to obtain the %L[All US] and %L[RJ] extent licensing values of the “Casino Worker”, “Casino Worker – Croupier” and “Casino Supervisor”.

GA	Name	%L[All US]	%L[RJ]	ED	XP	EX	IF	RP	CE	RF	R
NTSP	Operator Pass Veh. (Com)	100% (51)	100% (23)				M			M	
NTSP	Operator Pass Veh. (Small Size)	31% (16)	34% (8)				M			M	
DACO	Collection Agency	56.9% (29)	60.9% (14)				M	W		W	Y
DACO	Condominium Administrator	41.2% (21)	34.8% (8)				W	M		W	Y
DACO	Condominium Admin. (Assist.)	0% (0)	0% (0)								
DACO	Contractor	58.9% (30)	43.5% (10)				M	W		M	Y
DACO	Developer/ Builder	13.8% (7)	4.4% (1)				W			W	Y
DACO	Flea Market Operator	15.7% (8)	13.1% (3)								
DACO	Mechanic (Scales)	1.9% (1)	0% (0)								
DACO	Weigher	47.1% (24)	34.8% (8)			W	W	M			Y
DSP	Private Investigators	78% (40)	82% (19)			W					Y
DSP	Security Guard	64% (33)	73% (17)					M			
PJ	Attorney	100% (51)	100% (23)								
PJ	Notary (Attorney)	7.8% (4)	8% (2)	W			W		W		
OCIF	Broker Dealer Agent	100% (51)	100% (23)				M		M	W	Y
OCIF	Investment Adviser Rep.	100% (51)	100% (23)							W	Y
OCIF	Issuer Agent	100% (51)	100% (23)				M	M		W	Y
OCIF	Mortgage Loan Originator	100% (51)	100% (23)					M		M	
OCS	Insurance Adjuster	98% (50)	100% (23)			M	W	M	M	W	Y
OCS	Insurance Consultant	100% (51)	100% (23)				W		M	W	Y
OCS	Insurance Producer	100% (51)	100% (23)			W	W			W	Y
OCS	Insurance Representative	100% (51)	100% (23)				M	M	M	W	
OCS	Insurance Solicitor	5.9% (3)	0% (0)								

Table 5. Extent of licensing and overburden types for each license under the scope of the Department of State.

Name	%L[All US]	%L[RJ]	ED	XP	EX	IF	RP	CE	RF	
Agronomist	0% (0)	0% (0)								
Architect	68.7% (35)	74% (17)				W		M	W	Y
Automobile Mechanic	5.9% (3)	0% (0)								
Automobile Technician	2% (1)	0% (0)								
Automobile Technician (Apprentice)	2% (1)	0% (0)								
Barber	100% (51)	100% (23)			W	W			W	Y
Chemist	0% (0)	0% (0)								
Cosmetologist	98.1% (50)	100% (23)			M	M				
Certified Public Accountant	96.1% (49)	95.7% (22)				W		M	W	
Draftsperson	0% (0)	0% (0)								
Electrician (Assistant/Helper)	13.8% (7)	17.4% (4)	W		W					Y
Electrician (Journeyman)	56.9% (29)	56.6% (13)	W		W	M	W	W		Y
Electronics Technician	4% (2)	4.4% (1)								
Engineer	88.3% (45)	91.4% (21)				W			W	Y
Geologist	43.2% (22)	43.5% (10)				M				
Home Interior Designer	7.9% (4)	4.4% (1)				W		W	W	Y
Land Surveyor	90.2% (46)	91.4% (21)				W			W	Y
Landscape Architect	62.8% (32)	56.6% (13)		M		W		M	W	Y
Plumber (Apprentice)	15.7% (8)	17.4% (4)				M	W		M	Y
Plumber (Journeyman)	55% (28)	65.3% (15)	W		W	W		W	W	Y
Plumber (Master)	45.1% (23)	56.6% (13)	W	W		M		W	M	Y
Professional Planner	2% (1)	4.4% (1)								
Professional Planner (in training)	0% (0)	0% (0)								
Public Relations	0% (0)	0% (0)								
Real Estate Appraiser	88.3% (45)	82.7% (19)	W		M	M		M		Y
Real Estate Broker	100% (51)	100% (23)				M			M	
Real Estate Salesperson	86.3% (44)	87% (20)				W				
Refrigeration and AC Technician	72.6% (37)	65.3% (15)	W		M	M		W	M	Y
Refrigeration and AC Tech. (Apprentice)	5.9% (3)	8.7% (2)								
Social Worker	84.4% (43)	91.4% (21)		W		W	W		W	Y
Water Treatment Operator (L1)	25.5% (13)	30.5% (7)		M		M			M	
Water Treatment Operator (L2)	25.5% (13)	30.5% (7)	W			M			M	Y
Water Treatment Operator (L3)	25.5% (13)	30.5% (7)	W			M			M	Y
Water Treatment Operator (L4)	25.5% (13)	30.5% (7)	W		M	M			M	Y

Table 6. Extent of licensing and overburden types for each license under the scope of the Department of Health.

Name	%L[All US]	%L[RJ]	ED	XP	EX	IF	RP	CE	RF	
Acupuncturist	90.2% (46)	87% (20)	W			W		W	W	Y
Audiologist	100% (51)	100% (23)	W	W						
Cannabis Est. (Management)	7.9% (4)	8.7% (2)			W	W		W		Y
Cannabis Est. (Worker)	5.9% (3)	8.7% (2)								
Chiropractors	100% (51)	100% (23)				M		M		
Dental Hygienists	100% (51)	100% (23)								
Dental Technologist	100% (51)	100% (23)								
Dentists	100% (51)	100% (23)				M			M	
Dietitian and Nutritionist	74.6% (38)	65.3% (15)		W		M			W	
Educator in Community Health	1.9% (1)	4.4% (1)								
Embalmer	80.4% (41)	74% (17)		M	M	M		M		
EMT	100% (51)	100% (23)					M	M	M	
Health Educator	0% (0)	0% (0)								
Health Services Administrator	3.9% (2)	8.7% (2)								
Histotechnician	9.9% (5)	4.4% (1)		W						Y
Histotechnologist	11.8% (6)	8.7% (2)		W				W		Y
Massage Therapist	92.2% (47)	95.7% (22)						M	M	
Medical Technician	21.6% (11)	17.4% (4)		W					M	Y
Naturopathic Doctor	43.2% (22)	43.5% (10)							M	
Naturopathic Practitioner	0% (0)	0% (0)								
Nuclear Medicine Technician	49.1% (25)	47.9% (11)	W					W		Y
Nurse (Advanced Practitioner)	72.6% (37)	78.3% (18)		W		M		W	M	Y
Nurse (Anesthetists)	92.2% (47)	91.4% (21)		W		M		W	M	Y
Nurse (Associate)	100% (51)	100% (23)		W				M	M	Y
Nurse (Generalist)	100% (51)	100% (23)						M	M	
Nurse (Obstetrics)	74.6% (38)	78.3% (18)		W		M		W	M	Y
Nurse (Practitioner)	100% (51)	100% (23)					M	M	M	
Nurse (Specialists)	70.6% (36)	69.6% (16)		W	W	M		W	M	Y
Occupational Therapist	100% (51)	100% (23)				W			W	Y
Occupational Therapist Assist.	100% (51)	100% (23)				W			W	Y
Opticians	39.3% (20)	34.8% (8)				W		W	W	Y
Optometrist	100% (51)	100% (23)		W		W			W	Y
Paramedic	100% (51)	100% (23)	W			M	M	M	M	Y
Pharmacist	100% (51)	100% (23)		W		W			W	Y
Pharmacy Technician	86.3% (44)	82.7% (19)	W	W	W			W		Y
Physical Therapist	100% (51)	100% (23)								
Physical Therapist Assistant	100% (51)	100% (23)								
Physician-Surgeon (MD)	100% (51)	100% (23)				W		M	W	Y
Physician Assistant	98.1% (50)	100% (23)	W							Y
Physician Prescribe Cannabis	0% (0)	0% (0)								
Podiatrists	100% (51)	100% (23)		W						Y
Professional Counselors	72.6% (37)	69.6% (16)								
Psychologist	100% (51)	100% (23)								

Name	%L[All US]	%L[RJ]	ED	XP	EX	IF	RP	CE	RF	
Radiologic Technologists	56.9% (29)	60.9% (14)								
Radiotherapy Technician	19.7% (10)	21.8% (5)		W						Y
Rehabilitation Counselor	74.6% (38)	69.6% (16)							W	Y
Respiratory Therapist	92.2% (47)	91.4% (21)		W						Y
Sonographer (Cardiovascular)	5.9% (3)	8.7% (2)								
Sonographer (General)	5.9% (3)	8.7% (2)								
Speech Language Pathologist	100% (51)	100% (23)		W	M					Y
Speech Language Therapist	29.5% (15)	39.2% (9)	W	W	W		M	M	M	Y
Veterinarian	100% (51)	100% (23)				W			W	Y
Veterinarian Technician	72.6% (37)	60.9% (14)				M		M		
Veterinary Technologist	31.4% (16)	17.4% (4)						M		

6. Detailed Analysis by Agency

This section presents a detailed analysis for all the licenses with an extent of licensing above 6%. In other words, for those licenses where there were at least 4 jurisdictions in the US with a similar license. The report is organized by the government agency that regulates the license. A detailed burden report is presented for each license. The license burden report provides per burden type PR's requirement, and then the average per benchmark group. Unless noted, the presented initial and renewal fees only relate to those charged directly by the agency. Each detailed burden report also includes graphs to illustrate the differences in averages and then some remarks comparing PR's requirements to those of the benchmark groups. Finally, recommendations for further analysis/review of PR's requirements are made. It is noted that recommendations are primarily based on how PR's requirement compares to the RJ benchmark group average.

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6.1 Gaming Commission

The occupational licenses under the scope of the Gaming Commission are presented in Table 7. Table 7 includes the extent of licensing across the three benchmark groups. It is important to note that there are 7 US states that have no casinos¹⁵ and this was considered in the calculation of %L (there are 44 total US jurisdictions (All US), 19 reforming jurisdictions (RJ), and 10 jurisdictions with large Puerto Rican populations that have casinos (JLPRP)). It is noted that for the purposes of the analysis, the Casino Supervisor and Upper Management licenses are considered as one, given the difficulty in identifying a difference in the benchmarks.

Table 7. Extent of licensing for the licenses under the scope of the Gaming Commission.

	%L [All US]	%L [RJ]	%L [JLPRP]
Casino Worker	68.2% (30)	78.9% (15)	100% (9)
Casino Worker-Croupier	65.9% (29)	78.9% (15)	100% (9)
Casino Supervisor/ Upper Management	70.5% (31)	84.2% (16)	100% (9)

¹⁵ Georgia, Hawaii, Kentucky, New Hampshire, South Carolina, Utah, and Vermont;
<https://www.onlineunitedstatescasinos.com/states/>

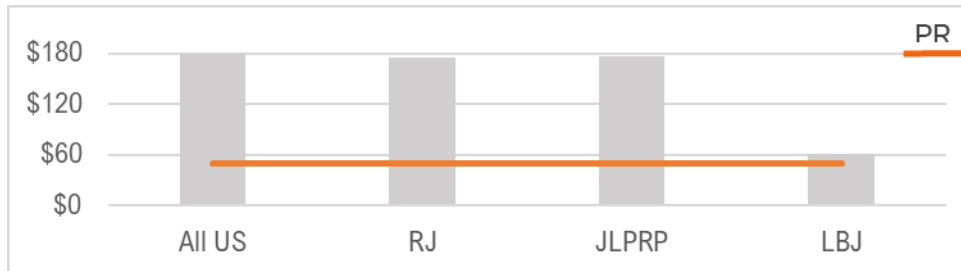
Casino Worker

%L[All US] = 68.2%, %L[RJ] = 78.9%, %L[JLPRP] = 100%

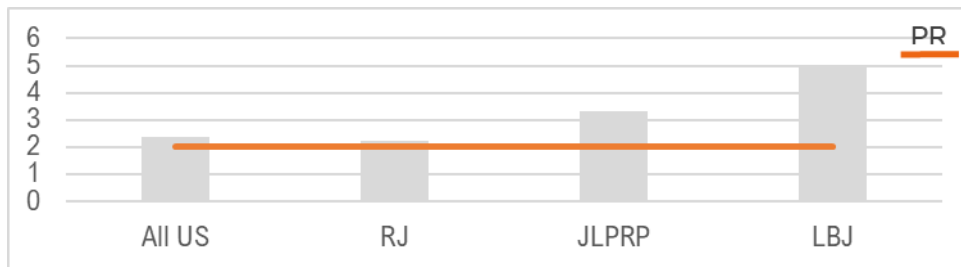
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$50	\$180	\$174	\$177	\$61	CT IA KS IN
Renewal period (in years)	2	2.4	2.2	3.3	5	VA PA NY NJ
Renewal fees (annual basis)	\$43	\$60	\$57	\$49	\$35	IA ME NV CT

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



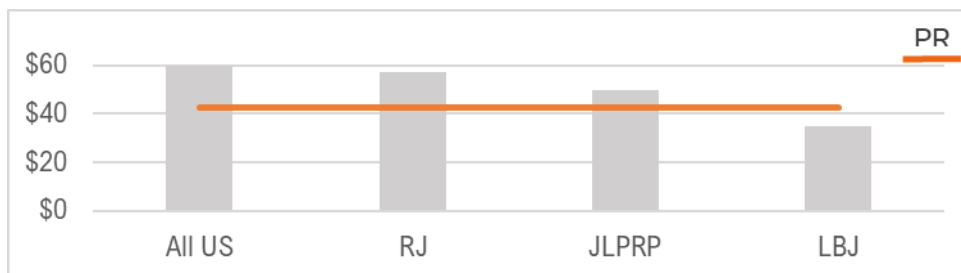
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's initial fees are significantly lower than the All US, RJ, and JLPRP benchmark groups and relatively similar to the LBJ. PR's renewal period is similar to the All US, RJ and JLPRP, but significantly higher than the LBJ. In terms of renewal fees, PR has a lower value compared to All US, RJ, and JLPRP benchmark groups, but higher when compared to the LBJ. Recommendation: further analysis/revision of the renewal period.

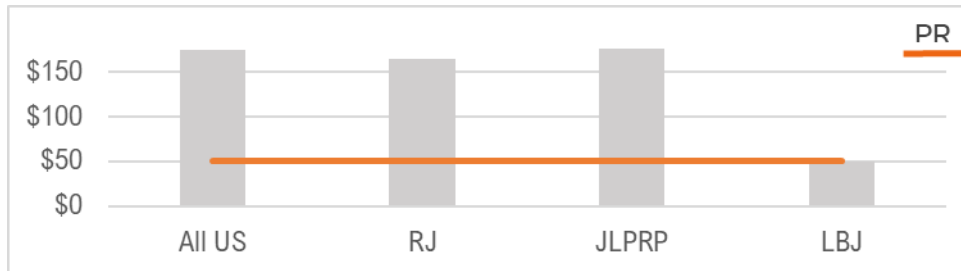
Casino Worker – Croupier

%L[All US] = 65.9%, %L[RJ] = 78.9%, L[JLPRP] = 100%

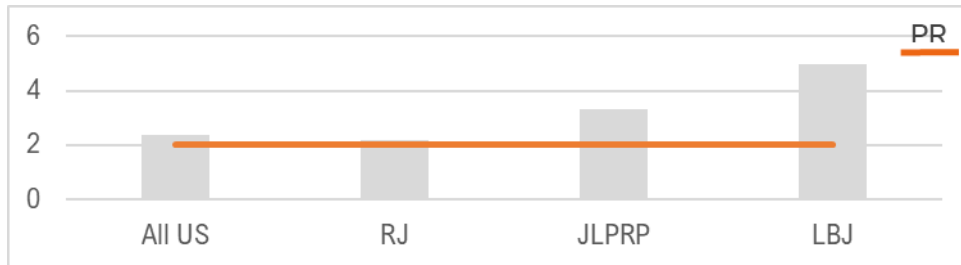
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$50	\$175	\$164	\$177	\$50	NH CT IA
Renewal period (in years)	2	2.4	2.3	3.3	5	VA PA NY
Renewal fees (annual basis)	\$43	\$58	\$57	\$52	\$25	IA ME NV

No grade, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph

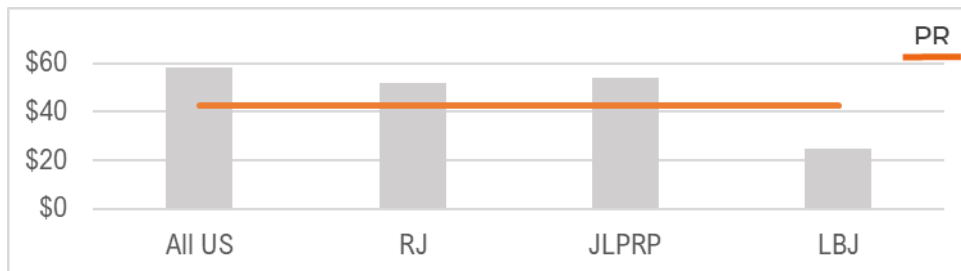


Renewal period graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The observed burdens are similar to the “regular” Casino Worker license, although the renewal fees for PR’s license are higher than the LBJ average. At the same time PR’s initial fees are significantly lower than the All US, RJ, and JLPRP benchmark groups and relatively similar to the LBJ. Recommendation: further analysis/revision of the renewal period.

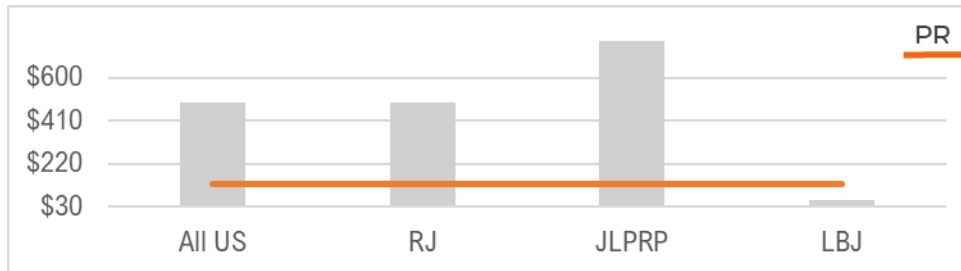
Casino Supervisor/Upper Manager

%L[All US] = 70.5%, %L[RJ] = 84.2%, %L[JLPRP] = 100%

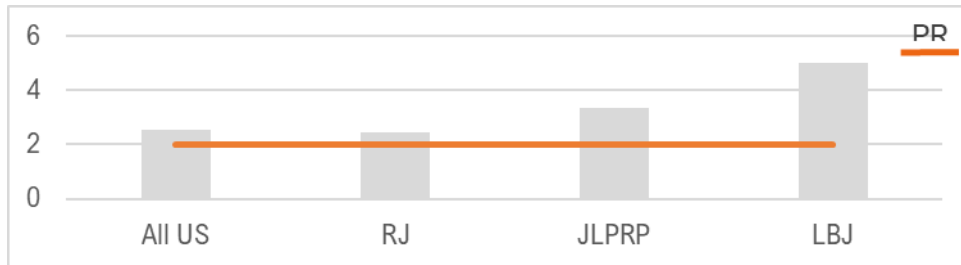
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$130	\$488	\$490	\$763	\$61	CT IA KS NM
Renewal period (in years)	2	2.5	2.5	3.3	5	NY VA OK NJ
Renewal fees (annual basis)	\$83	\$96	\$121	\$63	\$30	IA ME NH NV

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph

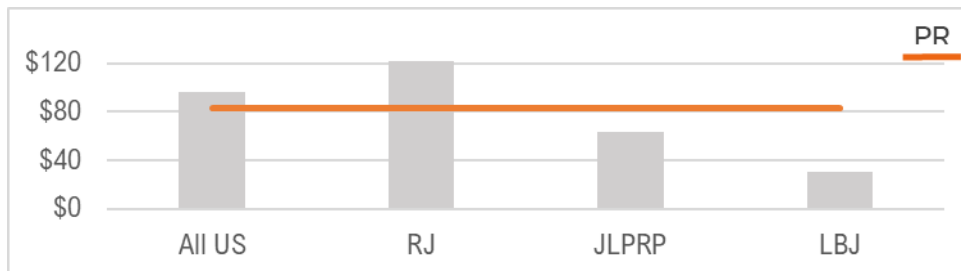


Renewal period graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's burdens compare, in general, favorably *versus* the All US, RJ, and JLPRP benchmark groups in initial fees and *versus* the All US, RJ benchmark groups in terms of renewal fees. Also, the renewal period requirement is similar to the All US and RJ groups. Recommendation: further analysis/revision of the renewal period for both licenses.

6.2 Tourism Company

The two licenses under the scope of the Tourism Company are presented in Table 8. The table includes the extent of licensing for each across the three benchmark groups. Also, the table includes the percentage as the actual number of jurisdictions that license each occupation. As it can be easily observed, the two licenses managed by this agency are **not** widely required in the US. It is noted that there are multiple states that have ‘travel guide’ licenses, these related to hunting and fishing. These are not included as they are of a different scope to PR’s regulation. The detailed analysis for the Tourist Guide license is not included given that only one jurisdiction has this requirement, and it is proposed that these licenses should be analyzed to evaluate alternatives (for example, voluntary certification).

Table 8. Extent of licensing for the licenses under the scope of the Tourism Company.

	%L [All US]	%L [RJ]	%L [JLPRP]
Tourist Guide*	1.9% (1)	4.3% (1)	0% (0)
Travel Agency	7.8% (4)	4.3% (1)	20% (2)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

Examples of voluntary certifications include, but are not limited to those endorsed by US professional organizations such as: the National Federation of Tourist Guide Association (NFTGA-USA) and the National Tour Association (NTA)¹⁶, which has memberships for both Tourist Guides as well as Agency representatives, in addition to the fact that the NTA members are based in all 50 states, each of the 13 Canadian provinces and territories, and more than 40 countries worldwide.

Particularly in Hawaii, both, those who can be considered Tour Guides (who could acquire a Certification for Professional Tour Guides) and Agents (who could acquire a Certificate for Customer Service) are considered "Ambassadors of the State", something like an official representative that accredits services under a minimum standard to function. Both certifications imply basic knowledge of hospitality and client’s safety and satisfaction through an exam with two (2) parts that, once passed, accredits the certification for two (2) years. This standard could be considered as a model for other states of the US and PR, considering its validity since 1967¹⁷.

¹⁶ <https://ntaonline.com/benefits/>.

¹⁷ <https://continuinged.kapiolani.hawaii.edu/wp-content/uploads/2016/08/FINAL-Tour-Guide-Aloha-Standards-HTA-Version.pdf>.

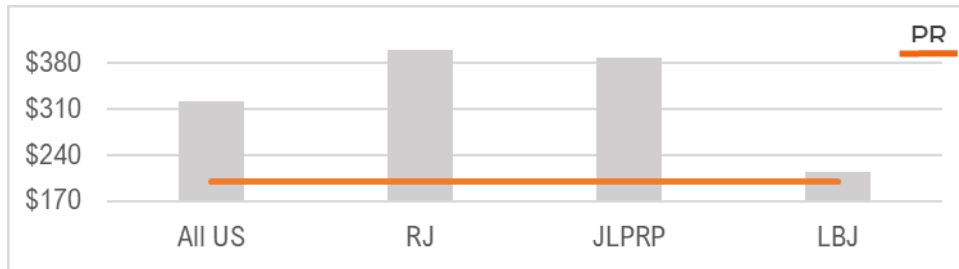
Travel Agency

%L[All US] = 7.8%, %L[RJ] = 4.3%, %L[JLPRP] = 20%

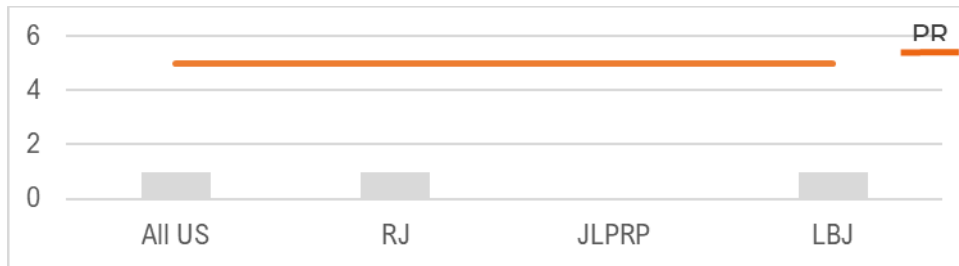
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$200	\$322	\$400	\$388	\$215	HI
Renewal period (in years)	5	1.3	1.0	1.0	2	HI
Renewal fees (annual basis)	\$35	\$239	\$300	\$338	\$69	HI

No grade, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph

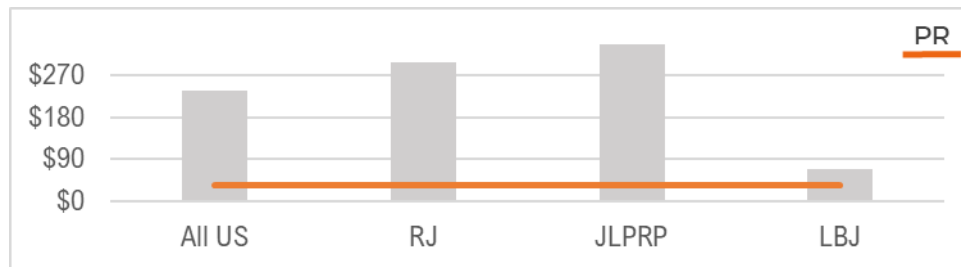


Renewal period graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's burdens are lower than all four benchmark groups. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; no further analysis/revision of the burden types.

6.3 Department of Natural and Environmental Resources

The Department of Natural and Environmental Resources' licenses are presented in Table 9. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. The data for the analysis of these three licenses came from the LTW study and our research. The Fisherman occupation requires a license in a significant majority of the jurisdictions in each of the three benchmark groups, while the Rental Boats Owner license has a low extent of licensing, except for the JLPRP. The Tire Importer/Manufacturer license, at least as an individual's occupation, is not licensed in any other jurisdiction of the US. The license specific reports follow for the first two licenses in the table and include the fees and renewal period burdens.

Table 9. Extent of licensing for the licenses under the scope of the Department of Natural and Environmental Resources.

	%L [All US]	%L [RJ]	%L [JLPRP]
Fisherman (Commercial)	84.3% (43)	87.0% (20)	90% (9)
Rental Boats Owner	35.3% (18)	26.1% (6)	60% (6)
Tire Importer/Manufacturer*	0% (0)	0% (0)	0% (0)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

Fisherperson (Commercial)

%L[All US] = 84.3%, %L[RJ] = 87.0%, %L[JLPRP] = 90%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$10	\$146	\$145	\$131	\$15	WI ND GA OH IN
Renewal period (in years)	4	1	1	1	1	AK FL GA HI ID
Renewal fees (annual basis)	\$10	\$110	\$115	\$112	\$16	NH IL ND OH WI

No grade, experience, exams, and continuing education burdens were identified for PR's license.

Conclusions and recommendations: The burdens of the PR license are below that of all the benchmark groups. It is relevant that the renewal period is 1 year for all US jurisdictions, while PR's renewal cycle is four years (thus, PR is the least burdensome). Recommendation: No further analysis/review is recommended for this license.

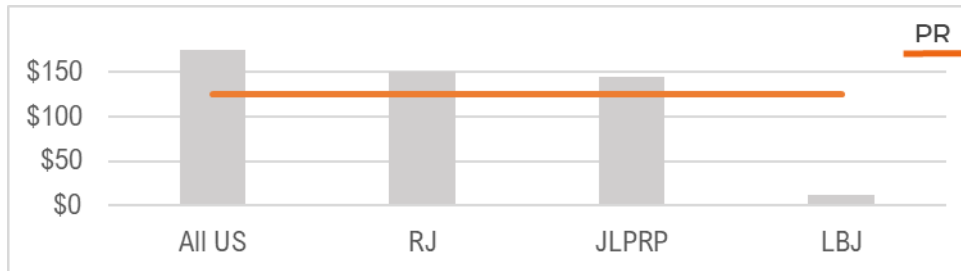
Rental Boats Owner

%L[All US] = 35.3%, %L[RJ] = 26.1%, %L[JLPRP] = 60%

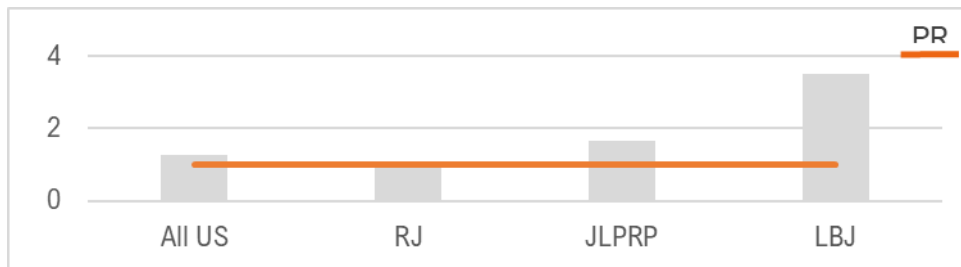
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$125	\$175	\$151	\$145	\$13	CA RI
Renewal period (in years)	1	1.278	1	1.667	3.5	CA RI
Renewal fees (annual basis)	\$140	\$184	\$150	\$173	\$38	RI IL

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



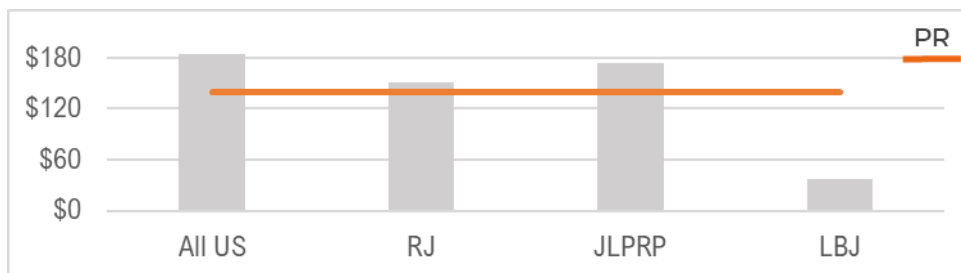
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's burdens compare favorably *versus* the All US, RJ, and JLPRP benchmark groups, but are higher than the burdens of the LBJ. In a complete opposite to the Fishersperson license, the renewal for PR's license is annual, while the average for the LBJ is 3.5 years (CA: 5 yrs; RI: 2 yrs). Recommendations: Further analysis into the requirement for a license based on the low extent of licensing, and further analysis/revision of the renewal period.

6.4 Treasury Department

A single occupational license was identified as being regulated by the Treasury Department: Promoter of Public Events. This occupation was not reported in the LTW or KCSOR studies, and our research could not identify a single jurisdiction that had an equivalent license. Alternatives to the current licensing requirement should be considered in light of these results, for example voluntary certification.

6.5 Department of Recreation and Sports

The Department of Recreation and Sports' licenses are presented in Table 10. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. A license is required by a significant percent of all the benchmark groups for the Athletic Trainer as well as the Physical Trainer occupation, while the Recreation Leader occupation is not licensed in any other US jurisdiction.

Table 10. Extent of licensing for the licenses under the scope of the Department of Recreation and Sports.

	%L [All US]	%L [RJ]	%L [JLPRP]
Athletic/Sports Trainer	90.2% (46)	91.3% (21)	90% (9)
Physical Trainer	96.1% (49)	95.7% (22)	100% (10)
Recreation Leader*	0% (0)	0% (0)	0% (0)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

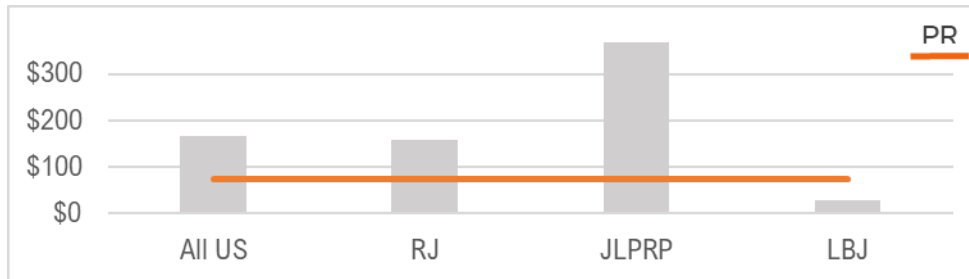
Athletics/Sports Coach

%L[All US] = 90.2%, %L[RJ] = 91.3%, %L[JLPRP] = 90%

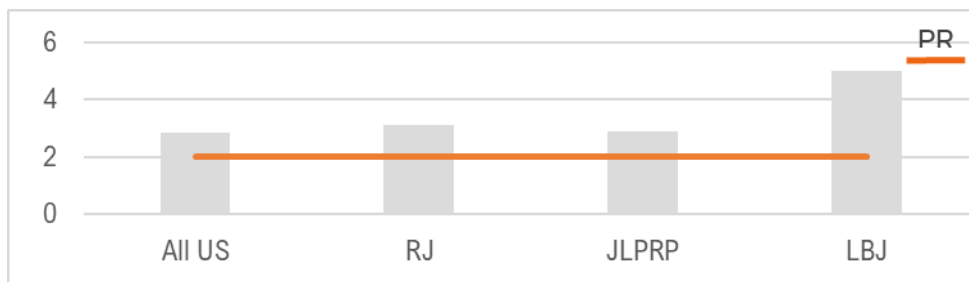
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$75	\$166	\$158	\$368	\$29	KY NH SD WV UT
Renewal period (in years)	2	2.8	3.1	2.9	5.0	SD NE ND CO OK
Renewal fees (annual basis)	\$38	\$22	\$19	\$18	\$9.4	SD CT OK NE ND

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



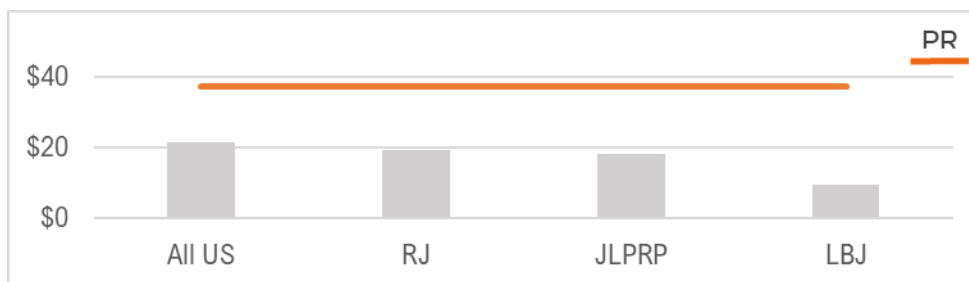
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The initial fees and renewal period burdens are lower or similar than the All US, RJ and JLPRP benchmark groups, but are an overburden when compared to the LBJ. The renewal fees are higher than all the benchmark groups.

Recommendations: further analysis/revision of the renewal fees and the renewal period.

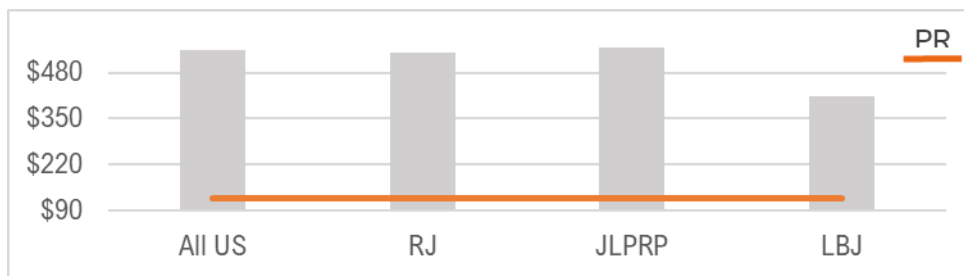
Physical Trainer

%L[All US] = 96.1%, %L[RJ] = 95.7%, %L[JLPRP] = 100%

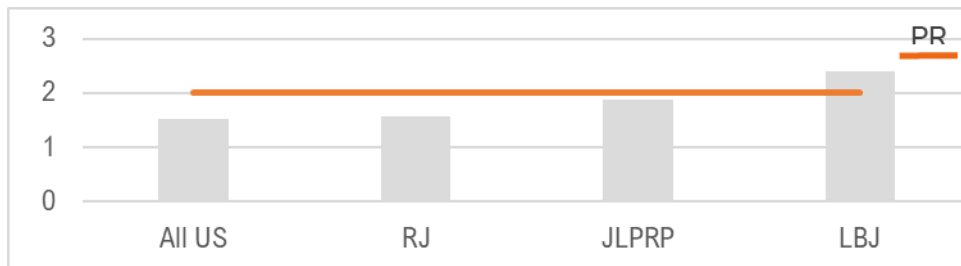
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	16	16	16	16	AL AK AZ AR CO
Experience (calendar days)	105	0	0	0	0	AL AK AZ AR CO
Exams	1	1.1	1	1.25	1	AL AK AZ AR CO
Initial fees	\$125*	\$546	\$538	\$553	\$415	DE PA MO NE GA
Renewal period (in years)	2	1.5	1.6	1.9	2.4	KY HI MA IL IN
CE Contact hrs. (annual basis)	1	24.4	25.8	15.8	16.2	OR LA AZ KS NJ
Renewal fees (annual basis)	\$25	\$81	\$81	\$73	\$21	KY PA SC UT MO

* Agency fee (\$50) + Exam fee (\$75)

Initial fees graph



Renewal period graph



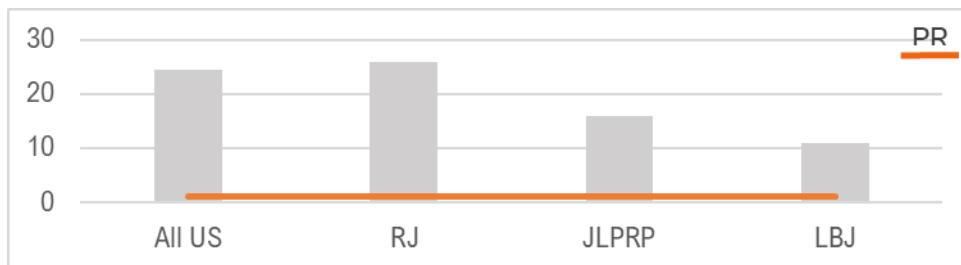
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

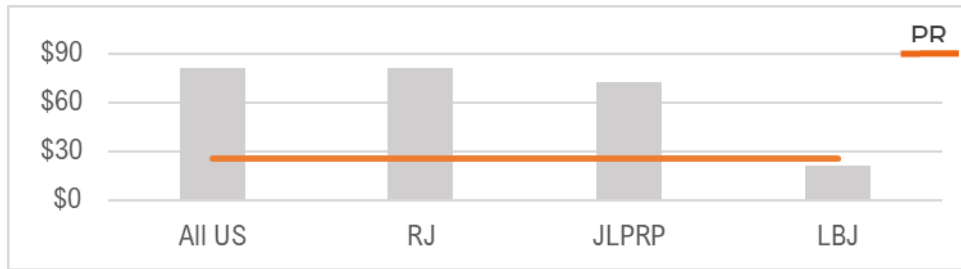
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

CE credit hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: The education, initial fees and continuing education burdens are below all the benchmark groups, the renewal fees lower than all groups except for the LBJ group, while the renewal period is slightly higher than the LBJ group (some have a renewal period of 3 years and some of 2 years). The only ‘problematic’ burden is experience (calendar days), where none of the US jurisdictions require experience. Considering the much lower educational burden for PR’s version, it is proposed that the experience requirement does not represent a large burden (as a counterbalance). Recommendation: No further analysis/review is recommended for this license.

6.6 Department of Family Affairs

A single license is managed by this department: Child/Elderly Care Home. This license is required in 86.3% (44), 82.6% (19), and 90.0% (9) of the All US, RJ and JLPRP benchmark groups, respectively. PR’s license has no burdens in terms of grade, experience, exams, and continuing education. The two burdens, renewal period and renewal fees, are in line with the LBJ. Recommendation: No further analysis/review is recommended for this license.

6.7 Office of Transportation and Other Public Services

The Office of Transportation and Other Public Services' six licenses are presented in Table 11. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. Three of the licenses have 100% extent in all groups, while the remaining three have extent measures well below the 50% mark. The Ambulance Operator and Medical Care Vehicle Operator are two licenses with very small extent, licenses being required in 2 and 1 jurisdictions, respectively. It would be interesting to understand the origin of/motivation for these two licenses given that our notes indicate they are of recent development. The burden analysis for these two licenses is not conducted given the comparison benchmark is for less than 6% of all the jurisdictions.

Table 11. Extent of licensing for the licenses under the scope of the Office of Transportation and Other Public Services.

	%L [All US]	%L [RJ]	%L [JLPRP]
Operator Ambulance*	3.9% (2)	0% (0)	10% (1)
Operator Cargo Vehicle (Commercial)	100% (51)	100% (23)	100% (10)
Operator Cargo Vehicle (Light)	100% (51)	100% (23)	100% (10)
Operator Medical Care Vehicle*	1.9% (1)	4.3% (1)	0% (0)
Operator Passenger Vehicle (Commercial)	100% (51)	100% (23)	100% (10)
Operator Passenger Vehicle (Small Size)	31.4% (16)	34.8% (8)	30% (3)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

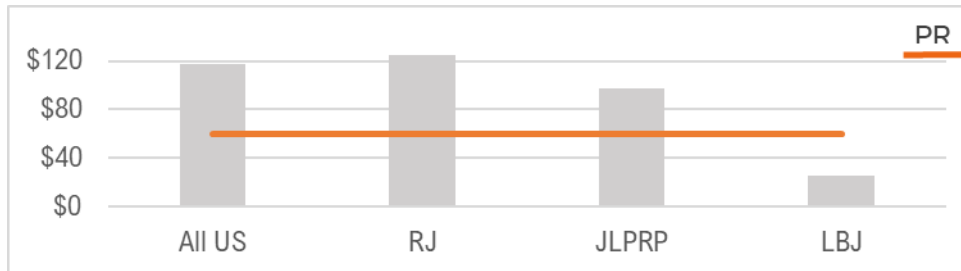
Operator Cargo Vehicle (Commercial)

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

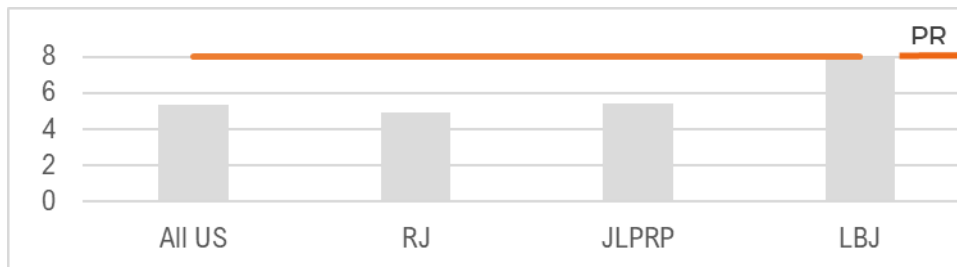
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$60	\$118	\$125	\$97	\$26	NM ND MT VA PA
Renewal period (in years)	8	5.4	4.9	5.4	8	DC OR FL GA SC
Renewal fees (annual basis)	\$7.5	\$11	\$11	\$15	\$3	IA AZ ND GA CO

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



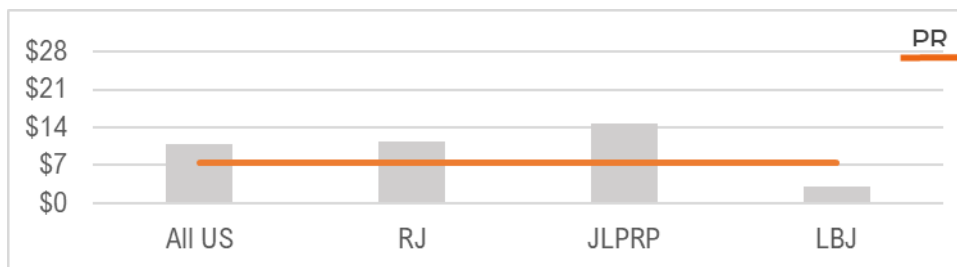
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The initial and renewal fees are lower than the All US, RJ and JLPRP benchmark groups, but higher than the LBJ value. The renewal period is the same as that in the LBJ group. Recommendation: No further analysis/review is recommended for this license.

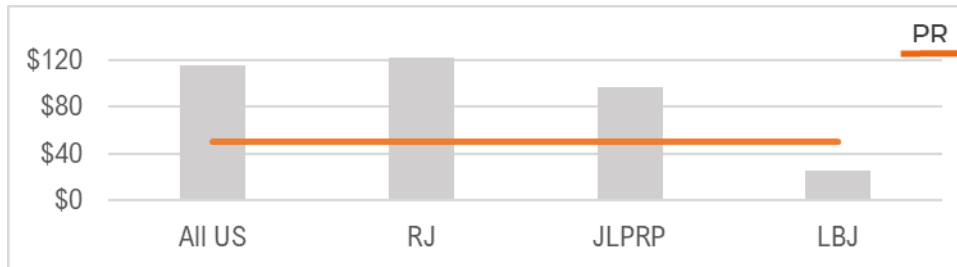
Operator Cargo Vehicle (Light)

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

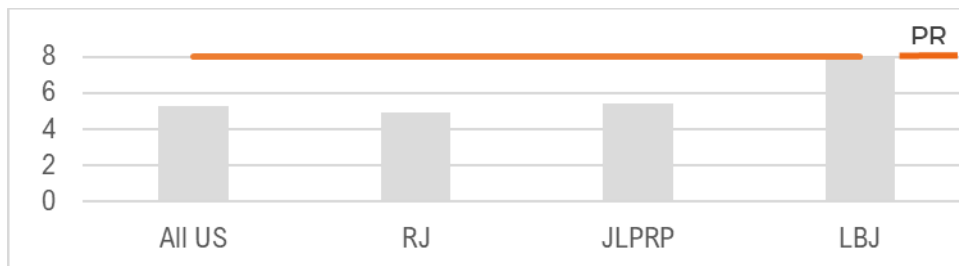
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$50	\$116	\$123	\$97	\$26	NM ND MT VA PA
Renewal period (in years)	8	5.3	4.9	5.4	8	OR AZ AL SC DE
Renewal fees (annual basis)	\$6.3	\$11	\$11	\$15	\$3	IA AZ ND CO NM

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



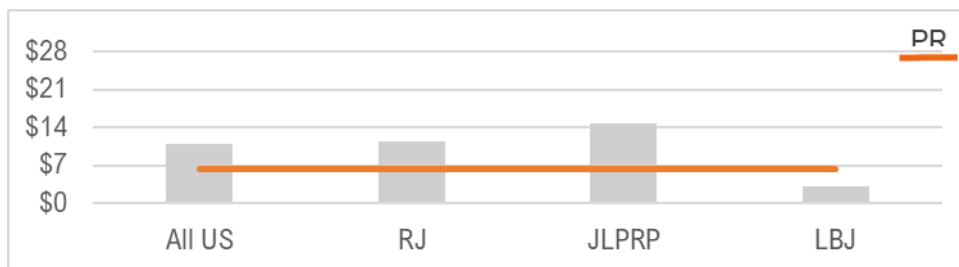
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: Both initial and renewal fees are lower than the All US, RJ and JLPRP benchmark groups, and higher than the LBJ group. The renewal period is the same as that in the LBJ group. Recommendation: No further analysis/review is recommended for this license.

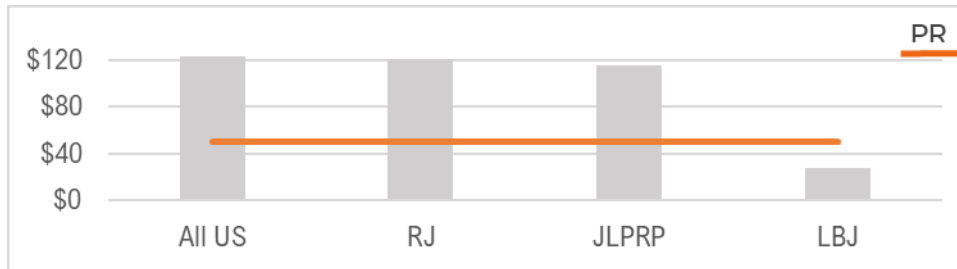
Operator Passenger Vehicle (Commercial)

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

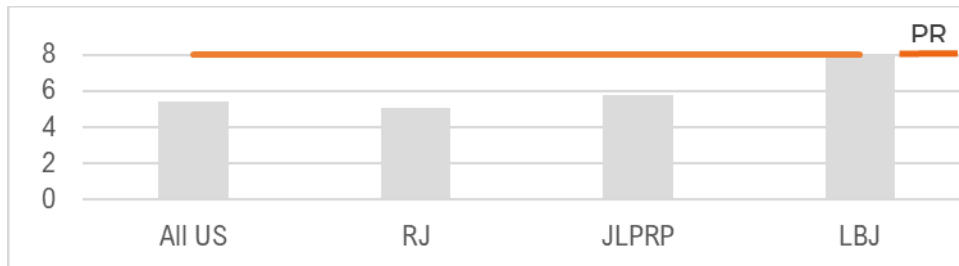
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$50	\$123	\$121	\$116	\$27	NM MT ND VA SC
Renewal period (in years)	8	5.4	5.1	5.8	8.0	OR NV GA SC AZ
Renewal fees (annual basis)	\$6.3	\$13	\$13	\$16	\$3.8	AZ CO NM ND GA

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



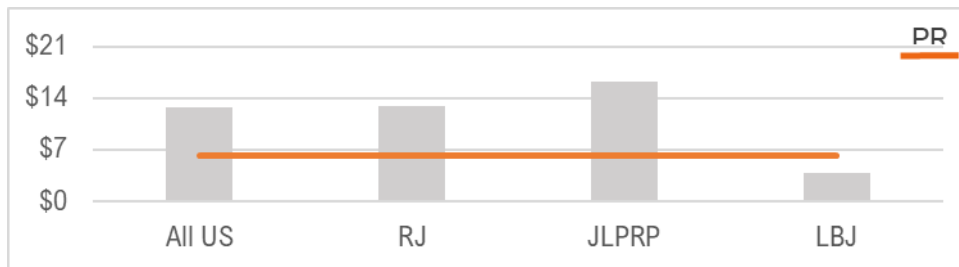
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: Both initial and renewal fees are lower than the All US, RJ and JLPRP benchmark groups, and higher than the LBJ groups' value. The renewal period is the same as that in the LBJ group. Recommendation: No further analysis/review is recommended for this license.

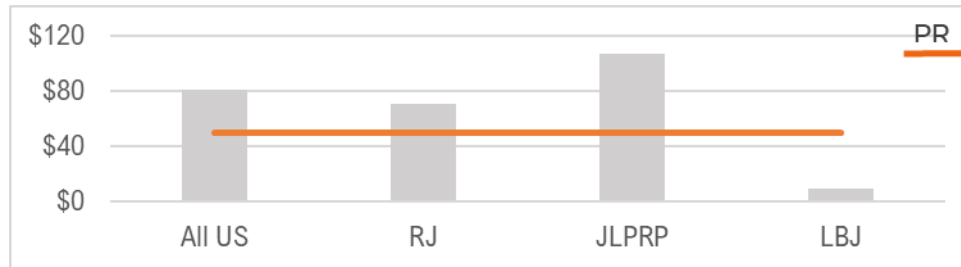
Operator Passenger Vehicle (Small Size)

%L[All US] = 31.4%, %L[RJ] = 34.8%, %L[JLPRP] = 30%

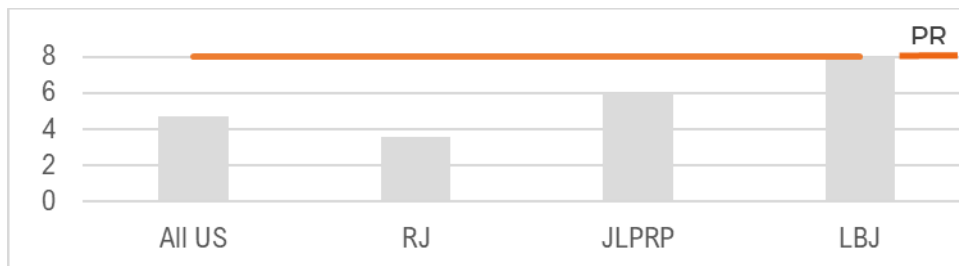
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$50	\$81	\$71	\$107	\$10	TN GA
Renewal period (in years)	8	4.7	3.6	6.0	8	GA DE
Renewal fees (annual basis)	\$6.3	\$19	\$11	\$20	\$1.2	DE GA

No grade, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



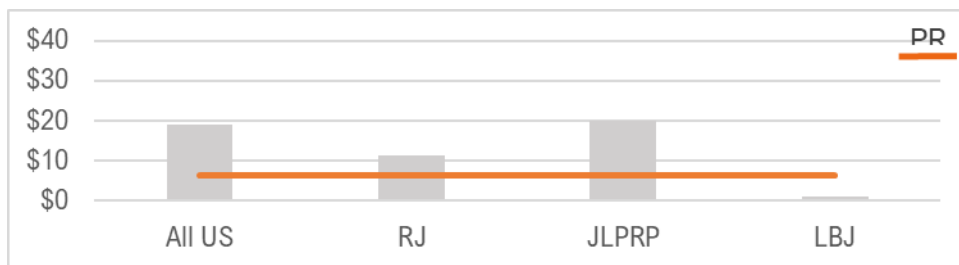
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: Both initial and renewal fees are lower than the All US, RJ and JLPRP benchmark groups, and higher than the LBJ groups' value. The renewal period is the same as that in the LBJ group. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; no further analysis/revision related to the burden types.

6.8 Department of Consumers Affairs

The Department of Consumers Affairs' eight licenses are presented in Table 12. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. All the licenses under this agency have a low extent of licensing, four of them lower than 20%. The Collection Agency, Condominium Administrator, Contractor, and Weigher licenses have higher %L values, but none can be characterized as widely required. The need for these licenses, in particular the four with very low extent, should be analyzed in detail in light of these results. The burden analysis follows for six out of the eight licenses managed by this agency. The Condominium Administrator (Assistant) and Mechanic (Scales) licenses are not analyzed given that they have an extent of licensing for all US below 5%.

Table 12. Extent of licensing for the licenses under the scope of the Department of Consumer Affairs.

Name	%L [All US]	%L [RJ]	%L [JLPRP]
Collection Agency	56.9% (29)	60.9% (14)	40% (4)
Condominium Administrator	41.2% (21)	34.8% (8)	50% (5)
Condominium Administrator (Assistant)*	0% (0)	0% (0)	0% (0)
Contractor	58.8% (30)	43.5% (10)	60% (6)
Developer/ Builder	13.7% (7)	4.3% (1)	10% (1)
Flea Market Operator	15.7% (8)	13% (3)	20% (2)
Mechanic (Scales)*	2% (1)	0% (0)	0% (0)
Weigher	47.1% (24)	34.8% (8)	60% (6)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

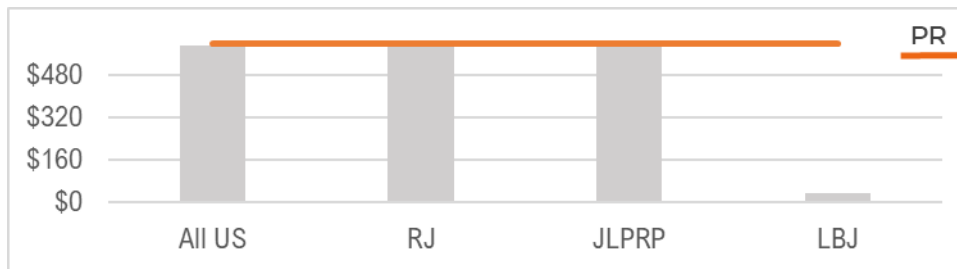
Collection Agency

%L[All US] = 56.9%, %L[RJ] = 60.9%, %L[JLPRP] = 40%

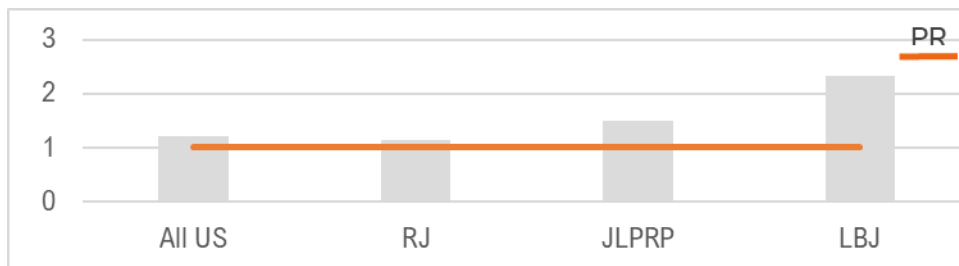
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$600	\$591	\$587	\$600	\$36	LA UT IA
Renewal period (in years)	1	1.2	1.1	1.5	2.3	IL ME AK
Renewal fees (annual basis)	\$600	\$319	\$299	\$463	\$22	WA AK UT

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



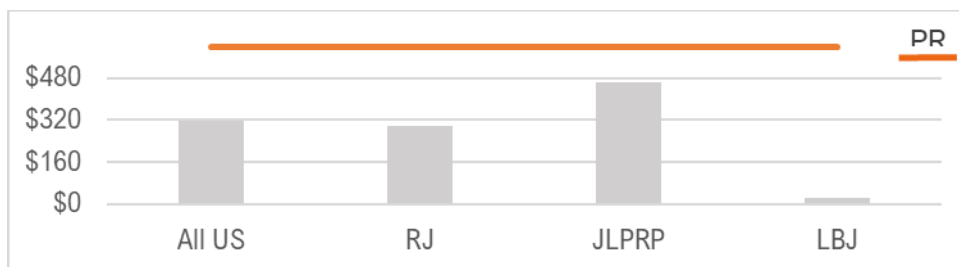
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The initial fees are similar to those of the All US, RJ and JLPRP groups, but is significantly higher than the LBJ group. The renewal fees as well as the renewal period of one year are more burdensome than all the benchmark groups.

Recommendations: further analysis/revision of the renewal fees and renewal period.

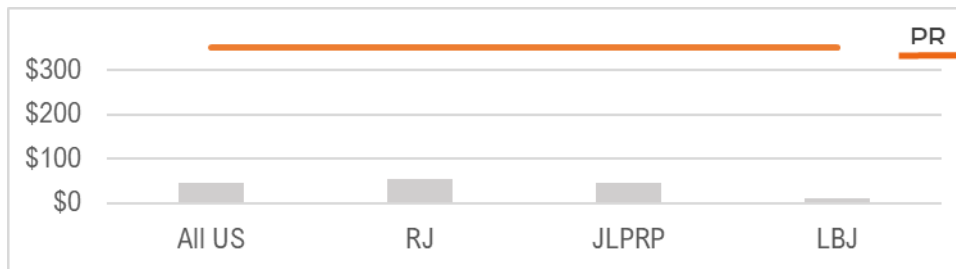
Condominium Administrator

%L[All US] = 41.2%, %L[RJ] = 34.8%, %L[JLPRP] = 50%

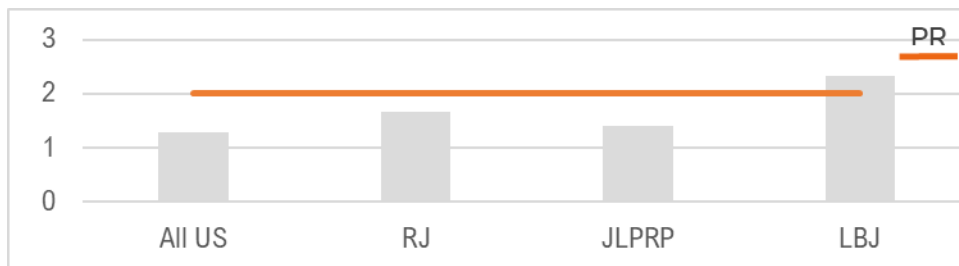
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$350	\$47	\$55	\$45	\$10	SC OH GA
Renewal period (in years)	2	1.3	1.7	1.4	2.3	DE NH PA
Renewal fees (annual basis)	\$50	\$43	\$45	\$24	\$8	SC DE OH

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph

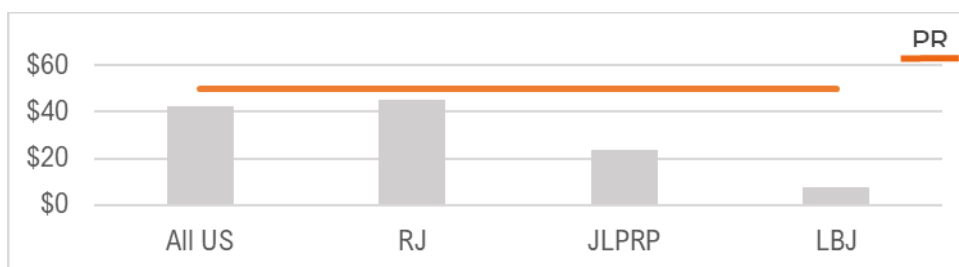


Renewal period graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: Both initial and renewal fees are higher than all the benchmark groups, with the initial fees being significantly different. The renewal period compares well with all the benchmark groups, as two of the LBJ also have a 2-year renewal period. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of both types of fees.

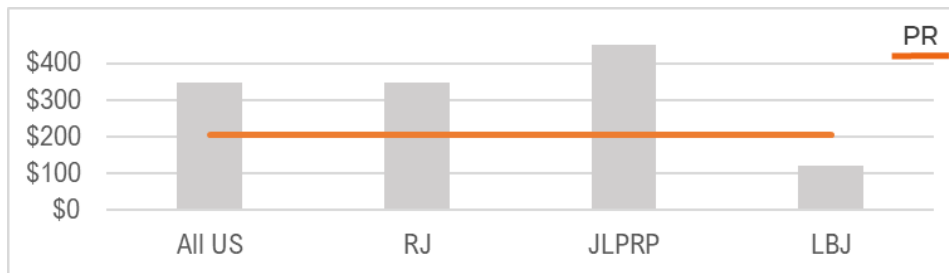
Contractor

%L[All US] = 58.8%, %L[RJ] = 43.5%, %L[JLPRP] = 60%

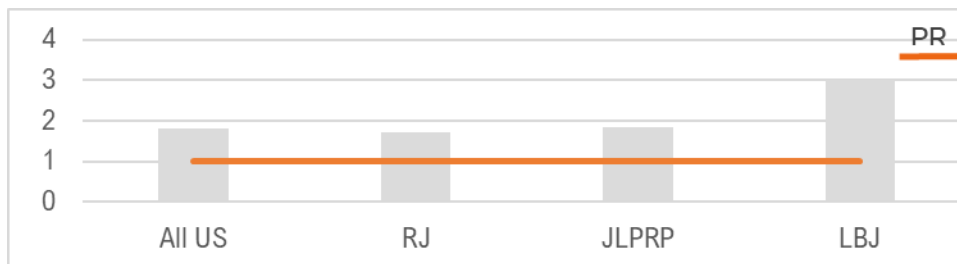
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$205	\$348	\$349	\$450	\$120	OH DE ND LA
Renewal period (in years)	1	1.8	1.7	1.8	3.0	NM NY IA MI
Renewal fees (annual basis)	\$100	\$135	\$167	\$192	\$39	HI ND AR MA

No education, experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



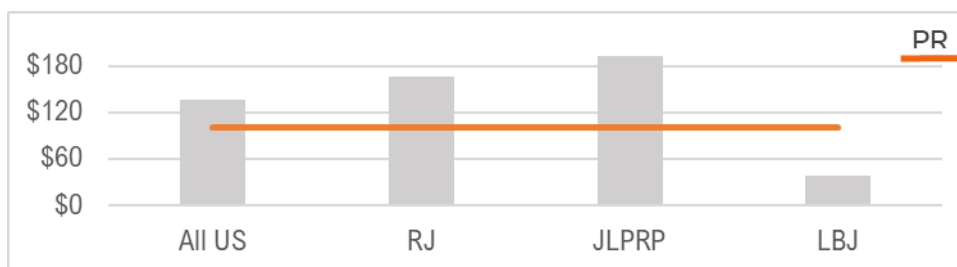
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The initial and renewal fees are lower than the All US, RJ and JLPRP benchmark groups, and higher than the LBJ groups' value. The renewal period is the most burdensome, with the LBJ group requiring on average renewal every 3 years. Recommendation: further analysis/revision of the renewal period.

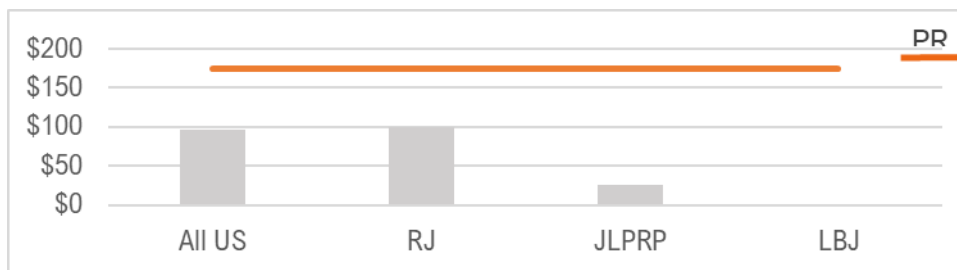
Developer/Builder

%L[All US] = 13.7%, %L[RJ] = 4.3%, %L[JLPRP] = 10%

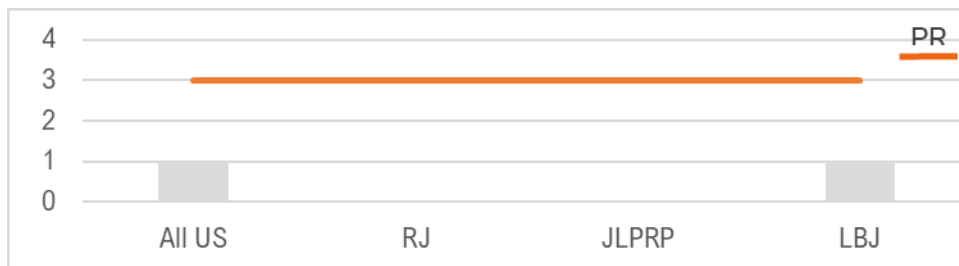
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$175	\$97	\$100	\$25	\$0	DC
Renewal period (in years)	3	1	ND	ND	1	MS
Renewal fees (annual basis)	\$58	\$25	\$0	\$0	\$25	MS

No education, experience, exams, and continuing education burdens were identified for PR's license.
 ND: the RJ and JLPRP jurisdictions had no renewal data.

Initial fees graph

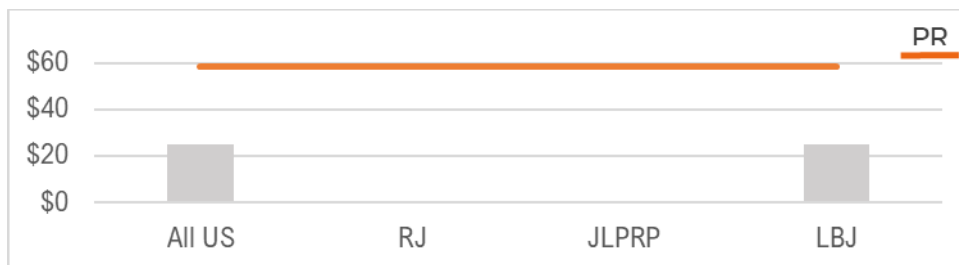


Renewal period graph



All US: All 51 US jurisdictions
RJ: Reforming jurisdictions
JLPRP: Jurisdictions with a large PR population
LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: This license have only 7 benchmarks and only partial data available. Based on this limited benchmark data, both initial and renewal fees are significantly higher for PR's than for all the benchmark groups. However, PR's renewal period of 3 years represents a much lower burden than the value of all the benchmark groups.
Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of both types of fees.

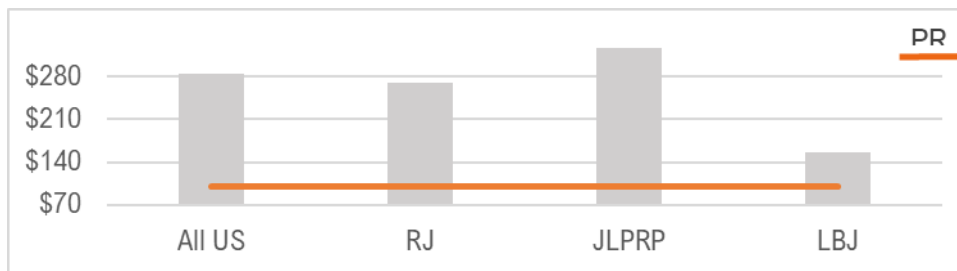
Flea Market Operator

%L[All US] = 15.7%, %L[RJ] = 13%, %L[JLPRP] = 20%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$100	\$284	\$270	\$327	\$156	MT
Renewal period (in years)	Permanent	2.1	1.7	2.0	4	GA

No education (grade), experience, exams, renewal fees and continuing education burdens were identified for PR's license.

Initial fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: This license is required in only eight jurisdictions, and therefore limited datapoints. The initial fees burden is below all benchmarks groups values. This is a permanent license, and therefore there are no renewal burdens. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; no further analysis/revision related to the burden types.

Weigher

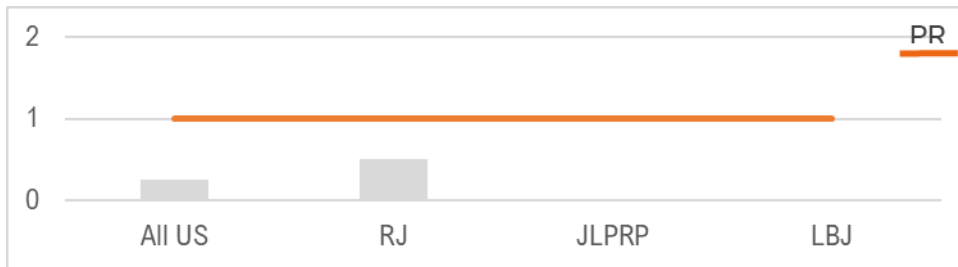
%L[All US] = 47.1%, %L[RJ] = 34.8%, %L[JLPRP] = 60%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	0.25	0.50	0	0	AL CA CT
Initial fees	\$125*	\$68	\$57	\$117	\$10	SC OH GA
Renewal period (in years)	2	1.3	1.5	1.7	2.7	DE NY NH
Renewal fees (annual basis)	\$18	\$52	\$41	\$69	\$6	NY SC DE

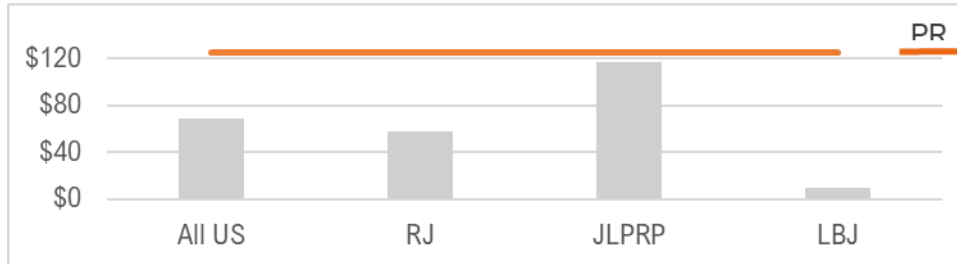
No education, experience, and continuing education burdens were identified for PR's license.

* Agency fee (\$75) + Exam fee (\$50)

Exams graph



Initial fees graph



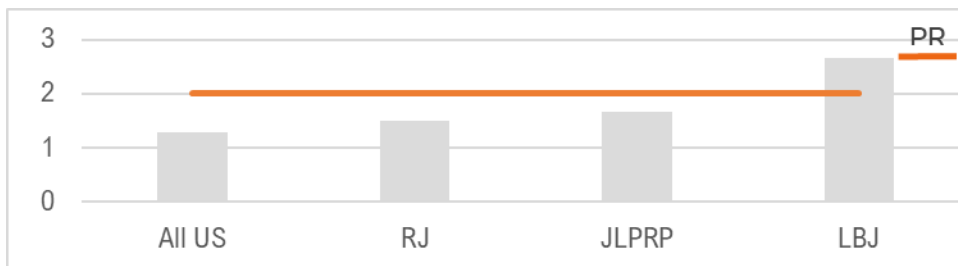
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

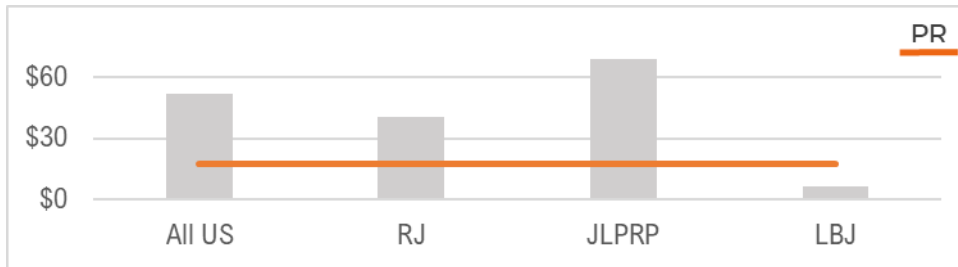
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: Only six out of the twenty-four (25%) jurisdictions that require this license share PR's obligation of an exam, which results in PR having a higher burden than all benchmark groups in terms of examinations. The initial fees burden is higher than all benchmark groups. The renewal period compares favorably with the All US, RJ and JLPRP groups, but is more burdensome than the LBJ, where 2 of the 3 jurisdictions in that group have a renewal period of 3 years. PR's renewal fees are lower than the All US, RJ and JLPRP groups, but are higher than the LBJ group, although this is in practice a minimal fee. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the initial fees and the exam requirement.

6.9 Department of Public Safety

The Department of Public Safety's two licenses are presented in Table 13. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. These two licenses are required by more than 60% of the jurisdictions in all the benchmark groups. Interestingly, the extent of licensing for both licenses is higher in the RJ and JLPRP benchmark groups than in the All US benchmark group, thus reforming jurisdictions have not eliminated the licensing requirement for this occupation. The burden analysis follows for both licenses.

Table 13. Extent of licensing for the licenses under the scope of the Department of Public Safety.

Name	%L [All US]	%L [RJ]	%L [JLPRP]
Private Investigator	78.4% (40)	82.6% (19)	100% (10)
Security Guard	64.7% (33)	73.9% (17)	80% (8)

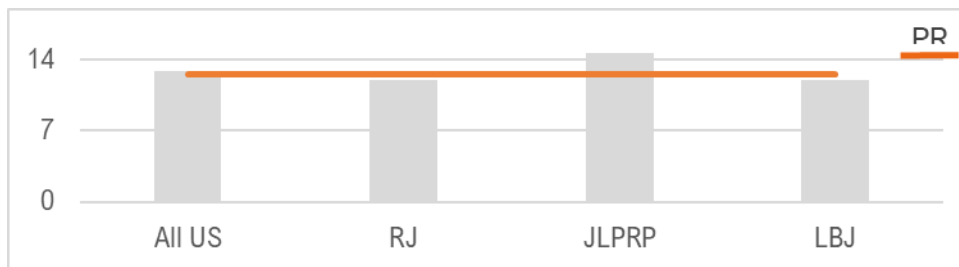
Private Investigator

%L[All US] = 78.4%, %L[RJ] = 82.6%, %L[JLPRP] = 100%

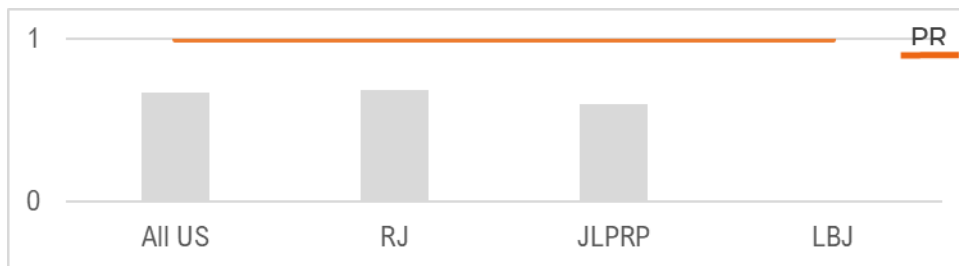
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12.5	13	12	15	12	CT HI KS ME MI
Exams	1	0.68	0.68	0.60	0	CT DE DC IA MA
Initial fees	\$50	\$339	\$321	\$431	\$52	HI NH GA DE NE
Renewal period (in years)	2	1.6	1.8	1.5	2.4	MI OK HI AL NH
CE Contact hrs. (annual basis)	3	8.1	5.3	18	5	MT NM OK KY IA
Renewal fees (annual basis)	\$35	\$159	\$88	\$221	\$32	WI OK FL IA TN

No experience burden was identified for PR's license although this is a burden in other jurisdictions.

Education (grades) graph



Exams graph



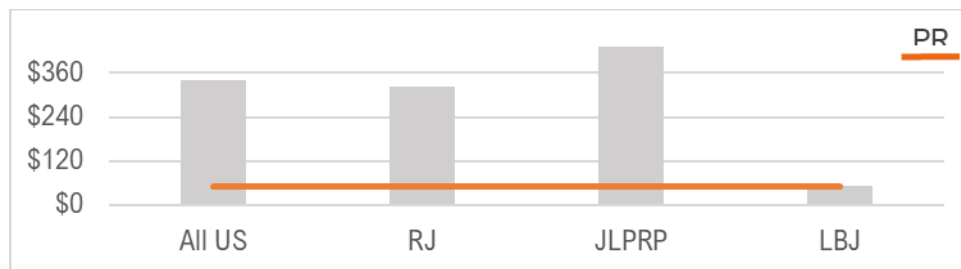
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

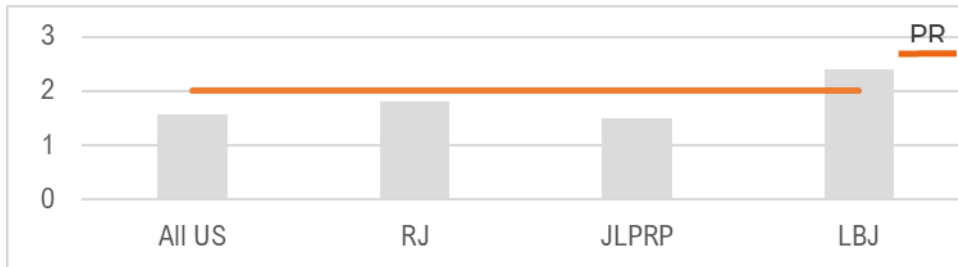
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

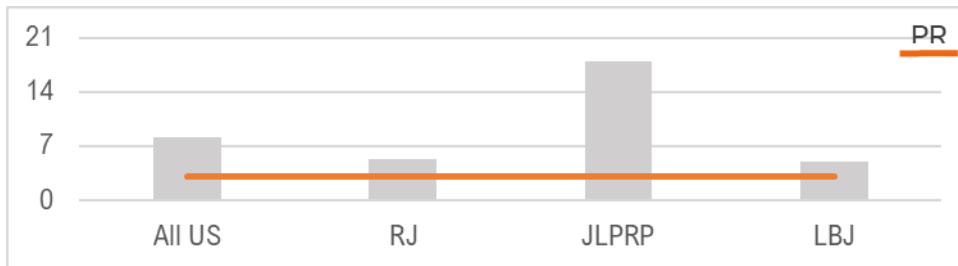
Initial fees graph



Renewal period graph

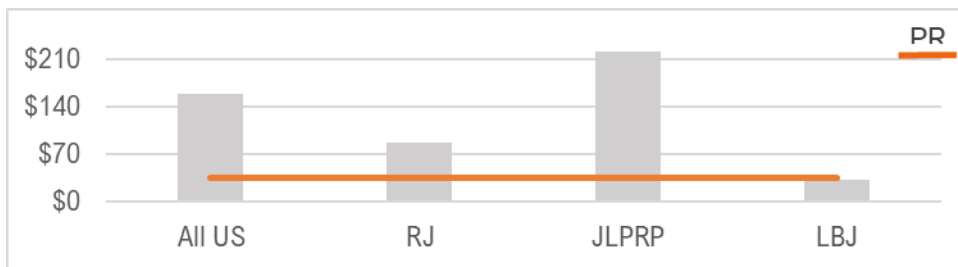


CE contact hours graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is lower or in line with all benchmark groups, noting that PR requires a “course”, which is represented by the 0.5 year in the burden value. The examination burden is in line with the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ, which require no exam. The initial and renewal fees are below or in line with all the benchmark groups, while the renewal period is also similar/in line with all groups, including the LBJ, as three of them also have a renewal period of two years. The continuing education requirement is lower than all the benchmark groups. Recommendation: further analysis/revision of the exam requirement.

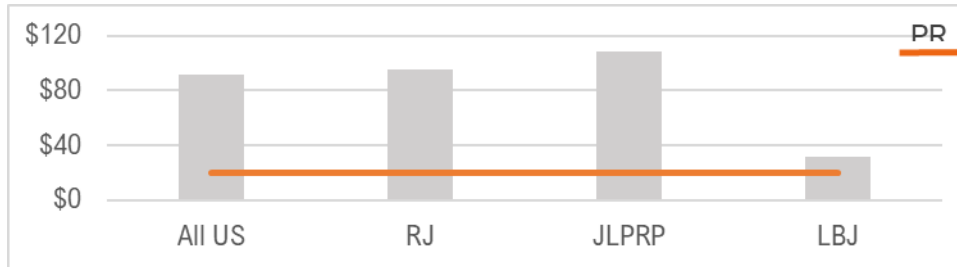
Security Guard

%L[All US] = 64.7%, %L[RJ] = 73.9%, %L[JLPRP] = 80%

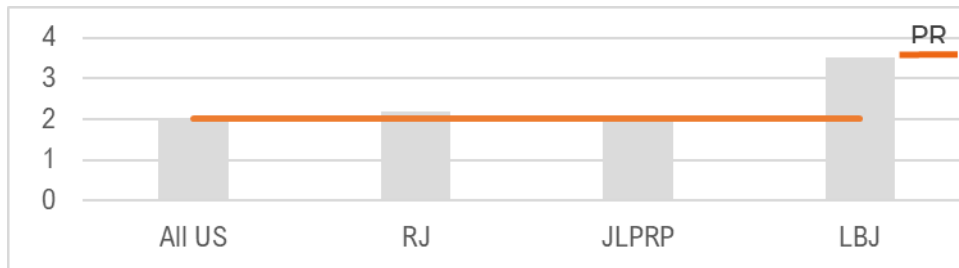
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$20	\$92	\$96	\$108	\$31	RI NH OH IA
Renewal period (in years)	2	2.0	2.2	2.0	3.5	DE OK HI IL
CE Contact hrs. (annual basis)	3	6.1	8.1	7.2	1.6	NM HI OR VA
Renewal fees (annual basis)	\$10	\$57	\$58	\$99	\$10	MD VA HI NY

No education, experience, and exam burdens were identified for PR's license.

Initial fees graph



Renewal period graph



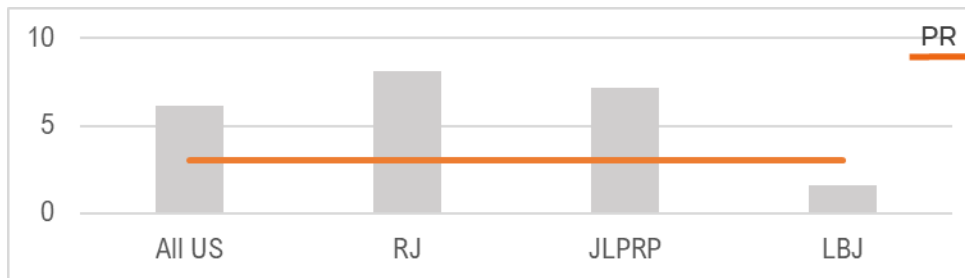
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

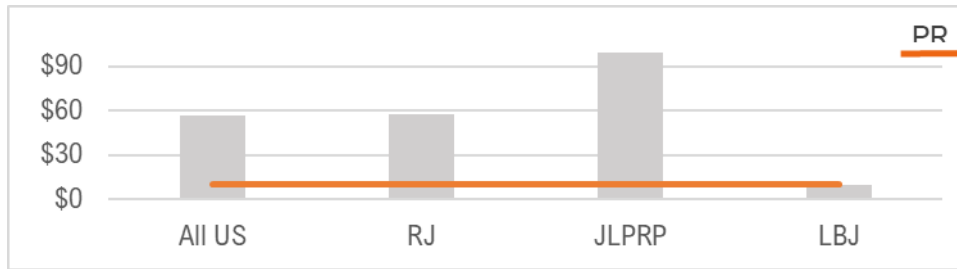
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: Both initial and renewal fees are lower or in line with all the benchmark groups. The renewal period of two years is similar to the All US, RJ, and JLPRP benchmark groups, but is almost double that of the LBJ (two of them have renewal periods of 3 years and the other two jurisdictions have renewal periods of 4 years). The continuing education requirement is lower than the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ, which require 1 or 2 hours of continuing education per year. However, this is not seen as a significant difference. Recommendation: further analysis/revision of the renewal period.

6.10 Judicial Branch

The Judicial Branch’s two licenses are presented in Table 14. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. All jurisdictions require attorneys to have a license, however, only four jurisdictions in all the US require a license to be a notary. In most cases, notaries are registered with the state once they comply with state specific requirements.

Table 14. Extent of licensing for the licenses under the scope of the Judicial Branch.

Name	%L [All US]	%L [RJ]	%L [JLPRP]
Attorney	100% (51)	100% (23)	100% (10)
Notary (Attorney)	7.8% (4)	8.7% (2)	30% (3)

Attorney

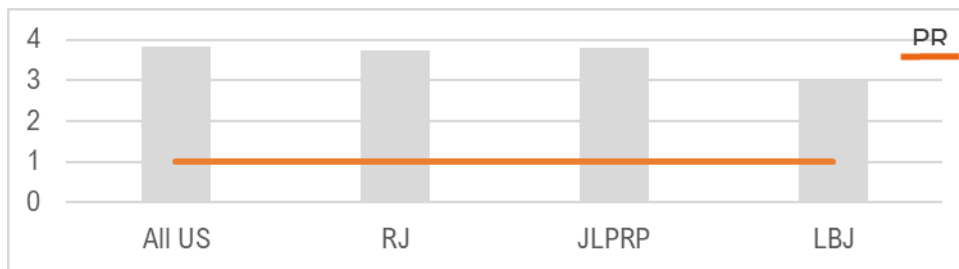
%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	19	19	19	19	19	AL AK AZ AR CO
Exams	1	3.82	3.74	3.80	3.00	DE FL GA LA MD
Initial fees	\$265*	\$618	\$612	\$566	\$183	DC MS CA MD IN
Renewal period (in years)	Permanent	1.2	1.4	1.3	2.4	MD NY OH MT NE
CE Contact hrs. (annual basis)	8	18.0	23.1	19.7	8.6	AK WV NE KY ME

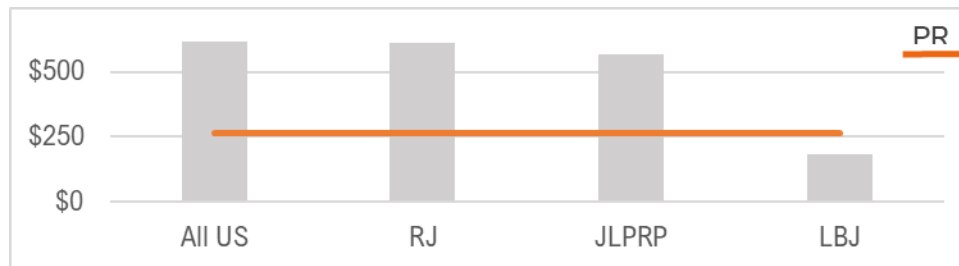
No experience and renewal fees burdens were identified for PR's license.

* Exam fee only

Exams graph



Initial fees graph



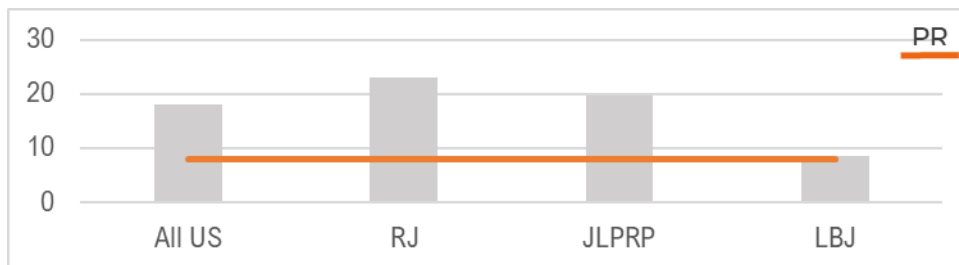
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

CE Contact hrs. graph (annual basis)



Conclusions and recommendations: The education burden is the same as all groups, while the exam burden in PR is lower than all other groups at a single exam. The initial fees burden is lower than the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ group. This license is permanent, thus there are no renewal fees, but there is still a continuing education requirement (24 hours every 3 years, thus 8 hours per year). The continuing education

requirement is lower than all the benchmark groups. Recommendation: No further analysis/review is recommended for this license.

Notary

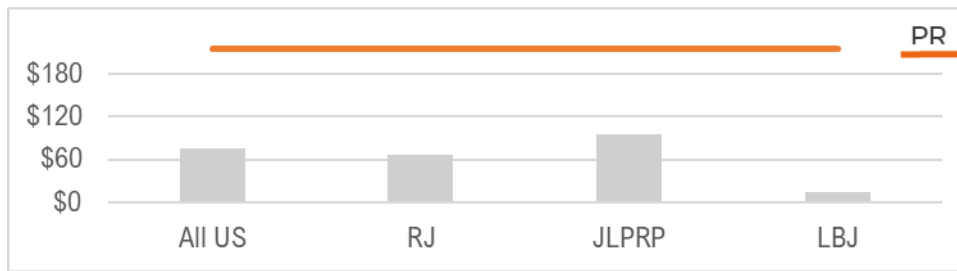
%L[All US] = 7.8%, %L[RJ] = 8.7%, %L[JLPRP] = 30%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (Grade)	19	0	0	0	0	CA
Exams	1	1	1	1	1	CA
Initial Fees	\$215*	\$75	\$68	\$95	\$15	VT
Renewal Period (in years)	Permanent	3.8	3.5	4.3	5	CT
CE Contact hrs. (annual basis)	2	0.9	1.0	0.8	0.8	CA

No experience and renewal fees burdens were identified for PR's license.

* Exam fee only

Initial fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: Notaries in PR are also Attorneys at Law, which is not a requirement in all the other jurisdictions of the US. The education burden in PR is therefore very high compared to all benchmark groups (which have no grade requirement). The examination burden for PR is the same as all benchmark groups, at one examination. The initial fees are higher than all the benchmark groups. The Notary license is permanent in PR, a much lower burden when compared to all the groups. The continuing education requirement is 2 hours per year and is part of the 8 hours per year for Attorneys. This burden is higher than all the benchmark groups. Notaries in PR are very different from the rest of the US, and further analysis into the scope of the occupation would be needed in order to make recommendations regarding its requirements.

6.11 Office of the Commissioner of Financial Institutions

The Office of the Commissioner of Financial Institutions' four licenses are presented in Table 15. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. Many of the burdens associated with these licenses are dictated by federal regulation, although states do control some of the burdens, for example, requiring additional exams, hours of continuing education or some of the fees charged. The burden analysis follows for all the licenses under this agency.

Table 15. Extent of licensing for the licenses under the scope of the Office of the Commissioner of Financial Institutions.

	%L [All US]	%L [RJ]	%L [JLPRP]
Broker Dealer Agent	100% (51)	100% (23)	100% (10)
Investment Adviser Representative	100% (51)	100% (23)	100% (10)
Issuer Agent	100% (51)	100% (23)	100% (10)
Mortgage Loan Originator	100% (51)	100% (23)	100% (10)

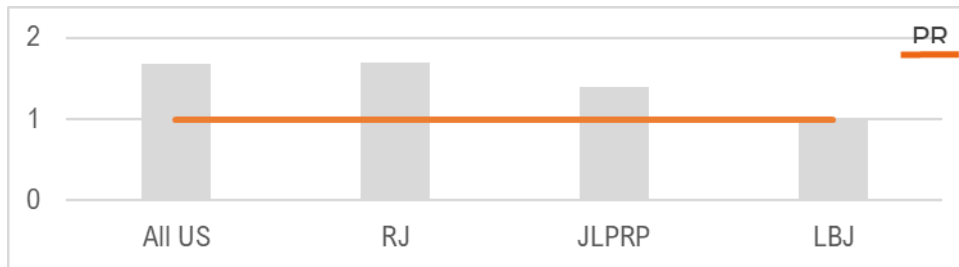
Broker Dealer Agent

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

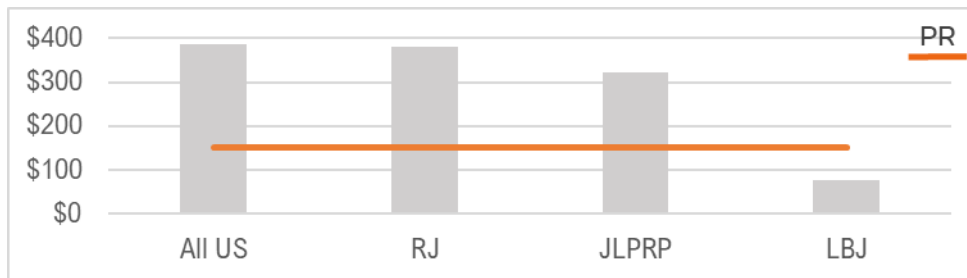
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	1.69	1.70	1.40	1.00	AK AZ CA CO DE
Initial fees	\$150	\$386	\$379	\$323	\$75	AZ FL LA TX CO
Renewal period (in years)	1	1.1	1.0	1.3	1.6	NY AZ AR CA CO
Renewal fees (annual basis)	\$150	\$66	\$73	\$83	\$20	CO TX IN ME CA

No education (grade), experience, and continuing education burdens were identified for PR's license.

Exams graph

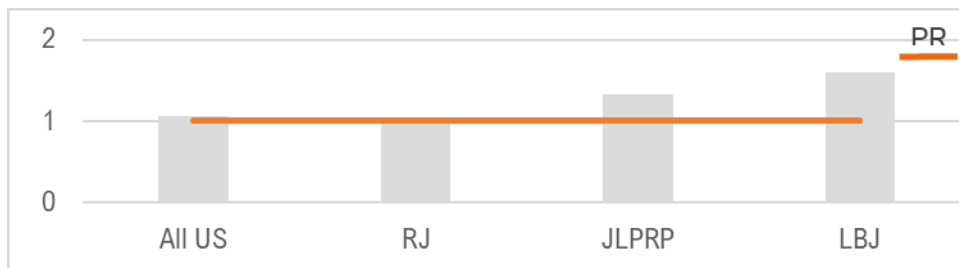


Initial fees graph

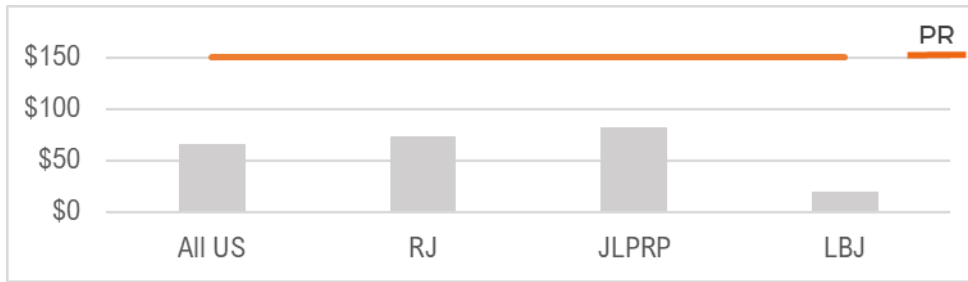


All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: Two of the burden types, exams and renewal period, represent a similar or a lower burden than all the benchmark groups. The initial fees are lower than the All US, RJ, and JLPRP benchmark groups, but significantly higher than the LBJ group, also the renewal fees are significantly higher than all benchmark groups. Recommendation: further analysis/revision of the renewal fees.

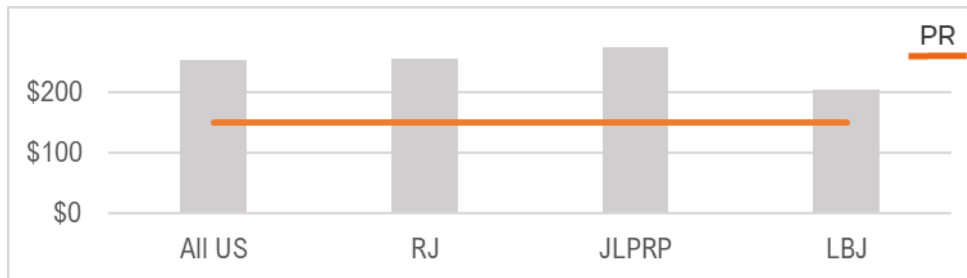
Investment Adviser Representative

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	1	1	1	1	AL AK AZ AR CA
Initial fees	\$150	\$253	\$255	\$275	\$204	LA CO IN CA IA
Renewal period (in years)	1	1	1	1	1	AL AK AZ AR CA
Renewal fees (annual basis)	\$150	\$61	\$66	\$87	\$20	CO TX IN ME CA

No education (grade), experience, and continuing education burdens were identified for PR's license.

Initial fees graph



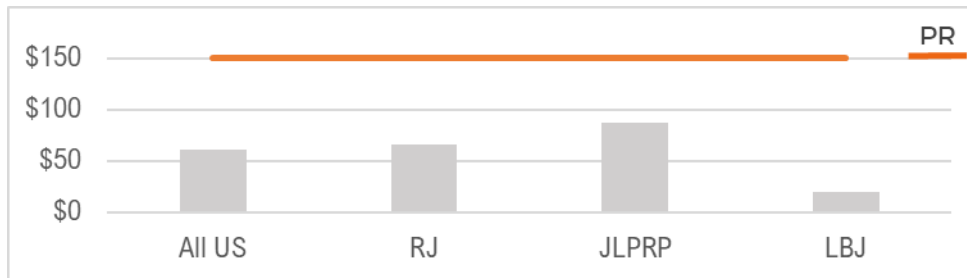
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's burdens for exams and renewal period are the same as all the benchmark groups. The initial fees are lower than all benchmark groups, whereas the renewal fees are significantly higher than all benchmark groups. Recommendation: further analysis/revision of the renewal fees.

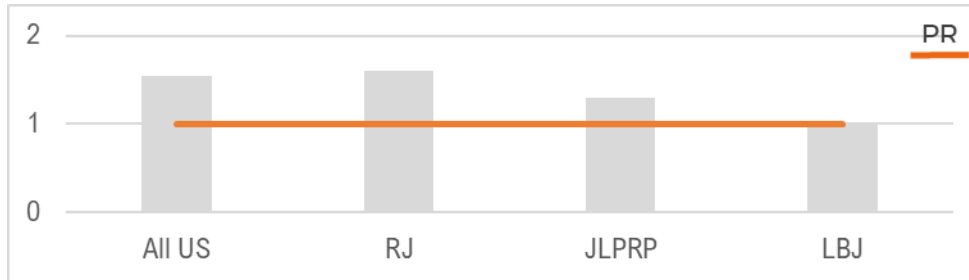
Issuer Agent

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

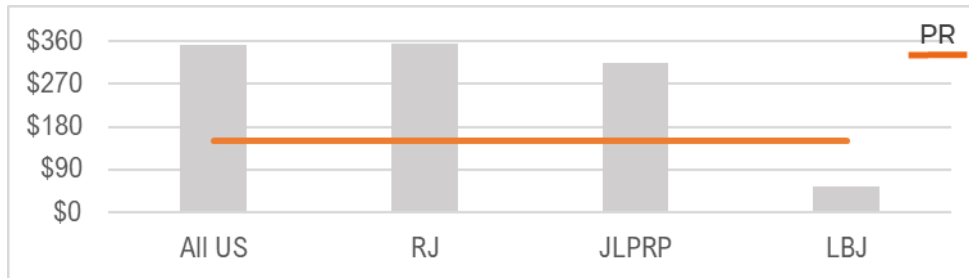
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	1.55	1.61	1.30	1.00	AK AZ CA CO CT
Initial fees	\$150	\$353	\$355	\$315	\$54	AZ NE FL LA TX
Renewal period (in years)	1	1.1	1.0	1.3	1.6	NY AZ AR CA CO
Renewal fees (annual basis)	\$150	\$70	\$73	\$83	\$20	CO TX IN ME CA

No education (grade), experience, and continuing education burdens were identified for PR's license.

Exams graph



Initial fees graph



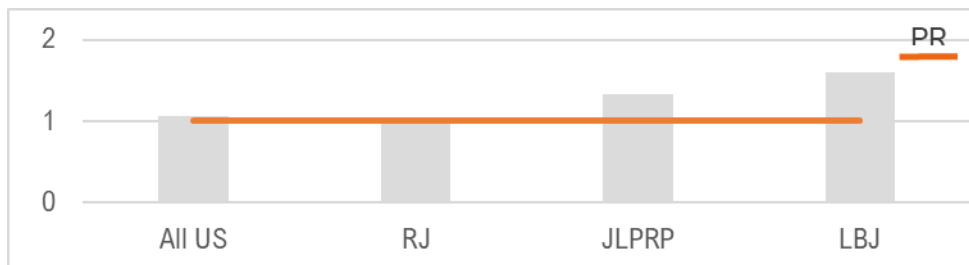
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

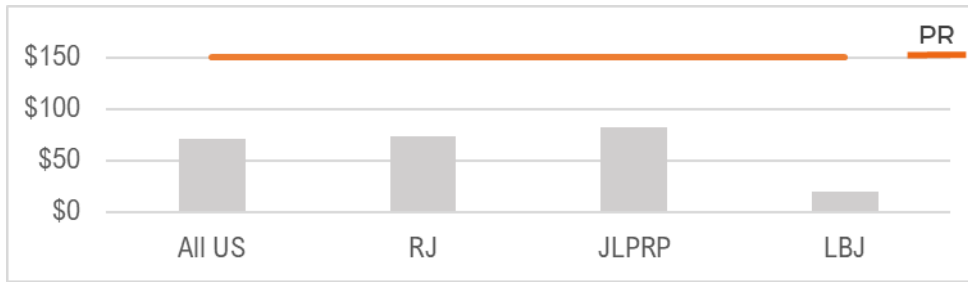
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



Renewal fees graph



Conclusions and recommendations: PR's burden for exams is lower or in line with all the benchmark groups. The initial fees are lower than the All US, RJ, and JLPRP benchmark groups, but significantly higher than the LBJ group, also the renewal fees are significantly higher than all benchmark groups. PR's renewal period of one year represents a higher burden than 3 of the jurisdictions in the LBJ, which have a renewal period of two years. Recommendation: further analysis/revision of the renewal fees.

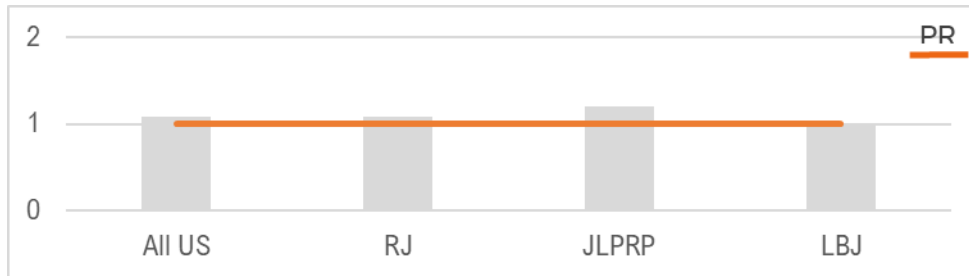
Mortgage Loan Originator

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

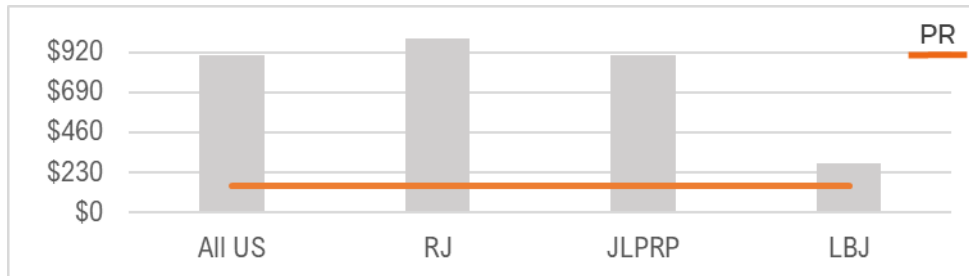
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	1.08	1.09	1.2	1	AL AK AZ AR CT
Initial fees	\$150	\$902	\$998	\$905	\$284	CO TX NE OH UT
Renewal period (in years)	1	1.1	1	1	1.8	NM MO ME AR CA
CE Contact hrs. (annual basis)	8	10.1	10.9	9.0	8	CA HI ID MD MT
Renewal fees (annual basis)	\$150	\$543	\$589	\$618	\$87.6	UT NM MI NC NJ

No education (grade) and experience burdens were identified for PR's license.

Exams

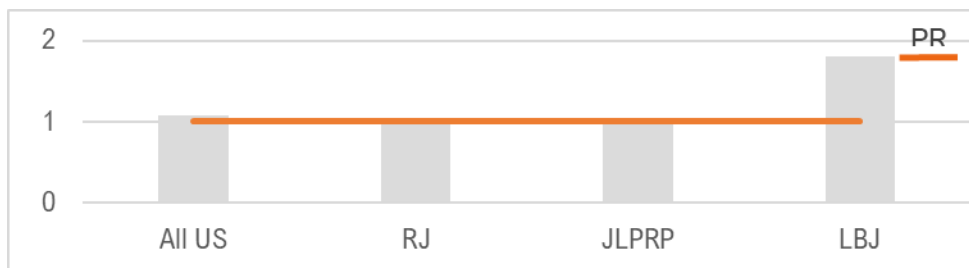


Initial fees graph

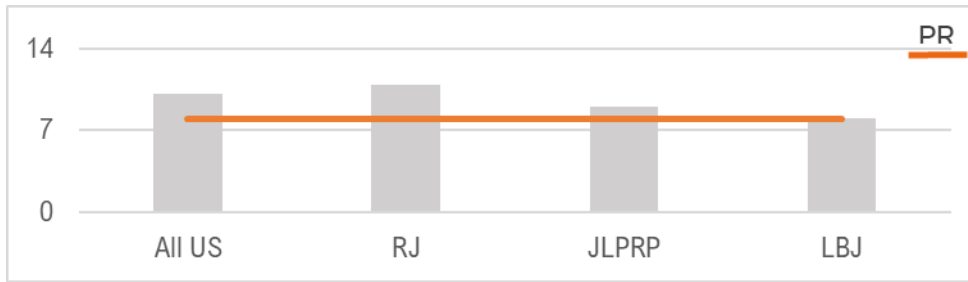


All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal period graph



CE Contact hours graph



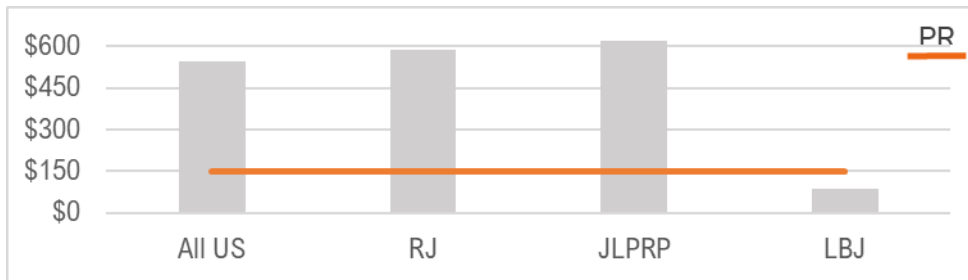
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The PR’s observed burden for exams is lower or in line with all the benchmark groups. PR’s initial fees are significantly lower than all the benchmark groups, whereas the renewal fees are higher than the LBJ value. In PR the renewal period of one year is in line to the All US, RJ, and JLPRP benchmark groups, but is higher that of the LBJ value. The continuing education requirement is lower than the All US, RJ, and JLPRP benchmark groups, but equals the LBJ annual basis value of eight contact hours. Recommendation: No further analysis/review is recommended for this license.

6.12 Office of the Commissioner of Insurance

The Office of the Commissioner of Insurance’s five licenses are presented in Table 16. The table includes the extent of licensing across the three benchmark groups. The table includes the percentage as well as the actual number of jurisdictions that require a license. These licenses are similar to those under the Office of the Commissioner of Financial Institutions given that they relate to occupations heavily regulated by the federal government. Three of the licenses under this agency are required in all the US jurisdictions, while the Adjuster is regulated in 50 out of the 51 (98%). Only the Insurance Solicitor license has a low extent of licensing, at 5.9% for all US jurisdictions. Given this result, further analysis into the need for this license is warranted. The burden analysis follows for all the licenses under this agency.

Table 16. Extent of licensing for the licenses under the scope of the Office of the Commissioner of Insurance.

	%L [All US]	%L [RJ]	%L [JLPRP]
Insurance Adjuster	98.0% (50)	100% (23)	100% (10)
Insurance Consultant	100% (51)	100% (23)	100% (10)
Insurance Producer	100% (51)	100% (23)	100% (10)
Insurance Representative	100% (51)	100% (23)	100% (10)
Insurance Solicitor*	5.9% (3)	0% (0)	10% (1)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

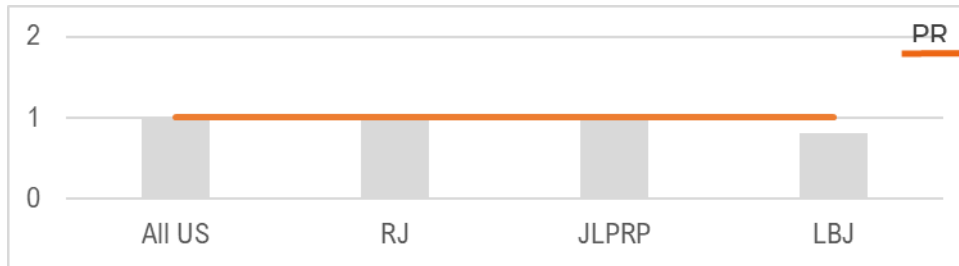
Insurance Adjuster

%L[All US] = 98.0%, %L[RJ] = 100%, %L[JLPRP] = 100%

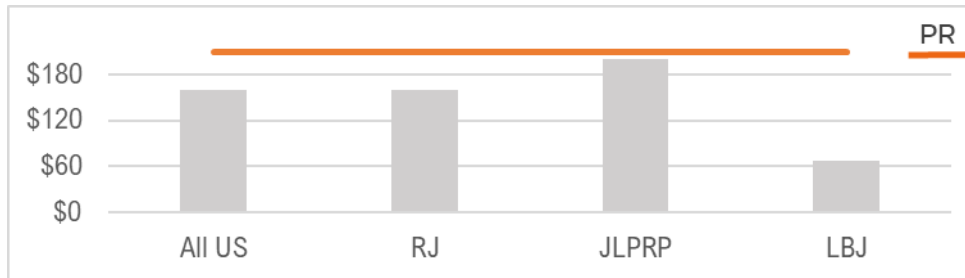
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	0.98	1.00	1.00	0.80	DC AK AZ AR CA
Initial fees	\$210	\$160	\$160	\$200	\$68	OK VA MI TX CO
Renewal period (in years)	2	2.0	2.1	2.0	3.0	AZ NV HI MA FL
CE Contact hrs. (annual basis)	12	11.5	11.3	11.6	6.7	MA DE NJ NY WI
Renewal fees (annual basis)	\$105	\$43	\$44	\$62	\$10.2	MI VA ND CO OK

No education (grade) and experience burdens were identified for PR's license.

Exams graph



Initial fees graph



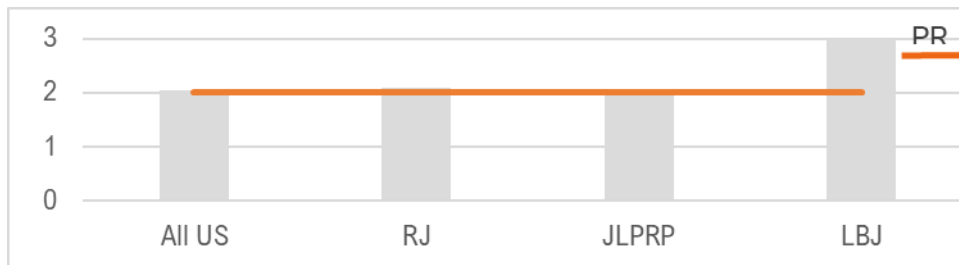
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

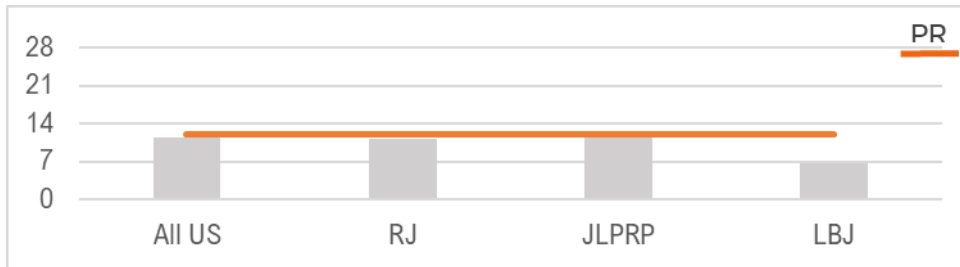
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



CE Contact hours graph



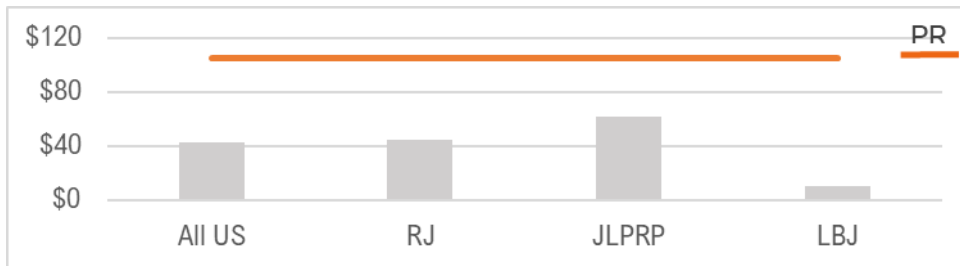
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The PR’s observed burden for exams is similar to those of the All US, RJ and JLPRP groups, but is slightly higher than the LBJ group value. PR’s initial and renewal fees are higher than all the benchmark groups. The renewal period of two years is in line to the All US, RJ, and JLPRP benchmark groups, but is higher that of the LBJ value. The continuing education requirement is in line or similar to the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ annual basis value of seven contact hours. Recommendation: further analysis/revision of the renewal fee.

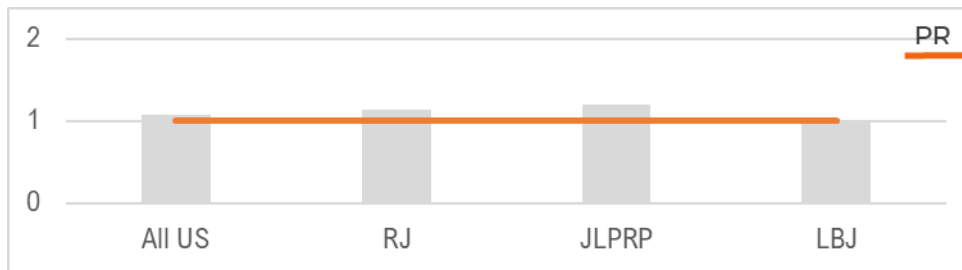
Insurance Consultant

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

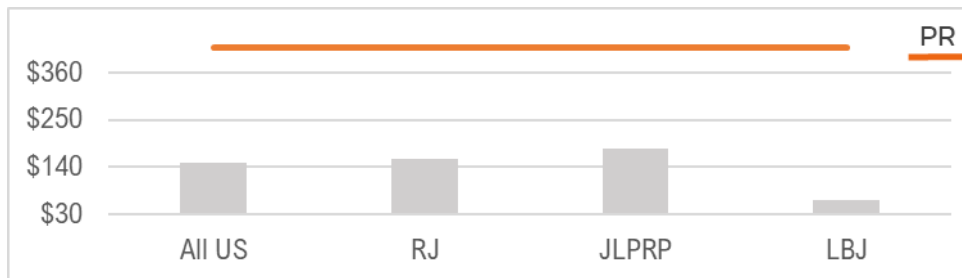
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	1.08	1.13	1.20	1.00	AL AK AZ AR CA
Initial fees	\$420	\$149	\$160	\$183	\$64	VA OH MI SC CO
Renewal period (in years)	2	2.0	2.0	2.1	2.2	MA AK AZ AR CA
CE Contact hrs. (annual basis)	12	12.1	12.8	12.4	7.5	SD NY MO VA KS
Renewal fees (annual basis)	\$420	\$41	\$46	\$59	\$8.4	KS VA SD SC ND

No education (grade) and experience burdens were identified for PR's license.

Exams graph



Initial fees graph



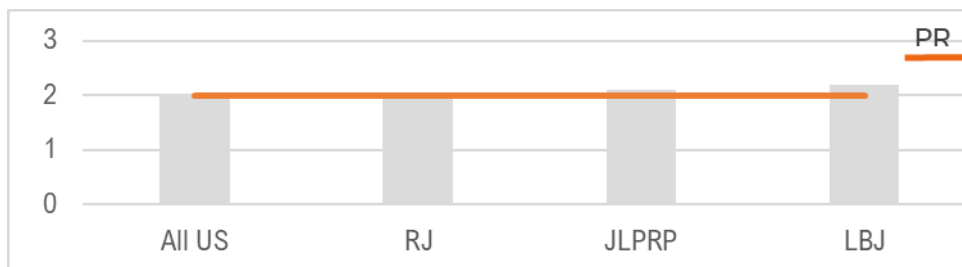
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

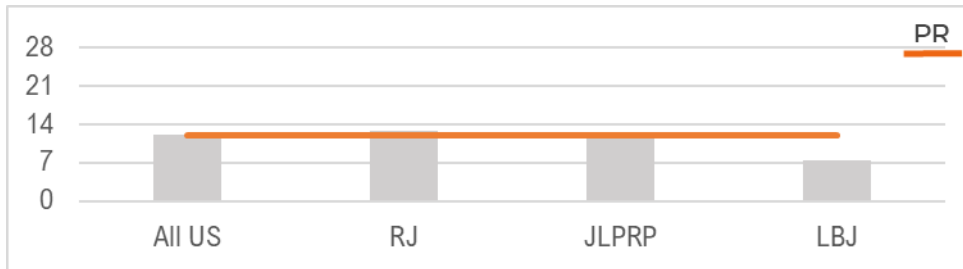
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



CE Contact hours graph



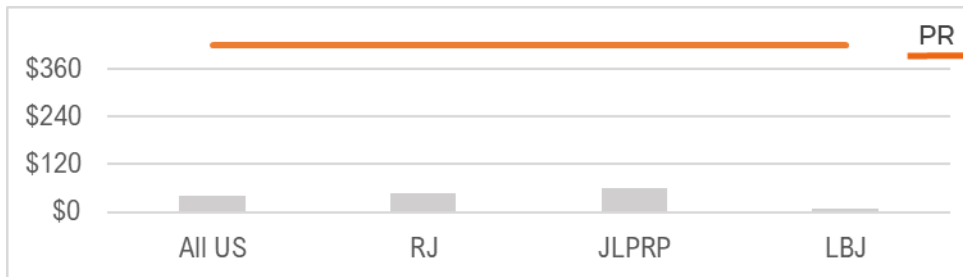
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The PR’s observed burden for exams is lower or in line with all the benchmark groups. PR’s initial and renewal fees are significantly higher than all the benchmark groups. The renewal period of two years is in line to the All US, RJ, and JLPRP benchmark groups, but is slightly higher than the LBJ value. The continuing education requirement is in line or similar to the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ annual basis value of eight hours. Recommendation: further analysis/revision of both types of fees.

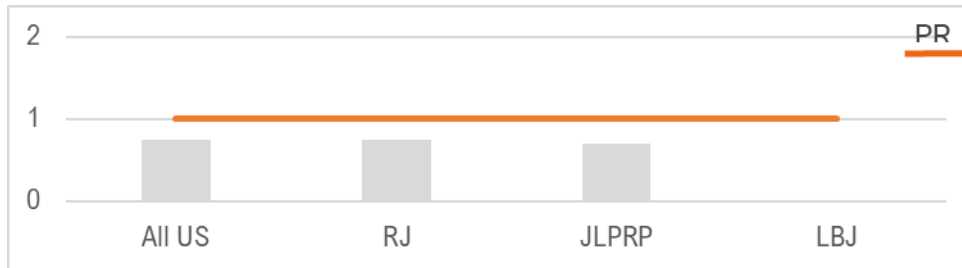
Insurance Producer

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

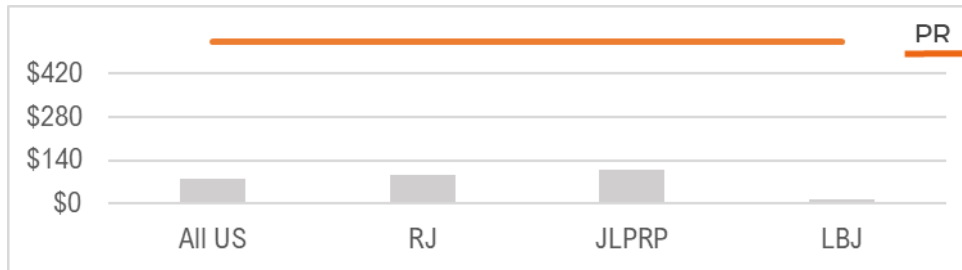
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	0.75	0.74	0.70	0.00	CO CT FL GA KY
Initial fees	\$525	\$82	\$94	\$108	\$14	OH WI VA MI SD
Renewal period (in years)	2	1.7	1.7	1.5	2.2	IA MO IL NE DE
CE Contact hrs. (annual basis)	12	14.4	13.3	23.4	9.6	MO VA CT DE ID
Renewal fees (annual basis)	\$525	\$58	\$56	\$100	\$13.3	SD OH ND VT IA

No education (grade) and experience burdens were identified for PR's license.

Exams graph



Initial fees graph



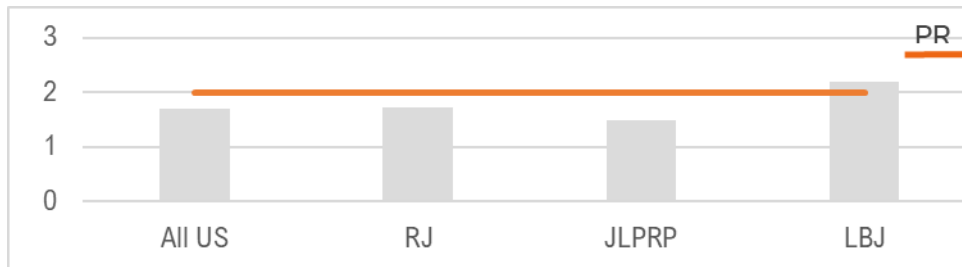
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

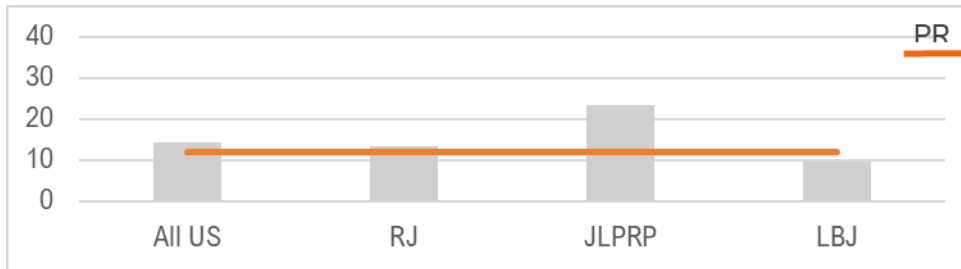
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



CE Contact hours graph



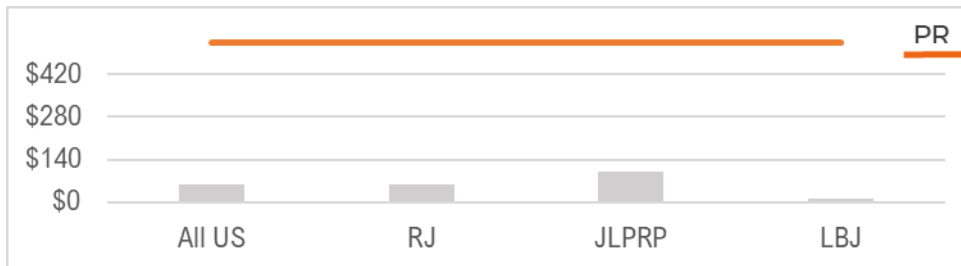
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The PR’s observed burden for exams is similar to those of the All US, RJ and JLPRP groups, at one examination, but is higher than the LBJ group value that do not require an exam. The initial and renewal fees are significantly higher than all the benchmark groups. The renewal period of two years is in line to the All US, RJ, and JLPRP benchmark groups, but is slightly higher that of the LBJ value. The continuing education requirement value is lower compared to the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ annual basis value of ten hours. Recommendations: further analysis/revision of the exam requirement and both types of fees.

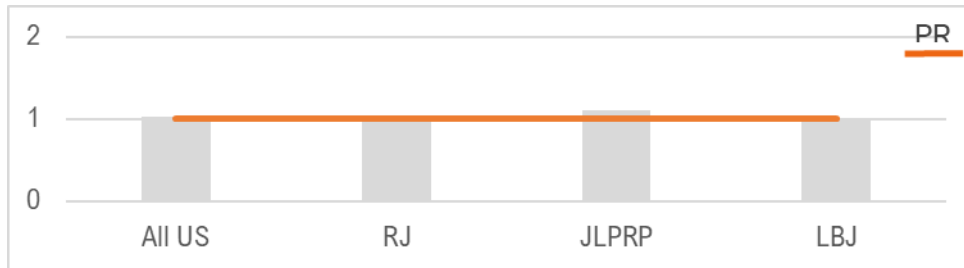
Insurance Representative

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

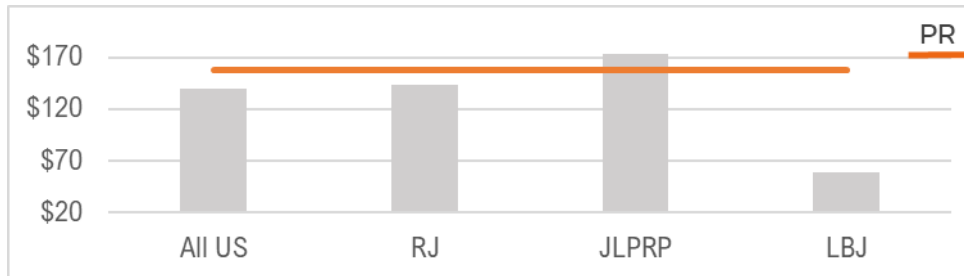
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	1.02	1.04	1.10	1.00	AL AK AZ AR CA
Initial fees	\$157	\$140	\$144	\$173	\$59	MI OH MT AR VA
Renewal period (in years)	2	2.0	2.1	2.0	3.0	AZ NV IA MA AL
CE Contact hrs. (annual basis)	12	12.5	12.3	13.1	7.5	SD NY MO VA KS
Renewal fees (annual basis)	\$75	\$39	\$41	\$60	\$8.4	KS VA SD SC ND

No education (grade) and experience burdens were identified for PR's license.

Exams graph



Initial fees graph



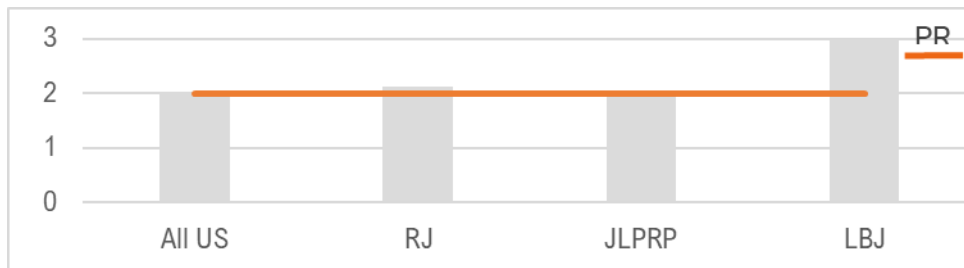
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

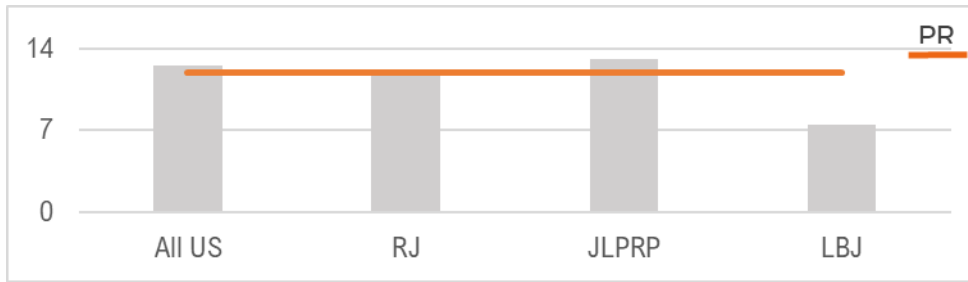
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



CE Contact hours graph



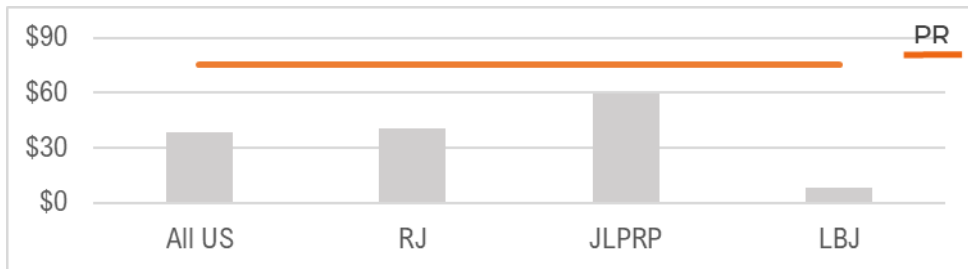
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The PR's observed burden for exams is lower or in line with all the benchmark groups. PR's initial fees are higher than three of the benchmark groups, while the renewal fee is higher than all the benchmark groups, although not a significant amount. The renewal period of two years is in line to the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ value. The continuing education requirement is similar to the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ annual basis value of eight contact hours. Recommendation: No further analysis/review is recommended for this license.

6.13. Department of State

This section analyzes the thirty-four (34) occupational licenses managed by the Department of State. Table 17 includes the extent of licensing across the three benchmark groups for these 34 licenses. The table includes the percentage as well as the actual number of jurisdictions that require a license. There are no notable differences between the extent of licensing for all jurisdictions when compared to the reforming jurisdictions. There are some exceptions when considering the extent of licensing in the JLPRP, where Electrician (Journeyman) has a significant lower extent, and Geologist a significant larger extent. The remaining of this section presents the twenty-three burden reports for the licenses with at least 4 benchmark jurisdictions across the 50 states and DC.

Table 17. Extent of licensing for the licenses under the scope of the Department of State.

	%L [All US]	%L [RJ]	%L [JLPRP]
Agronomist*	0% (0)	0% (0)	0% (0)
Architect	68.7% (35)	74% (17)	80% (8)
Automobile Mechanic*	5.9% (3)	0% (0)	0% (0)
Automobile Technician*	2% (1)	0% (0)	0% (0)
Automobile Technician (Apprentice)*	2% (1)	0% (0)	0% (0)
Barber	100% (51)	100% (23)	100% (10)
Chemist*	0% (0)	0% (0)	0% (0)
Cosmetologist	98.1% (50)	100% (23)	100% (10)
CPA	96.1% (49)	95.7% (22)	100% (10)
Draftsperson*	0% (0)	0% (0)	0% (0)
Electrician (Assistant/Helper)	13.8% (7)	17.4% (4)	0% (0)
Electrician (Journeyman)	56.9% (29)	56.6% (13)	30% (3)
Electronics Technician*	4% (2)	4.4% (1)	10% (1)
Engineer	88.3% (45)	91.4% (21)	90% (9)
Geologist	43.2% (22)	43.5% (10)	60% (6)
Home Interior Designer	7.9% (4)	4.4% (1)	20% (2)
Land Surveyor	90.2% (46)	91.4% (21)	100% (10)
Landscape Architect	62.8% (32)	56.6% (13)	30% (3)
Plumber (Apprentice)	15.7% (8)	17.4% (4)	20% (2)
Plumber (Journeyman)	55% (28)	65.3% (15)	30% (3)
Plumber (Master)	45.1% (23)	56.6% (13)	30% (3)
Professional Planner*	2% (1)	4.4% (1)	10% (1)
Professional Planner (in training)*	0% (0)	0% (0)	0% (0)
Public Relations*	0% (0)	0% (0)	0% (0)
Real Estate Appraiser	88.3% (45)	82.7% (19)	70% (7)
Real Estate Broker	100% (51)	100% (23)	100% (10)
Real Estate Salesperson	86.3% (44)	87% (20)	90% (9)
Refrigeration and AC Technician	72.6% (37)	65.3% (15)	70% (7)
Refrigeration and AC Tech. (Apprentice)*	5.9% (3)	8.7% (2)	10% (1)
Social Worker	84.4% (43)	91.4% (21)	90% (9)
Water Treatment Operator (L1)	25.5% (13)	30.5% (7)	40% (4)
Water Treatment Operator (L2)	25.5% (13)	30.5% (7)	40% (4)
Water Treatment Operator (L3)	25.5% (13)	30.5% (7)	40% (4)
Water Treatment Operator (L4)	25.5% (13)	30.5% (7)	40% (4)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

Architect

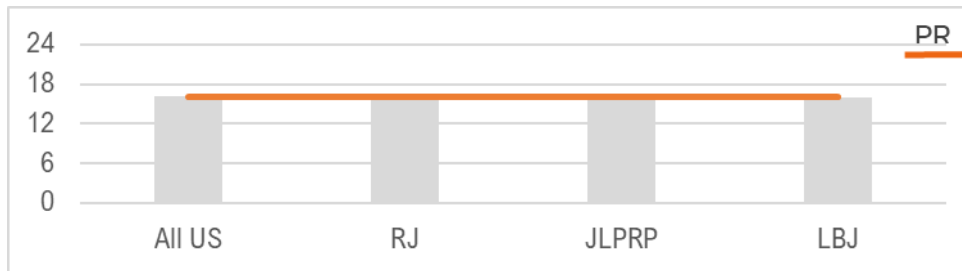
%L[All US] = 68.7%, %L[RJ] = 74%, %L[JLPRP] = 80%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	17	16	CA CO DC FL
Experience (calendar days)	730	907	917	928	837	WI DE DC FL
Exams	1	1.14	1.12	1.13	1.00	CO CT DE DC
Initial fees*	\$475	\$144	\$126	\$175	\$48	PA NC OH IA
Renewal period (in years)	5	1.8	1.8	1.9	2.3	NY MO CA NE
CE Contact hrs. (annual basis)	12	11.4	12.0	9.4	6.1	CA OH HI VA
Renewal fees (annual basis)*	\$335	\$71	\$74	\$94	\$26.3	MO VA IL MN

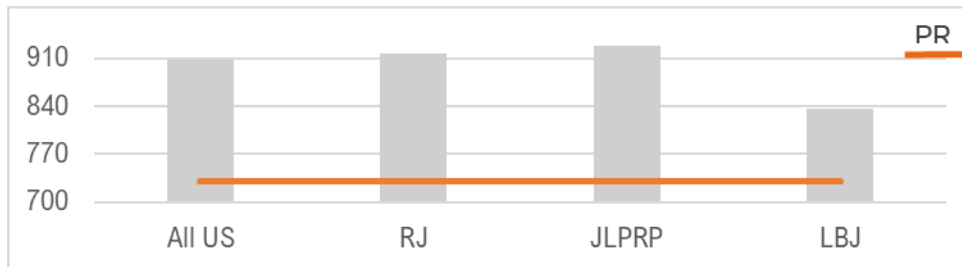
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$175	\$300
Renewal (total per period)	\$175	(5 x \$300)

Education (grade) graph



Experience graph



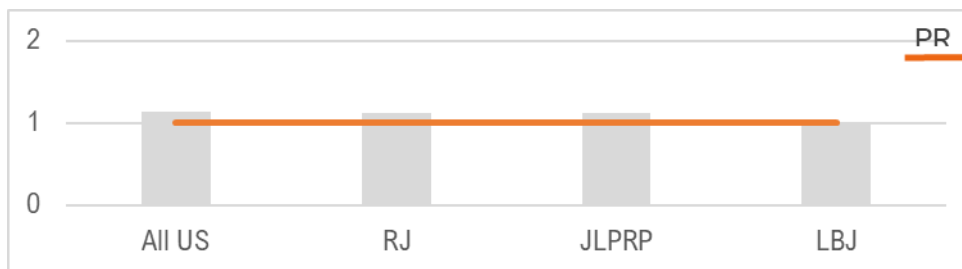
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

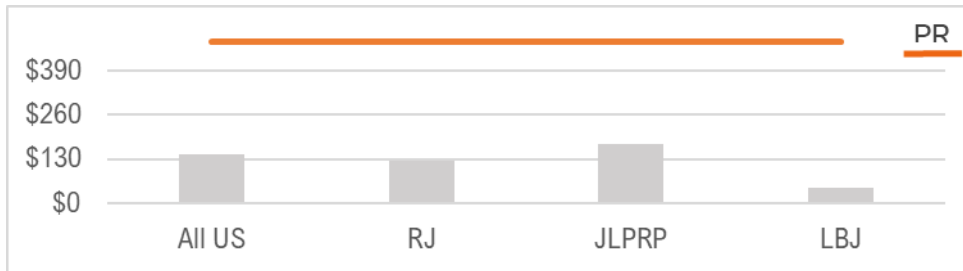
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

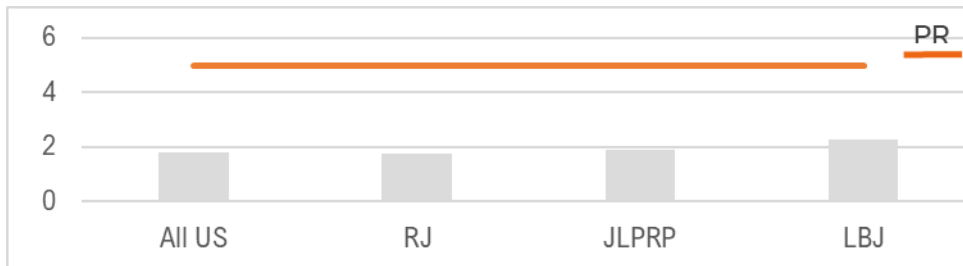
Exams graph



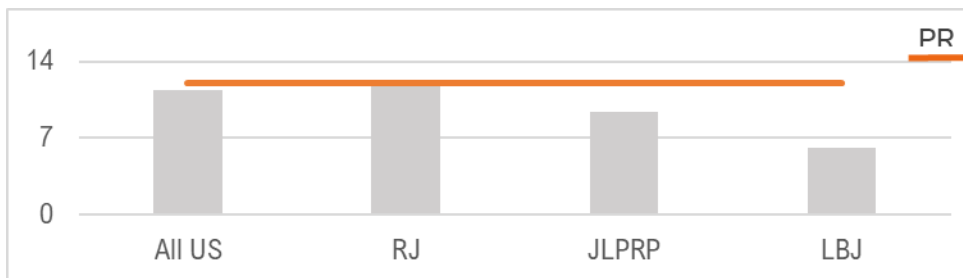
Initial fees graph



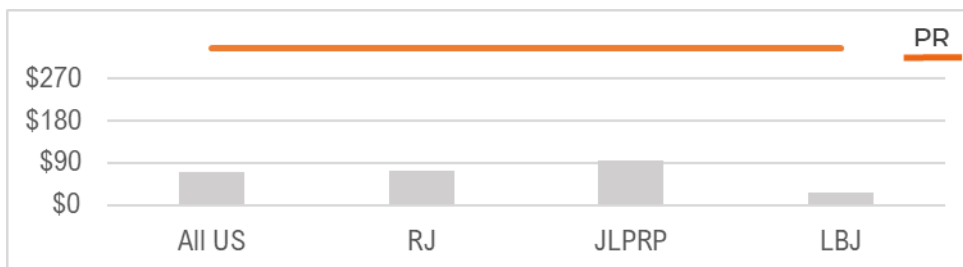
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's burdens in experience and renewal period represent the lowest burden of all benchmark groups, while the burdens for education and exams are the same or lower, even when compared to the LBJ. The continuing education requirement is the same or higher than all benchmark groups, being almost double than the LBJ. The problematic areas are the initial and renewal fees, which are significantly higher than all benchmark groups. Recommendation: further analysis/revision of both types of fees.

Barber

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

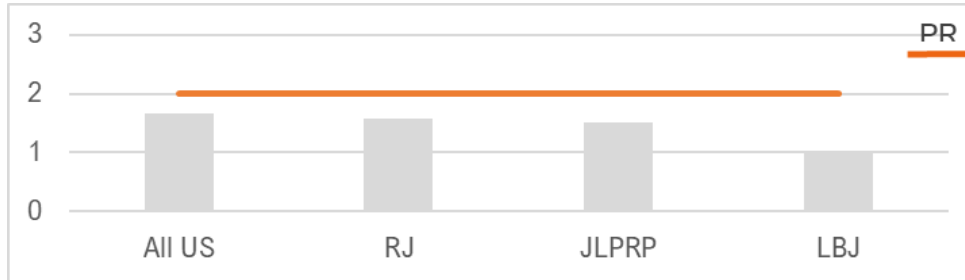
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	2	1.67	1.57	1.50	1.00	AK CT FL ID IL
Initial fees	\$125	\$116	\$107	\$116	\$21	PA MI ID RI WA
Renewal period (in years)	3	1.7	1.9	2.1	2.8	IN NY MD MA CT
Renewal fees (annual basis)	\$108	\$43	\$37	\$38	\$12.1	IN NY RI CO MO

No education (grade), experience, and continuing education burdens were identified for PR's license.

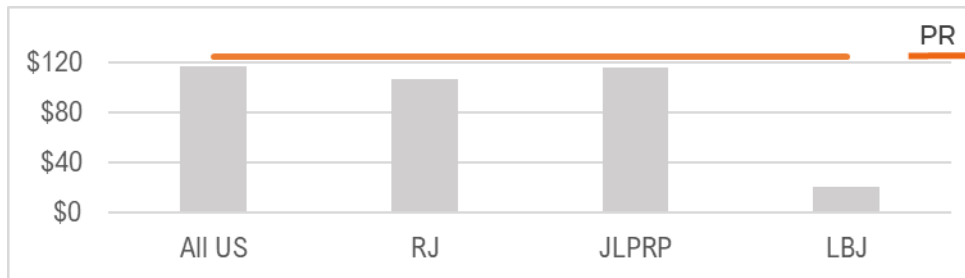
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$25	\$100
Renewal (total per period)	\$25	(3 x \$100)

Exams graph



Initial fees graph



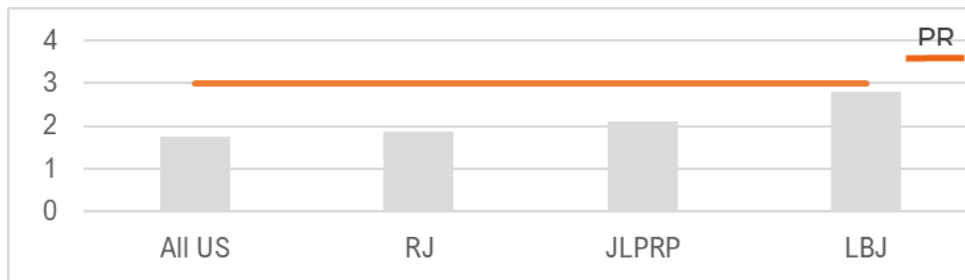
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

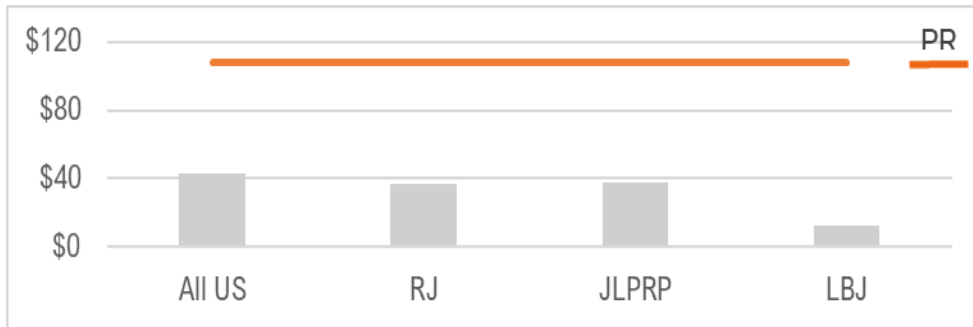
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions
RJ: Reforming jurisdictions
JLPRP: Jurisdictions with a large PR population
LBJ: Low burden jurisdictions

Conclusions and recommendations: PR compares favorably in the renewal period, representing the lowest burden of all benchmark groups (every 3 years). The exam requirement is higher than all benchmark groups, with PR requiring 2 exams, while the LBJ require, on average, 1 examination. The initial and renewal fees are also the most burdensome when compared to all benchmark groups, with renewal fees being significantly higher than all the benchmark groups. Recommendations: further analysis/revision of the examination requirement and the renewal fees.

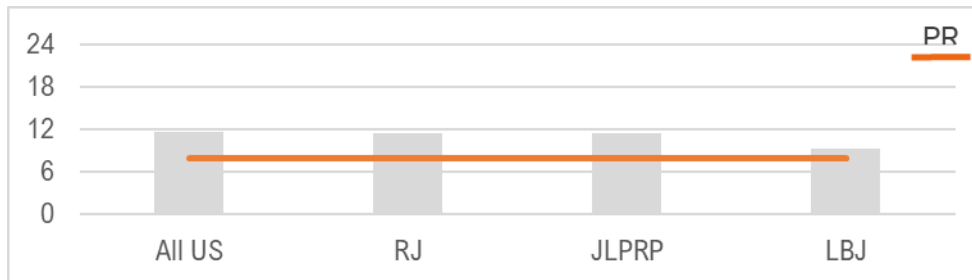
Cosmetologist

%L[All US] = 98.1%, %L[RJ] = 100%, %L[JLPRP] = 100%

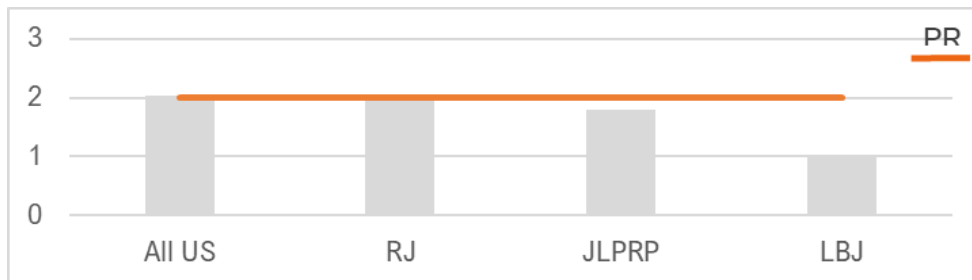
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	8	12	12	12	9	CT MD OK AL DE
Exams	2	2.04	1.96	1.80	1.00	AK CT IN IA PA
Initial fees	\$50	\$108	\$108	\$79	\$24	MI ID RI WA IL
Renewal period (in years)	Permanent	1.9	1.9	2.1	3.2	IN NY NC MN KS

No experience and renewal fees burdens were identified for PR's license (this is a permanent license).

Education (grade) graph



Exams graph



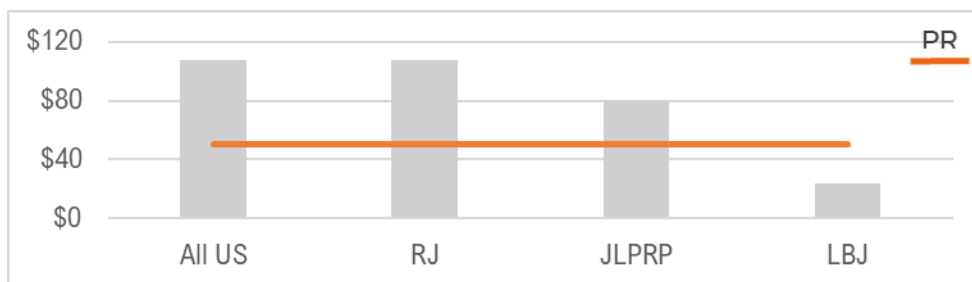
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Initial fees graph



Conclusions and recommendations: PR compares favorably to all benchmark groups in education, experience (none required) and renewal period (as it is a permanent license). The exam requirement is in line with the All US, RJ and JLPRP groups, but higher than the LBJ, which, on average, only require 1 exam (PR requires 2). The initial fees are lower than the All US, RJ and JLPRP groups, but higher than the LBJ. Recommendation: No further analysis/review is recommended for this license.

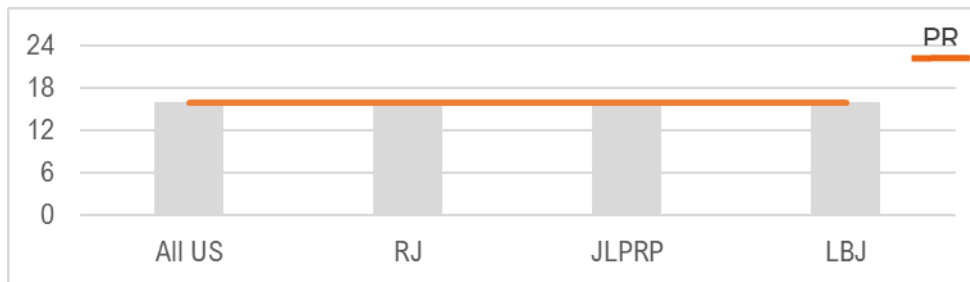
Public Accountant

%L[All US] = 96.1%, %L[RJ] = 95.7%, %L[JLPRP] = 100%

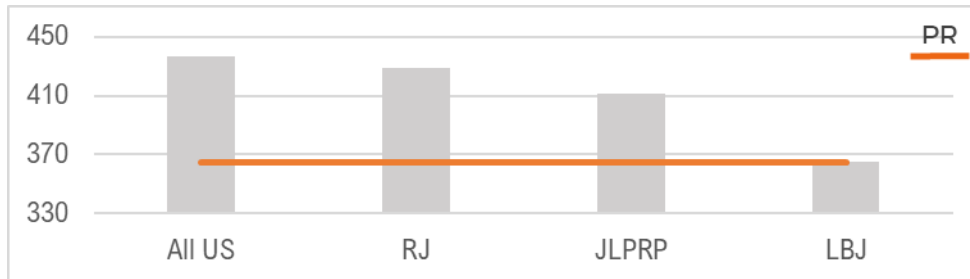
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL AK AZ AR CA
Experience (calendar days)	365	437	429	412	365	AL AR CA CO DC
Exams	1	1.12	1.18	1.10	1.00	AL AK AZ AR CA
Initial fees*	\$266	\$167	\$126	\$190	\$48	SD IN FL PA OK
Renewal period (in years)	3	1.7	1.7	2.0	3.0	NH RI NJ WA OH
CE Contact hrs. (annual basis)	40	62.3	63.8	54.4	25.6	RI MI NY AR CA
Renewal fees (annual basis)*	\$266	\$91	\$95	\$119	\$21.2	NE MO WI MD UT

*Fees charged by the professional organization (NASBA).

Education (grade) graph



Experience graph



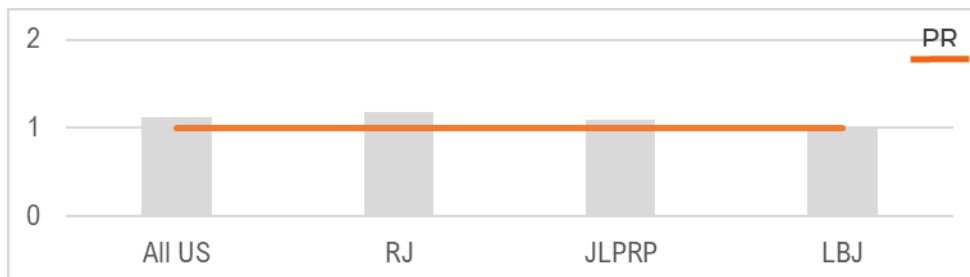
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

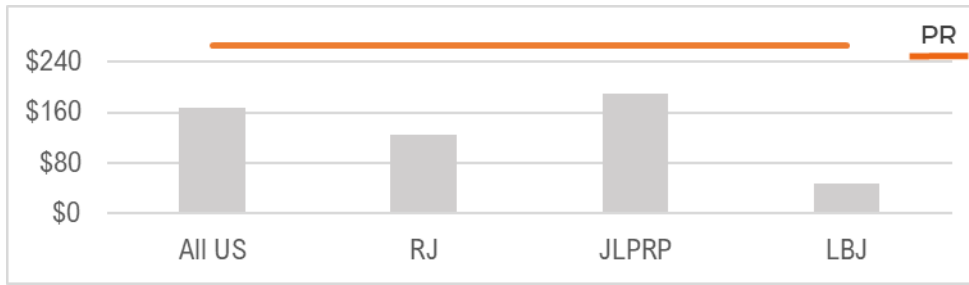
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

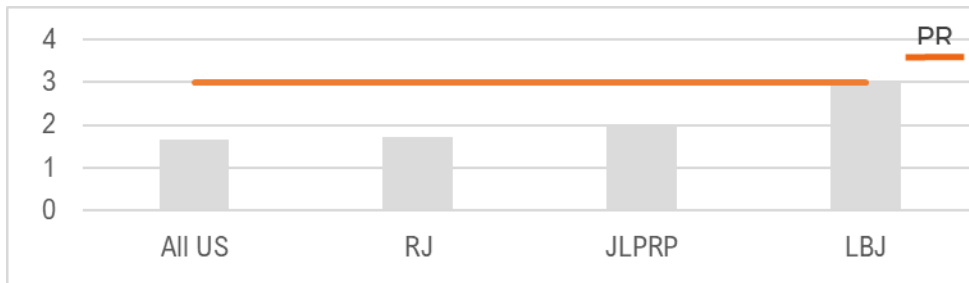
Exams graph



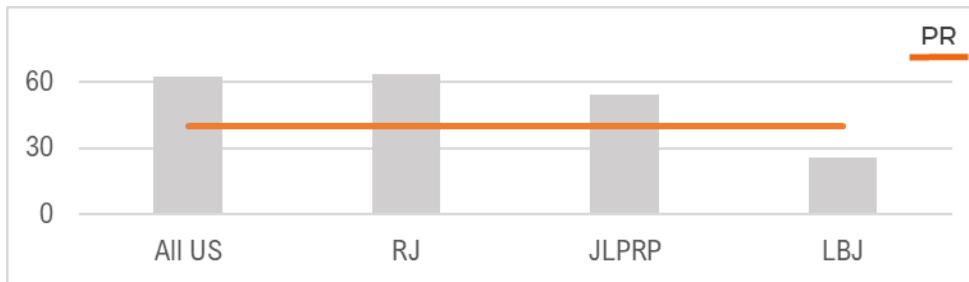
Initial fees graph



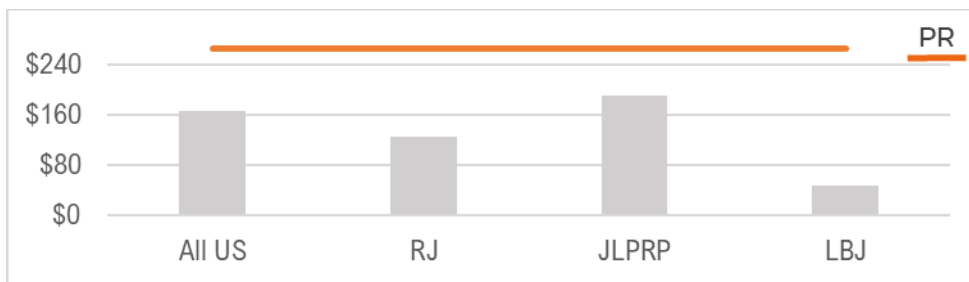
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: The education requirement is the same of all benchmark groups. The burdens for experience, exams and renewal period are lower than the All US, RJ and JLPRP groups, and the same as the LBJ, while the continuing education requirement is lower than the All US, RJ and JLPRP groups, but higher than the LBJ. The initial and renewal fees are above all benchmark groups, but not considered significant. Recommendation: No further analysis/review is recommended for this license.

Electrician (Assistant/Helper)

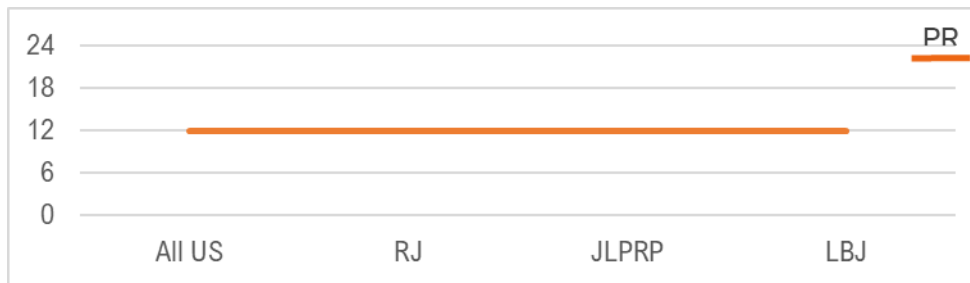
%L[All US] = 13.8%, %L[RJ] = 17.4%, %L[JLPRP] = 0%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	0	0	ND	0	DE
Exams	1	0.14	0	ND	0	DE
Initial fees	\$30	\$50	\$59	ND	\$20	IA
Renewal period (in years)	2	1.6	1.5	ND	2.0	DE
Renewal fees (annual basis)	\$15	\$26	\$28	ND	\$10.0	SD

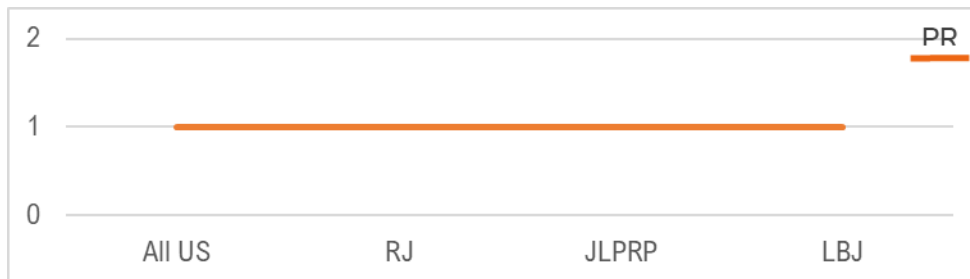
No experience and continuing education burdens were identified for PR.

ND: No data given no JLPRP regulates this occupation.

Education (grade) graph



Exams graph



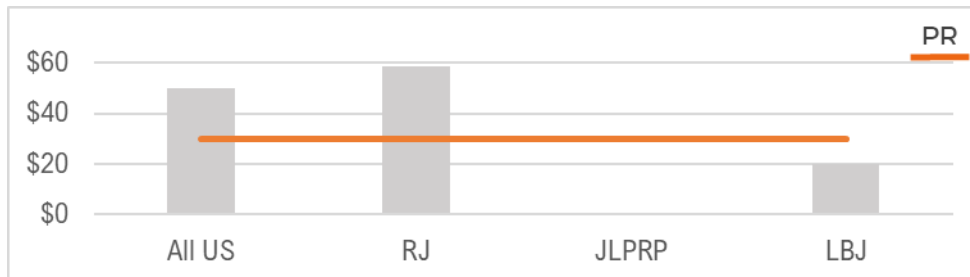
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

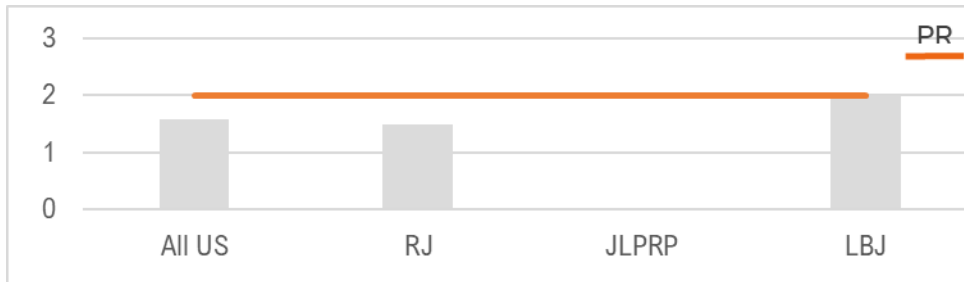
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Initial fees graph



Renewal period graph



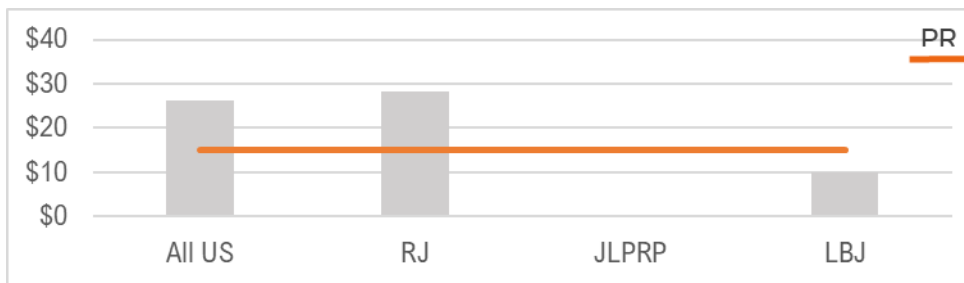
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



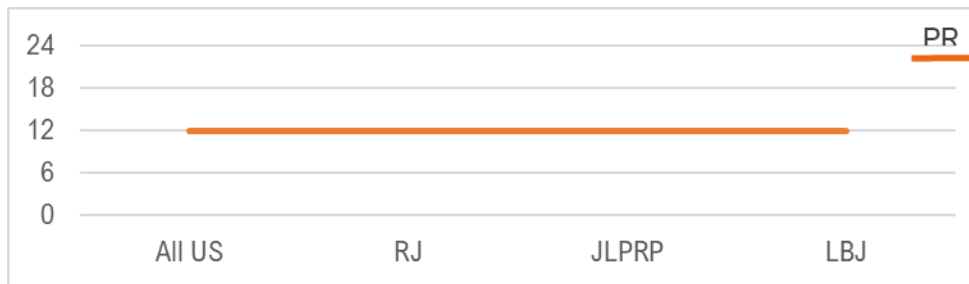
Conclusions and recommendations: This license has a low extent of licensing (%L[All US] =13.8%) and is not required by any of the jurisdictions with large Puerto Rican population (JLPRP). When compared to the other benchmark groups (All US, RJ and LBJ), PR is the most burdensome in education and exams. No other jurisdiction requires a degree, and the RJ and LBJ groups don't require an exam. In terms of the renewal period, PR compares favorably to the All US and RJ groups and has the same renewal cycle as the LBJ group (every 2 years). The initial and renewal fees are below those of the All US and RJ groups, but higher than the LBJ. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the education (grade) and examination requirements.

Electrician (Journeyman)

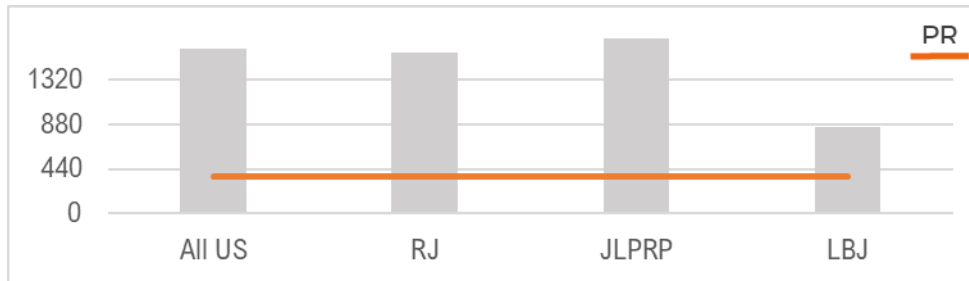
%L[All US] = 56.9%, %L[RJ] = 56.6%, %L[JLPRP] = 30%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	0	0	0	0	
Experience (calendar days)	365	1636	1590	1731	852	VA WI ID
Exams	2	1.03	1.15	1.00	0.67	DC AK AR
Initial fees	\$60	\$122	\$110	\$190	\$43	TX ND AR
Renewal period (in years)	1	2.2	2.4	1.7	3.3	WI CO HI
CE Contact hrs. (annual basis)	8	6.5	6.0	6.0	2.0	VA OK DE
Renewal fees (annual basis)	\$0	\$44	\$44	\$59	\$14.7	NE ID WY

Education (grade) graph



Experience graph



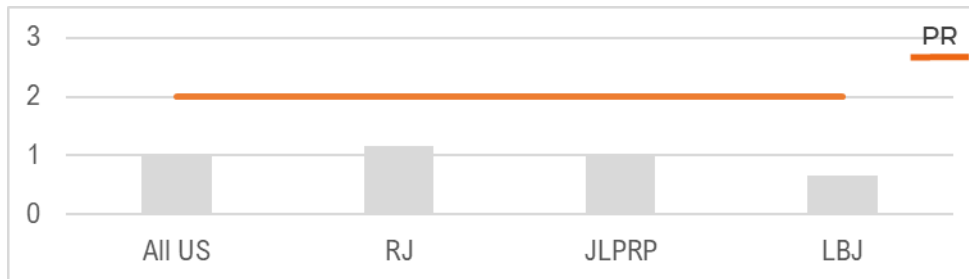
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

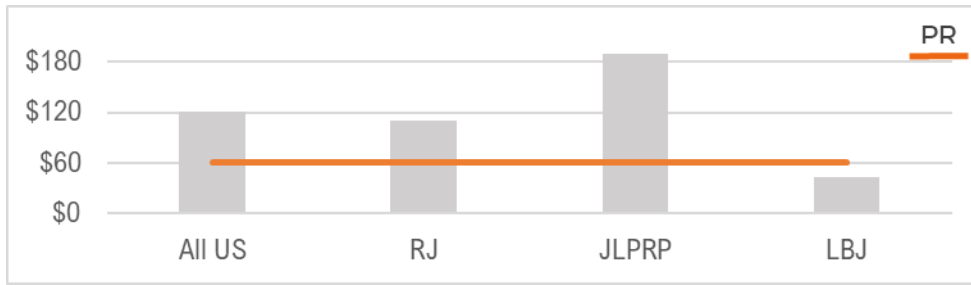
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

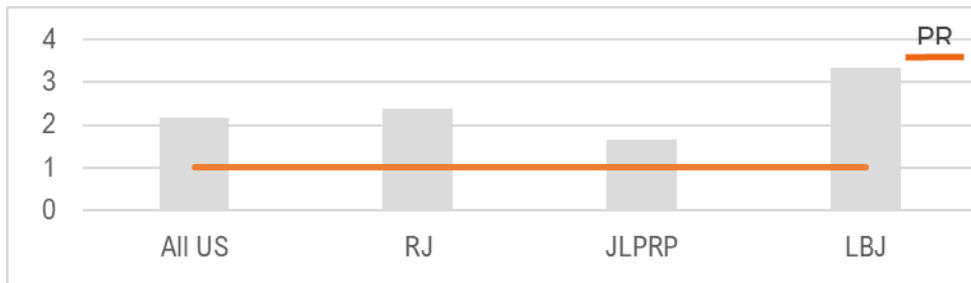
Exams graph



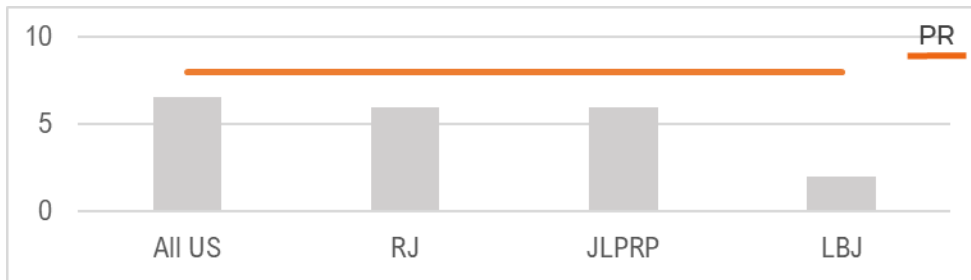
Initial fees graph



Renewal period graph



CE Contact hours graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR compares favorably in the experience burden, being significantly lower than all benchmark groups. PR requires 365 calendar days of experience, while the RJ require, on average, 1,590 calendar days. Also, the initial fees are lower than the All US, RJ and JLPRP groups, and slightly higher than the LBJ. However, PR is the most burdensome in education, exams, renewal period, and continuing education when compared to all benchmark groups. PR requires a High School Diploma, while no other jurisdiction requires a degree. In terms of exams, PR has a requirement of 2, while some of the LBJ only require 1, and others none. This license needs to be renewed every year in PR (in terms of meeting continuing education requirement) while the average renewal cycle in the LBJ is every 3.3 years. Recommendations: further analysis/revision of the examination and continuing education requirements, and of the renewal period.

Engineer

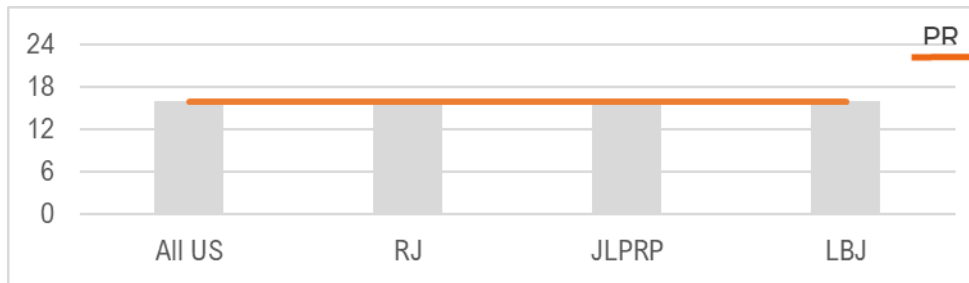
%L[All US] = 88.3%, %L[RJ] = 91.4%, %L[JLPRP] = 90%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL AR CA CO CT
Experience (calendar days)	730	1476	1460	1541	1460	AL AR CO CT DE
Exams	2	2.07	2.00	2.22	2.00	AL AR CA CO CT
Initial fees*	\$350	\$128	\$133	\$200	\$53	TN LA KS VA SC
Renewal period (in years)	5	1.9	2.0	1.9	2.2	NY ID IL CO IA
CE Contact hrs. (annual basis)	10	13.9	13.8	12.5	9.4	MD VA FL DC MN
Renewal fees (annual basis)*	\$236	\$62	\$61	\$82	\$28.3	MO DE IL WI KS

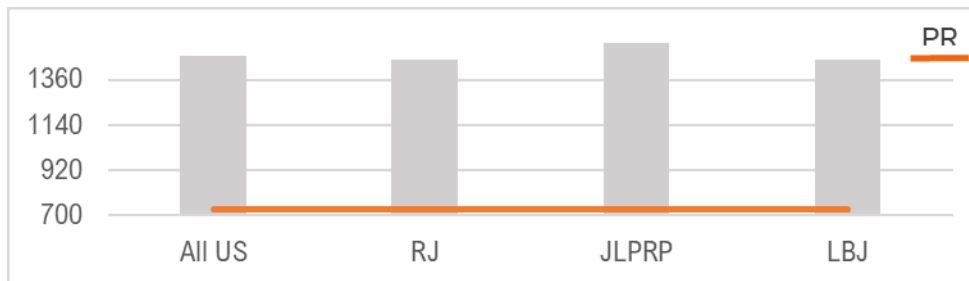
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$150	\$200
Renewal (total per period)	\$180	(5 x \$200)

Education (grade) graph



Experience graph



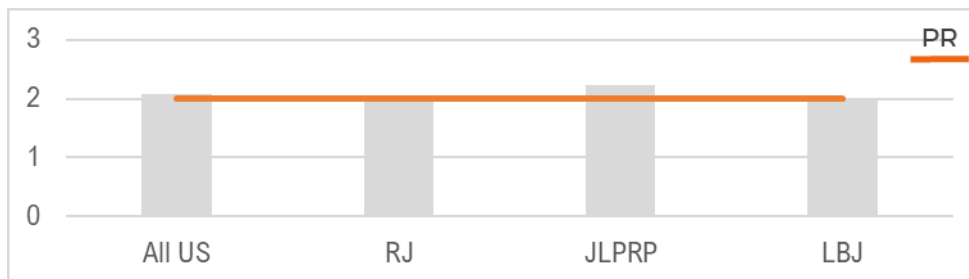
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

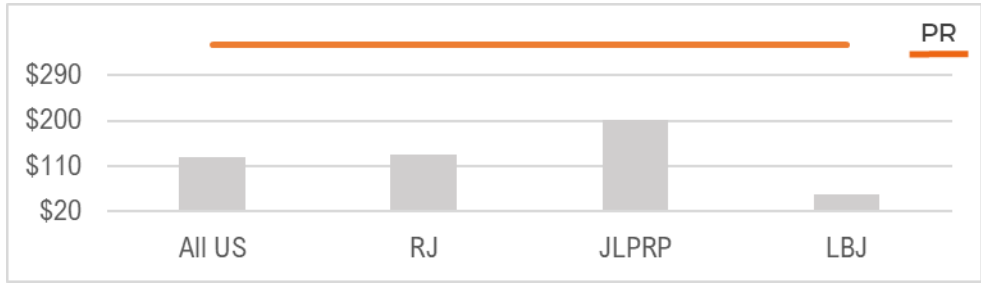
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

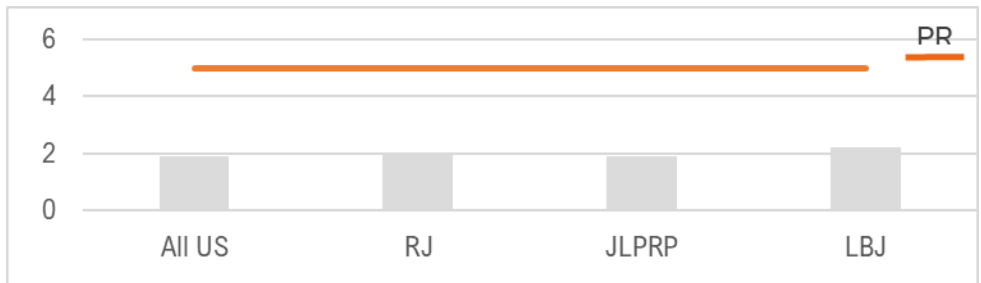
Exams graph



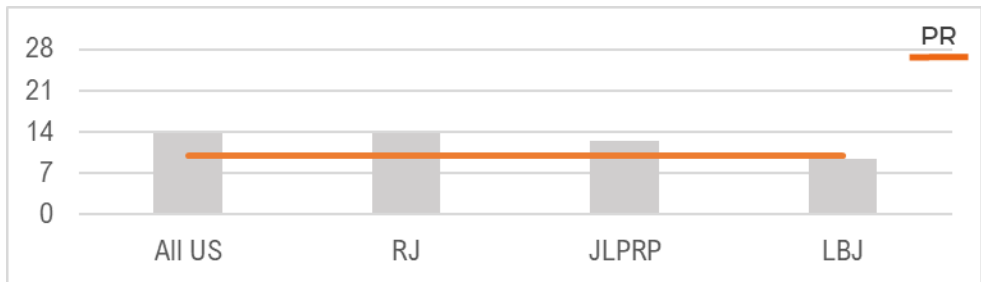
Initial fees graph



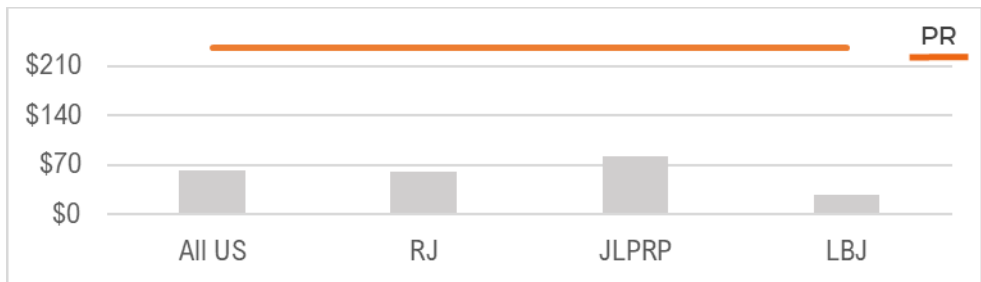
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR is the least burdensome in the experience and renewal period requirements when compared to all benchmark groups. The burdens for education and exams are lower or the same as those of all benchmark groups. The continuing education requirement is lower than the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. The initial and renewal fees are above those of all benchmark groups, and significantly higher than the LBJ. Recommendation: further analysis/revision of both types of fees.

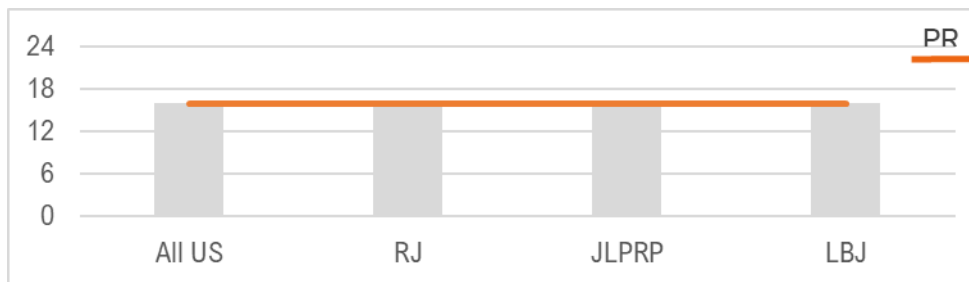
Geologist

%L[All US] = 43.2%, %L[RJ] = 43.5%, %L[JLPRP] = 60%

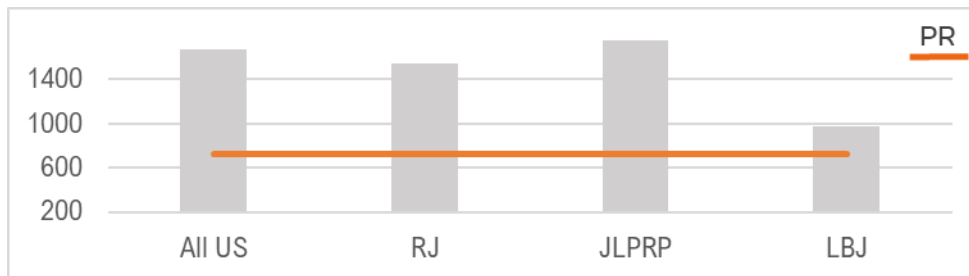
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL DE FL
Experience (calendar days)	730	1669	1541	1752	973	UT MO IL
Exams	1	1.95	1.80	1.67	1.33	CT AL DE
Initial fees	\$180	\$180	\$167	\$267	\$54	PA NC WI
Renewal period (in years)	5	1.7	2.0	2.0	2.7	IN NY TN
Renewal fees (annual basis)	\$35	\$81	\$71	\$74	\$35	IN KS PA

No continuing education burdens were identified for PR's license.

Education (grade) graph



Experience (calendar days) graph



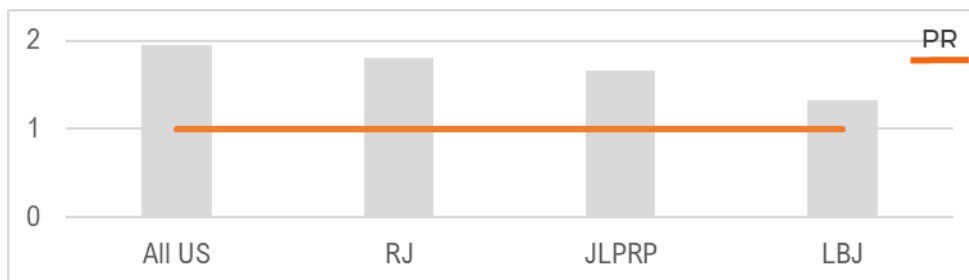
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

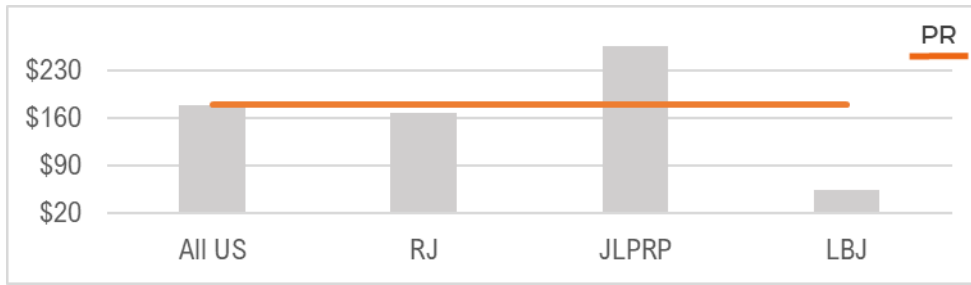
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

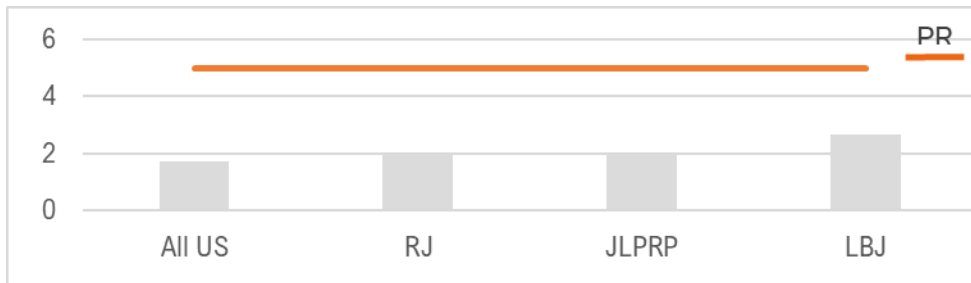
Exams graph



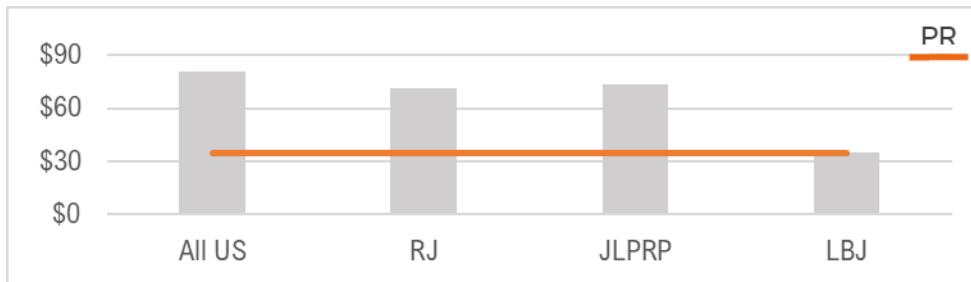
Initial fees graph



Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: PR is the least burdensome in the experience, exams and renewal period requirements when compared to all benchmark groups, while the education requirement is the same as that of all benchmark groups. The initial fees are the same as the All US group, slightly higher than the RJ group, lower than the JLPRP group, but significantly higher than the LBJ group. Meanwhile, the renewal fees are lower than the All US, RJ and JLPRP groups, and the same as the LBJ group. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; no further analysis/revision related to the burden types.

Home Interior Designer

%L[All US] = 7.9%, %L[RJ] = 4.4%, %L[JLPRP] = 20%

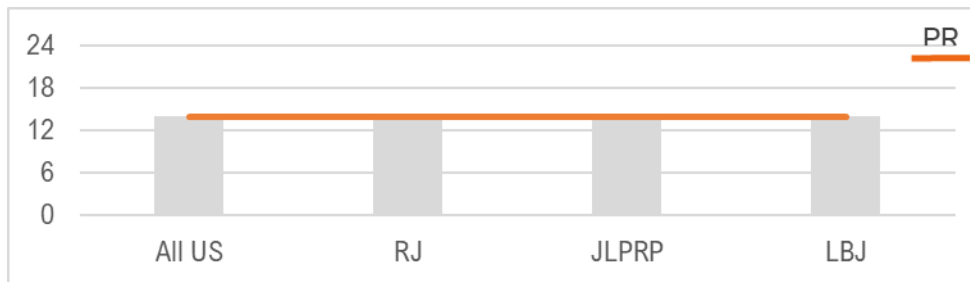
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	DC
Exams	1	1.25	1	1.50	1	DC
Initial fees*	\$150	\$221	\$30	\$204	\$30	FL
Renewal period (in years)	3	1.8	2.0	2.0	2.0	DC
CE Contact hrs. (annual basis)	15	6.5	10.0	6.5	3.0	NY
Renewal fees (annual basis)*	\$123	\$123	\$63	\$92	\$60	DC

No experience burden was identified for PR's license.

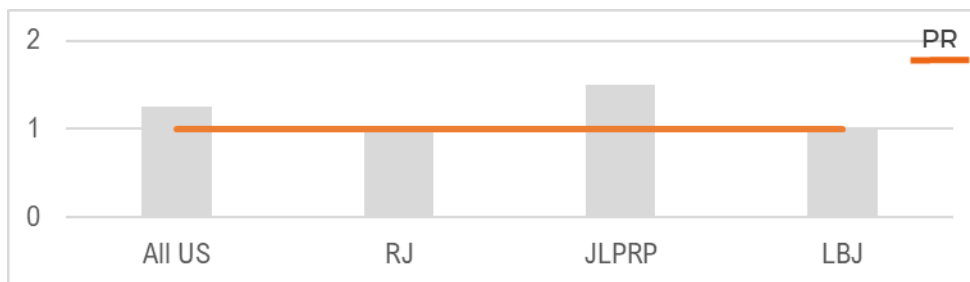
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$50	\$100
Renewal (total per period)	\$70	(3 x \$100)

Education (grade) graph



Exams graph



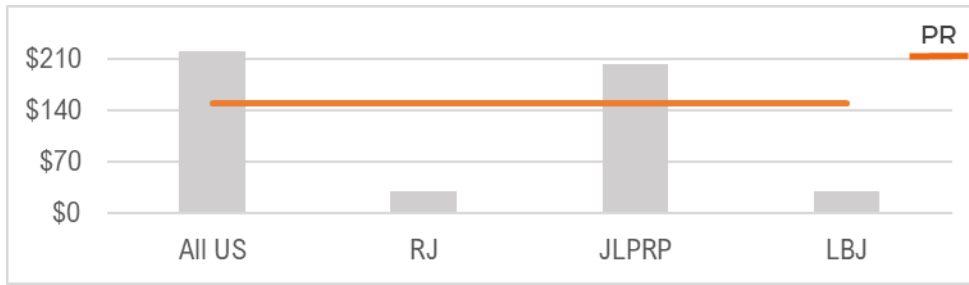
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

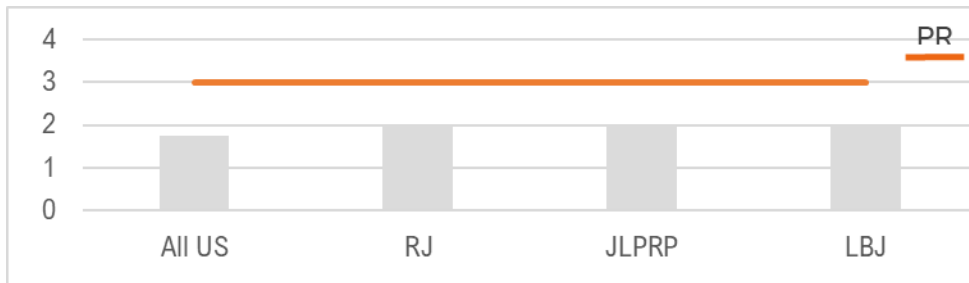
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

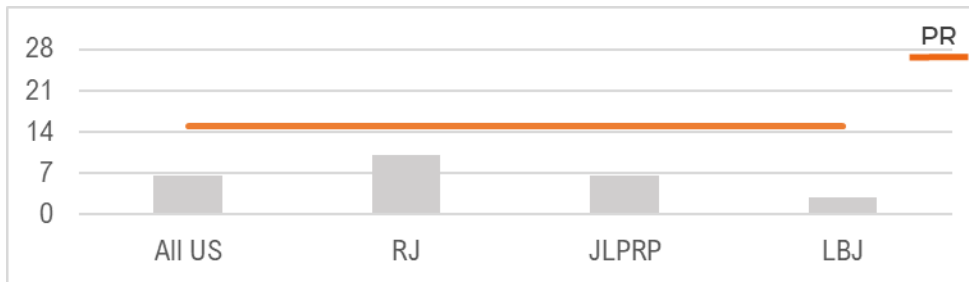
Initial fees graph



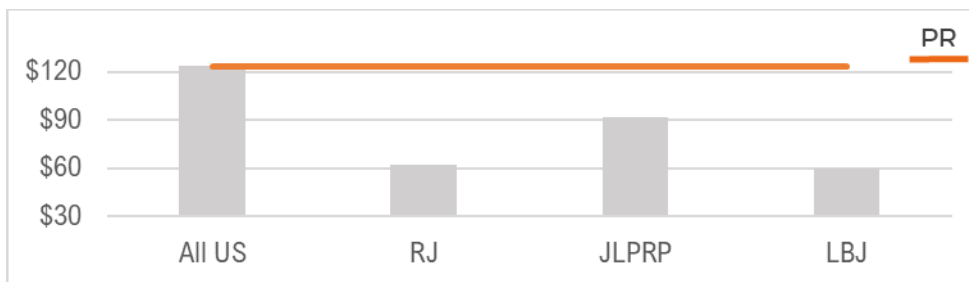
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: This license has a low extent of licensing with four benchmark jurisdictions across all the states and DC. PR is the least burdensome in the renewal period requirement when compared to all benchmark groups, while the education and exams requirements are the same or lower as those of all benchmark groups. The initial fees are lower than the All US and JLPRP groups, but higher than the RJ and LBJ groups, while the renewal fees are the same as the All US group, but higher than the RJ, JLPRP and LBJ groups. PR is the most burdensome in continuing education when compared to all benchmark groups. While PR

requires 15 hours per year, the LBJ require, on average, 3 hours per year. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the continuing education requirement and both types of fees.

Land Surveyor

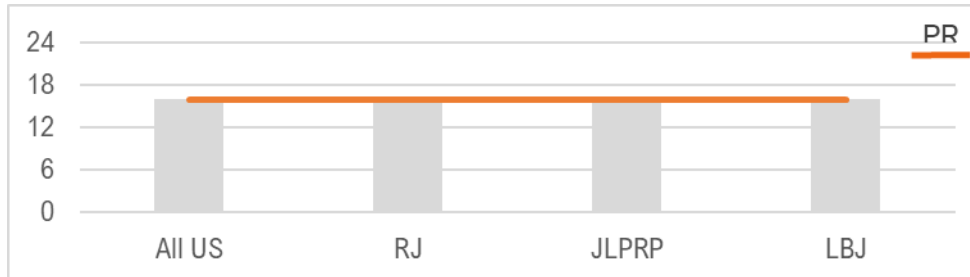
%L[All US] = 90.2%, %L[RJ] = 91.4%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL AR CA CO CT
Experience (calendar days)	730	1241	1182	1241	730	CA CO ME MD MO
Exams	2	2.87	2.81	2.70	2.00	CT KY LA ME NE
Initial fees	\$350	\$145	\$139	\$208	\$53	NE LA GA KS SC
Renewal period (in years)	5	1.9	1.9	2.0	2.2	NY ID IL AR IA
CE Contact hrs. (annual basis)	10	12.1	12.7	10.7	5.5	ME NH DC TX AL
Renewal fees (annual basis)	\$236	\$69	\$74	\$86	\$27.8	OH GA IL AR WI

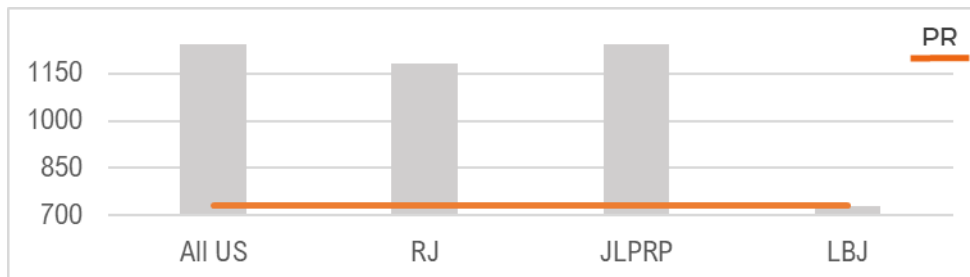
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$150	\$200
Renewal (total per period)	\$180	(5 x \$200)

Education (grade) graph



Experience graph



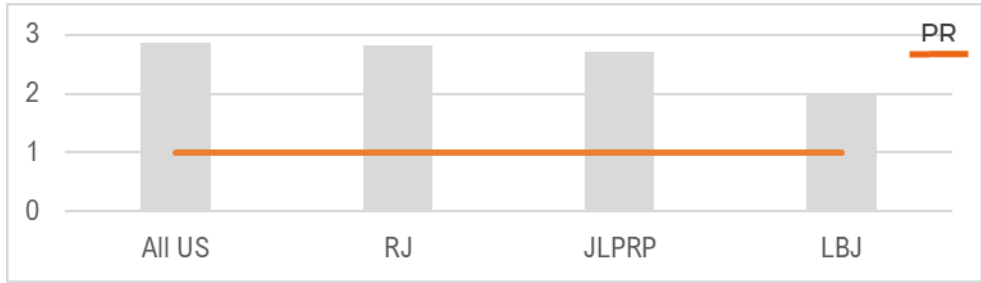
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

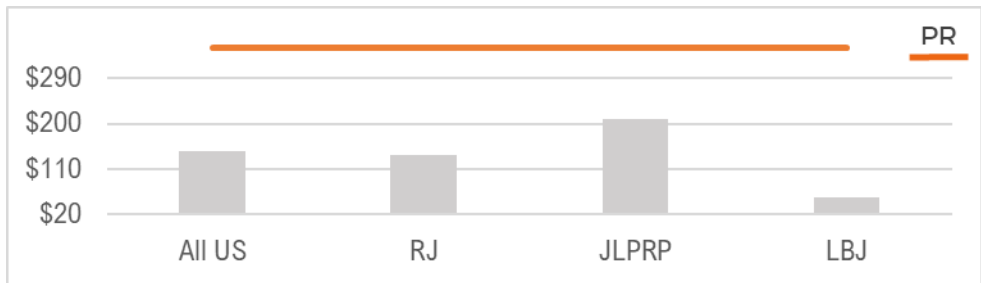
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

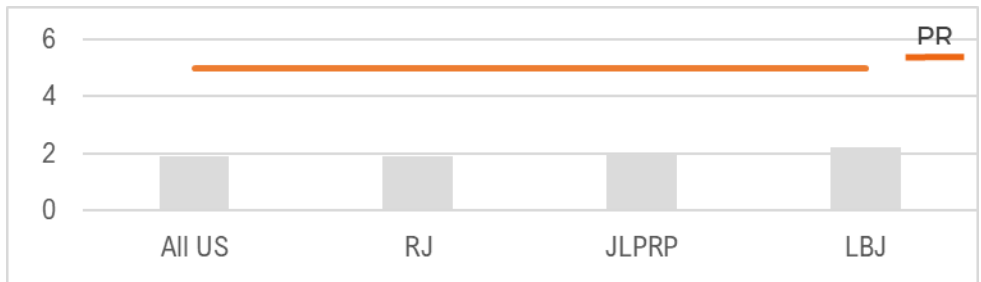
Exams graph



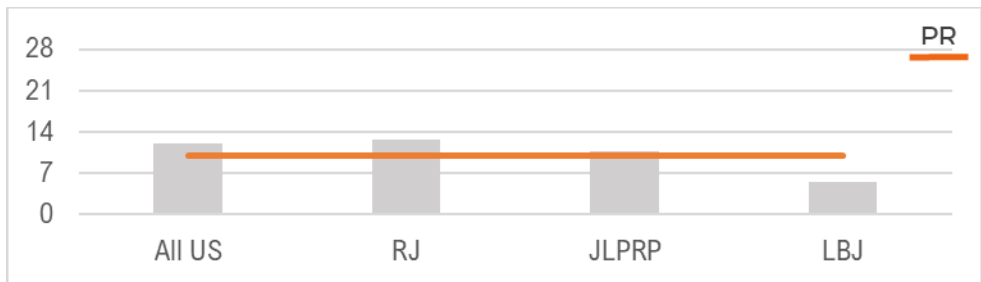
Initial fees graph



Renewal period graph



CE Contact hours graph



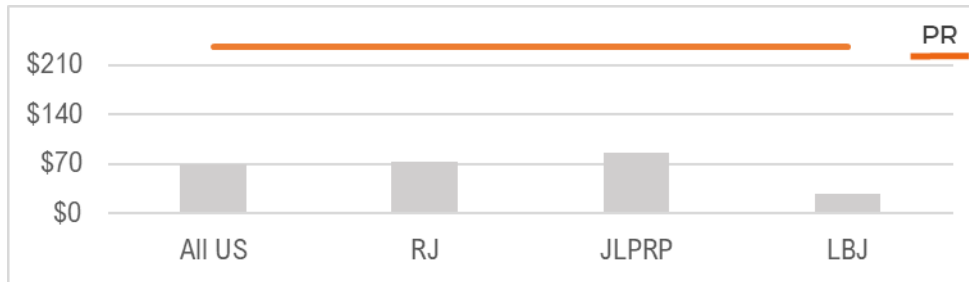
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR is the least burdensome in the exams and renewal period requirements when compared to all benchmark groups. PR requires 1 exam, while the LBJ require, on average, 2 exams. The renewal period of 5 years also compares favorably to the average of 2 years of the RJ. The education requirement is the same as all benchmark groups, while the burden for experience is lower than the All US, RJ and JLPRP groups, and the same as the LBJ group. Both types of fees are above all benchmark groups and are significantly higher than the LBJ group. The required hours of continuing education are below the All US, RJ and JLPRP groups, but higher than the LBJ (PR=10; LBJ=5.5). This is not considered of vast importance as the difference is not that significant, and the 5 years renewal period (PR) *versus* the 2.2 years (LBJ) compensates for it. Recommendation: further analysis/revision of both types of fees.

Landscape Architect

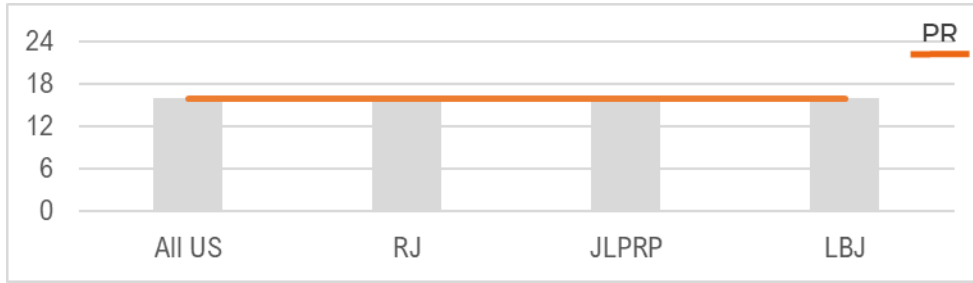
%L[All US] = 62.8%, %L[RJ] = 56.6%, %L[JLPRP] = 30%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL CA CO CT
Experience (calendar days)	730	944	962	1095	274	MS GA LA FL
Exams	1	1.16	1.15	1.33	1.00	AL CA CO CT
Initial fees*	\$475	\$183	\$210	\$182	\$44	WY CA KS AL
Renewal period (in years)	5	1.7	1.7	1.7	2.0	IA KS DC FL
CE Contact hrs. (annual basis)	12	12.6	12.6	16.0	6.8	GA FL HI LA
Renewal fees (annual basis)*	\$335	\$106	\$118	\$128	\$17.3	KS CO MO UT

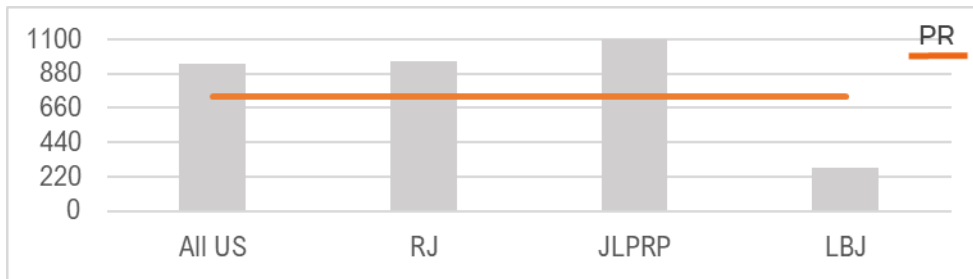
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$175	\$300
Renewal (total per period)	\$175	(5 x \$300)

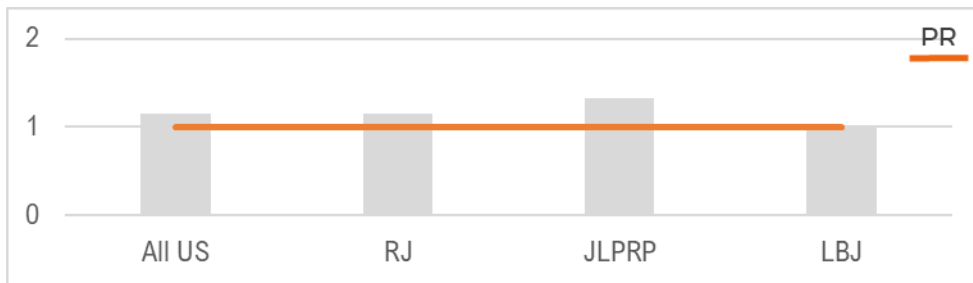
Education (grade) graph



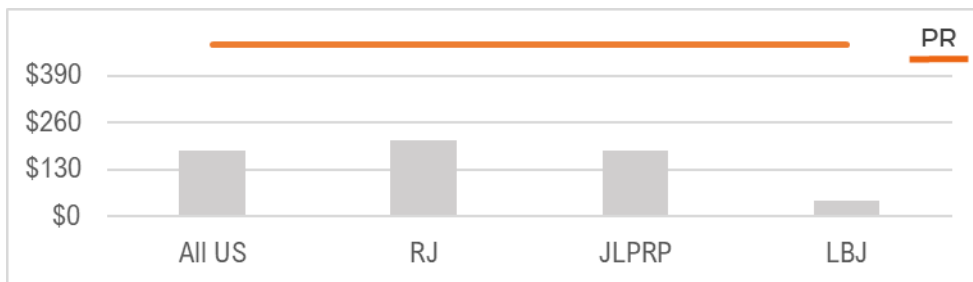
Experience (calendar days) graph



Exams graph

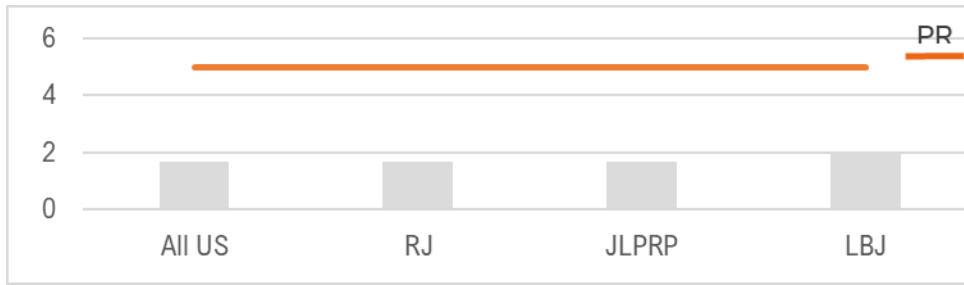


Initial fees graph



All US: All 51 US jurisdictions
RJ: Reforming jurisdictions
JLPRP: Jurisdictions with a large PR population
LBJ: Low burden jurisdictions

Renewal period graph



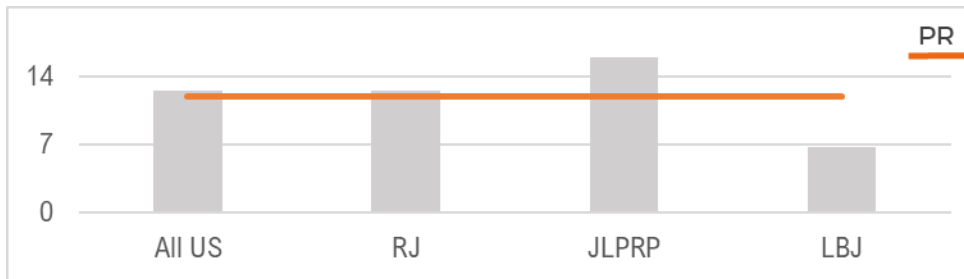
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

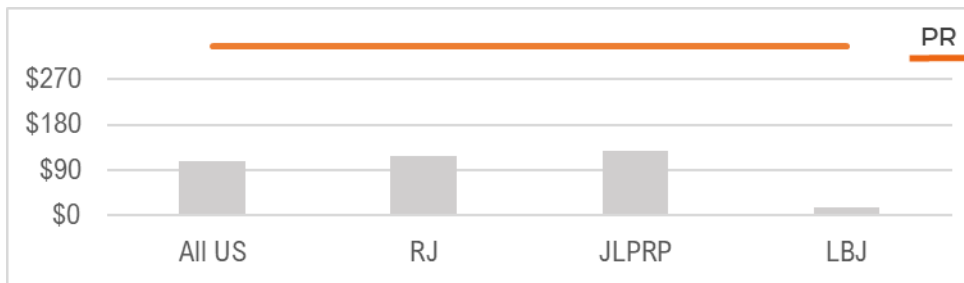
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

CE Contact hours graph



Renewal fees graph



Conclusions and recommendations: PR's renewal period is the least burdensome of all benchmark groups, with PR having a renewal cycle of 5 years, while the average of the LBJ is 2 years. The education requirement is the same as all benchmark groups, while the exam requirement is lower than the All US, RJ and JLPRP groups and the same as the LBJ group. The experience and continuing education requirements are lower than the All US, RJ and JLPRP groups, but higher than the LBJ group. The initial and renewal fees are above all benchmark groups, and significantly higher than the LBJ group. Recommendation: further analysis/revision of both types of fees.

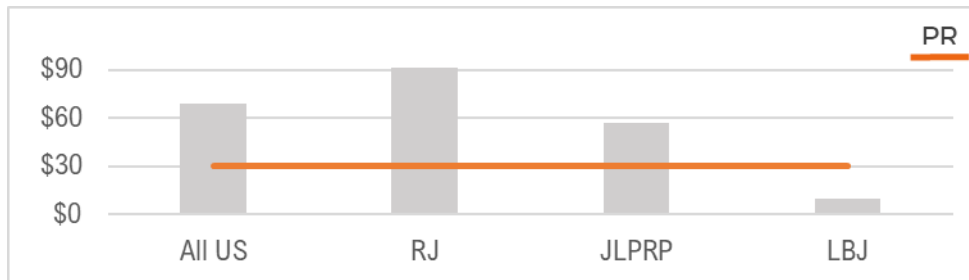
Plumber (Apprentice)

%L[All US] = 15.7%, %L[RJ] = 17.4%, %L[JLPRP] = 20%

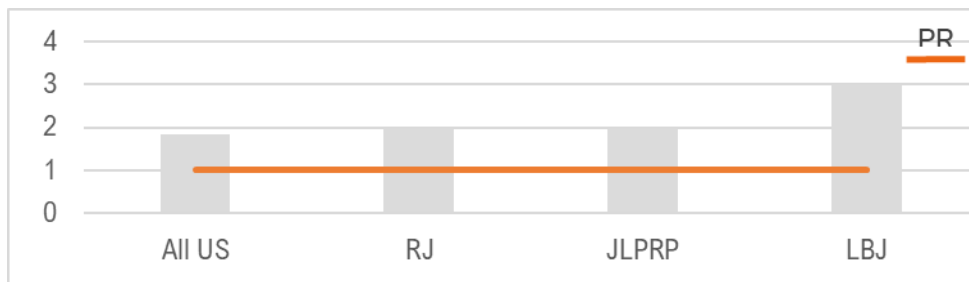
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Initial fees	\$30	\$69	\$92	\$57	\$10	SD
Renewal period (in years)	1	1.8	2.0	2.0	3	IA
Renewal fees (annual basis)	\$25	\$33	\$24	\$20	\$16.7	IA

No education (grade), experience, exams, and continuing education burdens were identified for PR's license.

Initial fees graph



Renewal period graph



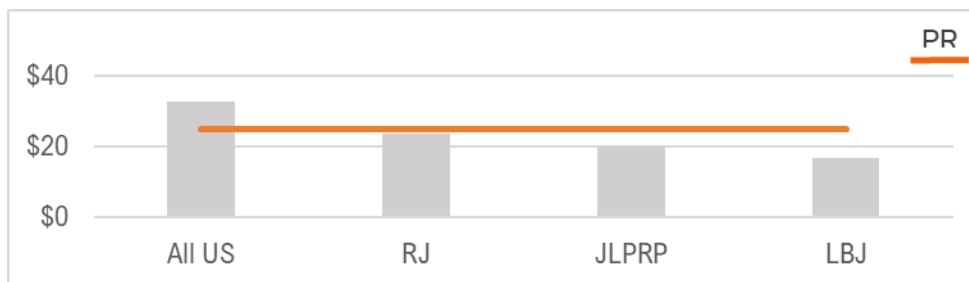
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: This license initial fees are lower than the All US, RJ and JLPRP groups, but higher than the LBJ. The renewal fees are in line with all benchmark groups, being higher than the LBJ. The renewal period is the most burdensome when compared to all benchmark groups, with renewal being required every year. The average renewal period of the RJ group is 2 years. It is recommended the renewal period should be revised to be closer to the RJ value (every 2 years). Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the renewal period.

Plumber (Journeyman)

%L[All US] = 55%, %L[RJ] = 65.3%, %L[JLPRP] = 30%

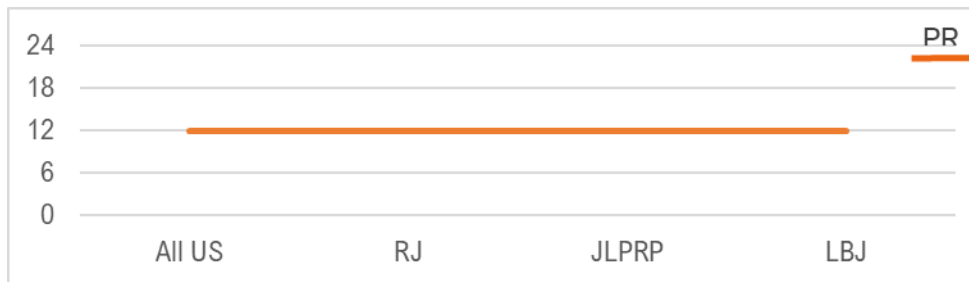
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	0	0	0	0	
Exams	2	1.04	1.07	1.00	1.00	AL AR CO
Initial fees	\$120*	\$107	\$118	\$82	\$32	GA IA MD
Renewal period (in years)	4	1.7	1.8	1.3	3.3	WI HI OR
CE Contact hrs. (annual basis)	9	4.8	4.1	5.7	2.2	ND OK IA
Renewal fees (annual basis)	\$89*	\$52	\$55	\$57	\$11.7	MA IA IN

No experience burden was identified for PR's license.

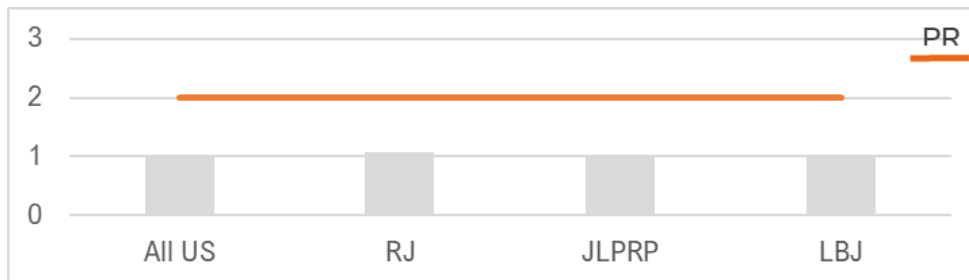
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$40	\$80
Renewal (total per period)	\$35	(4 x \$80)

Education (Grade) graph



Exams graph



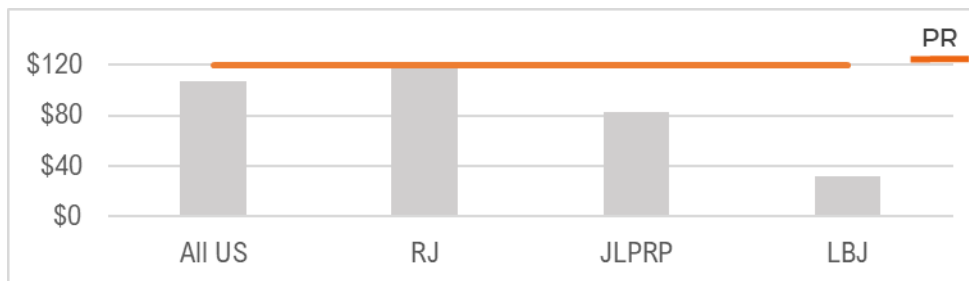
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

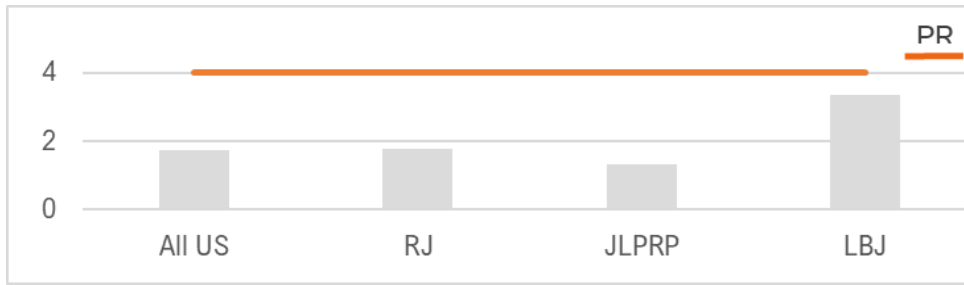
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

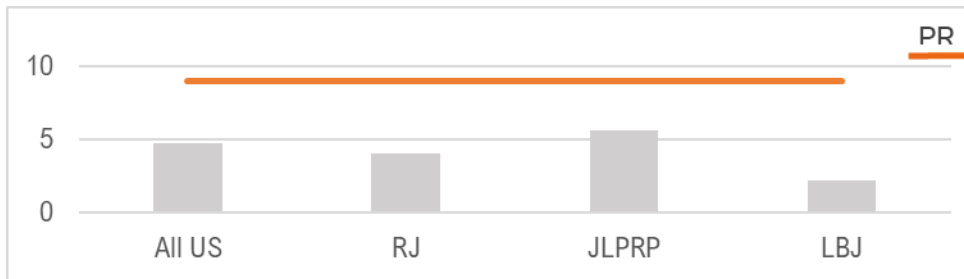
Initial fees graph



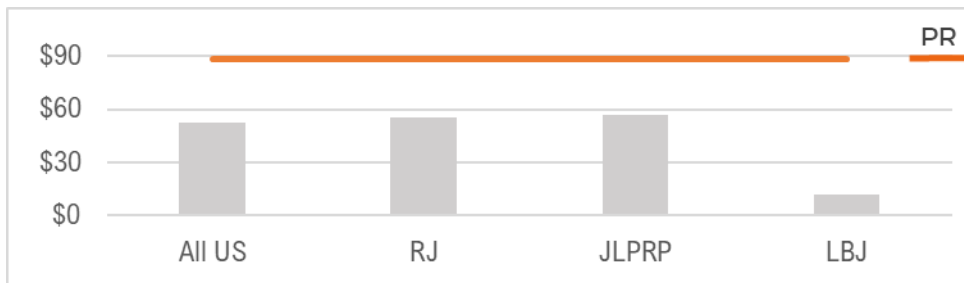
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: There are eight jurisdictions that have a similar license characterization, therefore the number of benchmark points relatively small. PR is the most burdensome in education when compared to all benchmark groups, requiring a High School Diploma. No other jurisdiction requires a degree. PR’s exams burden is also above all benchmark groups, requiring 2 exams. The RJ require, on average, 1 exam. The initial fees are similar to the All US and RJ groups, but higher than the JLPRP and LBJ groups, while the renewal fees are above all benchmark groups. The continuing education requirement is also higher than all benchmark groups. PR requires 9 hours, while the LBJ require, on average, 2.2 hours. PR’s renewal period compares favorably to all benchmark groups. Recommendations: further analysis/revision of the education, exam, continuing education requirements, and renewal fees.

Plumber (Master)

%L[All US] = 45.1%, %L[RJ] = 56.6%, %L[JLPRP] = 30%

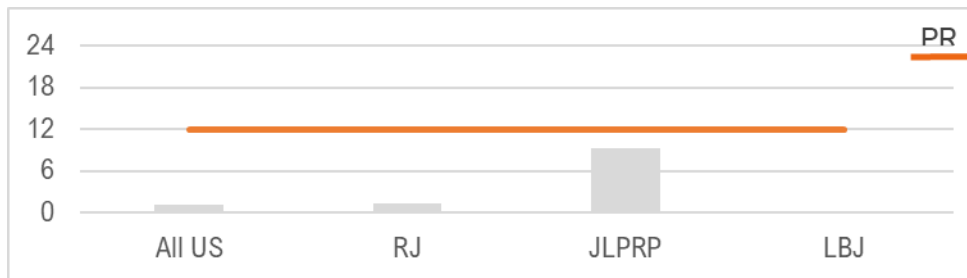
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	1.2	1.2	9.3	0.0	AR CO DE
Experience (calendar days)	1,460	848	834	381	260	NH WI RI
Exams	1*	1	1	1	1	AR CO DE
Initial fees	\$140	\$211	\$241	\$153	\$35	ME GA MN
Renewal period (in years)	4	1.8	1.8	1.3	3.3	WI IA MI
CE Contact hrs. (annual basis)	9	5.1	4.7	5.7	2.8	MI IA GA
Renewal fees (annual basis)	\$113	\$114	\$128	\$55	\$36.2	UT MD MA

*From previous required license.

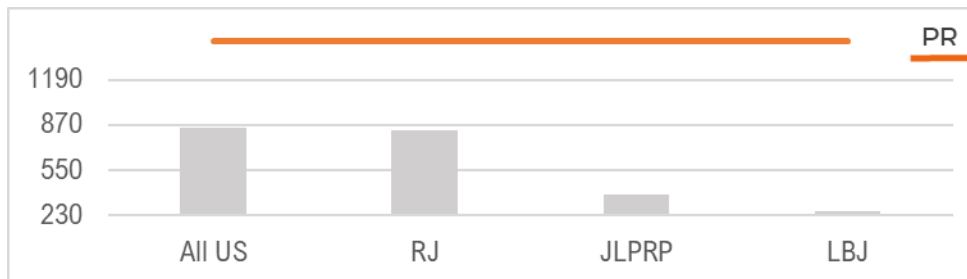
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$60	\$100
Renewal (total per period)	\$50	(4 x \$100)

Education (grade) graph



Experience (calendar days) graph



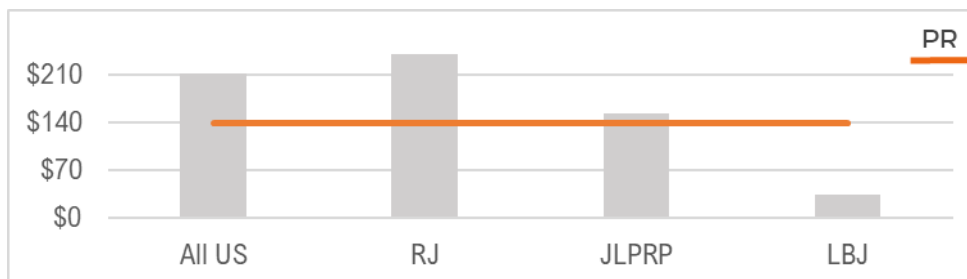
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

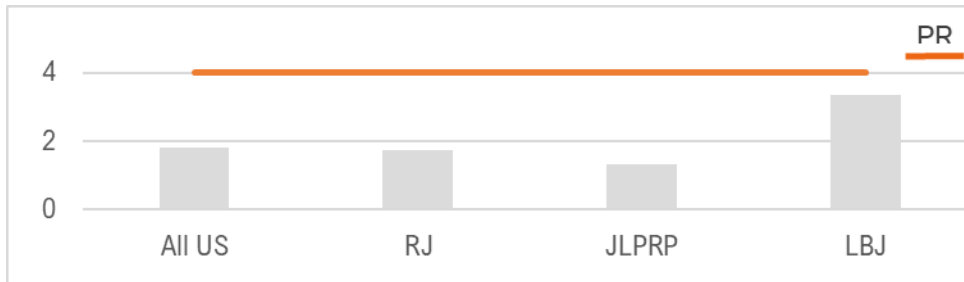
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

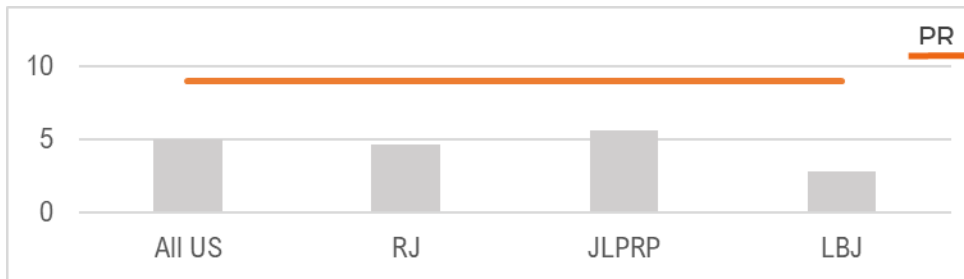
Initial fees graph



Renewal period graph

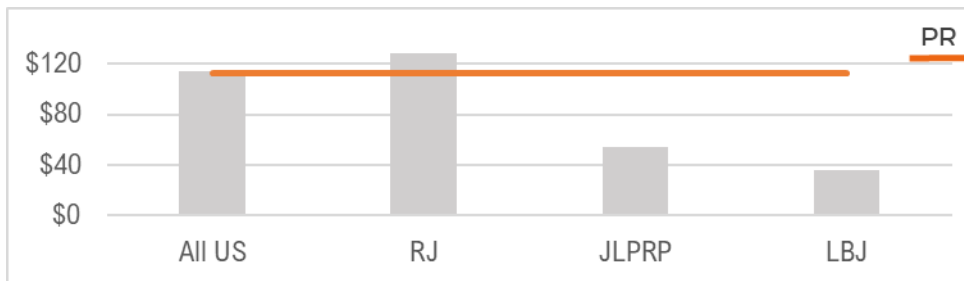


CE Contact hours graph



All US: All 51 US jurisdictions
RJ: Reforming jurisdictions
JLPRP: Jurisdictions with a large PR population
LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR education burden is above all groups as most licenses does not have a grade requirement (only two jurisdictions, one with a grade requirement of 12, and the other with a grade requirement of 16). PR has the lowest burden in renewal period when compared to all benchmark groups. The exams requirement is the same as all benchmark groups. Initial fees are lower than the All US, RJ and JLPRP groups, but higher than the LBJ group, while the renewal fees are the similar as the All US group, slightly lower than the RJ group, but higher than the JLPRP and LBJ groups. PR is the most burdensome in experience and continuing education when compared to all benchmark groups. PR requires 1,460 days of experience, while the LBJ require, on average, 260 days. Recommendations: further analysis/revision of all the burden types with the exception of the renewal period and the renewal fees.

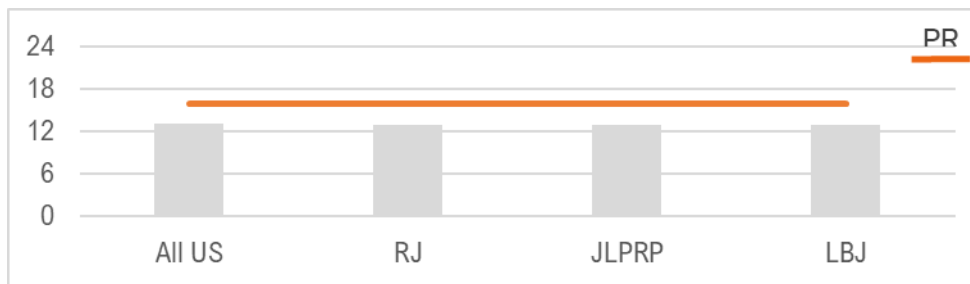
Real Estate Appraiser

%L[All US] = 88.3%, %L[RJ] = 82.7%, %L[JLPRP] = 70%

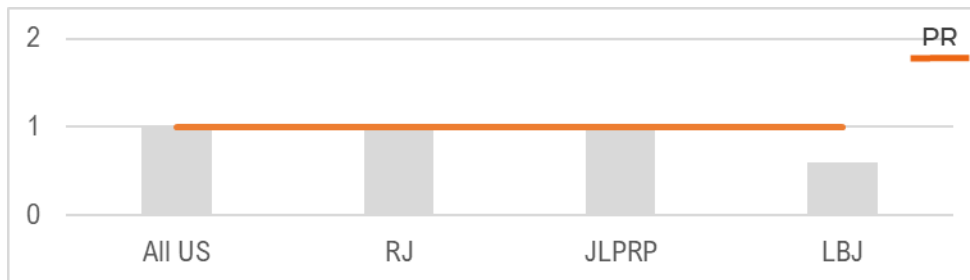
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	13	13	13	13	AL AZ AR CA CO
Exams	1	1.02	1.00	1.00	0.60	IN LA AR CA CO
Initial fees	\$250	\$380	\$350	\$424	\$150	WI GA CT OK NC
Renewal period (in years)	4	1.7	1.7	1.9	2.2	MD CT NV NH NJ
CE Contact hrs. (annual basis)	14	17.9	18.6	16.0	11.2	DC WV DE AZ GA
Renewal fees (annual basis)	\$45	\$213	\$204	\$189	\$69.1	WI CT ID MN VA

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



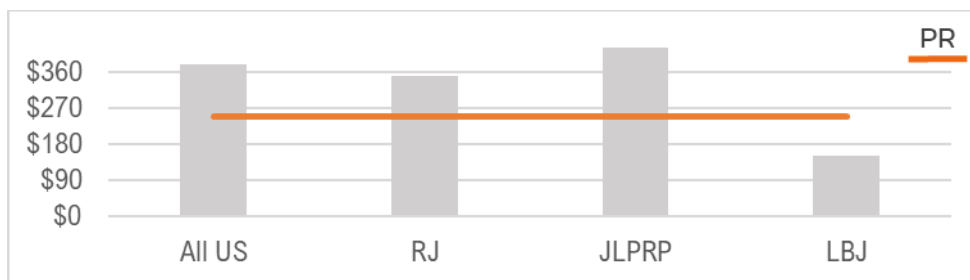
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

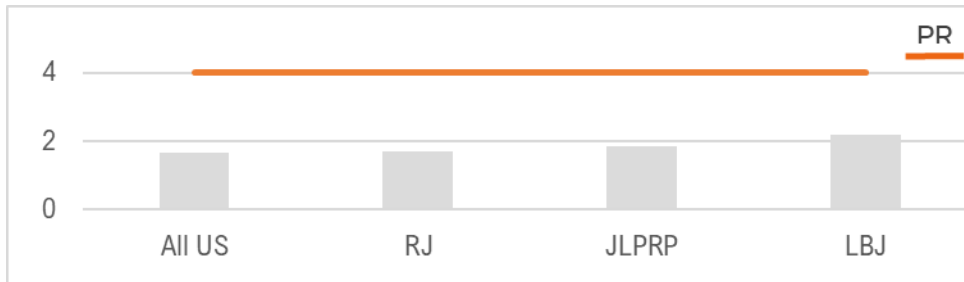
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

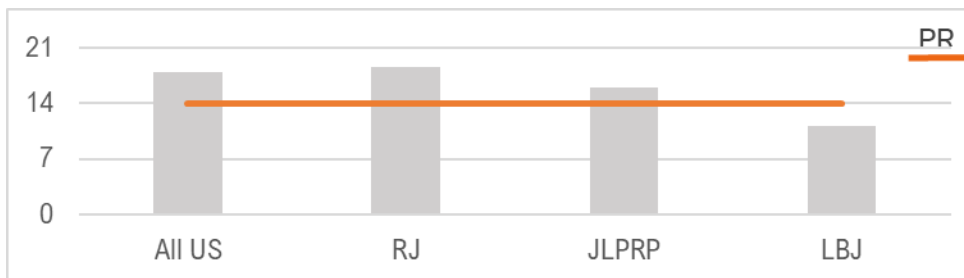
Initial fees graph



Renewal period graph



CE Contact hours graph



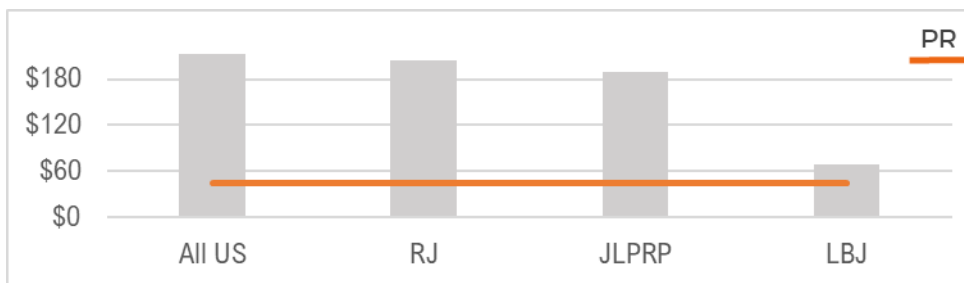
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR is the most burdensome in education when compared to all benchmark groups, requiring a bachelor’s degree. The All US, RJ, JLPRP and LBJ groups only require a 1-year education program after High School. The exams requirement is in line with the All US, RJ and JLPRP groups, and slightly higher than the LBJ group (3 jurisdictions require an exam and 2 jurisdictions don’t require one). Initial fees are below the All US, RJ and JLPRP groups, but higher than the LBJ group, while the renewal fees are lower than all benchmark groups. The renewal period requirement is the least burdensome when compared to all benchmark groups, while the continuing education requirement is lower than the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. Recommendation: further analysis/revision of the education requirement.

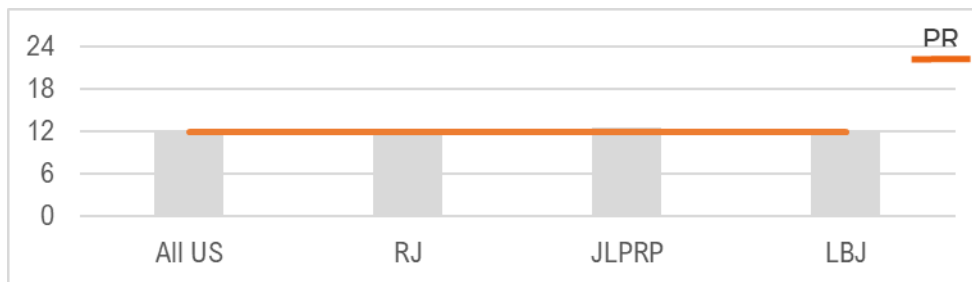
Real Estate Broker

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

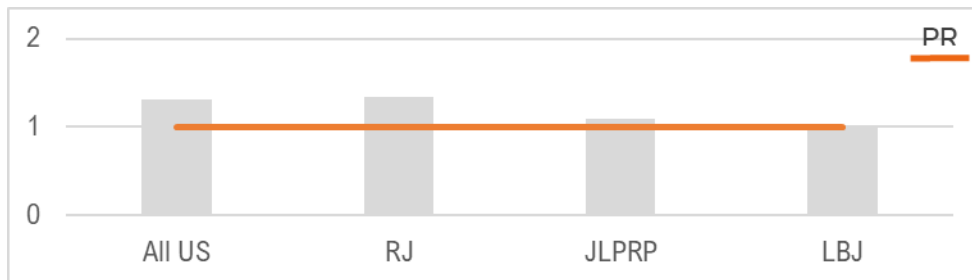
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	12.3	12	12.6	12	AL DC FL GA ID
Exams	1	1.31	1.35	1.10	1.00	AL AK CA CO CT
Initial fees	\$200	\$175	\$152	\$200	\$70	VT IN WI MO AR
Renewal period (in years)	4	2.0	1.9	2.0	3.2	GA OH OK IA CO
CE Contact hrs. (annual basis)	6	10.3	8.8	8.9	5.4	IN SC KS KY MA
Renewal fees (annual basis)	\$59	\$87	\$90	\$105	\$24.7	FL IN MO SC UT

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



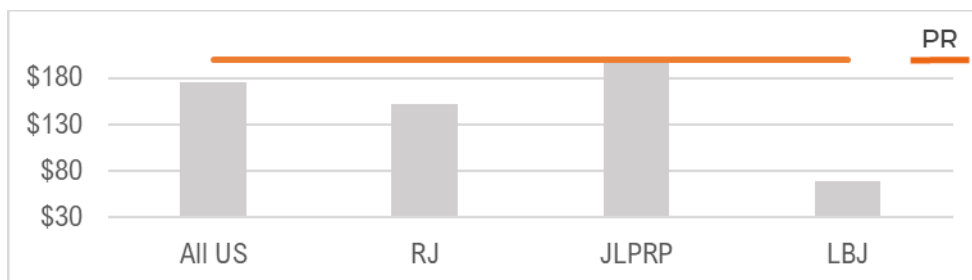
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

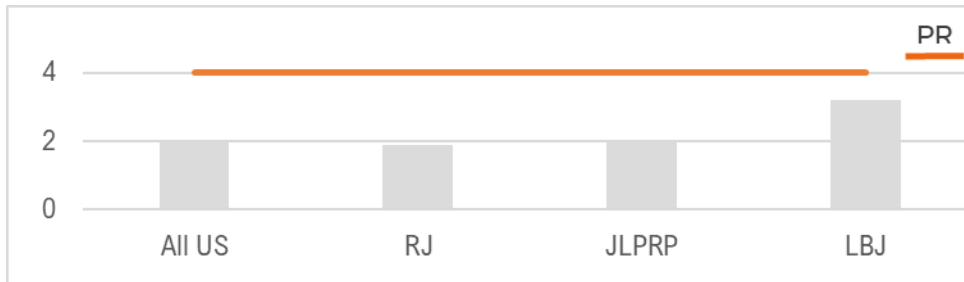
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

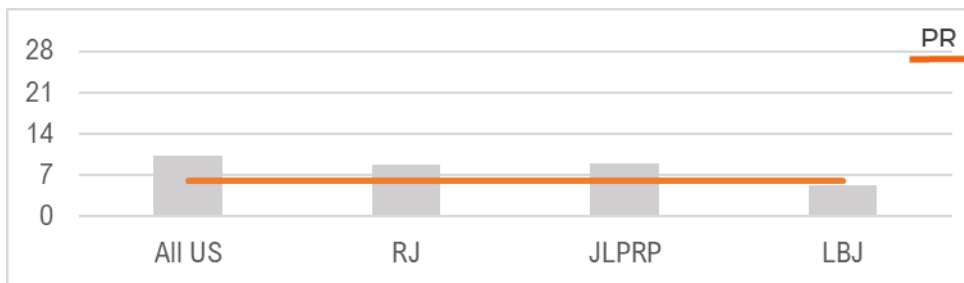
Initial fees graph



Renewal period graph



CE Contact hours graph



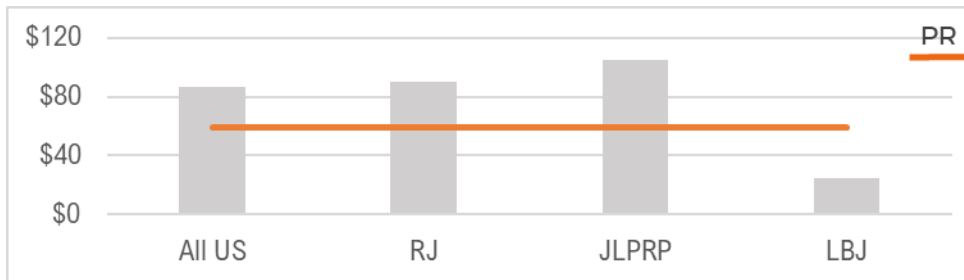
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's education and exams requirements are in line with all benchmark groups. Initial fees are the same as the JLPRP group, but higher than the All US, RJ and LBJ groups, while the renewal fees are lower than the ALL US, RJ and JLPRP groups, but higher than the LBJ group. The renewal period is the least burdensome when compared to all benchmark groups, and the continuing education requirement is lower than the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. Recommendation: No further analysis/review is recommended for this license.

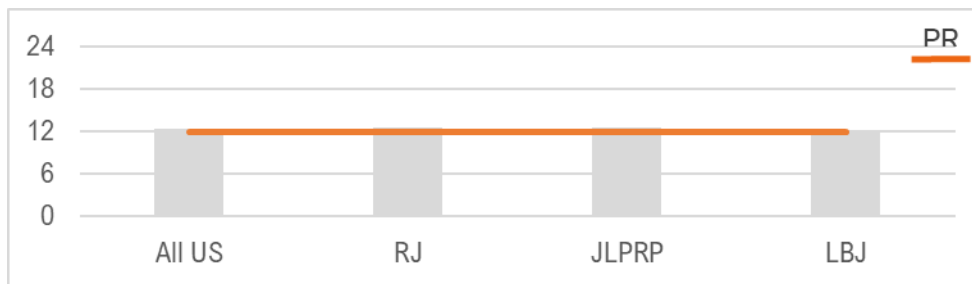
Real Estate Salesperson

%L[All US] = 86.3%, %L[RJ] = 87%, %L[JLPRP] = 90%

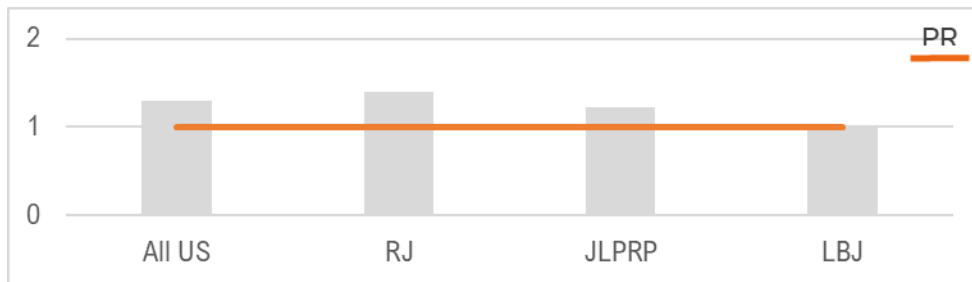
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	12	13	13	12	AL DC FL GA ID
Exams	1	1.30	1.40	1.22	1	AL AK AZ CA CT
Initial fees	\$200	\$157	\$118	\$148	\$59	VT NY OH AZ KY
Renewal period (in years)	4	1.9	1.8	1.8	3.2	GA OH OK IA WY
CE Contact hrs. (annual basis)	4	10.6	9.9	11.8	5.8	SC KS MA MI MO
Renewal fees (annual basis)	\$50	\$73	\$76	\$86	\$25.2	MO SC MI NY UT

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



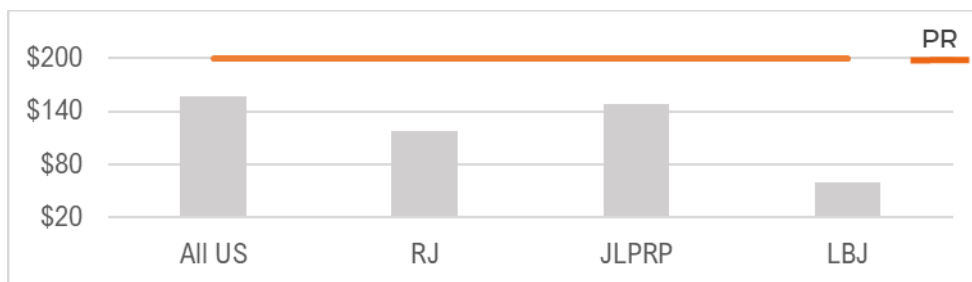
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

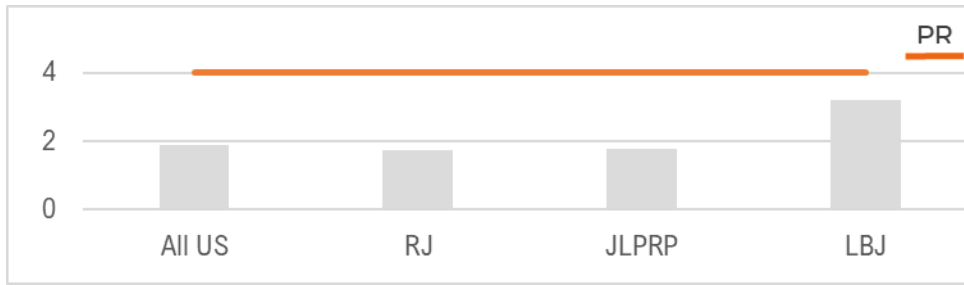
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

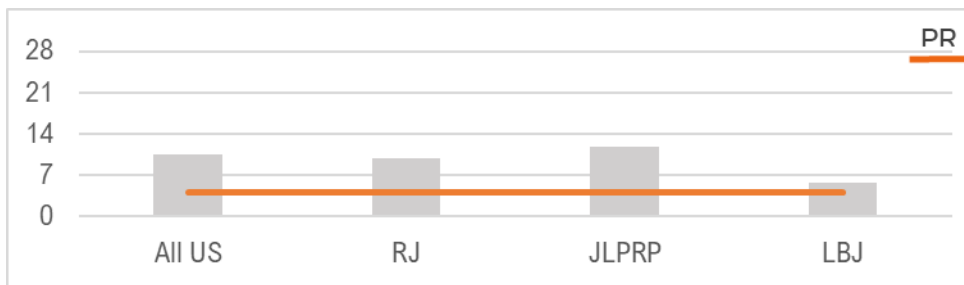
Initial fees graph



Renewal period graph

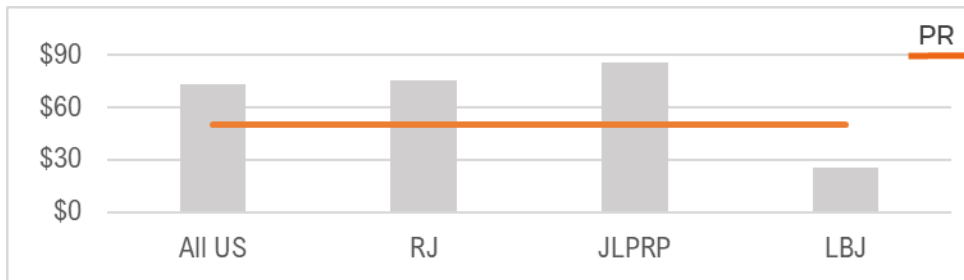


CE Contact hours graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's education and exams requirements are below or the same as all benchmark groups. Initial fees are above those of all benchmark groups, although not significantly, while renewal fees are below all groups except the LBJ. The renewal period and continuing education requirements are the least burdensome when compared to all benchmark groups. Recommendation: No further analysis/review is recommended for this license.

Refrigeration and Air Conditioning Technician

%L[All US] = 72.6%, %L[RJ] = 65.3%, %L[JLPRP] = 70%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	0 ^{N1}	0	0	0	AL AK AZ AR
Exams	1	1.62	1.53	1.86	0.00	NE ND UT WA
Initial fees*	\$165	\$399	\$450	\$359	\$65	NE DC ND MA
Renewal period (in years)	4	1.9	2.0	1.6	3.3	WI ID IA NM
CE Contact hrs. (annual basis)	8	4.2	3.9	6.4	1.7	RI VA OK GA
Renewal fees (annual basis)*	\$116	\$129	\$138	\$103	\$25.6	MD OR ND MA

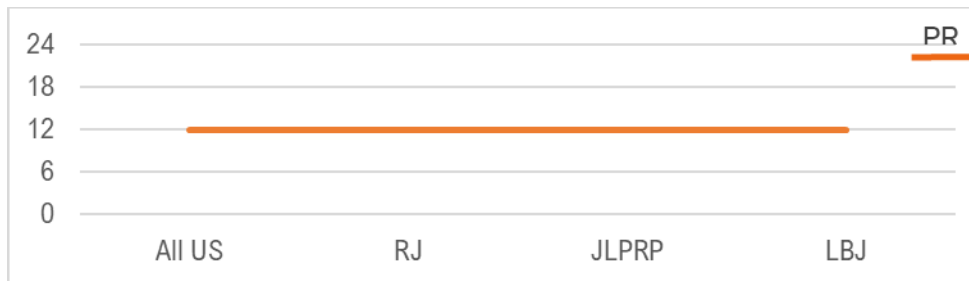
No experience burden was identified for PR's license.

N1: Two jurisdictions had a grade requirement of 12.

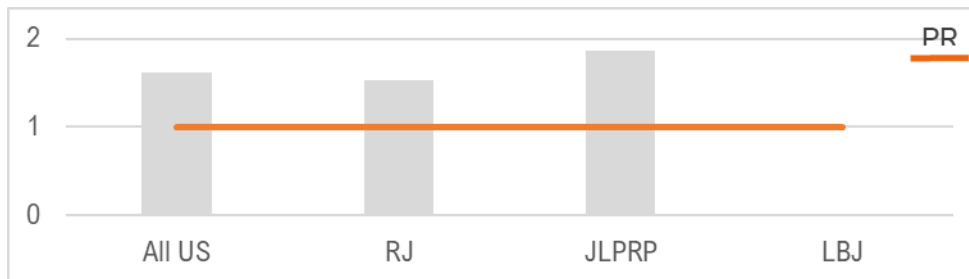
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$65	\$100
Renewal (total per period)	\$65	(4 x \$100)

Education (grade) graph



Exams graph



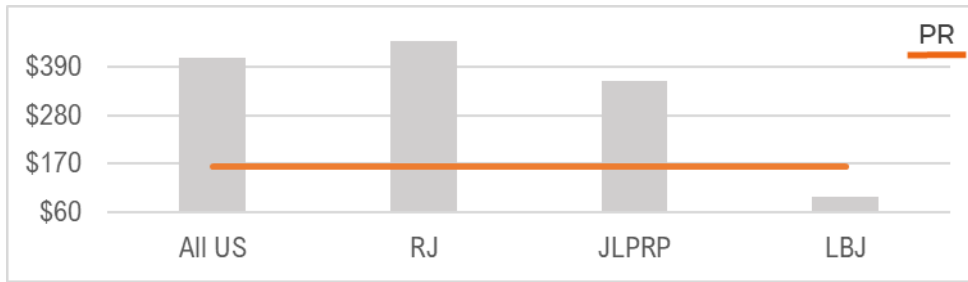
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

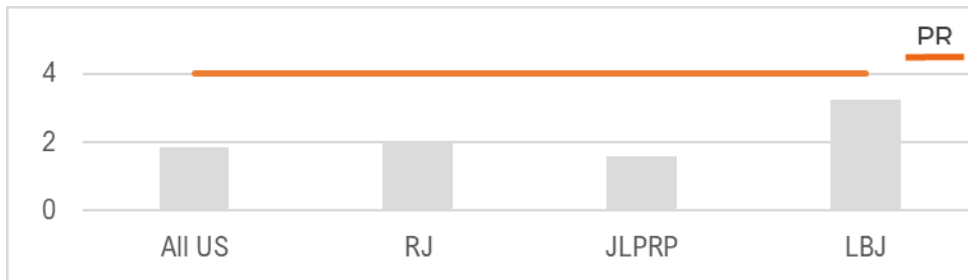
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

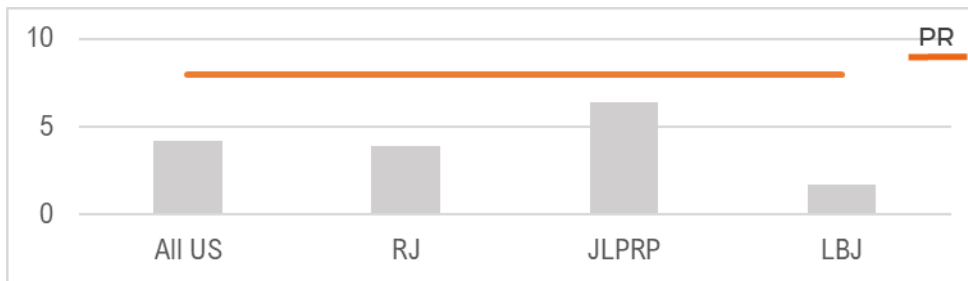
Initial fees graph



Renewal period graph



CE Contact hours graph



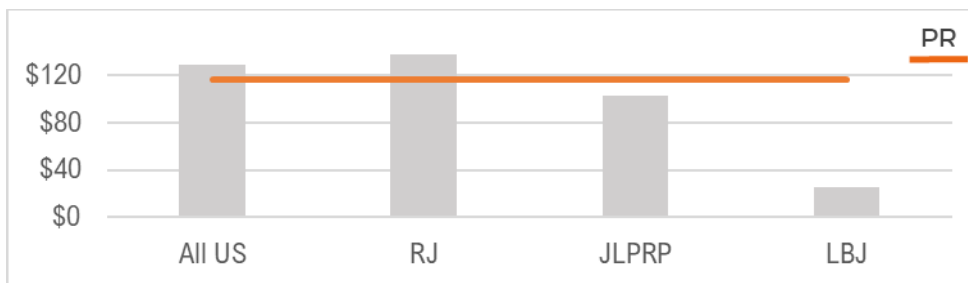
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's education requirement is above all benchmark groups, requiring a High School Diploma, while the exams requirement is below the All US, RJ and JLPRP groups, but higher than the LBJ group (these jurisdictions don't require an exam). Initial fees are below the All US, RJ and JLPRP groups, but higher than the LBJ group. Renewal fees are similar to the All US, RJ and JLPRP groups, but higher than the LBJ group. The renewal period is the least burdensome when compared to all benchmark groups, while the continuing

education requirement is above all benchmark groups. Recommendations: further analysis/revision of the education and the continuing education requirements.

Social Worker

%L[All US] = 84.4%, %L[RJ] = 91.4%, %L[JLPRP] = 90%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16 or 18 ^{N1}	16	17	17	16	AL AK AZ AR DC
Experience (calendar days)	1,095 or 0 ^{N1}	54	0	0	0	AL AK AZ AR CA
Initial fees*	\$200	\$163	\$157	\$134	\$38	PA MO MI SC IL
Renewal period (in years)	1 ^{N2}	1.9	1.8	1.7	2.4	KY MI AR NJ DC
CE Contact hrs. (annual basis)	12 ^{N2}	17.0	15.9	16.1	9.3	KY MA OK ME IA
Renewal fees (annual basis)	\$100 ^{N2}	\$54	\$60	\$63	\$27.4	KY MI MA MO IL

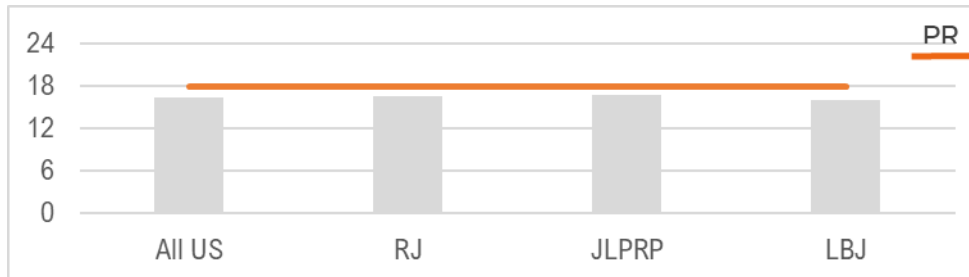
No exams burden was identified for PR's license.

* Agency: \$100, Professional Organization: \$100.

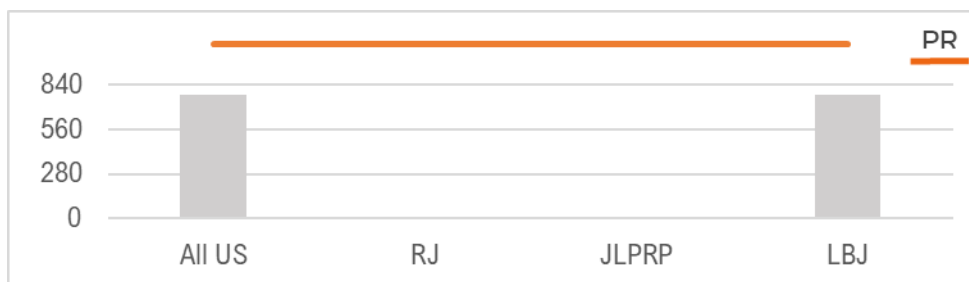
N1: There are two options: a) bachelor's degree (grade = 16) and experience of 1,095 calendar days or b) master's degree (grade = 18) and no experience.

N2: The Social Worker license is permanent from the perspective of the Agency/Licensing Board, however, by law licensees must complete and provide evidence of continuing education and pay a fee of \$100 on an annual basis to a Professional Organization (Colegio de Profesionales del Trabajo Social de Puerto Rico).

Education (grade) graph



Experience (calendar days) graph



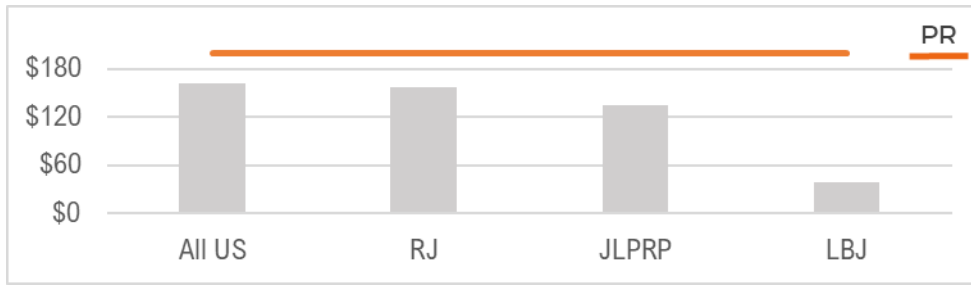
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

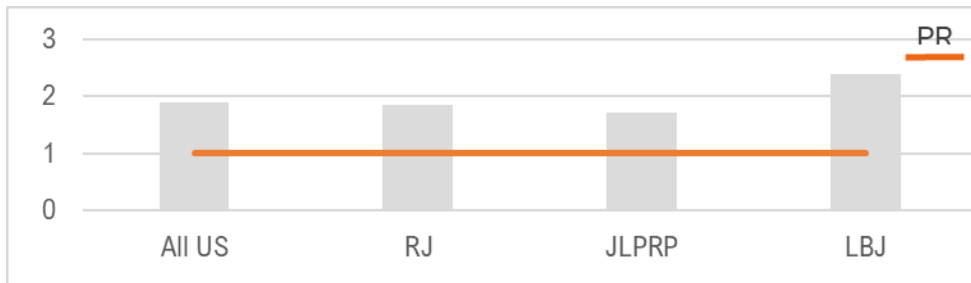
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

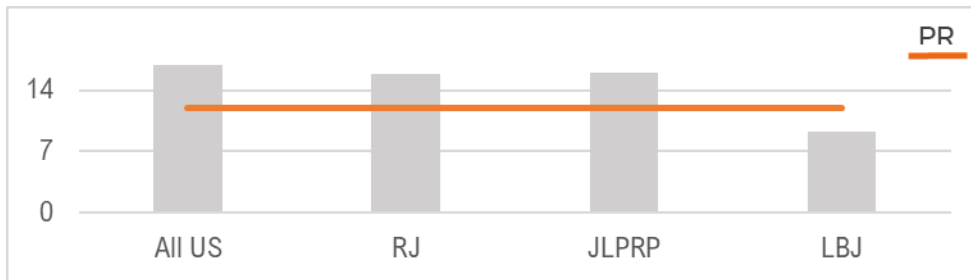
Initial fees graph



Renewal period graph



CE Contact hours graph



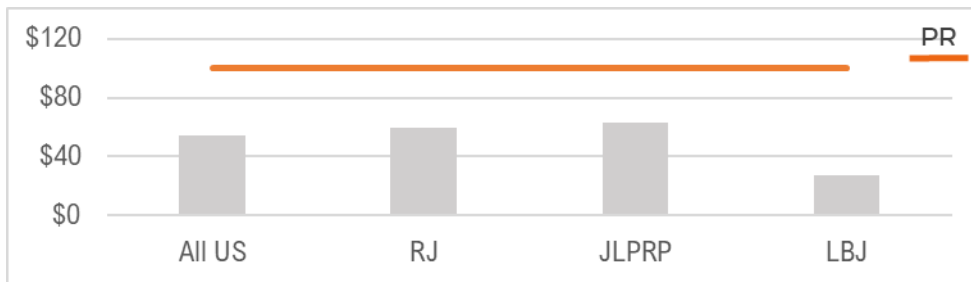
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's two options of education/experience represent the highest burden when compared to all benchmark groups. The first option requires a bachelor's degree (grade: 16) and 1,095 days of experience. The All US group requires a bachelor's degree and 54 days of experience, while the LBJ group only requires a bachelor's degree (no experience). PR's second option, which doesn't require experience, requires a master's degree (grade: 18). The other two groups, RJ and JLPRP, don't require experience and only 1 year of postgraduate studies (grade: 17). Initial and renewal fees are above all benchmark groups, as

well as the renewal period requirement. Renewal is required every year (managed by the Colegio). The continuing education burden is below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. Recommendations: further analysis/revision of both types of fees, the education and experience requirements, and the renewal period.

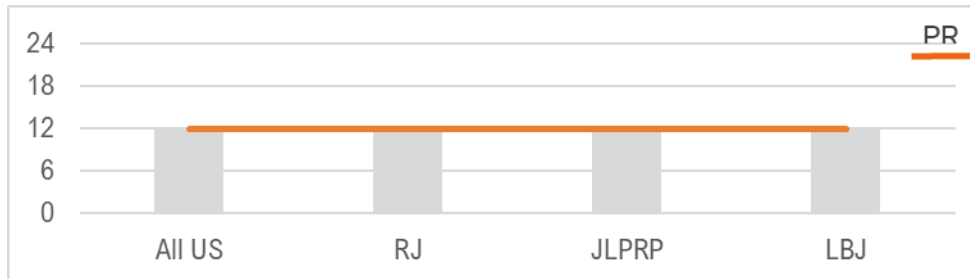
Water Treatment Operator (level 1)

%L[All US] = 25.5%, %L[RJ] = 30.5%, %L[JLPRP] = 40%

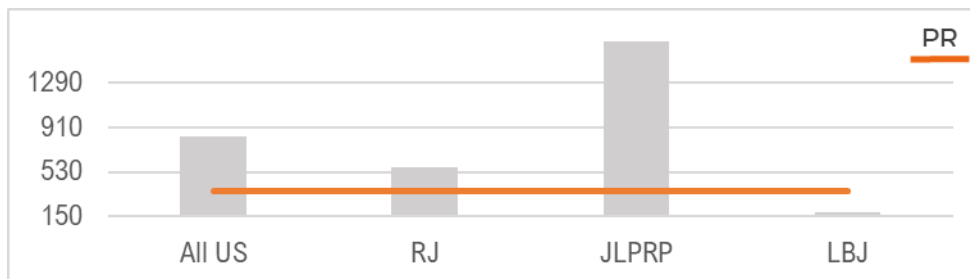
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	12	12	12	12	12	AR DE
Experience (calendar days)	365	830	575	1643	187	AR DE
Exams	1	1.00	1.00	1.00	1.00	AR DE
Initial fees	\$50	\$112	\$103	\$87	\$20	RI MA
Renewal period (in years)	3	1.6	1.4	2.0	2.5	TX RI
Renewal fees (annual basis)	\$17	\$56	\$70	\$42	\$12.5	RI AR

No continuing education burdens were identified for PR's license.

Education (grade) graph



Experience (calendar days) graph



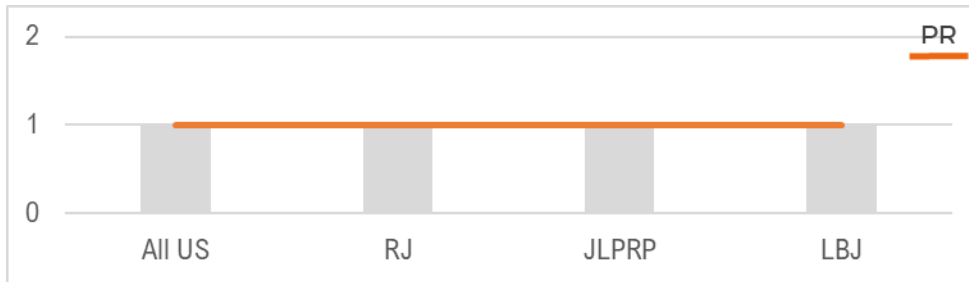
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

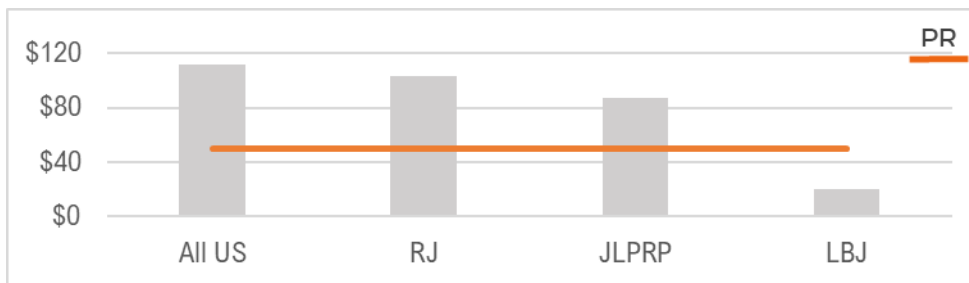
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

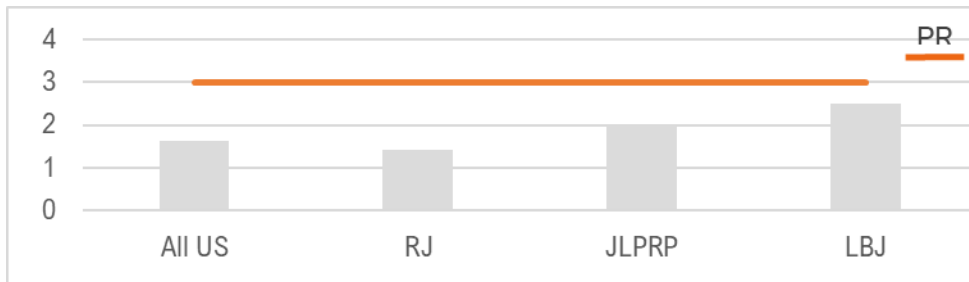
Exams graph



Initial fees graph

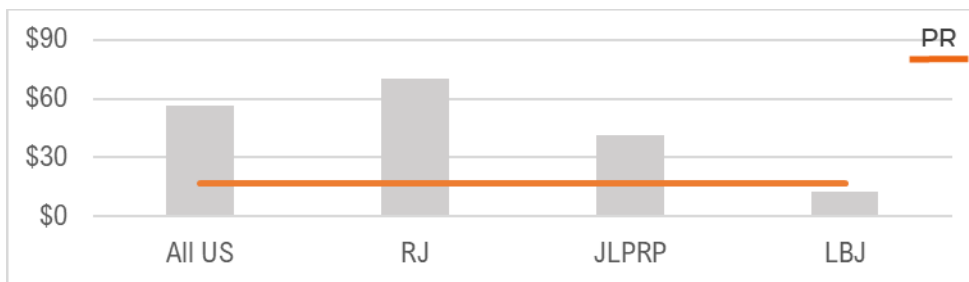


Renewal period graph



All US: All 51 US jurisdictions
RJ: Reforming jurisdictions
JLPRP: Jurisdictions with a large PR population
LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's education and exams requirements are the same as all benchmark groups. The burden for experience is below the All US, RJ and JLPRP groups, but higher than the LBJ group. Initial fees are also lower than the All US, RJ and JLPRP groups, but higher than the LBJ group (although in practice a small amount), while the renewal fees are below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. The renewal period compares favorably to all benchmark groups, being the least burdensome.

Recommendations: further analysis into the requirement for a license based on the low extent of licensing; no further analysis/revision related to the burden types.

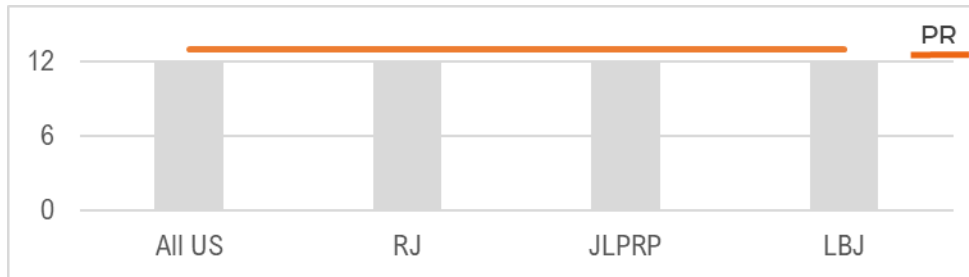
Water Treatment Operator (level 2)

%L[All US] = 25.5%, %L[RJ] = 30.5%, %L[JLPRP] = 40%

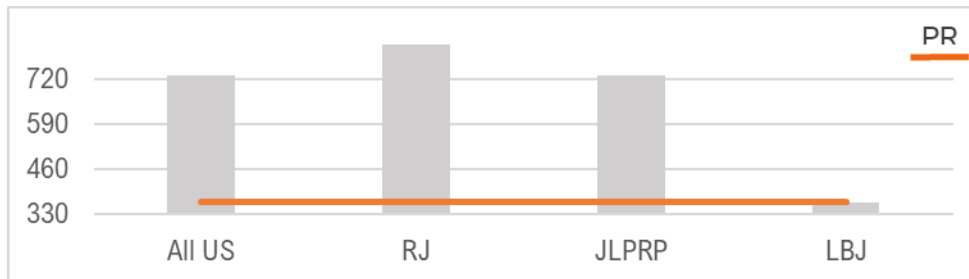
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	13	12	12	12	12	AR FL
Experience (calendar days)	365	730	821	730	365	RI VA
Exams	1	1.00	1.00	1.00	1.00	AR DC
Initial fees	\$50	\$114	\$125	\$115	\$20	RI MA
Renewal period (in years)	3	1.6	1.4	2.0	2.5	TX RI
Renewal fees (annual basis)	\$17	\$57	\$72	\$41	\$12.5	RI AR

No continuing education burdens were identified for PR's license.

Education (grade) graph



Experience (calendar days) graph



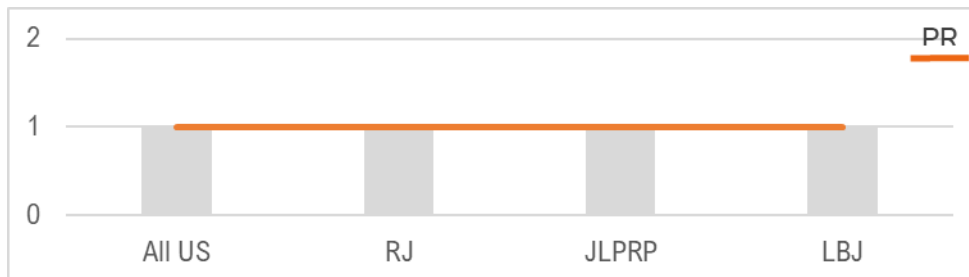
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

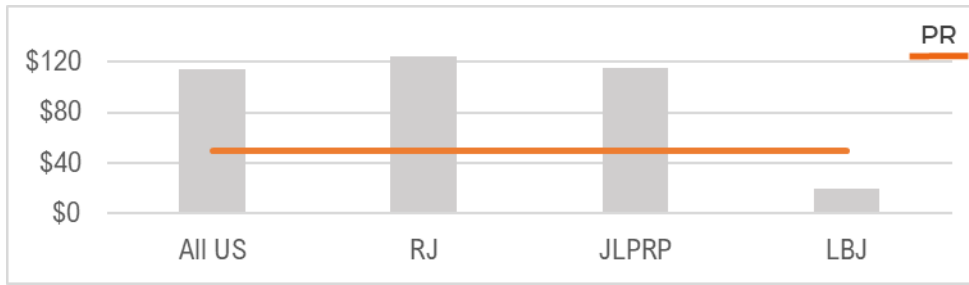
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

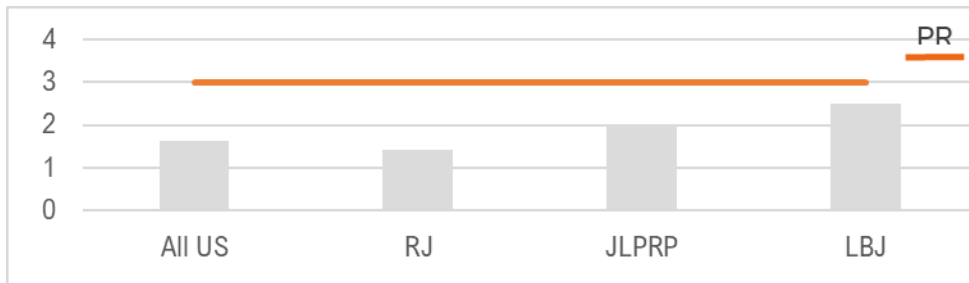
Exams graph



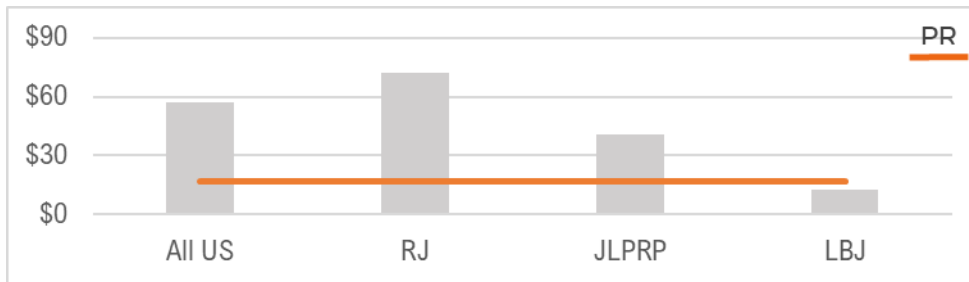
Initial fees graph



Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: PR’s burden for education is above all benchmark groups, requiring a 1-year education program after High School. The other jurisdictions that regulate this occupation only require a High School Diploma. The exams requirement is the same as all benchmark groups, while the burden for experience is below the All US, RJ and JLPRP groups, and the same as the LBJ group. Initial fees are lower than the All US, RJ and JLPRP groups, but higher than the LBJ group (although the amount is small in practice), while the renewal fees are below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. The renewal period compares favorably to all benchmark groups, being the least burdensome. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the education requirement.

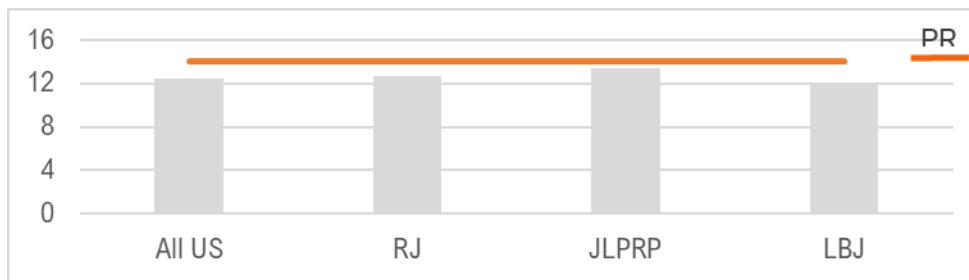
Water Treatment Operator (level 3)

%L[All US] = 25.5%, %L[RJ] = 30.5%, %L[JLPRP] = 40%

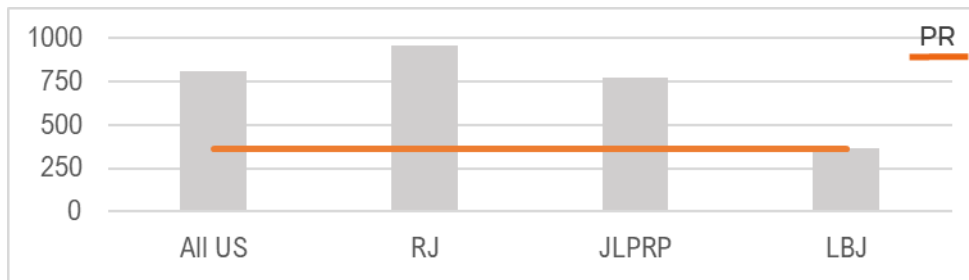
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	12	13	13	12	AR FL
Experience (calendar days)	365	807	956	770	365	OK SC
Exams	1	1.00	1.00	1.00	1.00	AR DC
Initial fees	\$50	\$123	\$125	\$115	\$20	RI MA
Renewal period (in years)	3	1.6	1.4	2.0	2.5	TX RI
Renewal fees (annual basis)	\$17	\$59	\$75	\$41	\$12.5	RI AR

No continuing education burdens were identified for PR's license.

Education (grade) graph



Experience (calendar days) graph



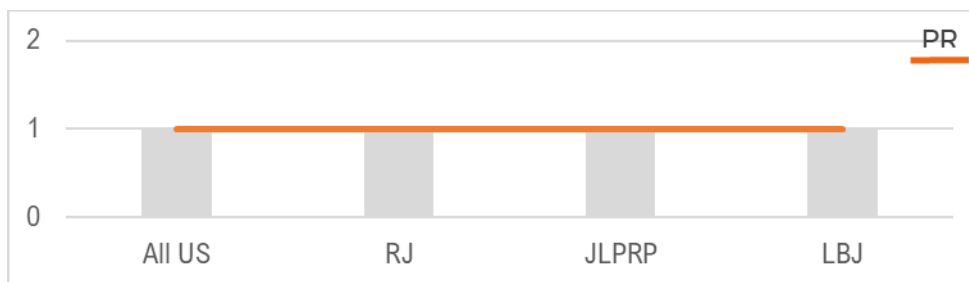
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

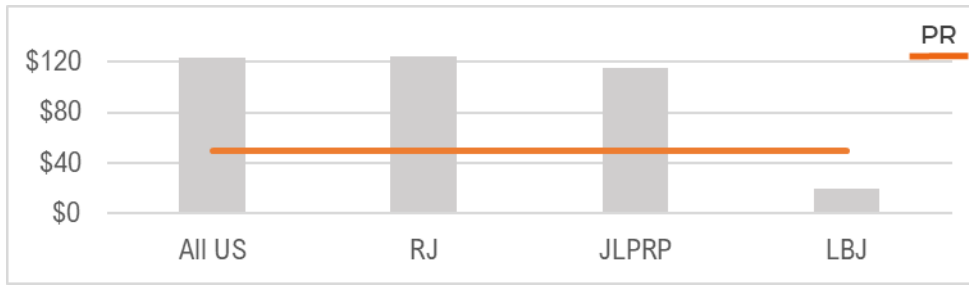
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

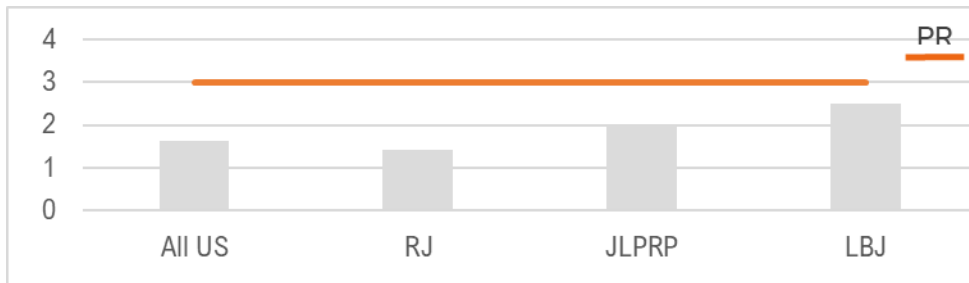
Exams graph



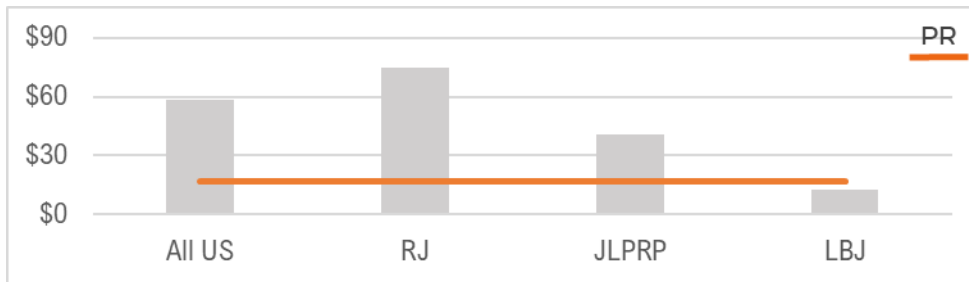
Initial fees graph



Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: PR’s burden for education is above all benchmark groups, requiring a 2-year education program after High School. The All US and LBJ groups only require a High School Diploma. The exams requirement is the same as all benchmark groups, while the burden for experience is below the All US, RJ and JLPRP groups, and the same as the LBJ group. Initial fees are lower than the All US, RJ and JLPRP groups, but higher than the LBJ group, while the renewal fees are below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. The renewal period compares favorably to all benchmark groups, being the least burdensome. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the education requirement.

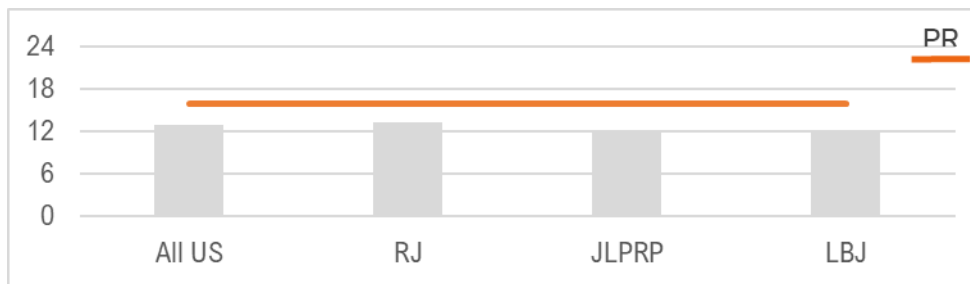
Water Treatment Operator (level 4)

%L[All US] = 25.5%, %L[RJ] = 30.5%, %L[JLPRP] = 40%

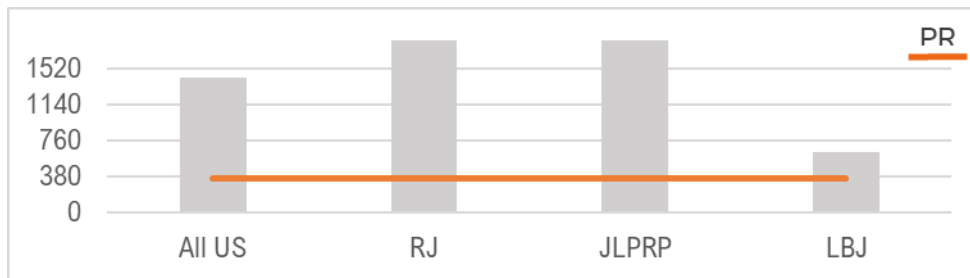
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	13	13	12	12	AR FL
Experience (calendar days)	365	1433.9	1825.0	1825.0	638.8	VA RI
Exams	1	0.85	0.86	1.00	0.00	DC VT
Initial fees	\$50	\$112	\$116	\$97	\$20	RI MA
Renewal period (in years)	3	1.8	1.5	2.0	2.5	TX DC
Renewal fees (annual basis)	\$17	\$38	\$45	\$37	\$12.5	RI AR

No continuing education burdens were identified for PR's license.

Education (grade) graph



Experience (calendar days) graph



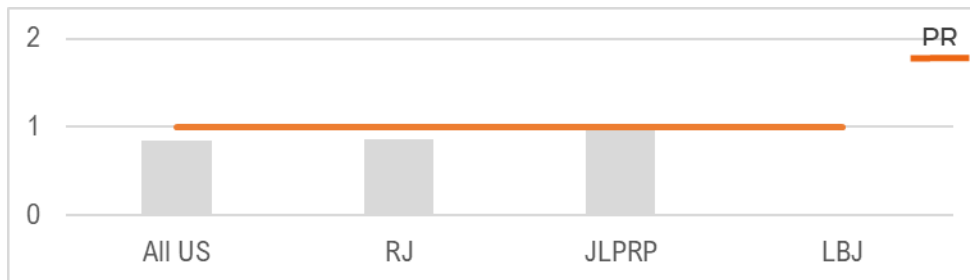
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

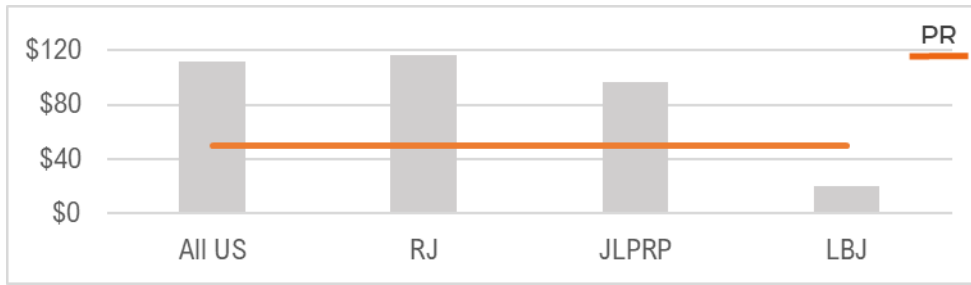
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

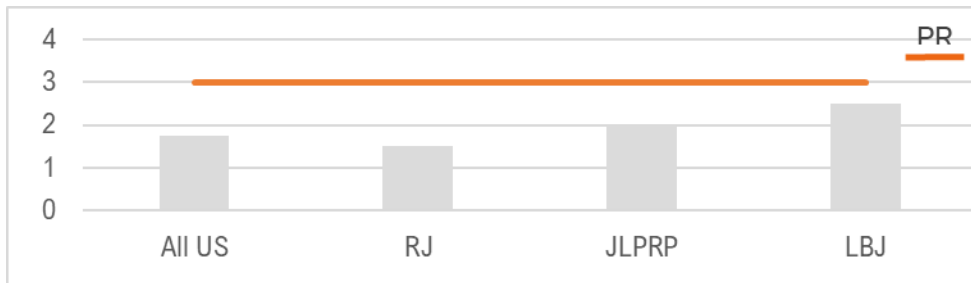
Exams graph



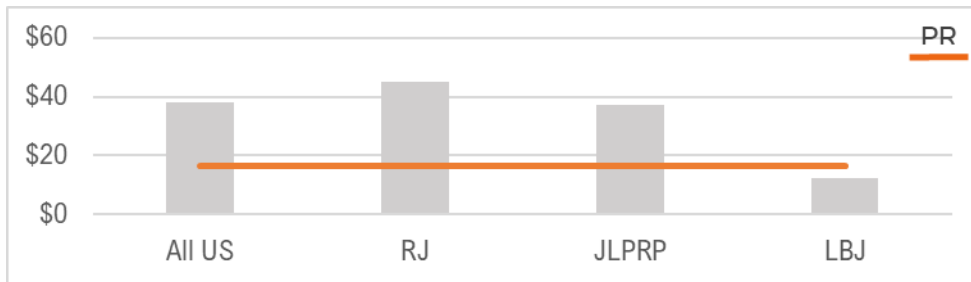
Initial fees graph



Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: PR’s burden for education is above all benchmark groups, requiring a bachelor’s degree. The LBJ and JLPRP groups only require a High School Diploma. The exams requirement is the same or above all benchmark groups, with the LBJ group not requiring one. The burden for experience is below the benchmark groups. Initial fees are also lower than the All US, RJ and JLPRP groups, but higher than the LBJ group, while the renewal fees are below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. The renewal period compares favorably to all benchmark groups, being the least burdensome. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the education requirement.

6.14 Department of Health

This section analyzes the fifty-four (54) occupational licenses managed by the Department of Health. As mentioned in Section 5, a detailed analysis of the burdens is not included for licenses with an extent of licensing for all jurisdictions below 6%. In other words, there must be at least 4 jurisdictions in the US with a similar license for the analysis to be included. Table 18 includes the extent of licensing across the three benchmark groups for these 54 licenses. The table includes the percentage, as well as the actual number of jurisdictions that require a license.

Table 18. Extent of licensing for the licenses under the scope of the Department of Health.

	%L [All US]	%L [RJ]	%L [JLPRP]
Acupuncturist	90.2% (46)	87% (20)	100% (10)
Audiologist	100% (51)	100% (23)	100% (10)
Cannabis Establishment (Management)	7.9% (4)	8.7% (2)	0% (0)
Cannabis Establishment (Worker)*	5.9% (3)	8.7% (2)	0% (0)
Chiropractors	100% (51)	100% (23)	100% (10)
Dental Hygienists	100% (51)	100% (23)	100% (10)
Dental Technologist	100% (51)	100% (23)	100% (10)
Dentists	100% (51)	100% (23)	100% (10)
Dietitian and Nutritionist	74.6% (38)	65.3% (15)	70% (7)
Educator in Community Health*	1.9% (1)	4.4% (1)	10% (1)
Embalmer	80.4% (41)	74% (17)	70% (7)
EMTs	100% (51)	100% (23)	100% (10)
Health Educator*	0% (0)	0% (0)	0% (0)
Health Services Administrator*	3.9% (2)	8.7% (2)	0% (0)
Histotechnician	9.9% (5)	4.4% (1)	20% (2)
Histotechnologist	11.8% (6)	8.7% (2)	10% (1)
Massage Therapist	92.2% (47)	95.7% (22)	100% (10)
Medical Technician	21.6% (11)	17.4% (4)	30% (3)
Naturopathic Doctor	43.2% (22)	43.5% (10)	40% (4)
Naturopathic Practitioner*	0% (0)	0% (0)	0% (0)
Nuclear Medicine Technician	49.1% (25)	47.9% (11)	50% (5)
Nurse (Advanced Practitioner)	72.6% (37)	78.3% (18)	60% (6)
Nurse (Anesthetists)	92.2% (47)	91.4% (21)	70% (7)
Nurse (Associate)	100% (51)	100% (23)	100% (10)
Nurse (Generalist)	100% (51)	100% (23)	100% (10)
Nurse (Obstetrics)	74.6% (38)	78.3% (18)	70% (7)
Nurse (Practitioner)	100% (51)	100% (23)	100% (10)
Nurse (Specialists)	70.6% (36)	69.6% (16)	60% (6)
Occupational Therapist	100% (51)	100% (23)	100% (10)
Occupational Therapist Assistant	100% (51)	100% (23)	100% (10)
Opticians	39.3% (20)	34.8% (8)	50% (5)
Optometrist	100% (51)	100% (23)	100% (10)
Paramedic	100% (51)	100% (23)	100% (10)
Pharmacist	100% (51)	100% (23)	100% (10)
Pharmacy Technician	86.3% (44)	82.7% (19)	80% (8)
Physical Therapist	100% (51)	100% (23)	100% (10)
Physical Therapist Assistant	100% (51)	100% (23)	100% (10)
Physician-Surgeon (MD)	100% (51)	100% (23)	100% (10)

	%L [All US]	%L [RJ]	%L [JLPRP]
Physician Assistant	98.1% (50)	100% (23)	100% (10)
Physician Authorized Prescribe Cannabis*	0% (0)	0% (0)	0% (0)
Podiatrists	100% (51)	100% (23)	100% (10)
Professional Counselors	72.6% (37)	69.6% (16)	70% (7)
Psychologist	100% (51)	100% (23)	100% (10)
Radiologic Technologists	56.9% (29)	60.9% (14)	50% (5)
Radiotherapy Technician	19.7% (10)	21.8% (5)	30% (3)
Rehabilitation Counselor	74.6% (38)	69.6% (16)	70% (7)
Respiratory Therapist	92.2% (47)	91.4% (21)	90% (9)
Sonographer (Cardiovascular)*	5.9% (3)	8.7% (2)	0% (0)
Sonographer (General)*	5.9% (3)	8.7% (2)	0% (0)
Speech Language Pathologist	100% (51)	100% (23)	100% (10)
Speech Language Therapist	29.5% (15)	39.2% (9)	40% (4)
Veterinarian	100% (51)	100% (23)	100% (10)
Veterinarian Technician	72.6% (37)	60.9% (14)	60% (6)
Veterinary Technologist	31.4% (16)	17.4% (4)	20% (2)

*No detailed report is provided as there are less than 4 benchmark jurisdictions.

There are no notable differences between the extent of licensing for all jurisdictions when compared to the reforming jurisdictions. The remaining of this section presents the forty-six (46) burden reports for the licenses with at least 4 benchmark jurisdictions across the 50 states and DC. Consequently, there are 8 licenses managed by the Department of Health that do not meet that yardstick.

Acupuncturist

%L[All US] = 90.2%, %L[RJ] = 87%, %L[JLPRP] = 100%

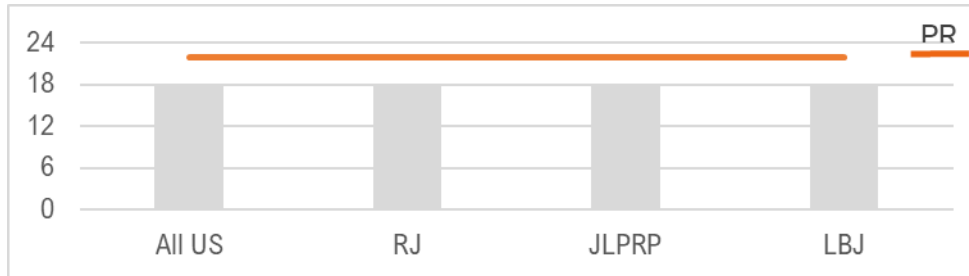
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	18	18	18	18	AK AZ AR CA CO
Initial fees	\$400	\$314	\$239	\$344	\$87	PA MT CO VT OH
Renewal period (in years)	3	1.8	1.9	2.0	2.2	NY KY CA ME MD
CE Contact hrs. (annual basis)	25	20.6	16.4	18.3	8.6	PA OR AK AR DE
Renewal fees (annual basis)	\$325	\$142	\$116	\$129	\$40.3	PA UT OH IN MO

No experience and exams burdens were identified for PR's license.

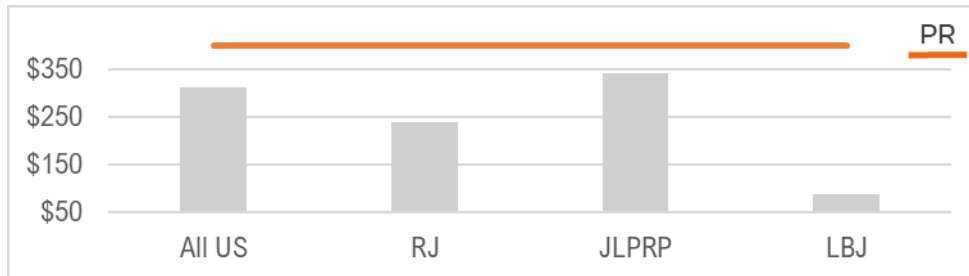
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$100	\$300
Renewal (total per period)	\$75	(3 x \$300)

Education (grade) graph



Initial fees graph



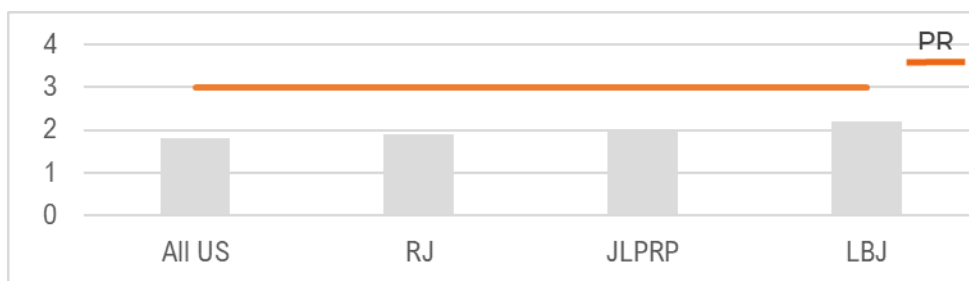
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

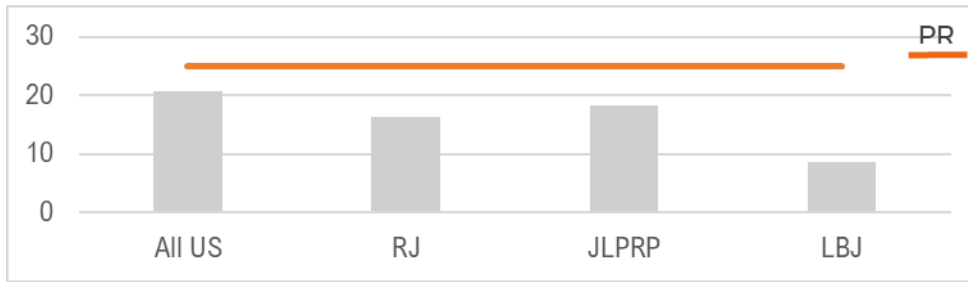
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



CE Contact hours graph



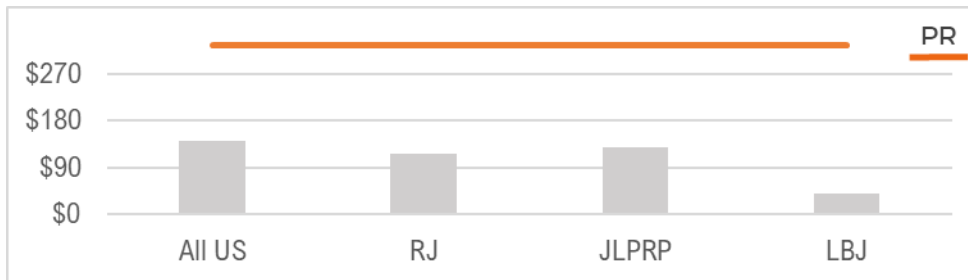
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's education burden is higher when compared to all the benchmark groups values. While PR requires a doctoral degree, all other jurisdictions allow individuals to perform the occupation with a master's degree. The renewal period of three years is lower than all benchmark groups reported values. PR fees values are significantly higher than all benchmark groups for both types of fees. The continuing education requirement is higher than the All US, RJ, and JLPRP benchmark groups, but significantly higher than the LBJ annual basis value of nine hours. Recommendations: further analysis/revision of the education and continuing education requirements, and both types of fees.

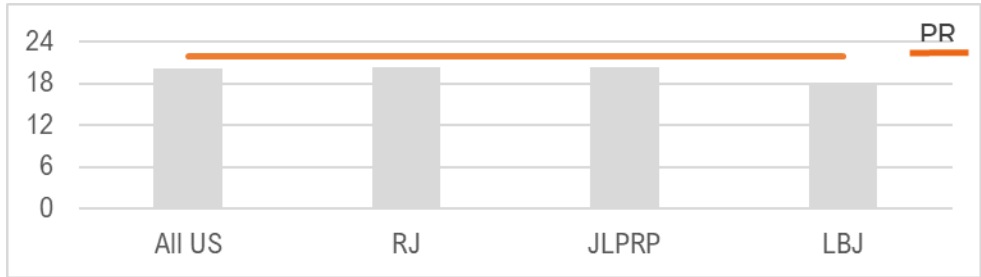
Audiologist

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

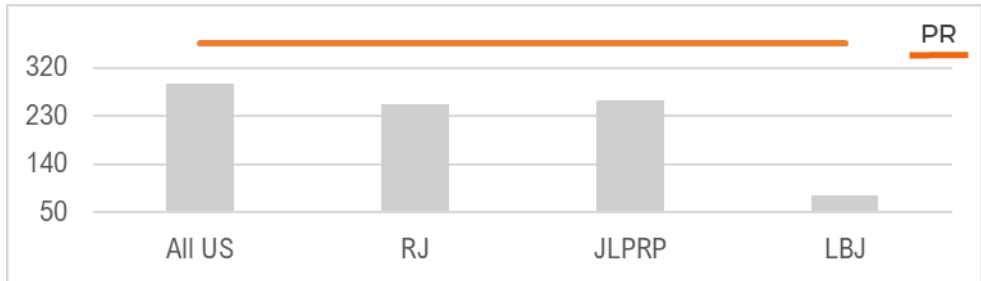
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	20.1	20.4	20.4	18.0	AL AK AR DC HI
Experience (calendar days)	365	290	253	260	81	CA FL WV HI KS
Exams	1	1.12	1.09	1.10	1.00	AK CO MA AR CA
Initial fees	\$50	\$175	\$157	\$150	\$52	MO PA WV R MA
Renewal period (in years)	3	1.8	1.7	2.1	2.4	MO NY CO ME MD
Renewal fees (annual basis)	\$25	\$81	\$71	\$58	\$27	MO UT GA R PA

No continuing education burden was identified for PR's license.

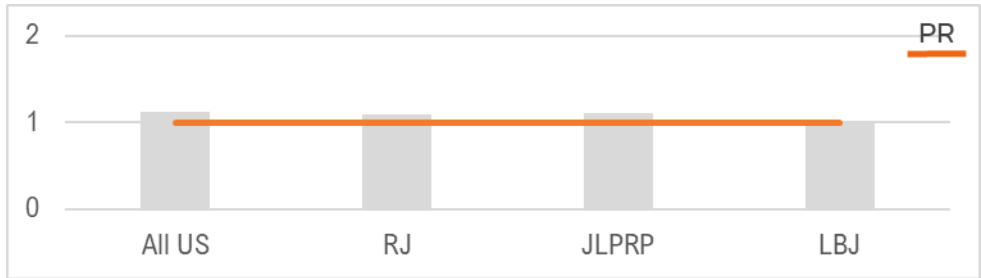
Education (grade) graph



Experience (calendar days) graph

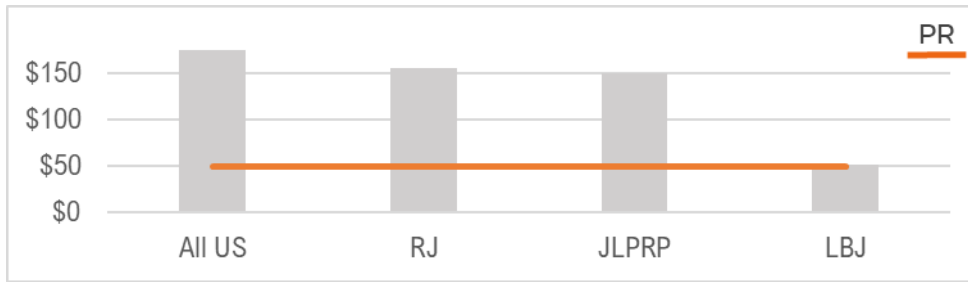


Exams graph

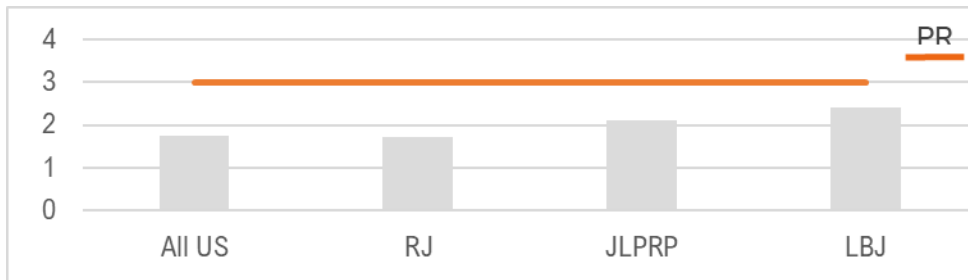


All US: All 51 US jurisdictions
RJ: Reforming jurisdictions
JLPRP: Jurisdictions with a large PR population
LBJ: Low burden jurisdictions

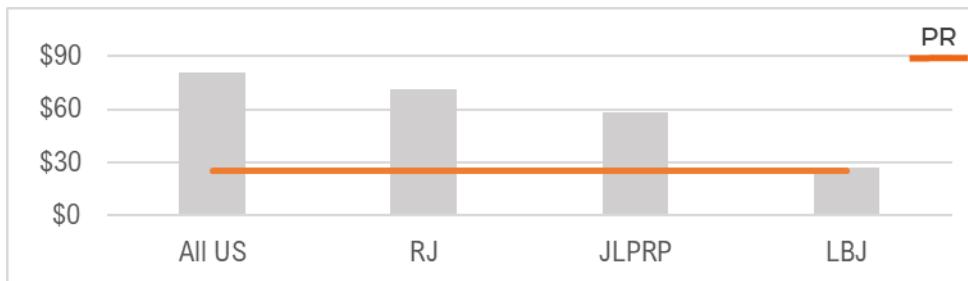
Initial fees graph



Renewal period graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: In PR two of the burden types, education, and experience, represent higher burdens compared to all the benchmark groups observed values. In PR this occupation requires a doctoral degree, while for other jurisdictions (see LBJ) a master’s degree will suffice. The examination burden is in line with the benchmark groups. In terms of initial fees, the PR’s observed burden is significantly lower than the All US, RJ, and JLPRP benchmark groups, and similar to the LBJ value. Nevertheless, the renewal fees are significantly lower than the All US, RJ, and JLPRP benchmark groups, and same as the LBJ. The renewal period of three years is a lower than all the benchmark groups. Recommendations: further analysis/revision of the education and experience requirements.

Cannabis Establishment (Management)

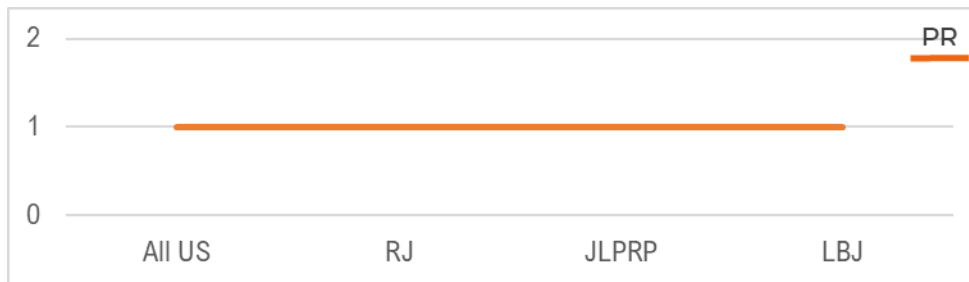
%L[All US] = 7.9%, %L[RJ] = 8.7%, %L[JLPRP] = 0%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Exams	1	0	0	ND	0	AZ
Initial fees	\$500	\$224	\$364	ND	\$18	HI
Renewal period (in years)	2	1.7	2	ND	2	CO
CE Contact hrs. (annual basis)	3	0	0	ND	0	AZ
Renewal fees (annual basis)	\$38	\$97	\$95	ND	\$40	CO

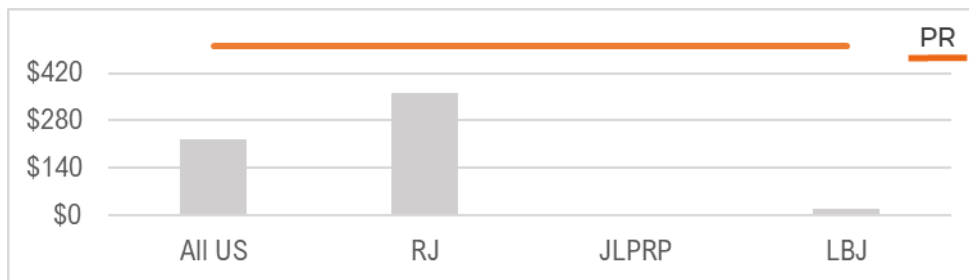
No education and experience burdens were identified for PR's license.

ND: No JLPRP regulates this occupation.

Exams graph



Initial fees graph



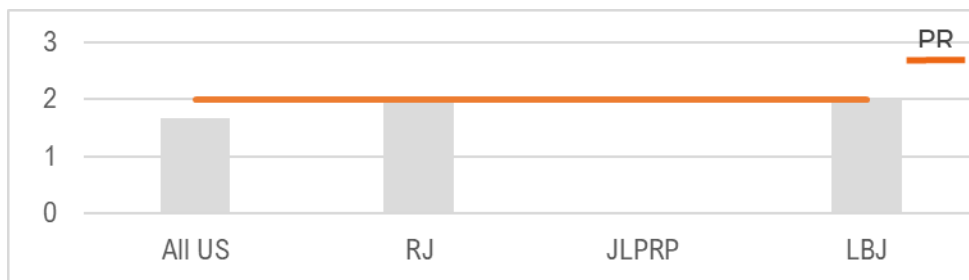
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

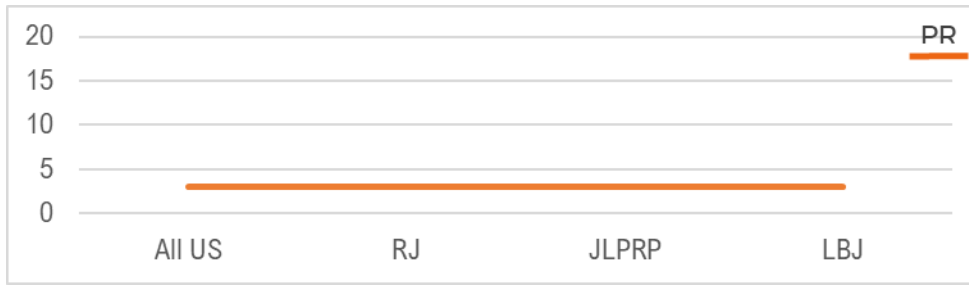
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



CE Contact hours graph



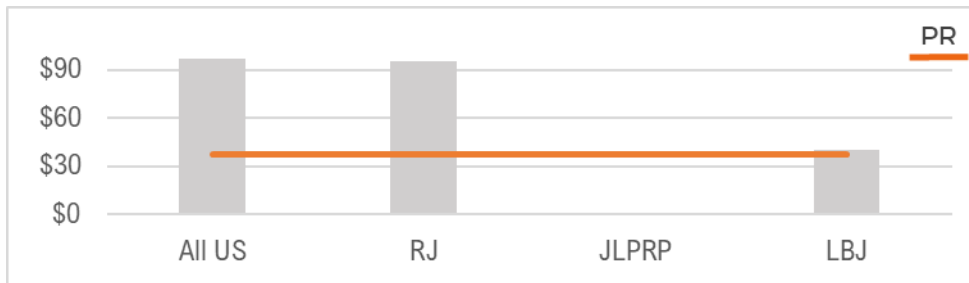
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: This occupation requires a license in only 4 jurisdictions, therefore very few data points. PR’s observed burden for exams is higher compared with the All US, RJ and LBJ benchmark groups, which require no exam. The PR’s initial fees observed burden is significantly higher than all the benchmark groups, whereas the renewal fees value is significantly lower than the All US and RJ values, but slightly lower compared to the LBJ. The renewal period of two years is similar or in line to the All US, RJ, and LBJ benchmark groups. On the other hand, the continuing education requirement is higher than all the benchmark groups, which do not have a continuing education requirement. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the initial fees, the exam and the continuing education requirements.

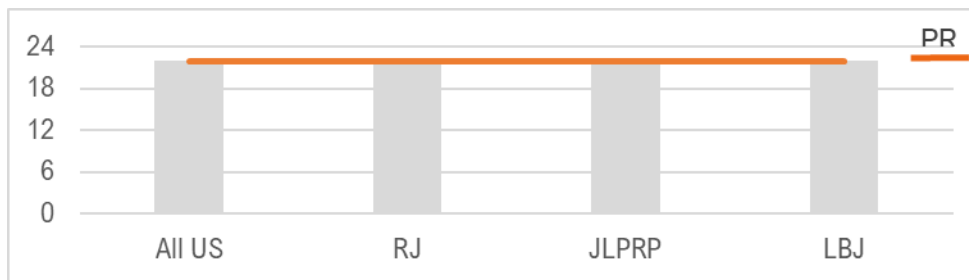
Chiropractor

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

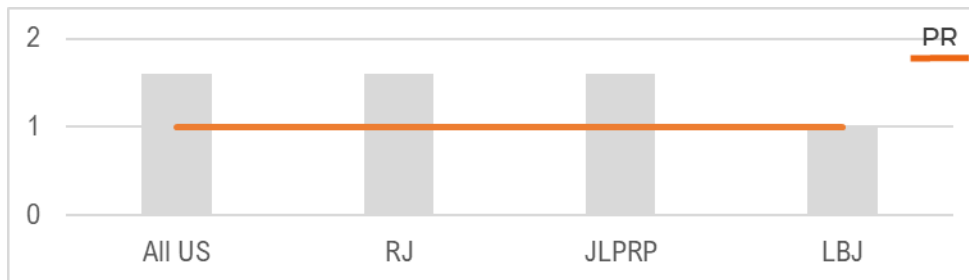
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AL AK AZ AR CA
Exams	1	1.61	1.61	1.60	1.00	CA CO CT DE HI
Initial fees	\$200	\$316	\$307	\$338	\$112	CA IN PA ME MI
Renewal period (in years)	3	1.6	1.7	1.9	2.4	IL NY NE NV NH
CE Contact hrs. (annual basis)	15	19.3	19.4	21.9	9.4	TX SC NH GA HI
Renewal fees (annual basis)	\$55	\$200	\$191	\$200	\$56.4	IN UT IL MO GA

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



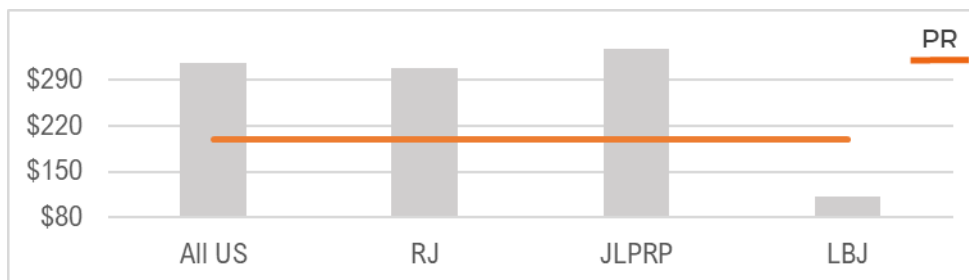
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

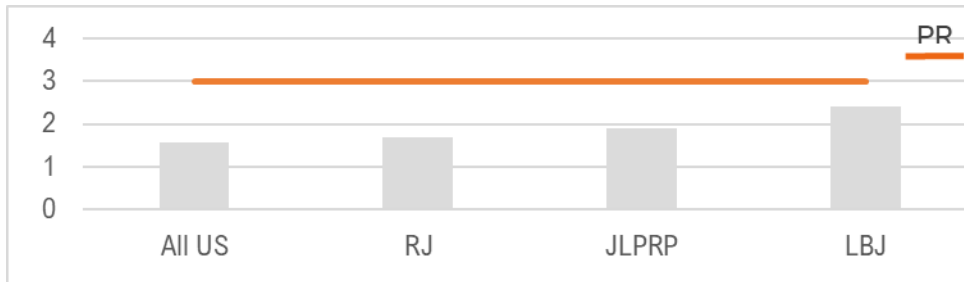
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

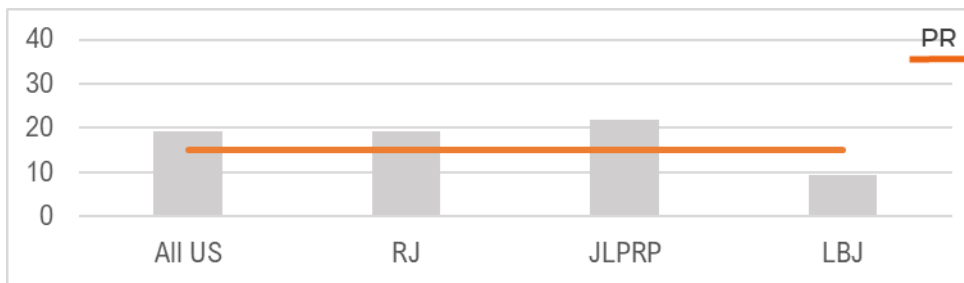
Initial fees graph



Renewal period graph



CE Contact hours graph



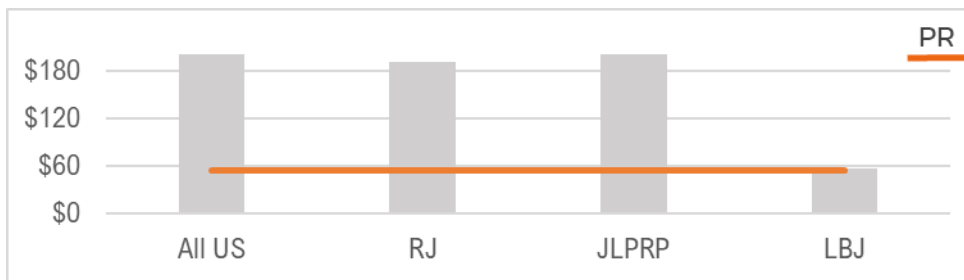
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line to all the benchmark groups values. The PR’s observed burden for exams is lower than the All US, RJ, and JLPRP benchmark groups, but is in line to the LBJ. In terms of initial fees, the PR’s observed burden is significantly lower than the All US, RJ, and JLPRP benchmark groups, but is significantly higher than the LBJ value. Nevertheless, the renewal fees are significantly lower than the All US, RJ, and JLPRP benchmark groups, and slightly lower than the LBJ. The renewal period of three years is lower than all benchmark groups reported values. The continuing education requirement is lower than the All US, RJ, and JLPRP benchmark groups, but is significantly higher than the LBJ. Recommendation: No further analysis/review is recommended for this license.

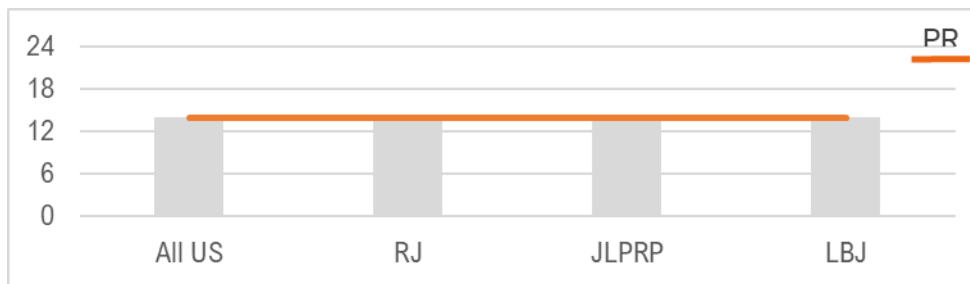
Dental Hygienists

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

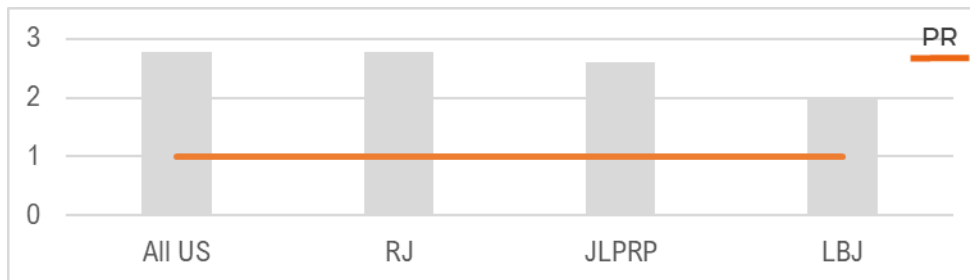
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AL AK AZ AR CA
Exams	1	2.78	2.78	2.60	2.00	AL CO CT DE HI
Initial fees	\$35	\$160	\$163	\$131	\$69	UT RI VT PA GA
Renewal period (in years)	4	1.9	2.0	2.0	3.0	NM NY MI AZ IL
CE Contact hrs. (annual basis)	6	14.1	14.0	11.4	6.7	NC WI SC IN DC
Renewal fees (annual basis)	\$1	\$73	\$65	\$72	\$24.9	UT PA MI NY MO

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



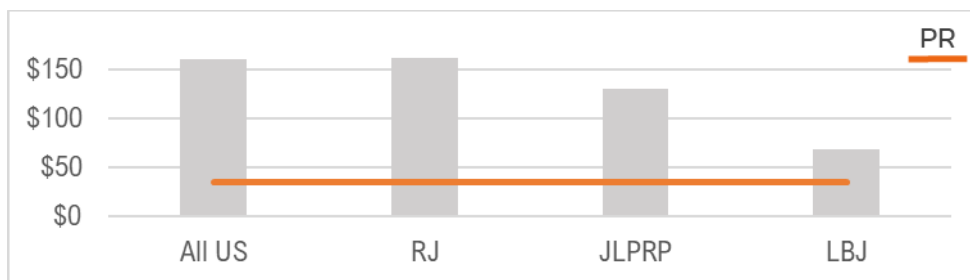
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

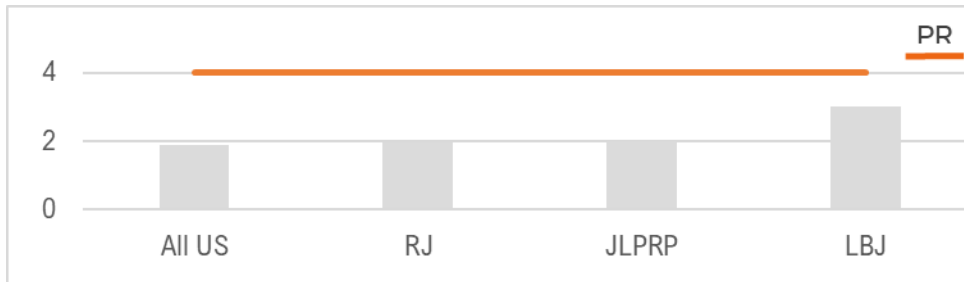
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

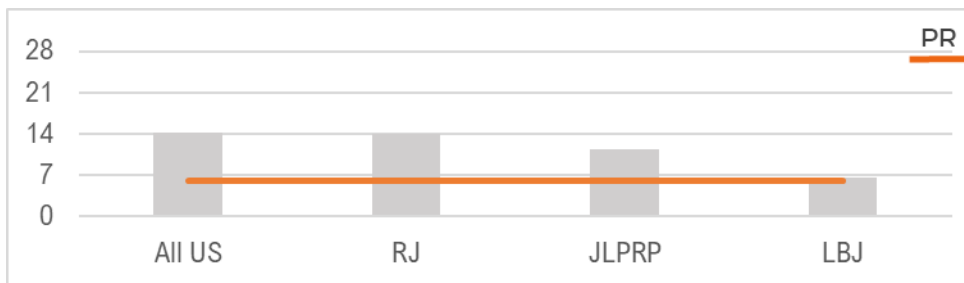
Initial fees graph



Renewal period graph

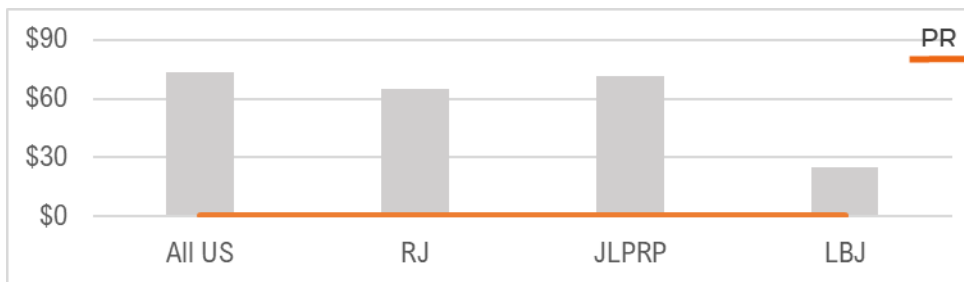


CE Contact hours graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line to all the benchmark groups values. The PR’s observed burden for exams is lower than all the benchmark groups reported values. Both initial and renewal fees are significantly lower than all the benchmark groups. The renewal period of four years is significantly lower than all the benchmark groups burdens reported values. At the same time, the continuing education requirement is significantly lower than the All US, RJ, and JLPRP benchmark groups, and slightly lower than the LBJ. Recommendation: No further analysis/review is recommended for this license.

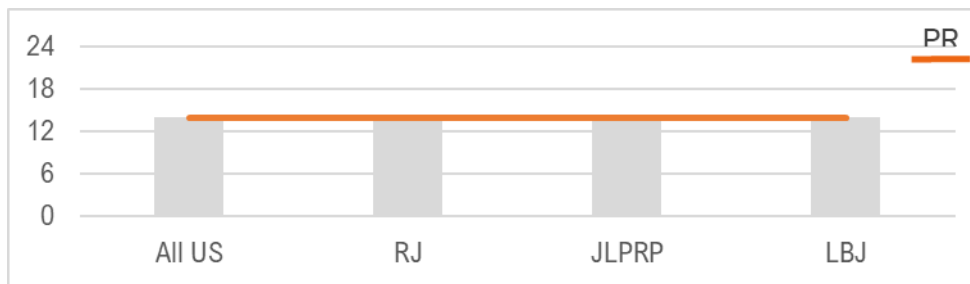
Dental Technologist

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

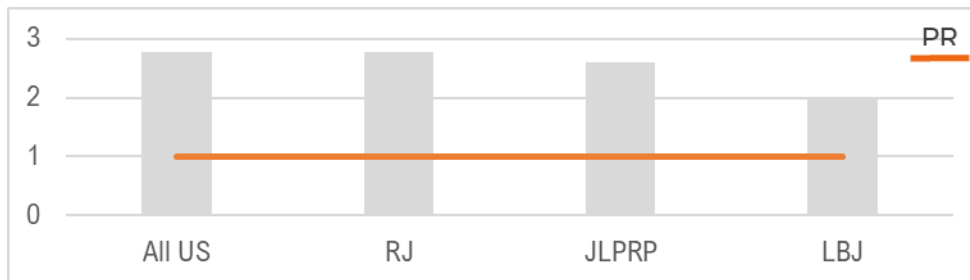
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AL AK AZ AR CA
Exams	1	2.78	2.78	2.60	2.00	AL CO CT DE HI
Initial fees	\$75	\$160	\$163	\$131	\$69	UT RI VT PA GA
Renewal period (in years)	3	1.9	2.0	2.0	3.0	NM NY MI AZ IL
CE Contact hrs. (annual basis)	7	14.1	14.0	11.4	6.7	NC WI SC IN DC
Renewal fees (annual basis)	\$25	\$73	\$65	\$72	\$24.9	UT PA MI NY MO

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



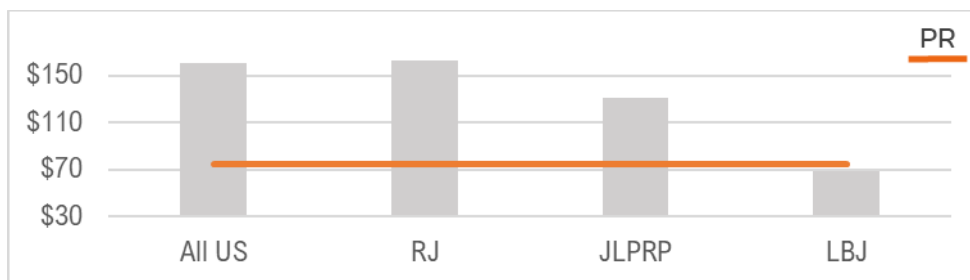
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

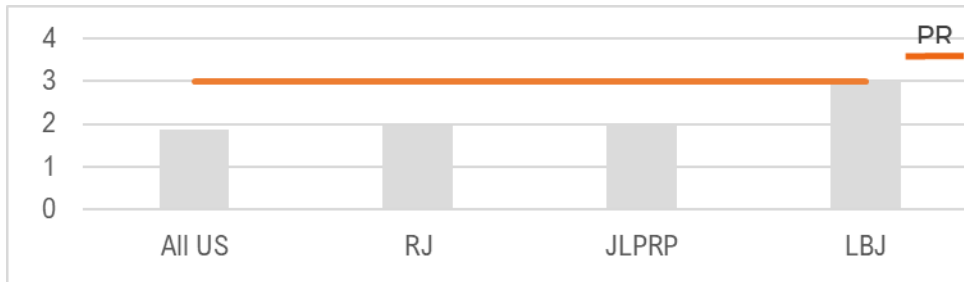
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

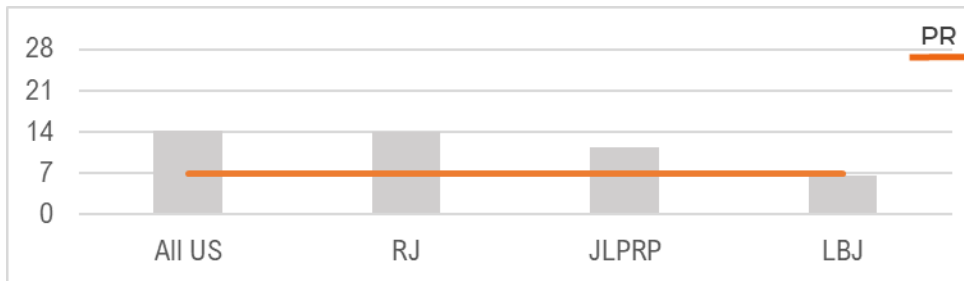
Initial fees graph



Renewal period graph



CE Contact hours graph



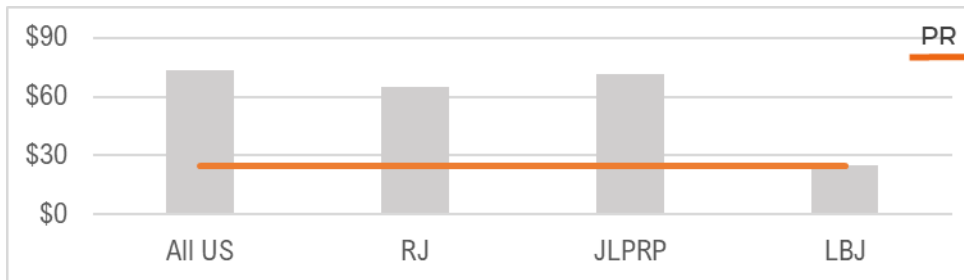
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's observed education burden is in line to all the benchmark groups values. The PR's observed burden for exams is lower than all the benchmark groups reported values. In terms of initial fees, the PR's observed burden is lower than the All US, RJ, and JLPRP benchmark groups, but slightly higher than the LBJ value. Nevertheless, the renewal fees are significantly lower than the All US, RJ, and JLPRP benchmark groups, and in line with the LBJ. The renewal period of three years is lower than the All US, RJ, and JLPRP benchmark groups, and in line with the LBJ. The continuing education requirement is significantly lower than the All US, RJ, and JLPRP benchmark groups values, and in line with the LBJ. Recommendation: No further analysis/review is recommended for this license.

Dentist

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

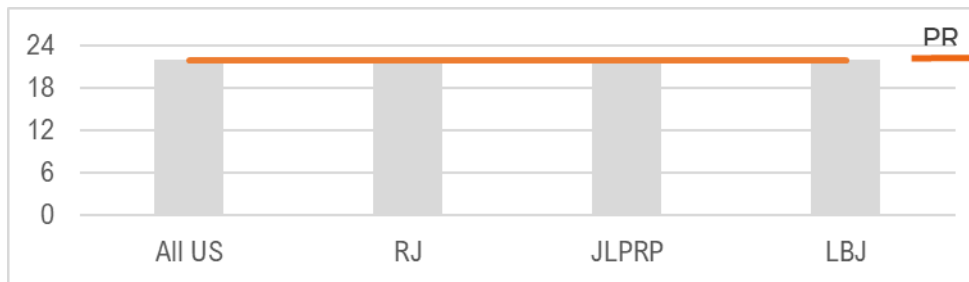
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AL AK AZ AR CA
Exams	1	2.67	2.74	2.30	1.60	CT NY CO AL HI
Initial fees*	\$325	\$382	\$326	\$354	\$119	NE UT NJ GA WI
Renewal period (in years)	3	1.9	2.0	2.0	3.0	NM NY MI AZ IL
CE Contact hrs. (annual basis)	15	21.4	20.7	18.8	11.7	IN WY TX DC SC
Renewal fees (annual basis)*	\$300	\$208	\$185	\$230	\$57.2	UT WI IN MO NE

No experience burden was identified for PR's license.

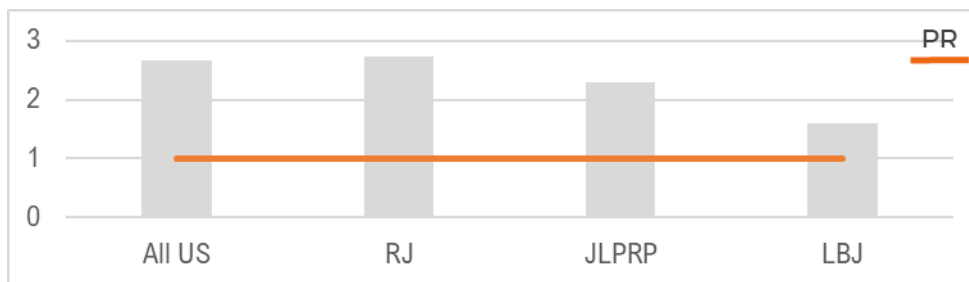
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$50	\$275
Renewal (total per period)	\$50	(3 x \$275)

Education (grade) graph



Exams graph



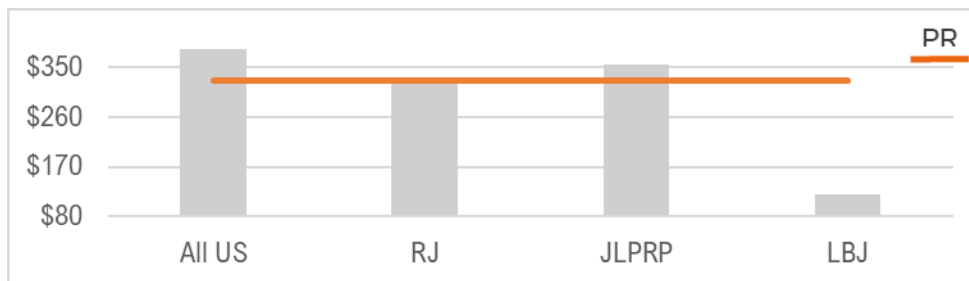
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

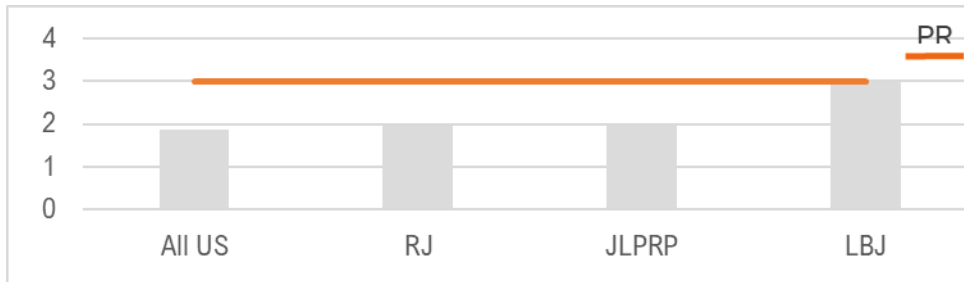
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

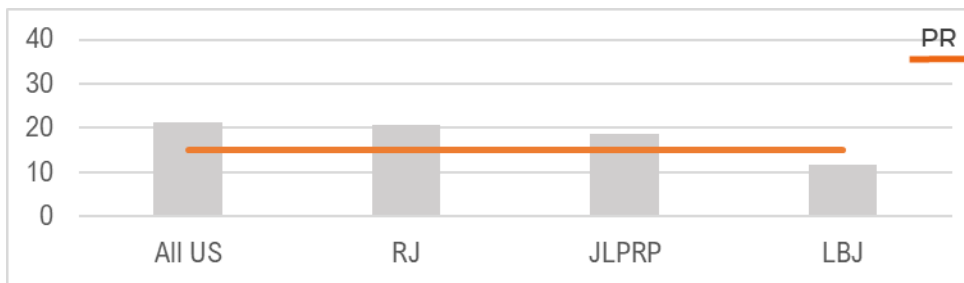
Initial fees graph



Renewal period graph

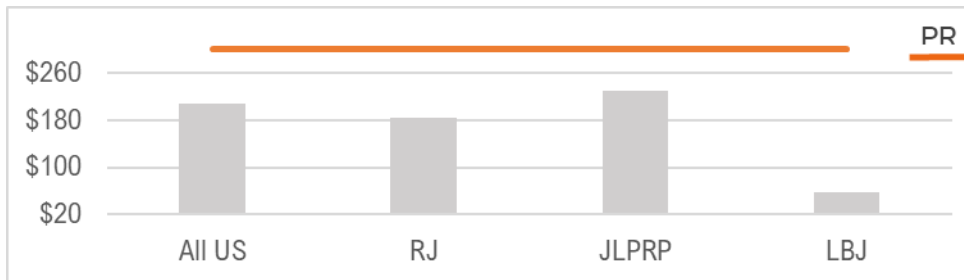


CE Contact hours graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line to all the benchmark groups values. The PR’s observed burden for exams is lower than all benchmark groups reported values. In terms of initial fees, the PR’s observed burden is lower than the All US and JLPRP benchmark groups, slightly lower than the RJ, but significantly higher compared to the LBJ value. Nevertheless, the renewal fees are significantly higher than all the benchmark groups. The renewal period of three years is lower than the All US, RJ, and JLPRP benchmark groups, and in line with the LBJ. The continuing education requirement is significantly lower than the All US, RJ, and JLPRP benchmark groups values, but somewhat higher than the LBJ. Recommendation: further analysis/revision of the renewal fees.

Dietitian and Nutritionist

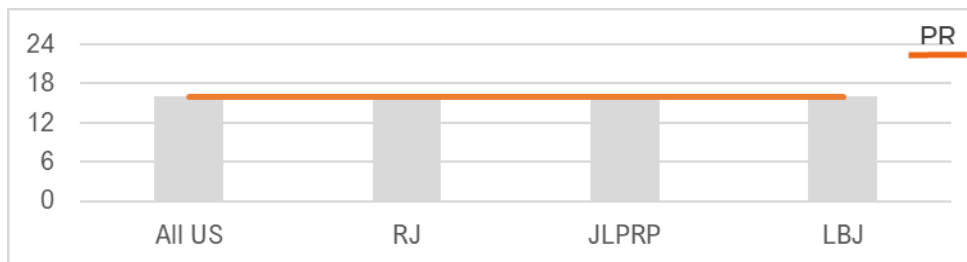
%L[All US] = 74.6%, %L[RJ] = 65.3%, %L[JLPRP] = 70%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL AK AR DE
Experience (calendar days)	365	206	219	210	163	NC DE DC FL
Exams	1	1.03	1.00	1.14	1.00	AL AK AR DE
Initial fees	\$145	\$150	\$126	\$149	\$59	KY MO ND GA
Renewal period (in years)	3	1.7	1.6	2.0	2.3	HI NH AL IA
CE Contact hrs. (annual basis)	12	26.9	30.5	17.3	8.4	TX KS RI NH
Renewal fees (annual basis)	\$95	\$65	\$60	\$56	\$23.9	MO GA AK PA

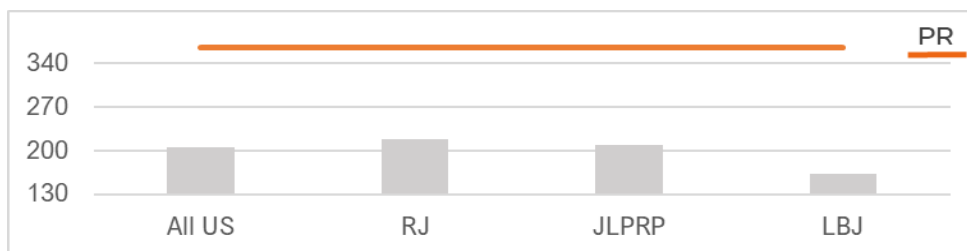
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$75	\$70
Renewal (total per period)	\$75	(3 x \$70)

Education (grade) graph



Experience (calendar days) graph



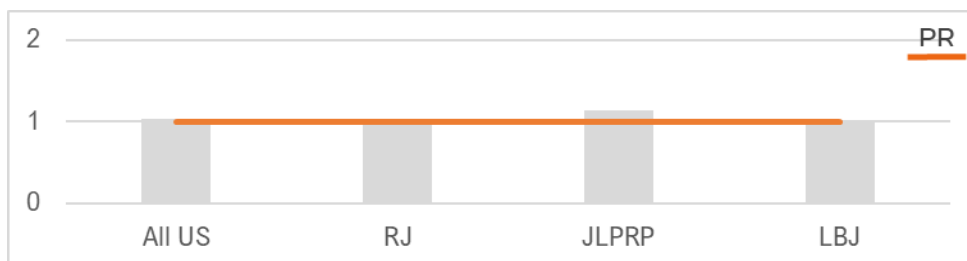
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

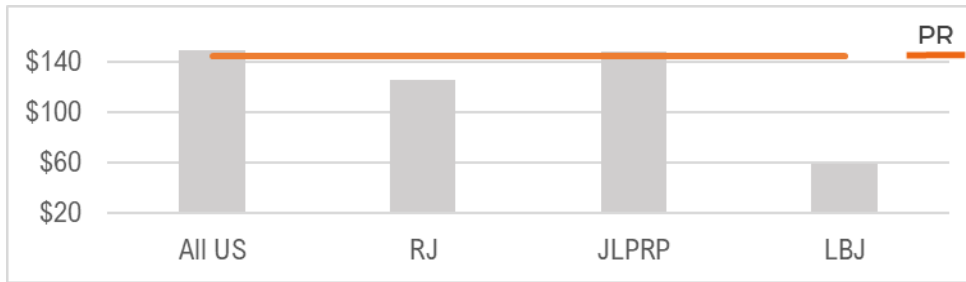
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

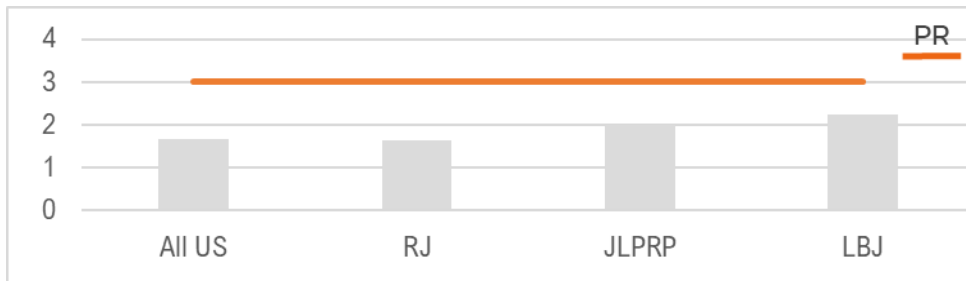
Exams graph



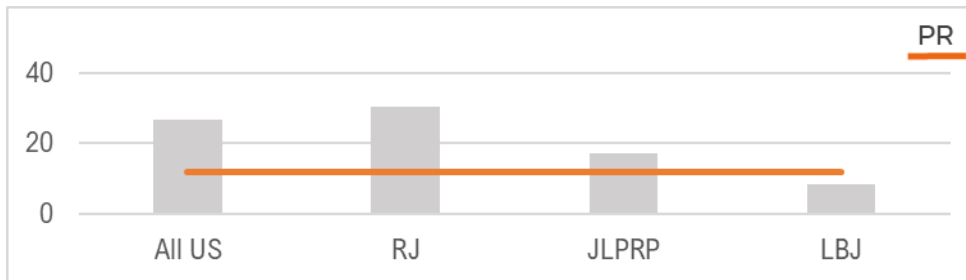
Initial fees graph



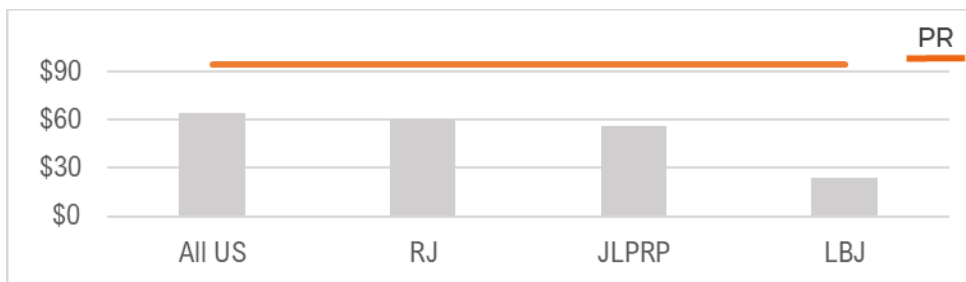
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's observed education and examination burdens are in line with all the benchmark groups values. The experience in calendar days represents a higher burden compared to all the benchmark groups observed values. In terms of initial fees, the PR's observed burden is slightly lower than the All US and JLPRP benchmark groups, slightly higher than the RJ, but higher compared to the LBJ value. Nevertheless, the renewal fees are higher than all the benchmark groups, although in practical terms the overall amount is not significant. The renewal period of three years is a lower burden than all the benchmark groups. The

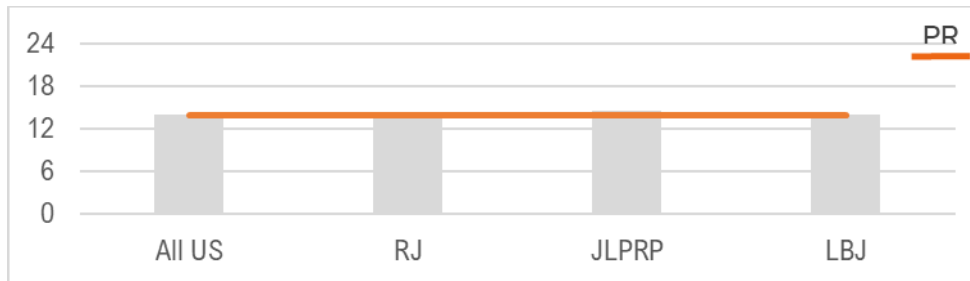
continuing education requirement is significantly lower than the All US, RJ, and JLPRP benchmark groups values, but somewhat higher than the LBJ. Recommendation: No further analysis/review is recommended for this license.

Embalmer

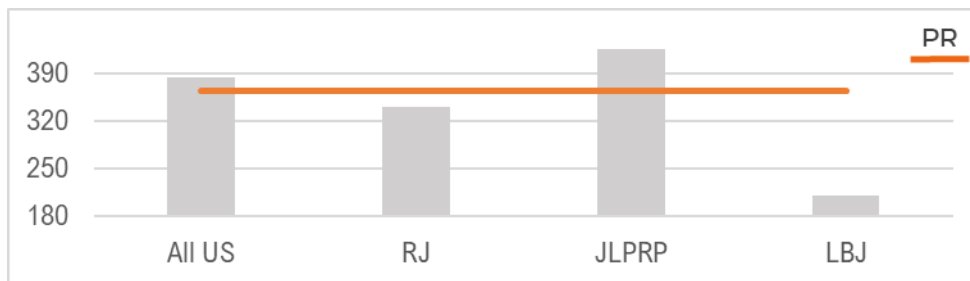
%L[All US] = 80.4%, %L[RJ] = 74%, %L[JLPRP] = 70%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14.1	14.0	14.7	14.0	CT KS KY ME MD
Experience (calendar days)	365	384	341	426	211	ID VA LA CT FL
Exams	1	2.00	2.06	2.14	1.0	IN IL KS KY MI
Initial fees	\$105	\$182	\$213	\$222	\$39	HI RI AR MS ND
Renewal period (in years)	3	1.6	1.5	1.6	2.0	NV NH NJ KS KY
CE Contact hrs. (annual basis)	7	6.7	7.8	9.7	3.6	SC WV AL LA NC
Renewal fees (annual basis)	\$10	\$105	\$122	\$114	\$36.5	AR RI KY MI NE

Education (grade) graph

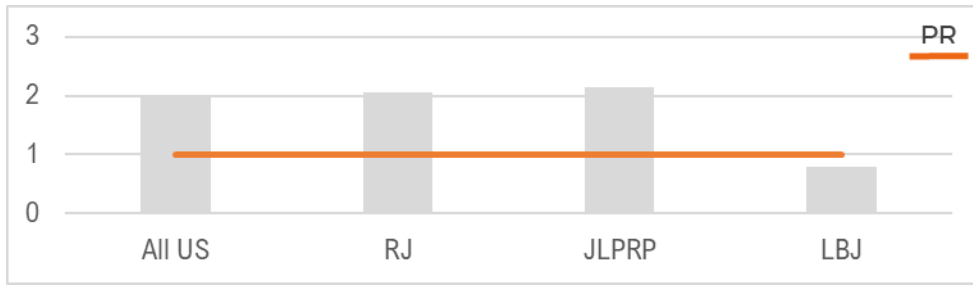


Experience (calendar days) graph

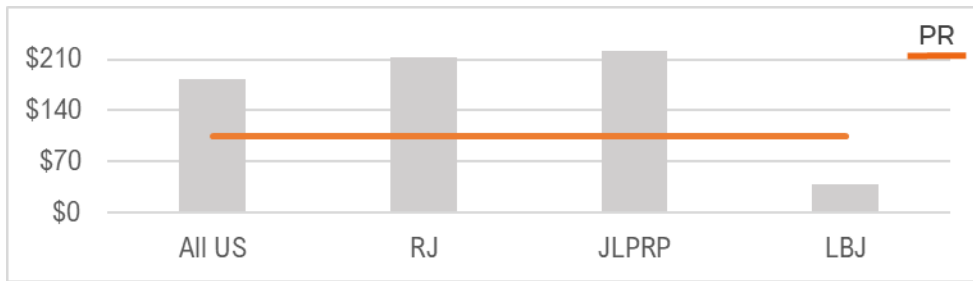


All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

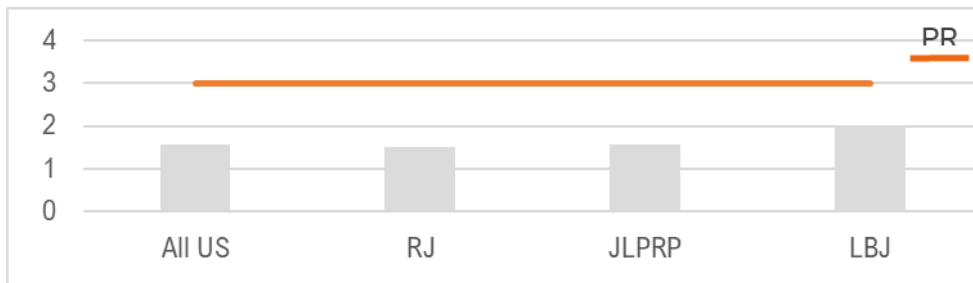
Exams graph



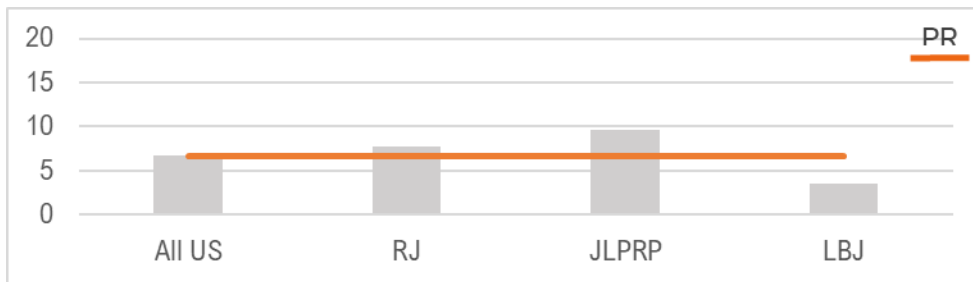
Initial fees graph



Renewal period graph



CE Contact hours graph



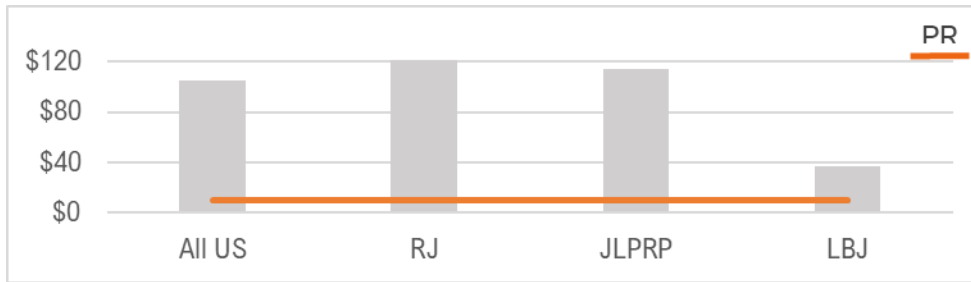
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line to all the benchmark groups values. The experience in calendar days represents a higher burden compared to the RJ and LBJ benchmark groups, but lower than the All US and JLPRP groups. However, the difference is not considered significant. The PR's observed burden for exams is lower than the All US, RJ, and JLPRP benchmark groups values, and the same as the LBJ. Both initial and renewal fees are significantly lower than all the benchmark groups, with the exception of the higher initial fees LBJ reported value. The renewal period of three years is a lower burden than all the benchmark groups. The continuing education requirement is lower or in line to the All US, RJ, and JLPRP benchmark groups values, but somewhat higher than the LBJ. Recommendation: No further analysis/review is recommended for this license.

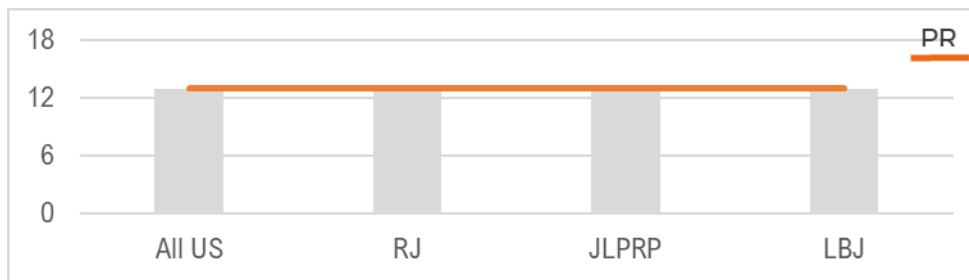
EMT

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

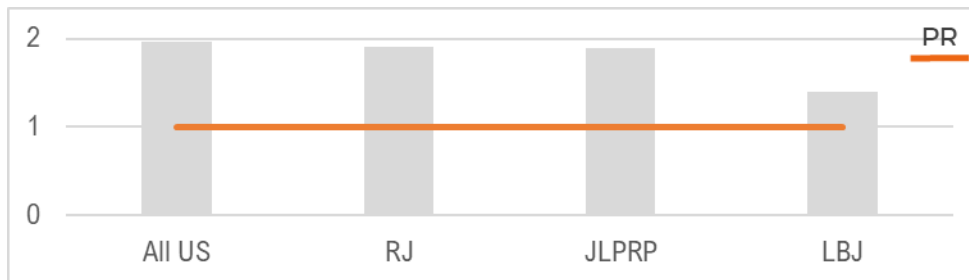
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	13	13	13	13	13	AK AZ CA CO CT
Exams	1	1.96	1.91	1.90	1.40	FL IL NC AR CA
Initial fees	\$50	\$140	\$128	\$121	\$69	NY IL MD AZ IN
Renewal period (in years)	3	2.3	2.4	2.7	4.0	MO TX NC IL ID
CE Contact hrs. (annual basis)	10	16.9	15.9	16.4	7.8	UT NJ PA MD IA
Renewal fees (annual basis)	\$10	\$24	\$12	\$31	\$5.2	CO AR AL IL FL

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



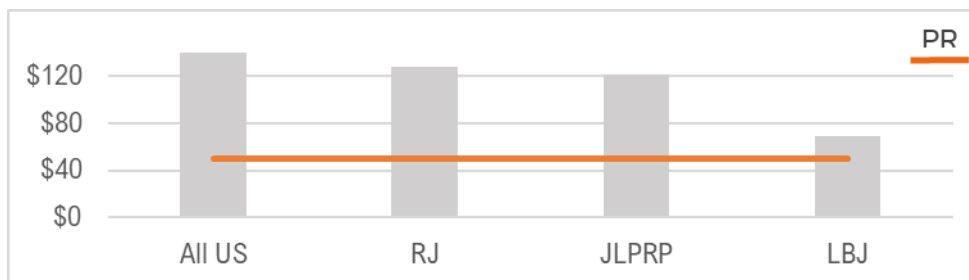
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

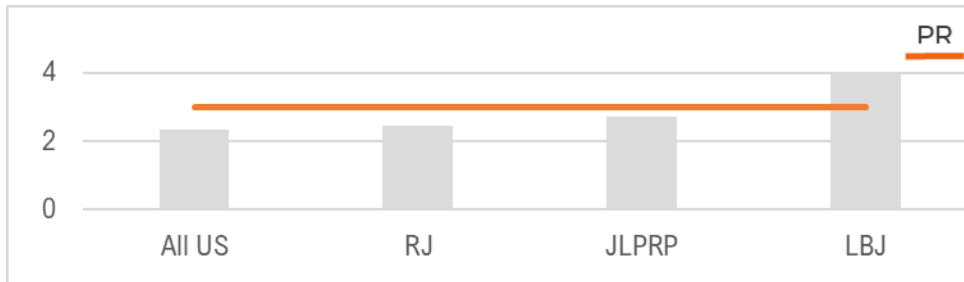
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

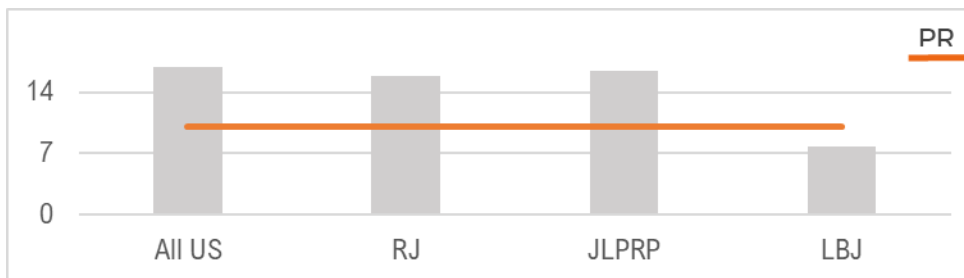
Initial fees graph



Renewal period graph



CE Contact hours graph



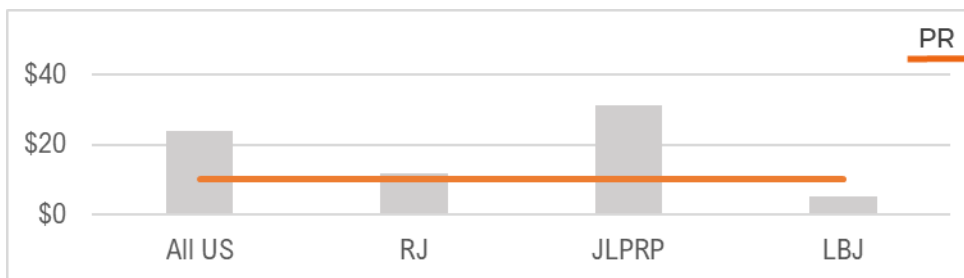
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



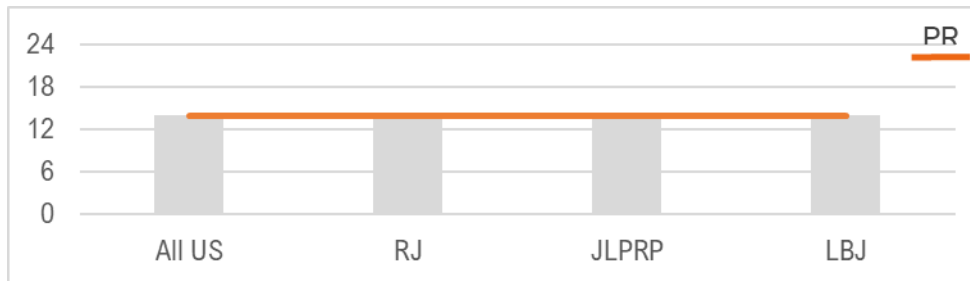
Conclusions and recommendations: PR's education requirement is the same as all jurisdictions. The examination burden is lower compared to all the benchmark groups observed values. In terms of initial fees, the PR's observed burden is significantly lower than the All US, RJ, and JLPRP benchmark groups, and is slightly lower than the LBJ value. Nevertheless, the renewal fees are only higher than LBJ benchmark group. The renewal period of three years and the continuing education requirement represent lower burdens compared to the All US, RJ, and JLPRP benchmark groups, but higher than the LBJ (every 4 years and 8 contact hours, respectively). Recommendation: No further analysis/review is recommended for this license.

Histotechnician

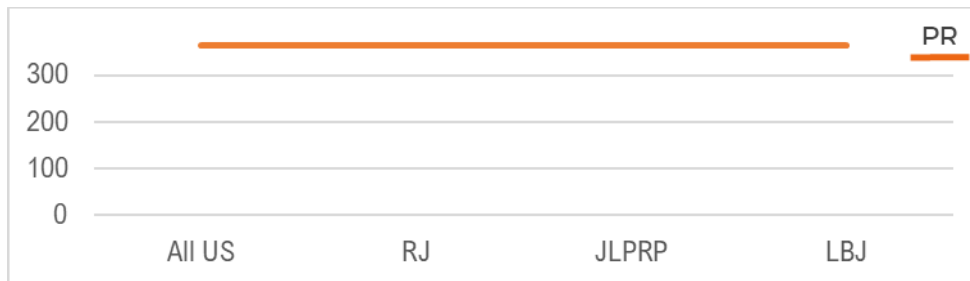
%L[All US] =9.9%, %L[RJ] = 4.4%, %L[JLPRP] =20%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AK
Experience (calendar days)	365	0	0	0	0	
Exams	1	1.00	1.00	1.00	1.00	AK
Initial fees	\$50	\$278	\$265	\$372	\$215	AK
Renewal period (in years)	3	2.8	2.0	2.5	3.0	AK
CE Contact hrs. (annual basis)	10	12.0	12.0	12.0	12.0	FL
Renewal fees (annual basis)	\$17	\$28	\$28	\$28	\$27.5	FL

Education (grade) graph



Experience (calendar days) graph



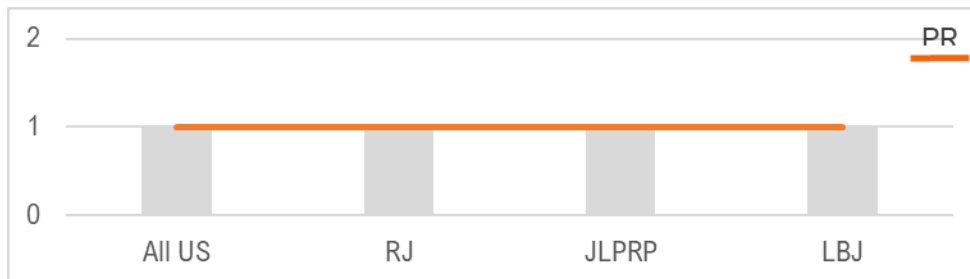
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

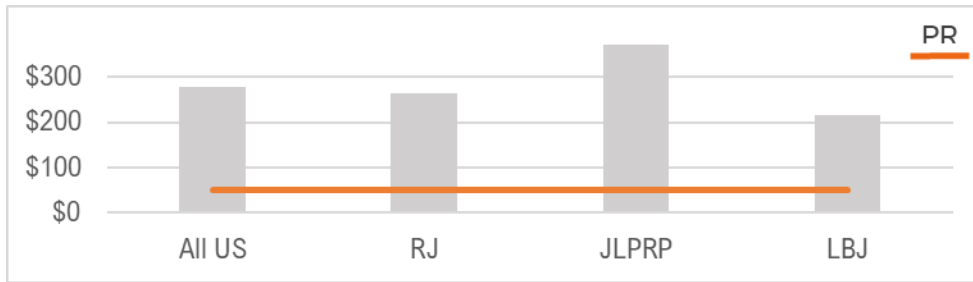
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

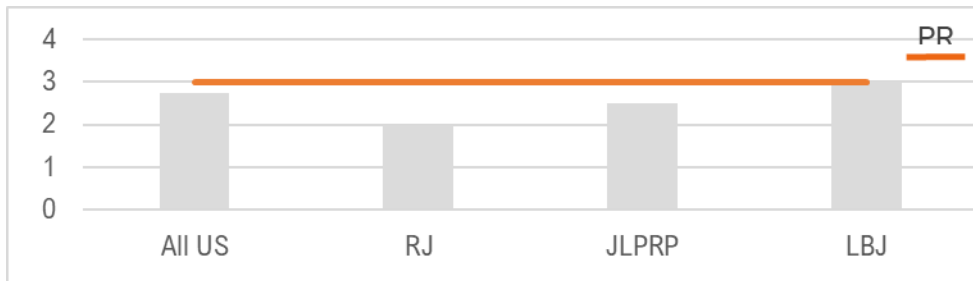
Exams graph



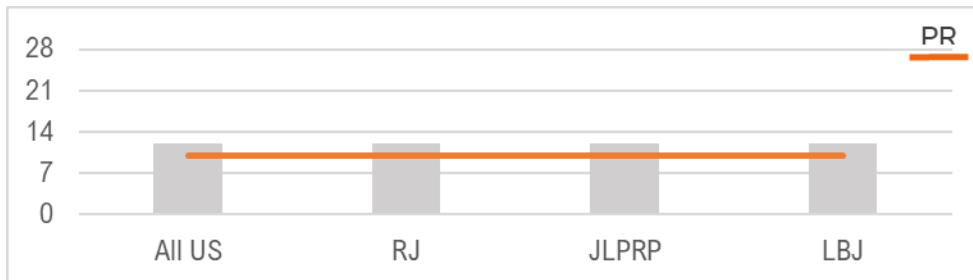
Initial fees graph



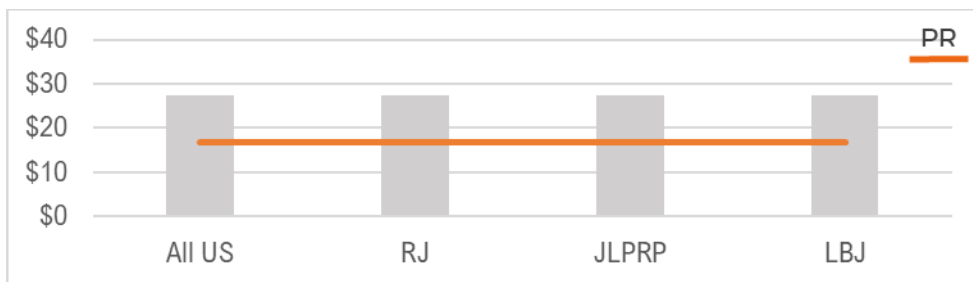
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: This license is required in only 5 jurisdictions, therefore very few data points. The education burden is in line to all the benchmark groups values while the experience requirement represents a higher burden compared to all the benchmark groups, which requires no experience. The examination burden is in line with all the benchmark groups. Both initial and renewal fees are significantly lower than all the benchmark groups. The renewal period of three years is a lower burden than the All US, RJ, and JLPRP benchmark groups, but in line with the LBJ. The continuing education requirement is lower than the four benchmark

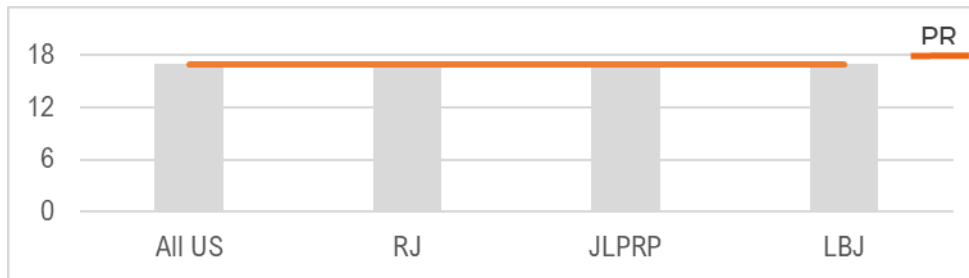
groups. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the experience requirement.

Histotechnologist

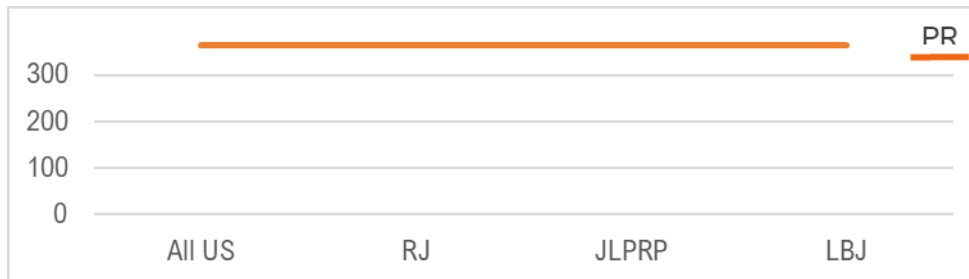
%L[All US] = 11.8%, %L[RJ] = 8.7%, %L[JLPRP] = 10%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	17	17	17	17	17	AK
Experience (calendar days)	365	0.0	0.0	0.0	0.0	
Exams	1	1.00	1.00	1.00	1.00	AK
Initial fees	\$50	\$270	\$315	\$340	\$240	AK
Renewal period (in years)	3	2.5	2.0	2.0	3.0	MN
CE Contact hrs. (annual basis)	10	8.5	8.5	12.0	5.0	NV
Renewal fees (annual basis)	\$17	\$30	\$30	\$48	\$12.5	NV

Education (grade) graph



Experience (calendar days) graph



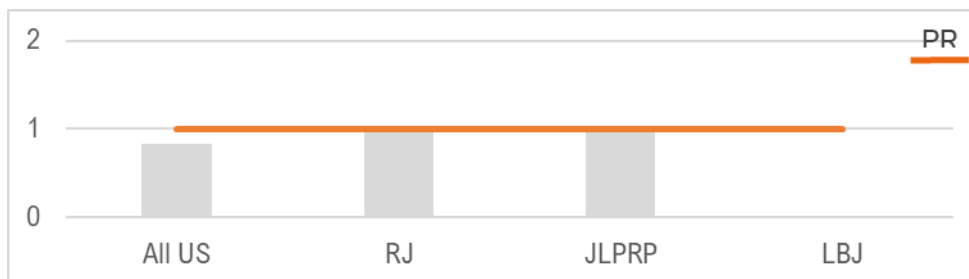
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

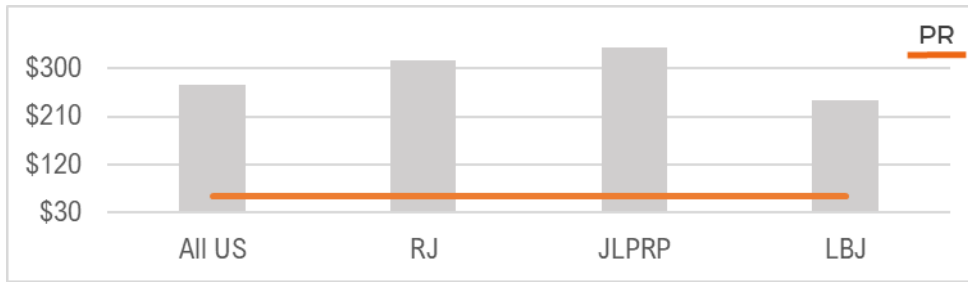
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

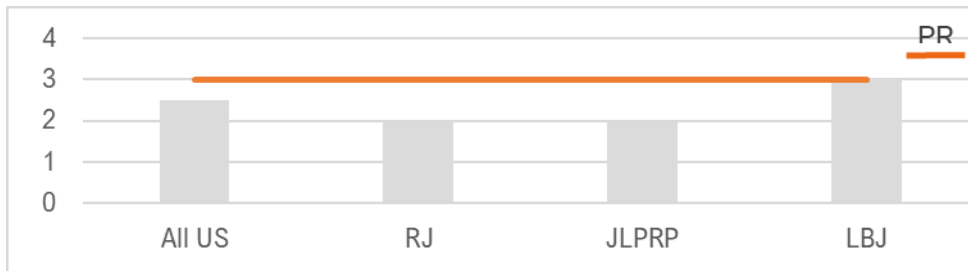
Exams graph



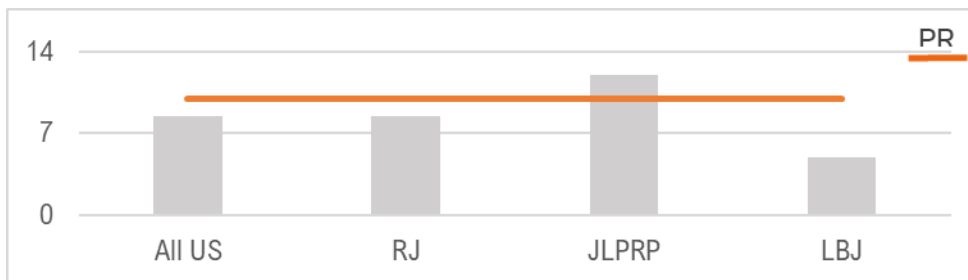
Initial fees graph



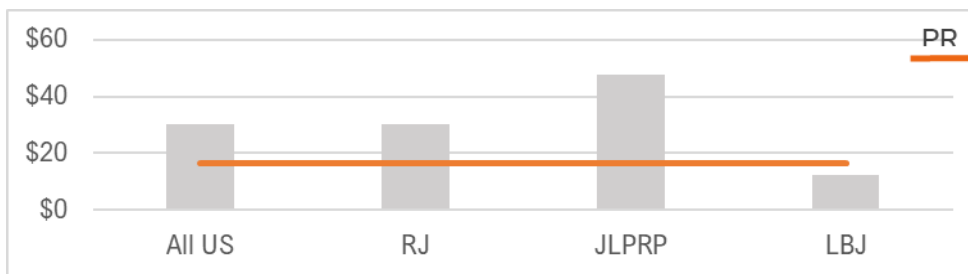
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: This license is required in only 6 jurisdictions, therefore very few data points. PR's education requirement is the same as all the jurisdictions with a 1-year certification requirement after a bachelor's degree. Particularly, the experience in calendar days represents a higher burden compared to all the benchmark groups, which requires no experience. The examination burden is in line with the All US, RJ, and JLPRP benchmark groups. The PR's observed initial fees burden is significantly lower compared to all the groups. The renewal fees are lower than the All US, RJ, and JLPRP benchmark groups values, and

slightly higher than the LBJ. The renewal period of three years is a lower burden than the All US, RJ, and JLPRP benchmark groups, and the same as the LBJ benchmark. The continuing education requirement is higher than the All US, RJ, and LBJ benchmark groups values, but lower than the JLPRP. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the experience and continuing education requirements.

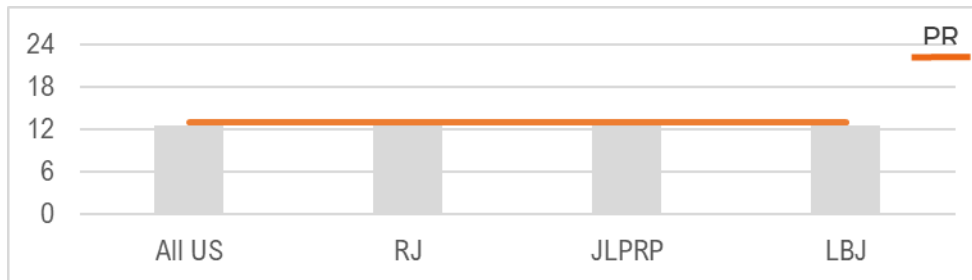
Massage Therapist

%L[All US] = 92.2%, %L[RJ] = 95.7%, %L[JLPRP] = 100%

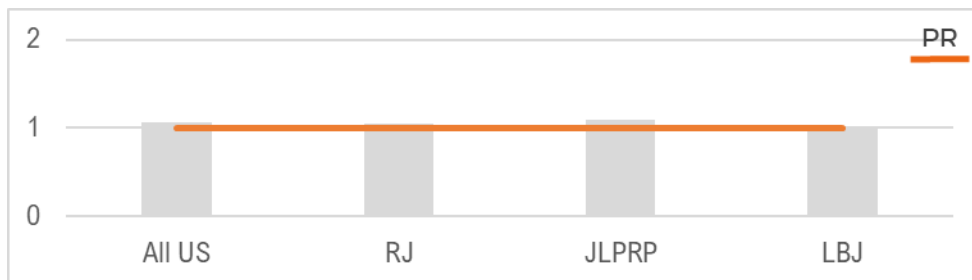
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	13	13	13	13	13	AL AK AZ AR CA
Exams	1	1.06	1.05	1.10	1.00	AL AK AZ AR CA
Initial fees	\$30	\$173	\$179	\$168	\$65	HI OK RI LA NM
Renewal period (in years)	3	1.9	2.0	2.0	2.8	IN NY MI AZ AR
CE Contact hrs. (annual basis)	10	10.6	10.6	10.9	6.0	DC IN MI MO NH
Renewal fees (annual basis)	\$43	\$68	\$66	\$74	\$32.6	UT IA NY MS GA

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



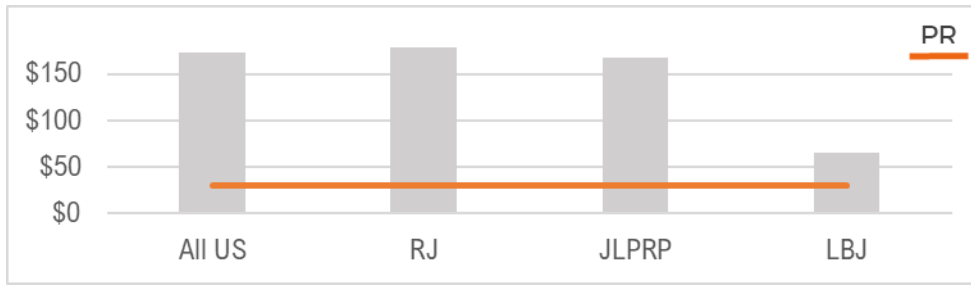
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

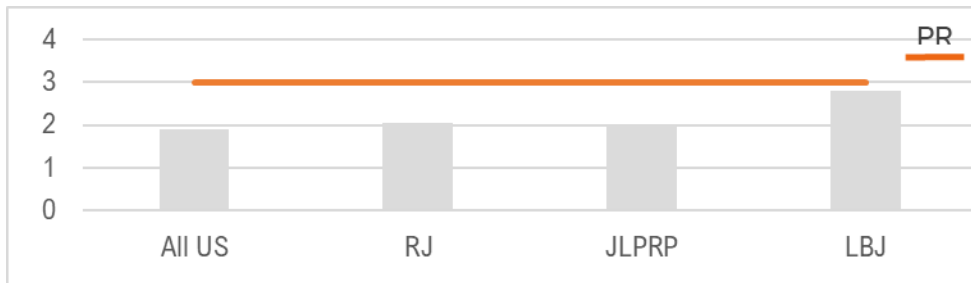
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

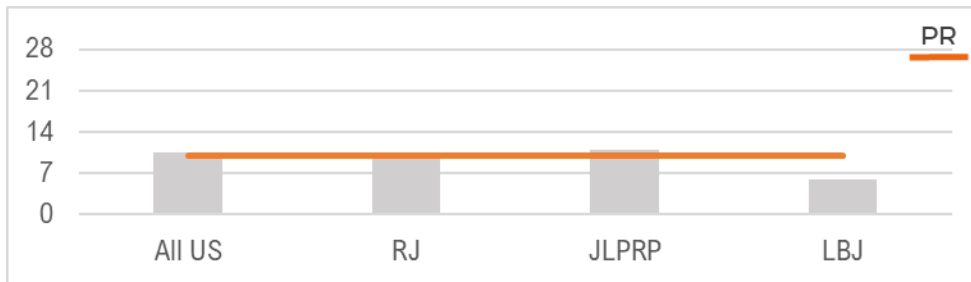
Initial fees graph



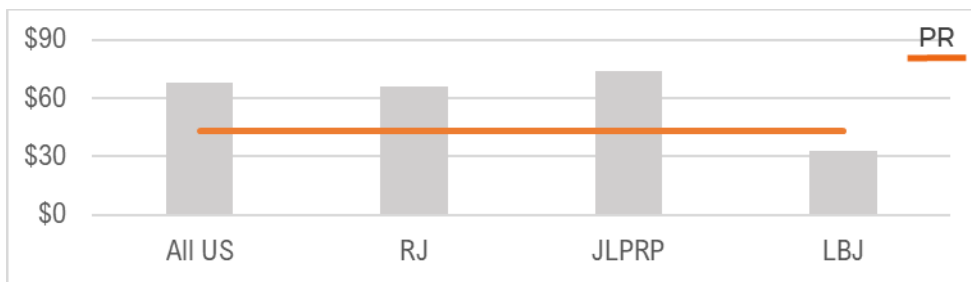
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: Both education and exams burdens are similar to all the benchmark groups values. The PR’s observed initial fees burden is significantly lower compared to all the benchmark groups. The renewal fees are only higher than the LBJ benchmark group. The renewal period of three years is a lower burden than the All US, RJ, and JLPRP benchmark groups, and in line with the LBJ. The continuing education requirement is in line with the All US, RJ, and JLPRP benchmark groups, but is slightly higher when compared to the LBJ value. Recommendation: No further analysis/review is recommended for this license.

Medical Technician

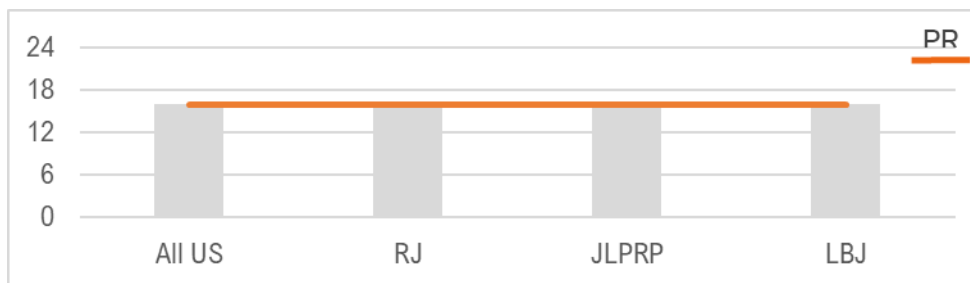
%L[All US] = 21.6%, %L[RJ] = 17.4%, %L[JLPRP] = 30%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	CA FL
Experience (calendar days)	365	132.7	0.0	121.7	0.0	FL GA
Exams	1	1.00	1.00	1.00	1.00	CA FL
Initial fees	\$90	\$326	\$300	\$449	\$240	ND WV
Renewal period (in years)	3	1.5	1.8	1.7	2.0	ND HI
CE Contact hrs. (annual basis)	10	11.6	11.5	12.0	10.0	NV ND
Renewal fees (annual basis)	\$57	\$65	\$53	\$111	\$13.8	NV HI

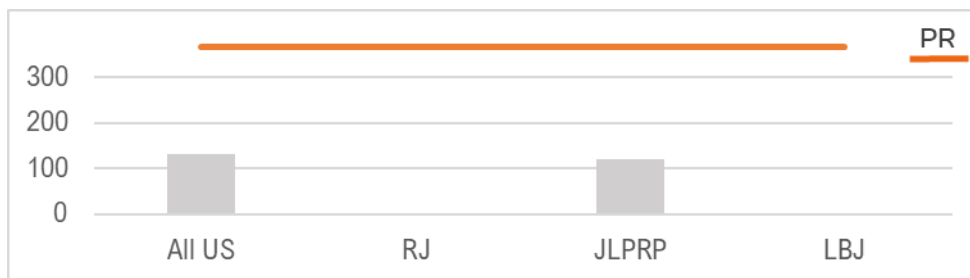
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$75	\$70
Renewal (total per period)	\$75	(3 x \$70)

Education (grade) graph



Experience (calendar days) graph



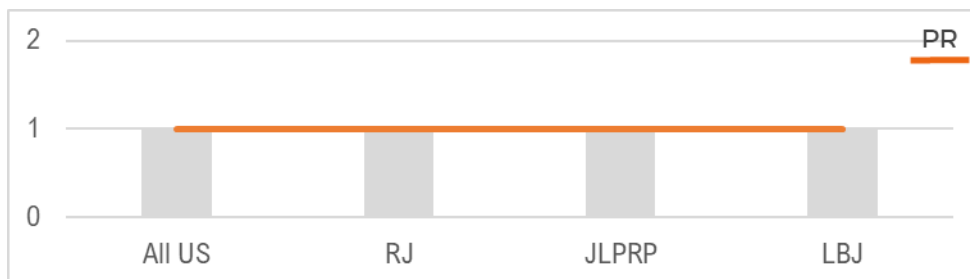
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

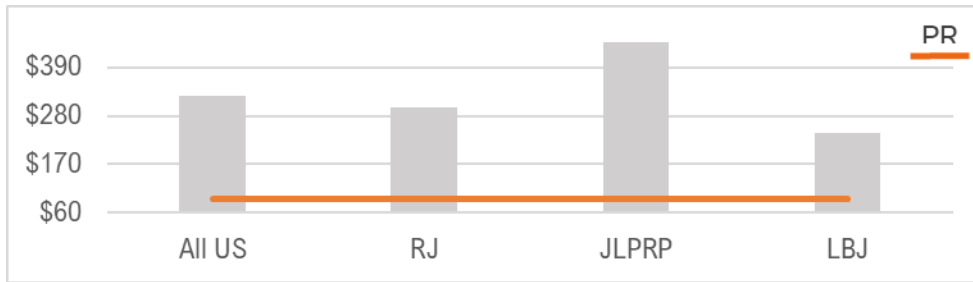
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

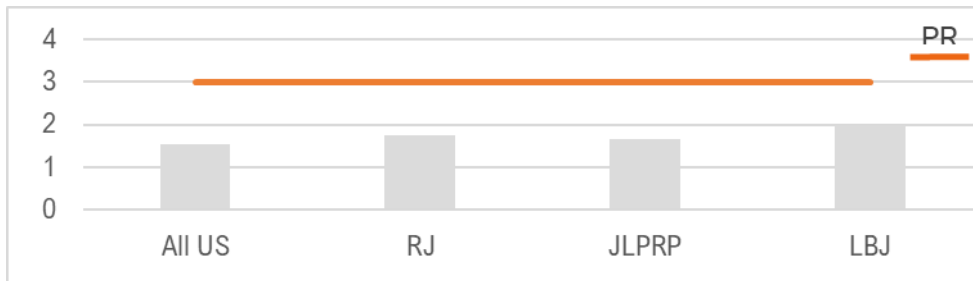
Exams graph



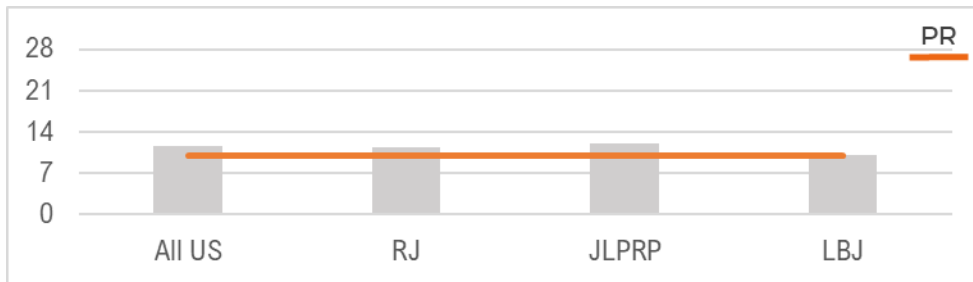
Initial fees graph



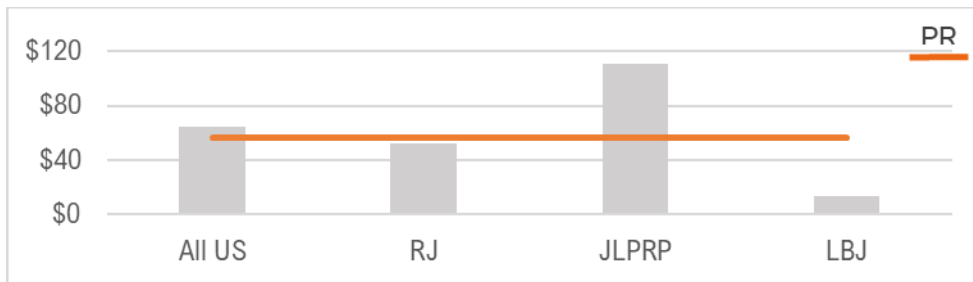
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: Both education and exams burdens are in line with all the benchmark groups values. The experience in calendar days represents a higher burden compared to all the benchmark groups, particularly the RJ and LBJ groups, which requires no experience. The PR's observed initial fees burden is significantly lower compared to all the benchmark groups. The renewal fees are lower than the All US and JLPRP benchmark groups values, and higher than the RJ and LBJ groups. The renewal period of three years is a lower burden than all the benchmark groups. The continuing education requirement is lower than the

All US, RJ and JLPRP groups, and the same as the LBJ value. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the experience requirement.

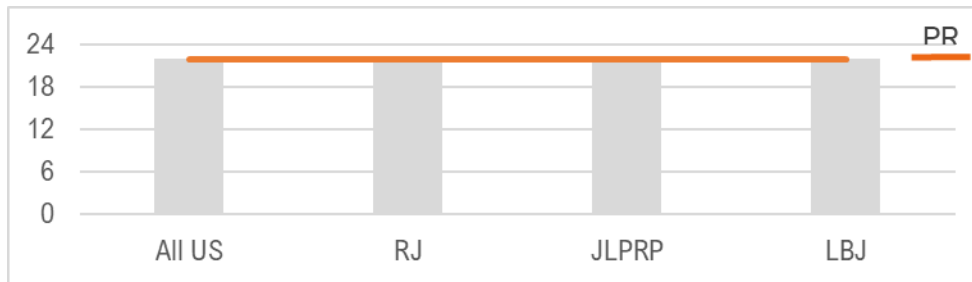
Naturopathic Doctor

%L[All US] = 43.2%, %L[RJ] = 43.5%, %L[JLPRP] = 40%

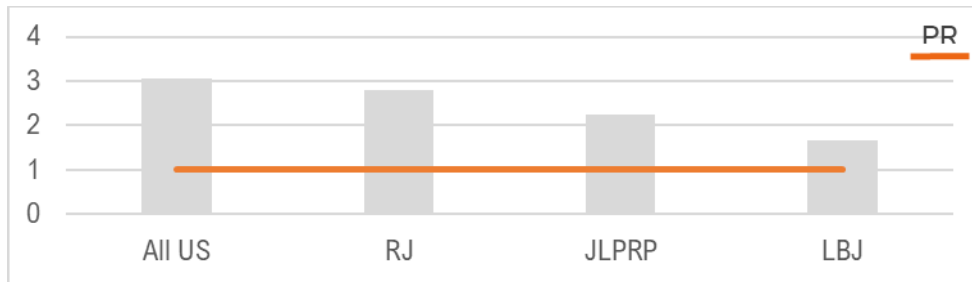
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AK AZ CA
Exams	1	3.05	2.80	2.25	1.67	ND CT DC
Initial fees	\$450	\$1,094	\$936	\$1,198	\$490	ND PA KS
Renewal period (in years)	3	1.9	1.9	2.0	2.3	NM ND ID
CE Contact hrs. (annual basis)	10	20.7	19.2	21.6	11.7	CT KS AK
Renewal fees (annual basis)	\$83	\$238	\$201	\$261	\$49.3	NM PA UT

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



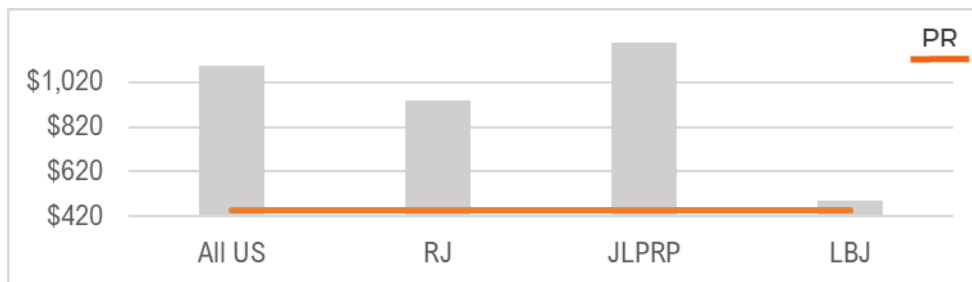
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

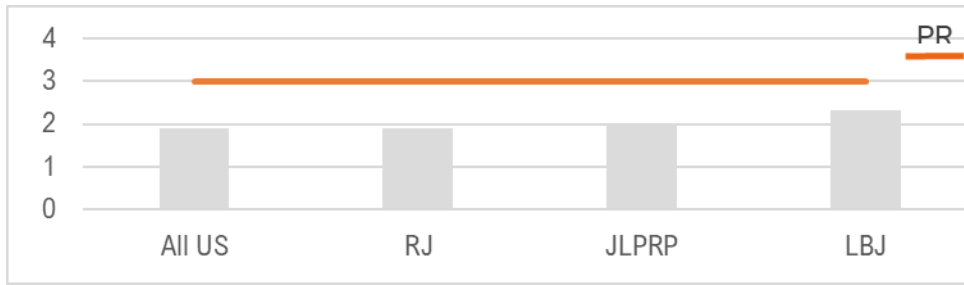
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

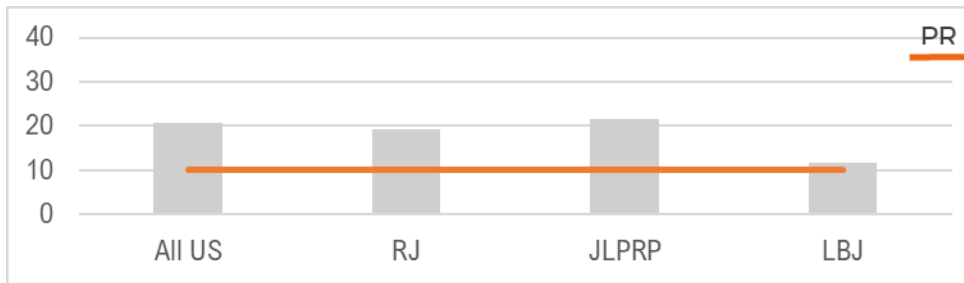
Initial fees graph



Renewal period graph



CE Contact hours graph



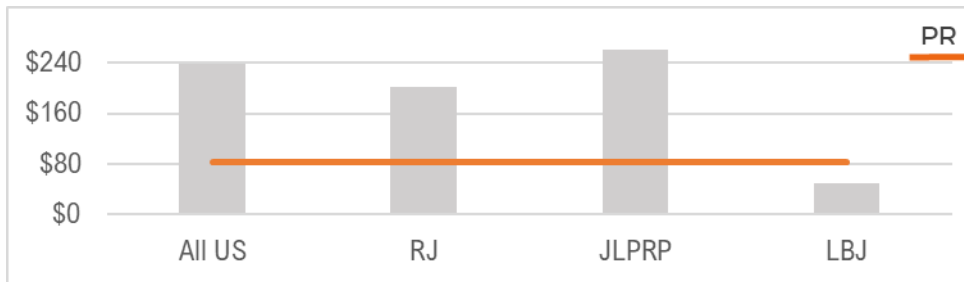
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line with all the benchmark groups values. The examination burden is lower compared to all the benchmark groups. The PR's observed initial fees burden is significantly lower compared to the All US, RJ, and JLPRP benchmark groups, and slightly lower than the LBJ. The renewal fees are lower than the All US, RJ, and JLPRP benchmark groups values, but slightly higher than the LBJ. However, this fee is in practice minimal and therefore no change is recommended in this respect. The renewal period of three years is a lower burden than all benchmark groups. The continuing education requirement is below or comparable to all benchmark groups. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; no further analysis/revision related to the burden types.

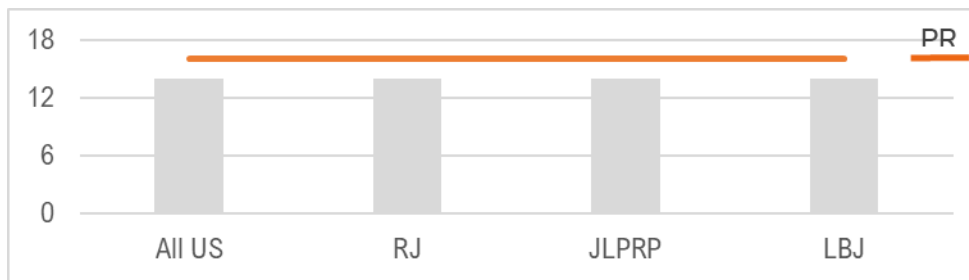
Nuclear Medicine Technician

%L[All US] = 49.1%, %L[RJ] = 47.9%, %L[JLPRP] = 50%

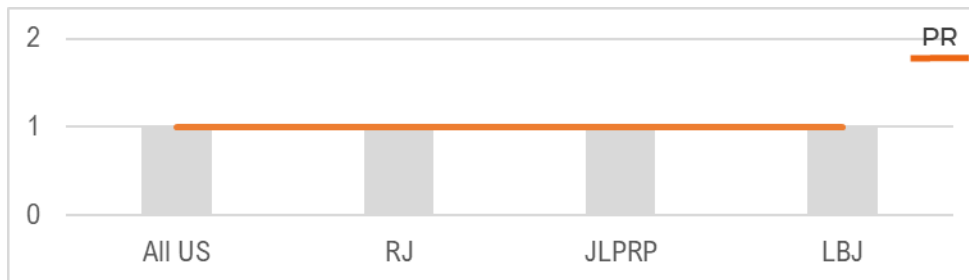
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	14	14	14	14	AZ AR HI
Exams	1	1.00	1.00	1.00	1.00	AZ AR HI
Initial fees	\$135	\$334	\$319	\$323	\$252	ND NJ AR
Renewal period (in years)	2	1.9	1.9	2.0	2.0	NH NJ NM
CE Contact hrs. (annual basis)	15	11.8	10.4	12.0	6.8	ND AR HI
Renewal fees (annual basis)	\$38	\$50	\$44	\$48	\$22	NJ OH UT

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



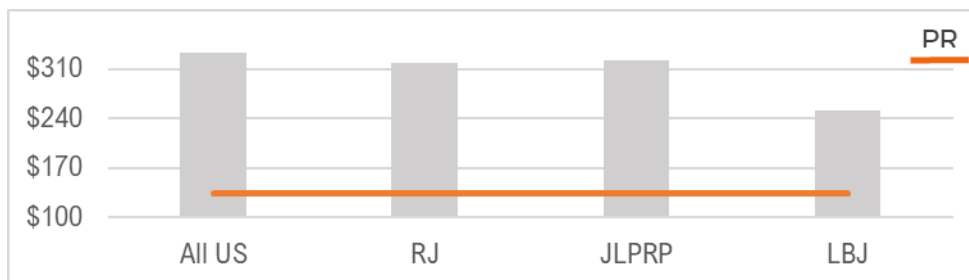
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

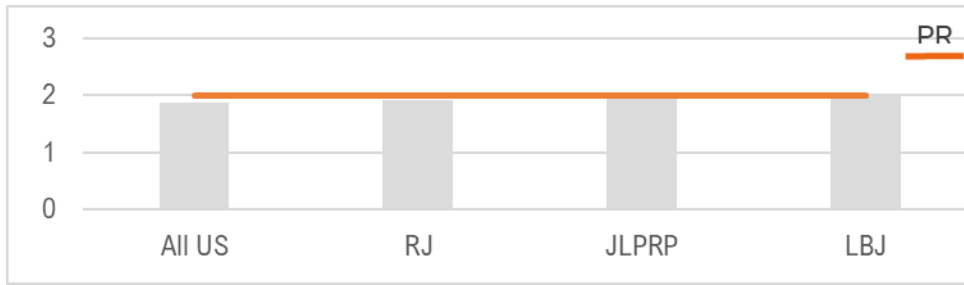
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

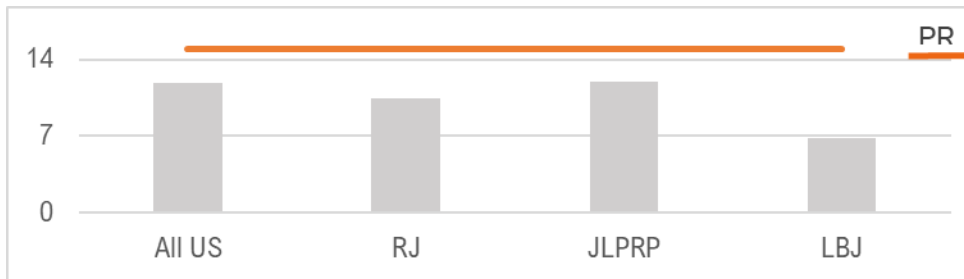
Initial fees graph



Renewal period graph



CE Contact hours graph



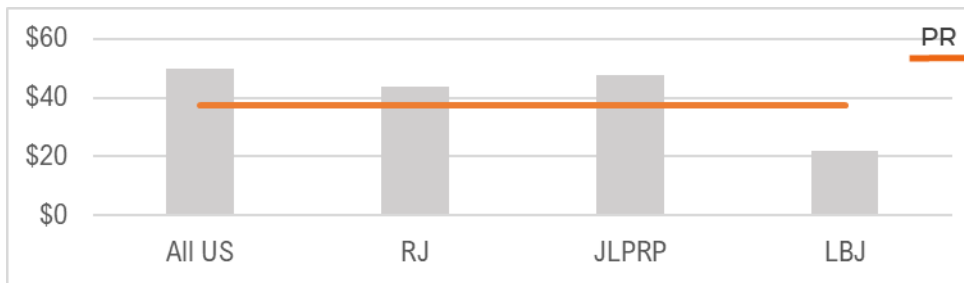
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's educational requirement represent a higher burden compared to all the benchmark groups observed values. PR's requirement of a bachelor's degree is higher than the requirements in the US, where it is an associate degree. The examination burden is in line with all the benchmark groups. In terms of initial fees, the PR's observed burden is significantly lower than all the benchmark groups. Renewal fees are lower than the All US, RJ and JLPRP benchmark groups, but slightly higher compared to the LBJ. The renewal period is line to all the benchmark groups values. The continuing education requirement is higher than all benchmark groups. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the education and continuing education requirements.

Nurse (Advanced Practitioner)

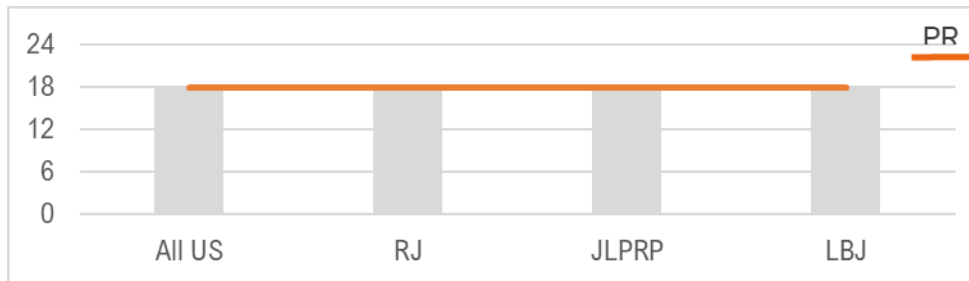
%L[All US] = 72.6%, %L[RJ] = 78.3%, %L[JLPRP] = 60%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AK AR CO CT
Experience (calendar days)	117	2.7	5.6	1.2	0.0	AK AR CO DE
Exams	1	1	1	1	1	AK AR CO CT
Initial fees	\$79	\$132	\$125	\$138	\$42	SC WV IN MI
Renewal period (in years)	3	1.9	1.9	2.0	2.3	IA MI MN DC
CE Contact hrs. (annual basis)	20	15.5	15.2	15.9	4.6	TN OK RI MA
Renewal fees (annual basis)	\$50	\$61	\$56	\$66	\$22.5	HI OK MT IA

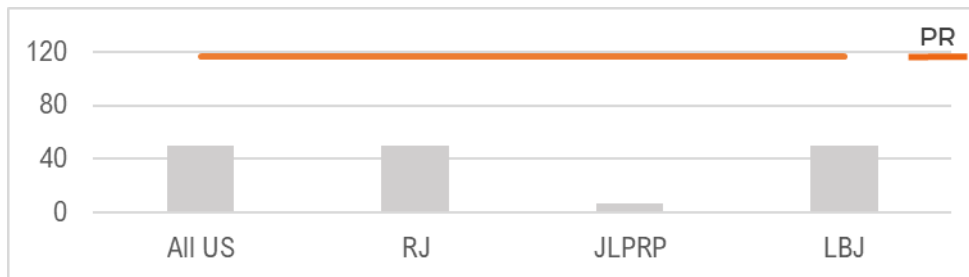
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$30	\$49
Renewal (total per period)	\$30	(3 x \$40)

Education (grade) graph



Experience (calendar days) graph



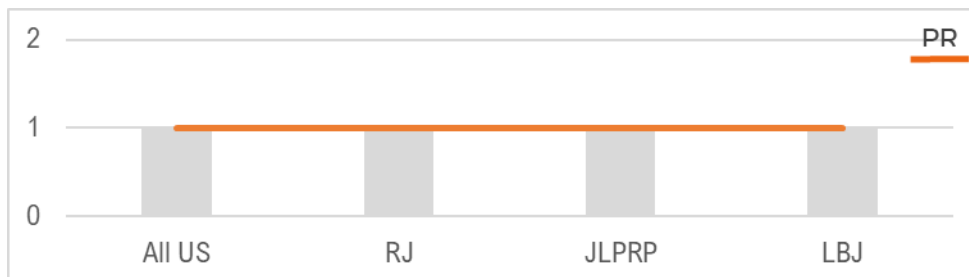
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

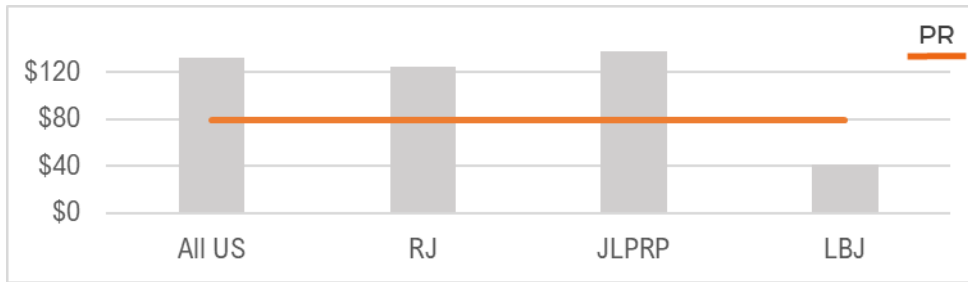
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

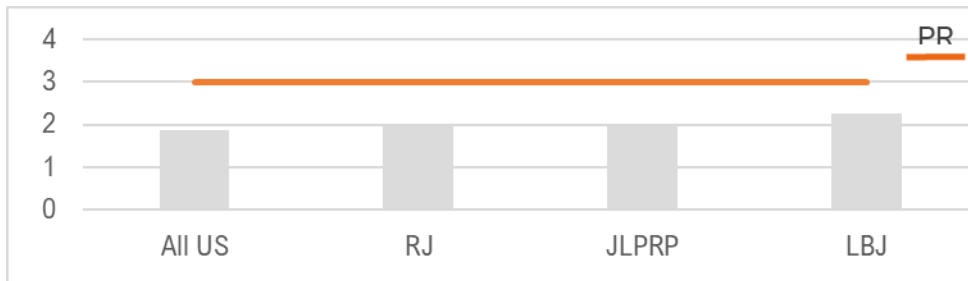
Exams graph



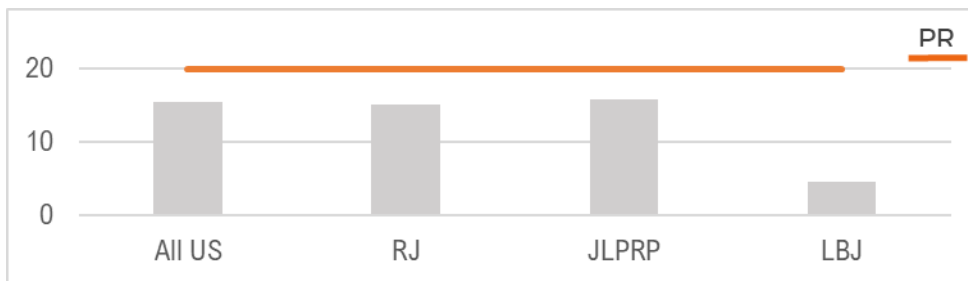
Initial fees graph



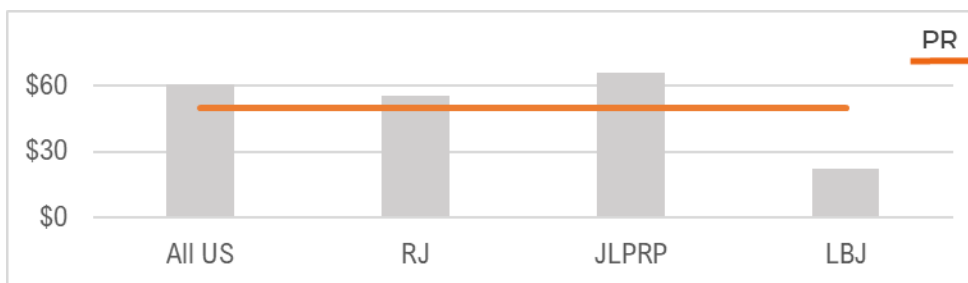
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: Both education and examination burdens are in line with all the benchmark groups values. Only four jurisdictions have an experience requirement, therefore it represents a higher burden compared to all the benchmark groups. The PR's observed initial fees burden is lower than the All US, RJ and JLPRP groups, but higher than the LBJ. The renewal fees are lower than the All US, RJ, and JLPRP benchmark groups values, but higher than the LBJ. The renewal period of three years represents a lower burden when compared to all the benchmark groups. The continuing education requirement is higher than all

the benchmark groups. Recommendations: further analysis/revision of the experience and continuing education requirements.

Nurse (Anesthetists)

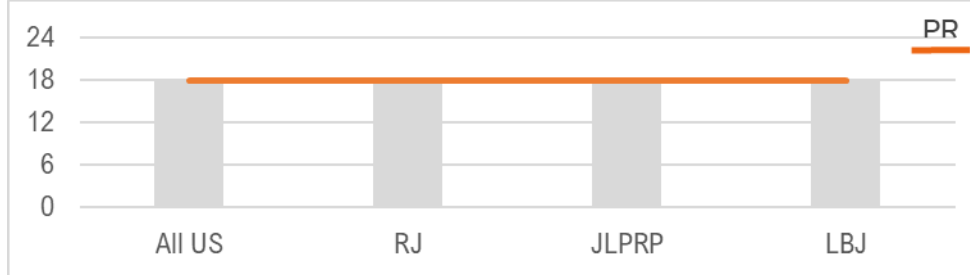
%L[All US] = 92.2%, %L[RJ] = 91.4%, %L[JLPRP] = 70%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AL AK AZ AR CA
Experience (calendar days)	467	9.7	4.8	14.3	0.0	CT NH NM TX MS
Exams	1	1	1	1	1	ND VT VA AR CA
Initial fees	\$79	\$140	\$124	\$189	\$38	NC SC WV MD IN
Renewal period (in years)	3	2.0	2.1	2.0	2.6	AZ IA IN KS AL
CE Contact hrs. (annual basis)	20	15.9	15.3	15.8	7.3	OK RI MA MS MD
Renewal fees (annual basis)	\$50	\$50	\$48	\$67	\$18.6	NC WV HI OK MT

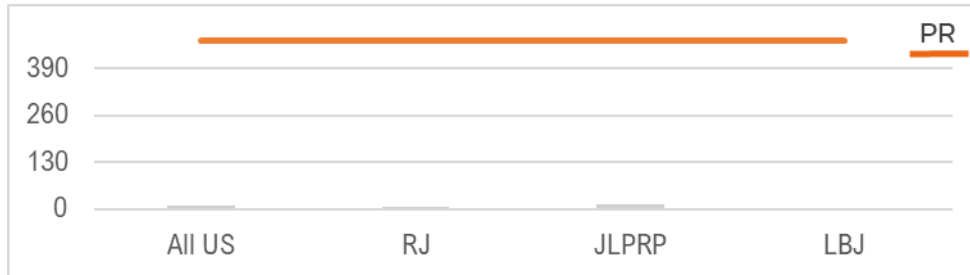
***PR Fees Breakdown**

	Agency/ Licensing Board	Professional Organization
Initial	\$30	\$49
Renewal (total per period)	\$30	(3 x \$40)

Education (grade) graph



Experience (calendar days) graph



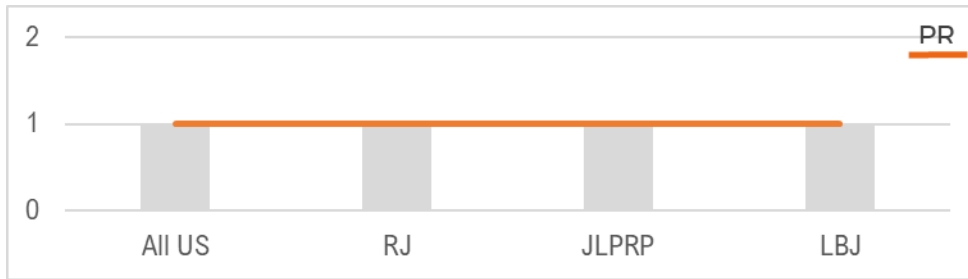
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

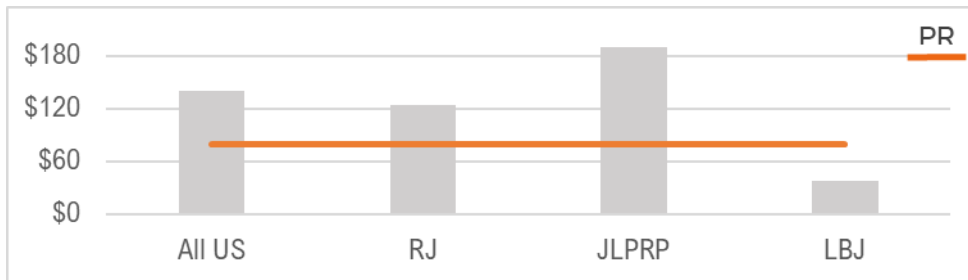
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

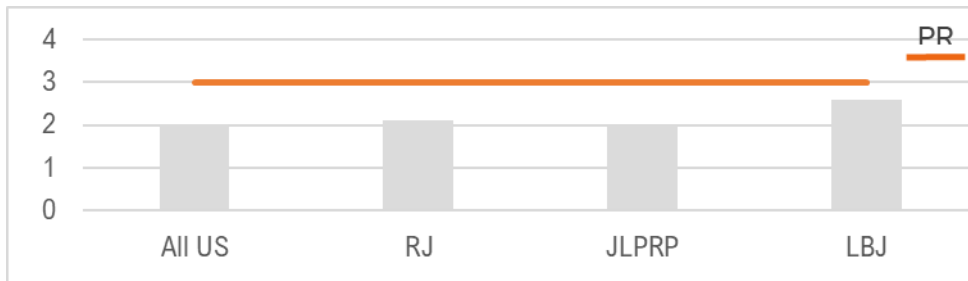
Exams graph



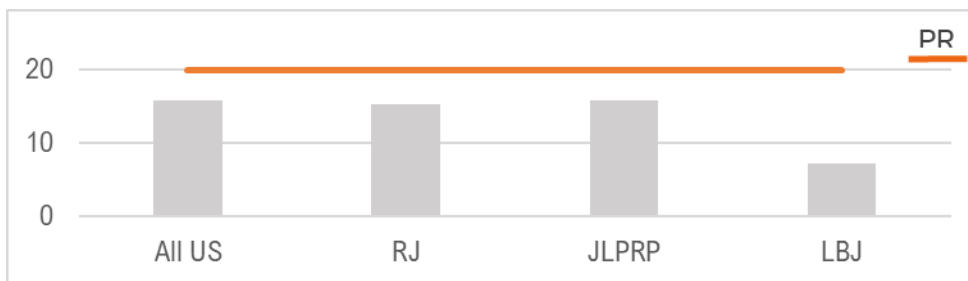
Initial fees graph



Renewal period graph



CE Contact hours graph



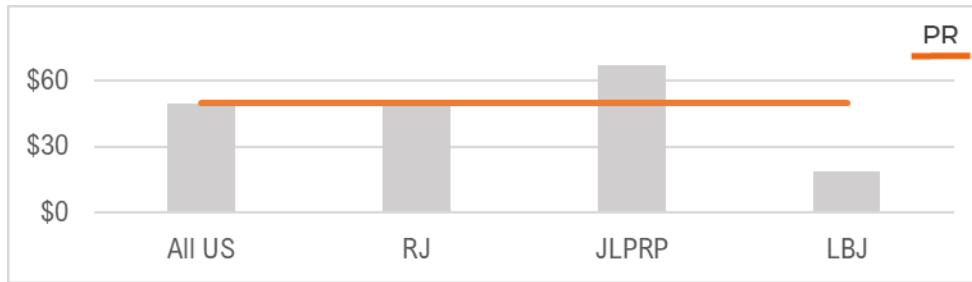
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line with all the benchmark groups values. Only five jurisdictions require experience, and therefore PR's requirement represents a higher burden compared to all the benchmark groups, particularly the LBJ, which is made up of jurisdictions that require no experience. The examination burden is in line with all the benchmark groups at one exam. The PR's observed initial fees burden is lower compared to the All US, RJ and JLPRP benchmark groups, and higher than the LBJ value. The renewal fees are in line with the All US and RJ benchmark groups, lower than the JLPRP benchmark group, but significantly higher than the LBJ. The renewal period represents a lower burden when compared to all benchmark groups. The continuing education requirement is higher than the All US, RJ, and JLPRP benchmark groups, and significantly higher compared to the LBJ. Recommendations: further analysis/revision of the experience and continuing education requirements.

Nurse (Associate)

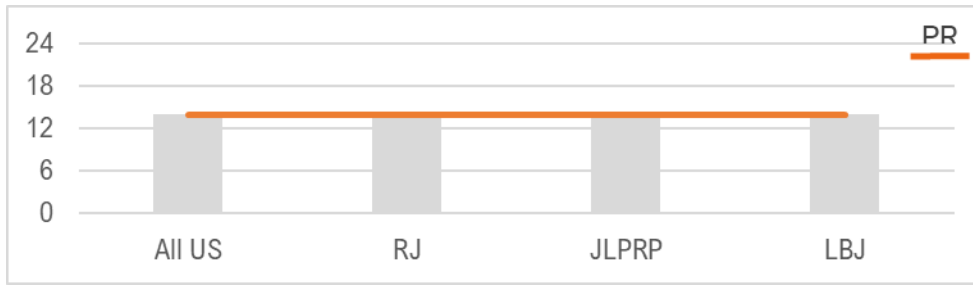
%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AL AK AZ AR CA
Experience (calendar days)	128	15.7	17.4	0	0	AL AK AZ AR CA
Exams	1	1.04	1.04	1.20	1.00	AL AK AZ AR CA
Initial fees	\$74	\$347	\$330	\$364	\$248	NE MO HI WI GA
Renewal period (in years)	3	2.0	2.0	1.8	2.8	AZ IA WA FL GA
CE Contact hrs. (annual basis)	10	11.8	12.4	11.1	4.5	CO NY RI ND NC
Renewal fees (annual basis)	\$50	\$58	\$57	\$61	\$28.6	OK IN WI IA UT

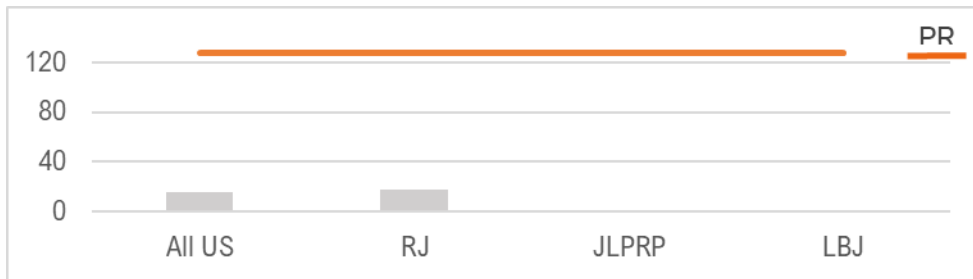
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$25	\$49
Renewal (total per period)	\$30	(3 x \$40)

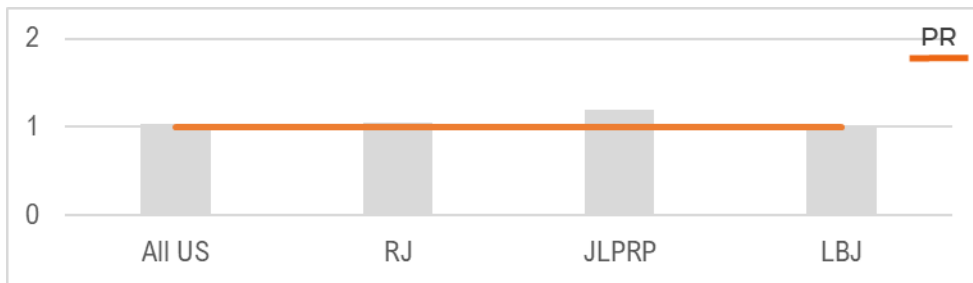
Education (grade) graph



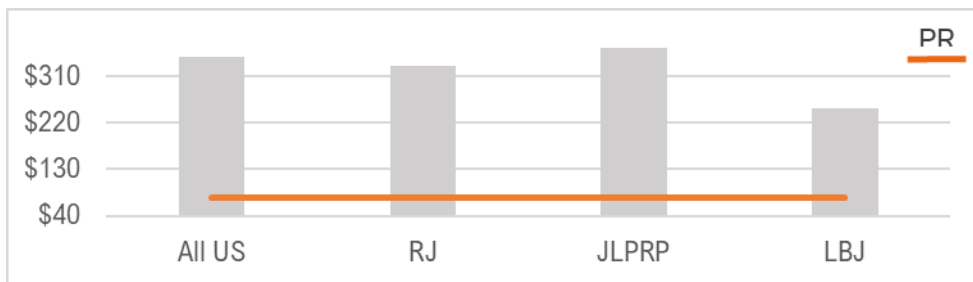
Experience (calendar days) graph



Exams graph



Initial fees graph



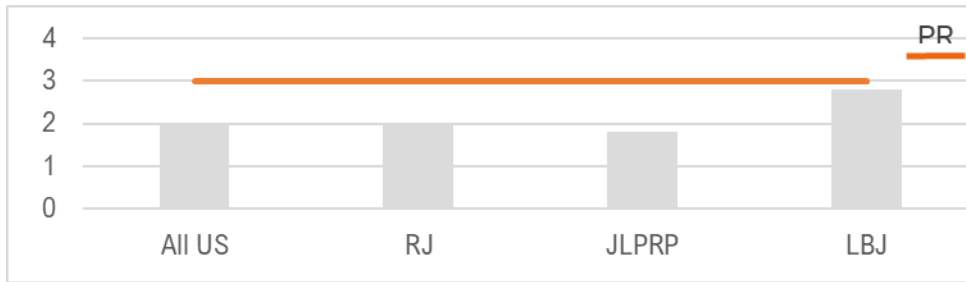
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal period graph



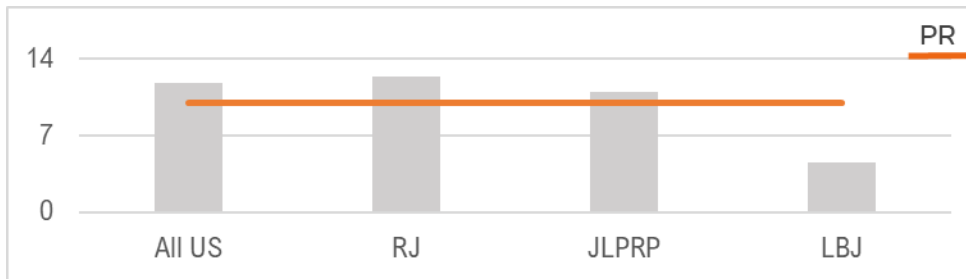
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

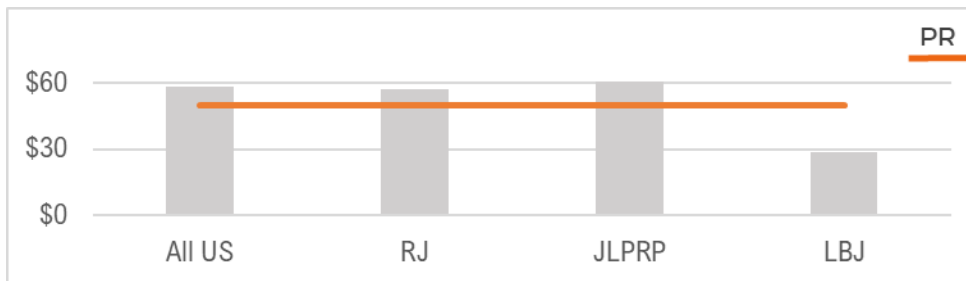
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

CE Contact hours graph



Renewal fees graph



Conclusions and recommendations: The education burden is in line with all the benchmark groups values. Only a few jurisdictions have an experience requirement, and therefore PR’s experience represents a higher burden compared to all the benchmark groups, particularly both the JLPRP and LBJ benchmark groups, which require no experience. The examination burden is lower or the same as all the benchmark groups. In terms of initial fees, the PR’s observed burden is significantly lower than all the benchmark groups. Nevertheless, the renewal fees are lower than the All US, RJ and JLPRP benchmark groups, but higher compared to the LBJ although this fee is minor in practice. The renewal period represents a lower burden when compared to all benchmark groups. The continuing education requirement is lower than the All US, RJ, and JLPRP benchmark groups, and significantly higher compared to the LBJ. Recommendation: further analysis/revision of the experience requirement.

Nurse (Generalist)

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

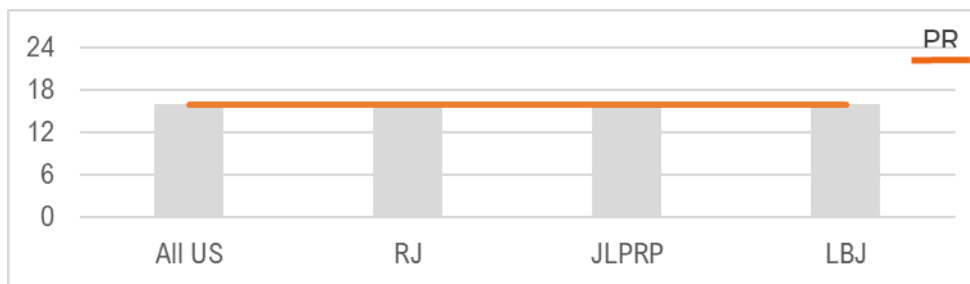
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL AK AZ AR CA
Exams	1	1.06	1.09	1.20	1.00	AL AK AZ AR CA
Initial fees	\$104	\$350	\$331	\$365	\$247	MO TN HI WI GA
Renewal period (in years)	3	2.0	2.0	2.0	2.8	AZ NY IA FL GA
CE Contact hrs. (annual basis)	10	11.9	12.7	11.0	4.9	NY OR RJ ND MA
Renewal fees (annual basis)	\$50	\$57	\$55	\$56	\$29.0	NY IN WI IA UT

No experience burden was identified for PR's license.

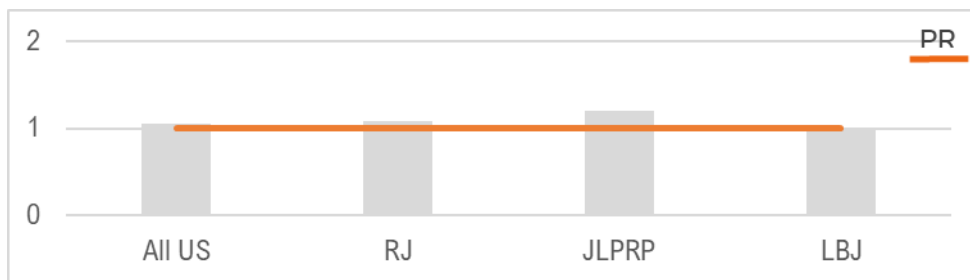
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$55	\$49
Renewal (total per period)	\$30	(3 x \$40)

Education (grade) graph



Exams graph



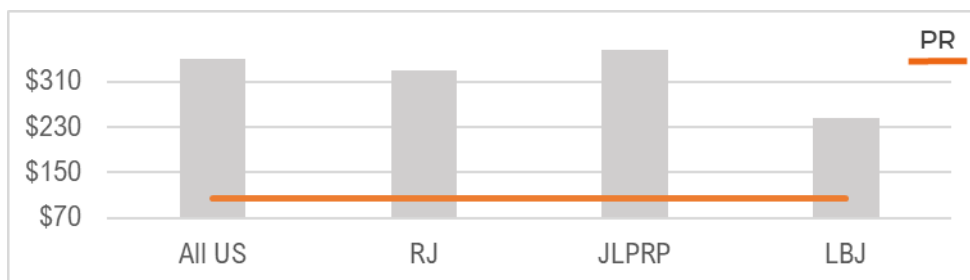
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

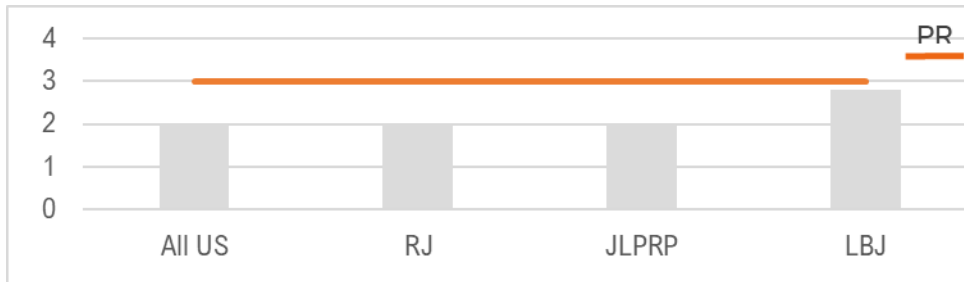
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

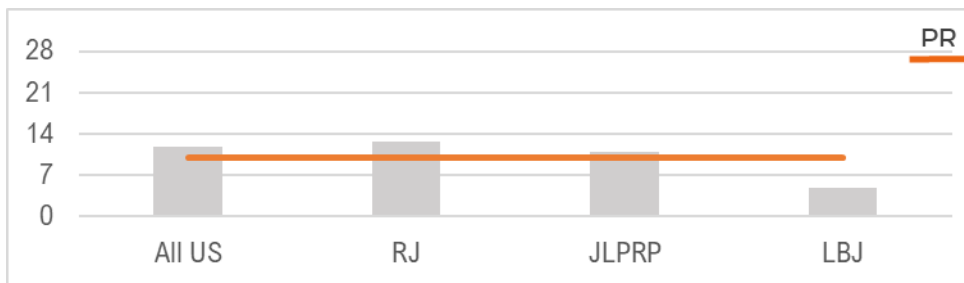
Initial fees graph



Renewal period graph



CE Contact hours graph



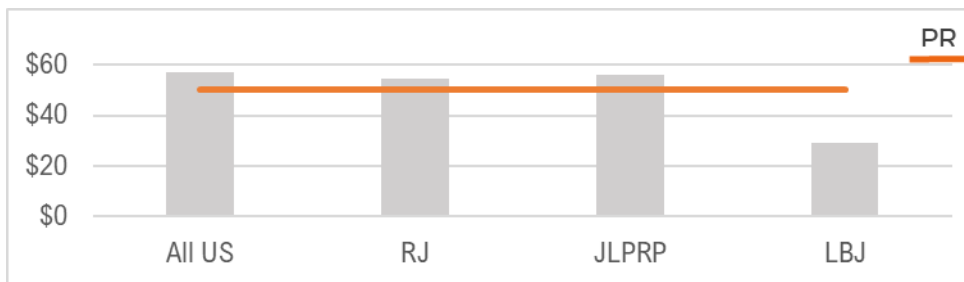
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line with all the benchmark groups values. The examination burden is similar to all the benchmark groups. In terms of initial fees, the PR's observed burden is lower than all the benchmark groups. Nevertheless, the renewal fees are lower than the All US, RJ and JLPRP benchmark groups, but higher compared to the LBJ, although minor in practice. The renewal period represents a lower burden when compared to all benchmark groups. The continuing education requirement is lower than the All US, RJ, and JLPRP benchmark groups, and significantly higher compared to the LBJ. Recommendation: No further analysis/review is recommended for this license.

Nurse (Obstetrics)

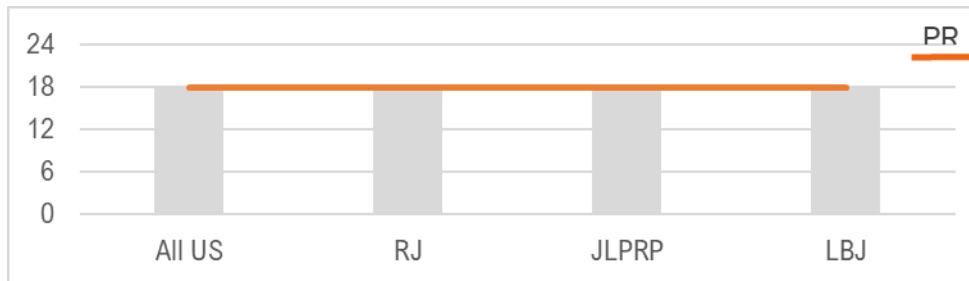
%L[All US] = 74.6%, %L[RJ] = 78.3%, %L[JLPRP] = 70%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AK AR CO CT
Experience (calendar days)	187	9.6	0.0	0.0	0.0	AR CO CT DE
Exams	1	1.03	1.00	1.00	1.00	AK AR CO CT
Initial fees	\$79	\$143	\$125	\$130	\$41	SC WV IA PA
Renewal period (in years)	3	2.0	1.9	2.0	2.5	IN NY AR DE
CE Contact hrs. (annual basis)	20	17.3	16.1	13.4	9.4	OK CO AR RI
Renewal fees (annual basis)	\$50	\$53	\$58	\$51	\$18.9	WV GA PA OK

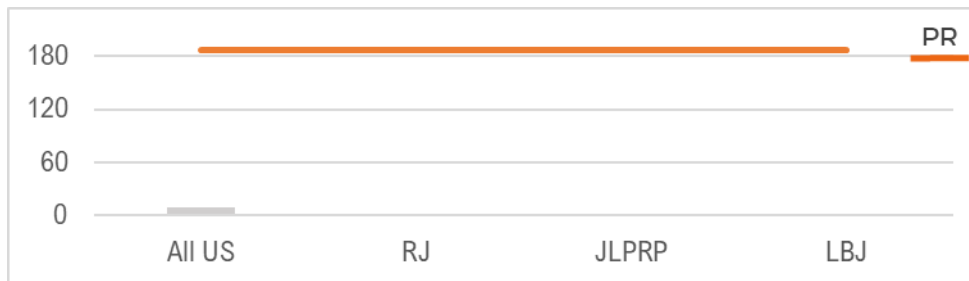
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$30	\$49
Renewal (total per period)	\$30	(3 x \$40)

Education (grade) graph



Experience (calendar days) graph



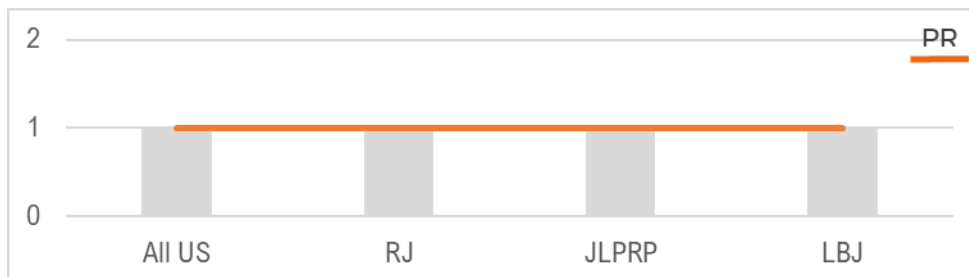
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

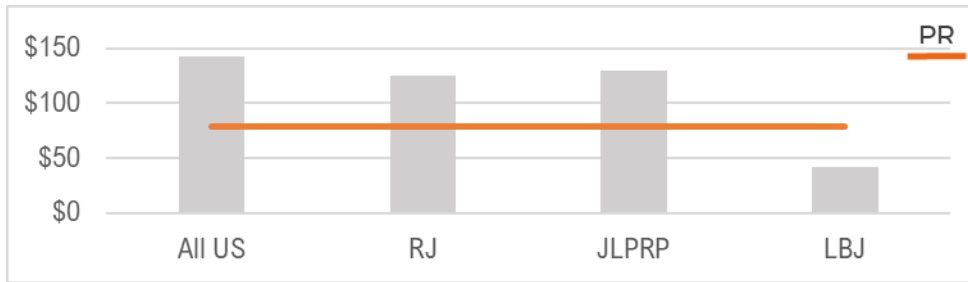
JLPRP: Jurisdictions with a large PR population

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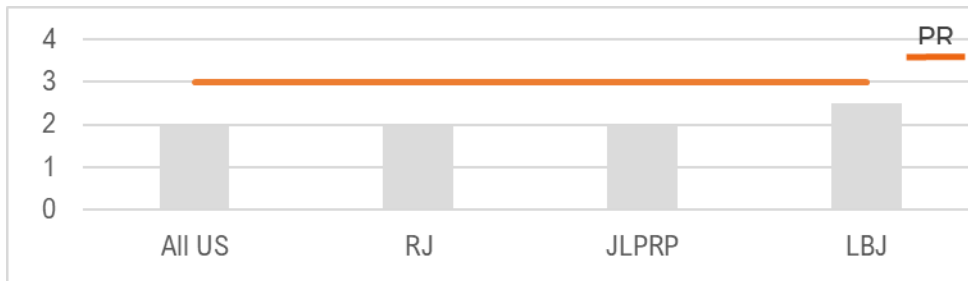
Exams graph



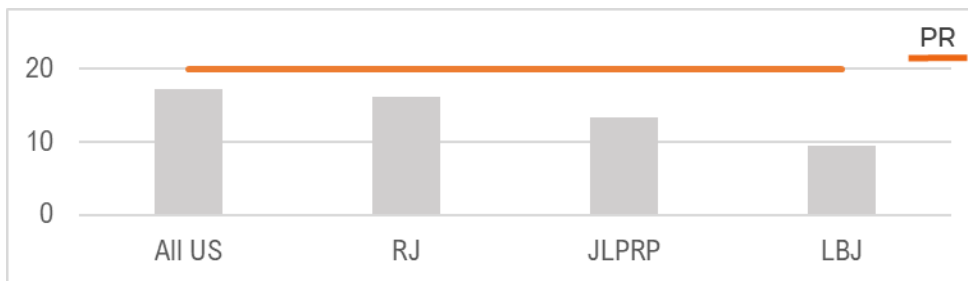
Initial fees graph



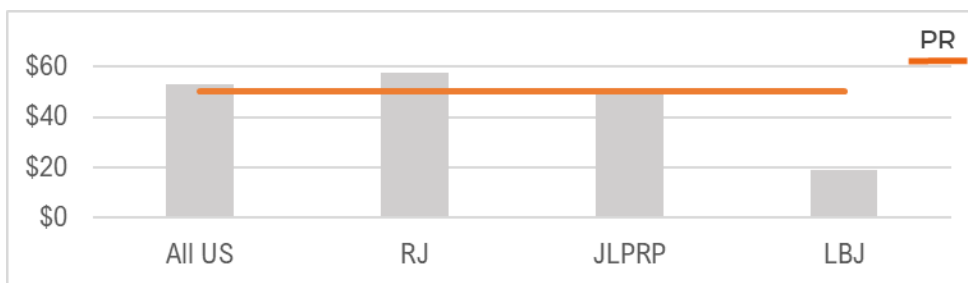
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's education burden is in line with all the benchmark groups values. Only one jurisdiction has an experience requirement, thus on average PR's experience requirement represents a higher burden compared to all the benchmark groups. The examination burden is in line with all the benchmark groups. The PR's observed initial fees burden is only higher than the LBJ. The renewal fees are in line with the All US, RJ and JLPRP benchmark groups, but significantly higher than the LBJ. The renewal period represents a lower burden when compared to all benchmark groups. The continuing education requirement is

higher than the All US, RJ, and JLPRP benchmark groups, and significantly higher compared to the LBJ. Recommendations: further analysis/revision of the experience and continuing education requirements.

Nurse (Practitioner)

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

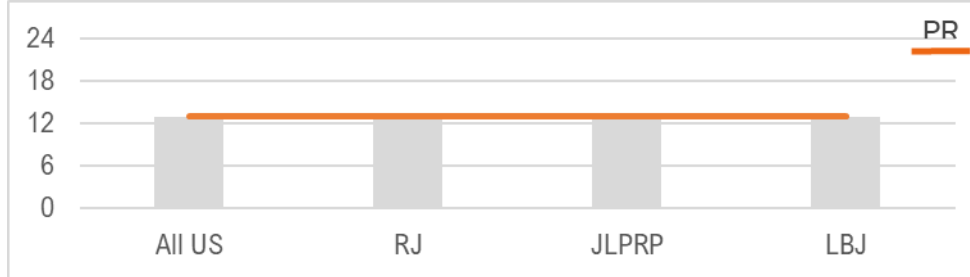
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	13	13	13	13	13	AL AK AZ AR CA
Exams	1	1.06	1.09	1.20	1.00	AL AK AZ AR CA
Initial fees	\$79	\$350	\$343	\$376	\$261	TN MO WI IN WV
Renewal period (in years)	3	2.1	2.3	2.5	3.8	CT AZ IA NY WI
CE Contact hrs. (annual basis)	7	11.1	11.0	8.6	3.0	CT PA NY RI MN
Renewal fees (annual basis)	\$50	\$50	\$44	\$42	\$18.6	CT WI WV IL RI

No experience burden was identified for PR’s license.

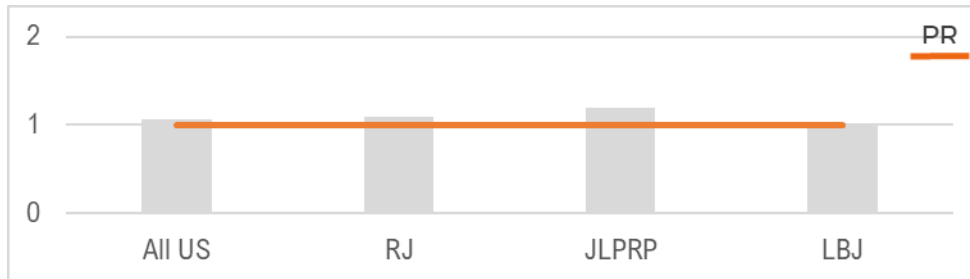
***PR Fees Breakdown**

	Agency/ Licensing Board	Professional Organization
Initial	\$30	\$49
Renewal (total per period)	\$30	(3 x \$40)

Education (grade) graph

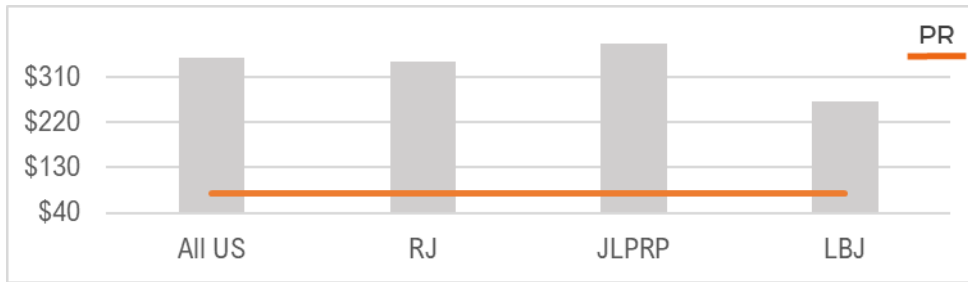


Exams graph

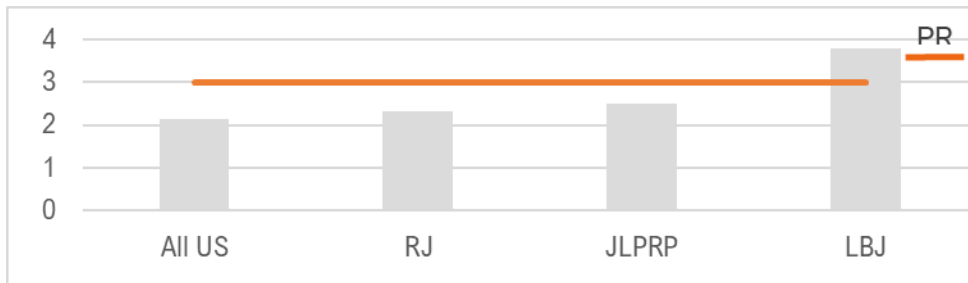


All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

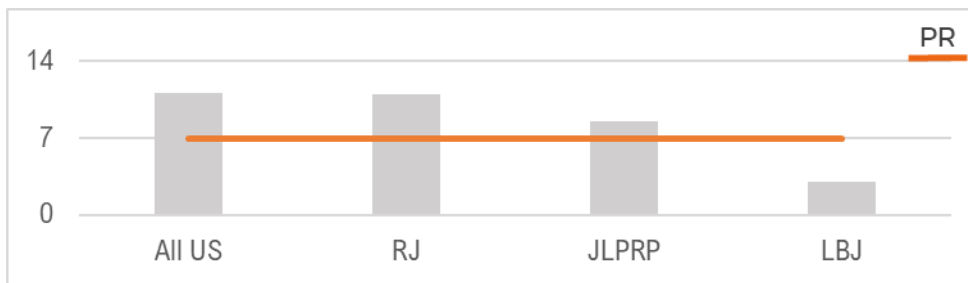
Initial fees graph



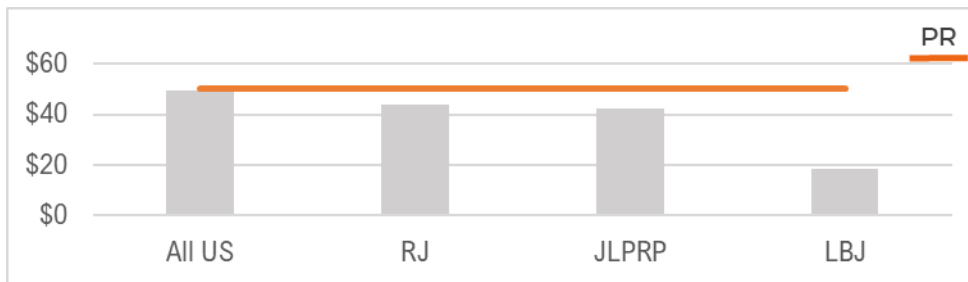
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: The education burden is in line with all the benchmark groups values. The examination burden is lower or the same as all the benchmark groups. The PR’s observed initial fees burden is significantly lower compared to all the benchmark groups. The renewal fees are in line with the All US, RJ and the JLPRP benchmark groups, but significantly higher than the LBJ, although minimal in practice. The renewal period is a lower burden than the All US, RJ and JLPRP benchmark groups, but a higher burden than the average for the LBJ benchmark group were several jurisdictions have renewal period of 4 years. The

continuing education requirement is lower than the All US, RJ, and JLPRP benchmark groups, but higher when compared to the LBJ. Recommendation: No further analysis/review is recommended for this license.

Nurse (Specialists)

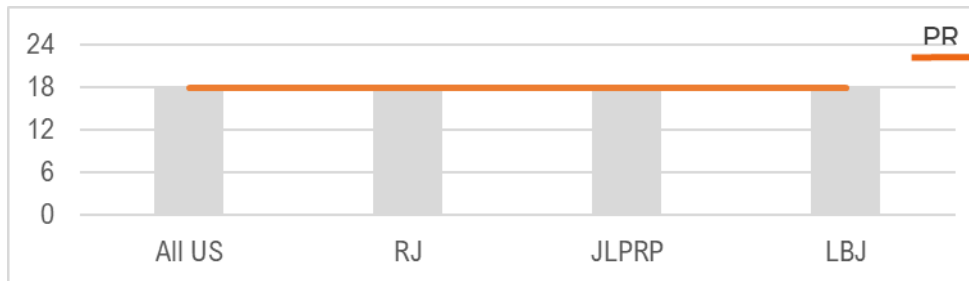
%L[All US] = 70.6%, %L[RJ] = 69.6%, %L[JLPRP] = 60%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AK AR CO CT
Experience (calendar days)	117	12.1	27.3	6.0	0.0	AK AR CO DE
Exams	1	0.61	0.50	0.67	0.00	CO CT DC IL
Initial fees	\$79	\$135	\$138	\$135	\$42	SC WV IL MA
Renewal period (in years)	3	1.9	1.9	2.0	2.3	IN MA MI AK
CE Contact hrs. (annual basis)	20	17.8	17.7	16.2	5.9	TN RI OK AR
Renewal fees (annual basis)	\$50	\$60	\$71	\$63	\$20.1	WV GA OK MT

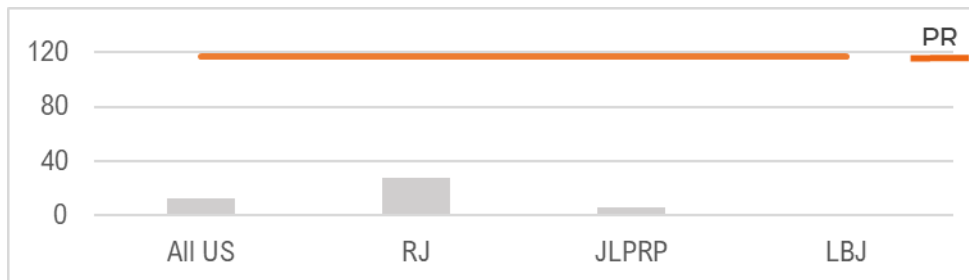
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$75	\$70
Renewal (total per period)	\$75	(3 x \$70)

Education (grade) graph



Experience (calendar days) graph



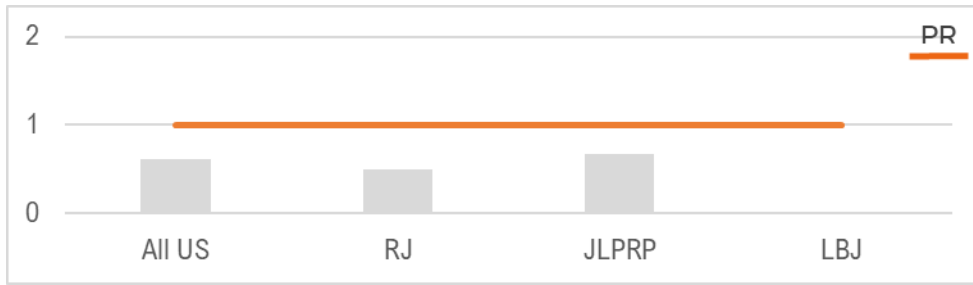
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

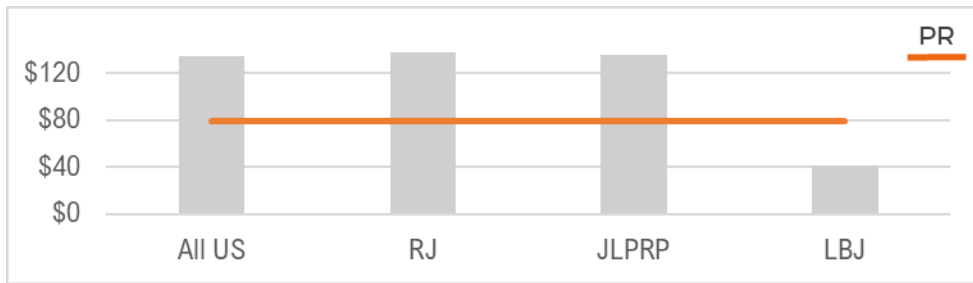
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

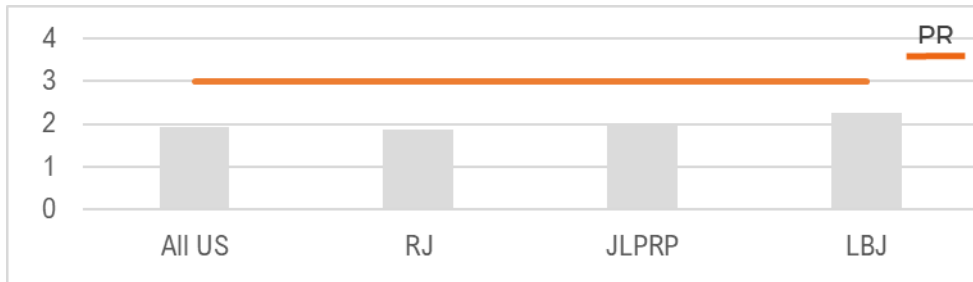
Exams graph



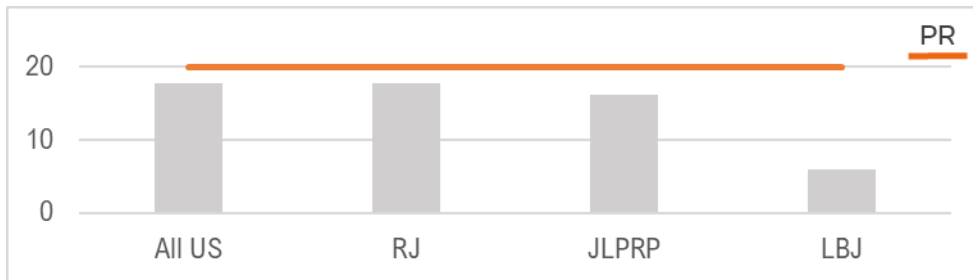
Initial fees graph



Renewal period graph



CE Contact hours graph



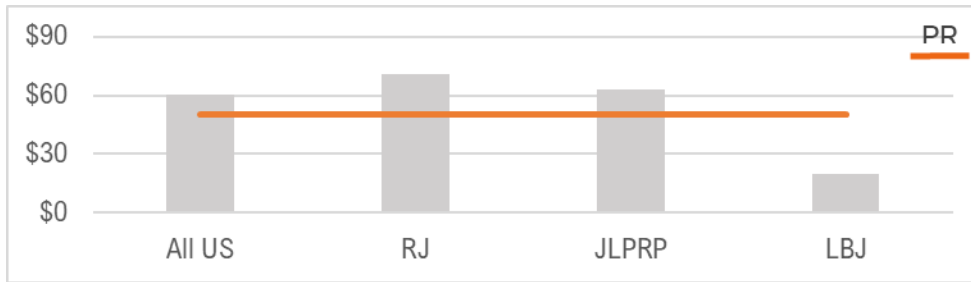
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is in line to all the benchmark groups values. Only three jurisdictions have an experience requirement, which results in PR's requirement representing a high burden compared to all the benchmark groups. The examination burden is higher than all the benchmark groups, and particularly significantly higher than the LBJ benchmark group, which requires no examination. In terms of initial fees, the PR's observed burden is only higher than LBJ benchmark group. Nevertheless, the renewal fees are lower than the All US, RJ and JLPRP benchmark groups, but higher compared to the LBJ, although minor in practice. The renewal period of three years represents a lower burden than all the benchmark groups. The continuing education requirement is higher than the All US, RJ, and JLPRP benchmark groups, but is significantly higher compared to the LBJ. Recommendations: further analysis/revision of the experience, exam, and continuing education requirements.

Occupational Therapist

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

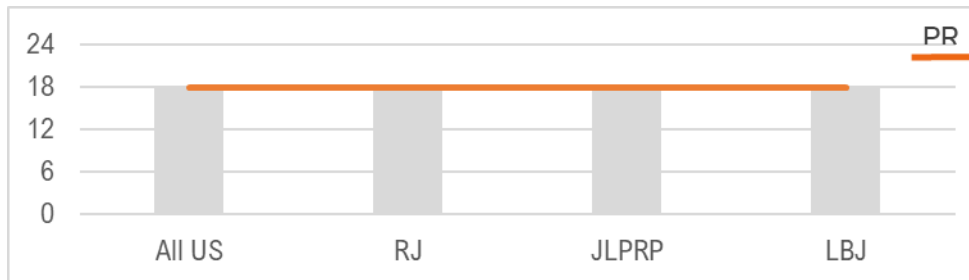
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AL AK AZ AR CA
Exams	1	1.33	1.30	1.30	1.00	AL AZ CA CO CT
Initial fees	\$155	\$147	\$136	\$150	\$33	IL MO NE PA KY
Renewal period (in years)	3	1.8	1.8	2.1	2.2	NY AK IL IN IA
CE Contact hrs. (annual basis)	11	12.8	12.3	12.3	8.9	NE SC IN MI MS
Renewal fees (annual basis)	\$135	\$67	\$61	\$64	\$21.2	IL MO UT PA IA

No experience burden was identified for PR's license.

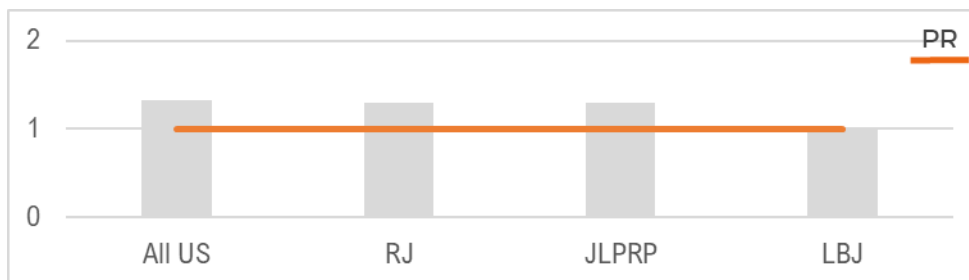
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$30	\$125
Renewal (total per period)	\$30	(3 x \$125)

Education (grade) graph



Exams graph



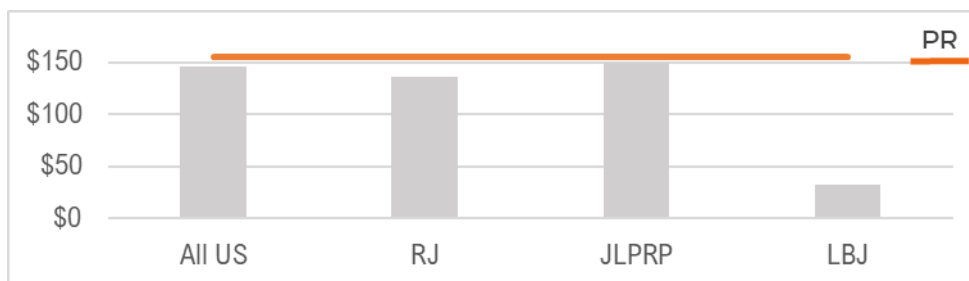
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

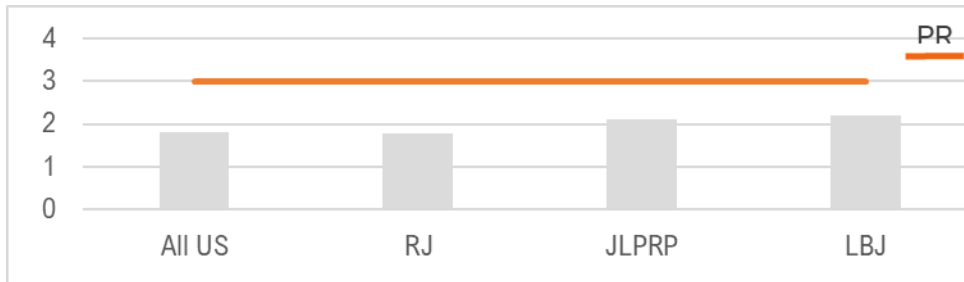
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

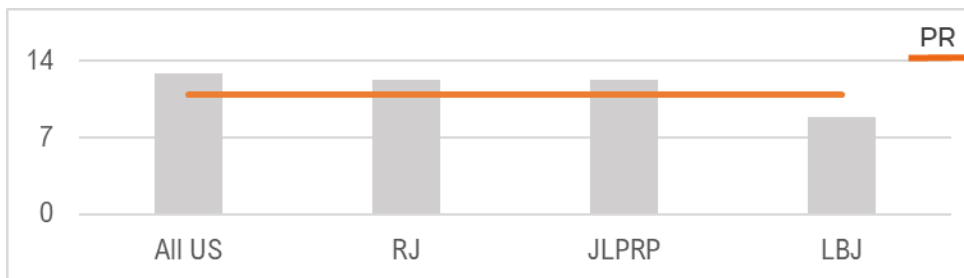
Initial fees graph



Renewal period graph



CE Contact hours graph



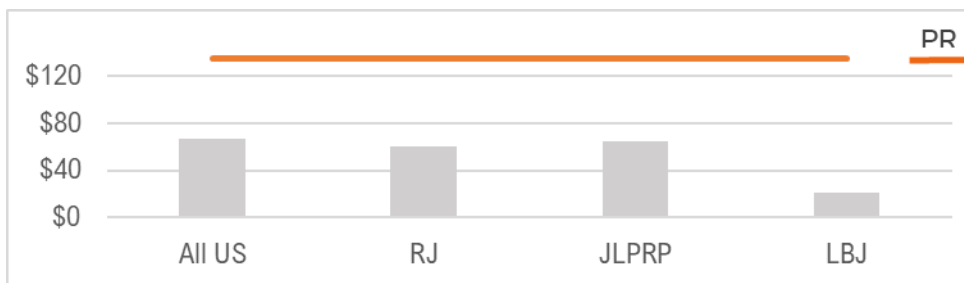
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's education requirement is the same as all benchmark groups, while the burden for exams is lower than the All US, RJ and JLPRP groups and the same as the LBJ group. Initial fees are similar to the All US, RJ and JLPRP groups, but significantly higher than the LBJ group, while the renewal fees are significantly higher than all benchmark groups. The renewal period is the least burdensome when compared to all benchmark groups, while the continuing education requirement is below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. Recommendation: further analysis/revision of the renewal fees.

Occupational Therapist Assistant

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

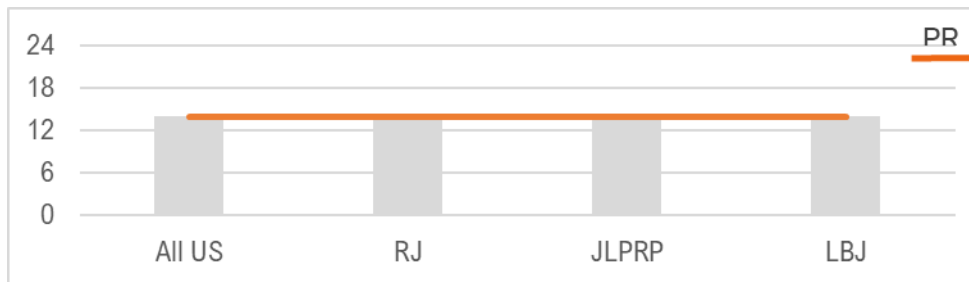
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AL AK AZ AR CA
Exams	1	1.33	1.30	1.30	1	AL AZ CA CO CT
Initial fees	\$125	\$126	\$120	\$128	\$24	MO IL CO NE PA
Renewal period (in years)	3	1.8	1.8	2.1	2.2	NY AK IL IN IA
CE Contact hrs. (annual basis)	8	12.2	11.7	11.9	7.0	AZ DC IA NE SC
Renewal fees (annual basis)	\$108	\$55	\$51	\$52	\$16.6	IL MO PA UT VA

No experience burden was identified for PR's license.

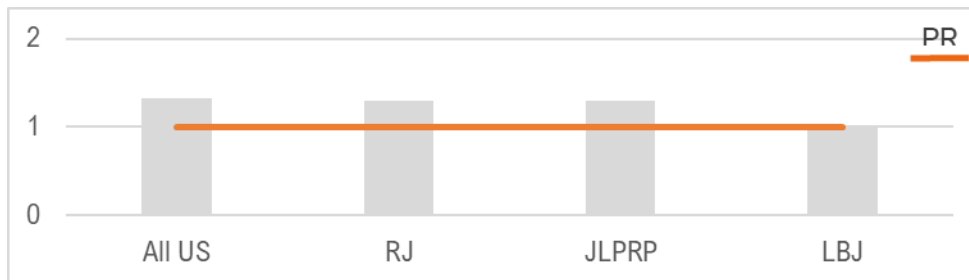
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$25	\$100
Renewal (total per period)	\$25	(3 x \$100)

Education (grade) graph



Exams graph



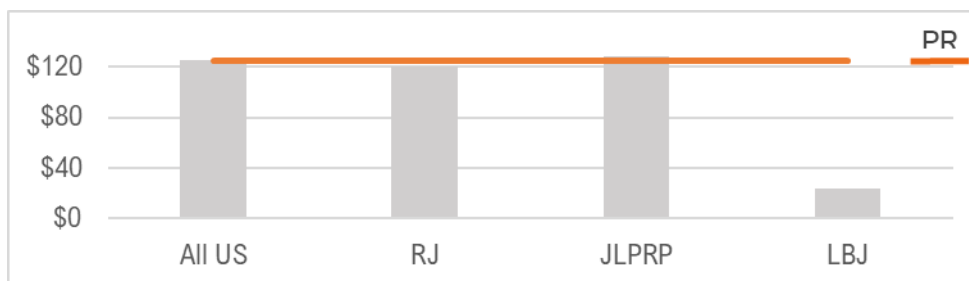
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

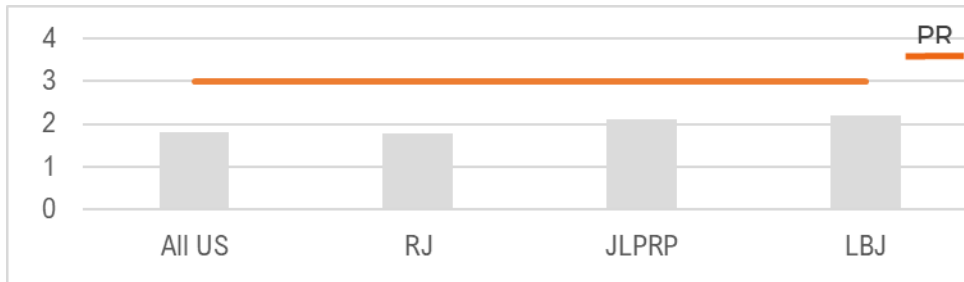
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

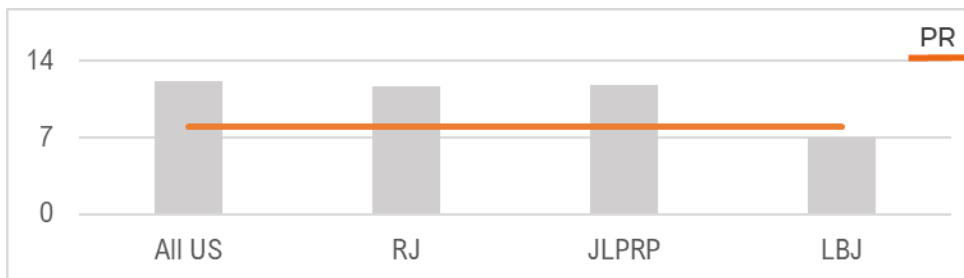
Initial fees graph



Renewal period graph



CE Contact hours graph



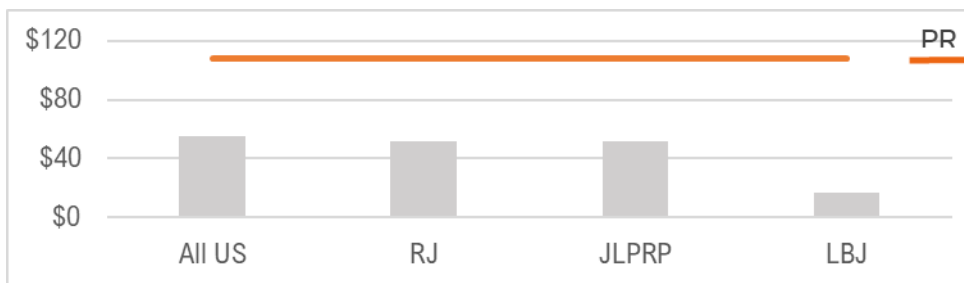
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's education requirement is the same as all benchmark groups, while the burden for exams is lower than the All US, RJ and JLPRP groups and the same as the LBJ group. Initial fees are similar to the All US, RJ and JLPRP groups, but higher than the LBJ group, while the renewal fees are higher than all benchmark groups. The renewal period is the least burdensome when compared to all benchmark groups, while the continuing education requirement is below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group. Recommendation: further analysis/revision of the renewal fees.

Opticians

%L[All US] = 39.3%, %L[RJ] = 34.8%, %L[JLPRP] = 50%

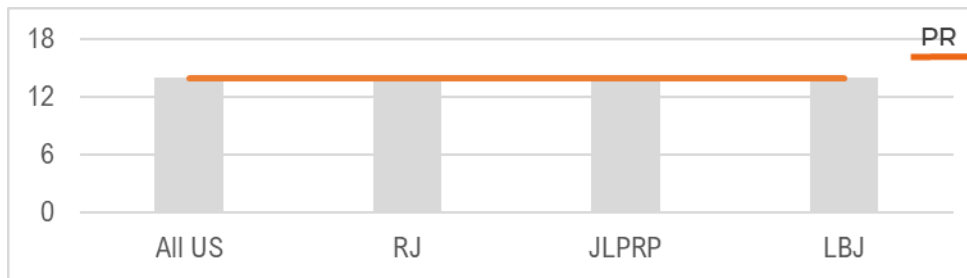
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AK AZ AR
Exams	1	2.2	2.25	2.20	1	VA NJ NC
Initial fees	\$175	\$134	\$121	\$100	\$35	NJ RI OH
Renewal period (in years)	3	1.5	1.4	1.6	2.3	NY DC VT
CE Contact hrs. (annual basis)	12	9.1	8.8	7.5	4.7	SC FL AK
Renewal fees (annual basis)	\$125	\$104	\$113	\$67	\$15.6	NJ RI NY

No experience burden was identified for PR's license.

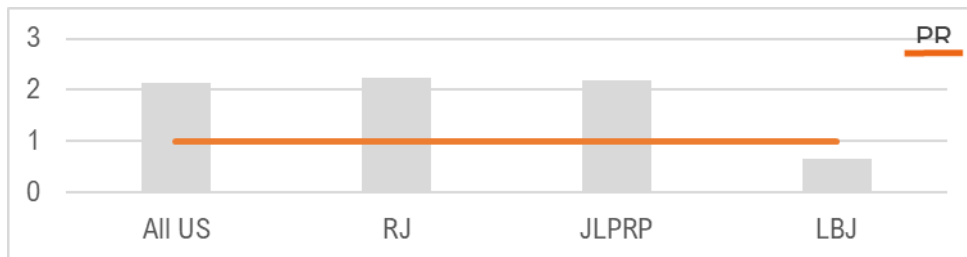
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$75	\$100
Renewal (total per period)	\$75	(3 x \$100)

Education (grade) graph



Exams graph



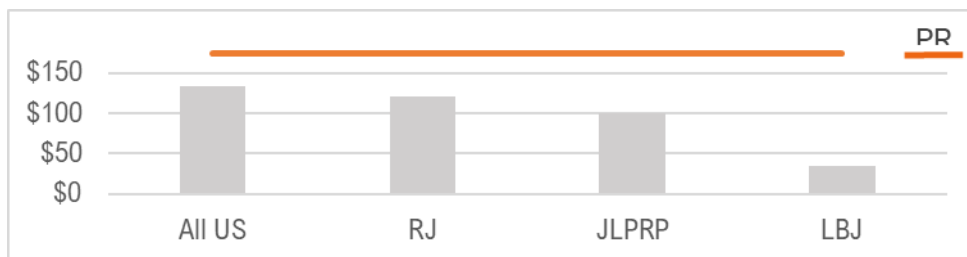
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

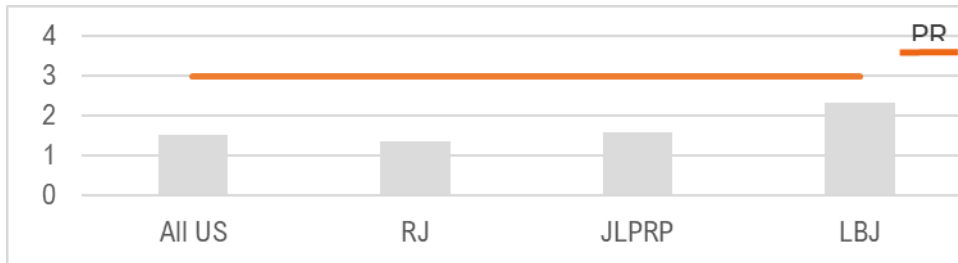
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

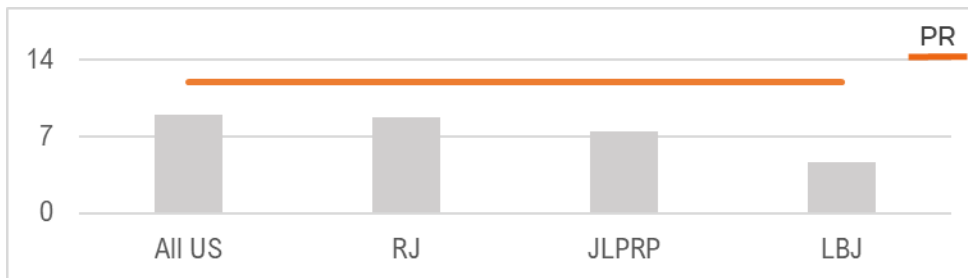
Initial fees graph



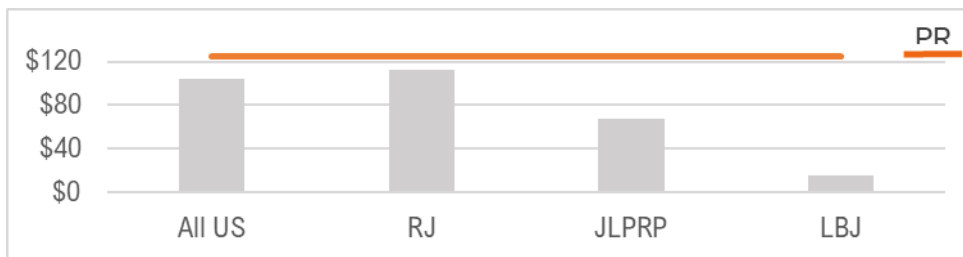
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's burden for education is the same as all benchmark groups, requiring a 2-year education program (although some programs are 18 months). Initial and renewal fees are higher than all benchmark groups, as well as the continuing education requirement, which is more than double of the LBJ group. The renewal period is the least burdensome when compared to all benchmark groups. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of both types of fees and the continuing education requirements.

Optometrist

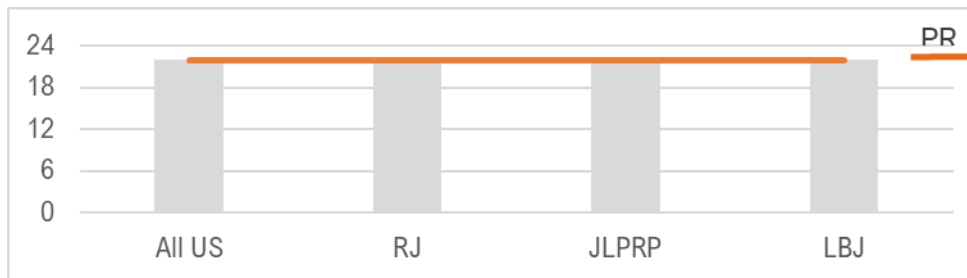
%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AL AK AZ AR CA
Experience (calendar days)	365	12.4	25.3	36.7	0.0	AL AK AZ CT GA
Exams	2	2.49	2.48	2.40	1.40	AL NY WV CT DE
Initial fees	\$340	\$338	\$321	\$352	\$104	PA NE HI UT WA
Renewal period (in years)	3	1.5	1.6	1.6	2.2	NY NE AK NH NJ
CE Contact hrs. (annual basis)	12	20.6	16.7	20.4	8.3	DE NH KY IN VT
Renewal fees (annual basis)	\$273	\$189	\$178	\$166	\$63.3	UT GA IN PA NE

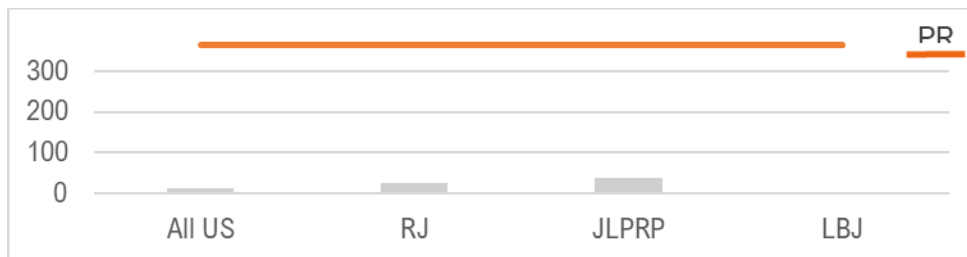
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$100	\$240
Renewal (total per period)	\$100	(3 x \$240)

Education (grade) graph



Experience (calendar days) graph



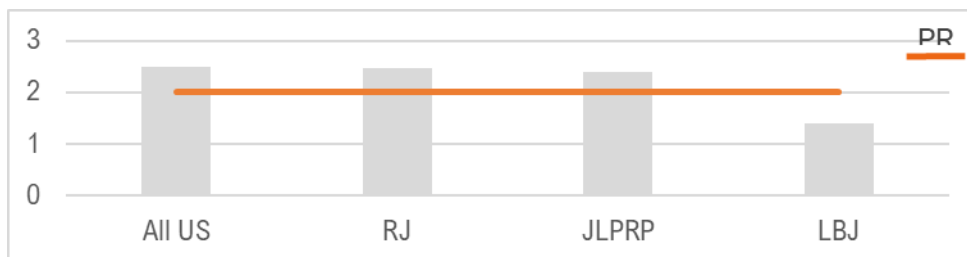
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

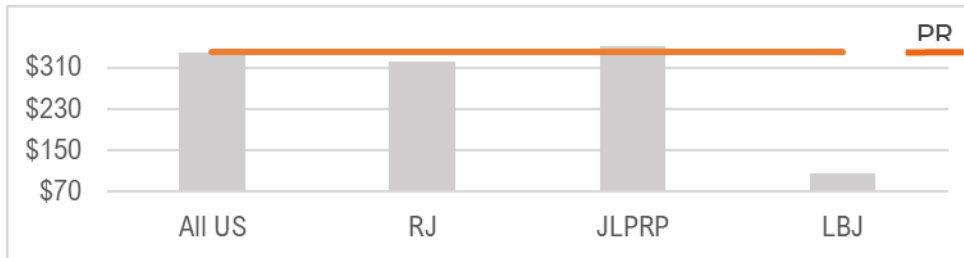
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

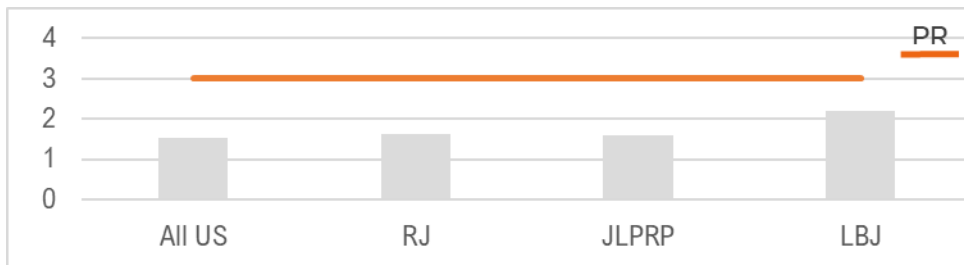
Exams graph



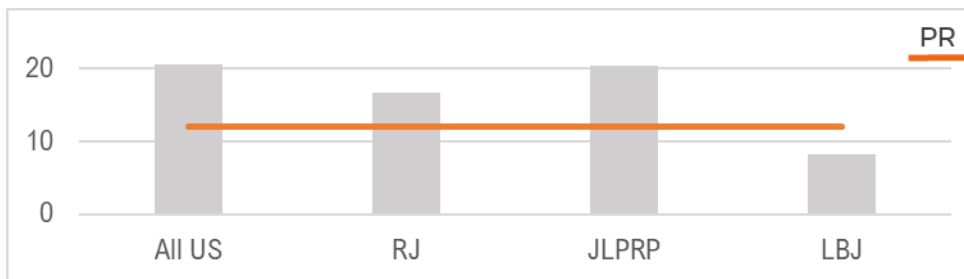
Initial fees graph



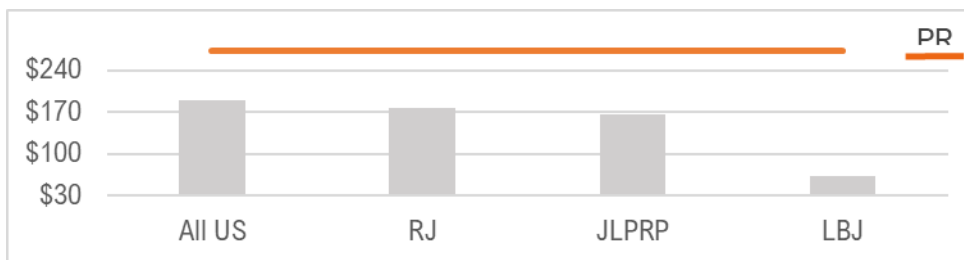
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's education requirement is the same as all benchmark groups, but the burden for experience is significantly above all benchmark groups, with a 1-year requirement. The LBJ don't require experience. The burden for exams is below the All US, RJ and JLPRP groups, and slightly higher than the LBJ group, where some jurisdictions require 1 exam, and others 2. PR requires 2 exams. Initial fees are similar to those of the All US, RJ and JLPRP groups, but higher than the LBJ group, while the renewal fees are above all benchmark groups. The renewal period is the least burdensome of all benchmark groups, while the continuing education requirement is below the All US, RJ and JLPRP groups, and slightly higher

than the LBJ group. Recommendations: further analysis/revision of the experience requirement and the renewal fees.

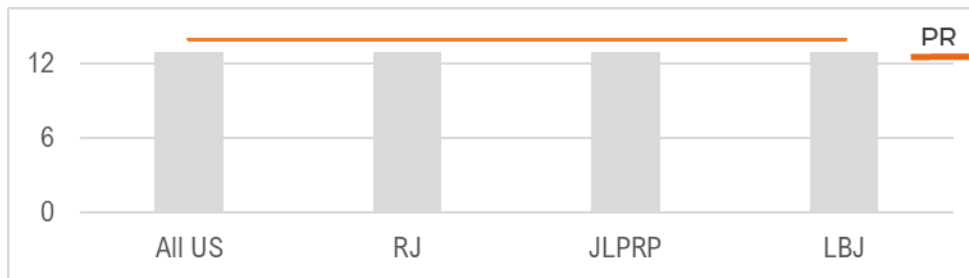
Paramedic

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

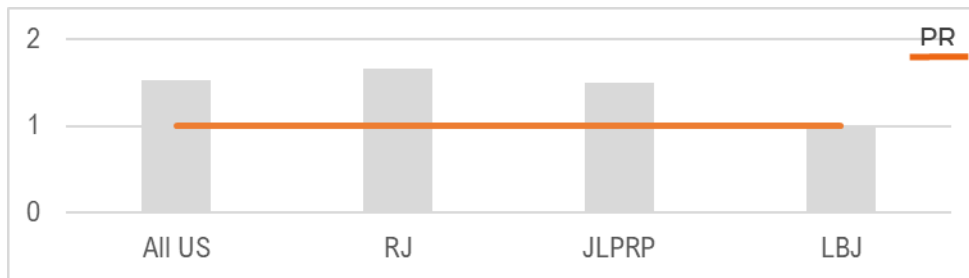
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	13	13	13	13	AL AK AZ AR CO
Exams	1	1.53	1.65	1.50	1	WY CT DE FL GA
Initial fees	\$50	\$64	\$56	\$91	\$17	CT ID IN MN NE
Renewal period (in years)	3	2.4	2.5	2.7	4.2	MO TX WV UT NC
CE Contact hrs. (annual basis)	15	17.5	16.2	17.3	5.8	DE NH NM WV NJ
Renewal fees (annual basis)	\$10	\$25	\$14	\$39	\$7.2	DE IL CO MI FL

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



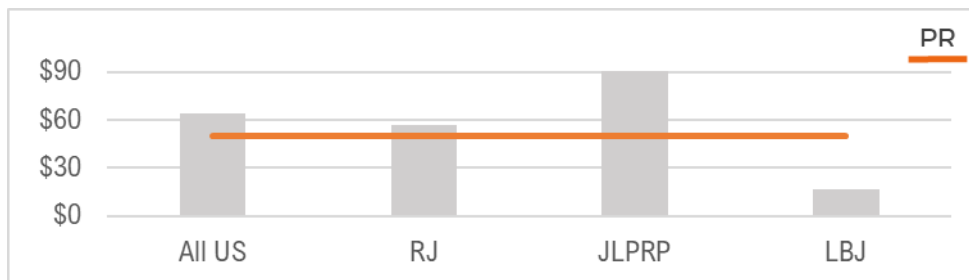
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

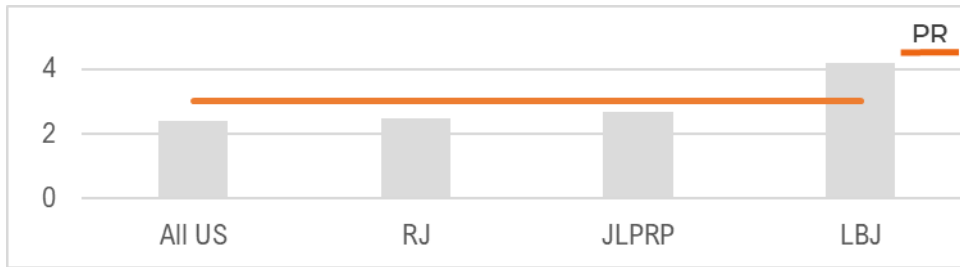
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

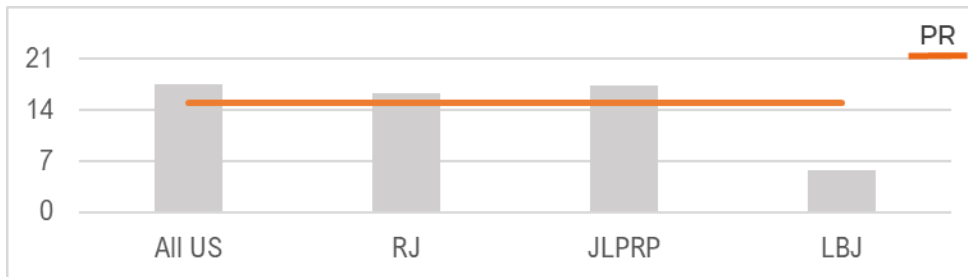
Initial fees graph



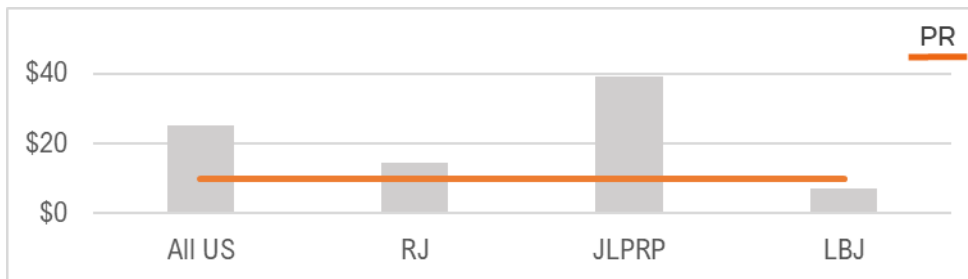
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's burden for education is above all benchmark groups, requiring an associate degree, while the other jurisdictions require academic programs that typically last one year. The exams requirement is below the All US, RJ and JLPRP groups, and the same as the LBJ group. Initial and renewal fees are only higher than LBJ group. The renewal period burden is below the All US, RJ and JLPRP groups, but higher than the LBJ group. PR requires renewal every 3 years, while the renewal cycle of the LBJ is, on average, 4.2 years. The continuing education requirement is similar to the All US, RJ and JLPRP groups, but higher than the LBJ. Recommendation: further analysis/revision of the education requirement.

Pharmacist

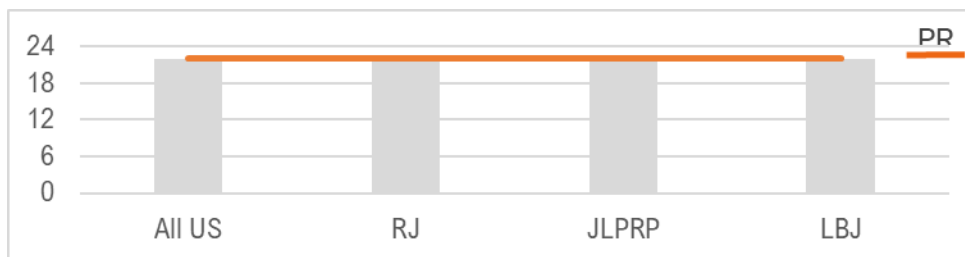
%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AL AK AZ AR CA
Experience (calendar days)	350	339.5	326.3	261.6	138.6	FL IL NY MD WY
Exams	2	2.02	2.00	2.10	2.00	AL AK AZ AR CA
Initial fees	\$244	\$225	\$224	\$343	\$70	SD MI PA KS ME
Renewal period (in years)	3	1.6	1.7	1.9	2.2	NY AL AK MO DC
CE Contact hrs. (annual basis)	12	15.4	14.5	17.5	10.2	AL MO CO SD WY
Renewal fees (annual basis)	\$237	\$103	\$92	\$111	\$42.6	UT MI HI AL VT

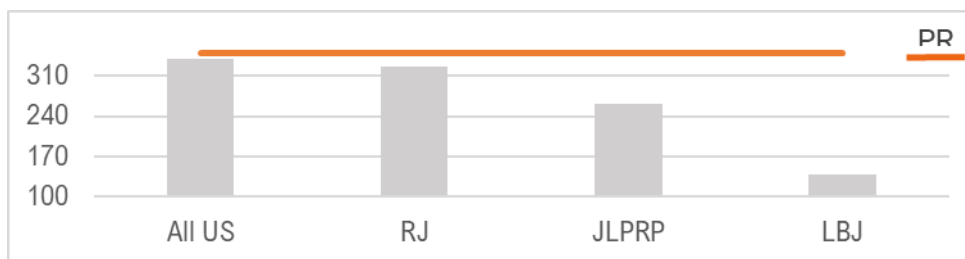
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$100	\$144
Renewal (total per period)	\$280	(3 x \$144)

Education (grade) graph



Experience (calendar days) graph



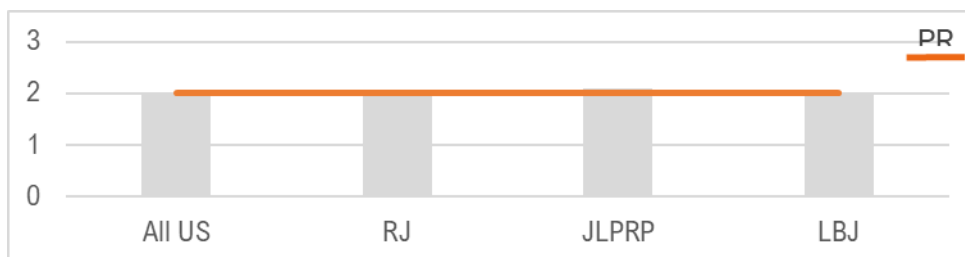
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

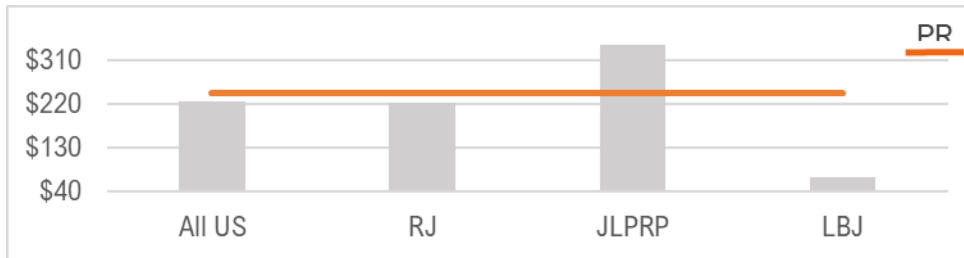
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

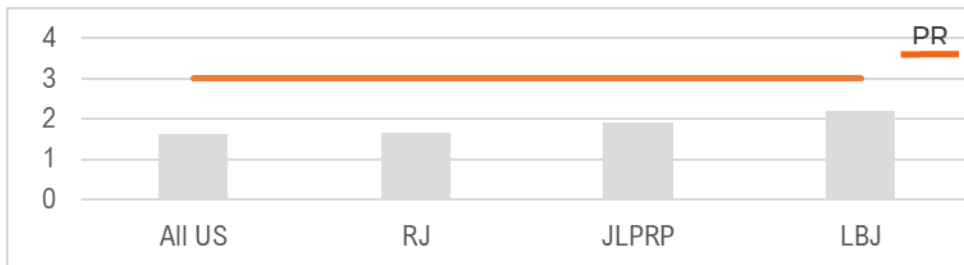
Exams graph



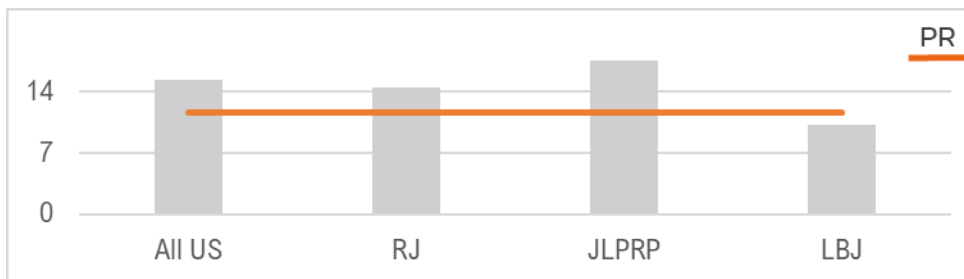
Initial fees graph



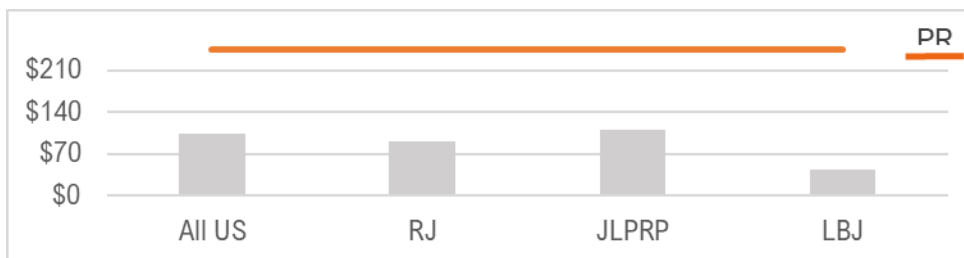
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's education and exams requirements are in line with all benchmark groups, while the burden for experience is similar to the All US and RJ groups, but higher than the JLPRP and LBJ groups. PR requires 350 days of experience, while the LBJ require, on average, 138.6 days. Initial fees are similar to the All US and RJ groups, lower than the JLPRP group, but higher than the LBJ group, while the renewal fees are above all benchmark groups. The renewal period is the least burdensome when compared to all benchmark groups, while the continuing education requirement is below the All US, RJ and

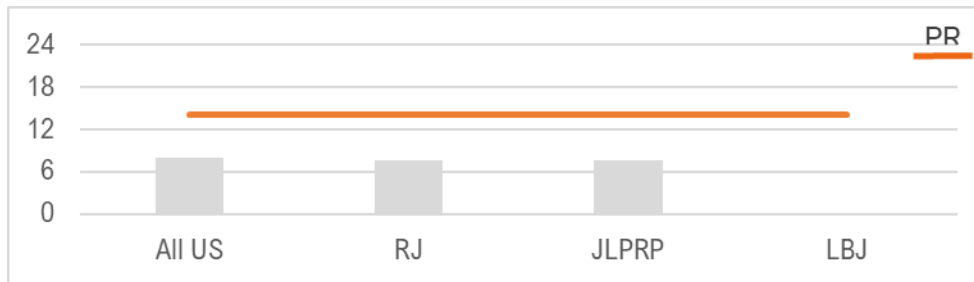
JLPRP groups, and slightly above the LBJ group. Recommendation: further analysis/revision of the renewal fees.

Pharmacy Technician

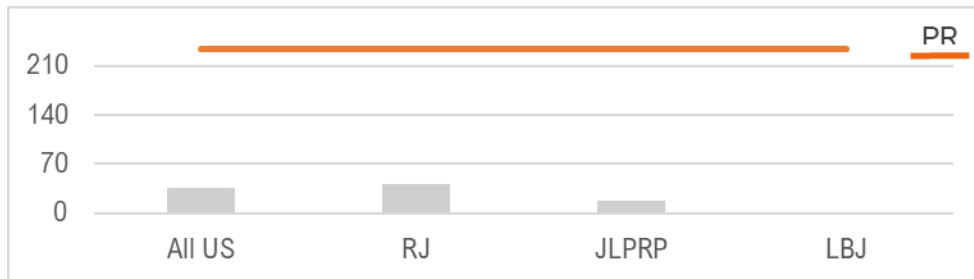
%L[All US] = 86.3%, %L[RJ] = 82.7%, %L[JLPRP] = 80%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	7.9	7.6	7.5	0	AL CT FL GA KS
Experience (calendar days)	233.3	35.7	41.4	17.5	0.0	AL AK AR CA CT
Exams	2	0.57	0.53	0.50	0.00	AL AK AR CA CT
Initial fees	\$150	\$144	\$129	\$144	\$36	KY RI OK ME MN
Renewal period (in years)	3	1.6	1.6	1.8	2.0	AK NE NV NH NJ
CE Contact hrs. (annual basis)	12	9.1	8.2	8.3	3.7	NV AL MD AK OH
Renewal fees (annual basis)	\$8	\$36	\$34	\$46	\$11.5	KS WV AK NE IN

Education (grade) graph



Experience (calendar days) graph



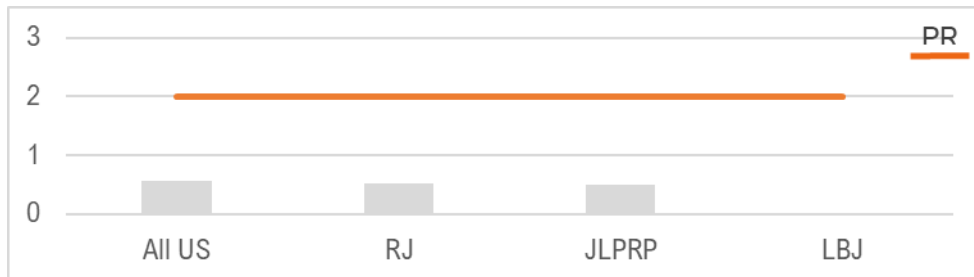
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

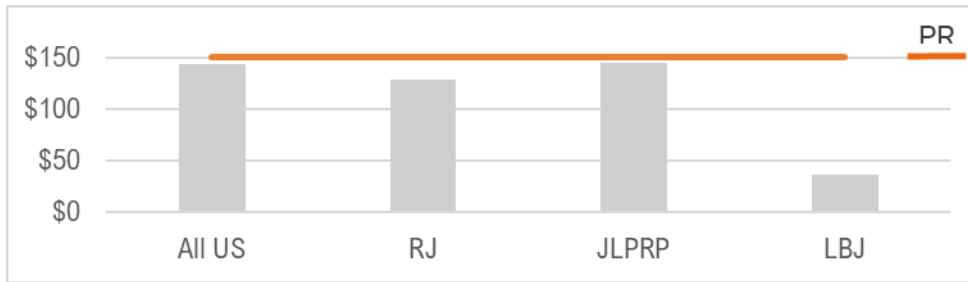
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

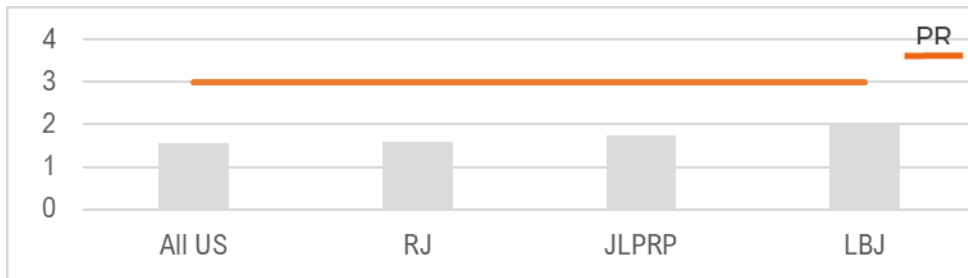
Exams graph



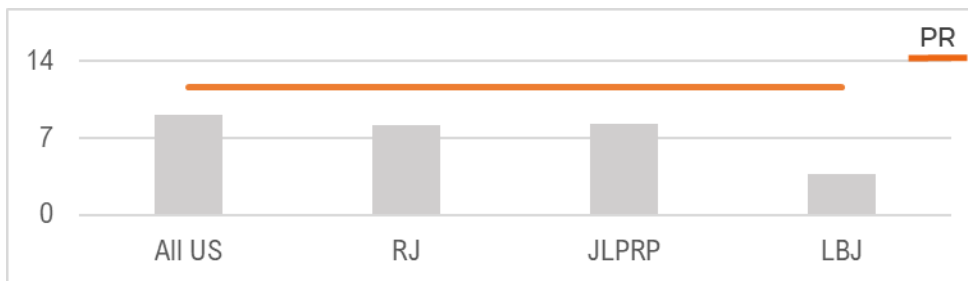
Initial fees graph



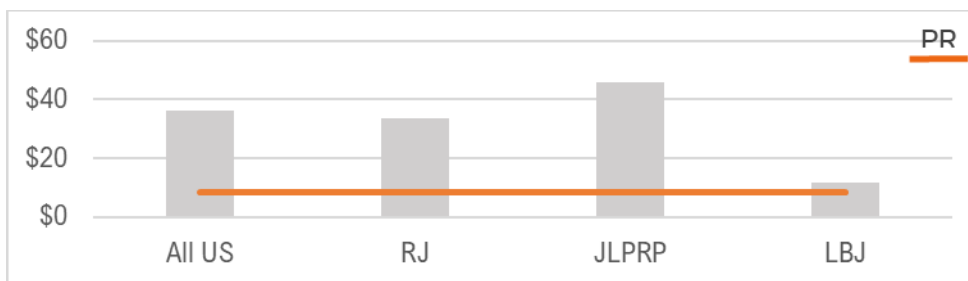
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's burdens for education, experience, exams, initial fees and continuing education are above all benchmark groups. PR requires a 2-year education program after High School (grade = 14), while in many other jurisdictions there is no grade or educational requirement. The typical requirement for those that have one is a High School degree and a six-month program (grade = 12.5). PR requires 233.3 days in experience and 2 exams, while the LBJ don't require experience nor exams. The renewal period, as well as the renewal fees, are the least burdensome when compared to all benchmark groups.

Recommendations: further analysis/revision of the education, experience, exam, initial fees, and continuing education requirements.

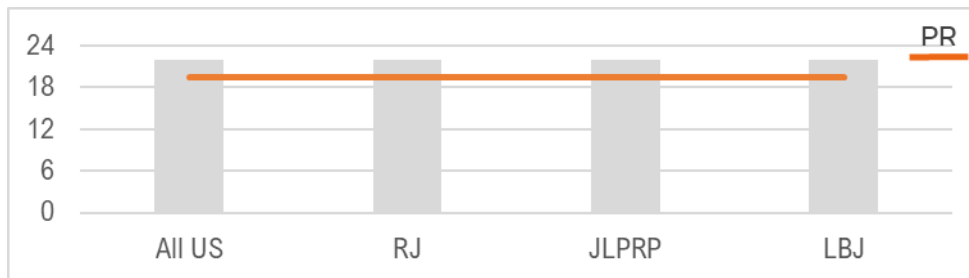
Physical Therapist

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

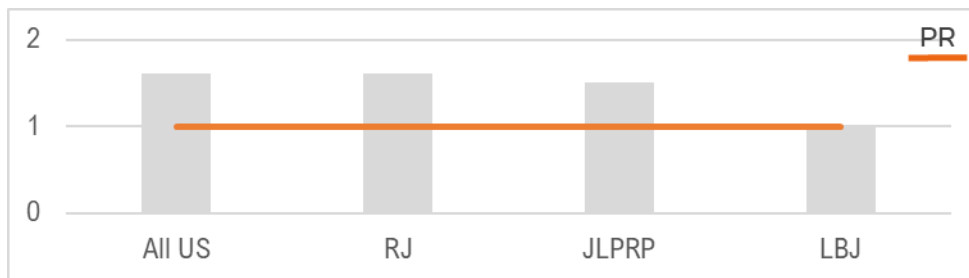
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	22	22	22	22	AL AK AZ AR CA
Exams	1	1.61	1.61	1.50	1.00	CO CT DE HI IL
Initial fees	\$35	\$186	\$157	\$229	\$46	MO PA ME SD WA
Renewal period (in years)	3	1.7	1.7	1.8	2.0	IN IA CO KY LA
CE Contact hrs. (annual basis)	10	16.9	17.0	18.0	10.6	AL AZ NE IN AK
Renewal fees (annual basis)	\$7	\$72	\$63	\$75	\$26.2	UT MO ID TN IL

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



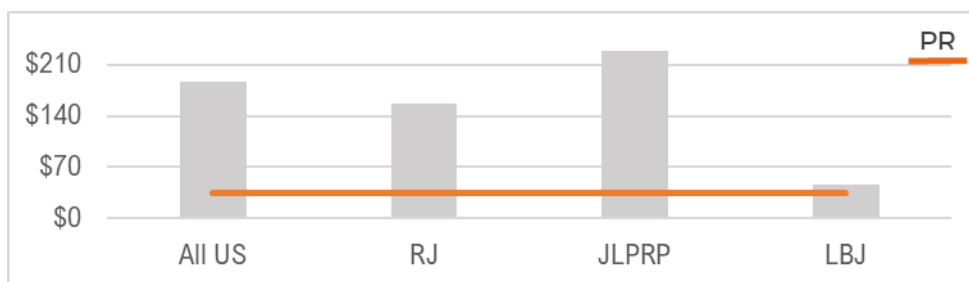
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

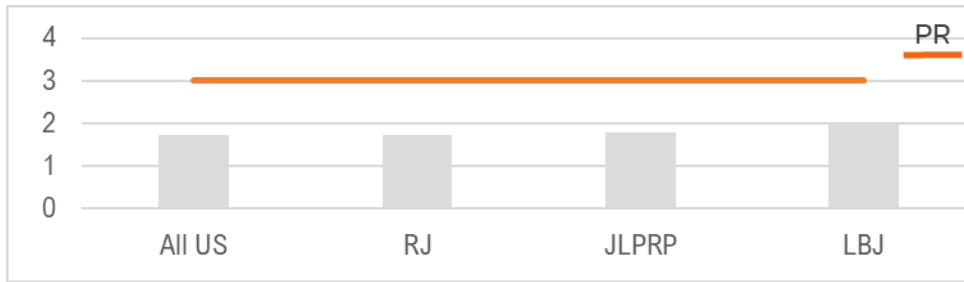
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

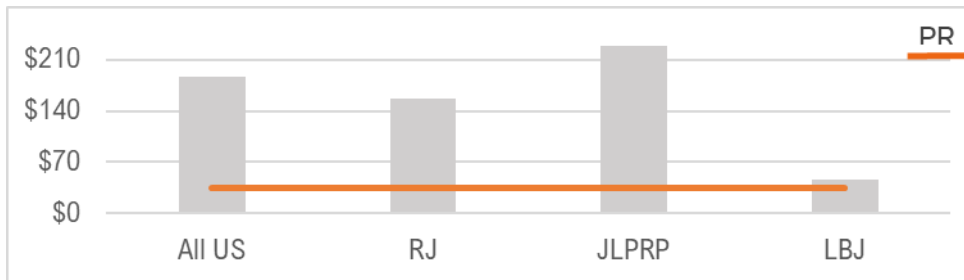
Initial fees graph



Renewal period graph



CE Contact hours graph



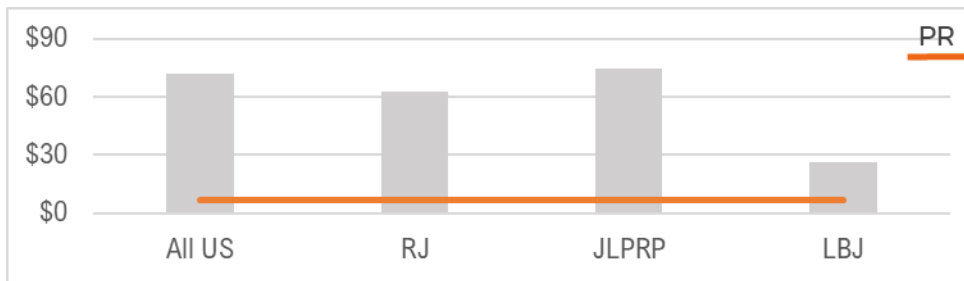
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR is the least burdensome in education when compared to all benchmark groups. It also compares well in the exam’s requirement, being lower than the All US, RJ and JLPRP groups, and the same as the LBJ group. Initial and renewal fees are below those of all benchmark groups. The renewal period is the least burdensome when compared to all benchmark groups, while the continuing education requirement is lower than the All US, RJ and JLPRP groups, and the same as the LBJ group. Recommendation: No further analysis/review is recommended for this license.

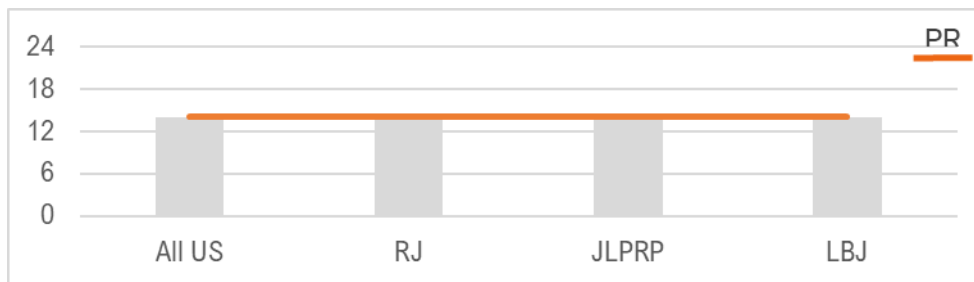
Physical Therapist Assistant

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

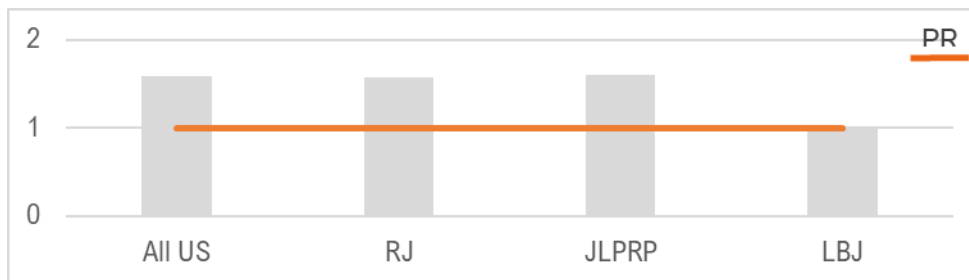
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AL AK AZ AR CA
Exams	1	1.59	1.57	1.60	1.00	CO CT DE GA ID
Initial fees	\$11	\$151	\$147	\$151	\$40	MS PA HI RI LA
Renewal period (in years)	3	1.6	1.6	1.7	2.0	LA ME MD MA DE
CE Contact hrs. (annual basis)	7	15.7	17.2	16.7	7.3	NE OH VA VT KS
Renewal fees (annual basis)	\$8	\$61	\$58	\$68	\$24.2	HI UT RI MS TN

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



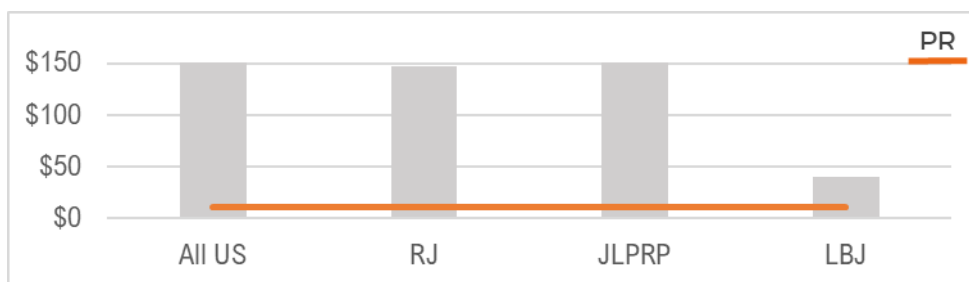
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

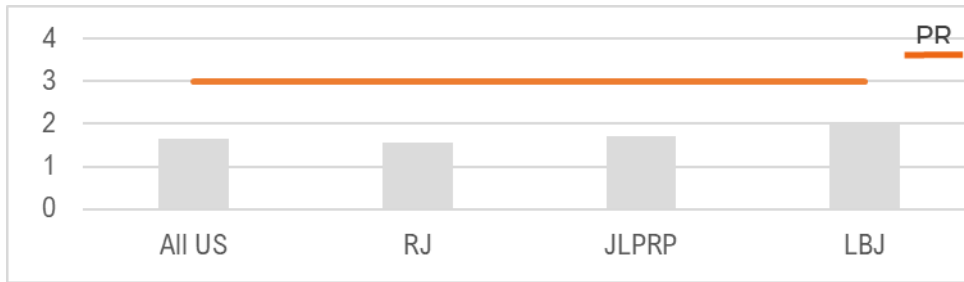
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

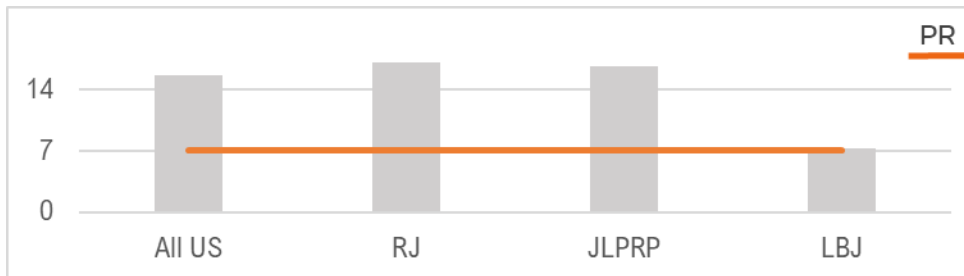
Initial fees graph



Renewal period graph



CE Contact hours graph



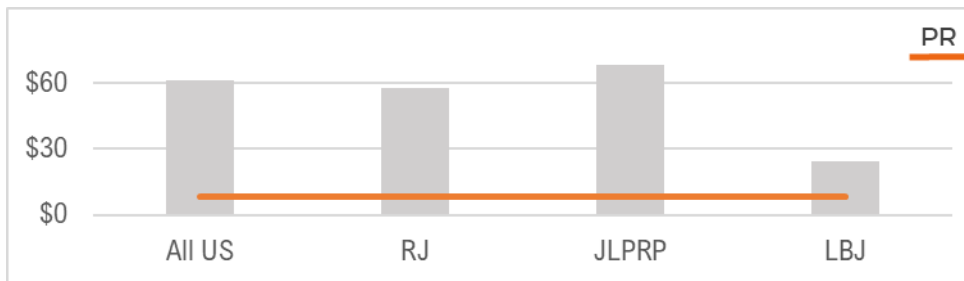
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR's burden for education is the same as all benchmark groups, and the exams requirement is below the All US, RJ and JLPRP groups, and the same as the LBJ group. Initial and renewal fees are below those of all benchmark groups. The renewal period is the least burdensome when compared to all benchmark groups, while the continuing education requirement is below the All US, RJ and JLPRP groups and in line with the LBJ group. Recommendation: No further analysis/review is recommended for this license.

Physician-Surgeon (MD)

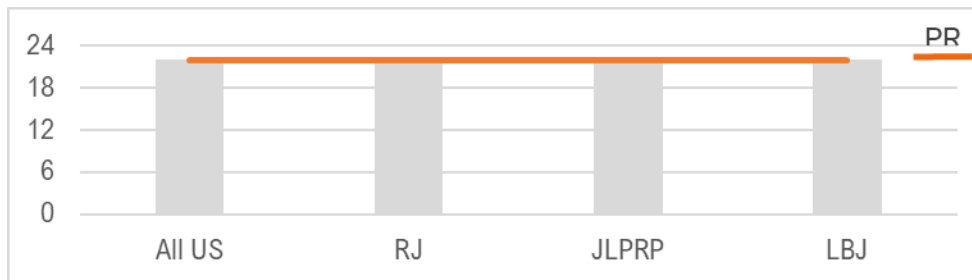
%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AL AK AZ AR CA
Experience (calendar days)	365	515.3	539.6	511.0	365.0	AL AZ AR CA CO
Exams	1	1.04	1.04	1.00	1.00	AL AK AZ AR CA
Initial fees	\$600	\$509	\$482	\$533	\$121	PA MS WI UT GA
Renewal period (in years)	3	1.8	1.7	2.0	2.6	ID NM MA LA ME
CE Contact hrs. (annual basis)	20	34.4	31.7	30.6	8.2	IL NV OH VT WI
Renewal fees (annual basis)	\$325	\$228	\$241	\$248	\$64.5	WI ID NE SC UT

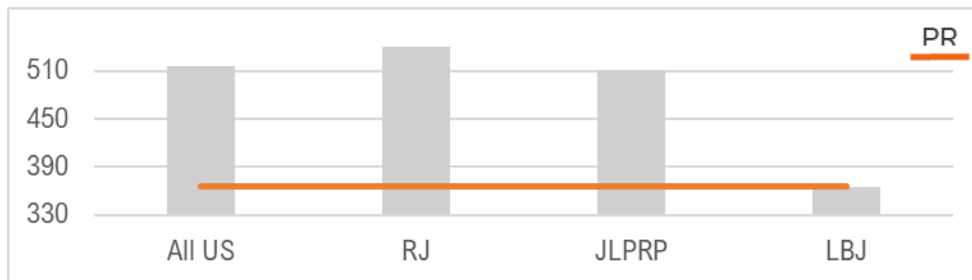
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$300	\$300
Renewal (total per period)	\$75	(3 x \$300)

Education (grade) graph



Experience (calendar days) graph



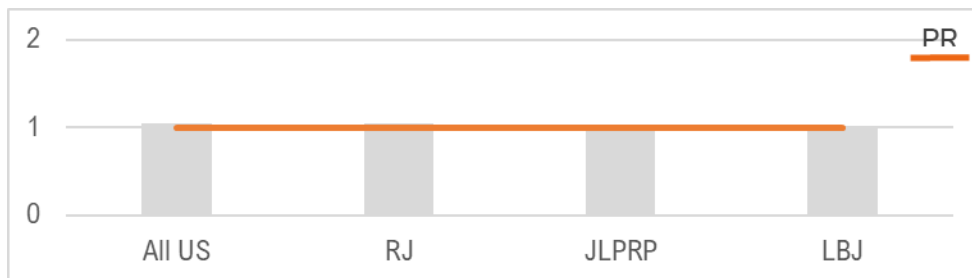
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

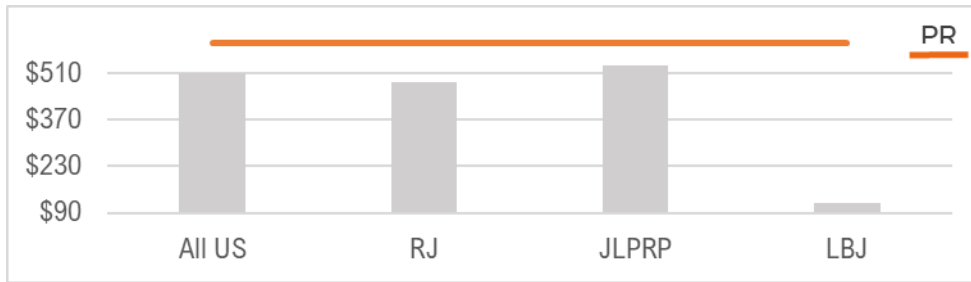
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

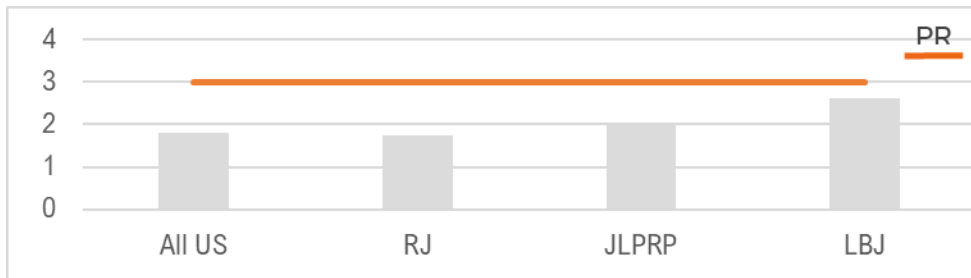
Exams graph



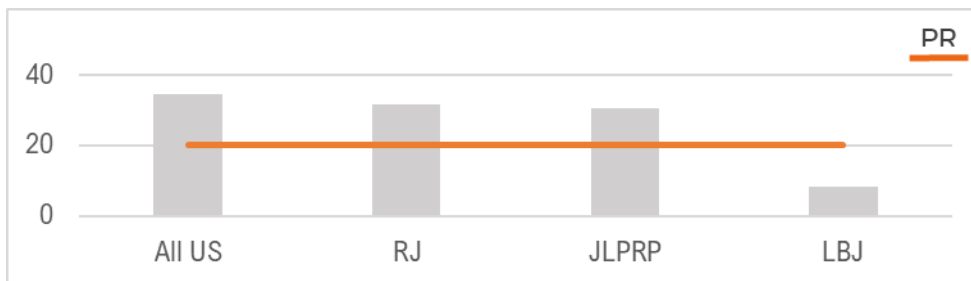
Initial fees graph



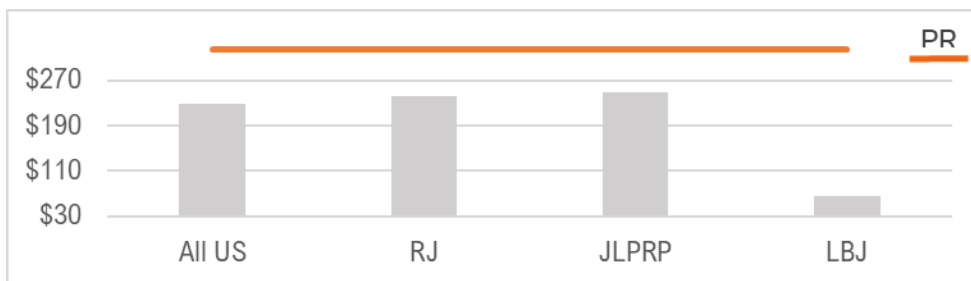
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's education and exams requirements are in line with all benchmark groups. The burden for experience is below the All US, RJ and JLPRP groups, and the same as the LBJ group. Initial and renewal fees are above all benchmark groups. The renewal period is the least burdensome when compared to all benchmark groups, while the continuing education requirement is below the All US, RJ and JLPRP groups, but higher than the LBJ group. Recommendation: further analysis/revision of both types of fees.

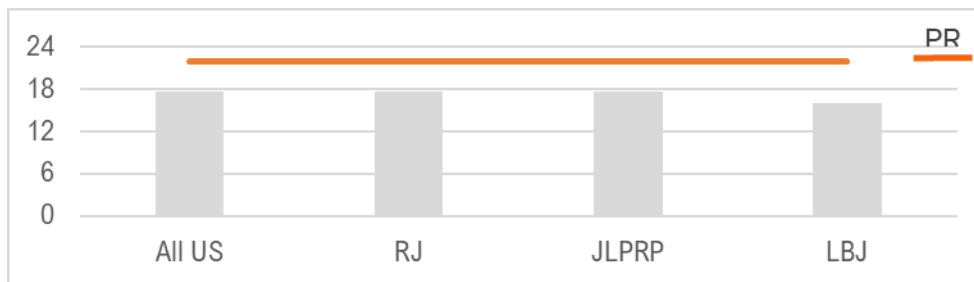
Physician Assistant

%L[All US] = 98.1%, %L[RJ] = 100%, %L[JLPRP] = 100%

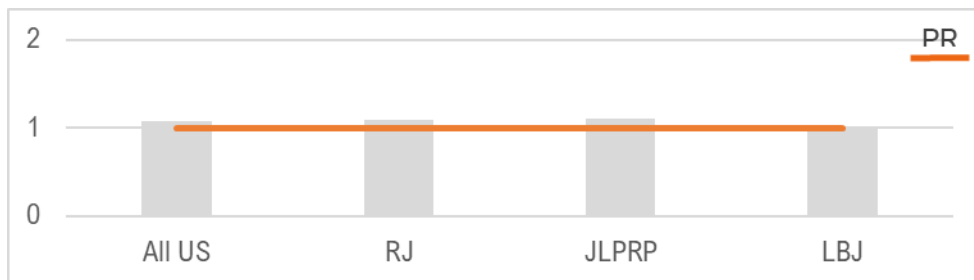
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	18	18	18	16	AL AK CO CT DC
Exams	1	1.08	1.09	1.10	1.00	AL AK AR CA CO
Initial fees	\$500	\$792	\$751	\$742	\$576	KY MO SD PA IL
Renewal period (in years)	4	1.8	1.8	2.0	2.0	IL IN IA KS KY
CE Contact hrs. (annual basis)	8	38.8	36.3	32.8	9.8	CT CO RI OR GA
Renewal fees (annual basis)	\$19	\$96	\$79	\$109	\$22.5	IL PA SC MO ND

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



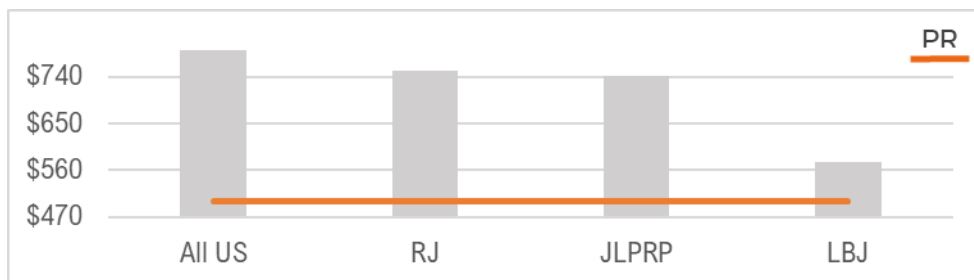
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

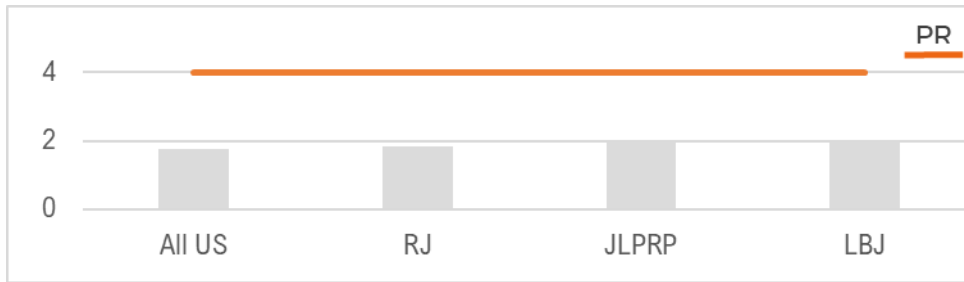
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

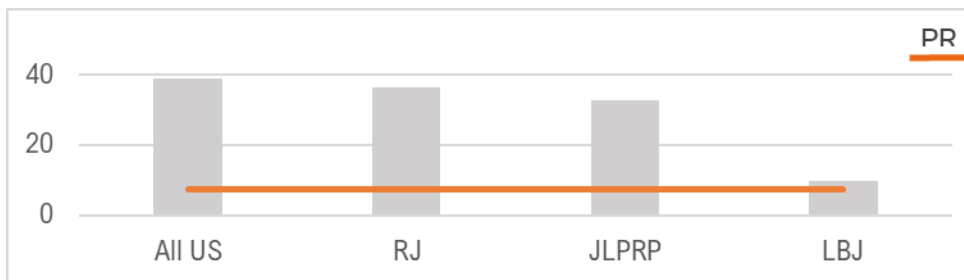
Initial fees graph



Renewal period graph



CE Contact hours graph



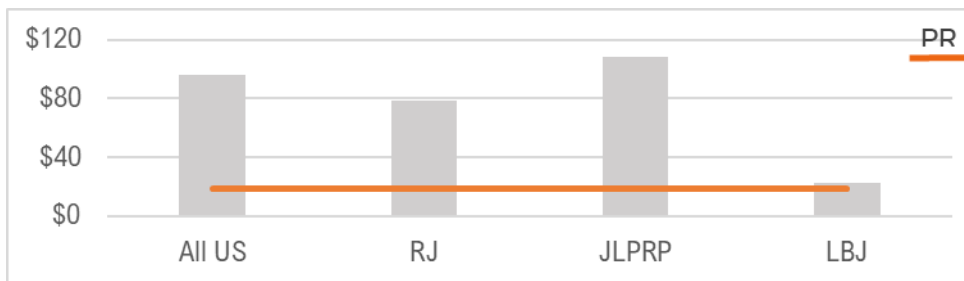
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: PR is the least burdensome in both types of fees (initial and renewal), renewal period and continuing education, while the burden for exams is in line with all benchmark groups. PR has the highest burden for education, requiring a MD degree. The All US, RJ and JLPRP groups require a master’s degree, while the LBJ group only requires a bachelor’s degree. Recommendation: further analysis/revision of the education requirements.

Special note: In Puerto Rico there are two alternatives in compliance with the requirements according to the Law for the licensing as an Assistant Physician: 1) submit evidence of diploma, title of MD or certificate accrediting the completion of all the academic studies of an MD degree issued by any university, college or school whose course of study is accepted and registered by the National Medical Discipline and Licensing Board, or; 2) submit evidence of diploma, title of Physician Assistant or certificate accrediting the completion of all the academic studies of a Physician Assistant career, issued by any university, college or school whose course of study is

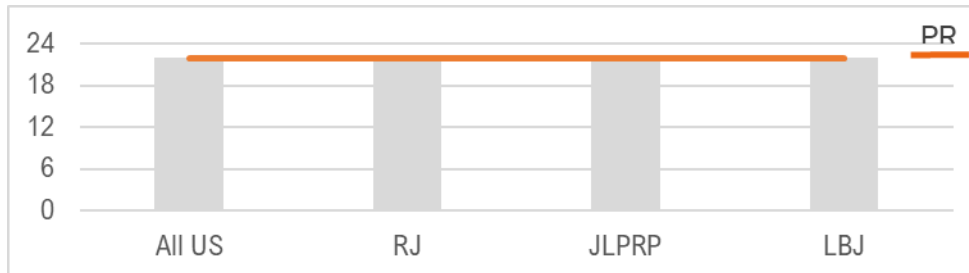
accredited by the Accreditation Review Commission for the Physician Assistant (ARC-PA).¹⁸ At this moment, there’s no university, college or school in Puerto Rico accredited by ARC-PA. However, the same law that establishes these two options in PR, provides that is necessary “to possess a doctor of medicine degree granted by a university whose graduates can practice medicine in Puerto Rico after fulfilling all the requirements for licensing” (Read Article 5 – Section (h) of the Law).

Podiatrist

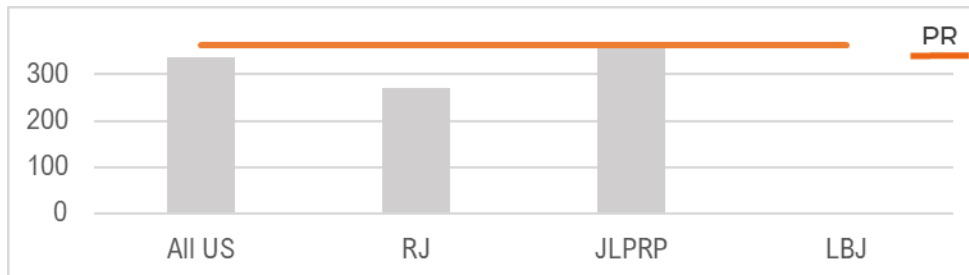
%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AL AK AZ AR CA
Experience (calendar days)	365	336.4	269.8	365.0	0.0	AZ DE IN KS MI
Exams	1	1.25	1.13	1.10	1.00	AK AZ AR CA CT
Initial fees	\$75	\$405	\$324	\$332	\$93	PA FL NJ MA NE
Renewal period (in years)	3	1.6	1.5	2.0	2.4	MA NY MT NE IL
CE Contact hrs. (annual basis)	10	28.9	30.2	34.1	9.8	RI TN CO AL SC
Renewal fees (annual basis)	\$25	\$262	\$218	\$237	\$60.9	IL UT NJ NE AR

Education (grade) graph



Experience (calendar days) graph



All US: All 51 US jurisdictions

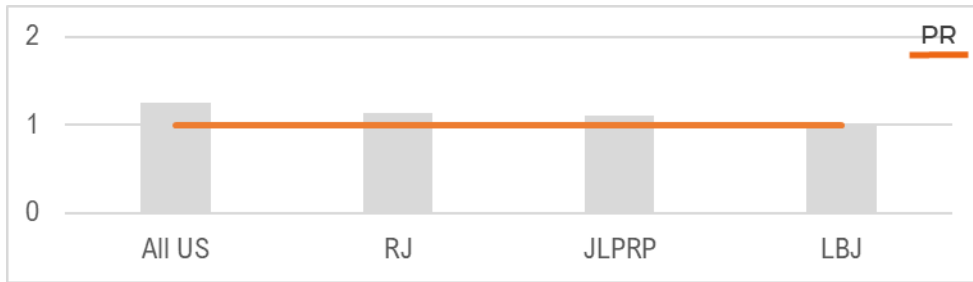
RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

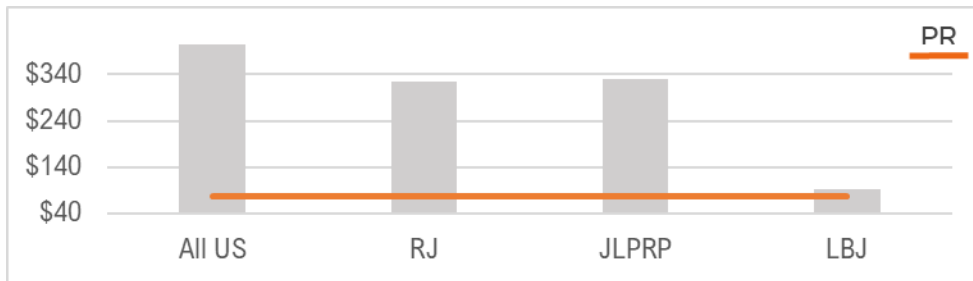
LBJ: Low burden jurisdictions

¹⁸ Read Article 2 – Section (h) of the Ley Núm. 71 de 5 de agosto de 2017, mejor conocida como: Ley para Regular la Profesión de Médicos Asistentes de Puerto Rico on: <https://www.lexjuris.com/lexlex/Leyes2017/lexl2017071.htm>

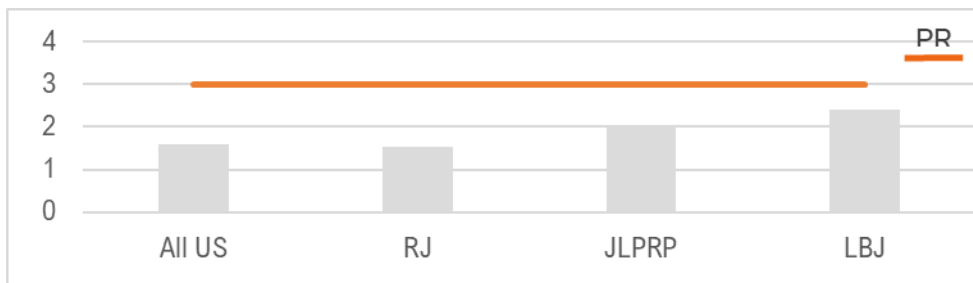
Exams graph



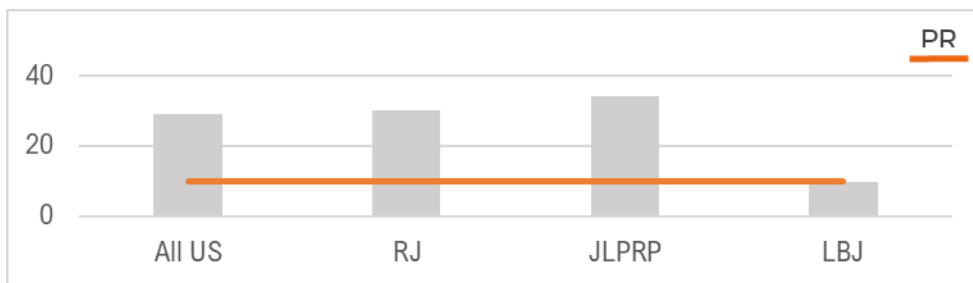
Initial fees graph



Renewal period graph

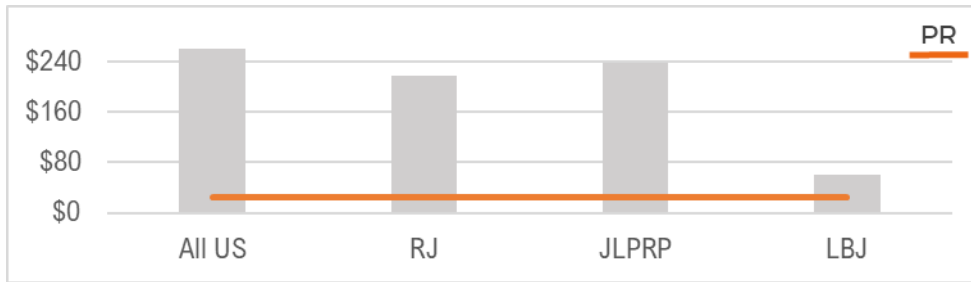


CE Contact hours graph



All US: All 51 US jurisdictions
RJ: Reforming jurisdictions
JLPRP: Jurisdictions with a large PR population
LBJ: Low burden jurisdictions

Renewal fees graph



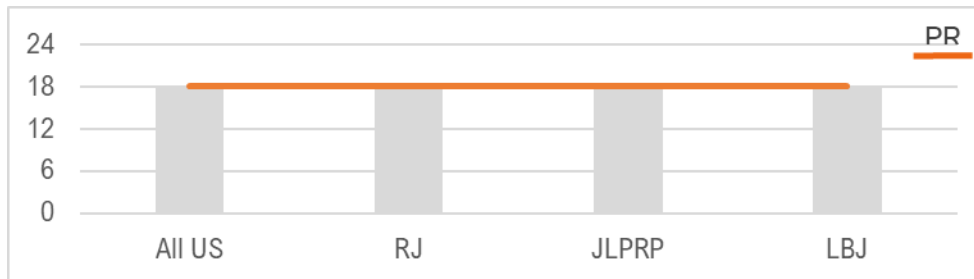
Conclusions and recommendations: PR's burden for education is in line with all benchmark groups. Many jurisdictions share PR's requirement of one calendar year of experience, but many others require no experience (or the data is not provided), therefore PR's experience requirement is similar to most groups. The burden for exams is below the All US, RJ and JLPRP groups, and the same as the LBJ. PR is the least burdensome in fees (initial and renewal), as well as in the renewal period, when compared to all benchmark groups. The burden for continuing education is below the All US, RJ and JLPRP groups, and in line with the LBJ group. Recommendation: further analysis/revision of the experience requirement.

Professional Counselor

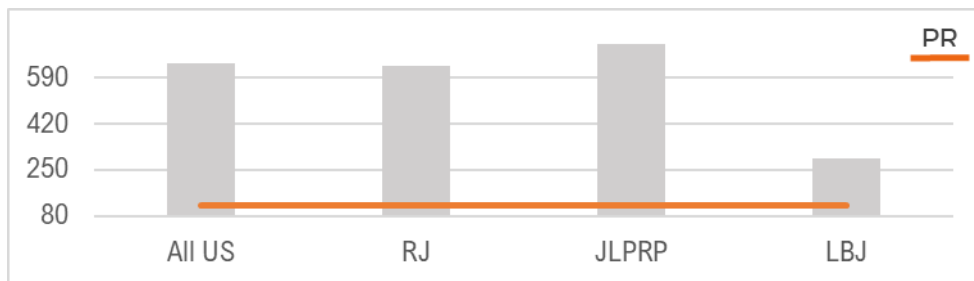
%L[All US] = 72.6%, %L[RJ] = 69.6%, %L[JLPRP] = 70%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AL AK AZ AR
Experience (calendar days)	117	641.4	635.2	716.3	291.7	ID WI SC MI
Exams	1	1.24	1.25	1.29	1	AL AK AZ AR
Initial fees	\$35	\$191	\$167	\$165	\$60	PA KS CO NJ
Renewal period (in years)	3	1.6	1.6	1.7	2.3	MI ME NC ND
CE Contact hrs. (annual basis)	15	21.9	17.5	17.9	9.3	TN NV KY AR
Renewal fees (annual basis)	\$10	\$112	\$117	\$89	\$42.6	WI OH PA MO

Education (grade) graph



Experience (calendar days) graph



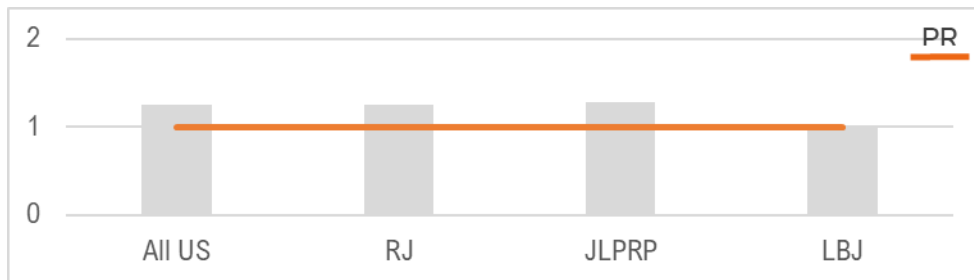
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

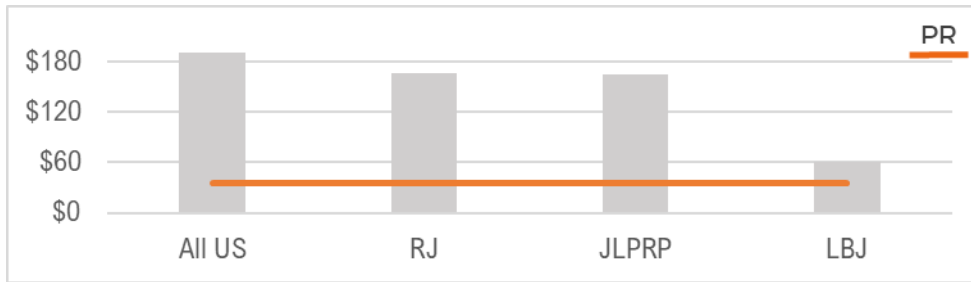
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

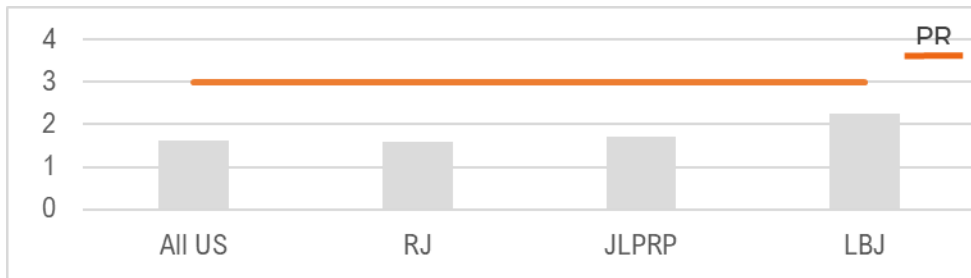
Exams graph



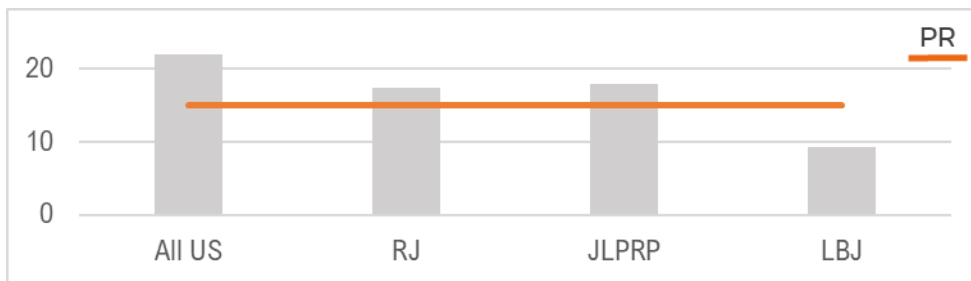
Initial fees graph



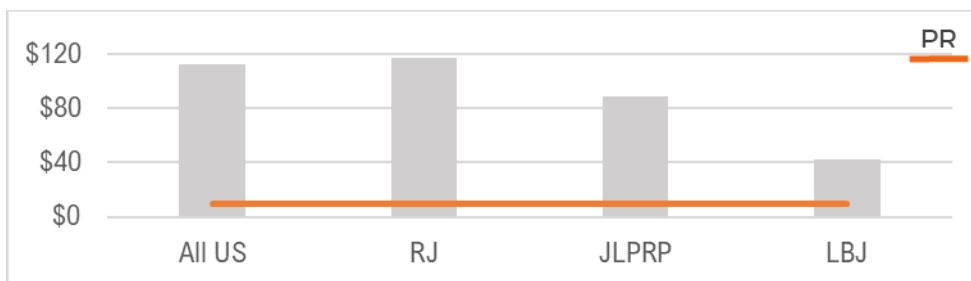
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

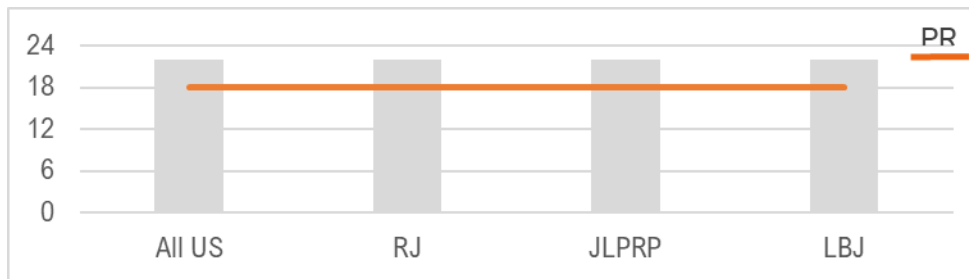
Conclusions and recommendations: PR's burdens for experience, fees (initial and renewal) and renewal period are below all benchmark groups. The education requirement is in line with all benchmark groups, while the exams requirement is lower than the All US, RJ and JLPRP groups, and the same as the LBJ group. The burden for continuing education is below the All US, RJ and JLPRP groups, and higher than the LBJ group. This is not considered significant as PR compares equally or favorably in all the other types of burdens. Recommendation: No further analysis/review is recommended for this license.

Psychologist

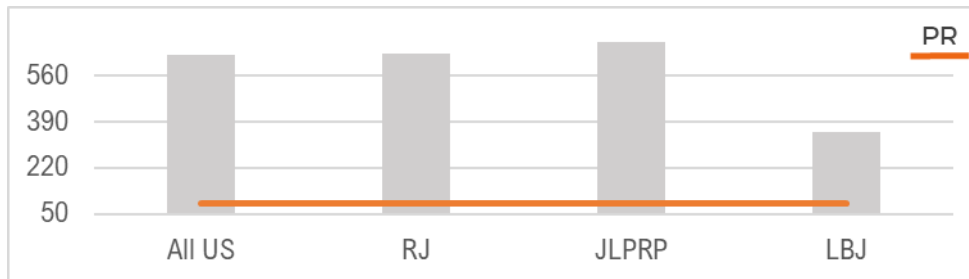
%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	22	22	22	22	VT AK AZ AR CA
Experience (calendar days)	88	635.1	642.8	683.0	353.0	CO GA IA VA DE
Exams	1	1.75	1.70	1.70	1.00	AZ DE HI ID IL
Initial fees	\$75	\$464	\$420	\$467	\$74	HI IL CO IN WV
Renewal period (in years)	3	1.8	1.9	2.0	2.4	KY NY IN IA KS
CE Contact hrs. (annual basis)	15	19.1	19.1	13.9	10.5	HI NC AK MA CT
Renewal fees (annual basis)	\$20	\$181	\$177	\$186	\$57.7	IL IN NY UT KS

Education (grade) graph



Experience (calendar days) graph



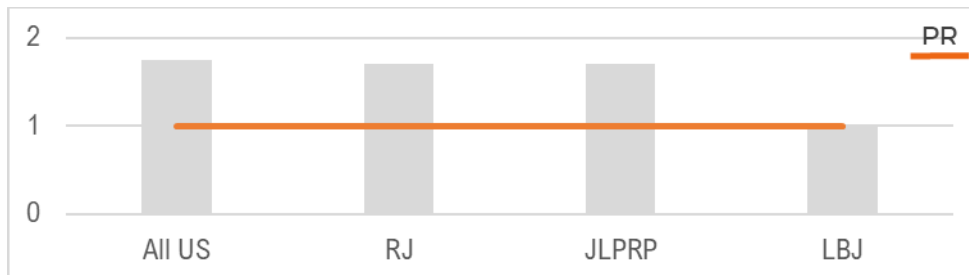
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

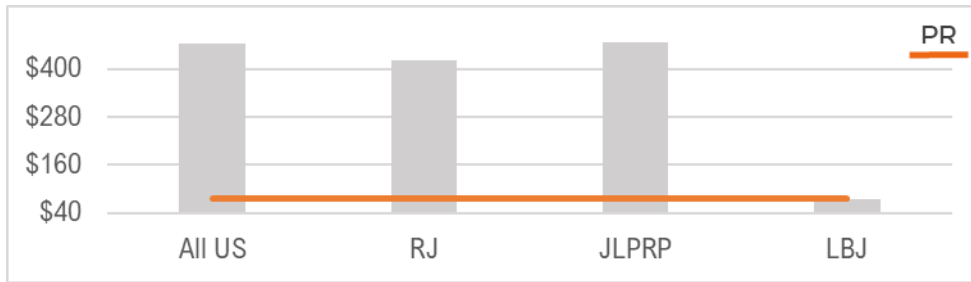
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

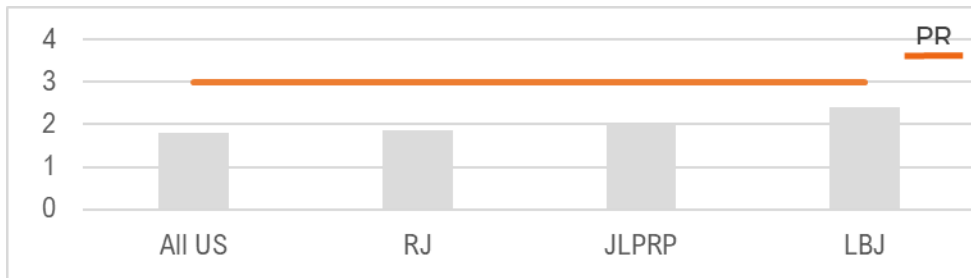
Exams graph



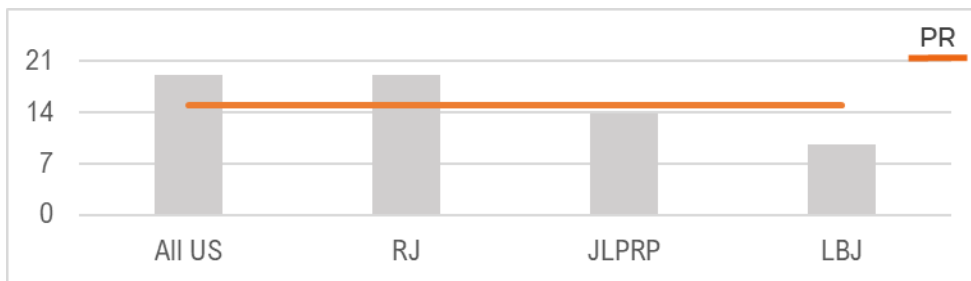
Initial fees graph



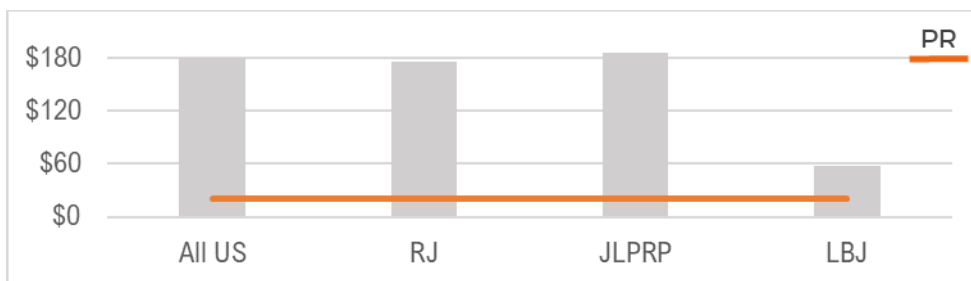
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's burdens for education, experience and renewal period are below all benchmark groups. The burdens for exams and initial fees are lower than the All US, RJ and JLPRP groups, and in line with the LBJ group, while the renewal fees are the least burdensome when compared to all benchmark groups. The continuing education requirement is below the All US and RJ groups, and higher than the JLPRP and LBJ groups. This is not considered significant as PR compares equally or favorably in all the other types of burdens. Recommendation: No further analysis/review is recommended for this license.

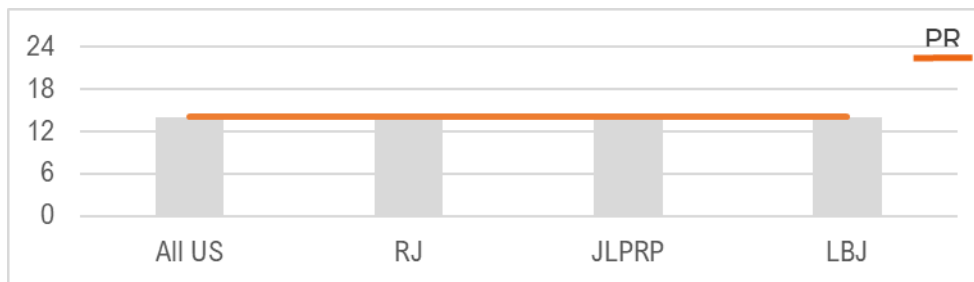
Radiologic Technologist

%L[All US] = 56.9%, %L[RJ] = 60.9%, %L[JLPRP] = 50%

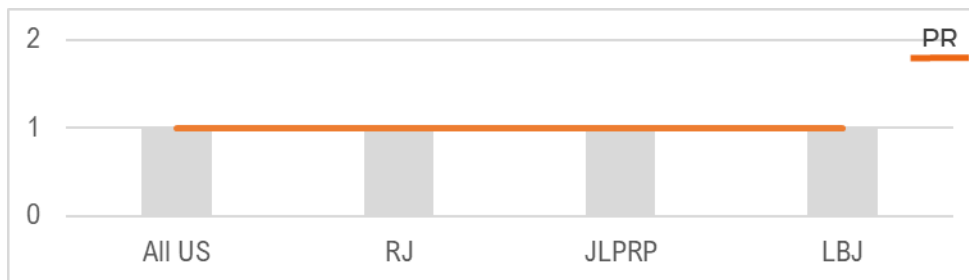
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AK AZ AR
Exams	1	1.00	1.00	1.00	1.00	AK AZ AR
Initial fees	\$50	\$117	\$110	\$133	\$52	AR DC AZ
Renewal period (in years)	3	1.7	1.7	1.6	2.0	NM AZ GA
CE Contact hrs. (annual basis)	10	13.1	12.5	15.0	10.0	AR AZ DC
Renewal fees (annual basis)	\$10	\$50	\$52	\$40	\$20.8	NJ NY OH

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



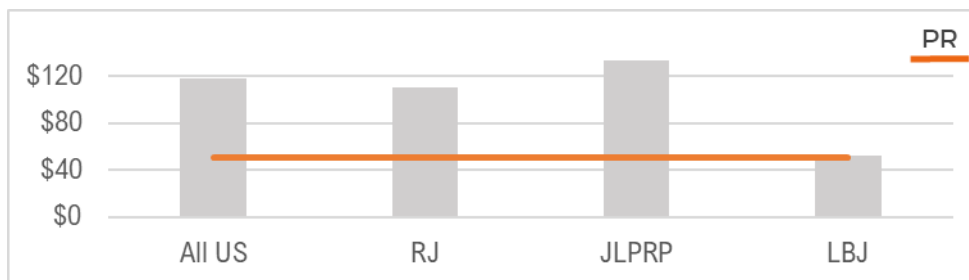
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

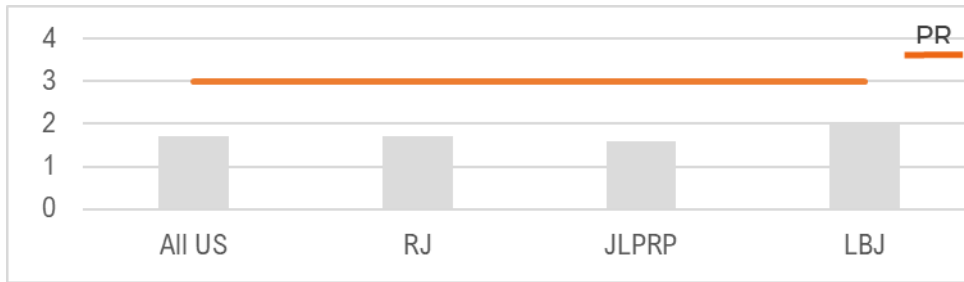
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

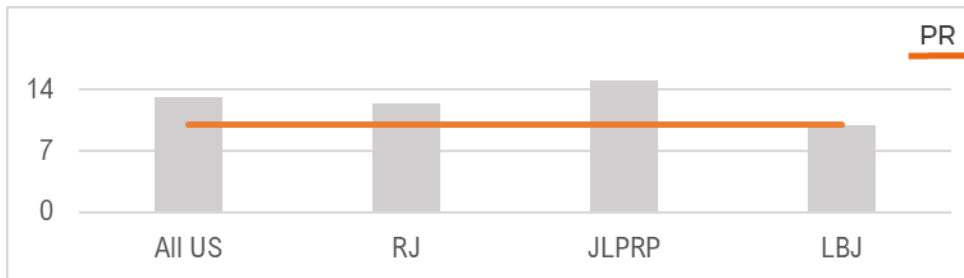
Initial fees graph



Renewal period graph



CE Contact hours graph



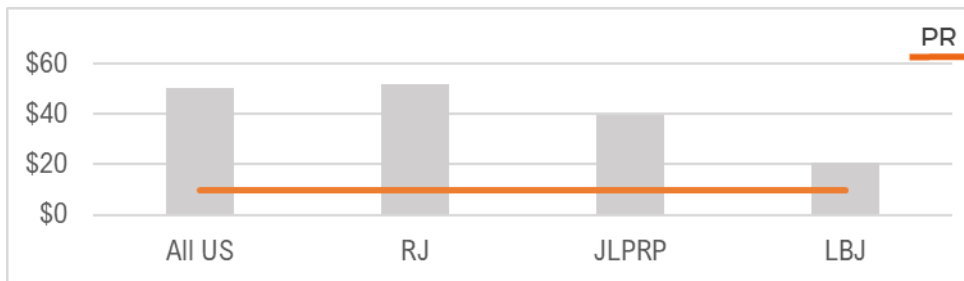
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



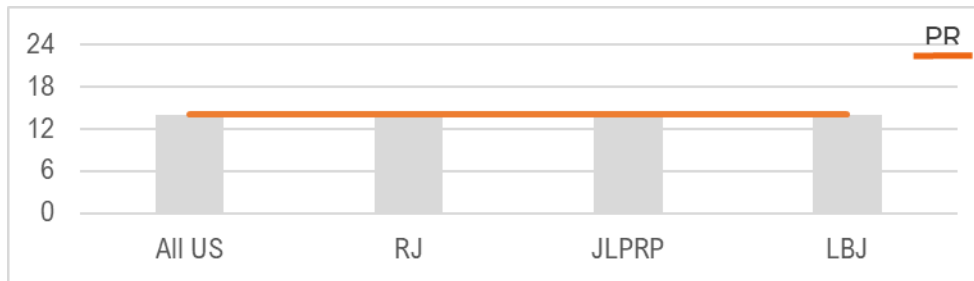
Conclusions and recommendations: PR's education and exams requirements are the same as all benchmark groups. The burden for initial fees is significantly lower than the All US, RJ and JLPRP groups, and slightly lower than the LBJ group, while the renewal fees are lower compared to all benchmark groups. The renewal period compares favorably to all benchmark groups, being the least burdensome. The continuing education burden is below the All US, RJ and JLPRP groups, and it is the same as the LBJ group. Recommendation: No further analysis/review is recommended for this license.

Radiotherapy Technician

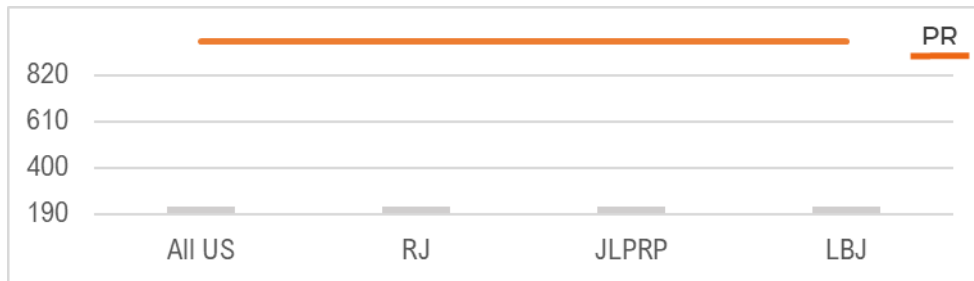
%L[All US] = 19.7%, %L[RJ] = 21.8%, %L[JLPRP] = 30%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	CT DE
Experience (calendar days)	971	225	225	225	225	CT DE
Exams	1	1	1	1	1	CT DE
Initial fees	\$50	\$92	\$98	\$127	\$17	OR MN
Renewal period (in years)	3	1.9	1.8	1.7	2.0	TN CT
CE Contact hrs. (annual basis)	10	13.7	18.0	18.0	11.0	TN MN
Renewal fees (annual basis)	\$10	\$59	\$57	\$86	\$27.5	DE IN

Education (grade) graph



Experience (calendar days) graph



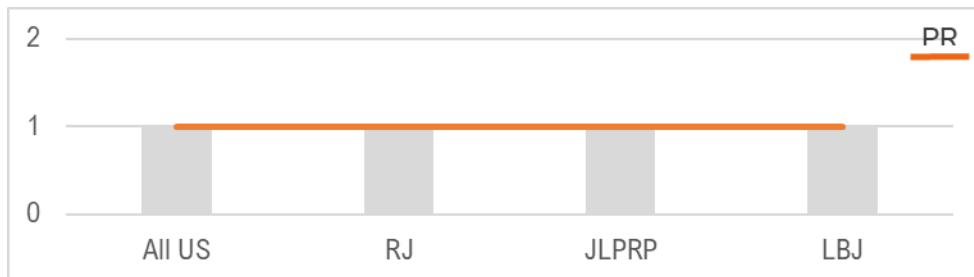
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

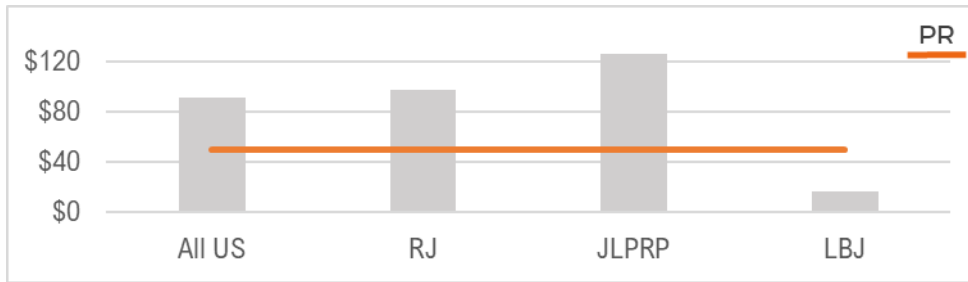
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

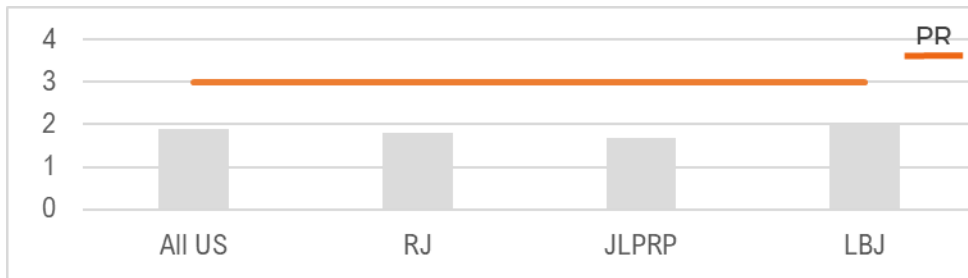
Exams graph



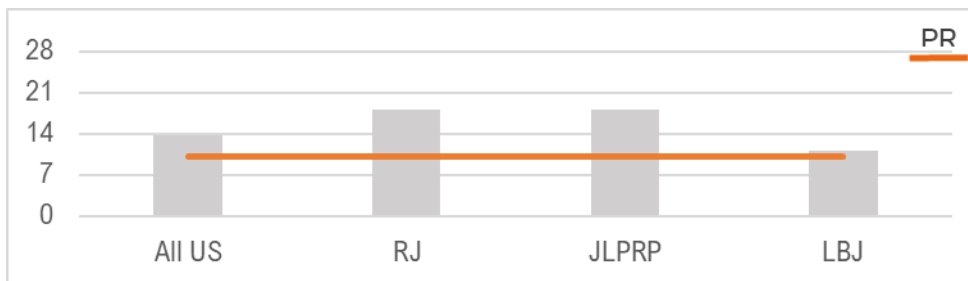
Initial fees graph



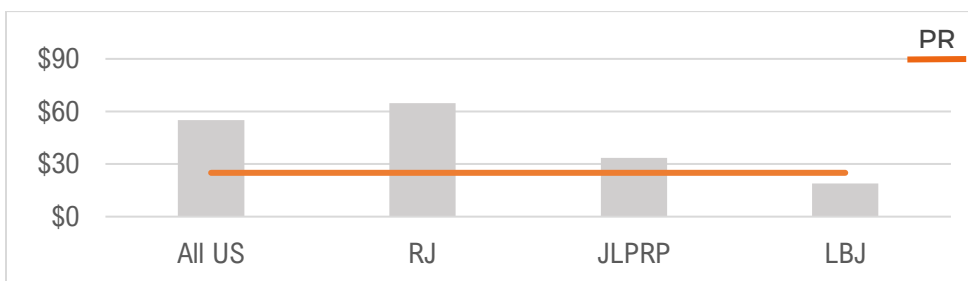
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's education and exams requirements are the same as all benchmark groups. The burden for experience (almost 3 calendar years) is above all benchmark groups. The initial fees are only higher than the LBJ group, while the renewal fees are below all benchmark groups. PR's renewal period compares favorably to all benchmark groups. Also, the continuing education requirement is lower than all benchmark groups.

Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the experience requirement.

Rehabilitation Counselor

%L[All US] = 74.6%, %L[RJ] = 69.63%, %L[JLPRP] = 70%

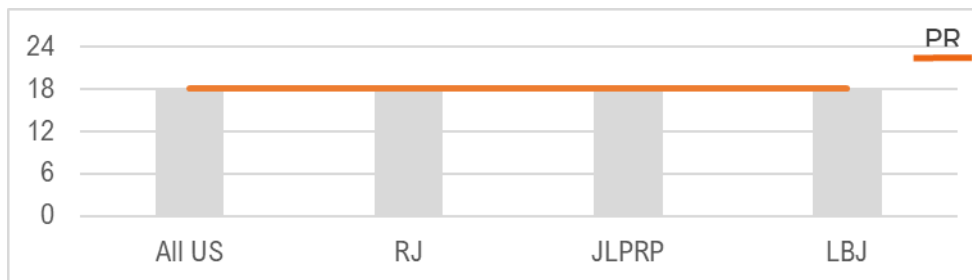
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AL AK AZ AR
Exams	1	1.39	1.38	1.43	1.00	AL AK AZ CT
Initial fees	\$230	\$512	\$468	\$486	\$354	NE NJ CO GA
Renewal period (in years)	3	1.8	1.7	1.9	2.3	MI AZ MS MO
CE Contact hrs. (annual basis)	13	19.6	18.9	15.7	10.5	KY OK TN AR
Renewal fees (annual basis)	\$130	\$98	\$102	\$93	\$28.8	MO NE WI CO

No experience burden was identified for PR's license.

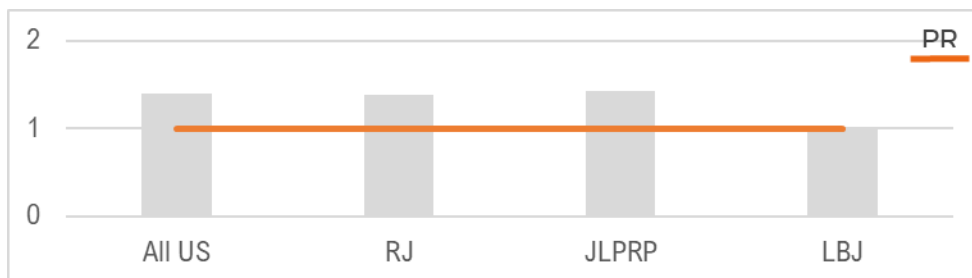
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$110	\$120
Renewal (total per period)	\$30	(3 x \$120)

Education (grade) graph



Exams graph



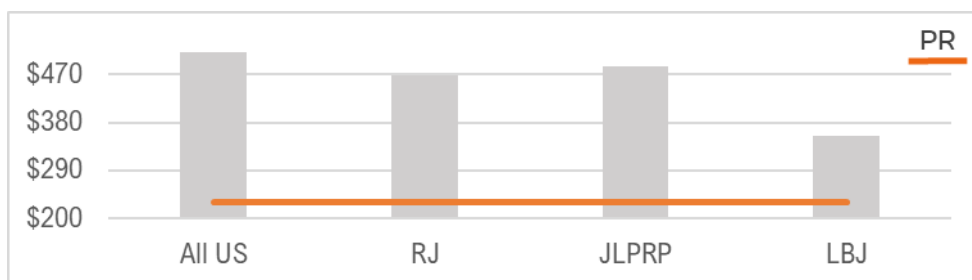
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

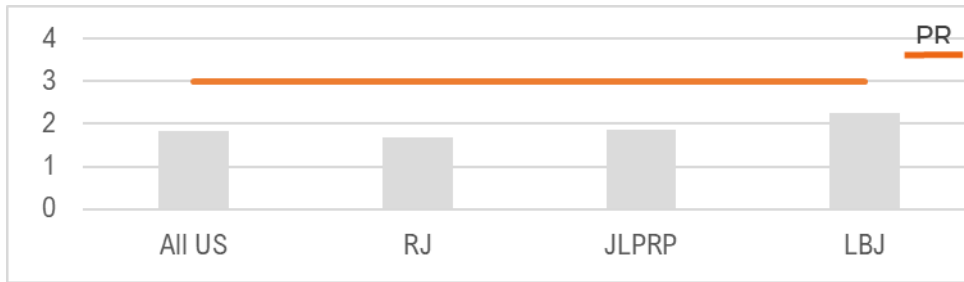
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

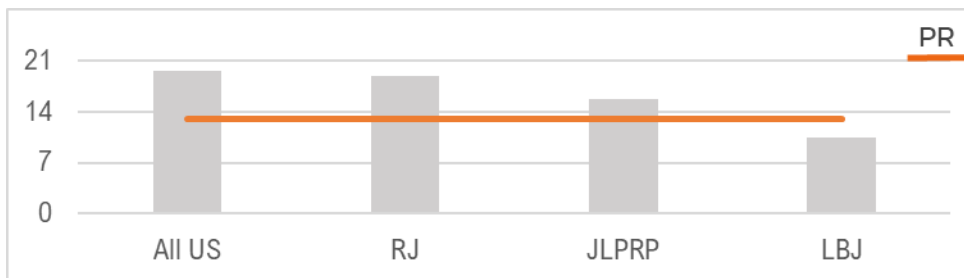
Initial fees graph



Renewal period graph



CE Contact hours graph



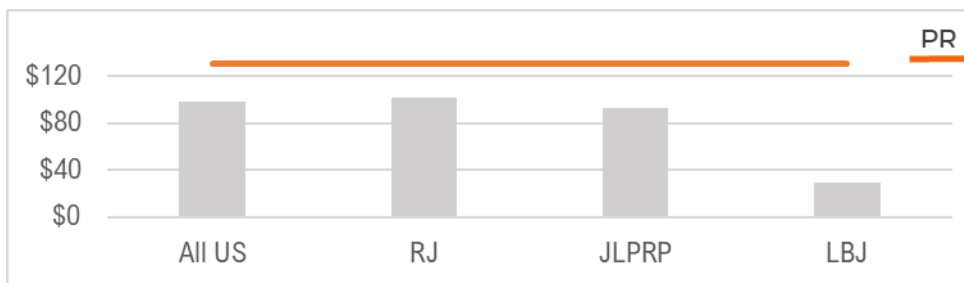
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is the same compared to all benchmark groups. The examination burden is in line with all the benchmark groups. In terms of initial fees, the PR's observed burden is lower than all the benchmark groups. Nevertheless, the renewal fees are higher than the All US, RJ and JLPRP benchmark groups, and significantly higher compared to the LBJ. The renewal period of three years is lower than all the benchmark groups. The continuing education requirement is lower than the All US, RJ, and JLPRP benchmark groups, but slightly above the LBJ. Recommendation: further analysis/revision of the renewal fees.

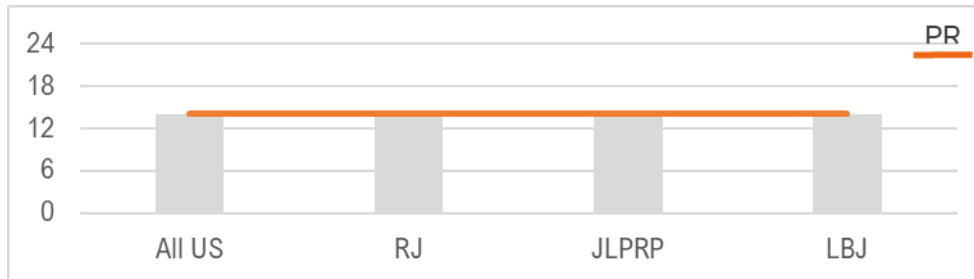
Respiratory Therapist

%L[All US] = 92.2%, %L[RJ] = 91.4%, %L[JLPRP] = 90%

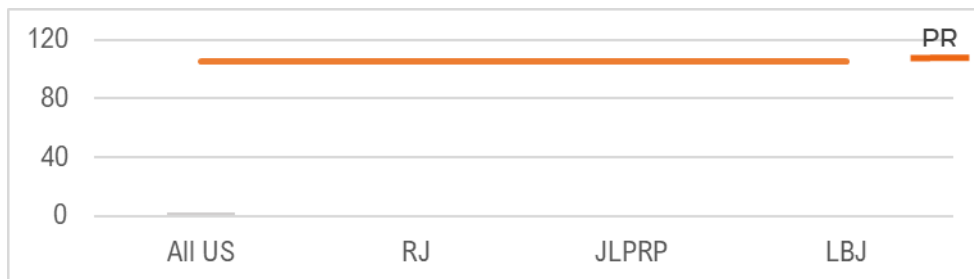
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	AL AZ AR CA CT
Experience (calendar days)	105	1.9	0.0	0.0	0.0	AL AZ AR CA CO
Exams	1	1.17	1.05	1.33	1.00	AL AR CO CT DE
Initial fees	\$50	\$143	\$128	\$176	\$48	PA MO IN RI UT
Renewal period (in years)	3	1.7	1.8	2.0	2.4	HI NY MI FL MS
Renewal fees (annual basis)	\$8	\$62	\$58	\$62	\$21.2	PA MO IN UT FL

No continuing education burden was identified for PR's license.

Education (grade) graph



Experience (calendar days) graph



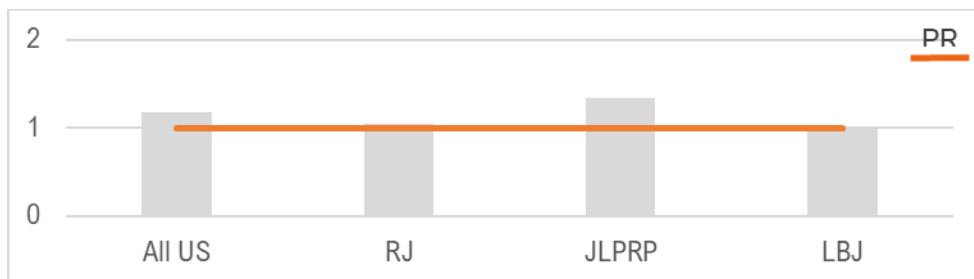
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

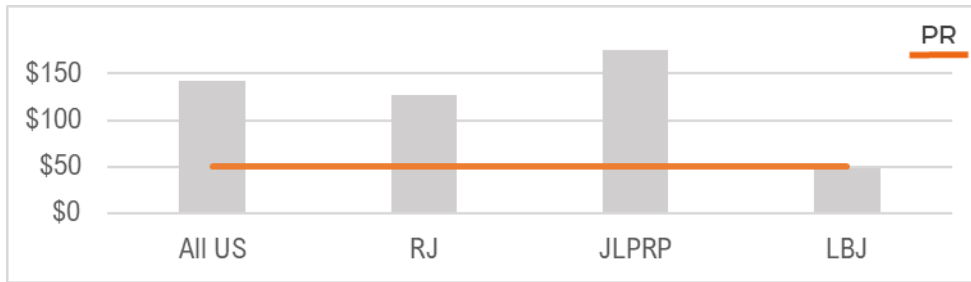
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

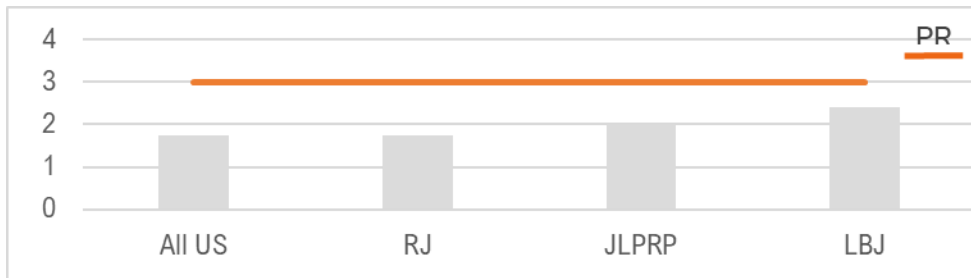
Exams graph



Initial fees graph

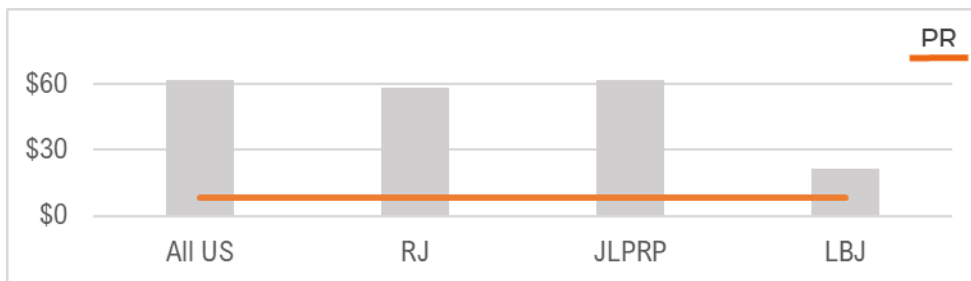


Renewal period graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is the same compared to all benchmark groups. The examination burden is in line with all the benchmark groups. Only one jurisdiction has an experience requirement, therefore PR's experience exceeds the average from all groups. PR's observed initial fees burden is significantly lower compared to the All US, RJ, and JLPRP benchmark groups, but slightly higher than the LBJ, whereas the renewal fees are lower than all the benchmark groups. Recommendation: further analysis/revision of the experience requirement.

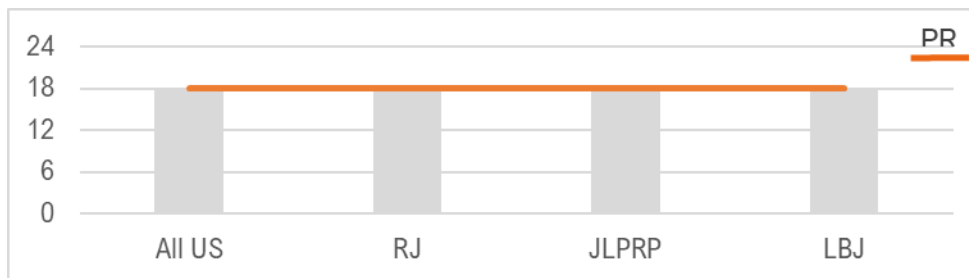
Speech Language Pathologist

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

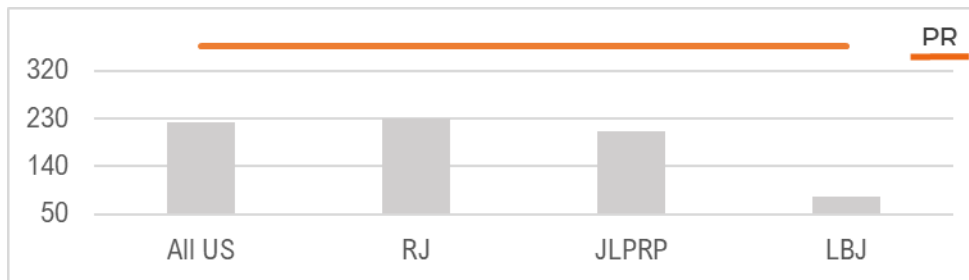
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	18	18	18	18	18	AK MD VA AR CA
Experience (calendar days)	365	222.3	230.9	206.4	83.1	CA DC GA IN IA
Exams	1	1.04	1.00	1.10	0.40	AK MD SD AR CA
Initial fees	\$50	\$162	\$141	\$152	\$53	MS PA WV MD UT
Renewal period (in years)	3	1.7	1.6	2.1	2.4	MS NY ME MD MA
Renewal fees (annual basis)	\$25	\$76	\$77	\$62	\$25.5	MS UT ID FL PA

No continuing education burden was identified for PR's license.

Education (grade) graph



Experience (calendar days) graph



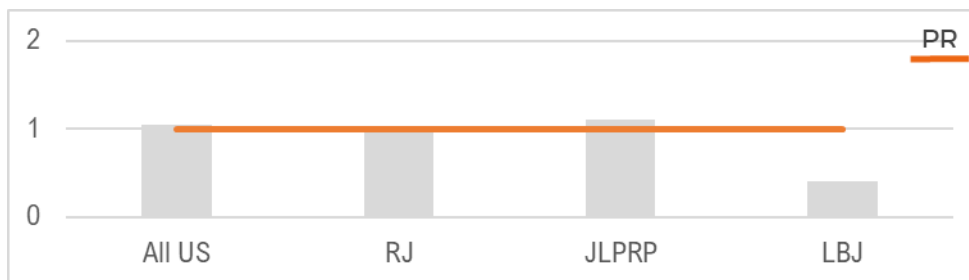
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

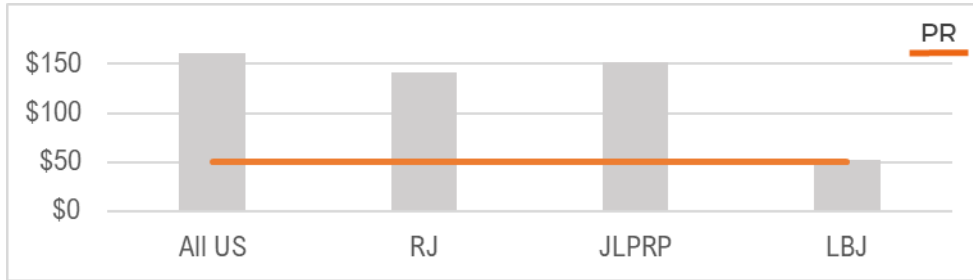
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

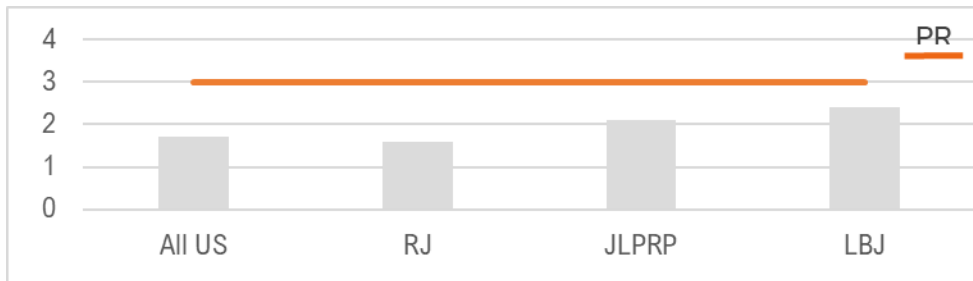
Exams graph



Initial fees graph



Renewal period graph



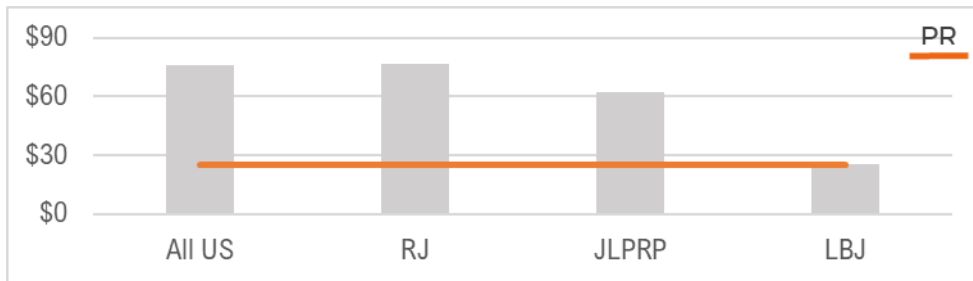
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



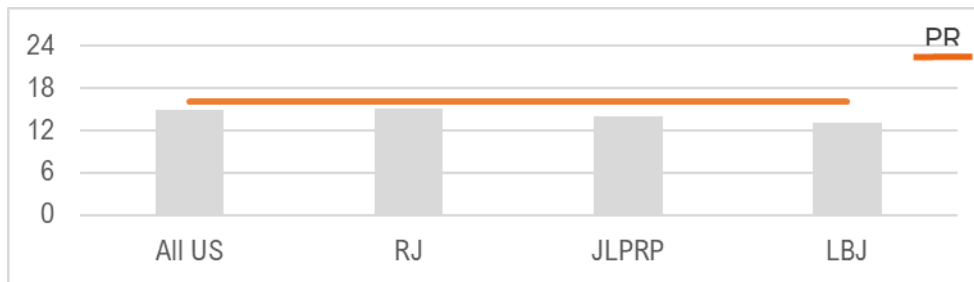
Conclusions and recommendations: The education burden is the same compared to all benchmark groups. The experience in calendar days is higher compared to all the benchmark groups. The examination burden is in line with the All US, RJ and JLPRP groups, but higher than the LBJ, where some jurisdictions do not require an exam. Both initial and renewal fees are lower or in line with all the benchmark groups. PR's renewal period compares favorably to all benchmark groups. Recommendation: further analysis/revision of the experience requirement.

Speech Language Therapist

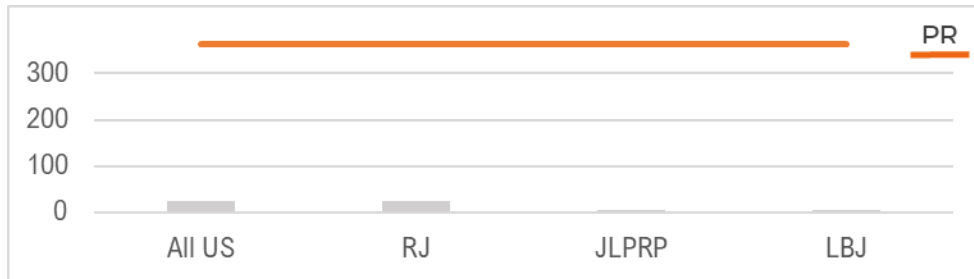
%L[All US] = 29.5%, %L[RJ] = 39.2%, %L[JLPRP] = 40%

	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	14.9	15.0	14.0	13.0	OH IL
Experience (calendar days)	365	22.6	23.3	5.3	5.3	MA TX
Exams	1	0.20	0.22	0.25	0.00	AZ AR
Initial fees	\$25	\$115	\$121	\$78	\$48	IL OH
Renewal period (in years)	3	1.9	1.9	2.0	3.5	CO TX
CE Contact hrs. (annual basis)	8	9.9	10.6	7.5	4.5	SC MD
Renewal fees (annual basis)	\$25	\$55	\$65	\$34	\$19.0	CO SC

Education (grade) graph



Experience (calendar days) graph



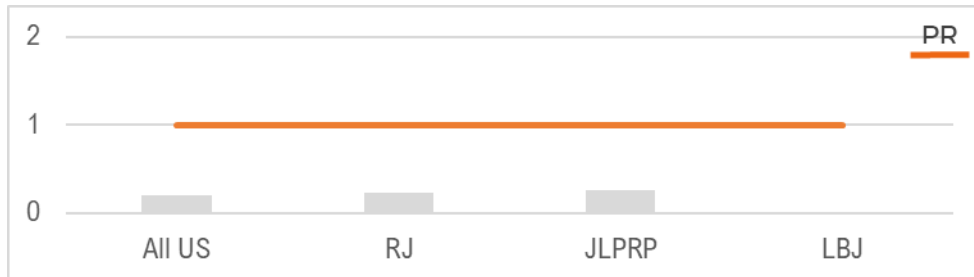
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

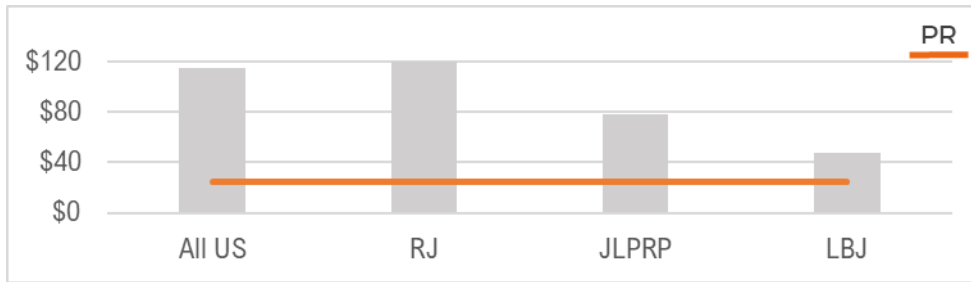
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

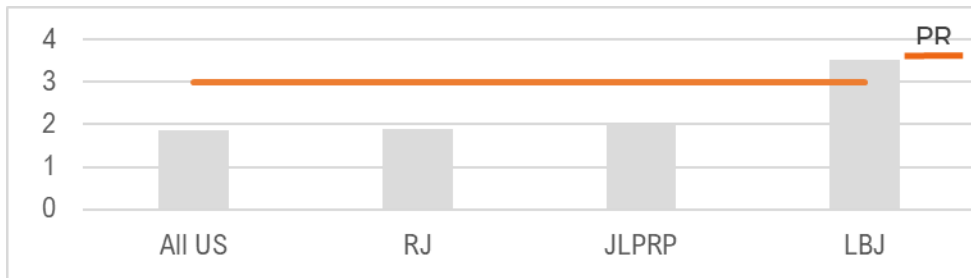
Exams graph



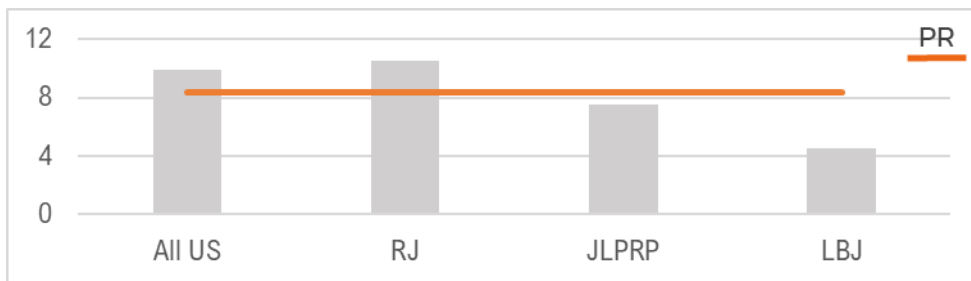
Initial fees graph



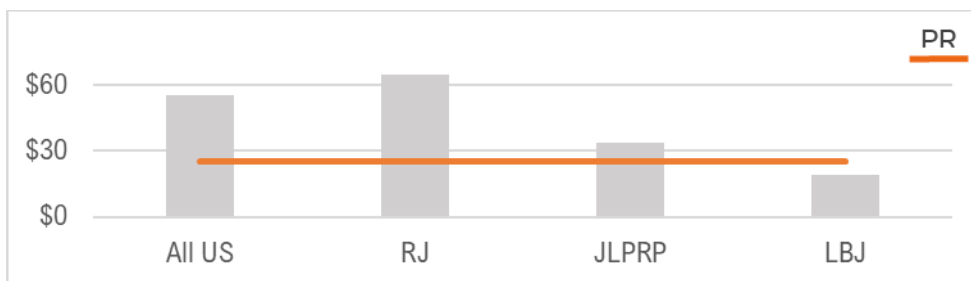
Renewal period graph



CE Contact hours graph



Renewal fees graph



All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Conclusions and recommendations: PR's burden for education is above all benchmark groups, requiring a bachelor's degree (grade: 16). It is noted that some states allow HS in combination with certificate, some allow associate degrees, and some (as in PR) require a bachelor's degree. Also, the burden for experience is above all benchmark groups, requiring 1-year in calendar days. The exams requirement is above all benchmark groups, with the LBJ group not having such requirement. In terms of initial fees, the PR's observed burden is lower than all the benchmark groups. Nevertheless, the renewal fees are lower than the All US, RJ and

JLPRP benchmark groups, but higher compared to the LBJ. The renewal period compares well with the All US, RJ and JLPRP benchmark groups, but represents a higher time term than the LBJ, where one jurisdiction has a renewal period of 4 years. The continuing education requirement is lower than the All US, RJ groups, but higher than the JLPRP and LBJ groups. Recommendations: further analysis into the requirement for a license based on the low extent of licensing; further analysis/revision of the education, experience and exam requirements.

Veterinarian

%L[All US] = 100%, %L[RJ] = 100%, %L[JLPRP] = 100%

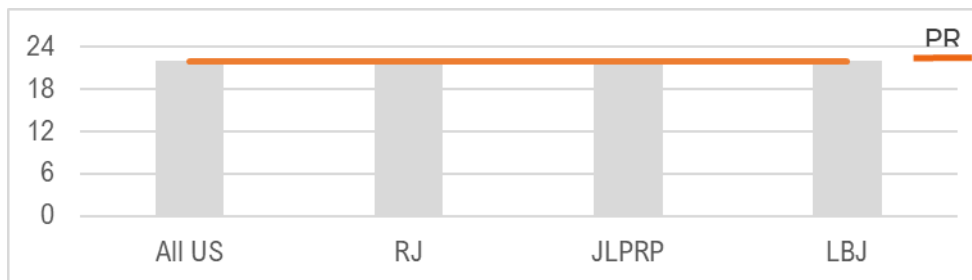
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	22	22	22	22	22	AL AK AZ AR CA
Exams	1	1.69	1.57	1.60	1.00	CO CT DE GA IL
Initial fees	\$313	\$289	\$229	\$354	\$77	PA MO AR IL VT
Renewal period (in years)	3	1.6	1.7	1.9	2.6	MI IA NY CA NH
CE Contact hrs. (annual basis)	10	16.9	15.9	15.2	10.0	AZ HI MO MT NJ
Renewal fees (annual basis)	\$279	\$139	\$123	\$149	\$36.3	IA IL UT MO SD

No experience burden was identified for PR's license.

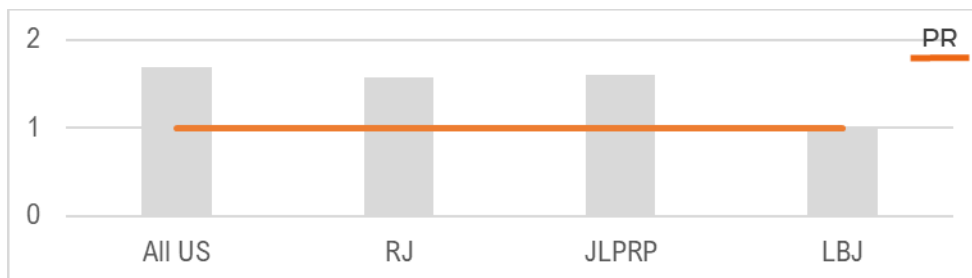
*PR Fees Breakdown

	Agency/ Licensing Board	Professional Organization
Initial	\$50	\$262.5
Renewal (total per period)	\$50	(3 x \$262.5)

Education (grade) graph



Exams graph



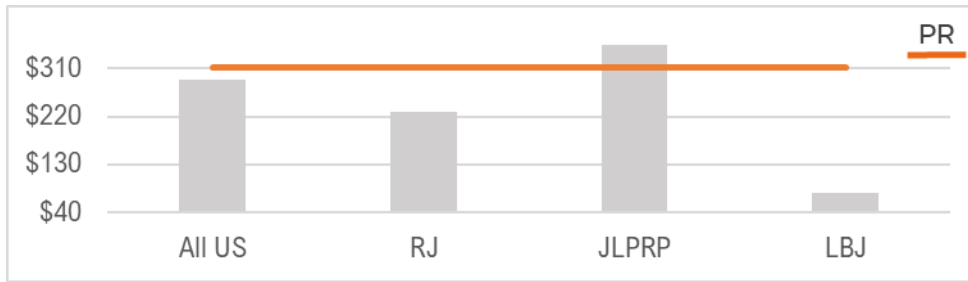
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

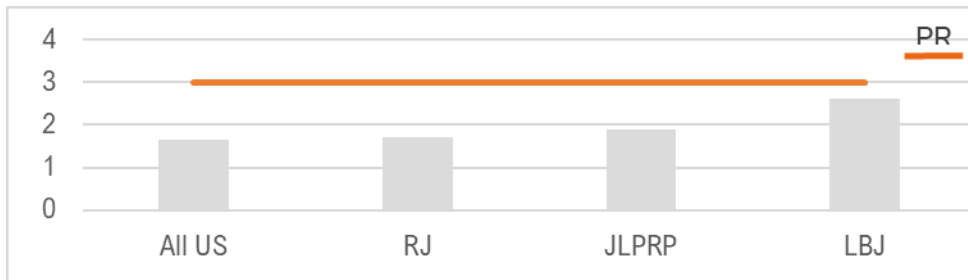
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

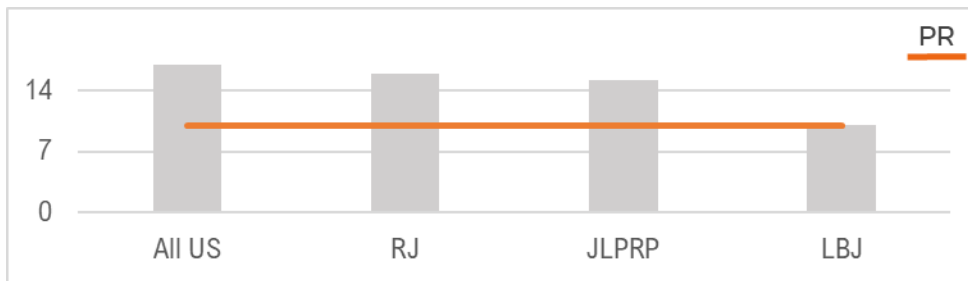
Initial fees graph



Renewal period graph



CE Contact hours graph



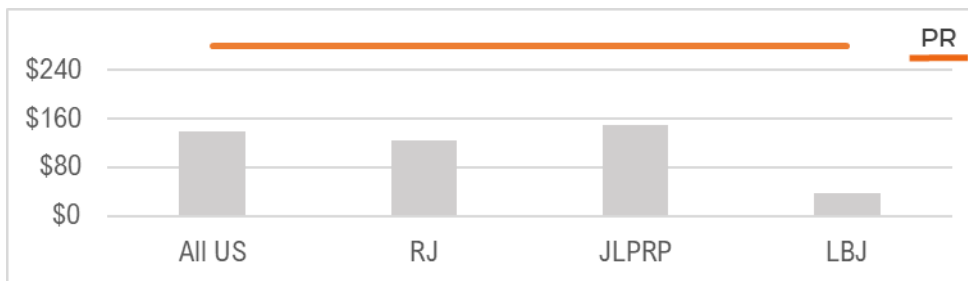
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is the same compared to all benchmark groups. The examination burden is lower than the All US, RJ and JLPRP groups, and the same as the LBJ group. Both initial and renewal fees are for the most part higher than all the benchmark groups, with initial and renewal fees being significantly different reported values than the LBJ. The renewal period compares well with all the benchmark groups. The continuing education requirement is lower than the All US, RJ and JLPRP groups, and the same as the LBJ. Recommendation: further analysis/revision of both types of fees.

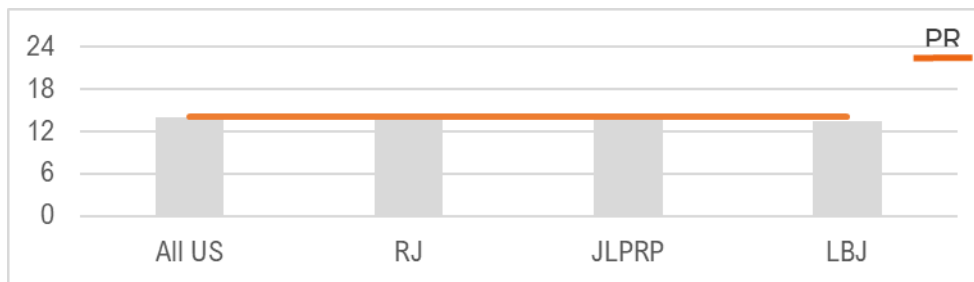
Veterinarian Technician

%L[All US] = 72.6%, %L[RJ] = 60.9%, %L[JLPRP] = 60%

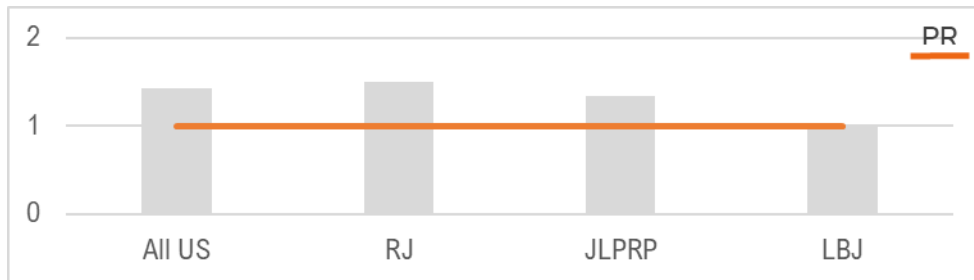
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	14	14	14	14	14	KY AK AZ AR
Exams	1	1.43	1.50	1.33	1.00	AL AK AR DE
Initial fees	\$50	\$107	\$102	\$141	\$23	KS SD NE ND
Renewal period (in years)	3	1.6	1.5	2.0	2.8	MI MD NY NE
CE Contact hrs. (annual basis)	10	9.1	8.6	8.1	5.0	AK GA MO OH
Renewal fees (annual basis)	\$25	\$45	\$43	\$49	\$8.8	SD IN KS ND

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



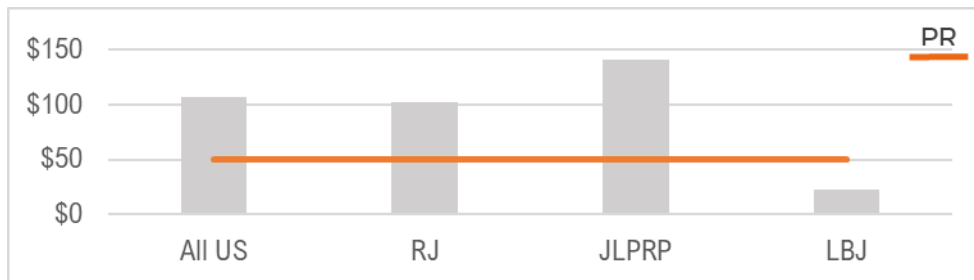
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

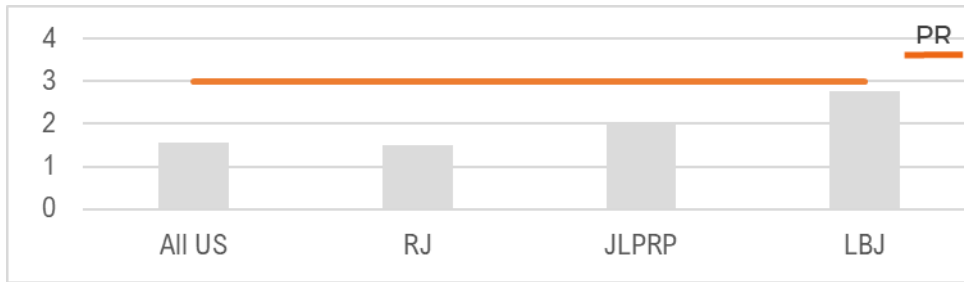
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

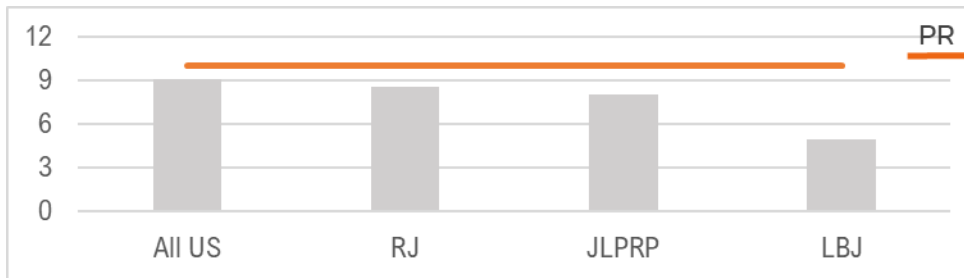
Initial fees graph



Renewal period graph



CE Contact hours graph



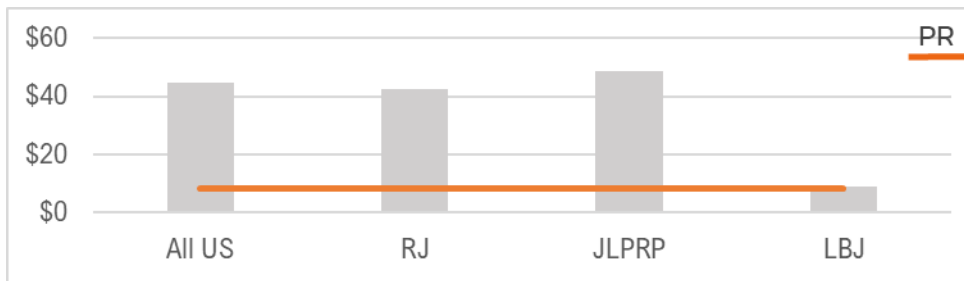
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The education burden is the same compared to all benchmark groups. The examination burden is slightly lower than the All US, RJ and JLPRP groups, and the same as the LBJ group. In terms of initial fees, the PR's observed burden is only higher than the LBJ benchmark group. Nevertheless, the renewal fees are lower than the All US, RJ and JLPRP benchmark groups, but higher compared to the LBJ although a minimal amount in practice. The renewal period compares well with all the benchmark groups. The continuing education requirement is similar to the All US, RJ and JLPRP groups, but doubles the LBJ. Recommendation: No further analysis/review is recommended for this license.

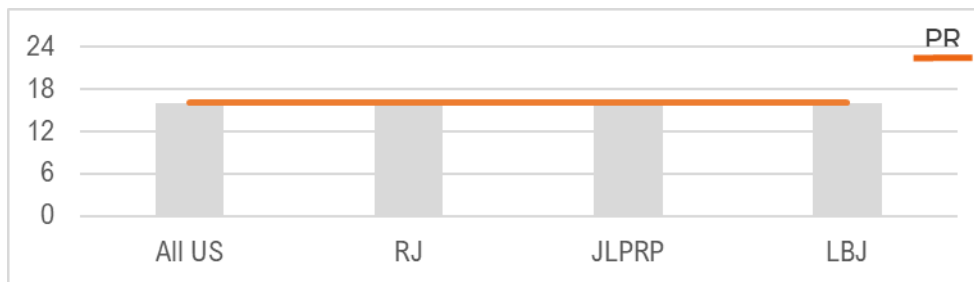
Veterinary Technologist

%L[All US] = 31.4%, %L[RJ] = 17.4%, %L[JLPRP] = 20%

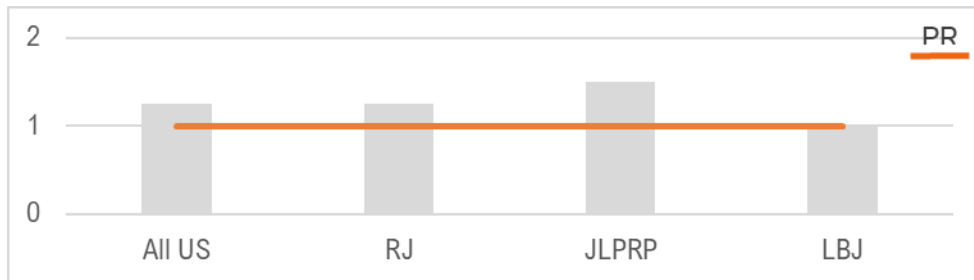
	PR	Benchmark Group (Avg.)				LBJ jurisdictions
		All US	RJ	JLPRP	LBJ	
Education (grade)	16	16	16	16	16	AL AK
Exams	1	1.25	1.25	1.50	1.00	AL AK
Initial fees	\$50	\$456	\$413	\$489	\$380	ND KY
Renewal period (in years)	3	1.7	1.5	2.0	3.0	MI NY
CE Contact hrs. (annual basis)	10	8.3	6.8	9.0	4.0	KY GA
Renewal fees (annual basis)	\$25	\$48	\$40	\$59	\$17.5	KY ND

No experience burden was identified for PR's license.

Education (grade) graph



Exams graph



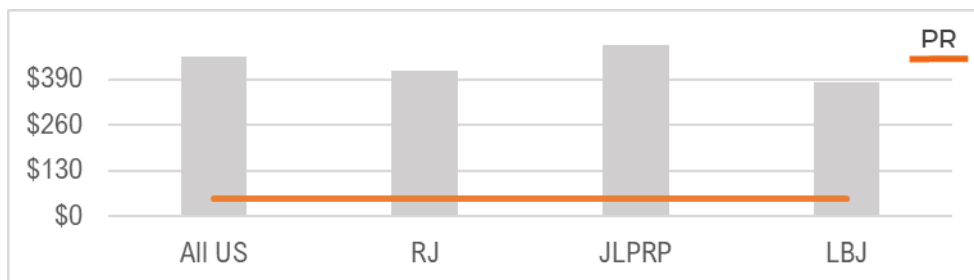
All US: All 51 US jurisdictions

RJ: Reforming jurisdictions

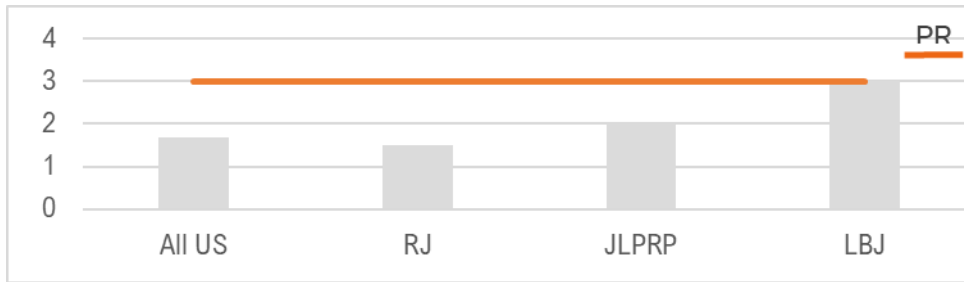
JLPRP: Jurisdictions with a large PR population

LBJ: Low burden jurisdictions

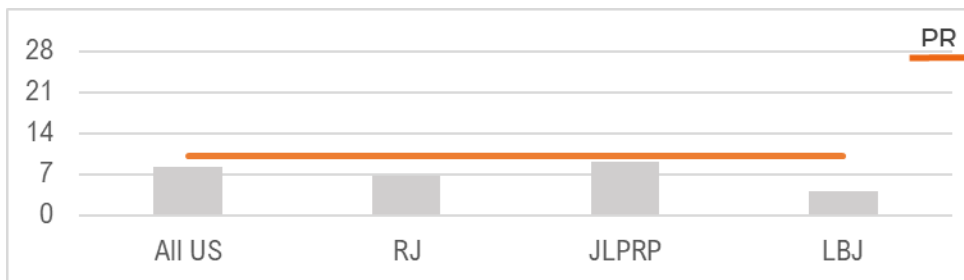
Initial fees graph



Renewal period graph

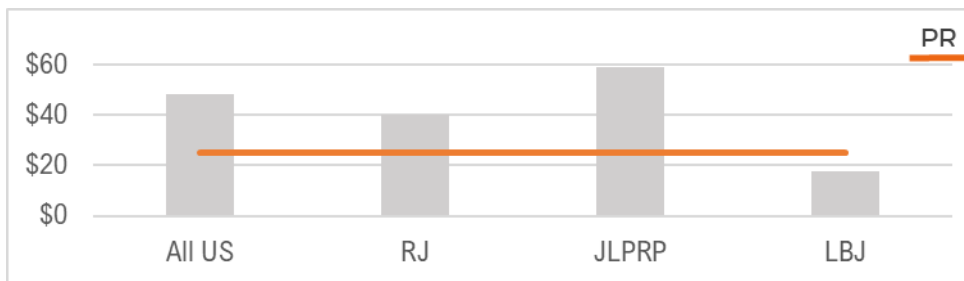


CE Contact hours graph



All US: All 51 US jurisdictions
 RJ: Reforming jurisdictions
 JLPRP: Jurisdictions with a large PR population
 LBJ: Low burden jurisdictions

Renewal fees graph



Conclusions and recommendations: The PR’s education and exams requirements are the same or lower as those of all benchmark groups. The initial fees are lower than all benchmark groups, while the renewal fees are lower than the All US, RJ and JLPRP groups, but higher than the LBJ. The renewal period compares well with all the benchmark groups. The continuing education requirement is similar to the All US, RJ and JLPRP groups, but higher than the LBJ. Recommendations: Further analysis into the requirement for a license based on the low extent of licensing; no recommendations for further analysis/review related to the burden types.