



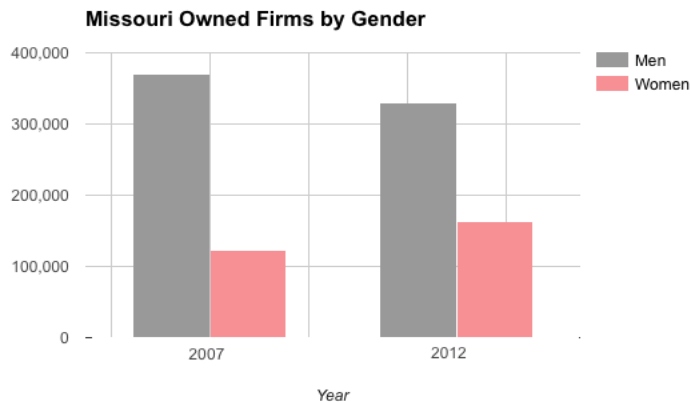
WOMEN'S FOUNDATION OCCUPATIONAL LICENSING & WOMEN ENTREPRENEURS IN MISSOURI FACT SHEET

WHAT IS OCCUPATIONAL LICENSING?

Occupational licensing protects the safety and well-being of the public, however it can create unnecessary barriers for women entrepreneurs by restricting entry and re-entry into professions, reducing employment, and creating economic inequity.

WOMEN ENTREPRENEURS IN MISSOURI:

- In 2012, there were 162,616 women-owned firms in Missouri, up 24.4% since 2007.
- Women-owned businesses in Missouri accounted for approximately \$24 billion in sales in 2012



OCCUPATIONAL LICENSING IN MISSOURI:

455,693 Missouri individuals and businesses were registered with the Missouri Division of Professional Registration in June, 2015.

- In the US, in 2015, employed women were more likely to hold a certification or license than employed men (28.1 percent and 23.2 percent, respectively).
 - There are 40 regulatory boards that license 55 professions in Mo.
 - Approximately 133 board members on occupational licensing boards and commissions are serving expired terms, and more than 38 board seats are currently vacant.
- In 2012, Missouri ranked 35th in percentage of low-income occupations by the state. (1st – most licensed, 50th – least licensed)



WHY IS CHANGE NEEDED?

Research indicates that some licensing requirements can present **barriers** to enter into a regulated profession and can reduce total employment in that profession. As a consequence, economic inequality is created.

THE REALITY OF OCCUPATIONAL LICENSING

1. REENTRY AND LICENSING BARRIERS

- a.** A person who leaves the profession for maternity leave, long-term caregiving or other reasons must revert her license to “in-active” status, pay applicable fees on an on-going basis, and complete all continued training requirements before entering the profession.

2. PROCESS ISSUES

- a.** Missouri has no requirement for an initial cost-benefit analysis to be conducted to determine the need for the creation of new occupational licensing boards.
- b.** Many industry insiders and associations lobby for the creation of professional licensing boards, are appointed to the boards, and control the rules that restrict entry into the profession.
- c.** Reciprocity among other states is available for some boards; however, requirements and fees vary greatly.
- d.** Demographic data is not systematically collected and there is no review to measure performance or identify trends in data.

3. ECONOMIC IMPACT

- a.** People with a certification or license earned about 1/3 more than those without these credentials.
- b.** In 2015, a person who was employed was more likely to hold an active certification or license (25.5 percent) than an unemployed person (12.7 percent) or someone who was not in the labor force (6.1 percent).
- c.** Different colors for active certificates, unemployed, and non-labor force. (WF colors)

POTENTIAL SOLUTIONS

1. COMMUNITY

- a.** Provide mentoring to women entrepreneurs.
- b.** Encourage community members to apply for board positions, then support them through programs like the Women’s Foundation Appointments Project.



2. ADMINISTRATION (Licensing boards and Division of Professional Registration)

- a. Propose new rules and/or change existing rules.
- b. Collect data to analyze trends and measure performance.
- c. Set performance benchmarks.
- d. Standardize all board and commission websites.

3. LEGISLATURE

- a. Establish periodic review through sunrise and sunset provisions.
- b. Revise statutes to increase reciprocity.
- c. Revise statutes to require certification or registration only for some professions.
- d. Revise statutes to deregulate existing licensing boards.