



INSTITUTE FOR JUSTICE

## How Idaho Compares on Occupational Licensing: Selected Occupations

Using data from the Institute for Justice's *License to Work*, 2nd ed.

### Barbers

- All 50 states and the District of Columbia license barbers.
- A barber's license in Idaho requires 900 hours of school, two exams (one written, one practical), fees, a minimum age of 16.5 years, and completion of 10th grade, among other prerequisites.<sup>1</sup> The license is issued by the Idaho Barber and Cosmetology Services Licensing Board.<sup>2</sup>
- *License to Work* ranks Idaho's requirements as the 44th most burdensome. Across the occupations studied, barber ranks among the most burdensome.<sup>3</sup>
- Two other states require less education: New Hampshire and New York (800 and 291 hours, respectively).<sup>4</sup>
- Connecticut, Florida, Hawaii, and Illinois do not require a practical exam.
- Twenty states allow aspiring barbers to choose between school and an apprenticeship to obtain a barber license,<sup>5</sup> an option Idaho does not currently provide. Apprenticeships last anywhere from 1,200 hours (Washington) to 3,200 hours (California).

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<sup>1</sup> The 900 hours of education must be in barbering and completed at a licensed barber school ([IDAPA 24.28.01, Section 301](#)). Applicants must also pass a written and a practical exam proctored by DL Roope Administrations Inc., which costs \$186 in total ([Idaho Code § 54-5809](#) and [source](#)). Finally, in addition to being 16.5 years of age and passing 10th grade, applicants must have good moral character ([IDAPA 24.28.01, Section 300](#)).

<sup>2</sup> The Board also issues a barber stylist license, but this requires 1,800 hours of education.

<sup>3</sup> Among the 102 lower-income occupations studied in *License to Work*, barber ranks as the 34th most burdensome occupation to enter. Considering also how widespread barber licensing is, barber ranks as the 5th most onerously and widely licensed occupation.

<sup>4</sup> New York does not mandate a minimum number of hours for barbering schools. The American Barber Institute offers a 288-hour program that meets state mandates. Barber candidates must also pass a three-hour course on contagious diseases. *License to Work* uses 291 hours (288 plus 3) as New York's education/experience requirement ([source](#)).

<sup>5</sup> These include a couple of states that neighbor Idaho: Utah (1,000 hours of education or 1,250 hours of apprenticeship) and Washington (1,000 hours of education or 1,200 hours of apprenticeship).

## **Bill Collection Agencies**

- Thirty-two states license bill collection agencies.<sup>6</sup>
- An Idaho collection agency license requires three years of experience and \$150 in initial fees, among other prerequisites.<sup>7</sup> The license is issued by the Collection Agency Section of the Idaho Department of Finance.
- Among states that license, *License to Work* ranks Idaho's requirements as the most burdensome. Oregon's and Utah's rank as some of the least burdensome.
- Only seven other states require experience, ranging from six months to two years, making Idaho's requirements the steepest.
- The other 24 states require only registration.
  - For example, neighboring Oregon and Utah require fees of \$32 and \$350, respectively.
  - In 2013, Tennessee eliminated its collection manager license (one year of experience, high school diploma, fees, and an exam) in favor of registration.<sup>8</sup>
- Bonding is a common less restrictive regulation:
  - Oregon and Utah both require a \$10,000 bond, while Tennessee mandates a minimum of \$15,000 in bonding.
  - Idaho already requires that agencies file a \$15,000 surety bond.

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<sup>6</sup> Since *License to Work*, an additional state—Montana—has adopted licensing in the form of a registration.

<sup>7</sup> The three years of experience are required for a designated Responsible Person in Charge (RPIC) and apply for each activity the agency undertakes ([Idaho Code § 26-2224\(6\)](#)). Initially and quarterly, the agency must pay \$20 in fees for each RPIC and agent employed ([source](#)). In addition, agencies must designate a control person responsible for management or policies of the agency. The control person must disclose criminal, financial, and other responsibilities on the business's application. Also, a \$15,000 surety bond must be filed with the Department of Finance ([Idaho Code § 26-2232](#)). Finally, one must sign a statement that allows the Director of Finance to examine the agency's financial accounts at any time, as well as provide copies of contracts, form letters, and other documents that will be used in the business ([Idaho Code § 26-2224\(7\) and \(12\)](#)).

<sup>8</sup> [2013 SB 148 / Public Chapter 180](#).

## **Bus Drivers, City/Transit**

- All 50 states and the District of Columbia license city/transit bus drivers.<sup>9</sup>
- Idaho city and transit bus drivers must get a Class C Commercial Driver's License (CDL) with a Passenger (P) endorsement, as well as its prerequisite, a Commercial Learner's Permit (CLP). Both are issued by the Idaho Transportation Department.
- The Idaho CLP and CDL require the applicant to have held any state's regular driver's license for at least one year, a minimum age of 18 years, fees, and exams, among other requirements.<sup>10</sup>
- *License to Work* ranks Idaho's requirements as the 8th most burdensome.
- Only nine other states require applicants to have held a U.S. driver's license for a year (or more); 40 states and the District of Columbia do not.
  - Neighboring Montana, Nevada, and Wyoming have no such requirements.
  - Washington instead requires 94 hours of CDL training.<sup>11</sup>
  - Lengthy U.S. driver's license restrictions may limit job opportunities for immigrants.

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<sup>9</sup> Every state requires city or transit bus drivers to hold a Commercial Driver's License (CDL).

<sup>10</sup> A year of driving experience is required to get the CLP and CDL per [Idaho Code 49-303\(4\)](#), and both licenses require one to be at least 18 years of age according to the [CDL manual](#). Also, both licenses require that applicants speak some English and that their driving and licensing history be checked. The [CDL manual](#) says the CLP requires two written exams (\$3 apiece), while the CDL requires the completion of three driving skills tests (this can cost up to \$190 depending on who administers the exam).

<sup>11</sup> An applicant can be exempted from the training requirements if their employer agrees the training is not necessary ([WAC 308-100-035\(1\)](#) and [WAC 308-100-033\(1\)\(d\) and \(g\)](#)).

## Cosmetologists

- All 50 states and the District of Columbia license cosmetologists.
- Following a 2018 reform, a cosmetologist's license in Idaho now requires 1,600 hours of school or 3,200 hours of apprenticeship, plus two exams (one written, one practical), fees, a minimum age of 16.5 years, and completion of 10th grade, among other prerequisites.<sup>12</sup>
- The license is issued by the Idaho Barber and Cosmetology Services Licensing Board.<sup>13</sup>
- *License to Work* uses schooling hours for cross-state comparisons.<sup>14</sup>
- *License to Work* ranks Idaho's requirements as the 7th most burdensome based on the pre-reform requirement of 2,000 hours of schooling. The current 1,600-hour requirement would probably rank Idaho as the 18th most burdensome state.<sup>15</sup>
- Thirty-one states require less education; New York requires only 1,000 hours.
- Seven states do not require a practical exam.
- Nineteen other states offer apprenticeships as an alternative to cosmetology school.
  - Four states mandate 2,000 hours, and Michigan's apprenticeship is 1,920 hours. South Dakota's is 18 months.
  - Neighboring Washington's and Utah's apprenticeships are 2,000 and 2,500 hours, respectively.

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<sup>12</sup> Instead of 1,600 hours of education at a licensed school, applicants can choose to complete 3,200 hours of apprenticeship ([IDAPA 24.28.01, Section 303](#)). If an applicant chooses the apprenticeship route, they have to be registered (which costs \$25), and the curriculum has to be approved by the Board before the apprenticeship starts ([source](#)). Regardless of the route chosen to get the cosmetologist's license, applicants must pass a written and a practical exam proctored by DL Roope Administrations Inc., which costs \$186 in total ([Idaho Code § 54-5809](#) and [source](#)). Finally, in addition to being 16.5 years of age and passing 10th grade, applicants must have good moral character ([IDAPA 24.28.01, Section 300](#)).

<sup>13</sup> In addition to the other cosmetology-related licenses documented in *License to Work*, the Board also issues an electrologist's license. This license requires 600 hours of school or 1,200 hours of apprenticeship.

<sup>14</sup> In order to compare states and licenses, we had to select one path to licensure per state per occupation. When multiple paths were available, we selected the least burdensome according to the *License to Work* metrics. On paper, a 1,600-hour course is less burdensome than a 3,200-hour apprenticeship, even though apprenticeship may be an easier route for a hypothetical candidate who, for example, cannot afford mandated schooling or time away from the workforce.

<sup>15</sup> At the time of data collection for *License to Work*, Idaho required 2,000 hours of schooling. However, [2018 Ida. SB 1324](#) reduced the hours to 1,600.

## Farm Labor Contractors

- Ten states license farm labor contractors; neighbors Montana, Nevada, Utah, and Wyoming do not have a state license.
- A farm labor contractor's license in Idaho requires \$250 in addition to other prerequisites; it is issued by Agricultural Services under the Idaho Department of Labor.<sup>16</sup>
- *License to Work* ranks Idaho's requirements as the 4th most burdensome.
- Idaho's \$250 fee for the license is the second-highest fee among all states that license; six other states have less expensive registrations, including neighboring Washington.
- Other common less restrictive regulations include requirements for automobile insurance, workers' compensation, and bonding.
- Federal registration is already required.<sup>17</sup>
- Illinois' registration was repealed in 2011.<sup>18</sup>

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<sup>16</sup> In addition to the \$250 fee, one must have insurance for the vehicles used for transporting the contracted laborers ([source](#)). The vehicles must also be individually identified on a form submitted with the application packet ([source](#)). Also, workers' compensation and a corporate surety bond of \$10,000 are required ([source](#)). Finally, the applicant for the farm labor contractor license must submit a list of names and addresses of all people who share a financial interest in the business, such as partners ([Idaho Code § 44-1603\(2\)\(i\)](#)).

<sup>17</sup> Details on the federal registration can be found here: [https://www.dol.gov/whd/forms/fts\\_wh530.htm](https://www.dol.gov/whd/forms/fts_wh530.htm).

<sup>18</sup> [Source](#).

## Fire Alarm Installers

- Thirty-nine states license fire alarm installers; 12 states, including Utah, do not require a state license.<sup>19</sup>
- To become a fire alarm installer in Idaho, one must get a limited energy contractor license, which requires four years of experience (two as a journeyman, two as a trainee), two written exams, fees, a minimum age of 16 years, plus other prerequisites.<sup>20</sup>
- The license is issued by the Idaho Electrical Board in the Division of Building Safety.
- *License to Work* ranks Idaho's requirements as the 12th most burdensome; neighbors Montana and Wyoming rank 27th and 30th, respectively.
- Twenty-two states require fewer days in training, ranging from four days to three years; five states have none.
- Thirteen states require only one exam, including border states Oregon and Wyoming; the District of Columbia and Kansas require no exams.
- The District of Columbia and Kansas require only registration.
- Other common less restrictive regulations are requirements for liability insurance and workers' compensation.
- A bill to license security alarm installers in Pennsylvania failed in 2009.<sup>21</sup>
- Wisconsin does not license the occupation but does require that alarm installation plans be submitted to the state.<sup>22</sup>

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<sup>19</sup> *License to Work* observed this occupation for commercial alarm installers. Utah does have a license for inspecting and testing fire alarms but not one to install. Also, it appears that at least some states that do not license at the state level, such as Colorado, do license at the local level.

<sup>20</sup> To get the limited energy contractor license, one must have been employed by a contractor as a limited energy journeyman electrician for two years, working a minimum of 4,000 hours over that time ([source](#)). For the journeyman license, one must also have worked for two years/4,000 hours but as a registered trainee under constant, on-the-job supervision by a limited energy journeyman ([source](#)). The two written exams required are for the contractor and journeyman licenses ([source](#)). Both tests are administered by the Division at one of its regional offices and are open book and multiple-choice. The cost of these exams is \$150 in all (\$75 apiece), while the licenses cost \$240 total (see [contractor](#), [journeyman](#), and [trainee](#) application forms). In addition, trainees are required to be 16 years of age before applying for the registration, and contractor license applicants must have \$300,000 in liability insurance plus workers' compensation ([source](#)).

<sup>21</sup> [2009 Bill Text PA HB 1544](#).

<sup>22</sup> [Wis. Stat. 101.862\(4\)\(d\)](#) and [source](#).

## HVAC Contractors

- Thirty-seven states license commercial HVAC contractors at the state level.<sup>23</sup> Fourteen states, including border states Montana and Wyoming, do not; however, municipal licensing is common in some states.
- Idaho requires an HVAC contractor's license to install and work on HVAC systems. To get this license, one has to have six years of training (two as a journeyman, four as an apprentice), pass two written exams, pay fees, and be 18 years of age, plus other prerequisites.<sup>24</sup>
- The license is issued by the Idaho Division of Building Safety.
- *License to Work* ranks Idaho's requirements as the 3rd most burdensome; neighboring Washington's rank 27<sup>th</sup>, while Utah recently drastically reduced its licensing burdens, eliminating its two-year experience and exam requirements.<sup>25</sup>
- Twenty-five states, including Utah, require five years of training or fewer; Washington and five others require none. Similarly, 10 states require one exam; Utah, Washington, and three others require no exams.
- Other common regulations of HVAC and other contractors include requirements for surety bonds, general liability insurance, workers' compensation coverage, and proof of financial solvency, as well as building code enforcement through permits and inspections.
  - For example, a registered contractor in Washington must obtain a surety bond and carry general liability insurance and workers' compensation coverage, as well as follow local building permit and inspection regulations.

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<sup>23</sup> In Idaho, a single license—HVAC contractor—covers HVAC and related sheet metal work in both residential and commercial settings ([Idaho Code § 54-5003\(1\), \(3\), and \(8\)](#)). Because other states have distinct licenses for HVAC and related sheet metal work and for residential and commercial settings, *License to Work* treats these as four distinct occupations. The comparisons here use the HVAC Contractor (Commercial) occupation, but comparisons for other categories are substantially similar. In other states, contract size minimums at which licensing applies also vary. For greater detail on contractor licensing, see [Appendix B](#) in *License to Work*.

<sup>24</sup> To get the HVAC contractor license, one must have been an HVAC journeyman for two years, working a minimum of 4,000 hours over that time ([IDAPA 07.07.01, Section 021](#)). For the journeyman license, one must have worked for four years/8,000 hours as a registered apprentice under the supervision of an HVAC journeyman and employed by an HVAC contractor ([IDAPA 07.07.01, Section 023](#)). During the apprenticeship, one must also get 144 hours of related training per year from an approved school for a total of 576 hours ([source](#)). Two written exams are required: a business test for the contractor license and a technical test for the journeyman license ([source](#)). Both tests are administered by the Division at one of its regional offices. The exams are open book and multiple-choice. The cost of these exams is \$150 in all (\$75 apiece), while the licenses cost \$245 total ([source](#) and [Idaho Code § 54-5012](#)). Finally, apprentices are required to be 18 years of age before applying for the registration, and contractor license applicants must have a \$2,000 compliance bond ([source](#) and [IDAPA 07.07.01, Section 021](#)).

<sup>25</sup> In 2017, Utah passed [HB 313](#), lowering requirements for HVAC contractors to \$405 in fees, 25 hours of training, and zero exams.

## Log Scalers

- Idaho and Maine license log scalers; the remaining states, including all states bordering Idaho, do not.
- The standard log scaler license in Idaho requires a \$25 fee, two exams (one written, one practical), and other prerequisites.<sup>26</sup> It is issued by the Idaho Board of Scaling Practices.
- *License to Work* ranks Idaho's requirements as the least burdensome of the two states.
- While Idaho requires a practical exam in addition to the written exam, Maine requires only a written exam. However, Maine also requires two years of experience, which Idaho does not.
- In both states, three references are required.
- In recent years, the practical exam in Idaho has seen close to a 50 percent fail rate.<sup>27</sup>

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<sup>26</sup> Three letters of reference are also required ([Idaho Code 38-1213](#)).

<sup>27</sup> According to [a 2018 Idaho Board of Scaling Practices report](#), in the preceding five years, “there have been a total of 169 applicants with about a 53% pass rate [on the practical exam].”



## Makeup Artists

- Forty-one states license makeup artistry; however, the type of license required differs by state. Three of these states—Idaho, Louisiana, and Nevada—issue a license specific to makeup artists.<sup>28</sup> Bordering Utah, Washington, and Wyoming do not appear to license the occupation.
- After a 2018 reform, a makeup artist license in Idaho now requires a \$25 fee, 100 hours of training, a minimum age of 16.5 years, and completion of 10th grade, among other prerequisites.<sup>29</sup>
- The license is issued by the Idaho Barber and Cosmetology Services Licensing Board.
- *License to Work* ranks Idaho’s requirements as the 19th most burdensome based on a pre-reform requirement that makeup artists hold an esthetician’s license.<sup>30</sup> The current makeup artist license requirements would probably rank Idaho as the 38th most burdensome state. Among states that license, Nebraska is the least burdensome state, requiring only a \$10 fee.
- Louisiana’s makeup artist license requires only 40 hours of coursework. Also, Louisiana does not require a statement of good moral character.
- Nebraska and Nevada require only registration. Nevada used to require an esthetician’s license for makeup artistry, but a 2015 law created a makeup artist registration.<sup>31</sup>
- Five states specifically exempt makeup artistry from licensure.

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<sup>28</sup> In the other 38 states, makeup application is interpreted as falling under the scope of other licenses administered by cosmetology boards (see [Appendix B](#) of *License to Work* for details).

<sup>29</sup> The 100 hours of training must be in makeup artistry and include safety and infection control. They can be “classroom instruction, training, practical experience, or a combination” per [IDAPA 24.28.01, Section 308](#). On top of this, to qualify for the license, the applicant must be 16.5 years of age, have completed at least 10th grade, and possess good moral character ([Idaho Code § 54-5810\(1\)](#)).

<sup>30</sup> At the time of data collection for *License to Work*, an esthetician’s license was required to apply makeup (which required \$186 in fees, 600 hours of school, two exams, completion of 10th grade, and a minimum age of 16.5 years). However, [2018 Ida. SB 1324](#) created the makeup artist license.

<sup>31</sup> [2015 Bill Text NV A.B. 409](#).

## Manicurists

- Forty-nine states and the District of Columbia license manicurists; Connecticut does not.
- A nail technician's license in Idaho requires 400 hours of school or 800 hours of apprenticeship, plus two exams (one written, one practical), fees, a minimum age of 16.5 years, and completion of 10th grade, among other prerequisites.<sup>32</sup>
- The license is issued by the Idaho Barber and Cosmetology Services Licensing Board.
- *License to Work* uses the 400 hours of school for cross-state comparisons.
- *License to Work* ranks Idaho's requirements as the 20th most burdensome; bordering Utah's requirements, by comparison, rank 40th.
- Twenty-six states require less education; Massachusetts requires only 100 hours. Utah requires 300 hours.
- Seven states do not require a practical exam; Florida requires no exams.
- As an alternative to school, 17 other states offer apprenticeships, ranging from 300 hours in Alaska and Wisconsin to 2,000 hours in Virginia. Bordering Utah requires only 375 hours of apprenticeship.

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<sup>32</sup> Instead of 400 hours of education at a licensed school, one can also choose to complete 800 hours of apprenticeship ([IDAPA 24.28.01, Section 307](#)). If an applicant chooses the apprenticeship route, they have to be registered (which costs \$25), and the curriculum has to be approved by the Board before the apprenticeship starts ([source](#)). Regardless of the route chosen to get the nail technician's license, applicants must pass a written and a practical exam proctored by DL Roope Administrations Inc., which costs \$186 in total ([Idaho Code § 54-5809](#) and [source](#)). Finally, in addition to being 16.5 years of age and passing 10th grade, the applicant must have good moral character ([IDAPA 24.28.01, Section 300](#)).

## Massage Therapists

- Forty-four states license massage therapists; seven states, including neighboring Wyoming, do not.
- A massage therapy license in Idaho requires 500 hours of education, one exam, fees, a high school diploma, and a minimum age of 18 years.<sup>33</sup> The license is issued by the Idaho Board of Massage Therapy.
- *License to Work* ranks Idaho's requirements as the 24th most burdensome.
- Maine is the least burdensome state, requiring no education for its license—only an exam, fees, completion of 12th grade, and a minimum age of 18 years.
- Massachusetts and New Jersey do not require any exams.
- Among the seven states that do not license:
  - California has a voluntary certification.<sup>34</sup>
  - Two recent reports from Vermont's Office of Professional Regulation rejected proposals to license massage therapists.<sup>35</sup>

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<sup>33</sup> Applicants for a massage therapy license in Idaho must pay a \$50 application fee and a \$65 license fee ([IDAPA 24.27.01, Section 250](#)). Also, they must prove they have completed 500 hours of massage therapy coursework in a Board-approved program and passed the Massage and Bodywork Licensing Examination, which is administered by the Federation of State Massage Therapy Boards ([IDAPA 24.27.01, Sections 305 and 600](#)). The exam costs \$195 ([source](#)). Finally, applicants must show they are 18 years of age and have a high school diploma ([IDAPA 24.27.01, Section 300](#)).

<sup>34</sup> [Source](#).

<sup>35</sup> See <https://www.sec.state.vt.us/media/733234/mt-sunrise-report-opr-2016-1-5.pdf> and <https://www.sec.state.vt.us/media/411936/massagetherapistsunriserpt-2010-1230.pdf>.

## Pharmacy Technicians

- Forty-four states license pharmacy technicians; seven states, including nearby Colorado, do not.<sup>36</sup>
- To be a pharmacy technician in Idaho, one must get a certified pharmacy technician registration with the Idaho State Board of Pharmacy. This requires fees and an exam, as well as proof the applicant is at least 16 years of age and has passed 12th grade, among other prerequisites.<sup>37</sup>
- *License to Work* ranks Idaho's requirements as the 16th most burdensome.
- Nineteen states do not require an exam.
- Fifteen states require only registration; seven of these require only payment of a fee.
- Idaho's fees are the 8th highest because of an additional fingerprinting fee. Most states do not charge an additional fee for fingerprinting; some do not appear to require fingerprinting at all.
- The national certification examination, which is required for Idaho and many other states, had only a 57–58 percent pass rate from 2014 to 2017. Historically, pass rates have usually been at or above 75 percent.<sup>38</sup>

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<sup>36</sup> In Colorado, nothing is required unless there are at least three technicians per pharmacist ([source](#)). The other states that do not license are Delaware, the District of Columbia, Hawaii, New York, Pennsylvania, and Wisconsin.

<sup>37</sup> To get the registration, one must pay a \$35 fee, be 16 years of age, be a high school graduate, and be of good moral character (two references) ([IDAPA 27.01.02, Sections 023 and 040](#)). One must also have fingerprinting done at a cost of \$27 ([source](#)). Finally, one must have obtained national Certified Pharmacy Technician (CPhT) status from the Pharmacy Technician Certification Board (PTCB) or the National Healthcareer Association ([IDAPA 27.01.02, Section 040](#)). *License to Work* observed the PTCB national certification as it is less burdensome. The PTCB national certification requires a high school diploma as well as an exam that costs \$129 ([source](#)). The exam is called the Pharmacy Technician Certification Exam, and it is administered by Pearson VUE.

<sup>38</sup> [Source](#).

## Security Alarm Installer

- Thirty-seven states license security alarm installers. Fourteen states, including Nevada, do not require a state license; however, municipal licensing is common in some states.<sup>39</sup>
- To become a security alarm installer in Idaho, one must get a limited energy contractor license, which requires four years of experience (two as a journeyman, two as a trainee), two written exams, fees, a minimum age of 16 years, plus other prerequisites.<sup>40</sup>
- The license is issued by the Idaho Electrical Board in the Division of Building Safety.
- *License to Work* ranks Idaho's requirements as the 9th most burdensome; neighbors Montana and Wyoming rank 24th and 26th, respectively.
- Twenty-two states require fewer days in training, ranging from four days to about three years; six states require none.
- Thirteen states require only one exam, including border states Oregon and Wyoming; seven states require no exams.
- Five states require only registration.
- Other common less restrictive regulations include requirements for liability insurance and workers' compensation.
- A bill to license security alarm installers in Pennsylvania failed in 2009.<sup>41</sup>

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<sup>39</sup> *License to Work* observed this occupation for commercial alarm installers. It appears that at least some states that do not license at the state level, such as Colorado, do license at the local level.

<sup>40</sup> To get the limited energy contractor license, one must have been employed by a contractor as a limited energy journeyman electrician for two years, working a minimum of 4,000 hours over that time ([source](#)). For the journeyman license, one must also have worked for two years/4,000 hours but as a registered trainee under constant, on-the-job supervision by a limited energy journeyman ([source](#)). The two written exams required are for the contractor and journeyman licenses ([source](#)). Both tests are administered by the Division at one of its regional offices and are open book and multiple-choice. The cost of these exams is \$150 in all (\$75 apiece), while the licenses cost \$240 total (see [contractor](#), [journeyman](#), and [trainee](#) application forms). In addition, trainees are required to be 16 years of age before applying for the registration, and contractor license applicants must have \$300,000 in liability insurance plus workers' compensation ([source](#)).

<sup>41</sup> [2009 Bill Text PA HB 1544](#).

## Shampooers

- Thirty-six states license shampooers. However, the type of license required differs by state.<sup>42</sup>
- To shampoo hair in Idaho, one must have a haircutter's license. This requires 900 hours of school, two exams (one written, one practical), fees, a minimum age of 16.5 years, and completion of 10th grade, among other prerequisites.<sup>43</sup>
- The license is issued by the Idaho Barber and Cosmetology Services Licensing Board.
- *License to Work* ranks Idaho's requirements as the 23rd most burdensome.
  
- In 2006 and 2017, Indiana and Tennessee, respectively, repealed their shampooer licenses.<sup>44</sup>
- In total, 13 states specifically exempt shampooing from licensure.

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<sup>42</sup> Six states issue licenses specifically for shampooers. In the remaining 30 states, shampooing is interpreted as falling under the scope of other licenses administered by barbering and cosmetology boards (see [Appendix B](#) of *License to Work* for details).

<sup>43</sup> One must pass a written and a practical exam proctored by DL Roope Administrations Inc., which costs \$186 in total ([Idaho Code § 54-5809](#) and [source](#)). Finally, in addition to being 16.5 years of age and passing 10th grade, the applicant must have good moral character ([IDAPA 24.28.01, Section 300](#)).

<sup>44</sup> [2006 Ind. SEA 333](#) and <http://wapp.capitol.tn.gov/apps/BillInfo/Default.aspx?BillNumber=SB1194&GA=110>.

## Truck Drivers

- All 50 states and the District of Columbia license truck drivers.<sup>45</sup>
- Idaho truck drivers must get a Class A or B Commercial Driver's license (CDL), as well as its prerequisite, a Commercial Learner's Permit (CLP). Both are issued by the Idaho Transportation Department.
- The Idaho CLP and CDL require that the applicant have held any state's regular driver's license for at least one year, a minimum age of 18 years, fees and exams, among other requirements.<sup>46</sup>
- *License to Work* ranks Idaho's requirements as the 5th most burdensome.
- Only eight other states require applicants to have held a U.S. driver's license for a year (or more); 41 states and the District of Columbia do not.
  - Neighboring Montana, Nevada, and Wyoming have no such requirements.
  - Washington instead requires 80 (Class B) or 160 (Class A) hours of CDL training.<sup>47</sup>
  - Lengthy U.S. driver's license restrictions may limit job opportunities for immigrants.

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<sup>45</sup> Every state requires truck drivers to hold a Commercial Driver's License (CDL).

<sup>46</sup> A year of driving experience is required to get the CLP and CDL per [Idaho Code 49-303\(4\)](#), and both licenses require one to be at least 18 years of age according to the [CDL manual](#). Also, both licenses require that applicants speak some English and that their driving and licensing history be checked. The [CDL manual](#) says the CLP requires at least one written knowledge exam (\$3 apiece), while the CDL requires the completion of three driving skills tests (this can cost up to \$190 depending on who administers the exam).

<sup>47</sup> An applicant can be exempted from the training requirements if their employer agrees the training is not necessary ([WAC 308-100-035\(1\)](#) and [WAC 308-100-033\(1\)\(b\) and \(c\)](#)).

## Veterinary Technicians

- Thirty-six states license veterinary technicians. Fifteen states do not, including neighboring Montana, Wyoming, and Utah.
- Idaho requires a certified veterinary technologist license from the Idaho Board of Veterinary Medicine. This requires fees, two years of education, two exams, and a minimum age of 18 years, among other prerequisites.<sup>48</sup>
- *License to Work* ranks Idaho's requirements as the 5th most burdensome.
- Idaho is one of only 10 states that require a jurisprudence exam.
- Idaho has a significantly higher fee than most states because it charges more for license application processing (\$125 versus \$70 on average; \$35 in Oregon).
- Only four other states besides Idaho require a fingerprinting fee: California, Indiana, Maine, and Tennessee.
- Among states that do not license, voluntary certification is common.

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<sup>48</sup> One must be 18 years of age before applying for the license ([source](#)). One must also have graduated from a two-year veterinary technology program approved by the American Veterinary Medical Association ([source](#)). It appears there is only one of these programs in Idaho, and it is at the College of Southern Idaho, Twin Falls ([source](#)). In addition, one must pass two written exams: the Veterinary Technician National Exam (VTNE) from the American Association of Veterinary State Boards and the Idaho jurisprudence exam ([source](#)). The VTNE costs \$320, while the jurisprudence exam is covered by the application fee for the license ([source](#)). Finally, one must provide notarized affidavits from two references who know the applicant well ([source](#)). Fingerprinting for a criminal background check is required as well, and this costs \$42 ([Idaho Code § 54-2108](#) and [source](#)).



## Hair Braiders<sup>49</sup>

- Twenty-three states and the District of Columbia license hair braiders. Of those, only eight states, including Idaho, require hair braiders to obtain a general cosmetology or hair dresser license.<sup>50</sup>
- Fifteen states and the District of Columbia require a specialty license for braiders. Neighboring Oregon is one of seven states that offer a specialty license that requires fewer than 100 hours.<sup>51</sup>
- Neighboring Utah and Washington do not license braiders after legislative reforms in 2012 (Utah) and 2005 and 2015 (Washington).
- To braid hair in Idaho, you must be licensed as a cosmetologist. Following a 2018 reform, a cosmetologist's license in Idaho now requires 1,600 hours of school or 3,200 hours of apprenticeship, plus two exams (one written, one practical), fees, a minimum age of 16.5 years, and completion of 10th grade, among other prerequisites.
- *License to Work* ranks Idaho's requirements for cosmetologists as the 7th most burdensome based on the pre-reform requirement of 2,000 hours of schooling. The current 1,600-hour requirement would probably rank Idaho as the 18th most burdensome state.<sup>52</sup>

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<sup>49</sup> This occupation is not studied in *License to Work*. For more information and research on hair braiding laws, see <http://braidingfreedom.com/>.

<sup>50</sup> The eight states requiring a full cosmetology or hair dresser license to braid hair are Hawaii, Idaho, Massachusetts, Montana, New Mexico, North Dakota, Rhode Island, and Wyoming. Wisconsin's Department of Safety and Professional Services interprets the state's cosmetology statute as not applying to hair braiders.

<sup>51</sup> The 16 states with specialty braiding licenses are Alabama (210 hours), Alaska (35 hours), the District of Columbia (100 hours), Florida (16 hours), Illinois (300 hours), Louisiana (500 hours), Missouri (4–6 hour video), Nevada (250 hours), New Jersey (40–50 hours), New York (300 hours), Ohio (450 hours), Oregon (online module), Pennsylvania (300 hours), South Carolina (6 hours), and Tennessee (300 hours). Minnesota's Board of Cosmetology does not enforce its specialty license based on a 2005 court decision.

<sup>52</sup> At the time of data collection for *License to Work*, Idaho required 2,000 hours of schooling for its cosmetologist's license. However, [2018 Ida. SB 1324](#) reduced the hours to 1,600.