



Military Spousal Employment Resources for Fort Benning, Alabama, & Georgia





Employment Readiness Partnership Resources

Fort Benning Army Community Service

Employment Resources on Garrison

USO Transitions

<https://www.uso.org/programs/uso-pathfinder-transition-program>

Nicole Applegate

706-545-5385: Office; 912-498-7159: Cell
napplegate@uso.org

Soldier for Life – Transition Assistance Program
Fort Benning, Bldg. 9230

www.benning.army.mil/garrison/DHR/SFL-TAP/
706-545-2308/2309

Civilian Personnel Assistance Center (CPAC)
Fort Benning, Bldg. 6

<https://www.benning.army.mil/mcoe/cpac>
706-545-3374/2757

Federal job openings and Federal Resume Builder

www.usajobs.gov

Directorate of Human Resources

<https://www.benning.army.mil/garrison/dhr>

Office of Personnel Management

www.opm.gov

Soldier for Life Center

8150 Marne Rd
Fort Benning, GA 31905
(706) 545-2309

Employment and hiring services available in the SFL Center:

- Official FBGA SFL-TAP website with Job Board and employer page (open to all).
- Official FBGA SFL-TAP Facebook page (open to all).
- Weekly Connection Events with up to 10 to 15 vetted employers (open to all).
- Eleven Career Skills Programs (CSP) that lead to actual employment upon separation (open to active duty only).
- Several WIOA Granted CSP which lead to actual employment at no cost to the Soldier (open to active duty only).
- Still Serving Veterans (SSV) MOU resume/employment training (open to all).
- Goodwill Industries MOU resume/employment training (open to all).
- Department of Labor Navigator Contracted under the DOL employment connections and WIOA Grant program (open to all).
- GA State Department of Veterans Services MOU State VA services (open to all).
- Federal Department of Veterans Affairs MOU Federal VA services open to all).
- Disabled American Veterans (DAV) MOU VA services (open to active duty only).

Classes/training/services offered through the SFL-TAP program

These services are provided by contractors. Spouses are authorized to attend on a space available basis.

- Pre-separation Counseling
- VA Benefits Briefing I
- VA Benefits Briefing II
- DOLEW
- eBenefits Registration
- Individual Transition Plan
- Individual Assessment Tool
- Budget
- Gap Analysis / Documented Certification & Licensure
- Complete Resume
- Reference List(s)
- Job Application 1
- Job Application 2
- Continuum Military Counseling
- Capstone Complete
- Warm Handover
- Accessing Higher Education Track
- Vocational/ Technical Training Track
- Entrepreneurship Track

USO Fort Benning will offer service members and their families a place to connect, refresh, unite and strengthen bonds through family-oriented programming tailored to enhance resilience, emotional and mental wellness, and morale.



Recognizing that engaging programming can connect, unite and strengthen families, we offer programs like the Bob Hope Legacy Reading Program, which helps military kids and families stay connected through reading.

Weekly healthy lifestyle programs like our Easy Weeknight Meals teaches families how to prepare quick and healthy meals designed by dietitians and nutritionists. Through utilization of our commercial-grade kitchen, we are able to demonstrate cooking skills, as well as helpful tips and tricks.

Our monthly Coffee Connections gatherings allows spouses to relax in a comfortable setting, share local and community events, network with other spouses, and have friendly conversations over a cup of coffee and pastries.

What else does the USO Fort Benning Center offer?

Volunteer Opportunities, Programming, events and services that augment or enhance existing opportunities offered on the installation.

Free internet access for education opportunities, a comfortable place to read a book, or just a quiet place to relax.

A location to host special events and programs like Deployment Briefs, FRG, COR and COC Receptions, ETC

Regina Wages * USO Director * 843-224-2241 Cell

USO Transition Specialists are here to help.

The USO Pathfinder Transition Program is a free service that provides one-on-one support (virtual support also available) and helps you and your spouse create a plan for success now and for the future!



Connecting You

USO Transition Specialists will connect you to the services and resources in your community that will make your transition successful.

USO Transition Specialists provide connections to opportunities, organizations, services, workshops, seminars, resources and more in the following focus areas:



Education



Financial Readiness



Employment



Mentoring



Veterans Benefits

Connect with a USO Transition Specialist today!
USO.org/transition

A Personalized Action Plan

USO Transition Specialists provide one-on-one or virtual support to help you create your unique Action Plan:

- lays out your goals,
- identifies services and resources that fit your needs,
- establishes milestones for you to meet your goals.

Even after you've been connected to a resource, your USO Transition Specialists will continue to work with you to confirm that quality services were provided.

Seamless Action

You can take your Action Plan with you wherever you go and connect with your USO Transition Specialist through the USO's mobile app.

We Can Help You Anywhere

Regardless of where you choose to call home, the USO Pathfinder Transition Team can help connect you to your new community.



Transitions



You've supported your service member's career. Let us support yours.

Managing a change? The USO Pathfinder Transition Program is here to help you no matter if you are looking for new employment, education opportunities, or have other future success needs.

Whether you and your service member are PCSing to a new location or on to life after the military, the USO Pathfinder Transition Program is a free, one-on-one service (virtual support also available) to help you create a plan and get connected to what you need to achieve your personal and professional goals in your new community. **We have Transition Specialists postured to support all time zones across the world so contact us today.**



A USO Pathfinder Transition Specialist can connect you with the services and resources that are the best fit for you in the following focus areas:



Education



Employment



Financial
Readiness



Mentoring



Veterans Benefits

Connect with a USO Transition Specialist Today!

USO.org/transition

Grow
with
Google



learn more

How to Apply for Federal Positions if I am a Military Spouse:

Disclaimer: All information listed on this document pertains to how to apply for a position as a military spouse and items that are very important to look for when applying for a position. All information pertaining to the vacancy being advertised will always be placed in the announcement for that particular position. This way the information received is always accurately displayed pertaining to what requirements are i.e education, specialized experience, minimum or basic qualifications or any conditions of employment. In addition, this document also serves as a purpose to understand what various terminology and eligibilities mean.

1. All position for the Federal government in the location Fort Benning and surrounding areas will be listed on www.usajobs.gov.
2. It is highly recommended that all spouses create a personalized account for usajobs with username and password. This way it allows for assistance with creating resumes, uploading documentation (PCS Orders and Amendments, Marriage Certificates, College Transcripts, Command Sponsor letters, dd214's, VA letters, Schedule A ltrs. & Sf-50's etc.)
3. How to Create a User Account on usajobs.gov
 - a. Go to www.USAJobs.gov
 - b. Use attachment #1
4. How to create Profile
 - a. While signed into personal account use attachment #2
5. How to create Resume Builder
 - a. Follow the prompts on the profile page or the applicant upload resume into USAJobs
 - b. If resume is uploaded, items listed below should on resume
 - i. Applicants' Name, and contact information (email, telephone# etc..)
 - ii. Current experience detailed
 - iii. Dates of the experience and how many hrs. worked per week
 - iv. Supervisors for each position worked
 - v. Educations and dates of graduation or if currently enrolled.
 - vi. References minimum of three
6. How to create Saved Searches
 - a. Applicant should signed into their personal accounts
 - b. Start a job search by entering a keyword or location in the search box and click **Search**.
 - c. Narrow your results using filters.
 - d. Click **Save this search** on the search results page located above the search results
 - e. Name your search—this will help you manage your saved searches.
 - f. Choose how often you want to get notified. We recommend daily if you're looking for very specific jobs since some jobs can open and close within a week. If you select daily, you'll receive one email per day IF new jobs have been posted that match your criteria in the last 24 hours.
 - g. Click **Save**.
7. When reviewing an announcement, the terminology and what does it mean.
 - a. Understanding Different Services
 - i. Competitive Service
 1. All civilian positions in the Federal Government that are not specifically excepted from the civil service laws by or pursuant to statute, by the President, or by the OPM under Rule VI, and that are not in the Senior Executive Service.
 - ii. Excepted Service

1. Employment in a Federal position that is outside the competitive service. Excepted service positions have been excepted from the requirements of the competitive service by law, Executive order, or OPM regulation. Some excepted service appointments, such as VRA, intern and disability appointments, are eligible to be converted to competitive service after certain service requirements are met. (5 U.S.C. 2103 and 5 CFR part 213).
- b. Understanding Various Appointment Type of Positions
- i. Permanent Positions
 1. Career Appointment-Competitive service permanent appointment given to an employee who has completed 3 substantially continuous, creditable years of Federal service. In special cases (such as Administrative Law Judges), career appointment may be given to a person at the time he or she is hired from a civil service register. (See "SUBSTANTIALLY CONTINUOUS SERVICE" and "CREDITABLE SERVICE.") (5 CFR part 315)
 2. Career Conditional Appointment- A permanent appointment leading to career tenure after completion of three years of continuous service. Upon completion of this requirement, employees are converted to career tenure.
 - ii. Term Positions
 1. Term appointment- Appointment to a position that will last more than one year but not more than four years and that is of a project nature where the job will terminate upon completion of the project. (5 CFR part 316, subpart C)
 - iii. Temporary Positions
 1. An appointment made for a limited period of time and with a specific not-to-exceed (NTE) date determined by the authority under which the appointment is made.

c. Understanding Eligibilities Specifically for Military Spouses

Eligibility Type	Required Supporting Documentation	
<u>PPP DOD MSP</u>	<u>Military Spouses with prior Federal work experience:</u> Narrative resume, Marriage certificate or license, SF-50s (e.g. LWOP, highest grade held, overseas appointment, etc.) SF-75, Documentation of performance rating of record (dated within the last 12 months), Signed self-certification checklist, Veterans' preference documentation (e.g. DD 214, VA letter, Statement of Service), if applicable Transcripts, if applicable	<u>Military Spouses without prior Federal work experience:</u> Narrative resume, PCS orders, Marriage certificate or license, Signed self-certification checklist, Veterans' preference documentation (e.g. DD 214, VA letter, Statement of Service), if applicable, Transcripts, if applicable.
<u>EO 13473</u>	You are required to submit acceptable documentation of your appointment eligibility which may include the following: <ul style="list-style-type: none"> • the service member's permanent change of station orders, including a statement authorizing the spouse to accompany the member to the permanent duty station***, the specific location to which the member is assigned, reassigned, or transferred to permanent change of station orders, and the effective date of the permanent change of station; • verification of the marriage to the service member (i.e., a marriage license or other legal documentation verifying marriage); • verification of the member's 100 percent disability; and/or • Verification of the member's death while on active duty. 	

	<p>Additionally, you may need to submit a Standard Form-15 (SF-15), an Application for 10-Point Veterans' Preference, and applicable supporting documents as noted on the form. Useful Links</p> <ul style="list-style-type: none"> • For more information, please see OPM's Questions and Answers for Noncompetitive Appointment of Certain Military Spouses. <p>***Eligibility for EO 13473 does not require permanent change of station orders with dependents authorized listed. You are required to provide orders that reflect the sponsor's duty location is within the commuting area of the vacancy.</p>
<u>EO 12721</u>	<p>You are required to submit acceptable documentation of your appointment eligibility which may include the following:</p> <p>A copy of your last or most recent SF-50, "Notification of Personnel Action," reflecting 52 weeks of creditable service or 26 weeks of creditable service if the sponsor's tour was curtailed.</p>
	Additional Eligibilities maybe applicable and breakdown are listed Attachment #3

- i. It is also important, that the military spouses look at the other eligibilities listed on the announcements because depending on background others maybe applicable.
Supporting documentation will be needed for those eligibilities as well.
- d. In addition, to the information listed above which are very important, please take a look at the highlight areas on Sample Announcement Attachment 4. This will explain the position's requirements such as specialized experience, conditions of employment, open and close dates. These are all important information so that the applicant doesn't miss the opportunity to apply and helps the applicant to understand if this position is something that they think they can do based on personal education and previous work experience.

Glossary:

AF-Appropriate Funds

DA-Department of Army

CHRA-Civilian Human Resources Agency

CPAC-Civilian Personnel Advisory Center

GS-General Schedule

NAF-Non Appropriated Funds

PCS-Permanent Change of Station

PPP-Priority of Placement Program

WG-Wage Grade

References:

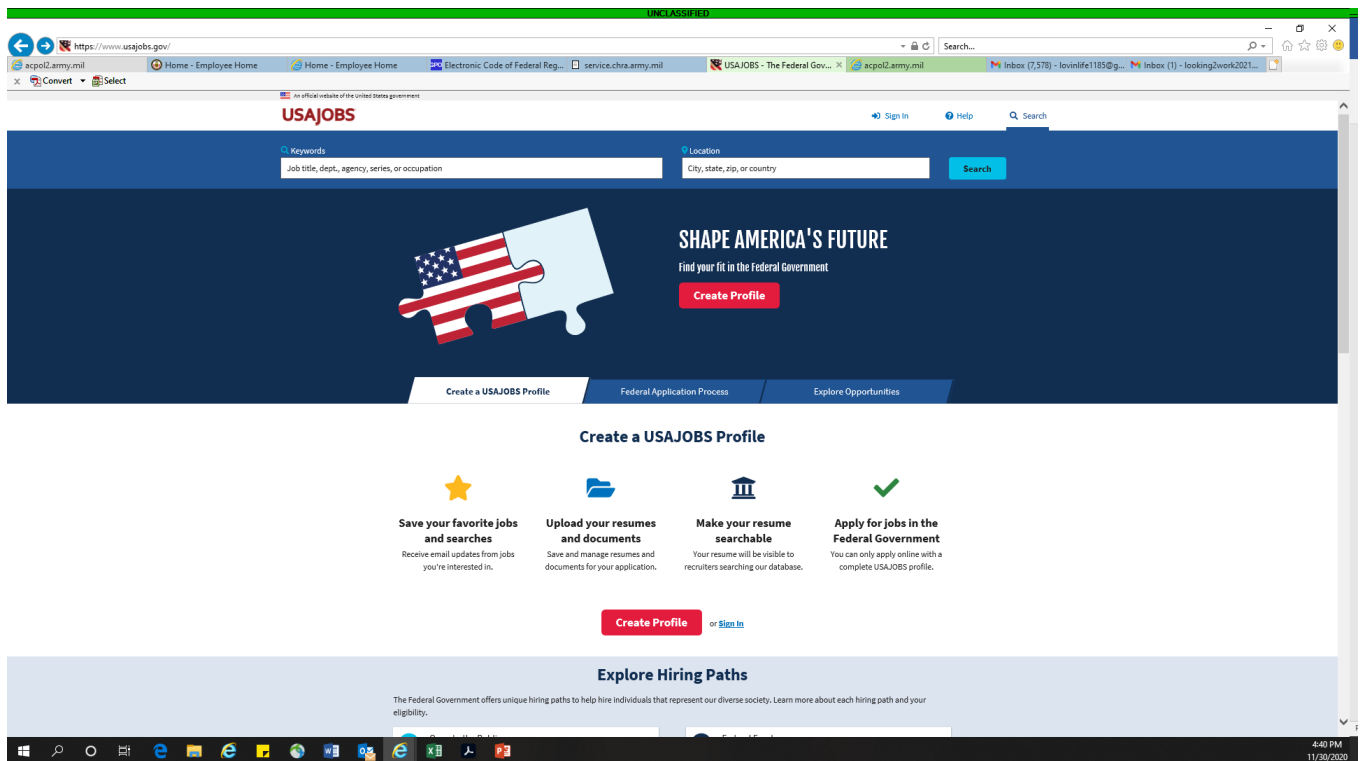
www.usajobs.gov

www.opm.gov

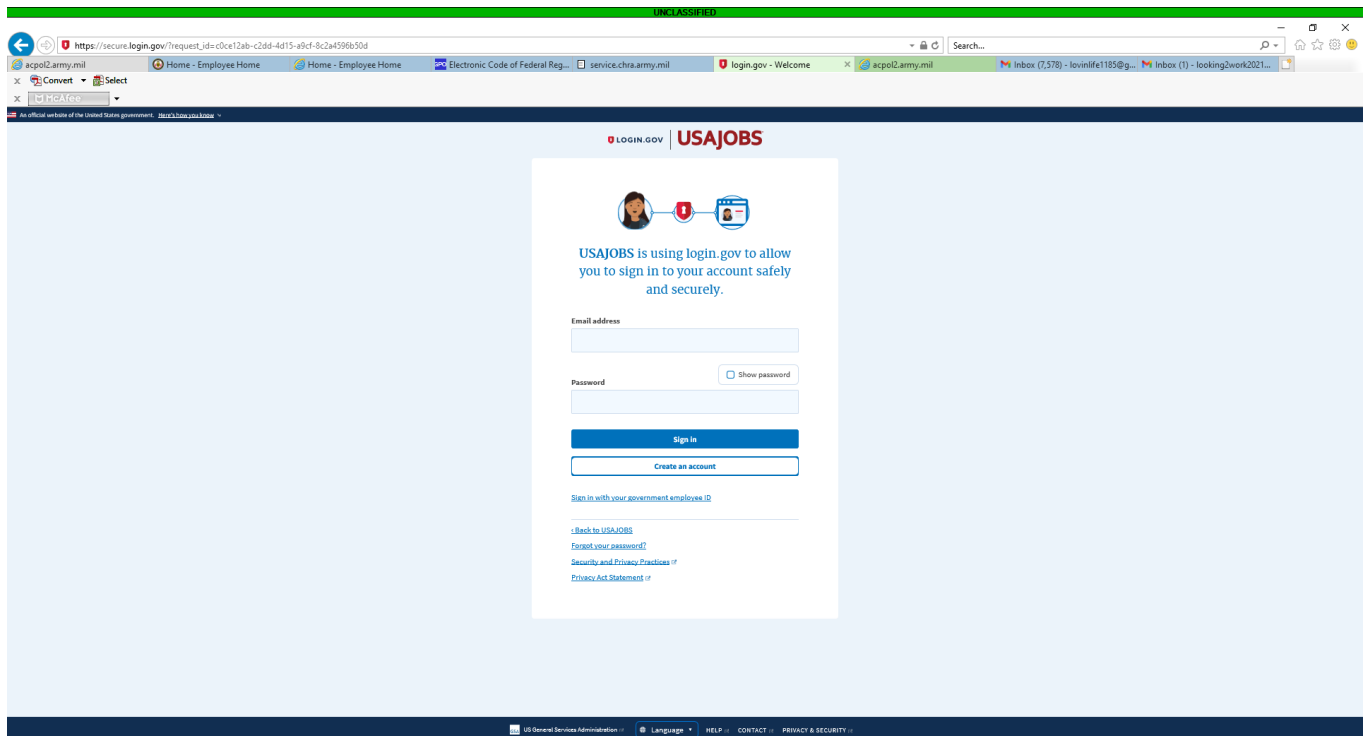
IAW Army Regulation (AR) 690-300 Civilian Personnel Employment

IAW 5CFR Chapter 1-Office of Personnel Management

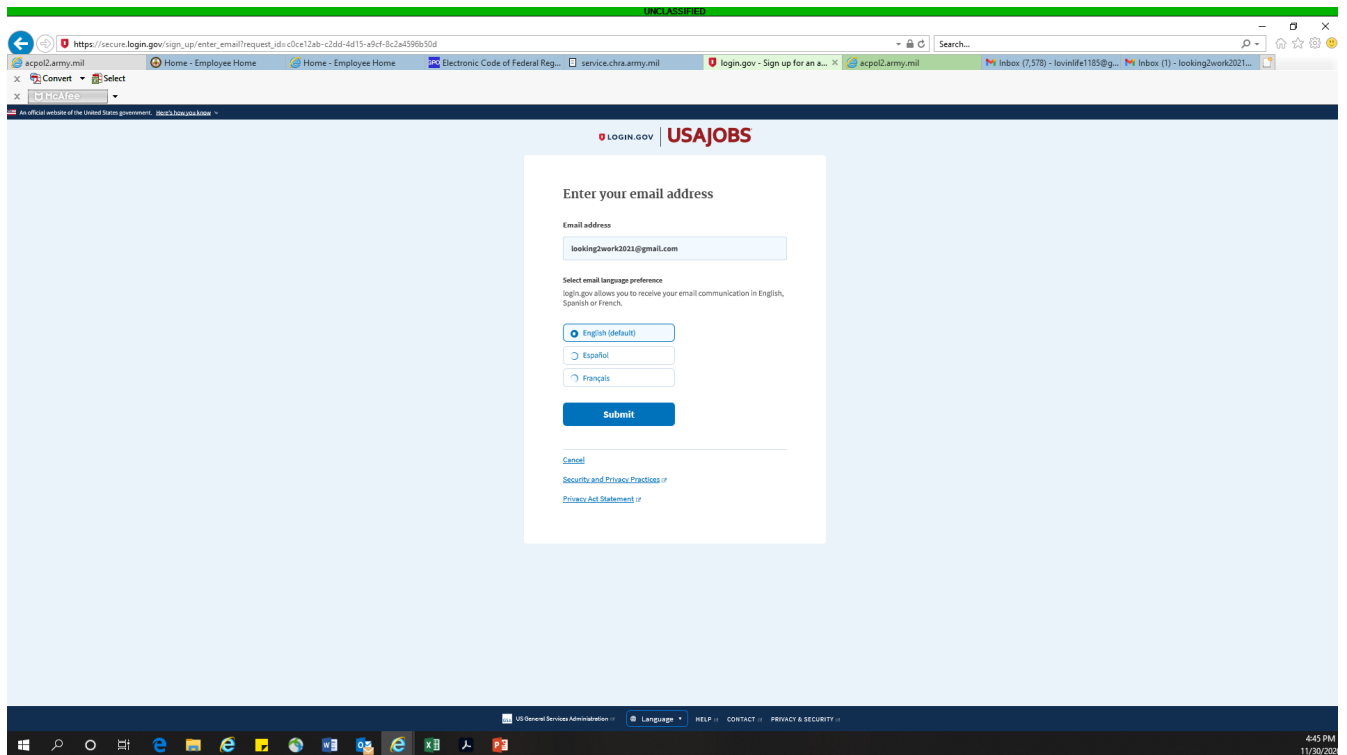
How to Create a User Account



3a. Click the create profile button.

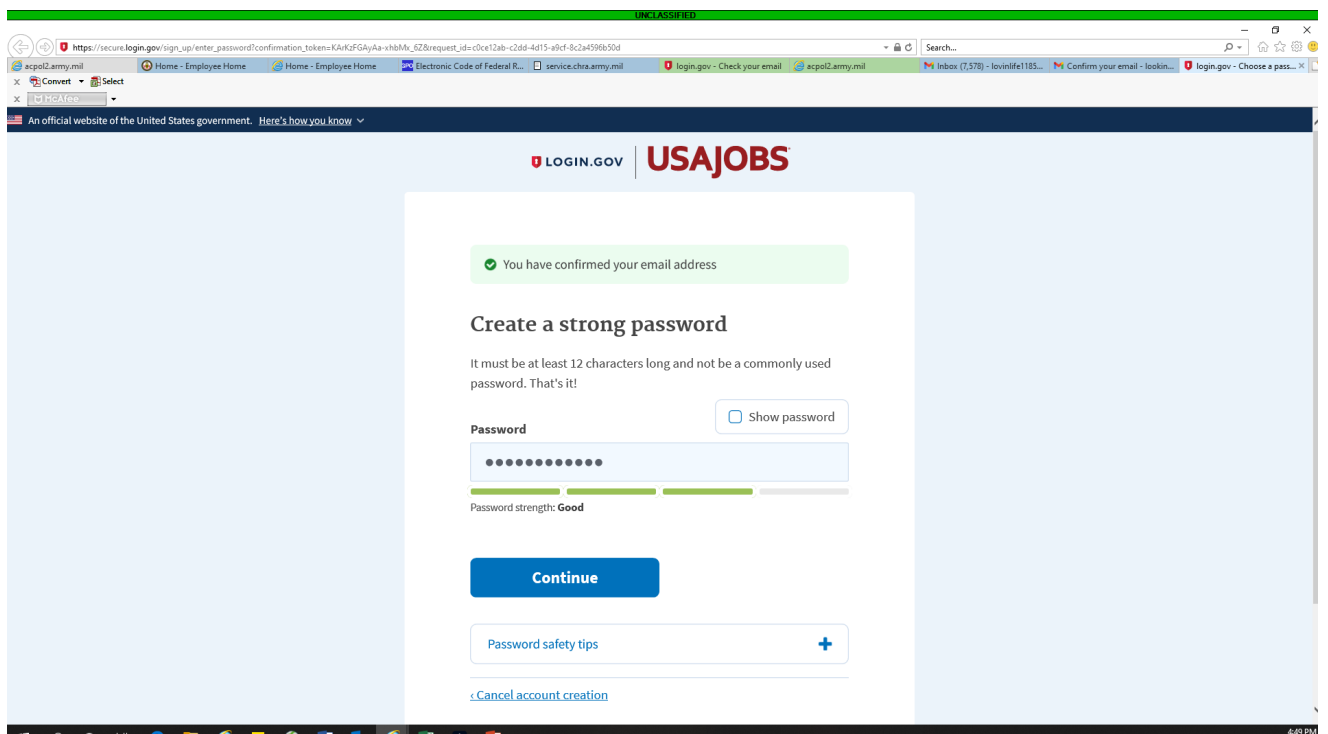


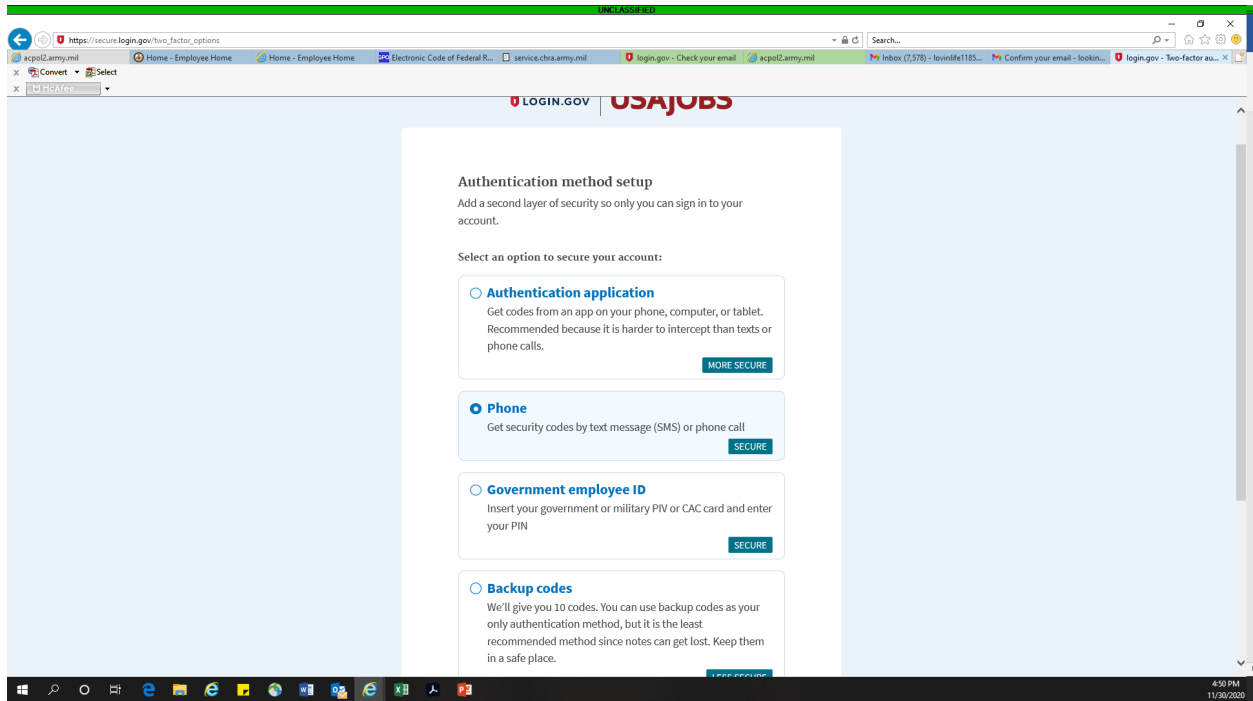
3b. Click create an account.



3c. Enter your email address and preference language. Then Click submit.

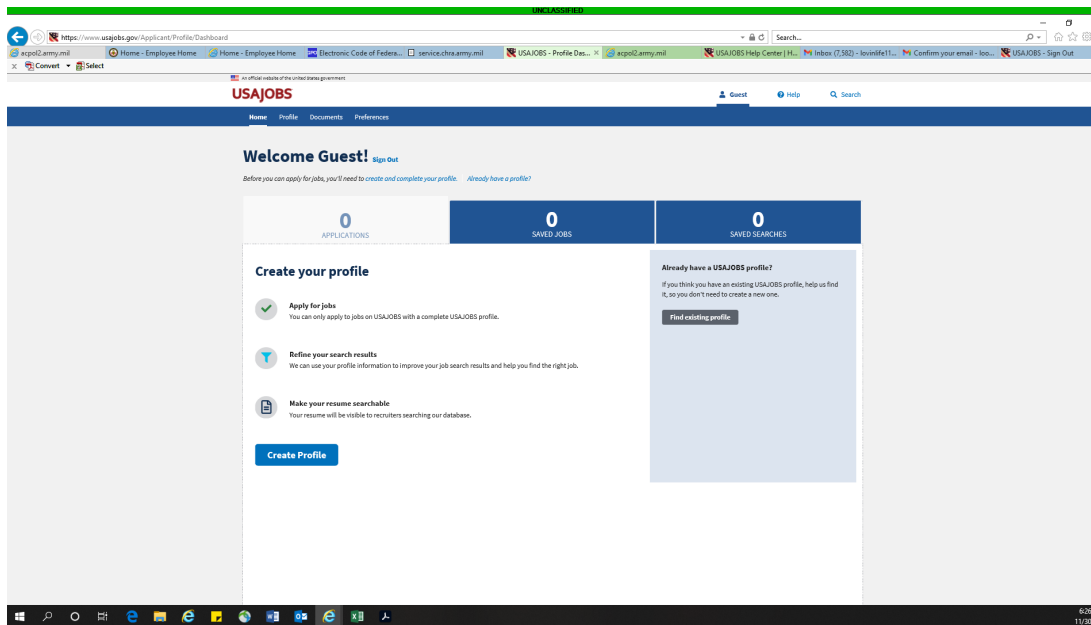
3d. you will receive an email to confirm your email address and return you to website to enter your personalized password.



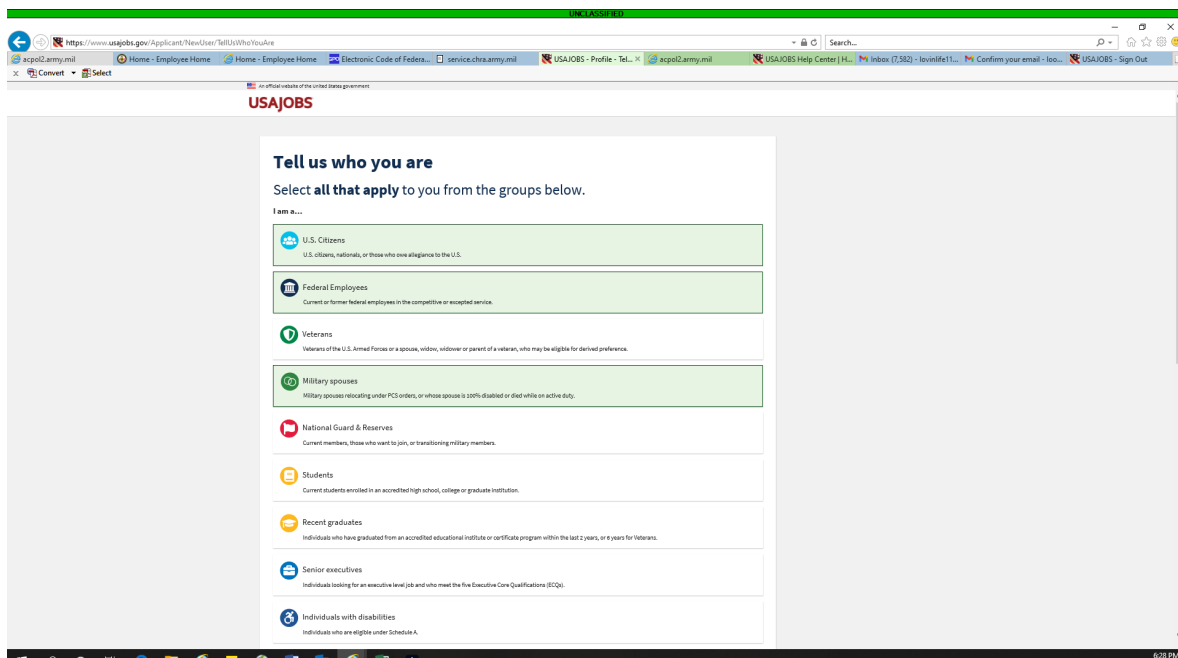


3F. after this you will get a message that allows you into your profile within USAJobs.

How to Create Profile



1. Click Create Profile



2. Click the hiring groups that are applicable.
3. Complete the Contact information on the next page. Click to Continue to Step 2
4. Complete the Citizenship information on the next page. Click to Continue to Step 3
5. Complete the Experience information on the next page. Click to Continue to Save and Continue
6. On Profile Page, applicants can complete education, demographics, Languages, Organizations, References

For an example on how an announcement is set up on USAJOBS , visit the link below.

<https://www.usajobs.gov/GetJob/PrintPreview/585379700>



Employment Readiness Partnership Resources

Fort Benning Army Community Service

Employment Resources in The Local Community

Still Serving Veterans
Charles Livings,

www.ssv.org
clivings@sssv.org 334-384-9111

Work for Warriors GA
Lee Rollins

<https://workforwarriorsga.org/>
lee@w4wga.org (678) 788-3615

Goodwill Industries of the Southern Rivers
Glenn Challenger Sr.

<http://goodwillsr.org> 706-324-4366
gchallenger@gwisr.org c.706-580-0292

Columbus, GA Department of Labor Career Center
Maurice Marshall

<https://dol.georgia.gov/>
Maurice.Marshall@gdol.ga.gov 706.321.2609

Military Spouse Employment Partnership (MSEP)
Melissa Garn,

<https://msepjobs.militaryonesource.mil/msep>
mgarn@zeiders.com 571-298-2987

Civilian Job Exploration and Job Analysis

www.onetonline.org

U.S Dept. of Labor Career, Training and Job Search

www.careeronestop.org

Alabama Career Center System

www.joblink.alabama.gov

Professional Licenses Georgia

www.georgia.gov

Georgia Secretary of State

www.sos.ga.gov

Civilian Job Board

www.indeed.com

Federal Career Training and Consulting

www.theresumeplace.com

Licensure in Georgia and Alabama



Military State Policy

<https://statepolicy.militaryonesource.mil/about>

This website is part of the U.S. Department of Defense's network of support for the military community

Military State Policy

<https://statepolicy.militaryonesource.mil/key-issue/enhanced-military-spouse-license-portability/best-practices>

Military Spouses - Veterans' Employment and Training Service (VETS)

<https://www.veterans.gov/milspouses/>

The Military Spouse Employment Partnership Career Center is a targeted recruitment and employment solution for spouses.. Visit your installation Family Center or Community Center to discuss military spouse related opportunities or programs.. Visit an American Job Center.Sponsored by the U.S. Department of Labor, American Job Centers can help you look for work and offer job search workshops...

Military Spouses - Veterans' Employment and Training Service (VETS)

https://www.veterans.gov/milspouses/military_spouse_txt.htm

Military Spouse License Recognition Options; State Military Spouse License Recognition Options
Military Spouse Legislation; ALABAMA: State agencies shall expedite the issuance of licenses to licensed military spouses from states with substantially equivalent education/training requirements; furthermore, state agencies shall issue temporary permits.

LICENSE RECOGNITION FOR MILITARY SPOUSES

A RESOURCE GUIDE



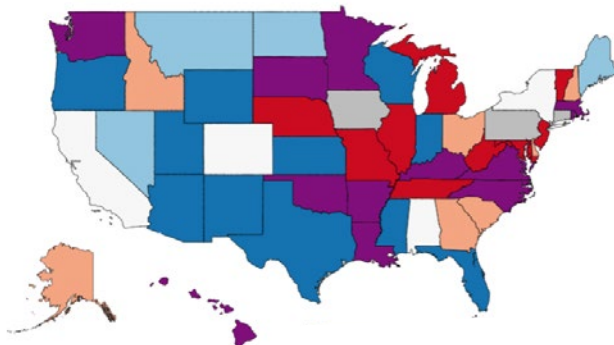
As a professional, you know how challenging it can be to have an occupational license recognized in another state.

But did you know that states and licensing bodies have been working to make the process easier for military spouses? Many states have recognized that the highly-mobile military lifestyle can create barriers to consistent and meaningful employment; many states now have laws in place that require or encourage licensing boards to grant military spouses expedited applications, temporary licenses, or license recognition. Here are some steps you can take to take advantage of these efforts.

1 LEARN ABOUT MILITARY SPOUSE INTERSTATE LICENSE RECOGNITION OPTIONS.

Visit

<http://www.veterans.gov/milspouses>
to learn about specific laws and resources your new state offers to military spouses who work in licensed occupations.



2 EXPLORE OCCUPATION-SPECIFIC GUIDANCE.

Many states have joined interstate licensing agreements for certain occupations. These agreements establish common standards for competency and allow licensees to practice in other states more easily.

Visit

MilitaryOneSource offers occupation-specific information for a wide range of occupations here:
<https://www.militaryonesource.mil/family-relationships/spouse/spouse-education-and-employment/transferring-your-professional-license-what-s-involved>

3 FIND YOUR LICENSING BOARD.

The CareerOneStop License Finder provides state-specific information about occupational licenses required, such as license names, descriptions of occupations, and issuing agency contact information.

Visit

CareerOneStop License Finder:
<https://www.careeronestop.org/Toolkit/Training/find-licenses.aspx>



p. 2

4 CONTACT YOUR LICENSING BOARD.

Start by following any specific instructions for military spouses that may be posted on the licensing board's website. If the board does not offer clear information, you can use the tips below when contacting the board.

TELL THEM YOU ARE A MILITARY SPOUSE

01

Identifying as a military spouse will allow the licensing board representative to direct you to any accommodations that may be available.

SHARE WHAT YOU KNOW ABOUT THE STATE LAW

02

If the licensing board representative is not familiar with the provisions of the state legislation, they may be able to refer you to someone else who can assist. Use the summary from the U.S. Department of Labor Military Spouse Interstate License Recognition map as a guide: <http://veterans.gov/milspouses>.

ASK WHAT ACCOMMODATIONS THE SPECIFIC BOARD OFFERS

03

You might ask, "What support do you offer military spouses who want to practice their profession in your state?" These may include issuing a temporary license, recognition of your license from another state, an expedited application review process, and/or fee waivers. When you apply for licensure in your new state, be sure to request all options that might apply to you.

DISCOVER ADDITIONAL RESOURCES



Speak with a Career Coach

Spouse Education and Career Opportunities career coaches are available at 1-800-342-9647 and can help guide you through career transitions.

<https://www.militaryonesource.mil/education-employment/for-spouses/career-coaching>

Visit your Local American Job Center

American Job Centers can help you look for work and offer job search workshops, free computer access, and more. Find the Center closest to you at the link below.

<https://www.careeronestop.org/LocalHelp/AmericanJobCenters/find-american-job-centers.aspx>

Attend a Professional Development Event

U.S. Chamber of Commerce Foundation's Hiring Our Heroes (HOH) Events Schedule

<https://events.hiringourheroes.org/c/calendar/5e2d95e1-3ee7-499e-9f97-a718b8e15543>

Military Officers Association of America Keeping a Career on the Move® Spouse Symposium

<http://www.moaa.org/spousesymposium/>

Spouse Employment and Career Opportunities (SECO) Events Schedule

<https://myseco.militaryonesource.mil/portal/home/eventdetails>

USO Military Spouse Networking Events

<https://www.uso.org/programs/military-spouse-programs>

Connect with Other Spouses and Spouse-Supporting Organizations

SECO Spouse Ambassador Network

<https://myseco.militaryonesource.mil/portal/content/view/1494>

U.S. Chamber of Commerce Foundation's Hiring Our Heroes (HOH) Military Spouse Professional Networks

<https://www.hiringourheroes.org/military-spouse-professional-network/military-spouse-professional-network-locations/>

Blue Star Network Career-Specific Groups

<https://bluestarfam.org/for-mil-families/careers/blue-star-networks/>



Department of Defense Key Issues Supporting Service Members and Families 2021

Georgia Update

Enhanced Military Spouse Licensure Portability: States can continue to improve licensing to eliminate barriers, which impede military spouses from becoming employed following a military move. **19 States have passed policy. (License within 30 days of application with minimal paperwork)**

Military Spouse Teacher Certification: Since military families tend to move frequently, states can support spouses who are K-12 teachers by removing burdensome certification requirements that prevent them from finding teaching positions in their new state. Additionally, states can assist military spouses by accepting their credentials obtained through alternative training programs. **38 states have passed policy.**

Licensing Compacts: States can support mobile Service members and their spouses by establishing licensure compacts, which allow people licensed in an occupation in one state to practice in other states. **34 states joined ENLC (Nurses) compact. 20 states joined EMS Compact. 15 states joined PSYPACT (Psychology) Compact. 28 states joined PTLC (Physical Therapy) Compact. 5 states joined ASLP (Speech-Language Pathology) Compact. (GA is a member of all but the ASLP-IC which was vetoed in 2020)**

Licensure Evaluation: State policymakers are encouraged to evaluate progress by licensing boards in making changes to licensing requirements that will benefit military spouses and veterans. Boards should fully implement license provisions and make them accessible through forms, websites and staff training. **29 States have passed policy. (State legislatures can assist by requesting occupational licensing boards report on their efforts to implement these laws.)**

Virtual School Enrollment: When children move midterm as a result of their parents' military Service, they are often disadvantaged due to missed deadlines for course completion or registration. A child could anticipate a midterm move and alleviate disruptions by registering for virtual classes in the receiving state for the transition semester. **5 States have passed policy.**

Advance Enrollment: Military families being transferred on official orders are not allowed to register their children for school until they are physically located in the school district, putting them at a disadvantage. **19 states have passed policy.**

Purple Star School Program: Establishes criteria for schools to follow to assist military children and their parents during school transitions. Once the schools meet the requirements, they are awarded Purple Star status and must reapply after 2 years to keep their designation. **10 states have Purple Star School Programs. (GA has Military Flagship Program but no mention on the DOE website)**

**MILITARY
STATE POLICY
SOURCE**

Defense-State Liaison Office
statepolicy.militaryonesource.mil

Kevin Bruch, South Atlantic Regional Liaison (GA, NC, SC, VA)
Email: Mark.k.bruch.civ@mail.mil Phone: **571-309-8443**

In-State Tuition Continuity: In many states, a child or spouse of an active duty Service member can lose in-state tuition for higher education if the military sponsor is assigned out of state before their dependent starts classes. **23 state have passed policy.**

Child Abuse Identification and Reporting: States can help prevent child abuse by requiring local jurisdictions to report child abuse in military families to Service officials, improving their ability to support military children and their families. **27 state have passed policy.**

“Ask the Question” Campaign: Encourages states to engage all helping agencies (including healthcare, social services, education, and others) to ask the question, “Have you or a family member ever served in the military?” and have the question on all intake forms. Provide information and assistance to providers regarding what to do when the answer is “Yes.” **7 states have passed policy.**



GEORGIA

What license recognition options for military spouses has the state codified in law?	Where can spouses find more information about the state's offerings?	Does the state participate in any interstate licensing compacts?	Does the state provide any licensing accommodations for military spouse lawyers?
<p>Ga. Code Ann., § 43-1-34 states each agency shall implement a process by which military spouses may qualify for temporary licenses, licenses by endorsement, expedited licenses, or a combination thereof. To view the full text of the law, visit https://www.veterans.gov/milspouses/state-laws/GEORGIA.pdf.</p>	<p>The Georgia Secretary of State's Professional Licensing Boards Division (PLBD) has a webpage explaining license recognition options for military spouses.</p> <p>Georgia's Department of Community Health Board of Dentistry Rule 150-7-.06 indicates that a military spouse qualifies for expedited application review once the applicant has submitted a completed application.</p> <p>The Georgia Professional Standards Commission provides information for military spouses seeking educator certification. Georgia also participates in the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement.</p>	<p>Yes. FL participates in the Nursing Licensure Compact and the Recognition of EMS Personnel Licensure Interstate Compact.</p>	<p>Yes. The Supreme Court of Georgia Board of Bar Examiners issued the Military Spouse JD Waiver Process and Policy which describes the process for military spouse attorneys to petition for a waiver of the existing rules for admission.</p>

Georgia Licensure Boards

<https://sos.ga.gov/index.php/licensing>

PLB's main number is now (404) 424-9966.

Licensing inquiries - include application or license number or license type in comments: Click here - [Email](#)

Corporations Registration Inquiries - [E-mail](#)

Charities inquiries-- charities@sos.ga.gov

Securities and Cemeteries inquiries - registrations@sos.ga.gov

The Professional Licensing Boards Division of the Secretary of State's Office provides administrative and clerical support to the 42 licensing boards housed with our agency. The agency staff assists the boards in carrying out their licensing responsibilities and with processing applications for licensure, license renewals, and complaints. Our office does not directly oversee or direct the actions and decisions of the boards and does not have the authority to review, modify, or overturn a decision which has been made by any board.

Licenses Required in Georgia

Architects & Interior Designers
Athlete Agents
Athletic & Entertainment Commission
Athletic Trainers
Auctioneers
Cemeteries
Chiropractors
Conditioned Air Contractors
Cosmetologists and Barbers
Dietitians
Dispensing Opticians
Electrical Contractors
Engineers & Land Surveyors
Foresters
Funeral Directors & Embalmers
Geologists
Hearing Aid Dealers & Dispensers
Immigration Assistance
Lactation Consultants
Landscape Architects
Librarians
Low Voltage Contractors
Massage Therapy
Music Therapy
Nursing
Nursing Home Administrators
Occupational Therapists
Optometry
Physical Therapists
Plumbers
Podiatry
Private Detectives & Security Agencies
Prof Coun/Soc Work/Marriage
Psychology
Residential and General Contractors
Speech Pathologists and Audiologists
Used Motor Vehicle Dealers
Used Motor Vehicle Parts
Utility Contractors
Veterinary Medicine
Water & Wastewater Treatment Plant Operators

2

Occupational Licensing in Alabama

Compared with other states, Alabama falls in the middle with average national licensing burdens. The Institute for Justice recently examined occupational licensure across the United States, ranking Alabama 25th in terms of most broadly and onerously licensing and 47th in terms of having the most burdensome licensing laws (Figure A).⁴⁶

For our study, we identified 151 licensed occupations in Alabama (Figure B).⁴⁷ This list of licensed occupations in Alabama was collected from state and national licensing boards, state statutes, and the 2017 Licensed Occupations Guide produced by the Alabama Department of Labor.⁴⁸ To estimate the number of workers in these licensed industries we utilized state and national licensing boards, the Alabama Department of Labor Registry (2014), and the Bureau of Labor Statistics (2016). We estimate, conservatively, that occupational licensing in Alabama covers over 432,000 Alabamian workers.⁴⁹ This represents over 21% of Alabama's workforce.⁵⁰

Many of these occupational licensing laws fall on low-income occupations. A recent study by the Institute for Justice found that Alabama licensed 63 (of 102) low-income occupations licensed across the United States. The average state licenses 54.1 of these occupations with the lowest being Wyoming, which only licenses 26. Figure C shows how Alabama fared in this study compared to other states in the Southeast. A more recent study of occupational licensing on low-income professions finds that Alabama has some of the most burdensome licensing laws on low-income occupations.⁵¹

In addition to the above licensed occupations, some of these licensed occupations extend licensure requirements to apprentices, interns, and trainees in their profession. Figure D provides a list of the occupations in Alabama that mandate licensure for apprentices, interns, and trainees.

FIGURE A

Comparison of Licensing Laws in the Southeast

	AL	FL	GA	LA	SC	MS	TN	TX
<i>Most burdensome licensing laws</i>	47th	5th	14th	43th	17th	46th	39th	21th
<i>Most broadly and onerously licensed</i>	25th	21st	34th	6th	22nd	19th	13th	42th

One of these low-income occupations licensed in Alabama is barbers. Although barbers were unlicensed in Alabama in 1983, they were recently relicensed in 2013. In a paper presented at the American Economic Association, economists Edward Timmons and Robert Thornton examined the effects of barber licensing in Alabama, finding evidence suggesting that barber licensing restricted competition.⁵³ The new requirements for barber licensure mandate either 1,000 hours of training or 2,000 apprenticeship hours just to be able to cut hair in Alabama, in addition to \$195 in examination fees, and a biennial \$80 license renewal fee.

One of the difficulties inherent in determining the full costs of occupational licensing is carefully parsing out what is and what is not a licensed occupation. In some cases, there are business fees associated with a specific occupation, even if the occupation doesn't have explicit occupational licensing. For example, child day care centers and commercial fishers do not have official occupational licensing, but do have many features of occupational licensing.⁵⁴

Occupational licensing is especially a concern in Alabama given its high percentage of military families, minority groups, and former prisoners, all of whom disproportionately bear the burden of occupational licensure. Alabama has an estimated 8,732 active duty military members, 20,294 reserve members, and 23,303 military civilians.⁵⁵ Training bases, such as Maxwell Air Force Base and Ft. Rucker, see frequent turnover, meaning that occupational licensing can be especially costly to military families in Alabama.

Furthermore, with an estimated 32 percent of Alabama's population falling within a minority race or ethnicity, the costs of occupational licensing in Alabama should be a particular concern.⁵⁶ In addition, with one of the highest rates of imprisonment in the United States (3rd in the nation), many rehabilitated criminals in Alabama will find it difficult to integrate themselves into the workforce because of occupational licensing laws.⁵⁷ Figure E provides a comparison of imprisonment statistics in the Southeast and one indicator, occupational licensing disqualifications for a criminal record, of the extent to which rehabilitated prisoners in each state are affected by occupational licensing laws.

FIGURE B

Licensed Occupations in Alabama

<i>Licensed occupation</i>	<i>Number of practitioners</i>	<i>Licensed occupation</i>	<i>Number of practitioners</i>
Accountant	9,259	General contractor, subcontractor	—
Anesthesiology assistant	22	Geologist	539
Architect	893	Harbor pilot	2
Athletic trainer	784	Hearing instrument dealer	—
Auctioneer	301	Hearing instrument fitter	—
Audiologist	301	Heating & air conditioning contractor	3,522
Bar pilot	13	Heating & air conditioning contractor, refrigeration	—
Barber	—	Home builder	3,760
Barber instructor	—	Home medical equipment service provider	420
Chiropractor	786	Insurance, adjuster	109
Cosmetologist	19,648	Insurance, managing general agent	5,680
Cosmetology instructor	758	Insurance, portable electronics	—
Counselor, licensed professional	2,022	Insurance, producer	—
Counselor, associate licensed	488	Insurance, reinsurance intermediary	—
Counselor, school	1,771	Insurance, sales agent	25,079
Court reporter	330	Insurance, surplus line broker	—
Dental hygienist	4,266	Insurance, temporary producer	—
Dentist	2,547	Insurance, title insurance agent	—
Dietitian	1,183	Interior designer	245
Doctor of medicine	15,671	Investment advisor	156
Electrical contractor	2,719	Investment advisor representative	5,976
Electrical journeyman	885	Landscape architect	296
Elevator contractor	20	Landscape occupations	1,208
Elevator inspector	38	Law enforcement personnel	15,350
Elevator mechanic	270	Lawyer, regular member	14,595
Embalmer	854	Lawyer, special member	2,647
Emergency medical technician	10,823	Limited elevator contractor	—
Engineer, civil	5,126	Limited elevator mechanic	—
Esthetician	992	Liquefied petroleum gas dealer—A, B	62
Esthetician instructor	24	Liquefied petroleum gas dealer—B-1, C-2, F, F-1	—
Eyebrow threader	—	Liquefied petroleum gas dealer—C, C-1, E	—
Fire fighter	7,818	Liquefied petroleum gas dealer—D	—
Forester	981	Manicurist	3,674
Funeral director	1,521	Manicurist instructor	15
General contractor	4,315	Manufactured housing installer	194

Manufactured housing manufacturer	33	Podiatrist	156
Manufactured housing retailer	157	Polygraph examiner	107
Manufactured housing salesperson	199	Private investigator	220
Marriage and family therapist	24	Psychologist technician	29
Marriage and family therapist associate	38	Psychologist	1,146
Massage therapist	1,861	Real estate appraiser certified general real property . . .	641
Mastectomy fitter	20	Real estate appraiser certified residential real property ..	644
Mine electrician	829	Real estate appraiser licensed real property	73
Mine fireboss	18	Real estate appraiser state registered real property . . .	1,358
Mine foreman, surface mine	13	Real estate broker	5,564
Mine fireman, underground mine	100	Real estate salesperson	7,973
Modular home installer	57	Respiratory therapy	1,036
Motor vehicle dealer, new	5,054	Restricted agent (securities)	318
Motor vehicle dealer, used	—	Sale of checks	152
Motor vehicle rebuilder	—	School bus driver	14,388
Motor vehicle reconditioner	—	Securities broker/dealer	1,577
Motor vehicle wholesaler	—	Securities broker/dealer agent	1,690
Natural hair stylist	—	Security alarm installer	1,118
Nurse anesthetist	1,682	Security alarm installer, access control/CCTV installer	—
Nurse, clinical specialist	84	Security alarm locksmith	170
Nurse, licensed practical	16,659	Security alarm locksmith, access control/CCTV installer .	—
Nurse, midwife	13	Security alarm installer, salesperson	—
Nurse, practitioner	3,497	Security alarm installer, helper	—
Nurse, registered	77,173	Security alarm installer, monitoring station operator . . .	—
Nursing home administrator	490	Security guard	—
Occupational therapist	1,480	Shampoo assistant	140
Occupational therapist assistant	836	Sign language interpreter and transliterator	121
Onsite wastewater treatment operator, basic	681	Social worker	2,116
Onsite wastewater treatment operator, advanced . . .	368	Advanced generalist or clinical social worker	3,312
Optometrist	838	Soil classifier professional	40
Orthodontics supplier	—	Speech pathologist	80
Pedorthist, prothetist, orthotist	323	Surveyor—engineer, professional	—
Pedorthist, prothetist, orthotist licensed assistant	—	Surveyor—land surveyor professional	1,121
Pest control operator	1,498	Surveyor—professional	570
Pharmacist	8,850	Teacher, classroom	46,349
Primary technician	12,810	Tree surgeon	49
Physical therapist	2,532	Veterinarian	1,675
Physical therapy assistant	2,488	Veterinarian technician	314
Physician assistant	759	Water transportation personal	1,538
Plumber and gas fitter journeyman	829	Water treatment operator	3,964
Plumber and gas fitter master	2,150		