The Knee Center for the Study of Occupational Regulation
What is CSOR? What do we do? What are some of our past, present and future projects?

Our Agenda

Established in 2016, CSOR is an academic research center within the Shields School of Business at Saint Francis University. The center offers student fellows the opportunity to conduct, analyze, and present research that goes toward developing our national database of occupational regulation.

About Us

Our Mission

Our Projects

CSOR actively engages individuals through a variety of conferences and seminars to enhance public awareness regarding occupational regulation. CSOR actively engages individuals through a variety of conferences and seminars to enhance public awareness regarding occupational regulation.
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ABOUT US AND OUR MISSION

- Established in June of 2016
- Academic Research Center
- Created a National Database of Regulations
- Raise Awareness and Encourage Regulation Discussions
- Organizes Educational Panels at Conferences
- Prepares Reports for Policy Makers, Academics and Citizens
OUR TEAM

Dr. Edward Timmons, Director
Emily Vargo, Director of Public Policy
Research and Academic Programs
Alanna Wilson, VP of Government Affairs and Public Relations
Conor Norris, Research Analyst
Ethan Bayne, Legislative Research Analyst
Tina Pelesky, Program Manager,
Bureau of Professional Occupations and Affairs

The team also includes:
3 Graduate Assistants
4 Doctoral Research Fellows
14 Undergraduate Fellows
OUR DATABASE AND WEBSITES

WWW.CSORSFU.COM
1) Find Occupations
2) Search by Occupation or Occupational Category
3) Ability to Search Multiple States to Compare Regulations

We Also Have
Social Media Outlets!
LinkedIn
Facebook
Twitter
OUR DATABASE AND WEBSITES CONTINUED

Example: Barber

Ability to View Specific States or Compare Multiple States at a Time
OUR ACCOMPLISHMENTS

- Host speaker, Dick Carpenter, The Director of Strategic Research for the Institute for Justice, to deliver a talk on his new book, Bottlenecks: Gaming the Government for Power and Private Profit
- Dr. Edward Timmons, CSOR Director, was featured on The Hill, a Reputable Newspaper and Website Published in Washington, D.C.
- Director Dr. Edward Timmons was Published by Harvard Business Review to highlight the findings of a research article co-authored on the effects of optician licensing that was published by Eastern Economic Journal
- Workshop on Occupational Regulation in Turin, Italy
- Co-Hosts International Conference in London
- Co-Hosts Licensing Conference in Chicago, IL
STATE REVIEW
PROJECTS

- Partnership with The Cardinal Institute for West Virginia’s Occupational Licensing Laws to compare occupational licensing in West Virginia to the bordering states of OH and PA.
- Department of Labor Project in Pennsylvania for a 3-year project to spearhead the research of military spouse portability, skill-set transferring and the demographic data of PA licences. CSOR collaborated with the Bureau of Professional and Occupational Affairs (BPOA).
- Collaborated with Governor Tom Wolf leading to occupational regulation reforms of several state job licensing boards. The final report credits CSOR with “working diligently to collect and analyze data that goes toward developing a national database of occupational regulations.” Governor Tom Wolf was one of the first Governors to promote a review of state licensing boards and act on it.
STATE REVIEW
PROJECTS

- Partnered with Texas Public Policy Foundation (TPPF) on a report of the status of Occupational Licensing in Texas as it pertains to economic mobility. Report was produced with Vance Ginn. The intent is to protect the public from harm caused by unqualified or untrained service providers. Texas’ licensing laws are ranked 21st most burdensome as the state regulates a wide variety of occupations, from high school head coaches to cosmetologists to doctors. Licensure results in increased wages and decreased competition for incumbents, stifling innovation and burdening consumers with artificially high costs. The Texas Legislature should eliminate those unnecessary barriers to opportunity while considering other options to protect the public’s health, safety, and welfare.

- Partnered with Archbridge Institute and Rio Grand Foundation to write a report on New Mexico’s occupational licensing. WHY DOES OCCUPATIONAL LICENSING MATTER IN THE LAND OF ENCHANTMENT?

As the labor market continues to strengthen across the United States, New Mexico lags behind. In October of 2018 according to the Bureau of Labor Statistics, the unemployment rate in New Mexico was 4.6%—almost a full percentage point higher than the national average and in bordering state Texas (both at 3.7%). Furthermore, New Mexico has lagged behind its neighbors in job creation as well, increasing employment from December 2017 to December 2018 by 2.4 percent, compared to a 3.4 percent and 3.2 percent increase in Arizona and Texas respectively.[1] Although there are a number of factors that might be contributing to this difference an often overlooked factor is occupational licensing.
STATE AWARDED GRANTS

North Dakota Project:
Job Service North Dakota
Workforce Programs;
Occupational Licensing Review

Pennsylvania Project:
U.S. Department of Labor
Workforce Development
FEDERAL AWARDED GRANTS

VALLO:
Veterans Accelerated Learning
Licensed Occupations

Pennsylvania Project:
U.S. Department of Labor
Workforce Development
North Dakota Grant

**Phase 1:**
- CSOR Compared occupational licensing requirements for 8 high-growth occupations in ND.
- Occupations: CNA, LAC, LPN, Limited X-ray Machine Operator, OTA, Paraprofessional Certification/Teacher Aide, Preschool Teacher, and PTA.

**Phase 2:**
- In this report, we explored the following question: "Do states that lack a central bureau or committee to oversee the licensing of occupations have more licensing boards than states with a central bureau?"
- ND selected 5 target and 5 non-target states
  - Target States: Arizona, Minnesota, Montana, South Dakota, and Texas.
  - Non-Target States: Colorado, Kansas, Oklahoma, Nebraska, and Wisconsin.
- Answer: Our sample yields that the state (TX) with the lowest amount of licensing entities (28) does have oversight and the state (MN) with the highest amount of licensing entities (33) does not have oversight.

**Phase 3:**
- The final report listed the licensing boards, agencies, commissions, committees, and councils of select states along with individual licensure per occupation and compared them to those in North Dakota. (AZ, MN, MT, ND, SD, and TX).
WHAT'S NEXT?
Pennsylvania Grant Project

STEP 1
Expansion

STEP 2
Effects on Veterans and Military Spouses

STEP 3
Fragile Communities
STEP 1: EXPANSION

CSOR has expanded on the original Executive Order that Governor Tom Wolf had initially called-to-action. CSOR developed additional comparisons of the 29 licensing boards, over 100 occupations to the remaining 37 states, of which include the District of Columbia.

Additionally, CSOR will tap into Puerto Rico to focus on their healthcare occupations.
STEP 2: EFFECTS ON VETERANS AND MILITARY SPOUSES

CSOR will put together an integrity-approved survey and distribute it to veterans and military spouses throughout the Commonwealth. The goal of the survey is to help Pennsylvania distinguish the needs of servicemen and servicewomen, as well as their spouses, as it pertains to occupational licensing.

The survey questions will be geared towards what burdens, if any, that those individuals experience when applying for occupational licensing in Pennsylvania. An academic, non-partisan recommendation will be made pending the results of the survey.
STEP 3: FRAGILE COMMUNITIES

CSOR will actively work with BPOA and DOS to help identify the barriers to entry for those who live in a fragile community within Pennsylvania.

This will include exploring the "good moral character" clause within occupational licensing legislation. It is our goal to understand how Pennsylvania's criminal justice system effects occupational licensing to those who have been recently reformed.
WHAT'S NEXT?
VALLO Grant

STEP 1
Establishment

STEP 2
Program Guidance

STEP 3
Final Report
STEP 1: ESTABLISHMENT

The VALLO grant has allowed SFU to establish a new program that is campus wide. The Veterans Accelerated Learning Program (VALP) will provide an opportunity for veterans to obtain a degree and license quicker and with fewer obstructions. Programs include in-person, online, and hybrid learning through Saint Francis University.
STEP 2: PROGRAM GUIDANCE

VALP will hire a Veteran Support Specialist that will help guide the veteran students through their experience in the program.

Scholarships will also be administered to students who qualify.
In year 3 of the grant, CSOR will produce a final report on the overall success of the program and licensure process after obtaining the degree.
QUESTIONS?

THANK YOU

You can update your preferences to receive CSOR updates by emailing CSOR VP of Government Affairs and Public Relations, Alanna Wilson at awilson@francis.edu