

# Expanding Opportunities for Skilled Workers in Vermont

Bobby Chung

Research Affiliate, Knee Regulatory Research Center, West Virginia University

Edward Timmons

Director, Knee Regulatory Research Center, West Virginia University

House Committee on Government Operations and Military Affairs

April 4, 2024

Chair McCarthy, Vice Chair Birong, Ranking Member Higley, and all distinguished members of the House Committee on Government Operations and Military Affairs:

Thank you for allowing us to testify regarding licensing reform in Vermont. We are both researchers with the Knee Regulatory Research Center at West Virginia University.

The main takeaways of our comments are the following:

1. Vermont currently has a shortage of skilled workers
2. Our research shows that opening pathways for undocumented workers to obtain licenses increases employment within licensed professions
3. Further, our research shows that granting undocumented workers the ability to obtain licenses does not reduce employment of existing licensed workers

## The State of the Vermont Labor Market

Like most states in the US, Vermont currently has a shortage of workers. According to a recent report from the US Chamber of Commerce, Vermont has 36 workers for every 100 open jobs.<sup>1</sup> Vermont ranks nationally as having one of the most severe worker shortages.

If businesses cannot recruit the necessary workers, consumers and small businesses in the state suffer. Economic growth and prosperity slow down. It is critical that existing policy does not create barriers for workers to enter the labor market and contribute to Vermont's economy.

## Opening Pathways for Undocumented Workers

Vermont will not be going out on a limb if it allows undocumented workers to obtain occupational licenses. California passed this reform in 2014.<sup>2</sup> Nevada passed a similar reform in

---

<sup>1</sup> <https://www.uschamber.com/workforce/the-states-suffering-most-from-the-labor-shortage?state=vt>

<sup>2</sup> [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=201320140SB1159](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140SB1159)

2019.<sup>3</sup> Washington enacted this reform earlier this year. Eight additional states passed this reform for select professions.<sup>4</sup>

Recently published research that we authored estimates the effects of this reform for California.<sup>5</sup> We find that passage of the reform increased employment of undocumented workers in licensed professions. Our work also shows that existing workers should not be threatened by the reform—we find little evidence that California’s reform displaced existing workers. Vermont can benefit in the same way and not be left behind these other states.

With the current state of Vermont’s labor market, it is important to reevaluate existing regulations that may be hindering employment and reducing access to skilled workers. Our research shows that providing pathways for undocumented workers to obtain licenses increases employment. Vermont can look to other states, such as California and Washington, for guidance on how to improve the labor market with commonsense occupational licensing reform.

---

<sup>3</sup> <https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6498/Overview>

<sup>4</sup> <https://www.cliniclegal.org/sites/default/files/2019-12/Professional-Occupational-licenses-for-immigrants2019.pdf>

<sup>5</sup> Chung, B.W. Effects of occupational license access on undocumented immigrants evidence from the California reform. *J Regul Econ* (2023).