



Encouraging Returning Citizens Through Workforce Opportunities

BACKGROUND

The Department of Licensing and Regulatory Affairs (LARA) is responsible for regulating nearly 2 million individuals and entities. LARA issues licenses and registrations in a variety of professions covering hundreds of professions in health care, skilled trades and other occupations. Through its oversight, LARA supports business growth and job creation while safeguarding Michigan citizens with a simple, fair, efficient and transparent regulatory structure.

MISSION

With the support of Governor Whitmer and in partnership with the Michigan Department of Corrections (MDOC) along with other state agencies and stakeholders, LARA is pleased to provide this resource guide to help encourage returning citizens to consider entering the workforce in a licensed profession. Many of the professions that LARA regulates are well-paying and provide for good career opportunities. Our mission is to create a path forward for returning citizens to contribute positively to Michigan's economy by reducing the barriers to these professions.

WHAT RETURNING CITIZENS NEED TO KNOW ABOUT THE LICENSING PROCESS

LARA has updated its applications to note that a criminal record does not necessarily bar licensure or registration, even when the application includes a felony checkbox or a requirement that applicants have "good moral character." LARA instead considers each candidate on a case-by-case basis, including whether the offense relates to the license or registration sought, how much time has passed since the conviction, evidence of rehabilitation, and other specific circumstances.

This resource lists professional license applications that require a "felony check the box" question and good moral character provisions for each primary professional licensing program regulated by LARA under state laws, which include, but are not limited to the following:

Occupational Code¹
PA 299 of 1980

Public Health Code¹
PA 368 of 1978

**Skilled Trades
Regulation Act**
PA 407 of 2016

It is important for returning citizens to know many applications do not require a "felony check the box" question and that a previous criminal offense may not automatically prevent an individual from obtaining a license or registration. Applicants may also request a preliminary determination from LARA concerning whether any court judgments against an individual would likely result in a denial of a license or registration for failing to meet the good moral character requirement.

ADDITIONAL RESOURCES

More information on the specific licenses under these acts can be found at:

- Bureau of Professional Licensing: www.michigan.gov/bpl
- Bureau of Construction Codes: www.michigan.gov/bcc
- Corporations, Securities & Commercial Licensing Bureau: www.michigan.gov/csc

Licensing information for each profession in LARA and throughout state government can be found at:

- www.michigan.gov/statelicensesearch

¹ Note: this resource lists the primary professional licensing programs under the Occupational Code & the Public Health Code.



OCCUPATIONAL CODE	Felony Conviction	Good Moral Character
	These professional applications require "felony check the box" questions.	These professional applications have good moral character provisions.
Accountancy Firm		
Accountant - Licensed		✓
Accountant - Registered		✓
Appraisal Management Company ¹	✓	✓
Appraiser - Certified General Real Estate	✓	✓
Appraiser - Certified Residential Real Estate	✓	✓
Appraiser - Real Estate, Limited	✓	✓
Appraiser - Real Estate, State Licensed	✓	✓
Appraiser - Real Estate, Temporary Practice Permit		
Architect		✓
Barber		✓
Barber College		
Barber Instructor		✓
Barber Shop		
Barber Student		✓
Barber Student Instructor		✓
Collection Practices		✓
Cosmetologist		✓
Cosmetologist Apprentice		
Cosmetology - Electrologist		✓
Cosmetology - Electrologist Apprentice		
Cosmetology - Electrologist Instructor		✓
Cosmetology - Electrologist Ltd Instructor		✓
Cosmetology - Esthetician		✓
Cosmetology - Esthetician Apprentice		
Cosmetology - Esthetician Ltd Instructor		✓
Cosmetology - Manicurist		✓
Cosmetology - Manicurist Apprentice		

¹ An individual cannot be issued an Appraisal Management Company license if they have been convicted of, or entered a plea of no contest to, a felony relating to the practice of appraisal or any crime involving fraud, misrepresentation, or moral turpitude.



OCCUPATIONAL CODE (CONTINUED)	Felony Conviction	Good Moral Character
	These professional applications require "felony check the box" questions.	These professional applications have good moral character provisions.
Cosmetology - Manicurist Ltd Instructor		✓
Cosmetology - Natural Hair Culturist		✓
Cosmetology - Natural Hair Culturist Apprentice		
Cosmetology - Natural Hair Culturist Ltd Instructor		✓
Cosmetology Instructor		✓
Cosmetology School		
Cosmetology Shop		
Engineer (Professional)		✓
Hearing Aid Dealer		✓
Hearing Aid Salesperson		✓
Hearing Aid Trainee		
Landscape Architect		✓
Maintenance and Alteration Contractor (Company)		✓
Maintenance and Alteration Contractor (Individual)		✓
Mortuary Science		✓
Personnel Agency (Type A)		✓
Personnel Agency (Type B)		✓
Personnel Agent		✓
Real Estate Broker - Associate ¹		✓
Real Estate Broker - Branch Office		
Real Estate Broker - Company		
Real Estate Broker - Individual ¹		✓
Real Estate Salesperson		✓
Residential Builders (Company)		✓
Residential Builders (Individual)		✓
Residential Builders Salesperson		✓
Surveyor (Professional)		✓

¹An individual cannot be issued an Associate Real Estate Broker or Real Estate Broker license if they have been convicted of embezzlement or misappropriation of funds.



PUBLIC HEALTH CODE	Felony Conviction These professional applications require "felony check the box" questions.	Good Moral Character These professional applications have good moral character provisions.
Acupuncturist Registration	✓	✓
Applied Behavior Analyst	✓	✓
Athletic Trainer	✓	✓
Audiologist	✓	✓
Chiropractor	✓	✓
Counselor	✓	✓
Dentist	✓	✓
Marriage and Family Therapy	✓	✓
Massage Therapy	✓	✓
Medical Doctor	✓	✓
Midwifery	✓	✓
Nurse - Anesthetist	✓	✓
Nurse - Clinical	✓	✓
Nurse - Licensed Practical Nurse	✓	✓
Nurse - Midwife	✓	✓
Nurse - Practitioner	✓	✓
Nurse - Registered Nurse	✓	✓
Nursing Home Administrator	✓	✓
Occupational Therapist	✓	✓
Optometrist	✓	✓
Osteopathic Medicine and Surgery	✓	✓
Pharmacist	✓	✓
Pharmacy	✓	✓
Pharmacy Technician	✓	✓
Physical Therapist	✓	✓
Physician Assistant	✓	✓
Podiatrist	✓	✓
Professional Counselor	✓	✓
Psychologist	✓	✓



PUBLIC HEALTH CODE (CONTINUED)	Felony Conviction These professional applications require "felony check the box" questions.	Good Moral Character These professional applications have good moral character provisions.
Respiratory Therapist	✓	✓
Sanitarian Registration	✓	✓
Social Worker	✓	✓
Speech Language Pathologist	✓	✓
Veterinarian	✓	✓
SKILLED TRADES REGULATION ACT		
Boiler - Inspector		
Boiler - Installer		
Boiler - Operator		
Boiler - Repairer		
Boiler - Stationary Engineer		
Building - Inspector		
Building - Plan Reviewer		
Electrical - Apprentice		
Electrical - Contractor		
Electrical - Fire Alarm Apprentice		
Electrical - Fire Alarm Contractor		
Electrical - Fire Alarm Spec Tech		
Electrical - Inspector		
Electrical - Journeyperson		
Electrical - Master		
Electrical - Plan Reviewer		
Electrical - Sign Contractor		
Electrical - Sign Specialist		
Mechanical - Contractor		✓
Mechanical - Inspector		
Mechanical - Plan Reviewer		
Plumbing - Apprentice		
Plumbing - Contractor		



SKILLED TRADES REGULATION ACT (CONTINUED)	Felony Conviction These professional applications require "felony check the box" questions.	Good Moral Character These professional applications have good moral character provisions.
Plumbing - Inspector		
Plumbing - Journey person		
Plumbing - Master		
Plumbing - Plan Reviewer		
LICENSES REGULATED BY OTHER ACTS		
Carnival/Amusement		
Cemetery ¹	✓	
Elevator Licensees		
Manufactured Home - Community		
Manufactured Home - Installer and Repairer		
Manufactured Home - Retailer		
Polygraph Examiners ²	✓	
Postsecondary Schools		
Prepaid Funeral Providers		✓
Professional Employer Organizations ³	✓	
Professional Investigator ⁴	✓	✓
Qualified Interpreters	✓	✓
Security Alarm	✓	
Security Alarm Systems		
Security Guard ⁵	✓	
Transportation Companies		
Unarmed Combat		✓
Vehicle Protection Warrantor		

¹ An individual convicted of any felony, or a misdemeanor involving gambling; theft; dishonesty; or fraud; may be ineligible to become a Cemetery Owner.

² An individual who has been convicted of a felony; a misdemeanor punishable by more than one-year imprisonment, or any crime involving moral turpitude including, but not limited to, dishonesty or fraud, or unauthorized divulging or selling of information or evidence may be refused a Polygraph Examiners license.

³ An individual who has been convicted of a felony related to the operation of a Professional Employer Organizations shall not own or control, directly or indirectly, a Professional Employer Organizations doing business in this state.

⁴ An individual who has been convicted of a felony, or a misdemeanor for any of the following, is ineligible for a Professional Investigator license: dishonesty or fraud; unauthorized divulging or selling of information or evidence; impersonation of a law enforcement officer or government employee; illegal use or possession of a dangerous weapon; two or more alcohol-related offenses; illicit use of controlled substances; an assault.

⁵ An individual is ineligible for licensure as a Security Guard if they have been convicted of a felony, or if they have been convicted of a misdemeanor involving the following: dishonesty or fraud; unauthorized divulging or selling of information or evidence; impersonation of a law enforcement officer or government employee; illegally using or in possession of a dangerous weapon; two or more alcohol related offenses, illicit used of controlled substances; an assault.