



The Council
of State
Governments

National Trends in Military Spouse Licensing Policy

Interstate Compacts and Universal
License Recognition

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The Council of State Governments

Founded in 1933, CSG is...

Scope

...the nation's only organization serving all three branches of state government.

Membership

...a membership organization that fosters the exchange of insights and ideas.

Mission

...a champion for excellence in state government in order to advance the common good.

Occupational Licensure

- Over the last 60 years, the number of jobs requiring an occupational license has grown from about 1 in 20 to nearly 1 in 4; 3 in 4 health care occupations require a license to practice.
- States vary widely on which occupations are licensed and the percentage of the workforce in a licensed occupation.



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Interstate Compacts

Interstate Licensure Compacts...

- Are statutorily enacted agreements among states allowing licensees to practice across state lines
- Provide pathways to multistate practice for practitioners utilizing tele-practice



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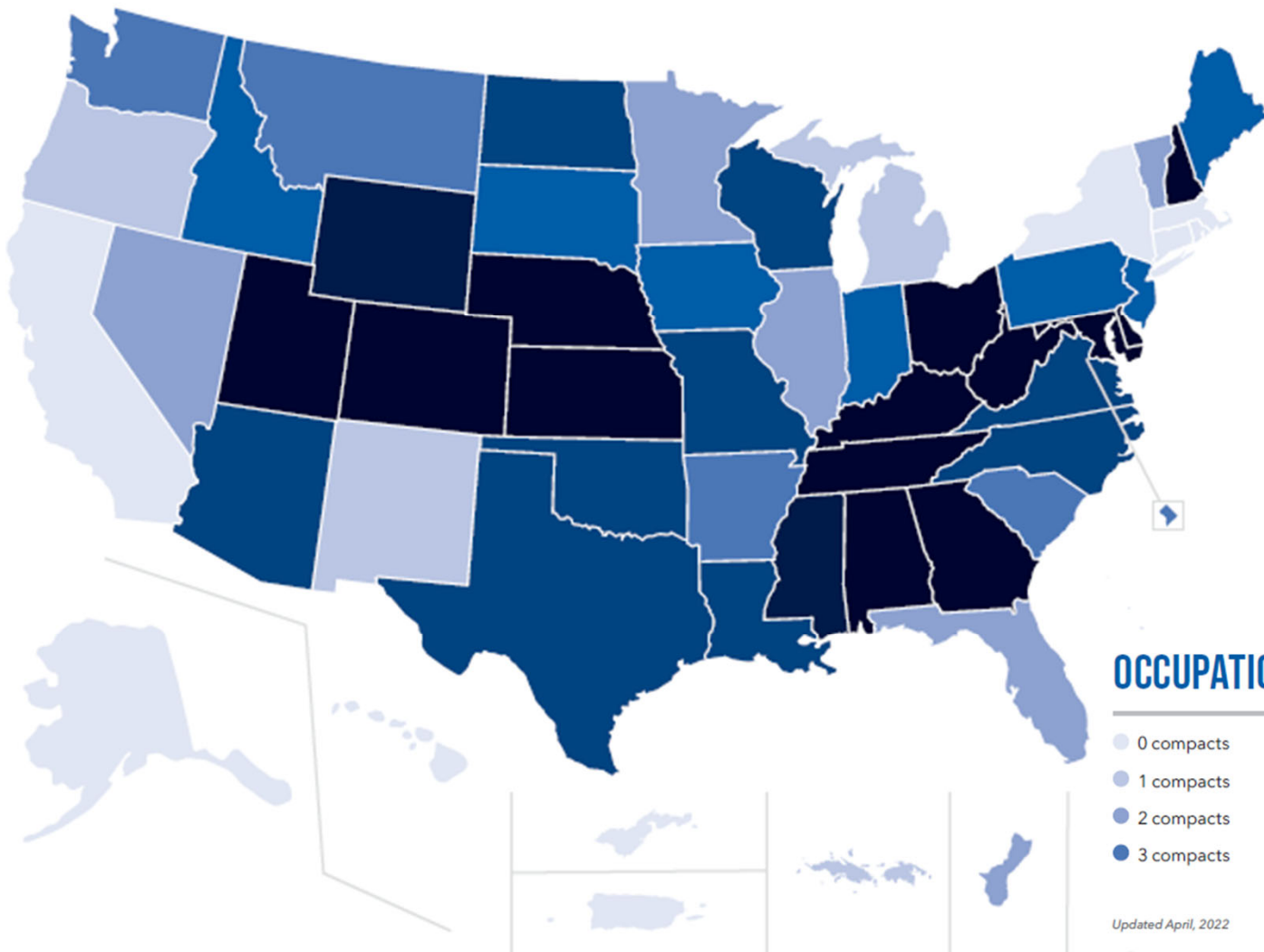
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Benefits of Interstate Licensure Compacts

- Agreement on uniform licensure requirements
- Data system for electronic processing of interstate licensure
- Standards for disciplinary action and dispute resolution
- FBI fingerprint-based criminal background checks
- State licensure process and scope of practice parameters remain in place



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OCCUPATIONAL LICENSURE COMPACT MEMBERSHIP

- 0 compacts
- 1 compacts
- 2 compacts
- 3 compacts
- 4 compacts
- 5 compacts
- 6+ compacts

- Advanced Practice Nursing (APRN) Compact*
- Physical Therapy (PT) Compact*
- Psychology Interjurisdictional Compact (PsyPact)*
- Nurse Licensure Compact (ENLC)*
- Interstate Medical Licensure Compact (IMLC)*
- Emergency Medical Services (EMS) Compact*
- Audiology & Speech-Language Pathology (ASLP) Compact*
- Counseling (CC) Compact*
- Occupational Therapy Licensure (OT) Compact*

Updated April, 2022



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Interstate Compact Adoption Process

- Interstate compacts must be approved by the legislature and signed into law by the governor.
- States must adopt the same model legislation for the compact to be in effect.
- Every interstate compact sets a minimum number of states that must join the compact before it becomes active.
 - After that number is reached, the compact commission is stood up and member states appoint delegates per the compact legislation.

CSG Compact Technical Assistance

- The National Center for Interstate Compacts (NCIC) is a policy program developed by The Council of State Governments to aid with the development and implementation of interstate compacts.
- NCIC has been involved in the creation of every 50-state compact and all nine active interstate compacts for occupational licensure.

CSG Compact Technical Assistance

- Education about interstate compact policy
- Assistance to bill drafters to ensure introduced compact legislation is substantially equivalent
- Support to stakeholder groups and compact commissions in the creation and administration of compacts

CSG Compact Technical Assistance in Montana

- NCIC has been part of the development and implementation process of all three licensure compacts in which Montana participates: **Interstate Medical Licensure, Nurse Licensure and Physical Therapy Licensure.**
- In addition to licensure, NCIC provided technical assistance to Montana on a potential tribal compact earlier this year.



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DoD Cooperative Agreement

Through funding from the Department of Defense (DoD), seven professions were selected by The Council of State Governments (CSG) and DoD to receive technical assistance with the development of an interstate compact.



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DoD Cooperative Agreement

- K-12 Teachers
- Dentists and Dental Hygienists
- Cosmetologists and Barbers
- Social Workers
- Massage Therapists
- Dietitians
- School Psychologists



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DoD Cooperative Agreement

- The first five professions will be entering the stakeholder review phase in the coming months, during which the draft model legislation will be available for public comment and CSG will be hosting open meetings to receive feedback and answer questions.
- Updates on those professions can be found at compacts.csg.org.



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Universal License Recognition

Universal License Recognition

Universal License Recognition is occupational licensing policy in which a state establishes a uniform process to grant recognition to professional licenses issued by another state. Policies vary, including requirements regarding equivalency of licensing from the previous state and the establishment of residency.

- Eighteen states have enacted universal recognition policy for out-of-state licensed workers since 2016.
- In several states, policies began as a method to reduce barriers for military spouses.

Universal License Recognition

State	Legislation	Residency Required	Substantially Equivalent	Compacts Exempt
Arizona	2019 House Bill 2569	Yes	No	Yes
Colorado	2020 House Bill 20-1326	No	Yes	Yes
Idaho	2020 Senate Bill 1351	No	No	Yes
Iowa	2020 House File 2627	Yes	Yes	Yes
Missouri	2019 House Bill 2046	No	No	Yes
Montana	2019 House Bill 0105	No	Yes	No
Pennsylvania	2019 House Bill 1172	No	Yes	No



Universal Licensing Recognition Report

- Published in December 2021, CSG conducted a survey of state licensing boards in **Arizona, Colorado, Idaho, Iowa, Missouri, Montana** and **Pennsylvania** on how ULR policies have changed licensing in these states and the experiences and challenges of implementing these policies.



licensing.csg.org/publications

Universal Licensing Recognition Report

Key Takeaways

- Respondents noted the difficulty associated with determining if requirements from other states were “substantially similar.”
- Logistical challenges arose for licensing boards regarding creating new licensing processes and developing new application materials for ULR applicants.
- Some respondents found that during the COVID-19 pandemic, the ULR policy assisted in filling gaps in the health care workforce.

ULR Policies vs. Interstate Licensure Compacts

Criteria	Universal Recognition	Interstate Compacts
Requires practitioners to abide by scope of practice of state in which they work	●	●
Reduces barriers for out-of-state practitioners aiming to practice within a state	●	●
Reduces barriers for in-state practitioners aiming to practice in multiple states	○	●
Allows practitioners to work in multiple states, both in person and via telehealth/telework, without submitting a separate application to each state's licensure board, requiring verification of the current license or obtaining a new background check	○	●
Brings together a coalition of states to establish consistent and enforceable interstate licensure standards tailored to the public protection requirements of a given profession	○	●
Enhances public protection by creating a multi-state database of licensure information to facilitate collaboration on investigations of potential misconduct by practitioners	○	●



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