



U. S. Department of Homeland Security



U. S. Department of Defense

Report on Barriers to Portability of Occupational Licenses Between States

March 2018

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1. Public Law 115-91, Section 556 (b), Report Requirement:

(b) Development of recommendations to expedite license portability for military spouses.—

(1) CONSULTATION WITH STATES.—The Secretary of Defense, and the Secretary of Homeland Security with respect to the Coast Guard, shall consult with States—

(A) to identify barriers to the portability between States of a license, certification, or other grant of permission held by the spouse of a member of the Armed Forces to engage in an occupation when the spouse moves between States as part of a permanent change of station or permanent change of assignment of the member; and

(B) to develop recommendations for the Federal Government and the States, together or separately, to expedite the portability of such licenses, certifications, and other grants of permission for military spouses.

(2) SPECIFIC CONSIDERATIONS.—In conducting the consultation and preparing the recommendations under paragraph (1), the Secretaries shall consider the feasibility of—

(A) States accepting licenses, certifications, and other grants of permission described in paragraph (1) issued by another State and in good standing in that State;

(B) the issuance of a temporary license pending completion of State-specific requirements; and

(C) the establishment of an expedited review process for military spouses.

(3) REPORT REQUIRED.—Not later than March 15, 2018, the Secretaries shall submit to the appropriate congressional committees and the States a report containing the recommendations developed under this subsection.

(4) APPROPRIATE CONGRESSIONAL COMMITTEES DEFINED.—In this subsection, the term “appropriate congressional committees” means the congressional defense committees, the Committee on Homeland Security and Government Affairs of the Senate, and the Committee on Oversight and Government Reform of the House of Representatives.

2. Executive Summary

The Department of Defense (DoD) and the Department of Homeland Security (DHS) recognize the importance and impact of family readiness on military readiness. When a military spouse desires employment, yet has difficulty obtaining it, the effect on the family can be detrimental; the Departments have therefore undertaken a multi-year effort to address issues that impede military spouse employment, such as portability of occupational licenses between states.

The current state of license portability for military spouses is the result of six years worth of consultations among DoD, DHS, and the states. The work done to promulgate achievable endorsements, temporary licenses and expedited applications represent an extended effort to improve licensure options for military spouses. Through the Defense-State Liaison Office (DSLO), state policymakers have learned about the concerns and needs of military spouses (including spouses of Coast Guard members), and received model laws from other states, which many legislatures have used to pass similar laws within their own jurisdictions to improve license portability for military spouses. At the request of DoD in 2017, the University of Minnesota reviewed the state of implementation of these laws within six occupations across all 50 states. Their report showed that the majority of state licensing boards reviewed had not modified their websites, adjusted license applications, or trained staff to make the benefits of these laws accessible to military spouses.

Furthermore, the portability policies developed by state licensing boards to implement model laws are complicated and heavily depend on the existing practices of each board. The University of Minnesota study showed that state licensing boards for occupations vary from state to state in their approach to license portability. These variations are the major cause of the delays and additional licensure portability barriers encountered by military spouses. However, resolving the variations in standards and competency evaluations among state licensing boards cannot be accomplished without a comprehensive, interstate approach to licensing requirements.

The interstate compact provides a means for state licensing boards to resolve differences prior to requesting state lawmakers codify changes in law. Through the process of creating such a compact, nationwide systems can support the mobility of professionals while ensuring public safety through rigorous licensing requirements for such professionals.

The DoD and DHS (with respect to the Coast Guard) recommend:

- *DSLO* continue to work with states to oversee the implementation of laws passed to improve endorsement, temporary licensure, and expedited applications; work with states to pass interstate licensure compacts that have already been developed into law; and continue to work with occupations to establish interstate licensure compacts that recognize the circumstances of military spouses.
- *State governments* oversee the implementation of previously approved legislation, pass interstate license compacts into law when presented to their legislatures, and encourage

state boards to participate in the development of new interstate license compacts by occupations.

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3. Introduction

The Departments of Defense and Homeland Security recognize the significant role military spouses play in the stability and readiness of the all-volunteer force. Military spouses also pay a heavy price for their support, enduring separations from their military spouses, episodes of single parenting, frequent relocations and isolation from friends and family. The career experiences of Service members draw them to stay in the military, and to a similar degree, the spouses' careers can be a source of mitigation for the hardships they endure. Additionally, careers provide for present and future financial stability for the military family. Sustaining these careers is difficult and the lack of portability of professional licenses exacerbates this difficulty.

Barriers to the transfer and acceptance of certifications and licenses that occur when state rules differ can have a dramatic and negative effect on the financial well-being of military families. Military spouses routinely lose 6 to 9 months of income during a military move as they try to reinstate their careers. And, as with civilian families, military families depend more and more on two incomes. Differences in licensure requirements across states limit advancement or deter re-entry into the work force at a new location. Removing these barriers, creating reciprocity in licensing requirements, and facilitating placement opportunities can help a military family's financial stability, speed the assimilation of the family into its new location, and create a desirable new employee pool for a state (especially in education and health care).¹

The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) recognized in 2004 that there were issues important to Service members and their families which required state action to resolve. The USD(P&R) established the Defense-State Liaison Office (DSLO) in 2004 to address issues such as spouse licensure. At the outset, DSLO focused on alleviating licensure impediments specifically for teachers and nurses, occupations DSLO recognized as potentially the most relevant to military spouses. DSLO worked to assist enactment of laws supporting the Nurse Licensure Compact (NLC) and to support legislation that would allow for alternative credentialing through the American Board for Certification of Teacher Excellence (ABCTE).

By 2008, the ABCTE and NLC were receiving only minimal state support, so in 2009, DSLO reconsidered its strategy to pursue more attainable improvements. In 2010, DSLO identified best practices for military spouse licensure in Colorado and Florida. From 2011 – 2016, DSLO encouraged state legislatures to pass laws and enact changes to policy along the Colorado and Florida model that would enable military spouses to transfer their licenses through endorsement, obtain temporary licenses, and receive assistance in expediting their license applications.

¹ Department of Defense written testimony for the Joint Hearing Before the Subcommittee on Children and Families of the Committee On Health, Education, Labor, And Pensions, United States Senate, and the Subcommittee on Personnel of the Committee on Armed Services, United States Senate, One Hundred Eighth Congress, Second Session, on examining how States have responded to military families' unique challenges during military deployments and what the federal government can do to support States in this important work, July 21, 2004.

This extended period of consultation with states over six years clearly shows the potential for changing laws and regulations at the state level. DSLO has engaged with all 50 states on the issue of licensure for military spouses, and the resulting legislative and policy changes made by the states compose a chronicle of the efforts by the states to identify and resolve licensure barriers for military spouses.

A further note about DSLO: this office has worked on a variety of issues, to include in-state tuition for transitioning Service members and military families, unemployment compensation for military spouses, K-12 school transition, child custody, absentee voting, military consumer protection, care of the National Guard and Reserve, and disposition of human remains. During 2011-2016, DSLO concurrently worked license portability for military spouses and licensure support for transitioning Service members. DSLO is currently working on the following list of state-related issues for 2018, of which three focus on license portability for military spouses. This report will provide additional information on these three initiatives:

Implementation of supportive licensure laws: Assist transitioning Service members and military spouses by requesting that state occupational boards report on their efforts to implement recent changes in state law.

Military spouse teacher certification: Accept an existing standard certificate, establish a temporary certificate, or expedite application and adjudication processes to alleviate the delays.

Licensing Compacts: Enact laws codifying compacts that further expedite licensure for separating Service members and military spouses, such as the Physical Therapy License Compact, Psychology Interjurisdictional Compact, Emergency Medical Services License Compact, and the Enhanced Nurse Licensure Compact.

4. Consultation with States: Identification of Barriers and Specific Considerations

DSLO consulted with states about licensure by providing state policymakers demographic data about military spouses (provided at Appendix A) and by relaying stories from military spouses about their licensure problems. Their experiences have been consistent across occupations regarding the limitations they encountered when transferring licenses, and reinforced the approach taken from 2011 through 2016 of addressing licensure for all occupations through endorsement, temporary licensure, and expedited applications.

a. Military Spouse Licensure Experiences

The following are examples of issues military spouses have reported in the past. They represent some of the common concerns and experiences that endorsement, temporary licensure, and expedited applications are expected to ameliorate:²

- From a certified school teacher: “It requires getting college transcripts sent to a state office. Sometimes taking a standardized test (praxis is standard but each state may make their own) if you have already taken it that needs to be sent in. Copies of active, and sometimes expired licenses. Previous employment histories, which involves individually contacting districts/private school boards. Have that sent in, plus your non-refundable check. And unfortunately every state I have been in requires another test to be taken.”
- “I am a Speech Language Pathologist. A lot of SLPs maintain state licenses in states they no longer work in because it can be challenging to obtain the license again in the future. The requirements to obtain a license are different in each state and it could delay employment.”
- “Marriage and Family Therapy Associate - I had to go back to graduate school to meet the VA [Virginia] Board of Counseling, to be able to register to continue to gain hours toward licensure. I was already an associate in CA [California] and halfway toward my hours. I've been out of my field for a year.”
- “I have a Professional engineering license in the state of Maryland. My license has continuing education requirements, these requirements are waived for active duty living overseas, but NOT for active duty spouses living overseas. It is REALLY hard to find English language training while living and working overseas. (First in Bahrain, now in Japan). I traveled, at my own expense to a conference in Germany to get my hours last year. Also to be licensed in another state sometimes requires working there for one year

² Postings from the Career Military Spouses’ Facebook page, as compiled by Mr. Sean O’Driscoll, military spouse and registered emergency medical technician. The respondents provided their own accounts of challenges they have encountered in obtaining professional licenses during frequent permanent change of station orders their spouses receive. Full permission to share these accounts was obtained from all of the respondents in writing. All individually identifiable information was eliminated to safeguard privacy. Mr. O’Driscoll can be contacted at spodris0606@icloud.com.

before licensure. It is hard to meet that requirement when we move every 2-3 years and the process can take 6 months sometimes. Fees for licensure can be VERY expensive, plus it is always very time consuming.”

- “I am pharmacist who just moved to the DC area. While we have a test that covers you nationally, we still have to take a law exam of each state (which is understandable) but I’ve paid close to \$1000 to get a license in Virginia. That may be okay for some people but a lot of companies want you to also be licensed in DC and in Maryland. That’s thousands of dollars out of pocket due to a pcs. That’s thousands of dollars out of pocket before we are even allowed to work. Most places won’t even interview you without a license in this state.”
- “Dietitians - we are nationally registered, but some states require licenses/certifications as well. It can be frustrating and time consuming for those who PCS often to find work in states that require other licensure. The academy of nutrition and dietetics is pushing for licensure that works between states, but I’m not sure it will happen given different state laws and requirements.”
- “Generally, in teaching, having redundant testing required by each state. I get having specific qualifiers: VA [Virginia] state history, MA [Massachusetts] specific standards. Fine. But having to take PRAXIS equivalent tests (or literacy or gen-ed or whatever) in every single state is insane. And costly. Instead, if a teacher (MilSpouse or not) holds a masters degree or higher and has passed a complete battery of testing in one state, that should be enough for other states. Having the 3 year in-service requirement for reciprocity means that I STILL, almost 10 years from my graduation and initial professional certification, do not qualify. We’ve moved too often and it’s taken too long to get my full certification and then find a job. Or we’ve lived in a location too briefly to make it worthwhile to pursue a job. Many states require a professional development plan created with school admin. For military spouses on the move who maintain licenses in multiple states, this creates more headaches. There isn’t always a clear path to renewal in these cases. Some states, CA [California] in particular, seem to require active employment in a district or a detailed reason with documentation about why a teacher isn’t employed currently. I’m just generally frustrated with the whole licensure and renewal process. It’s been nothing less than insanity. I’m basically just maintaining my MA and VA licenses and not getting any more. I’m done.”
- “I spend hundreds of dollars every PCS to transfer my physical therapy license. Not all states are speedy, which leads to lost revenue. It took over 6 months to get a license in CA [California] because they wouldn’t answer emails, phone calls, or return voice mails. Once I filed a complaint, I had the issue resolved in 24 hours. Each state requires I send transcripts, board scores, and license in good standing letters from every state I’ve been licensed. The more we move, the more expensive it gets. States charge upwards of \$80 to verify a license in good standing. If just one state drags its feet, you can’t get a license. It’s frustrating. I went line by line through the MA/CA [Massachusetts/California] teacher test descriptions to show them the near exact match. Still took them several

months and attempts to get it right.”

- “I’m also currently on an extended leave of absence from my Masters in Counseling because I haven’t figured out if it’s worth getting another degree with a license that will be a nightmare to transfer. From what I understand, the licensure for counseling is extremely state-specific and requires a couple of years in residency to gain that state license. I have had some colleagues and faculty (non-military) who have moved and have had to completely re-do their residency because their new state’s requirements were incompatible with their former licensing state. It’s really not worth it to me at this point to finish the degree, which is sad because I love my classes and faculty. I’d love to see Counseling be a nationally licensed practice, or at least have the states more on the same page when it comes to licensure.”
- “The major obstacle is the National Board exam (NAVLE) required by these states for Veterinarians like me. The NAVLE is a test that every 4th year vet student takes. It covers all the major species in vet med. I dedicated 5 weeks to studying for this exam 10 years ago. I have been a small animal vet (dogs, cats) for the last 10 years. I don’t remember much about horses, cows or pigs. Taking the time necessary to study for a successful exam sitting is a huge strain with working part time, raising kids and moving. The exam is only offered twice a year. You not only have to wait for the exam to be offered, then you must wait another 6 months if you don’t pass. \$800 is a lot of money, but it’s not the main issue. It’s the time commitment required to successfully pass and the lost time and wages from being unemployed waiting to take the exam. By the time you jump through all the hoops you are ready to pcs again.”

Additional examples would provide similar stories, regardless of the occupation. Common themes emerge from the comments received:

- Obtaining a license in a new state can be both time consuming and expensive. Verifying credentials can require requesting transcripts and descriptions of course work from the educational institutions the applicant attended, to include paying associated transcript fees and postage. Likewise, applicants may need to provide certified copies of scores on national tests, verified documentation for practicum hours and certified copies of previously held licenses. Each of these requests can be time consuming and costly. Moreover, a state board may require an applicant to retake a licensing test if the board is not satisfied with previous scores on a national test or if they use a state-specific version covering the same material. State boards may also require the applicant to complete additional school coursework if the board is not satisfied that their academic record is adequate to award a license in the new state.
- To alleviate potential hurdles, such as retesting and resubmitting source documents, military spouses may opt to maintain licenses in multiple states. Maintaining additional

licenses can require renewal applications and fees, varying levels of continuing education credits, and generally additional unwarranted administrative burdens.

- Regardless of the military spouse’s years of experience in an occupation, boards often look to test scores and academic records to assess competency. Those military spouses who have maintained a successful career in an occupation in a variety of locations and circumstances express frustration over having to justify their credibility and competency in the same manner as first-time applicants. In occupations that have entry and master-level licenses, the military spouses may have to accept a license at a lower status than they had achieved in a previous state, requiring them to seek less productive employment at a lower salary.
- Competency standards and methods of measuring competency vary from state to state; consequently, military spouses cannot adequately anticipate how to prepare for licensure in their new state. Additionally, their qualifications may not match the standards in the new state and may require them to retest or complete additional coursework.
- The short duration of a military spouse’s stay in a state, coupled with lengthy relicensing requirements, can be sufficiently discouraging to prompt a military spouse to quit an occupation or cause a military family to leave the military lifestyle. The former outcome can be costly for the military family and the latter circumstance can be costly for the Service as well as the military family. Neither outcome is satisfactory.

b. 2012 Assessment of Endorsement, Temporary Licensure, and Expedited Applications

Although the comments and concerns listed above were compiled in 2017, they also represent the initial issues that drove the approach taken in 2009 to improve licensure for military spouses. This report will cover why the concerns of military spouses have not necessarily been alleviated after the work accomplished from 2011-2016, and why the approach has now shifted from an emphasis on individual states to one on interstate occupational compacts. In 2012, DoD partnered with the U.S. Department of the Treasury to write a report on the best practices for streamlining occupational licensing across state lines. The below excerpt from the 2012 report contains a description of the benefits of endorsement, temporary licensure, and expedited applications, which provided the basis for the approach taken in 2011-2016 [with minimal edits in brackets to integrate it into this report]:³

Licensure by Endorsement

DoD and independent studies have consistently found that “licensure by endorsement” significantly eases the process of transferring a license from one state to another. Standard “licensure through examination” requires the applicant to go through numerous state reviews in addition to passing national or state examinations and may include a

³ “Supporting our Military Families: Best Practices for Streamlining Occupational Licensing Across State Lines,” U.S. Department of Treasury and U.S. Department of Defense, February 2012, pages 16 – 19.

supervised practicum or apprenticeship. Licensure by endorsement streamlines the application and state verification process for applicants with active out-of-state licenses, helping licensed military spouse professionals return to work more quickly. Obtaining a license by endorsement usually only requires that the license from the previous state is based on requirements similar to those in the receiving state, and without a disciplinary record. However, in some cases, applicants must also show they have recently worked in the occupation (such as two out of the past four years) as a way of demonstrating current experience or proficiency. This latter requirement can pose a problem for military spouses who have been unable to practice due to assignment overseas or in other locations. If a spouse does not meet these requirements, they will, at a minimum, have to undergo further scrutiny than the endorsement process generally requires, and in some cases, go through the full “licensure through examination” process.

In its efforts to promote a broad-based model for licensure by endorsement, DoD worked closely with the Colorado Department of Regulatory Agencies (DORA) and interested state legislators, who subsequently passed Colorado House Bill (HB) 1175 in 2010. The legislation requires the licensure through endorsement process be considered for all 77 occupations regulated by DORA and allows the Director of DORA, rather than the individual licensing boards, to determine what is required to demonstrate competency for endorsement. This eliminates delays in waiting for boards to convene. Moreover, the legislation allows for alternative demonstrations of current experience, where required, such as accepting continuing education as a substitute when there are gaps in employment. This last provision especially helps military spouses who have been at an overseas duty station for an extended period of time and unable to practice. Two other states enacted legislation in 2011 facilitating licensure by endorsement, each with a somewhat different approach to accommodating the needs of military spouses:

Arizona enacted Senate Bill (SB) 1458 in 2011, which allows a military spouse applicant to qualify for endorsement with one year of experience in most occupations. For those few that require more than one year, it allows the applicant to be licensed if supervised by a licensed professional.

Texas SB 1733, enacted in 2011, is similar to Colorado HB 1175 in that it allows the board to establish alternatives to current experience for proof of occupational competency. The bill also allows military spouses who had been licensed in Texas to reinstate their license if it expired less than five years ago and they spent at least six months of that time out of the state.

Temporary or Provisional Licensing

Temporary or provisional licensure is another way to ease state-to-state transitions for military spouses. Typically, these licenses are valid for anywhere between 3 and 12 months. To apply, the applicant usually has to provide proof of a current license, obtain a background check, and submit an application and fee. These licenses allow applicants to

be employed while they fulfill all of the requirements for a permanent license, including examinations or endorsement, applications, and additional fees. Typically, temporary or provisional licenses are managed separately by each occupational area within a state. Colorado also provided DoD's first opportunity to gain support for temporary/provisional licensing for military spouses. In 2008, Colorado enacted HB 1162 which provides interim authorization to a military spouse with a current teaching license from another state to work within a school district for one year and allows the school district to provide an induction program which will help the military spouse obtain a professional educator license.

In 2010, DoD worked with state legislators in Florida to develop legislation supporting temporary licensure that encompasses multiple occupations. Florida HB 713 impacts commercial occupations, such as Veterinarians and Certified Public Accountants, providing the military spouse a six month temporary license as long as the spouse is married to an active member of the military assigned in Florida, has a current license, submits fingerprints for a background investigation, and pays a fee for the temporary license. Moreover, the bill allows military spouses to retain their Florida licenses if they move out of state for military reasons, and to practice without renewing the license upon return as part of a military move. Florida extended these provisions to healthcare occupations in 2011 with the enactment of HB 1319.

Four other states (Alaska, Kentucky, Missouri, and Tennessee) enacted legislation in 2011 to provide temporary/provisional licenses to military spouses, primarily using the Florida model. Notably, Kentucky HB 301 and Tennessee HB 968 provide licensure by endorsement if the spouse is qualified and temporary licensure if the spouse must fulfill additional state requirements to obtain a license (by endorsement or examination).

Expedited Application Processes

Approximately half of the states use a regulatory agency, such as the Department of Regulatory Agencies, while the others regulate through individual occupational boards and do not have an umbrella agency to expedite the application process. Different approaches were required to streamline the process in these states.

Through internal agreements with individual licensing boards, the Colorado Director of DORA has the authority to expedite the endorsement process by interceding to approve applications that fulfill the boards' criteria. Two states which do not have structures analogous to that in Colorado found other ways to expedite the application process:

- Montana provided an innovative approach in HB 94 that allows boards to approve an application (for an endorsement or temporary license) based on an affidavit stating that the information provided is true and accurate and that the necessary documentation is forthcoming. Boards review the documentation upon receipt and can take disciplinary action if there are discrepancies.

- Utah HB 384 allows their occupational boards to approve the use of out-of-state licenses for “*the spouse of an individual serving in the armed forces of the United States while the individual is stationed within this state, provided:*
 - (i) *the spouse holds a valid license to practice a regulated occupation or profession issued by any other state or jurisdiction recognized by the division; and*
 - (ii) *the license is current and the spouse is in good standing in the state of licensure.”*

While the Utah provision is the most inclusive and least intrusive for a military spouse, DoD will monitor its implementation to see if out-of-state licenses are accepted by employers as equal in quality to in-state licenses. In developing expedited approaches that save military spouses time and money, DoD does not want to make licensure easier for military spouses to achieve at the expense of degrading their perceived value in their profession.

The 2011 legislative activity [~~is now~~ was] the baseline for further developments in 2012. Legislators, regulators, and boards have been innovative and have shown an overall willingness to address the core concern that military spouses have only a short time in a location to establish their households, obtain new licenses, find employment within their professions, and progress in their skills and abilities. 2012 [~~may~~] provide[d] additional innovation and opportunities to improve licensure portability for military spouses around the following integrated set of concepts:

- *Facilitating endorsement of a current license* from another jurisdiction as long as the requirements for licensure in that jurisdiction are substantially equivalent to those in the licensing state, and the applicant:
 - Has not committed any offenses that would be grounds for suspension or revocation of the license in the other jurisdiction, and is otherwise in good standing in that jurisdiction; and
 - Can demonstrate competency in the occupation through various methods as determined by the Board, such as having completed continuing education units, having had sufficient recent experience (in a full or part time, paid or volunteer position), or by working under supervision for a prescribed period.
- *Providing a temporary or provisional license* allowing the military spouse to practice while fulfilling requirements needed to qualify for endorsement in the licensing state, or awaiting verification of documentation supporting an endorsement. Temporary licenses should require minimum documentation, such as proof of holding a current license in good standing and marriage to an active duty Service member who is assigned to the state.

- *Expediting application procedures* so that:
 - The director overseeing licensing within the state has authority to approve license applications for the boards; and/or
 - The individual licensing boards have authority to approve a license based simply on an affidavit from the applicant that the information provided on the application is true and that verifying documentation has been requested.

c. 2017 Evaluation of Endorsement, Temporary Licensure and Expedited Application

DSLO used the processes described above to approach the remainder of the 50 states in 2012-2016 to obtain assistance through endorsement, temporary licensure and expedited application procedures. Appendix B provides a list of the enacted laws supported by DSLO. The list shows the overall impact: 39 states enacted laws for endorsement, 42 states enacted laws for temporary licensure, and 31 states enacted laws for expedited application procedures. Twenty four states (48 percent) enacted laws supporting all three methods, 16 more states (32 percent) enacted laws supporting two of the three methods, and 8 more states (16 percent) enacted laws or had existing laws supporting at least one method.

DoD contracted with the Center for Research and Outreach (REACH) at the University of Minnesota, through the U.S. Department of Agriculture Cooperative Research, Education and Extension Service, to evaluate the outcome of efforts taken between 2011-2016. The Center for REACH report can be accessed at <https://reachmilitaryfamilies.umn.edu/research/document/13865>. The Center for REACH conducted a 50-State review of the laws enacted and an assessment of the approach taken by six occupational boards in each State to implement these laws. Its state-by-state evaluation provides a basis for evaluating the impact of these laws.

Legislation either featured “shall” or “may” language, which could directly impact the degree to which boards had discretion in implementing the enacted laws. Thirty-five states chose to use “shall” language in directing boards to establish rules, seven used “may” to allow boards to modify their policies and four used a combination of both terms. As described by the Center for REACH, “Examples of the variability of language include legislation from Nebraska, which indicates occupational boards *shall* issue temporary licenses while legislation in Alaska indicates boards *shall* expedite the issuance of licenses, but *may* issue temporary licenses.”⁴

Laws to improve endorsement sought to encourage boards to be flexible in evaluating the credentials of military spouses. A review of implementation by occupation (as presented in Appendix C) shows that some state boards within an occupation have maintained limited opportunities (such as requiring two years of experience in the past five years), and others allow for alternative ways of obtaining an endorsement. However, this flexibility doesn’t necessarily make endorsement easier for a military spouse to obtain. Since the military spouse does not

⁴ “Military Spouse Licensure Portability Examination,” Lynne M. Borden, PhD, et al, Center for Research and Outreach, University of Minnesota, <https://reachmilitaryfamilies.umn.edu/research/document/13865>, page 6.

meet the stated criteria, the board evaluates other tests of competency that may include reviewing previous test scores, requiring additional tests, reviewing transcripts and coursework, or requiring additional courses. Requiring spouses to request additional information or take additional tests or courses after they apply for licensure delays the issuance of a license and creates additional burdens on the military family.

More broadly, the analysis in Appendix C shows that revised board policies impacting endorsement generally require military spouse applicants to apply under terms that more resemble “licensure by examination” rather than “licensure by endorsement.” The laws impacting endorsement contributed to this approach. Half the states with laws impacting endorsements for military spouses include the terms “substantially equivalent” to describe a license that qualifies for endorsement. To effectively evaluate whether an applicant’s license is “substantially equivalent,” a board generally evaluates the course work, test scores and applicable practicum hours of the applicant, along with previously held licenses and work experience. This perpetuates the delays experienced by military spouses. Additionally, the review of implementation shows that state boards within an occupation continue to have varying evaluation processes and standards for awarding an endorsement, which further complicates the expected application process for military spouses.

Laws to improve temporary licensure appear to have created a more consistent method for military spouses to license in a state in order to find employment. However, these temporary licenses are generally limited to a year or less and are generally nonrenewable. At best, temporary licenses provide time to apply for a permanent license through endorsement; however, this means applying twice for a license, which may require filling in additional paperwork and paying additional fees.

Expedited application procedures appear to have limited benefit for military spouses when placed in the context of temporary licensure. Additionally, expedited processes for applications do not generally impact the time required collecting transcripts, coursework, test scores, verification of practicum hours, certified copies of licenses (from each previous state) and a record of employment. Only in circumstances where the state allows the military applicant to submit an affidavit with the application attesting to its accuracy, with assurance that the documents will be forthcoming, can the policies generally expedite this portion of the application process. Less than 10 states are estimated to provide this accommodation.

The laws enacted by states generally impacted health-related and commercial occupations and did not include teachers or attorneys. Attorneys generally receive a state license from the state bar, based upon authorities and policies from the highest state court, and not through laws defining the license requirements of other occupations. DSLO did not have the capability or resources to approach the state bars or the highest state courts on behalf of military spouses;

however, military spouse attorneys interceded for themselves.⁵ Likewise, teachers were seldom included in licensure legislation because teacher certification is generally defined differently and codified in a different title of state statute than health related and commercial occupations. Furthermore, proposed legislation for teacher certification is heard in separate legislative committees from legislation considered for health related and commercial occupations.⁶

Overall, working with states to make endorsements, temporary licensure, and expedited application processes more available to military spouses allowed spouses to get to work faster; however, these three best practice alternatives did not resolve the underlying concerns expressed by military spouses earlier in this report. DSLO's efforts to work with state legislatures to enact laws that directed occupational boards to change their licensure processes for military spouses did not address the underlying standards and methods used by these boards to assess the competency of each applicant.

The outcome was that military spouses were still required to present documentation and/or take additional tests in order to prove their competency, even though they have had to do so at least once to obtain their initial license in another state. The differences between state standards and approaches to measuring competency lie at the heart of the difficulty experienced by military spouses, and states acting separately are not capable of resolving these differences.

In addition to the limited impact of changes in state law, as well as the variance in standards and competency evaluations established by state boards, the Center for REACH also found that not all state boards (or overseeing regulatory agencies) were ready to assist military spouses in understanding the licensing options available to them under state law and policy. Below are observations the Center for REACH included in their report, based on experiences of Center for REACH researchers conducting or attempting to conduct interviews of state occupational licensing board personnel:⁷

⁵ Military spouse attorneys have received licensure relief from highest state courts and state bars through the intercession of the Military Spouse JD Network (MSJD Network), a private organization organized and managed by military spouse attorneys. The MSJD Network achieved admission for military spouse attorneys to the Idaho state bar without examination in April 2012 and have subsequently received similar accommodations in 25 other states.

⁶ DSLO reengaged states, starting in 2016, to address impediments to certification for military spouse teachers. Certification for teachers has enough differences from other occupations that it required a different request of states. Instead of endorsement (which means something different for teachers), DSLO requested states provide maximum flexibility in accepting an existing standard certificate, and also the prerequisite requirements fulfilled to obtain that certificate, when using these to acquire a standard certificate in the new state. Since all states have temporary certificates for teachers, DSLO requested states follow the best practice of Iowa by establishing a special temporary certificate for military spouse teachers which could be valid for up to three years (average time of an assignment). Finally, DSLO requested states consider expedited application and adjudication processes. As of the end of 2017, 9 states provide flexibility, 9 states offer special temporary licenses and 11 expedite applications (total of 18 states: 1 state covering all 3 options, 9 covering 2 of 3, and 8 covering 1 of 3).

⁷ "Military Spouse Licensure Portability Examination," Lynne M. Borden, PhD, et al, Center for Research and Outreach, University of Minnesota, <https://reachmilitaryfamilies.umn.edu/research/document/13865>, pages 7 – 8.

- Occupational board staff routinely directed researchers to the board website at the onset of the phone call or in response to emails from researchers seeking answers to their interview questions.
- All occupational boards had information about obtaining a license on their websites; however, only about 40% had information specific to military spouse license and credential portability.
- There was a wide variation among which occupational board staff member(s) answered interview questions. For many occupational boards, the customer service representative who answered the researcher's phone calls indicated they could provide answers about the process for military spouses to transfer their licenses, while at other boards the phone calls or emails were forwarded to licensing or credentialing specialists, supervisors/managers, or board directors to answer questions.
- As expected, licensing or credentialing specialists, supervisors/managers, and board directors were frequently aware of their state's legislation regarding military spouse licensure portability. Customer service representatives were most often not aware of the legislation specific to military spouses.
- Most occupational board websites and staff did not indicate how military spouses should identify themselves in order to benefit from accommodations to their license applications. However, numerous staff stated that they believed spouses would call the board as the primary way to identify themselves.
- Few boards had applications (electronic or paper) where spouses could indicate their military status. Therefore, many occupational boards may not be aware of how many military spouses apply for licensure.

Foremost, state oversight functions (legislative and executive) should evaluate how state regulatory agencies and occupational boards have implemented enacted laws and approved regulations. The Center for REACH made the following recommendations regarding actions state regulatory agencies and occupational boards should take to improve implementation:⁸

- Collaborate with occupational boards to prominently display information about accommodations for military spouses who are transferring their licenses and credentials due to relocations. For example, request that all occupational board websites contain a link to the legislation on portability of licensure for military spouses. The link on the website will increase exposure and accessibility of this information for staff as well as military families.

⁸ Ibid, pages 8 – 9.

- Broadly disseminate education materials to help occupational board staff improve their understanding of state legislation regarding portability of military spouse licensure and their ability to support military spouses during the application process. Whenever possible, encourage occupational boards to identify a specific staff member who can serve as a point of contact for military spouses.
- Encourage occupational board executive directors to include questions that inquire about military status on all licensure applications, electronic or paper, especially for applications to transfer licenses and credentials from another jurisdiction.

d. Occupational Licensure Interstate Compacts

Full implementation of existing laws and regulations would at least optimize the benefits intended by recent changes made in such laws and regulations; however, pursuit of further endorsement, temporary licensing, and expedited application efforts by individual states will not likely create the licensing environment that can truly assist military spouses. Simply put, license portability is an interstate issue, which states cannot resolve without an interstate solution. Such a solution now exists through interstate compacts, which are being applied by an increasing number of occupations to resolve core differences in standards and competency evaluation. These compacts cover all professionals within the occupation, although two of the compacts feature special provisions for military spouses.

Interstate compacts are immutable contracts between states which, when codified in state law, can create an agreed upon set of standards and rules for multi-state initiatives. Interstate compacts have been used for various interstate issues, to include driver's licenses, conservation and resource management, civil defense, emergency management, law enforcement, transportation, and taxes.⁹ A recent example is the Interstate Compact on Educational Opportunity for Military Children, which establishes transition rules for military children moving between state school systems. Interstate compacts have characteristics that make them a better solution than uniform laws to accommodate an interstate process like license portability:

- Unlike uniform laws, which can be modified and amended by a state, interstate compacts represent a contract between states, which states must approve without changes or amendments. When applied to occupational licensure, the compact can articulate a consistent approach for transferring a license with a consistent understanding of what represents competency.
- Unlike uniform laws, compacts generally include establishing a commission to write clarifying rules and implementing policies, oversee compliance, arbitrate differences

⁹ "Compacts as a Tool of the Game," National Center for Interstate Compacts, www.csg.org (keyword: interstate compacts), page 1.

between states, and administer other requirements for member states. The commission provides a venue for an occupation to administer national functions, such as a data base of licensed professionals, accessible by state boards.

There are currently five occupations that have established interstate compacts: physical therapy, nursing, emergency medical services, psychology and physicians. Each occupation has considered a different construct to oversee license portability, tailored to the needs of their professionals, balanced with the degree to which the state boards are willing to share their oversight responsibilities. Two of the five occupations have special provisions for military members and military spouses. Each of these compacts is summarized below:

- Physical Therapy Licensure Compact (PTLC) (provided in Appendix D): PTLC allows licensed physical therapists “privilege to practice” in all member states, based upon maintaining a license in good standing in a “home state,” which is defined as the state of legal residence, except for members of the military and their spouses. Military members and military spouses can define their “home state” as any of the following:
 - Home of record;
 - Permanent Change of Station (PCS) location; or
 - State of current residence if it is different than the PCS state or home of record.Physical therapists must register in the “remote state,” (their current state of practice, if different from their “home state”), comply with jurisprudence requirements, and potentially pay a fee.
- Enhanced Nurse Licensure Compact (ENLC): ENLC is the revised version of the NLC initially supported by DSLO that had stalled in 2009 at approximately 24 states. ENLC maintains the important provision of NLC that allows licensed nurses “privilege to practice” in all member states, based upon maintaining a license in good standing in a “home state,” which is defined as the state of legal residence. What changed is that ENLC includes a definition of competency and uniform requirement for background checks. Additional states are now considering the compact. There are no special provisions for military spouses; however, because of the Military Spouses Residency Relief Act (Public Law 111 – 97), military spouses can maintain a single legal residence that is recognized by the ENLC. Nurses do not have to register in the “remote state” and do not have to pay an additional fee.
- Recognition of EMS Personnel Licensure Interstate Compact (REPLICA): REPLICA provides limited “privilege to practice” in order to answer a call or deliver a patient across state lines. REPLICA helps professionals transfer licenses by standardizing the requirements for endorsement. Additionally, REPLICA includes the following provision specifically for military members and spouses:
 - Member states shall consider a veteran, active military service member, and member of the National Guard and Reserves separating from an active duty tour, and a spouse thereof, who holds a current valid and unrestricted NREMT certification at or above

- the level of the state license being sought as satisfying the minimum training and examination requirements for such licensure.
- Member states shall expedite the processing of licensure applications submitted by veterans, active military service members, and members of the National Guard and Reserves separating from an active duty tour, and their spouses.
 - Psychology Interjurisdictional Compact (PSYPACT): PSYPACT is focused on allowing tele-practice over state lines. PSYPACT does not impact the transfer of a license for a psychologist.
 - Interstate Medical Licensure Compact (Medical Compact): Licensed physicians can obtain multistate licensing through the Medical Compact, which allows the physician to practice in person or through tele-medicine in multiple states. The physician designates “a state of principal license” whereupon the Medical Compact allows physicians to apply through a single portal with a single application to be considered by multiple states. The physician is considered in each state based on criteria defined in the Medical Compact. The physician is then licensed in each of these, and consequently, pays the prerequisite fees and maintains each of these licenses (relicensing and required continuing education credits). There is an additional fee for the expedited license.

DSLO is working with the organizations responsible for PTLC, ENLC, REPLICA and PSYPACT to assist them in gaining state approval for their compacts. PTLC, ENLC and REPLICA are being supported because of the impact these compacts have on the transfer of licensure. PSYPACT is being supported because the tele-practice provisions support military families by extending their access to care. For example, military families who have established a relationship with a counselor prior to a military move can continue that relationship at the next duty location. Additionally, military spouses who have an established group of clients at a previous duty station can continue to counsel them after a military move.

As occupations move forward in developing licensure compacts, there is a clear indication that military spouses will be an important subgroup within an occupation because of impediments they must overcome in order to sustain a career. DSLO has been invited to represent the interests of military spouses at a working group advising the speech pathology/audiology national organizations on the construct for their proposed interstate compact. There are indications that other occupations considering interstate compacts for their licensure requirements may extend a similar invitation.

The efforts of DSLO to promulgate achievable endorsements, temporary licenses and expedited applications are the results of an extended consultation with states to improve licensure for military spouses. DSLO expressed to state policymakers the concerns and needs of military spouses, and presented for their consideration what had been established in law as best practices in other states. State legislatures used these best practices to establish laws with the intent of improving the portability of licenses for military spouses.

What has been developed by boards as a result of that best practice legislation is far more complicated and depends to a degree on the existing practices of each board. From the review of the implementation of laws by six occupations, there appears to be minimal comparison by boards in different states of their portability policies for an occupation. Establishing the needed synchronicity between board policies cannot be accomplished on a state-by-state basis without the occupation first establishing an occupation-wide approach.

The interstate compact provides such a means for state board and occupational membership stakeholders to resolve differences prior to requesting state lawmakers codify such compacts in law. Through this process, nationwide systems can be developed that support the mobility of professionals while ensuring public safety through rigorous licensing requirements for such professionals.

5. Recommendations

The current status of licensure for military spouse is the result of working with states for six years. DSLO views the previous initiatives discussed in this report as defining the way forward. As already expressed, states should ensure that they follow through with their commitments and pass legislation approving licensure compacts as they are brought forward by occupations. To this end, occupations should be encouraged to establish interstate compacts. Considering this to be the way forward, there are opportunities for DoD, other federal agencies, state governments and the Congress to pursue in order to improve licensure for military spouses:

- Departments of Defense and Homeland Security (with regards to the Coast Guard) should continue to implement the way forward: DSLO has already embarked on the way forward described above by requesting that states more closely oversee their implementation of laws on military spouse license portability, by continuing to request states improve licensure for teachers specifically, and by encouraging them to pass legislation approving licensure compacts. As previously mentioned, three of the ten issues being pursued by DSLO for 2018 are focused on these improvements:
 - *Implementation of supportive licensure laws:* DSLO is in the process of contacting state officials (the original state legislators who sponsored bills along with members of the Governors' staffs or officials in regulatory agencies overseeing occupational boards) to have the state boards held accountable for training their staffs, posting information on websites and modifying their applications. DSLO plans to contact all 50 states in fiscal year 2018, and have the states that need to improve (approximately 30 states, based on only 40% of states having information on their websites) commit to establishing oversight. DSLO intends to have a follow-on evaluation accomplished in 2019 to assess whether boards have adequately implemented their policies.
 - *Military spouse teacher certification:* As previously addressed in footnote 5, DSLO had already begun working with states on this issue in 2016. In addition to the 18 states already engaged, DSLO believes there are opportunities to work with an additional 13 states in 2018. The three initiatives being pursued were developed as a result of discussions with military spouses, discussions with leadership of the National Association of State Directors of Teacher Education and Credentialing, and review of best practices of states. DSLO will continue to work with states using its current approach until the occupation considers an alternative interstate solution, such as a license compact.
 - *Licensing Compacts:* DSLO worked with the national proponents for the PTLC in 2017, increasing the number of states approving this compact from 4 to 14. DSLO will continue to assist on PTLC in 2018, along with ENLC, REPLICIA and PSYPACT. DSLO anticipates assisting legislators introduce 29 bills in 21 states in support of these licensure compacts. In addition to the four compacts listed above, DSLO will look for opportunities to work with occupations as they

develop their compacts so that they can include provisions for military spouses and members of the military.

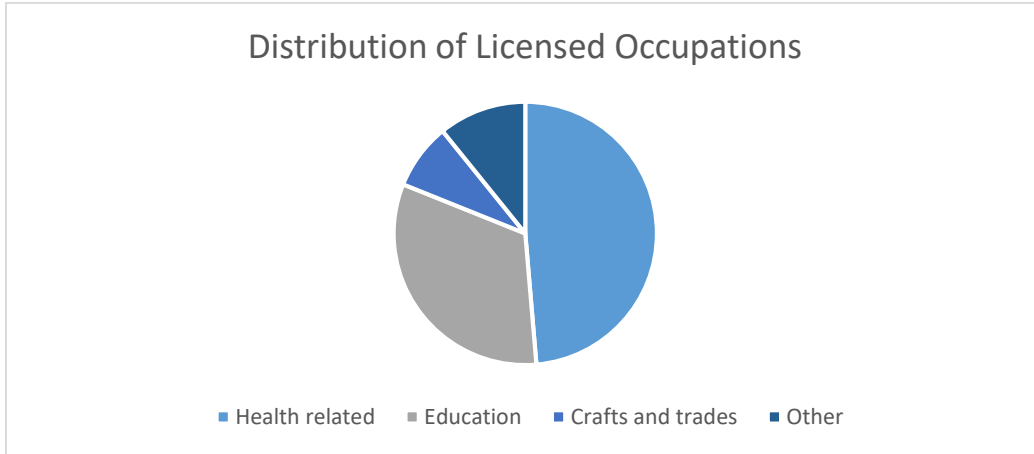
- Recommendations for state governments: This report has already made clear that there are two areas on which DoD and DHS recommends states focus: implementing the laws and policies already approved and approving licensure compacts presented to the legislature by occupations. DoD and DHS further recommend state officials encourage their boards to participate in efforts to establish compacts that are being considered by the national associations of state boards and national associations of professionals for their occupations.

6. Appendices

- A. Military spouse demographic information (to include Coast Guard spouses)
- B. List of legislation enacted by the States
- C. Review of board policies by occupation
- D. Physical Therapy Compact

Appendix A: Military Spouse Demographic Information

About 52 percent of active duty military spouses are in the workforce (employed or unemployed seeking work).¹ Approximately 37 percent² of them require occupational licenses, broken down into the following categories:³



- 18 percent work in health related services (such as, nurses, physical therapists, audiologists/speech pathologists, occupational therapists, mental health counselors, pharmacists, and dental hygienists).
- 12 percent working in education (such as, teachers and administrators).
- 3 percent work in crafts and trades (such as, cosmetologists, aestheticians, electricians, plumbers and construction welders).
- 4 percent work in other occupations requiring state licenses (such as real estate agents, architects, and accountants).

There are 606,826 active duty military spouses.⁴ Applying these percentages to this total populations provides the following distribution:

Category	Percent	Military Spouse Population
Spouses in the workforce	52	356,109
Spouses in the workforce requiring a state license	37	132,288
Spouses in health related occupations	18	64,099
Spouses in education	12	42,733
Spouses in crafts and trades	3	10,683
Spouses in other occupations requiring a state license	4	14,244

¹ 2015 Survey of Active Duty Military Spouse: Tabulation of Responses, Defense Manpower Data Center Report No. 2015-028, Table 1, page 7.

² Ibid, Question 38, page 159.

³ Ibid, Question 33, page 146.

⁴ Active Duty Personnel Master File and Active Duty Family File, Defense Manpower Data Center, November 2017

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Report out as of: 9/9/2016	SPOUSE LICENSURE RECAP										
	House			Senate			Governor	Enacted (X) Existing (E)			Overall
	Bill #	Status	Date Passed	Bill #	Status	Date Passed	Date signed	A	B	C	
ALABAMA	638	Passed	5/3/2012	638	Passed	5/16/2012	5/26/2012	X	X	X	
ALASKA	28	Passed	2/23/2011	28	Passed	4/11/2011	6/27/2011		X	X	
ARIZONA	1458	Passed	4/18/2011	1458	Passed	3/2/2011	4/25/2011	X			
ARKANSAS	1723	Passed	3/13/2015	1723	Passed	3/24/2015	4/1/2015	X	X	X	
	7	Passed	1/28/2013	7	Passed	1/16/2013	2/4/2013				
CALIFORNIA	186	Passed	5/1/2913	186	Passed	8/25/2014	9/27/2014	X	X	X	
COLORADO	1015	Passed	2/19/2015	1015	Passed	4/21/2015	5/8/2015	X	X	X	
	1059	Passed	3/20/2012	1059	Passed	4/26/2012	6/8/2012				
CONNECTICUT	Based on 2012 evaluation of existing statute with CT reg staff							E			
DELAWARE	296	Passed	5/15/2014	296	Passed	6/18/2014	7/21/2014	X	X		
	238	Passed	1/26/2012	238	Passed	5/2/2012	5/28/2012				
FLORIDA	941	Passed	3/1/2016	941	Passed	3/4/2016	4/14/2016	X	X		
	1319	Passed	5/2/2011	1228	Passed	5/5/2011	5/31/2011				
GEORGIA	821	Passed	2/11/2016	821	Passed	3/24/2016	4/26/2016	X	X	X	
	188	Passed	3/5/2013	188	Passed	3/26/2013	4/8/2013				
HAWAII	2257	Passed	3/6/2012	2257	Passed	4/10/2012	7/10/2012	X	X	X	
IDAHO	1068	Passed	3/25/2013	1068	Passed	3/7/2013	4/1/2013	X	X	X	
ILLINOIS	275	Passed	5/22/2012	275	Passed	4/26/2012	6/26/2012		X	X	
INDIANA	219	Passed	2/22/2016	219	Passed	2/1/2016	3/22/2016	X	X	X	
	1116	Passed	1/27/2012	1116	Passed	2/29/2012	3/14/2012				
IOWA											
KANSAS	225	Passed	3/17/2016	225	Passed	3/17/2016	3/31/2016	X	X	X	
	2154	Passed	5/14/2015	2154	Passed	5/26/2015	5/29/2015				
	2178	Passed	5/1/2011	2178	Passed	1/18/2012	2/14/2012				
KENTUCKY	301	Passed	2/15/2011	301	Passed	3/8/2011	3/17/2011	X	X	X	
LOUISIANA	1142	Passed	4/26/2016	1142	Passed	5/31/2016	6/9/2016	X	X	X	
	732	Passed	3/28/2012	732	Passed	5/2/2012	5/25/2012				
MAINE	1137	Passed	6/6/2013	1137	Passed	6/10/2013	6/21/2013	X	X	X	
MARYLAND	225	Passed	3/21/2013	273	Passed	4/6/2013	4/17/2013		X	X	
MASSACHUSETTS	4088	Passed	5/16/2012	2254	Passed	5/3/2012	5/31/2012	X	X	X	
MICHIGAN	4060	Passed	3/26/2015	4060	Passed	5/26/2015	6/10/2015		X		
	742	Passed	5/21/2014	742	Passed	5/27/2014	6/11/2014				
	741	Passed	5/21/2014	741	Passed	5/27/2014	6/11/2014				
MINNESOTA	2397	Passed	4/4/2014	2397	Passed	4/22/2014	5/16/2014		X	X	
	3172	Passed	5/16/2014	3172	Passed	5/16/2014	5/20/2014				
MISSISSIPPI	2419	Passed	2/7/2013	2419	Passed	2/7/2013	3/18/2013	X	X		
MISSOURI	136	Passed	3/2/2011	136	Passed	4/27/2011	7/14/2011		X		
MONTANA	94	Passed	1/18/2011	94	Passed	3/18/2011	4/1/2011	X	X	X	
NEBRASKA				88	Passed	4/24/2017	4/23/2017		X		
NEVADA	89	Passed	4/20/2015	89	Passed	5/22/2015	6/12/2015	X			
NEW HAMPSHIRE	234	Passed	3/13/2013	234	Passed	1/30/2014	6/16/2014	X			
NEW JERSEY	3427	Passed	1/6/2014	2544	Passed	11/18/2013	1/17/2014	X	X		
NEW MEXICO	180	Passed	3/4/2013	180	Passed	3/13/2013	3/26/2013	X		X	
NEW YORK	4394	Passed	5/23/2016	2947	Passed	6/2/2016	9/9/2016		X	X	
NORTH CAROLINA	799	Passed	6/6/2011	799	Passed	6/28/2012	7/24/2012	X	X		
NORTH DAKOTA	1246	Passed	2/21/2013	1246	Passed	4/2/2013	4/12/2013	X	X	X	
	1296	Passed	2/15/2013	1296	Passed	4/12/2013	4/19/2013				
OHIO	490	Passed	4/24/2012	490	Passed	5/23/2012	6/20/2012	X	X		
OKLAHOMA	1863	Passed	4/23/2012	1863	Passed	3/7/2012	5/8/2012	X	X	X	
	1275	Passed	3/14/2011	1275	Passed	4/18/2011	4/25/2011				
OREGON	1504	Passed	2/24/2016	1504	Passed	2/18/2016	3/3/2016	X	X		
	2037	Passed	4/22/2013	2037	Passed	6/3/2013	6/11/2013				
PENNSYLVANIA											
RHODE ISLAND	5712	Passed	6/5/2013	629	Passed	7/1/2013	7/15/2013	X	X	X	
SOUTH CAROLINA	417	Passed	5/24/2013	417	Passed	4/17/2013	6/7/2013	X	X	X	
	3710	Passed	4/27/2012	1107	Passed	4/24/2012	6/26/2012				

Report out as of: 9/9/2016	SPOUSE LICENSURE RECAP										
	House			Senate			Governor	Enacted (X) Existing (E)			Overall
	Bill #	Status	Date Passed	Bill #	Status	Date Passed	Date signed	A	B	C	
SOUTH DAKOTA	117	Passed	2/27/2013	117	Passed	2/4/2013	3/6/2013	X	X	X	
TENNESSEE	1275	Passed	3/14/2011	1275	Passed	4/18/2011	4/25/2011	X	X	X	
TEXAS	162	Passed	5/2/2013	162	Passed	4/2/2013	5/18/2013	X	X	X	
	1733	Passed	5/23/2011	1733	Passed	4/19/2011	6/17/2011				
UTAH	384	Passed	3/3/2011	384	Passed	3/9/2011	3/22/2011	X			
VERMONT	681	Passed	3/18/2014	681	Passed	5/7/2014	6/9/2014	X	X	X	
VIRGINIA	405	Passed	2/8/2016	405	Passed	2/17/2016	2/26/2016	X	X	X	
	1247	Passed	2/11/2014	1247	Passed	2/27/2014	4/14/2014				
	937	Passed	2/8/2012	937	Passed	3/1/2012	4/4/2012				
	346	Passed	1/20/2012	346	Passed	2/28/2012	3/10/2012				
	543	Passed	2/7/2012	543	Passed	2/28/2012	4/10/2012				
WASHINGTON	5969	Passed	12/14/2011	5969	Passed	12/14/2011	12/20/2011	X	X	X	
WEST VIRGINIA	4151	Passed	2/17/2014	4151	Passed	3/4/2014	4/1/2014		X	X	
WISCONSIN	550	Passed	3/15/2012	550	Passed	3/13/2012	4/5/2012	X	X		
WYOMING	74	Passed	2/21/2013	74	Passed	1/18/2013	3/13/2013	X	X		
	132	Passed	2/1/2013	132	Passed	2/25/2013	3/13/2013				
TOTALS								39	42	31	50

Licensure Aggregate Totals

Total inactive sponsors	99
Total inactive bills	91
Status Totals	
Signed by Governor	69

A = Modify license by endorsement to allow options that accommodate gaps in employment for military spouses with active licenses from another state
B = Provide temporary licenses to allow a military spouse with a current license to secure employment while completing state requirements or while awaiting verification for an endorsement
C = Expedite procedures for regulatory department or board approval to provide opportunity for spouses to obtain an endorsed or temporary license

APPENDIX C

Occupation	State	Law Change	Synopsis
Cosmetology	AK	Temporary Expedite	<ul style="list-style-type: none"> Alaska does not offer a cosmetology license; this license type has been divided into esthetician and hairdresser licenses. To qualify for a hairdresser license by credentials, spouses need to hold an active license from at least one other jurisdiction, 1,650 hours of training through a school or 2,000 hours through an apprentice program, and proof of passing written and practical examinations. For spouses who do not have the minimum required hours, work experience can be used as a substitute.
Cosmetology	AL	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To transfer a license, spouses need to request that verification of their license from the previous state be sent directly to the Alabama board. The board will then send spouses the paperwork that needs to be completed and notify spouses if they need to take any exams. Typically, the entire process takes six weeks to three months.
Cosmetology	AR	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To be eligible for reciprocity, military spouses need to hold valid licenses from another jurisdiction and pass written, practical, and Arkansas state law exams. Once the application is submitted, it takes approximately 10 days to be processed.
Cosmetology	AZ	Endorsement	<ul style="list-style-type: none"> Special accommodations are provided to military spouses by processing their applications first. To be eligible for reciprocity, spouses must show evidence of either being licensed in another state or having graduated from a school that offers a cosmetology course. They must also pass the Arizona board approved examination. Staff reported that the length of time to get licenses transferred cannot be estimated since it is determined on an individual basis.
Cosmetology	CA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board expedites the application process for military spouses. Military spouses can apply by reciprocity if they complete the application, pay required fees, and currently hold active licenses in good standing for three of the last five years from another jurisdiction. It takes four to six weeks to approve a spouse's application, whereas for other applicants, it can take up to 12 weeks.
Cosmetology	CO	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses may practice without a Colorado cosmetology license during their first year of Colorado residency as long as they are authorized to practice cosmetology in other jurisdictions. They must fill out the Military Spouse Exemption form. After the spouse exemption period ends, spouses need to apply for a Colorado cosmetology license by endorsement. The current wait time to process an application may be at least 90 days.
Cosmetology	CT	Endorsement	<ul style="list-style-type: none"> To be eligible for reciprocity, spouses must have a valid license in another jurisdiction that was issued by examination.

APPENDIX C

			<ul style="list-style-type: none"> • If spouses acquired the previous licenses without examination but have practiced cosmetology for more than five years, they can also be issued a Connecticut license without examination. • Staff indicated that the average processing time cannot be estimated because it varies from case to case.
Cosmetology	DC		<ul style="list-style-type: none"> • No representative from this board replied to communications seeking additional information about the process to transfer licenses for military spouses.
Cosmetology	DE	Endorsement Temporary	<ul style="list-style-type: none"> • To be eligible for reciprocity, spouses must provide copies of current licenses that they hold in another jurisdiction and arrange for the board office to receive license verification from each jurisdiction where they currently hold or previously held a license. • If the jurisdictions of spouses' current licenses require fewer classroom or apprenticeship hours than Delaware requires, the applicants also need to prove that they have a total of three years of experience in the five years immediately preceding their application in Delaware. • The average processing time of applications is not indicated on board websites nor was it provided by board staff.
Cosmetology	FL	Endorsement Temporary	<ul style="list-style-type: none"> • Spouses can be issued temporary licenses to practice cosmetology. They just need to provide proof that they are married to an Active Duty Service member who is assigned to a duty station in Florida and hold valid licenses in another jurisdiction. The temporary licenses are valid for six months and cannot be renewed. • The board also waives application fees for spouses of Active Duty Service members and Veterans. • Spouses who hold a valid cosmetology license in another jurisdiction with equal or higher requirements may also apply for licensure by endorsement. They must have 1,200 school hours and pass a licensing examination. • It takes seven to ten days to get a license application processed once submitted.
Cosmetology	GA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses may apply for a cosmetology license by endorsement if they hold a valid, active license from another jurisdiction with equivalent requirements. If requirements in the other jurisdiction are less than the board's, spouses may be asked to take an exam or complete additional hours. • To qualify, spouses must be married to an Active Duty Service member or a transitioning Service member within 24 months of retirement or 12 months of separation. • The board does not offer expedited licensure for spouses.
Cosmetology	HI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • The board does not allow for licensure by endorsement nor does it offer temporary licenses for spouses. • Applications for spouses are expedited, and to qualify, they must be married to a Service member who holds a permanent change of station (PCS) military order and be stationed in Hawaii for at least one year.

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			<ul style="list-style-type: none"> • Once submitted, it takes 15 to 20 business days for an application to be approved. • Approximately five spouses applied for cosmetology licenses in the last year.
Cosmetology	IA		<ul style="list-style-type: none"> • Spouses must have graduated from an accredited cosmetology program and passed the National-Interstate Council of State Boards of Cosmetology (NIC) exam. The board reported that Iowa requires more training hours than other states, which may be an issue when determining “substantially equivalent” credentials. If the board determines a spouse does not meet Iowa requirements, the applicant will be informed as to how they can complete the requirements. • If licensed in another state for at least 12 of the last 24 months, a license verification letter from the previous state’s licensing board is required. • Spouses may receive priority processing of their application, and the average length of time to process an application is about a month.
Cosmetology	ID	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, military spouses must hold a current license from another state whose requirements are equivalent to Idaho standards or hold a current license from another state and have work experience under such licensure in three of the last five years. • Once submitted, the application is processed in three to five days.
Cosmetology	IL	Temporary Expedite	<ul style="list-style-type: none"> • Spouses can work under temporary licenses for six months and their applications are expedited. The board is unaware of any employers not accepting temporary licenses. • Spouses applying for licensure by endorsement must have 1,500 hours of education in cosmetology and 12 months of work experience. • Spouses’ temporary licenses are expedited, which is a two to four week process; for other applicants, the average processing time is six to eight weeks.
Cosmetology	IN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • To transfer their license, military spouses must have at least a tenth grade education, completed 1,500 training hours, and passed a written and practical exam. In addition, spouses must submit license certification from each state in which they have held a previous license and provide proof they are a military spouse. • Applications are reviewed once a month by the board, and the typical application processing time is unknown.
Cosmetology	KS	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses with an active license in another state with at least 1,500 training hours are required to take a 20-question, open book state exam. Spouses without an active license who have completed 1,500 training hours must take the board’s written and practical exams. • Spouses must provide license and training verification, a copy of a government-issued photo identification card, and verification of a high school education or equivalent (unless they have practiced for 10 or more years).

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			<ul style="list-style-type: none"> Completed applications are typically processed within one week; military spouses' applications are expedited and may be issued in less than a week.
Cosmetology	KY	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses should submit the "Active Military Licensee/Spouse License Transfer" application and provide a copy of their military orders and marriage license, license certification, and a completed criminal background check. If a spouse has less than two years of experience, they must also submit verification of a high school education and a certificate of licensure from their previous state verifying training hours. In 2017, the number of required training hours to be eligible for a cosmetology license increased by 300 hours. Occupational licensing board staff reported they did not know how this change would affect military spouse applicants. Completed applications are typically processed within one business day. Only five to six military spouse applicants transferred their license within the last year.
Cosmetology	LA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses must have completed 1,500 training hours, passed the National-Interstate Council of State Boards of Cosmetology (NIC) exam, and provided license certification from all states in which they were previously licensed. Spouses are also required to take a jurisprudence exam. Within four weeks of submitting a completed application, spouses will be notified of their jurisprudence exam date. Once the exam is passed, a license is issued within 10 days.
Cosmetology	MA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouse applications are given priority processing and the application fee is waived when they present proof of military status and submit a signed affidavit. Spouses are required to take a written and practical exam in the state of Massachusetts and can get a temporary license while they wait to take the exams. Once the board receives an application, it takes a couple of weeks to review and schedule the exams. Licenses are issued within a couple days after the applicant passes the practical and written exams. The board reported that 10 spouses have transferred their licenses within the last year.
Cosmetology	MD	Temporary Expedite	<ul style="list-style-type: none"> Spouses must have completed a 1,500-hour training program or trained as a registered apprentice for at least 24 months at a licensed beauty school. Spouse must have also passed a written and practical exam and provide license verification. If previous license requirements are equivalent, the board may waive exam requirements. Spouses' applications are expedited, and completed applications are typically processed within two weeks. A one-time temporary license valid for nine months can be obtained while spouses complete state requirements for permanent licensure.

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			<ul style="list-style-type: none"> • The process to transfer a cosmetology license through reciprocity takes up to four weeks.
Cosmetology	ME	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses must have graduated from a training program with 1,500 hours or have 2,500 hours of experience, passed a written and practical exam, and submitted license verification. • The process to transfer a cosmetology license can take several weeks; however, spouses' applications can be expedited and processed within a couple of weeks.
Cosmetology	MI	Temporary	<ul style="list-style-type: none"> • Spouses who provide proof of military status may have application fees waived. • Spouses must have graduated from an accredited program with at least 1,500 hours of training or completed a two-year apprenticeship, passed the theory and practical exams, and submitted a notarized affidavit with education and employment history. • Completed applications are typically processed within a couple of weeks.
Cosmetology	MN	Temporary Expedite	<ul style="list-style-type: none"> • Spouses can apply for a temporary license by completing an application, providing proof of military status, and submitting a copy of their current license. A temporary license is valid for one calendar year and cannot be renewed. • Spouses must apply for licensure through the standard application process prior to the temporary license expiring. • Temporary license applications are processed within five business days.
Cosmetology	MO	Temporary	<ul style="list-style-type: none"> • Spouses with at least two years of experience must provide license verification and must pass a jurisprudence exam; if spouses have less than two years of experience, they must also provide proof of passing a written and practical exam. • Military spouses can apply for a temporary license by completing the appropriate application and providing proof of military status. Temporary licenses are valid for 180 days and can be renewed once. • Military spouse applications are expedited. Completed temporary licenses are processed on the day of application while completed reciprocity applications are typically processed within three to five business days.
Cosmetology	MS	Endorsement Temporary	<ul style="list-style-type: none"> • Spouses must first provide proof of training and certification of their license record to complete an eligibility interview (held weekly) prior to beginning the application process. • Spouses must have completed at least 1,500 training hours, passed a theory and practical exam, and provided license verification(s). • Completed applications are typically processed within one week.
Cosmetology	MT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses licensed in another state must have completed at least 1,500 hours of training or practical experience and provide license verification of a license in good standing and proof of passing the National-Interstate Council of State Boards of Cosmetology (NIC) and practical exams.

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			<ul style="list-style-type: none"> Completed applications are typically processed within four weeks.
Cosmetology	NC	Endorsement Temporary	<ul style="list-style-type: none"> Spouses are able to transfer their licenses via endorsement, which requires that they complete the application and submit a copy of their previous license(s). Spouses from Arizona, Colorado, Kansas, Kentucky, Mississippi, New Hampshire, New York, Oklahoma, Texas, and West Virginia must also submit a verification form from the previous licensing board in addition to their application and copy of their previous license. Once applications are submitted, spouses are issued a license in one to two business days. Staff reported one military spouse applicant in the last year.
Cosmetology	ND	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses are eligible to transfer their licenses by reciprocity if they submit proof of past training and a current license as well as pass the North Dakota jurisprudence exam. Spouses must have at least 1,800 pre-licensure training hours; however, if they do not, the board will consider work experience to meet this requirement. Licenses are usually issued one to two days after the application is submitted.
Cosmetology	NE	Temporary	<ul style="list-style-type: none"> Spouses must have graduated and passed a licensing exam in another jurisdiction. If a licensing exam was not required in their previous jurisdiction, they must take the licensing exam in Nebraska. Spouses must have earned at least 2,100 hours in their cosmetology program or submit proof of work experience for the previous five years. Hours earned after training can be applied to the total minimum hours needed to transfer a license to Nebraska. Once the application has been submitted, the process to issue a cosmetology license can take several weeks.
Cosmetology	NH	Endorsement	<ul style="list-style-type: none"> Licenses are transferred by reciprocity. Spouses must submit verification of license, education, and previous training from another jurisdiction. Once the verification paperwork is submitted, spouses are issued a license on the same day.
Cosmetology	NJ	Endorsement Temporary	<ul style="list-style-type: none"> To transfer licenses, spouses must submit verification of their previous license as well as proof of 1,200 hours of education or 3 years of work experience. Once the application has been approved, it takes two to four weeks for a permanent license to be issued.
Cosmetology	NM	Endorsement Expedite	<ul style="list-style-type: none"> To transfer a license, spouses must have 1,600 training hours; however, they may apply work history as a substitute for training hours as six months of employment is equivalent to 150 hours of training. They must also submit verification of education and a previous license and pass the New Mexico jurisprudence exam. Once spouses begin the application process, they are issued a provisional license so they may obtain employment while they wait for their verification materials.

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Cosmetology	NV	Endorsement	<ul style="list-style-type: none"> To transfer their licenses, spouses must submit verification of their license that was issued in another state and pass a 25-question exam based on Nevada laws for the practice of cosmetology. Once spouses submit their license verification form and pass the state exam, they are issued a license the same day.
Cosmetology	NY	Temporary Expedite	<ul style="list-style-type: none"> Twenty-one states have reciprocity status. To benefit, spouses will need to have an active license and one to five years of experience (depending on the state). Six states (NH, NM, OR, UT, WV, and WY) have licensure by endorsement where spouses only need an active license to transfer their license. Once spouses submit verification forms, they are issued a license in four to six weeks.
Cosmetology	OH	Endorsement Temporary	<ul style="list-style-type: none"> Spouses do not have to pay application fees, and there is a special form on the Ohio Cosmetology board website that identifies applicants as military spouses. To transfer their licenses, spouses must submit their marriage certificate and a copy of the orders assigning the Service member to a duty station in Ohio in addition to a copy of their license and verification of their license from the previous jurisdiction. Licenses are usually issued one to two weeks after the application is submitted.
Cosmetology	OK	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses are eligible to transfer their license by reciprocity. They must submit verification of their license from a previous jurisdiction and pass the jurisprudence exam.
Cosmetology	OR	Endorsement Temporary	<ul style="list-style-type: none"> Military spouses are eligible to benefit from an expedited application process. Upon submitting their application, they are issued a temporary license so that they may work while waiting for their verification forms. The temporary license expires after three months and is nonrenewable. To be eligible to transfer their licenses, spouses must submit proof of marriage and assignment to a duty station in Oregon, verification of current license, and proof they have been in practice for at least one year in the last three years. Once the application and supplemental documentation is completed, licenses are issued the same day.
Cosmetology	PA		<ul style="list-style-type: none"> Spouses who have a current license in another state with equivalent requirements (e.g., hours of schooling, state board theory and procedural exams) and who have worked for two or more years in a licensed salon are eligible for licensure by reciprocity. A one-time temporary license valid for nine months can be obtained while spouses complete state requirements for permanent licensure. The process to transfer a cosmetology license through reciprocity takes up to four weeks.

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Cosmetology	RI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses applying for licensure by endorsement receive a one-time, 90-day temporary license to practice while the application for full licensure is being processed. • The process to transfer a cosmetology license can vary but typically takes less than a week.
Cosmetology	SC	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses can receive licensure by endorsement if they submit proof that they have passed a national license exam (e.g., the National Interstate Council [NIC] written and practical exam) and have licensure in another state. • Licensure by endorsement involves meeting similar requirements in another state, including 1,500 hours of cosmetology school or five years registered as a master hair care specialist. • The process to transfer a cosmetology license is completed within ten days of application.
Cosmetology	SD	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Licensure by endorsement requires a current license from another state with similar requirements (e.g., 2,100 hours of education or 2,000 hours of education and 2,000 hours of work experience) and successful completion of the jurisprudence exam. • A non-renewable temporary license can be issued to spouses applying for licensure by endorsement if they have been hired at a salon and are waiting to take an exam. • The process to transfer a cosmetology license can usually be completed on the same day as the application is received, but applications must be mailed since there is no online submission.
Cosmetology	TN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses' applications are expedited (i.e., processed first) if they indicate their status and provide proof of marriage, licensure in another state, and change of station orders. • Spouses applying for licensure by endorsement must either meet Tennessee's 1,500 hour schooling requirement or submit proof of five years of work experience. • The process to transfer a cosmetology license can take up to four to six weeks.
Cosmetology	TX	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Licensure by endorsement requires a license from another state with similar requirements and proof of competency via a combination of education, continuing education, exams, recommendation letters, and work experience. • Spouses who apply for licensure by endorsement can be issued a temporary license for up to six months, at which point a determination must be made regarding their full license application. • Spouses of Active Duty military members have their applications expedited when they submit a military spouse supplemental application form and proof of their marital status, licensure in another state, and spouse's change of station orders.

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Cosmetology	UT	Endorsement	<ul style="list-style-type: none"> Spouses of Active Duty military members can work under their license from another state as long as it is active and in good standing. All required documentation and specific licensing requirements are agreed upon by the employer and the spouse.
Cosmetology	VA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Licensure by endorsement requires a license from another state with similar requirements (e.g., 1,500 hours of an accredited training program, written and practical exams). One-year temporary licenses allow spouses to practice under a licensed supervisor while completing state-specific requirements or waiting for application processing. The length of time to transfer a cosmetology license varies; however, the board issues a temporary license if it takes longer than 20 days to process an application. Spouses of Active Duty military members are eligible for expedited application processing if they submit copies of their military dependent ID card and Service member's transfer orders.
Cosmetology	VT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Licensure by endorsement requires a current license in good standing from another state and either active practice during the three previous years or 2,000 documented hours of practice. Spouses of current Active Duty, National Guard, or Reserve military members, as well as spouses of Veterans or deceased military members who left the military within the past two years, can have their applications expedited and are eligible for six-month temporary licensure if they provide a copy of their military identification and change of station or discharge orders. The length of processing time needed to transfer a cosmetology license varies, but all military spouse applications are processed within 60 days of application.
Cosmetology	WA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Licensure by endorsement requires a license from another state with similar requirements (e.g., 2,000 hours of apprenticeship, 1,600 hours of education, practical and written exams). Applications do not include questions about military spouse status, so an application is only expedited if a spouse calls the board to request expediting, which the board reported is rare. The process to transfer a cosmetology license takes about one to two weeks after submission.
Cosmetology	WI	Endorsement Temporary	<ul style="list-style-type: none"> Licensure by endorsement requires a license from another state and 4,000 practice hours. A six-month temporary license, which can be renewed at the discretion of the board, is issued to allow spouses of Active Duty, National Guard, or Reserve members to work under the supervision of a fully-licensed professional in Wisconsin. The process to transfer a cosmetology license takes approximately 10-15 business days following submission of a completed application.
Cosmetology	WV	Temporary	<ul style="list-style-type: none"> There are no unique application procedures for military spouses.

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		Expedite	<ul style="list-style-type: none"> Licensure by endorsement requires a license from another state with similar requirements (e.g., 1,800 hours training experience, board-approved degree) and successful completion of the West Virginia State Law Exam. Spouses can apply for a temporary work permit to practice under a licensed supervisor until they complete state-specific exams. The permit is valid until the month after the next exam date and can be renewed once. The process to transfer a cosmetology license can be completed at the time of application if spouses apply in-person or take about one week if spouses apply by mail.
Cosmetology	WY	Endorsement Temporary	<ul style="list-style-type: none"> The military spouse application process does not differ from the process for any other applicant. Licensure by endorsement requires a current license from another state, successful completion of a board-administered theory and practice exam, and either active full-time practice for at least one year prior to application or equivalent requirements to Wyoming initial licensure. The board does not issue temporary licenses or expedite processing of license applications. The process to transfer a cosmetology license takes approximately two to three days following submission of an application.

Occupation	State	Law Change	Synopsis
Dental Hygiene	AK	Temporary Expedite	<ul style="list-style-type: none"> The board allows for licensure by examination for spouses that have held dental hygienist licenses in another jurisdiction for at least 90 days. To be eligible, spouses need to submit a full application, pay application fees, apply for the Professional Background Information Services (PBIS) Level II credentials review, and complete the board's jurisprudence exam. The length of time to process an application is six to eight weeks.
Dental Hygiene	AL	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board offers a three-year Special Purpose License for practice across state lines and it is considered a full license. To be eligible for the Special Purpose License, spouses must pass background verification from Professional Background Information Services (PBIS) and submit an application to the dental board. It takes approximately 45-90 days for background verification plus two months to process the licensure application.
Dental Hygiene	AR	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Licenses can be issued by credentials for spouses who are licensed and have been practicing continuously for the past five years in other states. Once an application is submitted, staff reported that the length of time to transfer licenses varies and cannot be estimated.
Dental Hygiene	AZ	Endorsement	<ul style="list-style-type: none"> Military spouses are eligible for licensure via endorsement if they pass the clinical and Arizona jurisprudence exams and provide national board scores and dental hygiene school transcripts.

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			<ul style="list-style-type: none"> Once a completed application is received, a license is issued in approximately 10 days.
Dental Hygiene	CA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board expedites the application process for military spouses by prioritizing their applications. Spouses can apply by endorsement if they have been licensed in another jurisdiction for more than five years. They need to submit copy of diploma, original National Board Scorecard, proof of passing a state or regional examination, certificate of completing certain career-specific trainings, and certification form(s) from each jurisdiction(s) they were licensed in. Once an application is submitted, licenses are typically approved in 30 days.
Dental Hygiene	CO	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses can apply for licensure by endorsement if they completed an accredited dental hygiene program, passed the Joint Commission on National Dental Examinations (JCNDE) and a clinical examination, and demonstrated clinical competency by teaching or practicing dental hygiene for a minimum of 300 hours per year or passing clinical examination. The average processing time varies and is determined on an individual basis.
Dental Hygiene	CT	Endorsement	<ul style="list-style-type: none"> To be eligible for licensure, spouses must have graduated from an American Dental Association (ADA) associated dental hygiene program, successfully completed the National Board Exam, and passed one of the eligible clinical performance exams. Once an application is submitted, it takes four to six weeks to have applications processed.
Dental Hygiene	DC		<ul style="list-style-type: none"> No representative from this board replied to communications seeking additional information about the process to transfer licenses for military spouses. Based on the website, there is no special process for military spouses to transfer their licenses. For spouses who wish to transfer their licenses, they must submit proof they passed the National Board of Dental Hygiene Examination, the North East Regional Board (NERB) exam, and the District of Columbia Dental Law Examination as well as verification of an active dental hygiene license in good standing. If spouses have passed a regional or state dental examination other than the NERB exam, they must also submit verification that their licenses were in good standing for three years immediately preceding the application. Spouses must also have at least 150 hours of active dental hygiene practice.
Dental Hygiene	DE	Endorsement Temporary	<ul style="list-style-type: none"> Licensure by reciprocity requires spouses to hold a current license from another jurisdiction and to have practiced for at least three of the past five years. When submitting their application, spouses also need to submit the National Dental Hygiene Board Examination score report as well as the completed, signed, and notarized Jurisprudence Examination for Dental Hygienist Candidates.

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			<ul style="list-style-type: none"> The average processing time of applications is not indicated on board websites nor was it provided by board staff.
Dental Hygiene	FL	Endorsement Temporary	<ul style="list-style-type: none"> The board does not allow licensure by endorsement or reciprocity. Once they submit their applications, spouses can be granted temporary licenses while they are waiting for decisions on a full application. To get the temporary license, spouses need to prove that they are married to an Active Duty Service member who is assigned to a duty station in Florida and that they are currently licensed in good standing in another jurisdiction. Temporary licenses are valid for 12 months and are non-renewable. Spouses' applications are expedited and can be processed in less than one day.
Dental Hygiene	GA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board provides expedited application review for spouses. To be eligible for licensure by credentials, spouses need to pass clinical and jurisprudence examinations and provide license verification for every dental hygiene license ever held, official transcript, and National Board Dental Hygiene Examination (NBDHE) scores. Completed applications will be reviewed within 14 business days of submission and shall either be granted or referred to the full board for review. If an application is referred to the full board for review, it shall be reviewed and considered by the board no later than its next regularly scheduled board meeting.
Dental Hygiene	HI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To transfer their licenses, spouses must have graduated from a certified dental hygiene program, have local anesthesia certification, have passed required exams, and provide license verification from another jurisdiction. The board expedites applications for spouses by processing the application within four weeks.
Dental Hygiene	IA		<ul style="list-style-type: none"> The board reported that they extend the occupational licensing benefits of the Home Base Iowa Act to military spouses (although the act is specifically for Veterans) by offering priority processing and reciprocity to spouses who indicate their military status on their application. Spouses must have graduated from an accredited dental school, passed the National Dental Hygiene Examination, provided proof of a current and valid license from another state, practiced at least three years, completed a criminal background check, and paid the application fee to transfer their licenses. Completed applications are typically processed within four to six weeks. About two to three military spouses have transferred their license within the last year because of permanent change of station (PCS).
Dental Hygiene	ID	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To be eligible for licensure by credentials, spouses need to be licensed for at least one year and have practiced a minimum of 1,000 hours in the two years immediately before application.

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			<ul style="list-style-type: none"> The application is typically processed in four weeks.
Dental Hygiene	IL	Temporary Expedite	<ul style="list-style-type: none"> Spouses can work under temporary licenses for six months. Spouses who have been licensed as a dental hygienist in another jurisdiction and have been practicing for the preceding three years before application can be granted a license in Illinois if they submit proof that the requirements for licensure in the other jurisdiction are at least equal to the requirements in Illinois. Spouses' applications are expedited and are processed within six weeks once completed.
Dental Hygiene	IN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses who have been practicing for five or more years must submit license verification, three letters of recommendation, and have completed 19 continuing education hours. Spouses with less than five years of experience will also need to provide official transcripts with proof of conferred degree. All spouses must take a jurisprudence exam. Once the completed applications are submitted, licenses are typically issued within one to two months.
Dental Hygiene	KS	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The application process is similar for all applicants. However, fees are waived for military spouses if they provide a copy of their military orders. Spouses must provide a copy of their educational transcripts with degree conferred, national and clinical exam scores, license verification, current cardiopulmonary resuscitation (CPR) certification, verification of continuing education credits, and a criminal background check. Completed applications are typically processed within seven to ten business days.
Dental Hygiene	KY	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must have graduated from an accredited program, passed the National Dental Hygiene Examination and a clinical examination, and been actively practicing for five of the previous six years. Completed applications are typically processed within two and a half months.
Dental Hygiene	LA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses are able to transfer their license via credential if they practiced for 1,000 hours within the previous year. To transfer via credential, spouses must submit both the Professional Background Information Systems (PBIS) application and the Louisiana State Board of Dentistry application. Spouses must also pass a criminal background check and a jurisprudence exam. The board meets four times per year, and applications must be received 30 days prior to the next board meeting. Spouses may be granted a temporary license to practice while the board is approving their permanent license application or if they need to fulfill additional requirements for licensure. Spouses must provide license verification, proof of military status, a copy of their marriage license, and a copy of their military orders when applying for a temporary license.

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			<ul style="list-style-type: none"> Completed applications are typically processed within 30 days once approved by the board.
Dental Hygiene	MA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouse applications are given priority processing and the application fee is waived when they present proof of military status and submit a signed affidavit; both are still offered even if a spouse did not leave current employment. Spouses must have graduated from an accredited dental program, passed the National Dental Hygiene Examination and clinical competency exam, practiced for at least one year, and submitted letters of good standing from each state in which they previously held a license. They must also hold current cardiopulmonary resuscitation (CPR) certification. Completed applications are typically processed within one week. The board reported that about 12 spouses have transferred their licenses within the last year.
Dental Hygiene	MD	Temporary Expedite	<ul style="list-style-type: none"> Spouses must provide license verification and clinical exam scores. Spouse must also have either passed the National Dental Hygiene Examination or been actively practicing for three years with an average of 450 hours per year. Military applicants are assigned an advisor to assist with the application process. The board reviews completed applications the first and third Wednesday of each month. Staff at the board reported that between three to four military spouses applied for licenses within the last year.
Dental Hygiene	ME	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must have at least three years of experience. They must also provide license verification(s), education certification, passing scores on the National Board Dental Hygiene Examination (NBDHE) and the Northeast Regional Board Examination, current cardiopulmonary resuscitation (CPR) certification, proof of passing a criminal background check, and results from a National Practitioner Data Bank (NPDB) self-query. Spouses must complete a jurisprudence exam and undergo an interview with the board. Completed applications are typically processed within two business days.
Dental Hygiene	MI	Temporary	<ul style="list-style-type: none"> Spouses licensed in another state who have been practicing for at least three years must submit license verification that contains no disciplinary action and complete a criminal background check. Spouses licensed in another state who have been practicing for less than three years must submit license verification that contains no disciplinary action, official transcripts, passing scores on the National Dental Hygiene Examination, passing scores on a clinical examination, and complete a criminal background check. Military spouses can apply for a temporary license if they provide proof they are married to an Active Duty Service member assigned to Michigan, have a current license in good standing, and pass a criminal background check.

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			<ul style="list-style-type: none"> Completed temporary applications are reviewed by the board every other month and military spouse applications are expedited. Completed military spouse applications typically take between four to six weeks to be processed. No spouses have applied for a temporary military license within the last year.
Dental Hygiene	MN	Temporary Expedite	<ul style="list-style-type: none"> Spouses who have at least 2,000 hours of experience within the previous 36 months must provide proof of passing a clinical exam and complete a criminal background check. Spouses must also interview with the Credentials Committee of the board. If spouses do not meet the experience requirement, they may complete a board approved re- entry course. Interviews with the Credentials Committee are held monthly. Licenses approved by the committee are issued immediately following the interview.
Dental Hygiene	MO	Temporary	<ul style="list-style-type: none"> Spouses with two years of experience must submit official transcripts, passing scores on the National Dental Hygiene Examination and state clinical exam, license verification(s), basic life support certification, and proof of successful completion of the jurisprudence exam. Applications are typically processed within one week of passing the jurisprudence exam.
Dental Hygiene	MS	Endorsement Temporary	<ul style="list-style-type: none"> Military spouses can be issued a temporary license while meeting licensing requirements and applying for a permanent license. This non-renewable license is valid for one year. Spouses with five years of experience must have graduated from an accredited program, passed the National Dental Hygiene Examination, passed a state or regional clinical exam, and provided license verification(s). In addition, spouses will need to pass a jurisprudence exam and interview with the board. Completed temporary license applications must be reviewed by the board and are typically processed within 30 days.
Dental Hygiene	MT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses who have worked a minimum of 1,000 hours within the previous two years must submit official transcripts, passing scores on the National Dental Hygiene Examination, passing scores on a clinical exam, and license verification(s) from any jurisdiction in which they held a license. In addition, spouses need to have a current cardiopulmonary resuscitation (CPR) certification, complete a National Practitioner's Bank Self-query, and pass a jurisprudence exam. Completed applications are typically processed within 10 to 15 business days.
Dental Hygiene	NC	Endorsement Temporary	<ul style="list-style-type: none"> Spouses are eligible to transfer their license if they have an active license (and submit verification) and have been in practice for at least 1,500 hours per year during two of the last five years. If they do not meet those requirements, they may have to take the national and/or North Carolina state exam.

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			<ul style="list-style-type: none"> Once the application is submitted, licenses are issued in about one month. This board has received about six applications to transfer licenses from military spouses in the past year. The board offers application packets that contain copies of the state legislation describing what accommodations are available to military spouses who transfer their licenses to North Carolina.
Dental Hygiene	ND	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses are able to transfer their licenses via credential if they have been in practice for the previous three years. To transfer via credential, they must submit an application along with verification of previous license, transcripts, 16 continuing education requirements (CEUs), CPR training, and regional and national exam scores. Military spouses' applications may be expedited by prioritizing their review, and licenses are usually issued one to two months after they are submitted.
Dental Hygiene	NE	Temporary	<ul style="list-style-type: none"> Spouses can be licensed by reciprocity if they were licensed in another jurisdiction and worked for at least three years, with at least one year of work having occurred in the last three consecutive years. Spouses must take a Nebraska jurisprudence exam, and the process to transfer their license can take an average of 30 days.
Dental Hygiene	NH	Endorsement	<ul style="list-style-type: none"> Spouses are eligible to transfer their licenses via endorsement if they have a current license in good standing and have practiced within the last three years. Spouses must submit verification of their previous licenses and complete a state jurisprudence exam. Once all application materials have been approved, spouses are issued a permanent license in about two weeks.
Dental Hygiene	NJ	Endorsement Temporary	<ul style="list-style-type: none"> Spouses are eligible to transfer their licenses by credential, which is similar to reciprocity. They must submit verification of previous license, including proof they passed all required examinations for that state. Spouses must also take a New Jersey jurisprudence course, which is online. Once they have submitted their complete application, licenses are issued in about two weeks.
Dental Hygiene	NM	Endorsement Expedite	<ul style="list-style-type: none"> Spouses' applications are expedited by allowing them to get their initial license without a criminal background check. They must indicate on the application that they are a spouse of an Active Duty Service member to be exempt from the initial criminal background check. To transfer their licenses, spouses must submit a verification of previous license, proof of 15 continuing education units (CEUs) from the last 12 months, and pass the New Mexico jurisprudence exam. Once their application is approved, licenses are issued within three business days.
Dental Hygiene	NV	Endorsement	<ul style="list-style-type: none"> Spouses must have graduated from an accredited program and passed a clinical examination to be eligible to transfer their license to Nevada.

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			<ul style="list-style-type: none"> Spouses' applications are "fast-tracked." Once they submit an application, they are given a permanent license and have 90 days to submit their supplemental information (e.g., transcripts, proof of clinical exam).
Dental Hygiene	NY	Temporary Expedite	<ul style="list-style-type: none"> Spouses are eligible to transfer their licenses if they have been licensed and in practice for the previous two years. Once they submit their application, along with verification of a previous license in good standing, spouses' applications are processed in four to six weeks.
Dental Hygiene	OH	Endorsement Temporary	<ul style="list-style-type: none"> Spouses are able to transfer their licenses via reciprocity if they have an active license for at least five years. If they have taken the regional board exam, they must submit those scores. If they have not taken the regional board exam, they must submit verification of their license from another jurisdiction. Once a complete application has been submitted, licenses are usually issued within three weeks.
Dental Hygiene	OK	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To transfer licenses via endorsement, spouses must have been in practice for at least two years before submitting their application. There is no expedited process for license transfer. Spouses' applications must include school transcripts, national or regional exam scores, verification of license from a previous jurisdiction, and three letters of recommendation. All applications must be approved by the Dentistry board, which meets quarterly. Therefore, spouses may have to wait up to 90 days for a license to be issued.
Dental Hygiene	OR	Endorsement Temporary	<ul style="list-style-type: none"> If spouses have an active license and have passed clinical boards in a previous state within the last five years, they can transfer their license without further examination. If spouses passed clinical boards more than five years ago, they must pass clinical boards in the state of Oregon. Once the application is submitted, it usually takes six to eight weeks to issue the license.
Dental Hygiene	PA		<ul style="list-style-type: none"> For licensure by endorsement, spouses must have a license in another state that has equivalent requirements and that also accepts Pennsylvania licenses for endorsement. Spouses completing state requirements for licensure can obtain one 30-day temporary volunteer license or three ten-day temporary volunteer licenses per year. The process to transfer a dental hygiene license takes 15-25 business days.
Dental Hygiene	RI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To transfer a license, spouses must have a current license in another state with similar requirements such as a degree from an accredited dental hygiene program and successful completion of the North East Regional Board of Dental Examiners (NERB) exam and state or regional board exams. The process to transfer a dental hygiene license takes approximately two to three days.

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Dental Hygiene	SC	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • To transfer a license, spouses must have a current license in another state with similar licensing requirements (e.g., accredited dental hygiene program degree; Central Regional Dental Testing Service [CRDTS], or Southern Regional Testing Agency [SRTA], or Commission on Dental Competency Assessments [CDCA], or American Board of Dental Examiners [ADEX] exam) and must successfully complete the South Carolina jurisprudence exam. • For licensure by endorsement, dental hygienists need to have either actively practiced under their license for three of the past five years or been licensed within the past two years in another state. • The process to transfer a dental hygiene license takes six to eight weeks after the application is completed.
Dental Hygiene	SD	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must have a valid license in another state with similar requirements (e.g., 3,000 practice hours during the past five years, cardiopulmonary resuscitation [CPR] certification, completion of an accredited education program) as well as proof of successful completion of the online jurisprudence exam and a physician statement of acceptable mental and physical health. • Temporary licenses are issued to spouses who meet all licensing requirements and are waiting for board review of their application. The board meets approximately three times per year, and the temporary license is valid until one week after the next board meeting. • The process for a spouse to transfer a dental hygienist license takes two weeks or less once a completed application is submitted. • Board staff recommend that spouses declare their military spouse status in the military section of the application and call with any questions they may have about the application process.
Dental Hygiene	TN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses applying for licensure by endorsement must provide two recommendation letters from dentists and have practiced three of the past five years, as well as passed the American Board of Dental Examiners (ADEX) exam through the Southern Regional Testing Agency (SRTA), Commission on Dental Competency Assessments (CDCA), Central Regional Dental Testing Service (CRDTS), Western Regional Examining Board (WREB), or Council of Interstate Testing Agencies (CITA). • Military spouses have their applications expedited if they submit proof of status; however, there is no request for this information on the application. • The process to transfer a dental hygienist license varies, but the application recommends allowing at least four to six weeks for processing.
Dental Hygiene	TX	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Board staff report that there are no unique processes for military spouse applications. The board's application asks for military status; however, there are no clearly stated unique processes for military spouse application processing on the board's website. • For licensure by endorsement, spouses must have a valid license in another state with similar requirements (e.g., dental hygiene degree

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			<p>from an accredited school, successful completion of the National Board Dental Hygiene Exam [NBDHE] and a regional exam), have completed a jurisprudence exam, and have actively practiced three of the previous five years.</p> <ul style="list-style-type: none"> • The board does not have processes for temporary licenses or expedited licensure. • The process for a spouse to transfer a dental hygienist license takes four to six weeks after submission of a completed application.
Dental Hygiene	UT	Endorsement	<ul style="list-style-type: none"> • Spouses of Active Duty military members can work under their license from another state as long as it is active and in good standing. • All required documentation and specific licensing requirements are agreed upon by the employer and the spouse, but no exam is required.
Dental Hygiene	VA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must have a valid license in another state with similar requirements (e.g., schooling program accredited by either the Commission on Dental Accreditation of the American Dental Association [CODA] or the Commission on Dental Accreditation in Canada [CDAC], exams completed through the Central Regional Dental Testing Service [CRDTS], Western Regional Examining Board [WREB], Commission on Dental Competency Assessments [CDCA], Council of Interstate Testing Agencies [CITA], or American Board of Dental Examiners [ADEX]). • One-year temporary licenses are available if the board cannot process a military spouse application within 20 days, but they are rarely issued due to already fast processing times. • Applications are expedited for spouses of Active Duty military members who submit proof of orders transferring their Service member to Virginia. • The process for a spouse to transfer a dental hygienist license takes two to three days after submission of a completed application.
Dental Hygiene	VT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • The military spouse application process does not differ from the process of any other applicant. • For licensure by endorsement, spouses must submit an application with proof of licensure from another state, cardio-pulmonary resuscitation (CPR) certification, and successful completion of the state jurisprudence exam. • The process to transfer a dental hygienist license takes approximately two to three business days following submission of an application.
Dental Hygiene	WA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must have a valid license in another state with similar requirements (e.g., National Board Dental Hygiene Examination, American Dental Association accredited education program) and have actively practiced during the past year. • Temporary licenses are issued to spouses who meet licensing requirements and are waiting for the results of a background check to be processed. A spouse can also practice under a licensed

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			<p>supervisor with a six-month temporary license while completing state-specific requirements.</p> <ul style="list-style-type: none"> • An application is expedited if a spouse or domestic partner of a Service member submits proof of domestic partnership or marriage and the Service member's transfer orders to Washington. • The process for a spouse to transfer a dental hygienist license takes 21 days or less once a completed application is submitted.
Dental Hygiene	WI	Endorsement Temporary	<ul style="list-style-type: none"> • The board has no unique procedures for processing military spouse license applications besides waiving the application fee. • For licensure by endorsement, spouses must submit proof of successful completion of the state jurisprudence exam and licensure from another state with equivalent requirements (e.g., cardio-pulmonary resuscitation (CPR) certification, completion of an accredited dental hygiene program, successful completion of the Commission on Dental Competency Assessments [CDCA], Western Regional Examining Board [WREB], or Central Regional Dental Testing Score [CRDTS] exam). • Staff were unaware of temporary licenses available for military spouses. • The process to transfer a dental hygienist license takes 10-15 days from application completion.
Dental Hygiene	WV	Temporary Expedite	<ul style="list-style-type: none"> • Spouses of Active Duty Service members have their application fee waived and their application prioritized in order to expedite processing. • Licensure by endorsement is not available, and all spouses must complete licensing exams. • Temporary licenses are for volunteers only, not for spouses transferring a license. • The process to transfer a dental hygienist license takes approximately one week from the time of application.
Dental Hygiene	WY	Endorsement Temporary	<ul style="list-style-type: none"> • The board has no unique procedures for processing military spouse license applications. • For licensure by endorsement, spouses must submit proof of licensure from another state with equivalent requirements (e.g., cardio-pulmonary resuscitation (CPR) certification; either 800 practice hours during the past year, completion of a regional exam during the past year, or 10 continuing education hours for each year without active practice) and successful completion of the state jurisprudence exam. • The process to transfer a dental hygienist license takes approximately one to two weeks from application completion.

Occupation	State	Law Change	Synopsis
Massage Therapy	AK	Temporary Expedite	<ul style="list-style-type: none"> • Spouses can apply for licensure by endorsement by submitting verification of current licensure from a jurisdiction with requirements that are substantially equal to or greater than Alaska's requirements. • The average processing time of the application is two months.

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Massage Therapy	AL	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To transfer a massage therapy license, spouses need to have at least 650 education hours from an accredited massage therapy school and be certified by the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB). The average processing time cannot be estimated because it varies from case to case.
Massage Therapy	AR	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To be eligible for reciprocity, military spouses must submit proof of passing scores on either the Massage & Bodywork Licensing Examination (MBLEx) or National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) exam, out-of-state license verifications, and education records. Spouses must also pass a background check. Once the application is submitted, it takes two to three months to get a license transferred.
Massage Therapy	AZ	Endorsement	<ul style="list-style-type: none"> To be eligible for reciprocity, spouses need to be licensed for at least five consecutive years from another state that has standards substantially equivalent to Arizona's standards or hold current certification from the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) and have graduated from a board-approved school with at least 500 hours. Once a completed application is received, a license is issued in approximately six to eight weeks.
Massage Therapy	CA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> California does not have massage therapy licensure. Instead, the California Massage Therapy Council (CAMTC) is a private, non-profit organization that issues massage therapy certifications. CAMTC does not offer military spouses accommodations to transfer their licenses. Spouses whose partners are on Active Duty will not need to apply as a new applicant if their certifications have lapsed over six months. The CAMTC will waive late fees for spouses who need to renew their licenses if their partners are on Active Duty. Once an application is submitted, certificates are issued in about three months.
Massage Therapy	CO	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To apply for licensure, military spouses must have completed a massage therapy program with at least 500 hours of course and clinical work. Spouses must submit verification of a license from another jurisdiction, and have passed one of the following exams: Massage and Bodywork Licensing Examination (MBLEx), National Certification Examination for Therapeutic Massage and Bodywork (NCETMB) exam, or National Certification Examination for Therapeutic Massage (NCETM) exam. Once the application is completed, it takes four to six weeks for it to be processed.
Massage Therapy	CT	Endorsement	<ul style="list-style-type: none"> Military spouses must have graduated from an accredited massage therapy program and passed the Massage and Bodywork Licensing Examination (MBLEx) or the Board Certification (BCETMB) exam.

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			<ul style="list-style-type: none"> Spouses who are currently licensed to practice massage therapy in another jurisdiction for at least one year may qualify for licensure by reciprocity. They will need to provide verification of the MBLEx or BCETMB exam. Once an application is submitted, it takes seven to ten days to process applications.
Massage Therapy	DC		<ul style="list-style-type: none"> Military spouses must submit verification of their previous license and undergo a background check. Once spouses submit a completed application, licenses are issued in four to six weeks.
Massage Therapy	DE	Endorsement Temporary	<ul style="list-style-type: none"> To be eligible for reciprocity, military spouses must be licensed in another jurisdiction and have practiced continuously in that jurisdiction for at least two years before applying in Delaware. Spouses must submit the full application and arrange for an official score report to be sent directly from either the Federation of State Massage Therapy Boards (FSMTB) or the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) to the board office. The average processing time of applications is not indicated on board websites nor was it provided by board staff.
Massage Therapy	FL	Endorsement Temporary	<ul style="list-style-type: none"> Spouses can submit an application and then be granted temporary licenses while they are waiting for the decision on a full application. To obtain the temporary license, spouses need to prove being married to an Active Duty Service members who is stationed in Florida; spouses also need to hold a valid license from another jurisdiction. Temporary licenses are valid for 12 months and are non-renewable. The application fee is waived for spouses of Service members or Veterans who have been honorably discharged in the past 60 months. The licensure process is expedited for spouses, but processing time cannot be determined because it varies individually.
Massage Therapy	GA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses that hold an active license from another jurisdiction and who are not Georgia residents may apply for a provisional permit. Provisional permit holders must work under the direct supervision of a licensed massage therapist. The permit expires within six months and cannot be renewed. Applications are processed within 25 business days.
Massage Therapy	HI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Licensure requirements include a full application, 150 hours of in-class coursework, 420 hours of practical massage training, current cardiopulmonary resuscitation (CPR) certificate, and passing the State Massage Licensing Exam. The average processing time cannot be estimated because it is determined on an individual basis.
Massage Therapy	IA		<ul style="list-style-type: none"> Military spouses must complete an application and pay the application fee, send official transcripts with degree conferred, have

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			<p>passed one of the national exams, and provide verification of licensure if licensed in another state.</p> <ul style="list-style-type: none"> • Typical processing time for a completed application is one week. If an application needs to be reviewed by the board, this process can take up to three months.
Massage Therapy	ID	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses need to submit the endorsement application, application fee, and proof of being licensed or certified in another jurisdiction with substantially similar requirements to those in Idaho. • Applications will be processed within two to four weeks after board meetings. The schedule of board meetings is not specified on the board website.
Massage Therapy	IL	Temporary Expedite	<ul style="list-style-type: none"> • Spouses applying for licensure by endorsement must submit proof of completing an approved massage therapy program, license certifications from another jurisdiction, and exam records from the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) or Massage and Bodywork Licensing Examination (MBLEx). • A completed application takes six to eight weeks to process and military spouses' applications are not expedited.
Massage Therapy	IN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must have graduated from an accredited program and submit an application with official transcripts, exam scores from one of the national exams, and license verification(s). Spouses must also provide proof of liability insurance and pass a criminal background check. • Once the completed applications are submitted, licenses are issued within six months.
Massage Therapy	KS	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • There is no statewide board for massage therapy. Military spouses must contact the city clerk's office for each city in which they want to work to inquire about city licensing requirements. • To transfer their licenses, spouses must submit a certified transcript showing proof of education and training. Spouses must also complete in-person training for both first aid and cardiopulmonary resuscitation (CPR). • Completed applications are typically processed within 30 days.
Massage Therapy	KY	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must provide verification of a license in good standing, official transcripts and evidence of professional experience, continuing education certificates, and passing National Certification Board of Therapeutic Massage and Bodywork's National Certification Exam (NCE) scores. • Completed applications, with a completed federal background check, are processed within 30 days.
Massage Therapy	LA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must have been licensed in another state for at least one year, provided proof of passing the national exam, and passed a criminal background check. • Spouses' applications are not expedited and are typically processed within two to four weeks.

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Massage Therapy	MA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must submit the military spouse affidavit form with proof of military status and marriage with their initial application for licensure. Spouses must have graduated from an accredited program, passed the Massage & Bodywork Licensing Examination (MBLEx), and submitted license verification. Spouse applications are expedited and typically processed within two to three weeks.
Massage Therapy	MD	Temporary Expedite	<ul style="list-style-type: none"> Spouses must indicate their military status on the application and provide proof of military affiliation. Spouses must have graduated from an accredited program and passed the Massage & Bodywork Licensing Examination (MBLEx) or National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) exam. They also must submit license verification(s) and provide three professional references. The application and jurisprudence exam fees are waived for military spouses. Completed applications are typically processed within 45 to 60 days. The board requires that applications be submitted 30 days prior to the exam date, but the board will work with military spouses who cannot meet this requirement. The board reported that 14 military Veterans and/or spouses applied for licenses within the last year.
Massage Therapy	ME	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses must have graduated from an accredited program, passed the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) or the Massage & Bodywork Licensing Examination (MBLEx), and submitted license verification from previous state(s). Spouses must pass a criminal background check and have a current first aid and CPR certification. Completed applications are typically processed within two to three weeks.
Massage Therapy	MI	Temporary	<ul style="list-style-type: none"> Military spouses licensed in another state with at least five years of experience must provide license verification and proof of passing the Massage & Bodywork Licensing Examination (MBLEx) exam. Spouses will also need to pass a criminal background check. Spouses licensed in another state for less than five years must also provide proof of education. Completed applications are typically processed within four weeks, and the board may expedite military spouses' applications, if necessary.
Massage Therapy	MN	Temporary Expedite	<ul style="list-style-type: none"> There is no statewide board for massage therapy. Spouses need to contact the city clerk to inquire about specific city requirements. An inquiry was made with the city clerk's office of a major metropolitan city in the state of Minnesota regarding the requirements necessary to practice massage therapy within the city. This city only required an application for a permit to set up practice and did not have specific licensing requirements.

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			<ul style="list-style-type: none"> The Office of Unlicensed Competency and Alternative Health Care Practice oversees disciplinary actions when required.
Massage Therapy	MO	Temporary	<ul style="list-style-type: none"> Spouses must have graduated from an accredited program, passed one of the national exams, provided license verification(s), submitted proof of liability insurance, and passed a background check. If the spouses' previous credentialing state has been reviewed and approved by the board, applications are typically processed within one month.
Massage Therapy	MS	Endorsement Temporary	<ul style="list-style-type: none"> Spouses with experience for at least two of the preceding five years must provide passing Massage & Bodywork Licensing Examination (MBLEx) or the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) scores, proof of a high school education, and current first aid and cardio-pulmonary resuscitation (CPR) certification. Spouses may also need to provide proof of marriage to an Active Duty Service member. Completed applications must be approved by the board and can take up to 45 days to be processed.
Massage Therapy	MT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses can apply for licensure by reciprocity if they are moving from a state that has been previously approved by the board. Approved states include New Hampshire, Nebraska, Washington, New York, Georgia, North Dakota, South Dakota, Kentucky, Utah, New Mexico, Ohio, Texas, and Florida. Spouses must submit a completed application and provide transcripts, license verification, and two reference letters. Spouses previously licensed in a state not approved by the board may appeal to have the board review that state's licensing requirements and statutes or apply for licensure by examination. Completed routine applications (those from previously approved states) are typically processed within 10 business days. Non-routine applications must be reviewed by the board and may take over three months to be processed.
Massage Therapy	NC	Endorsement Temporary	<ul style="list-style-type: none"> To transfer licenses, spouses submit school transcripts, pass a national exam (e.g., Massage and Bodywork Licensing Examination [MBLEx]) and a North Carolina jurisprudence exam, provide verification of previous license, and submit documentation of English proficiency. Once the application is submitted, licenses are usually issued within 60 days.
Massage Therapy	ND	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To be eligible to transfer their licenses, spouses must have met at least 80% of North Dakota's education requirements. Spouses must submit proof of a previous license, passing scores from national and North Dakota jurisprudence exams, and cardiopulmonary resuscitation (CPR) certification to transfer their licenses. If spouses have an active license from a state that had no continuing education unit (CEU) requirements, then they must also complete 24 CEUs.

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			<ul style="list-style-type: none"> Once they submit their applications, spouses are granted a temporary, 90-day license so they can practice while waiting for their approval. A permanent license is generally issued in two to three months. Staff indicated that one military spouse has applied to transfer her license in the past year.
Massage Therapy	NE	Temporary	<ul style="list-style-type: none"> Spouses must have passed the Massage and Bodywork Licensing Examination (MBLEx) or be board certified. In addition, they must have 1,000 combined hours from school, professional practice, or continuing education credits (one year of school or work as a massage therapist equals 100 hours). Spouses must document previous education and work experience; the board calls to verify information at their discretion. The process to transfer a massage therapy license can take about a week after the application is submitted.
Massage Therapy	NH	Endorsement	<ul style="list-style-type: none"> Licenses are transferred by reciprocity. Spouses must submit verification of license from another jurisdiction, education, and 1,500 hours of training (or 3,000 hours of work experience). Once the verification paperwork is submitted, spouses are issued a license on the same day.
Massage Therapy	NJ	Endorsement Temporary	<ul style="list-style-type: none"> Spouses from the following states are eligible to transfer their licenses via reciprocity: Alabama, Colorado, Connecticut, Florida, Hawaii, Iowa, Illinois, Maryland, Massachusetts, Michigan, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Texas, Virginia, and Washington, D.C. Transfer by endorsement involves submitting proof of an active license that is in good standing. Spouses who move from states that are not eligible for endorsement must submit verification of license and proof of education from an accredited institution. Once the application is submitted, the approval process can take about 12-16 weeks, and spouses are issued a permanent license once their application is approved.
Massage Therapy	NM	Endorsement Expedite	<ul style="list-style-type: none"> Once spouses submit their application (including verification of previous license) and pass the New Mexico jurisprudence exam, they are issued a permanent license that is valid for up to two years. The license is usually issued one to two weeks after all required materials are submitted. To renew their license, spouses must submit all supporting materials (e.g., verification of education) that were not presented with their initial application.
Massage Therapy	NV	Endorsement	<ul style="list-style-type: none"> To transfer their license, spouses must have graduated from an accredited program, passed a national exam, submitted verification of licenses from all states in which they were previously licensed, and submitted a criminal background check. After spouses submit their applications and supplemental materials, a permanent license is granted in three to five months as this is about the length of time necessary to verify spouses have met all the requirements.

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			<ul style="list-style-type: none"> • There is no temporary license granted while spouses wait for their supplemental materials to be verified.
Massage Therapy	NY	Temporary Expedite	<ul style="list-style-type: none"> • Spouses are eligible to transfer their licenses if they have been in practice during the previous two years, have obtained cardiopulmonary resuscitation (CPR) certification within the past three years, and have a license in good standing from another jurisdiction. • Once spouses submit their applications, a license is typically issued in two to three weeks.
Massage Therapy	OH	Endorsement Temporary	<ul style="list-style-type: none"> • Spouses are eligible to transfer their license if they have had an active license for at least five years, and they must submit their proof of license from another jurisdiction along with their application. • Once a complete application has been submitted, licenses are usually issued in eight weeks
Massage Therapy	OK	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses are eligible to transfer their license by reciprocity. They must submit verification of their license from a previous jurisdiction and pass the jurisprudence exam. If spouses are authorized to practice in a state that does not issue licenses, spouses must submit proof of at least 1,500 study or credit hours. • Once spouses submit a completed application, their licenses are issued within one business day.
Massage Therapy	OR	Endorsement Temporary	<ul style="list-style-type: none"> • To transfer their licenses, spouses must have 625 hours of education, pass a national massage therapy exam, and submit verification of their transcripts and previous license. • Once the applications are submitted, licenses are issued in about two to three weeks.
Massage Therapy	PA		<ul style="list-style-type: none"> • Licensure by endorsement can be obtained if spouses' previous state of licensure has similar licensing requirements, including at least 600 hours of massage education, cardiopulmonary resuscitation (CPR) certification, and successful completion of either the Massage & Bodywork Licensing Examination (MBLEx) or the National Certification Examination for Therapeutic Massage & Bodywork (NCETM/NCETMB). • Temporary licenses are only issued to recent graduates and are not available for spouses completing state requirements in order to transfer their license. • The process to transfer a massage therapy license takes four to six weeks.
Massage Therapy	RI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Licensure by endorsement can be obtained if spouses' state of licensure has similar licensing requirements (e.g., Massage & Bodywork Licensing Examination [MBLEx], approved program degree) and they submit cardiopulmonary resuscitation (CPR) and First Aid certifications along with three letters of good moral character. • Board staff indicated that very few military spouse applications are submitted.

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			<ul style="list-style-type: none"> The process to transfer a massage therapy license takes two to three days.
Massage Therapy	SC	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Licensure by endorsement can be obtained if spouses' state of licensure has similar licensing requirements, including 500 completed hours of massage therapy school and successful completion of either the Massage & Bodywork Licensing Examination (MBLEx) or the National Certification Examination for Therapeutic Massage & Bodywork (NCETM/NCETMB). The process to transfer a massage therapy license is completed within 10 days of application.
Massage Therapy	SD	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses applying for licensure by endorsement must submit proof of at least 500 education hours, successful completion of a national certification exam, and liability insurance. A 90-day temporary license, which can be renewed one time, is available for military spouses transferring their license who are waiting to take an exam. The process to transfer a massage therapy license takes less than seven days after application.
Massage Therapy	TN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To apply for initial licensure, spouses must provide proof of successful completion of the Massage & Bodywork Licensing Examination (MBLEx) and 500 hours of approved education, including five hours of education related to Tennessee statutes and regulations. For licensure by endorsement, the exam and education requirements are waived if spouses have been certified and practicing for the last five years and complete five hours of education on Tennessee statutes and regulations; however, the initial licensure application is much more commonly used. The process to transfer a massage therapy license usually takes four to six weeks, but Active Duty military spouses' applications are expedited and processed within 72 hours.
Massage Therapy	TX	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Licensure by endorsement requires licensure in another state with similar requirements (e.g., completion of a certified training program and a state or national exam) and successful completion of a jurisprudence exam. The process to transfer a massage therapy license typically takes four to six weeks, but expedited military spouse applications are processed within one to two weeks.
Massage Therapy	UT	Endorsement	<ul style="list-style-type: none"> Spouses of Active Duty military members can work under their license from another state as long as it is active and in good standing. The board recommends that employers require documentation of spouses' marital status and licensure and Service members' military status, but the documentation and specific licensing requirements are the responsibility of the employer.
Massage Therapy	VA	Endorsement Temporary	<ul style="list-style-type: none"> Licensure by endorsement can be obtained if spouses' previous state of licensure has similar licensing requirements, including at least 600

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		Expedite	<p>hours of massage education, cardio-pulmonary resuscitation (CPR) certification, and successful completion of either the Massage & Bodywork Licensing Examination (MBLEx) or the National Certification Examination for Therapeutic Massage & Bodywork (NCETM/NCETMB).</p> <ul style="list-style-type: none"> • Temporary licenses are only issued to recent graduates and are not available for spouses completing state requirements in order to transfer their license. • The process to transfer a massage therapy license takes four to six weeks.
Massage Therapy	VT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Massage therapists are not required to be licensed in the state of Vermont. • Although cities or counties can implement their own licensing requirements, no information was available online regarding city or county requirements. The cities of Montpelier, Burlington, and Bennington each reported that they do not have massage therapy licensing regulations.
Massage Therapy	WA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Licensure by endorsement is not available, and all spouses need to meet the education and examination requirements, including the jurisprudence exam. • Temporary licenses are usually not issued outside of unusual circumstances that delay application processing. • Spouses of Active Duty, National Guard, or Reserve members have their applications expedited by processing them first in all five steps involved in issuing a massage therapy license. • The process to transfer a massage therapy license varies depending upon the volume of applications the board receives.
Massage Therapy	WI	Endorsement Temporary	<ul style="list-style-type: none"> • The board waives spouses' application fees but otherwise processes all applications similarly. • Spouses applying for licensure by endorsement must be nationally certified (such as by the National Certification Board for Therapeutic Massage and Bodywork [NCBTMB]) or have completed 600 classroom hours in an accredited program and the jurisprudence exam. • Six-month temporary licenses are available for spouses who meet all other licensing requirements but have not yet completed exams. • The process to transfer a massage therapy license takes approximately 10-15 business days after a completed application is submitted.
Massage Therapy	WV	Temporary Expedite	<ul style="list-style-type: none"> • Applications of military spouses are expedited by processing them first. • For licensure by endorsement, spouses do not have to take an exam if their state of licensure has similar requirements (e.g., certified by the National Certification Board for Therapeutic Massage & Bodywork, degree from an approved massage school, 500 hours of education). • The process to transfer a massage therapy license takes five to seven days following application.

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Massage Therapy	WY	Endorsement Temporary	<ul style="list-style-type: none"> • Massage therapists are not required to be licensed in the state of Wyoming. • Cities or counties can implement their own licensing requirements. Laramie County, which includes the city of Cheyenne, is the only county with massage therapy licensing requirements. • Spouses applying for massage therapy licensure in Laramie County must submit an application with proof that they passed a physical exam within the last 14 days, have individual liability insurance, are a member in a national massage therapy organization, have completed appropriate education, and have not had a revoked or suspended license or a conviction. • Laramie County does not offer temporary licenses or expedited licensing procedures. • The process to transfer a massage therapy license in Laramie County takes approximately seven to ten days following application.
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Occupation	State	Law Change	Synopsis
Mental Health Counseling	AK	Temporary Expedite	<ul style="list-style-type: none"> • Spouses can be licensed by credentials if they hold current licenses from another jurisdiction with the same or greater licensure requirements than Alaska. • The average processing time of the application is three to four weeks.
Mental Health Counseling	AL	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Priority is given to military spouses' applications and spouses' eligibility does not depend on the Service members' military status (e.g., Active Duty, National Guard or Reserve, Veteran, etc.) or the length of time they have resided in Alabama. • Spouses who are licensed in another jurisdiction may apply for license transfer via endorsement. • A provisional license may be issued to spouses who are currently licensed in another jurisdiction but have not met academic, experience, or examination requirements of the board. • The process to transfer a counseling license varies depending upon the spouse's qualifications, but the board expedites applications of military spouses.
Mental Health Counseling	AR	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • The board offers temporary licenses and expedited processing for military spouses. • The temporary licenses are valid for six months to one year, depending on spouses' qualifications. • Once the application process is completed, staff indicated that the length of time to transfer licenses varies and cannot be estimated. • Approximately 15 spouses have transferred their license in the last year.
Mental Health Counseling	AZ	Endorsement	<ul style="list-style-type: none"> • To transfer their license to Arizona, spouses only need to have been licensed for one year while general applicants need to have been licensed for at least three years.

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			<ul style="list-style-type: none"> Spouses can work using temporary licenses (valid for one year) under direct supervision while they are waiting for permanent licenses to be approved. The application process is expedited for spouses; applications are typically processed in two months for spouses while the processing time is two to nine months for other applicants. Approximately three military spouses transferred their licenses in the last year.
Mental Health Counseling	CA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board expedites the application process for military spouses. Spouses must complete the “Military Spouse/Domestic Partner Expedite Request” form to get expedited processing. All out-of-state applicants need to meet the education requirements, gain 3,000 hours of supervised experience over a minimum two-year period, and pass the California Law and Ethics examinations. They may use their out-of-state experience for a maximum of 1,200 hours. It takes four to six weeks to process an application once it is submitted.
Mental Health Counseling	CO	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To be eligible for reciprocity, military spouses must hold a current, equivalent license in another state, submit official transcript, pass the National Counselor Examination (NCE), and demonstrate 2,000 hours of post-degree experience and 100 hours of supervision over a period of at least two years. Upon completion of the application, staff at the board indicated that the average processing time of applications varies from case to case.
Mental Health Counseling	CT	Endorsement	<ul style="list-style-type: none"> Besides education requirements, military spouses must complete 3,000 hours of postgraduate supervised experience. If spouses are currently licensed or certified as professional counselors in other states, they may substitute three years of licensed or certified work experience in lieu of the 3,000 hours of supervised experience. Staff indicated that the average processing time cannot be estimated because it is determined on an individual basis.
Mental Health Counseling	DC		<ul style="list-style-type: none"> Military spouses must submit verification that their license from a previous jurisdiction is in good standing. They must also submit documentation of the board’s requirements of licensure from the previous jurisdiction, official transcripts, and exam scores. If spouses have been licensed and in practice five or more years, there may be flexibility with board requirements. For example, instead of needing 3,500 hours to be licensed, spouses may be allowed to have 3,300 hours. Once spouses submit a completed application, their licenses are issued in one to three months.
Mental Health Counseling	DE	Endorsement Temporary	<ul style="list-style-type: none"> To be eligible for reciprocity, military spouses must complete the full application and submit current certification from the National Board for Certified Counselors (NBCC), Academy of Clinical Mental Health Counselors (ACMHC), or other certifying mental health organization acceptable to the Board.

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			<ul style="list-style-type: none"> • If spouses have been licensed for less than five years, the board also needs to determine whether the previous jurisdictions have similar requirements as Delaware. If not, more supporting documents are needed. • The average processing time of applications is not indicated on board websites nor was it provided by board staff.
Mental Health Counseling	FL	Endorsement Temporary	<ul style="list-style-type: none"> • The board treats military spouses differently by expediting their application process and waiving their application fees. • The board also offers spouses temporary licenses. The application requirements include proof of marriage to an Active Duty Service member who is assigned to Florida and proof of a current and valid counseling license in another jurisdiction. • The temporary licenses are valid for 12 months and are non-renewable. • Staff indicated that the average processing time cannot be determined because it varies individually
Mental Health Counseling	GA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • To be eligible for endorsement, spouses must provide verifications of a minimum of two years of unrestricted licensure at the level of a Georgia licensed professional counselor, in good standing, from another jurisdiction. • Spouses must also provide verifications of passing scores on the National Board for Certified Counselors (NBCC), National Counselor Examination for Licensure and Certification (NCE), or National Clinical Mental Health Counseling Examination (NCMHCE). • Once the application is submitted, it takes approximately 15 days for the application to be processed.
Mental Health Counseling	HI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • To obtain a counselor license, spouses must submit a full application, meet education requirements, conduct 300 hours of pre-degree supervised client contact, and finish 3,000 hours of postgraduate supervised experience completed in no less than two years and no more than four years. • Once submitted, the application is processed in six to eight weeks.
Mental Health Counseling	IA		<ul style="list-style-type: none"> • To be eligible for licensure by endorsement, spouses must have been licensed for at least five years and provide official transcripts, certification of supervision, verification of license(s) in good standing from all jurisdictions in which they have been licensed, and proof of passing the National Counselor Examination (NCE) or the National Clinical Mental Health Counselor Examination (NCMHCE). • Completed applications are typically processed within 15 business days.
Mental Health Counseling	ID	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • In order to be licensed by endorsement, spouses must hold a current license in good standing, and have documented experience of at least five years of practice under licensure in the seven years preceding the application. • Applications are processed within one week.
Mental Health Counseling	IL	Temporary Expedite	<ul style="list-style-type: none"> • Spouses can work under temporary licenses for six months. Spouses who apply for licensure by endorsement must submit proof of

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			<p>education, pass the professional counselor exam, pay application fee, and submit license certification from previous jurisdiction(s).</p> <ul style="list-style-type: none"> • Spouses' completed applications are expedited, which is a two to three week process; for other applicants, the average processing time is six to eight weeks.
Mental Health Counseling	IN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses who have practiced for at least three of the five previous years must provide official transcripts, license verification(s), and proof of passing the National Clinical Mental Health Counselor Examination (NCMHCE). Spouses must also pass a jurisprudence exam. • Once the completed applications are submitted, licenses are issued in one to three months.
Mental Health Counseling	KS	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must have "substantially equivalent" clinical contact and supervisory hours or have a minimum of five years of experience to receive licensure by reciprocity. If spouses do not meet these requirements, they must complete the application process as a new applicant. • Completed applications are typically processed within 30 days or less.
Mental Health Counseling	KY	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must have graduated with a master's or doctoral degree from an accredited program (with a minimum of 60 hours of graduate coursework) and have practiced for at least five years. They must also provide license verification(s). • All applicants who have practiced for a minimum of five years may be exempt from required hours of supervised experience or examination requirements. • Completed military spouse applications are processed within 30 days.
Mental Health Counseling	LA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses who have practiced for at least five years in another state can apply for licensure by endorsement with a completed application, work experience verification, verification of previous license(s), proof of passing the national exam, at least 40 continuing education credits within the previous two years, and proof of military status. • Applications for military spouses are processed within 30 days, but all applicants can apply for expedited processing if they complete the appropriate application and pay an additional fee. The expedited application is processed within five business days.
Mental Health Counseling	MA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must complete the military spouse affidavit and provide required proof of military affiliation and marriage. • Spouses who have a license in good standing in another state and have been actively practicing for at least three years can apply for a reciprocal license if they graduated from an accredited program (must have completed a minimum of 60 credit hours) and submit license verification(s) and passing National Clinical Mental Health Counseling Exam (NCMHCE) scores.

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			<ul style="list-style-type: none"> • Applications are expedited for military spouses and are typically processed within two months, but spouses can begin the application process prior to moving to Massachusetts.
Mental Health Counseling	MD	Temporary Expedite	<ul style="list-style-type: none"> • Military spouses with a minimum of three years of experience and 3,000 supervised hours must provide official transcripts, license verification with a copy of their license, three professional experience verification forms from employers, supervisors or colleagues, and passing scores on the National Counselors Examination of the National Board for Certified Counselors, and practice under the supervision of an approved provider. • Spouses with less than 3 years of experience and 3,000 supervised hours must provide official transcripts, meet the educational requirements, passing scores in the National Counselors Examination of the National Board for Certified Counselors. • Spouses must take a jurisprudence exam, which is administered twice a month by the board. • Completed applications are typically processed within 60 days. Spouse applications may be expedited and processed in less than 60 days.
Mental Health Counseling	ME	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses licensed in another jurisdiction have two options to transfer their licenses. Spouses with five years of experience may apply via the “Substantially Equivalent License” option, and spouses with qualifications similar to Maine’s can apply via the “Substantially Similar Qualifications” option. • Spouses who apply via the “Substantially Equivalent License” option must provide license verification with a copy of their license, official transcripts, a copy of relevant licensing laws and rules from the licensing state, a disclosure statement, and a completed criminal background check. • Spouses who apply via the “Substantially Similar Qualifications” option must provide license verification, official transcripts with internship hours, passing scores on the National Counselor Examination (NCE), a disclosure statement, and a completed criminal background check. • The board may issue a temporary license to a spouse while they wait for a permanent license to be issued. • Completed applications are typically processed within two to three weeks.
Mental Health Counseling	MI	Temporary	<ul style="list-style-type: none"> • Spouses with a current license with a minimum of five years of experience can apply for licensure by endorsement with license verification and a background check. • If spouses have less than five years of experience, they must also provide official transcripts from an accredited program (with at least 48 semester hours and 600 hours of supervised internship practicum experience), a certification of education form, proof of passing the National Counselor Examination (NCE), and proof of work experience.

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			<ul style="list-style-type: none"> Spouses can apply for a limited license if they meet the educational and exam requirements but do not have enough client contact hours for full licensure. Temporary licenses are available for military spouses but are rarely given. Spouse applications are not expedited and staff at the board reported that the typical length of time to issue a license is unknown.
Mental Health Counseling	MN	Temporary Expedite	<ul style="list-style-type: none"> Spouses who indicate their military status can be issued a temporary license while they apply for permanent licensure. Currently, no specific application or process is in place. Spouses must have graduated from an accredited program (minimum of 48 credit hours) with 700 supervised field experience hours and have 2,000 hours of post-degree supervised experience. Requirements for the criminal background check are changing and the board was unsure how this would affect the application processing time. Currently, licenses are reviewed and approved on an ongoing basis and are issued the first of each month.
Mental Health Counseling	MO	Temporary	<ul style="list-style-type: none"> Spouses must have graduated from an accredited program, provided verification of post-degree experience (3,000 hours), passed the National Counselor Examination (NCE), provided license verification(s) from all states in which they have been previously licensed, and pass a jurisprudence exam. Applications must be submitted 30 days prior to the next board meeting, and licenses are typically processed within two to three days after board approval.
Mental Health Counseling	MS	Endorsement Temporary	<ul style="list-style-type: none"> Spouses must submit supervision verification, official transcripts, license verification, and passing scores on either the National Counselor Examination (NCE) or the National Clinical Mental Health Counselor Examination for Licensure or Certification (NCMHCE). Spouses will also need to complete a criminal background check. The board may honor licensing criteria met in another state if requirements are “substantially equivalent” to those in Mississippi. This is determined on an individual basis by the board. Staff at the board reported that the application processing time is unknown. Fewer than five military spouses have applied for licensure within the last year.
Mental Health Counseling	MT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses must submit official transcripts, passing scores on the National Counselor Examination (NCE) or the National Clinical Mental Health Counselor Examination for Licensure or Certification (NCMHCE), and an affidavit stating they meet the supervision requirement (3,000 hours). In addition, spouses must submit license verification(s), three reference letters, and a criminal background check. Spouses can get a temporary license if they meet supervision requirements and pass a criminal background check with fingerprints. Temporary licenses are valid for one year and are not renewable.

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			<ul style="list-style-type: none"> Completed applications are typically processed within four to six weeks.
Mental Health Counseling	NC	Endorsement Temporary	<ul style="list-style-type: none"> No representative from this board replied to communications seeking additional information about the process to transfer licenses for military spouses. Based on the website, there is no special process nor was there a reference to the state legislation that addresses transfer of licenses for military spouses. Military spouses are eligible for license transfer via endorsement if they meet the following requirements: worked full-time for at least five years or part-time for at least eight years within the last 10 years; obtained a minimum of 2,500 hours of direct service; hold an active license that does not require supervision for a minimum of two years; pass the North Carolina jurisprudence exam; and submit verification of previous license, education, and passing scores from a national exam.
Mental Health Counseling	ND	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses who have a master's degree that required at least 60 credit hours and 100 hours of post-graduate supervision, as well as who have passed the National Board for Certified Counselors (NBCC) exam are eligible to transfer their licenses. Once an application is submitted, it takes one to two business days to issue a license.
Mental Health Counseling	NE	Temporary	<ul style="list-style-type: none"> The requirements to transfer a license are primarily related to obtaining substantially equivalent post-graduation supervision hours. Substantially equivalent hours is defined as "something close" to Nebraska's requirements. For example, Nebraska requires 3,000 hours of supervised experience. A spouse with substantially equivalent experience might have 2,800 hours. The process to transfer a counseling license can take up to several weeks after the application is submitted.
Mental Health Counseling	NH	Endorsement	<ul style="list-style-type: none"> To transfer their licenses, spouses must submit verification they have met educational, examination, and supervision requirements in a previous jurisdiction. Once all application materials have been approved, spouses are issued a permanent license in one to two months.
Mental Health Counseling	NJ	Endorsement Temporary	<ul style="list-style-type: none"> Spouses are eligible to transfer their licenses via endorsement if they have been licensed for the past five years and have met requirements in the previous jurisdiction that are substantially equivalent to New Jersey's requirements. For example, the board requires 4,500 supervised hours, but spouses who only have 3,000 hours can be eligible if they have also been in practice the last two years. Once spouses submit a completed application (e.g., graduate school transcripts, verification of previous license), their transfer is approved within 45 days.
Mental Health Counseling	NM	Endorsement Expedite	<ul style="list-style-type: none"> Military spouses must have an active license for at least five years and submit verification of licensure from another jurisdiction.

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			<ul style="list-style-type: none"> Once all application materials are submitted, licenses are issued in 10-15 business days.
Mental Health Counseling	NV	Endorsement	<ul style="list-style-type: none"> Spouses must have a graduate degree from an accredited program and passed the national exam as well as have two years of postgraduate work and 3,000 hours of supervised experience. The board expedites spouses' applications by prioritizing the review of their applications.
Mental Health Counseling	NY	Temporary Expedite	<ul style="list-style-type: none"> Spouses are eligible for reduced application fees once they submit paperwork indicating their status as a military spouse. To transfer their licenses, spouses must have been in practice for five of the last ten years and submit verification that they were in practice; in addition, spouses must have passed the National Board of Certified Counselors (NBCC) exam and submit proof of a license from a previous jurisdiction. The board can issue temporary licenses for spouses who have not met the examination or supervised hour requirements. Spouses have two years to complete the NBCC exam and obtain at least 3,000 supervised hours. Once spouses submit their completed application, their permanent license is issued in four to eight weeks.
Mental Health Counseling	OH	Endorsement Temporary	<ul style="list-style-type: none"> There are specific instructions for military spouses on the website, which include informing spouses that they must indicate their status on their application. Spouses are able to transfer their licenses via endorsement if they have been licensed for at least five years. In addition, spouses must also submit state and national exam scores and verification of license from their previous jurisdiction. Once military spouses' applications are completed and submitted, a license is issued the same day. Board staff indicated there is an option to issue a temporary license if spouses are waiting an extended period of time for their application materials.
Mental Health Counseling	OK	Endorsement Temporary Expedite	<ul style="list-style-type: none"> No representative from this board replied to communications seeking additional information about the process to transfer licenses for military spouses. Based on the website, there is no special process nor was there a reference to the state legislation that addresses transfer of licenses for military spouses. Non-resident military spouses are eligible for licensure by endorsement if they have been licensed for five or more years; submit three letters of recommendation, school transcripts, and verification of their license from a previous state; and undergo a background check. Non-resident spouses who have been licensed for less than five years must submit the above materials as well as proof that they passed the National Counselor Examination (NCE).
Mental Health Counseling	OR	Endorsement Temporary	<ul style="list-style-type: none"> Spouses must submit documentation that verifies that the standards of their previous professional counselor license are equal to

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			<p>Oregon’s standards for professional counselors. This verification is usually completed by forwarding the previous state’s standards, including coursework and state or regional licensing exam(s). Five or more years of work may substitute for education requirements, which is at the board’s discretion.</p> <ul style="list-style-type: none"> • Staff at the board indicated they try to expedite applications of military spouses, and once the applications are completed, licenses are usually issued in two to four weeks.
Mental Health Counseling	PA		<ul style="list-style-type: none"> • For licensure by endorsement, spouses must hold a current license in another state and have worked as a counselor for at least five of the past seven years. • The board considers whether a spouse meets requirements for licensure by endorsement based on graduate coursework, degrees, hours of education, and supervised experience. • The process to transfer a counseling license takes approximately 25 business days.
Mental Health Counseling	RI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, military spouses must submit two letters of good moral character, transcripts from an accredited school, proof of completion of the National Clinical Mental Health Counseling Examination (NCMHCE), statements of supervised practice, and license verification from another state. • The process to transfer a counseling license takes two to three days.
Mental Health Counseling	SC	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • All applications must go through the Center for Credentialing & Education, Inc. (CCE), an organization contracted by the state board to provide licensure application services. • Licensure by endorsement is considered on a case-by-case basis depending upon whether the spouse met similar requirements in another state. Factors considered include degrees held, coursework completed, national credentials, and supervised experience. • Once the CCE provides the state board with a completed license application, the process to transfer a counseling license takes approximately one to two weeks.
Mental Health Counseling	SD	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses applying for licensure by endorsement must have a license from another state with similar requirements (e.g., accredited education, supervised hours, National Counselor Examination for Licensure and Certification [NCE]); however, the board recommends most people apply for initial licensure because the requirements are slightly less stringent. • Military status is not requested on applications, and spouses must self-identify. • The process to transfer a counseling license following application takes about four to six weeks, but expedited military spouse processing takes about two to three weeks.
Mental Health Counseling	TN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Licensure by endorsement is only available for spouses licensed in Kentucky. Other spouses must apply for licensure by examination, which is granted based on graduate education, supervised experience, and successful completion of the National Clinical

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			<p>Mental Health Counseling Examination (NCMHCE) and state jurisprudence exams.</p> <ul style="list-style-type: none"> • The process to transfer a counseling license takes six to eight weeks.
Mental Health Counseling	TX	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Applications for spouses of Active Duty military members are expedited and eligible for licensure by endorsement, which may include waiving requirements on a case-by-case basis. • For licensure by endorsement, spouses must have a license in good standing from another state with similar requirements (e.g., National Counselor Examination [NCE], graduate degree from an accredited program). • The board does not issue temporary licenses except to recent graduates. • The process to transfer a counseling license takes approximately ten to twelve weeks, but expedited military spouse applications are processed within four weeks.
Mental Health Counseling	UT	Endorsement	<ul style="list-style-type: none"> • Spouses of Active Duty military members can work under their license from any other state as long as it is active and in good standing. • All required documentation and specific licensing requirements are agreed upon by the employer and the spouse.
Mental Health Counseling	VA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must hold a current license in another state and have worked as a counselor for at least five of the past seven years. • The board considers whether a spouse meets requirements for licensure by endorsement based on graduate coursework, degrees, hours of education, and supervised experience. • The process to transfer a counseling license takes approximately 25 business days.
Mental Health Counseling	VT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • The board does not have any unique procedures for processing military spouse applications. • Spouses applying for licensure by endorsement must have a license from another state with similar education and experience requirements, although some requirements may be waived if spouses have been actively practicing for five or more years. • The process to transfer a counseling license following application takes about one to two business days.
Mental Health Counseling	WA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Licensure by endorsement requires a license in another state with equivalent requirements (e.g., master’s or doctoral mental health degree, 3,000 post-graduate supervised hours, 36 hours of continuing education for every two years of practice, successful completion of the National Counselor Exam [NCE] or National Clinical Mental Health Counselor Exam [NCMHCE]). • Temporary licenses are issued to spouses who meet licensing requirements and are waiting for the results of a background check to be processed. Spouses can also practice under a licensed supervisor with a six-month temporary license while completing state-specific requirements.

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			<ul style="list-style-type: none"> • An application is expedited if a spouse or domestic partner of a Service member submits proof of marriage or domestic partnership and the Service member's transfer orders to Washington. • The expedited process to transfer a military spouse's counseling license takes 21 days or less following application submission.
Mental Health Counseling	WI	Endorsement Temporary	<ul style="list-style-type: none"> • Military spouse application fees are waived, but spouses' applications are typically processed in the same way as all other applications. • Spouses applying for licensure by endorsement must have a license from another state with similar requirements, which is determined by the board on a case-by-case basis. • Staff were unaware of temporary licenses available for military spouses. • The process to transfer a counseling license following application takes about 10-15 days.
Mental Health Counseling	WV	Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must submit a licensure packet, graduate transcripts, license verification, two professional recommendations from licensed mental health workers, and proof of successful completion of either the National Counselor Examination (NCE) or the National Clinical Mental Health Counseling Examination (NCMHCE). Some of these requirements may be waived if the spouse has actively practiced five of the past seven years. • Spouses of Active Duty Service members can obtain a six-month, non-renewable temporary license to practice under a licensed supervisor while they are completing requirements. • The process to transfer a license after application can take anywhere from two weeks to two months depending upon when the next board meeting is scheduled to review applications. • West Virginia's Board of Counseling has received one military spouse application during the past year; however, the spouse qualified for licensure by endorsement and did not need to utilize any unique processes in the legislation related to military spouse license transfers.
Mental Health Counseling	WY	Endorsement Temporary	<ul style="list-style-type: none"> • Military spouse applications are processed in the same way as all other applications. • Spouses applying for licensure by endorsement must have a license from another state with similar requirements (e.g., graduate degree from an accredited program, 3,000 supervised clinical hours, successful completion of the National Counselor Examination [NCE], National Clinical Mental Health Examination [NCMHE], or other national exam). • Temporary licenses are not issued by the board, and there are no expediting procedures. The board recommends that spouses start the application process as early as possible, even before moving to Wyoming. • The process to transfer a counseling license following application takes about two to three weeks.

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Occupation	State	Law Change	Synopsis
Occupational Therapy	AK	Temporary Expedite	<ul style="list-style-type: none"> The board has a process for spouses that expedites their application process. Spouses can be granted a temporary permit when they meet all license requirements. The temporary permits are valid for eight months or until the permanent license is issued. The average processing time of the application is eight weeks.
Occupational Therapy	AL	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To be licensed in occupational therapy, spouses will need to complete an application, and provide letters of verification from the National Board for Certification in Occupational Therapy (NBCOT) and from each state where they hold a license. License approval usually takes one to two days after spouses submit their materials.
Occupational Therapy	AR	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board offers temporary licenses for spouses; spouses still need to submit a full application for licensure. Spouses may work under a temporary license for up to two months, and the temporary license can be renewed. The process to transfer an occupational license following application takes six weeks, but expedited military spouse processing takes about two weeks.
Occupational Therapy	AZ	Endorsement	<ul style="list-style-type: none"> To be eligible for licensure, all applicants need to submit a completed application, National Board for Certification in Occupational Therapy (NBCOT) verification, two professional recommendation forms, and certification of licenses from other jurisdictions. Length of time to get licenses transferred cannot be estimated because it is determined on an individual basis.
Occupational Therapy	CA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses can be granted a 60-day unrestricted temporary license when they meet the board's requirements while their full license application is under review. The board's requirements include official transcript, verification from the National Board for Certification in Occupational Therapy (NBCOT), and work experience verification. The board expedites military spouses' applications by processing the applications in two weeks instead of approximately 30 days.
Occupational Therapy	CO	Endorsement Temporary Expedite	<ul style="list-style-type: none"> To be eligible for reciprocity, military spouses must be licensed or registered in another jurisdiction. Spouses must meet one of three requirements: at least 400 hours of practice during the three years immediately preceding application, completion of 48 hours of continued professional competency during the two years immediately preceding application, or completion of an education program and supervised fieldwork within two years of submitting an application. Staff at the board indicated that the average processing time of applications is determined on an individual basis.

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Occupational Therapy	CT	Endorsement	<ul style="list-style-type: none"> Besides education requirements, military spouses must have at least 24 weeks of supervised work experience and passed the National Board for Certification in Occupational Therapy (NBCOT) exam. Once an application is submitted, the average processing time is two weeks.
Occupational Therapy	DC		<ul style="list-style-type: none"> Military spouses must submit verification that they hold at least one valid, active, and unrestricted license in good standing from another jurisdiction. If applicable, they must also submit proof of license from all other jurisdictions in which they have ever been licensed, even if the licenses are inactive. Spouses must provide proof of passing exam scores on the National Board of Certification in Occupational Therapy (NBCOT) exam as well as official graduate transcripts.
Occupational Therapy	DE	Endorsement Temporary	<ul style="list-style-type: none"> Spouses must complete the full application, submit verification of licensure directly from the jurisdictions where they are currently licensed, and pass the National Board for Certification in Occupational Therapy (NBCOT) exam to receive licensure by reciprocity. The average processing time of applications is not indicated on board websites nor was it provided by board staff.
Occupational Therapy	FL	Endorsement Temporary	<ul style="list-style-type: none"> Military spouses' applications are expedited, and their application fees are waived. To be licensed by endorsement, spouses must complete required exams and hold current certification with the National Board for Certification in Occupational Therapy (NBCOT). Spouses may be issued a temporary license while they wait to take the national exam. The temporary license will expire when they take the exam and cannot be renewed. Once the completed application is submitted, the average processing time is 24 hours.
Occupational Therapy	GA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses who have met all requirements for licensure except for the exam or 320 hours of clinical experience may be granted a 90-day limited permit. If so, they must be supervised by a licensed occupational therapist. The 90-day limited license is non-renewable. After the exam or clinical experience requirements are fulfilled, spouses will be granted a permanent license. Once submitted, applications will be reviewed within 25 business days.
Occupational Therapy	HI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must fill out an application form, meet education requirements, complete supervised work experience, and pass the National Board for Certification in Occupational Therapy (NBCOT) exam. The average processing time cannot be estimated because it is determined on an individual basis.
Occupational Therapy	IA		<ul style="list-style-type: none"> Spouses must provide official transcripts, license verification from all states in which they have been previously licensed, and passing

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			<p>scores on the National Board of Certification in Occupational Therapy (NBCOT) exam.</p> <ul style="list-style-type: none"> Spouses must also provide one of the following: proof of passing the NBCOT within the previous year, proof of completing 30 hours of lowa-approved continuing education requirements, or proof of a minimum of 2,080 hours of work history in the previous two years. Completed applications are typically processed within five to ten business days.
Occupational Therapy	ID	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses can transfer their licenses by endorsement if they currently hold a valid license from another jurisdiction. A temporary license may be issued while the endorsement application is being processed. Licenses are issued within three to five days. For applications that require board review, the processing time varies depending on when the next board meeting will be (the board meets monthly). Licenses are issued within three to five days.
Occupational Therapy	IL	Temporary Expedite	<ul style="list-style-type: none"> Spouses who want to transfer licenses by endorsement must submit education certifications, certification of previous licenses, and original test results from the National Board for Certification in Occupational Therapy (NBCOT). It takes six to eight weeks before completed applications are approved, and military spouses' applications are not expedited.
Occupational Therapy	IN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses must provide official transcripts with degree conferred, proof of passing scores on the National Board of Certification in Occupational Therapy (NBCOT) exam, and license verification(s). They must also pass a criminal background check. Once completed, licenses are typically issued in two to four weeks.
Occupational Therapy	KS	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must provide educational transcripts with degree conferred, proof of completing supervised training, passing scores on the National Board for Certification in Occupational Therapy (NBCOT) exam, and license verification. Spouses licensed in another state may have the national exam, education, or experience requirements waived, which is determined on an individual basis. Completed applications are typically processed within one week; spouses' applications may be expedited and issued in less than a week if they indicate their military status to the board.
Occupational Therapy	KY	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must provide official transcripts with degree conferred, proof of passing scores on the National Board of Certification in Occupational Therapy (NBCOT) exam, and license verification(s). The board offers a non-renewable temporary license to military spouses that is valid for six months. Spouses with a temporary license must be supervised. Completed applications for temporary and permanent licenses are typically processed within 30 days.

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Occupational Therapy	LA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses are required to submit a permanent license application but may have the exam and education requirements waived if they held a license in a previous state (depending upon years of practice). All applicants can get a temporary permit while they are waiting for the results of the background check. A temporary license is valid for 30-60 days and can be renewed if necessary. Application processing time varies, and the board could not specify a timeframe.
Occupational Therapy	MA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> This board does not require a spouse to have left employment to apply via military status if they have a current license in another state. The application fee is waived for military spouses with a signed affidavit and proof of military status. Spouses must have graduated from an accredited program, passed the National Board of Certification in Occupational Therapy (NBCOT) exam, and provided license verification. Applications are expedited for military spouses, and completed applications are typically processed within three weeks.
Occupational Therapy	MD	Temporary Expedite	<ul style="list-style-type: none"> Military spouses must have passed the National Board of Certification in Occupational Therapy (NBCOT) exam or meet continuing education requirements, provided license verification(s), and passed a jurisprudence exam. Completed applications are typically processed within a few business days.
Occupational Therapy	ME	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must have graduated from an accredited program, passed the National Board of Certification in Occupational Therapy (NBCOT) exam, and submitted license verification. Completed applications are typically processed within two to three weeks.
Occupational Therapy	MI	Temporary	<ul style="list-style-type: none"> Spouses who have practiced for a minimum of five years must provide license verification, National Board of Certification in Occupational Therapy (NBCOT) exam scores, a criminal background check, and jurisprudence exam scores. Spouses with less than five years of experience must also provide proof of graduating from an accredited program. Completed applications are typically processed within four weeks, and the board may expedite military spouses' applications if necessary.
Occupational Therapy	MN	Temporary Expedite	<ul style="list-style-type: none"> Military spouses must have graduated from an accredited program, passed the National Board of Certification in Occupational Therapy (NBCOT) exam, and provided license verification. Temporary licenses are available for spouses licensed in another state who have passed the NBCOT exam if the spouse submits a signed affidavit affirming they have an unrestricted license. A Temporary license is valid for 90 days and can be renewed for one additional 90-day term.

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			<ul style="list-style-type: none"> Completed applications are typically processed within 5 to 30 business days. Temporary licenses are typically processed within five to ten business days.
Occupational Therapy	MO	Temporary	<ul style="list-style-type: none"> Spouses must provide verification of license(s), pass the National Board of Certification in Occupational Therapy (NBCOT) exam, complete a background check with fingerprints, and pass a jurisprudence exam. Completed applications are typically processed within three to five business days.
Occupational Therapy	MS	Endorsement Temporary	<ul style="list-style-type: none"> The application process is similar for all applicants; spouses must provide verification of education and training, passing National Board of Certification in Occupational Therapy (NBCOT) exam scores, and license verification(s). Completed applications are typically processed within one to three business days.
Occupational Therapy	MT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must have graduated from an accredited program, completed six months of supervised experience, passed the National Board of Certification in Occupational Therapy (NBCOT) exam, and provided license verification from all states in which they have been previously licensed. Completed applications are typically processed within 30 days.
Occupational Therapy	NC	Endorsement Temporary	<ul style="list-style-type: none"> Spouses must submit verification of their license from a previous state and scores from the National Board of Certification in Occupational Therapy (NBCOT) exam and the North Carolina jurisprudence exam. Once the application is submitted, licenses are usually issued in one to two weeks.
Occupational Therapy	ND	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses must submit proof of their current license and a copy of the laws and rules from the board that issued their license along with their application. As part of an expedited application process, military spouses do not have to undergo background checks. Once the completed application is received, licenses are issued in one to two weeks.
Occupational Therapy	NE	Temporary	<ul style="list-style-type: none"> If spouses have been in practice in the last three years, they can transfer their license if they submit proof of an occupational therapy degree, supervised hours, and licensure from a previous jurisdiction. If they are not currently in practice, they must also submit proof of 50 continuing education credits obtained in the last three years. The process to transfer an occupational therapy license can take several weeks once all the documentation is submitted.
Occupational Therapy	NH	Endorsement	<ul style="list-style-type: none"> Spouses who have not had an active license within the last 10 years must apply for licensure as a new applicant. Spouses who have active licenses must submit verification of their previous licenses, including verification that they have passed the National Board of Certification in Occupational Therapy (NBCOT) exam, and complete a criminal background check. Once their

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			materials are determined to be in good standing, a permanent license is issued in five to seven business days.
Occupational Therapy	NJ	Endorsement Temporary	<ul style="list-style-type: none"> Spouses are not eligible for transfer of license by endorsement or reciprocity. Also, their applications are not expedited. To transfer a license, spouses must submit certificates of good moral character, verification of their previous licenses, and passing scores of the National Board of Certification in Occupational Therapy (NBCOT) exam. Once an application is complete and submitted, licenses are issued in eight to ten weeks.
Occupational Therapy	NM	Endorsement Expedite	<ul style="list-style-type: none"> Spouses must submit verification of education requirements and passing scores on the National Board of Certification in Occupational Therapy (NBCOT) and New Mexico jurisprudence exams. Once submitted, spouses' applications are expedited, and once approved, a permanent license is issued the same day.
Occupational Therapy	NV	Endorsement	<ul style="list-style-type: none"> Spouses must submit verification of all licenses they have held for the previous five years. Spouses' applications are expedited and application fees are reduced. They must submit a separate form indicating their spouses' military status in order for their application to be expedited. Upon submitting their applications, spouses are granted a temporary license until their application and supplemental materials are verified. The temporary license lasts six months and may be renewed for an additional six months. Once spouses' materials are submitted and verified, it takes an average of three days to issue their permanent license.
Occupational Therapy	NY	Temporary Expedite	<ul style="list-style-type: none"> Spouses are eligible to transfer their licenses if they have a degree in occupational therapy, passed the National Board of Certification in Occupational Therapy (NBCOT) exam, and have at least six months of supervised occupational therapy experience. If spouses request a temporary license, they are usually issued within one week. Once the application is completed, permanent licenses are issued in six to eight weeks.
Occupational Therapy	OH	Endorsement Temporary	<ul style="list-style-type: none"> To transfer their licenses, spouses must submit their marriage certificate, a copy of the orders assigning the Service member to a duty station in Ohio, and verification of license in a previous jurisdiction. Spouses are issued a temporary license that is valid for six months and is nonrenewable. Once the completed application is received, licenses are issued in one to two weeks. If their license is issued within six months of their temporary license, the application fee is waived
Occupational Therapy	OK	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouses are not eligible for expedited transfer of their licenses. They are eligible to practice with their previous license for no more than three months if they are certified by the National Board of Certification in Occupational Therapy (NBCOT) or if they can

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			<p>submit verification that the requirements for licensure in the previous jurisdiction equal or surpass Oklahoma’s requirements.</p> <ul style="list-style-type: none"> • To transfer their licenses, spouses must submit verification of their license from another jurisdiction and complete an application.
Occupational Therapy	OR	Endorsement Temporary	<ul style="list-style-type: none"> • To transfer their licenses, spouses must submit proof that they passed the National Board of Certification in Occupational Therapy (NBCOT) and Oregon jurisprudence exams and verification of a license from a previous state. If they have not been NBCOT certified, they must submit proof of 30 continuing education units (CEUs) taken within the last two years. • Staff at the board indicated they expedite spouses’ applications if spouses identify their military status on the applications. Licenses are issued in three business days with expedited applications.
Occupational Therapy	PA		<ul style="list-style-type: none"> • For licensure by endorsement, spouses must show that the requirements for their license in another state were equivalent, at the time of licensure, to Pennsylvania’s current requirements. • Spouses applying for licensure by endorsement can obtain a six-month temporary license. Temporary licensees can only provide services when working with an occupational therapist who is fully licensed in Pennsylvania. • The process to transfer an occupational therapy license takes four to six weeks.
Occupational Therapy	RI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Requirements for licensure by endorsement include an active license in another state, successful completion of the National Board for Certification in Occupational Therapy (NBCOT) exam, and transcripts from an accredited school. • Temporary licenses are only available for recent graduates, not for spouses transferring a license by endorsement. • The process to transfer an occupational therapy license takes two to three days.
Occupational Therapy	SC	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • If spouses have passed the National Board for Certification in Occupational Therapy (NBCOT) exam and have a valid license from another state, they can transfer their license within one year of moving to South Carolina. • Spouses must submit verification of license in another state and proof that they have passed both the NBCOT and South Carolina jurisprudence exam to be eligible to transfer a license. • The process to transfer an occupational therapy license takes one to two weeks.
Occupational Therapy	SD	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • The board can waive examination, education, or experience requirements for spouses with a license from another state with equivalent requirements (e.g., accredited schooling program, six months supervised experience, approved exam completion). • Temporary permits are available to allow spouses to practice under a licensed supervisor while they are waiting to complete an exam.

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			<ul style="list-style-type: none"> The process to transfer a massage therapy license varies depending upon the spouse’s qualifications, but the board expedites applications of military spouses.
Occupational Therapy	TN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Requirements for licensure by endorsement include an active license in another state, successful completion of the National Board for Certification in Occupational Therapy (NBCOT) exam, and transcripts from an American Occupational Therapy Association accredited school. Processing of military spouses’ applications is given priority over other applications. Spouses can practice under a temporary license for up to 90 days while waiting to take exams if they are supervised by a fully licensed occupational therapist in Tennessee. The process to transfer an occupational therapy license can take up to six weeks.
Occupational Therapy	TX	Endorsement Temporary Expedite	<ul style="list-style-type: none"> For spouses of Active Duty military members, license applications are expedited, the fee is waived, and the board requests verification of credentials (e.g., licensure in another state, exams) rather than requiring the spouse to submit them. Licensure by endorsement requires proof of licensure in another state with similar requirements (e.g., accredited education program, National Board of Certification of Occupational Therapy [NBCOT] exam) and successful completion of a jurisprudence exam. Temporary licenses are only available for recent graduates. The process to transfer an occupational therapy license typically takes approximately one to two days for expedited military spouse applications.
Occupational Therapy	UT	Endorsement	<ul style="list-style-type: none"> Spouses of Active Duty military members can work under their license from another state as long as it is active and in good standing. The board recommends that employers require documentation of spouses’ marital status and licensure and Service members’ military status, but the documentation and specific licensing requirements are the responsibility of the employer.
Occupational Therapy	VA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> For licensure by endorsement, spouses must show that the requirements for their license in another state were equivalent, at the time of licensure, to Pennsylvania’s current requirements. Spouses applying for licensure by endorsement can obtain a six-month temporary license. Temporary licensees can only provide services when working with an occupational therapist who is fully licensed in Pennsylvania. The process to transfer an occupational therapy license takes four to six weeks.
Occupational Therapy	VT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses can be licensed by endorsement with verification of licensure from another state and completion of the National Board for Certification in Occupational Therapy (NBCOT) exam.

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			<ul style="list-style-type: none"> • Temporary licenses are available but typically are unnecessary because the board is able to process applications much more quickly than within the required 60 days. • Military spouses' applications are expedited, and the process to transfer an occupational therapy license takes approximately one to three days following application.
Occupational Therapy	WA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses applying for licensure by endorsement must submit proof of successful completion of a jurisprudence exam, an accredited education program, and the National Board of Certification in Occupational Therapy (NBCOT) exam. • Temporary licenses are issued to spouses who meet licensing requirements and are waiting for the results of a background check to be processed. A spouse can also practice under a licensed supervisor with a six-month temporary license while completing state-specific requirements. • An application is expedited if a spouse or domestic partner of a Service member submits proof of domestic partnership or marriage and the Service member's transfer orders to Washington. • The process to transfer a massage therapy license takes 21 days or less after submission of an expedited military spouse application.
Occupational Therapy	WI	Endorsement Temporary	<ul style="list-style-type: none"> • There are no unique procedures for processing military spouse applications besides waiving the application fee. • In order to be issued a license, spouses must submit a completed application with proof of successful completion of the National Board for Certification in Occupational Therapy (NBCOT) and jurisprudence exams. • Staff were unaware of temporary licenses available for military spouses. • The process to transfer a massage therapy license takes 10-15 days following application.
Occupational Therapy	WV	Temporary Expedite	<ul style="list-style-type: none"> • Military spouses' applications are processed the same as any other applicant. • Requirements for licensure by endorsement include licensure in a state with similar requirements and successful completion of the National Board for Certification in Occupational Therapy (NBCOT) exam. • A 30-day, non-renewable temporary license can be utilized if spouses are waiting for documentation to process their application, but this is rarely necessary. • The process to transfer an occupational therapy license takes two to three days following the completion of an application.
Occupational Therapy	WY	Endorsement Temporary	<ul style="list-style-type: none"> • There are no unique procedures for processing military spouse applications. • The board does not offer licensure by endorsement, and all permanent license applications have the same requirements (e.g., two letters of reference, completion of the National Board of Certification in Occupational Therapy [NBCOT] exam). There is no state-specific examination.

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			<ul style="list-style-type: none"> • One-time, 90-day temporary licenses are available but typically are unnecessary because the board processes applications quickly. • The process to transfer a massage therapy license takes three days or less following application.
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Occupation	State	Law Change	Synopsis
Real Estate Commission	AK	Temporary Expedite	<ul style="list-style-type: none"> • Spouses need to complete 40 hours of Alaska-approved pre-licensing real estate courses and pass the Alaska real estate salesperson exam. • Spouses then need to submit a Salesperson License by Examination application for licensure with the appropriate licensing fees. • The processing time varies and staff reported that the length of time cannot be estimated.
Real Estate Commission	AL	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • To be eligible for reciprocity, spouses must have been issued a real estate license within the last three years and submit verification of licensure. • Once all materials have been submitted, spouses' licenses are approved in three business days.
Real Estate Commission	AR	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses need to successfully complete 60 hours of real estate education and pass the licensure exam. • Spouses currently licensed in another state may request a waiver of the general portion of the licensure exam. • After the completion of the application, the average processing time is seven to ten days.
Real Estate Commission	AZ	Endorsement	<ul style="list-style-type: none"> • Military spouses are eligible for licensure by endorsement if they hold a current real estate license. • Spouses may need to complete a state law education course at the discretion of the Real Estate Commissioner. • The average processing time for a real estate license application is 24 hours.
Real Estate Commission	CA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses can have their application expedited if they hold a current real estate license in another jurisdiction. • To obtain salesperson licenses, all applicants must complete three relevant college-level courses and apply for the salesperson examination. • Staff reported that the average processing time cannot be estimated because it is determined on an individual basis.
Real Estate Commission	CO	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses who have been licensed (active or inactive) in other states for at least two years may apply for Colorado licenses by endorsement. • Spouses will need to pass the state portion of the Colorado Broker's Exam, submit license history, and complete a background check. • It takes approximately seven to ten days to get a license transferred once the application is submitted.
Real Estate Commission	CT	Endorsement	<ul style="list-style-type: none"> • To be eligible for reciprocity, military spouses must hold active licenses from another jurisdiction with substantially equivalent requirements as Connecticut such as meeting the education requirements and passing a national licensing exam. In addition,

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			<p>spouses must submit the license history report from the jurisdiction in which they are currently licensed.</p> <ul style="list-style-type: none"> • Once an application is complete, the average processing time is one to two weeks.
Real Estate Commission	DC		<ul style="list-style-type: none"> • To transfer their license, military spouses must have been licensed in a previous jurisdiction with the same standards as the national exam standards (name of national exam was not specified) and submit a letter of certification from the previous jurisdiction. They must also pass the District of Columbia jurisprudence exam. • Spouses must submit proof of continuing education units (CEUs) and a description of pre-licensing courses completed in their previous jurisdiction. • Once spouses submit a completed application, their licenses are issued in a few weeks.
Real Estate Commission	DE	Endorsement Temporary	<ul style="list-style-type: none"> • To be eligible for reciprocity, spouses must complete the full application, submit a signed copy of Sale or Lease Transaction Listing form (a form that lists at least 20 sales or lease transactions completed by the applicant in the past three years), licensure history, and passing scores from the Delaware law portion of the salesperson's exam. • Spouses must also provide one of the following: certification of completing the Delaware law portion of the salesperson's pre-licensing course, certification of completing another jurisdiction's pre-licensing course of at least 99 hours, or proof of being licensed continuously for the three years immediately preceding the application. • The average processing time of applications is not indicated on board websites nor was it provided by board staff.
Real Estate Commission	FL	Endorsement Temporary	<ul style="list-style-type: none"> • Spouses are eligible for temporary real estate licenses in Florida if they are married to an Active Duty Service member who is assigned to a duty station in Florida and they hold a valid license in another jurisdiction. • Temporary licenses are valid for six months and cannot be renewed. • The board has reciprocity with seven other states (Alabama, Arkansas, Connecticut, Georgia, Illinois, Mississippi, and Nebraska) and spouses licensed in those states who hold licenses are exempt from taking pre-license education. However, spouses must take the 40-question Florida law section of the state exam. • It takes seven to ten days to get a license application processed once an application is submitted.
Real Estate Commission	GA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Reciprocity applications require spouses to submit a certified license history from the jurisdiction where they are licensed and a criminal report; in addition, they also need to pass the state portion of Georgia's licensing examination. • Once an application is submitted, the average processing time is three to five days.

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Real Estate Commission	HI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • The board does not allow for licensure via endorsement or reciprocity for any out-of-state licensee, and there is no unique process for spouses. • To be eligible for real estate salesperson licenses, military spouses must complete a 60 hour Hawaii salesperson pre-licensing course and pass the salesperson’s license exam. • Once the application is submitted, the average processing time is 15 to 20 business days.
Real Estate Commission	IA		<ul style="list-style-type: none"> • Spouses may qualify for licensure by reciprocity if they have a license from Arkansas, Georgia, Louisiana, Massachusetts, Minnesota, Mississippi, or North Dakota. • Spouses who qualify for licensure by reciprocity must complete an application, pay the licensing fee, provide proof of insurance through the state of Iowa, complete a criminal background check, and complete a license history with a letter of good standing from each previous licensing board. • Spouses who do not qualify for licensure by reciprocity must complete a 60-hour pre-licensing course and three additional 12-hour courses (Buying Practices, Listing Practices, and Developing Professionalism and Ethical Practices). Spouses must also pass the state and national exams and pass a criminal background check. • Although the application itself only takes about three to five business days to process, the criminal background check can take a minimum of three to four weeks.
Real Estate Commission	ID	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Although the board has no reciprocal agreements with other states, it waives the national portion of the licensing exam, pre-license education, and broker experience requirements if military spouses have an active license in another jurisdiction. • Once an application is submitted, it takes approximately one week to be processed.
Real Estate Commission	IL	Temporary Expedite	<ul style="list-style-type: none"> • The Division of Real Estate has reciprocity agreements with seven states (Connecticut, Florida, Georgia, Indiana, Iowa, Nebraska, and Wisconsin). Applicants from states that do not have reciprocity agreements with the division will need to take state level tests and be licensed by examination. • Once submitted, the average processing time is four to six weeks, and there is no expedited processing for spouses.
Real Estate Commission	IN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must send license verification from their previous state with documentation of that state’s licensing requirements, license verification from any state in which a license was held, and information about the broker or broker company with whom they will work. This information will be reviewed by the board for approval or denial of licensure by reciprocity. • If the board does not approve licensure by reciprocity, spouses must complete a 90-hour pre-licensing course and pass the state portion of the exam. The national portion of the exam may be waived. • Only one military spouse transferred their licenses in the last year. Military spouse applications are expedited, but because only one

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			application has undergone this process, the average processing time is unknown.
Real Estate Commission	KS	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses must complete the Kansas Practice Course and pass the Kansas real estate exam. • Spouses must also undergo a criminal background check and submit license verification. • Completed applications are typically approved the same day or the next business day.
Real Estate Commission	KY	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses licensed in another state who are in good standing can receive licensure by reciprocity if they pass a criminal background check, provide license verification(s), and pass a license recognition exam. • Completed applications, with a completed federal background check, are typically processed within three to seven business days.
Real Estate Commission	LA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses must provide official license verification, which includes pre-licensure education, a detailed work history, and an explanation for any disciplinary action taken. • Spouses must complete a 30-hour course of Louisiana real estate law and pass a jurisprudence exam. Boards may waive the national portion of the exam. • Applications are typically processed within one week.
Real Estate Commission	MA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses licensed in another jurisdiction must provide a certified record of their license history and license verification. Spouses with a current license may have the pre-licensing course requirements waived but must take a jurisprudence exam. • Once all course and exam requirements are complete, applications can be processed within a couple days, and application fees are waived for military spouses.
Real Estate Commission	MD	Temporary Expedite	<ul style="list-style-type: none"> • Military spouses who provide license verification may have educational requirements waived, but are required to take a jurisprudence exam. • Completed applications are typically processed within 14 to 30 business days. Spouse applications may be expedited and processed sooner if spouses indicate their military status to the board. • The board reported that about 12 military spouses have transferred their license within the past year.
Real Estate Commission	ME	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses must have an active license in good standing and be affiliated with a real estate agency to qualify for a non-resident reciprocal license. Spouses must also take a jurisprudence exam. • Completed applications are typically processed within a week.
Real Estate Commission	MI	Temporary	<ul style="list-style-type: none"> • Military spouses must apply for full licensure, complete the required pre-licensure education courses, and pass a jurisprudence exam. • Completed applications are processed within three weeks.
Real Estate Commission	MN	Temporary Expedite	<ul style="list-style-type: none"> • Spouses licensed in a reciprocal state (Colorado, Iowa, Nebraska, North Dakota, South Dakota, and Oklahoma) must submit an application, pay the application fee, and provide license verification.

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			<ul style="list-style-type: none"> • If licensed in a non-reciprocal state, spouses will need to take 30-hours of pre-licensing courses, pass the state portion of the law exam, complete an application, pay the licensing fee, and provide license verification. • Completed applications are typically processed within 10 business days.
Real Estate Commission	MO	Temporary	<ul style="list-style-type: none"> • Spouses must send license verification, complete 24 hours of a pre-licensing course, and pass a jurisprudence exam. • Spouses who meet licensure qualifications may get a 30-day temporary work permit as they apply for full licensure. • Completed applications are typically processed within 10 business days.
Real Estate Commission	MS	Endorsement Temporary	<ul style="list-style-type: none"> • Spouses licensed in another state who provide license verification may be exempt from taking the national and state portions of the salesperson exam if the commission determines that the examination taken in the previous state is equivalent to Mississippi's real estate exam. • Spouse applications are expedited, and are typically processed within three to five business days.
Real Estate Commission	MT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Spouses will need to submit a waiver form to the commission for review. If approved, the spouse can apply for a license by submitting license verification and employment history for the previous 36 months. Each transaction on spouses' employment history is assigned a point value and spouses with more than eight points will be waived from taking the pre-licensing course and the national portion of the exam. • Spouses must also pass a jurisprudence exam. • Completed applications are typically processed within 10 to 14 business days.
Real Estate Commission	NC	Endorsement Temporary	<ul style="list-style-type: none"> • Spouses are eligible to transfer their licenses from another state if they have had an active license within the past three years (must submit verification) and take the North Carolina jurisprudence exam. • Once the application is submitted, licenses are issued in seven to ten business days.
Real Estate Commission	ND	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouses licensed in Iowa, Minnesota, or Georgia are eligible to transfer their licenses by reciprocity. Transfer by reciprocity requires an active license and selecting a real estate broker to work with who is licensed in the spouses' current state and North Dakota. • If spouses are not eligible for licensure via reciprocity, they must also pass the North Dakota jurisprudence exam. Once applications are submitted, licenses are issued in one to two days.
Real Estate Commission	NE	Temporary	<ul style="list-style-type: none"> • To transfer their license, spouses must take the License Law Course, a three-hour course from an approved site in Nebraska. • Spouses must also complete a certificate of license history that is no more than 30 days old when they apply. • The process takes two to three months after the application is submitted.

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Real Estate Commission	NH	Endorsement	<ul style="list-style-type: none"> Spouses from Maine, Vermont, Massachusetts, and Georgia have reciprocity for their real estate license and benefit from licensure by endorsement. Spouses from other jurisdictions must submit verification of real estate training and education as well as pass the jurisprudence exam. Once spouses submit their applications, permanent licenses are issued in one to two weeks.
Real Estate Commission	NJ	Endorsement Temporary	<ul style="list-style-type: none"> Spouses need to provide verification that they are eligible to transfer their license by showing proof of pre-licensure education (75 hours) and an active license for three years that is in good standing. If they do not have 75 hours of pre-licensure education from a previous jurisdiction, spouses must participate in further education credit hours until they reach 75 hours. Spouses must also take both a national and New Jersey jurisprudence exam. Once the application is submitted, it typically takes one to two months to issue the license.
Real Estate Commission	NM	Endorsement Expedite	<ul style="list-style-type: none"> Military spouses who transfer their real estate license from Louisiana, Massachusetts, or Georgia are eligible for reciprocity. For military spouses transferring from states without reciprocity, they are eligible for a waiver of up to 60 of the 90 required education credits; the remaining 30 credits are earned by passing the New Mexico jurisprudence exam. Spouses must identify a real estate broker they plan to work with before submitting their application, and completed applications are processed in 10-14 business days.
Real Estate Commission	NV	Endorsement	<ul style="list-style-type: none"> Spouses must submit proof that they hold a real estate license in good standing in another jurisdiction as well as pass a national and Nevada state jurisprudence exam. Nevada requires 90 hours of pre-license education credits, and the board accepts education credits from previous states.
Real Estate Commission	NY	Temporary Expedite	<ul style="list-style-type: none"> Spouses benefit from an expedited application process (three weeks) and a reduction of the requirements for continuing education units (CEUs) by half. For example, instead of needing 22 hours of CEUs, military spouses only need 11 hours. Spouses who are accepted by a real estate broker in New York and have a license in good standing from another jurisdiction are issued a permanent license. If they do not have the minimum CEU requirements, they have up to two years to fulfill those requirements and can practice under their permanent license as they earn CEUs.
Real Estate Commission	OH	Endorsement Temporary	<ul style="list-style-type: none"> To transfer their licenses, spouses must take four classes related to Ohio laws and regulations; the requirement to take the national exam is waived if they are already licensed. Once they submit their completed application, spouses receive their license in three to five business days.
Real Estate Commission	OK	Endorsement Temporary	<ul style="list-style-type: none"> Military spouses are not eligible for reciprocity or expedited transfer of their licenses.

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		Expedite	<ul style="list-style-type: none"> To be eligible to transfer their licenses, spouses must complete three Oklahoma real estate courses. Due in part to the criminal background check and the Oklahoma real estate courses, licenses are usually issued in an average of 60 days.
Real Estate Commission	OR	Endorsement Temporary	<ul style="list-style-type: none"> Military spouses with real estate licenses from Alabama, Georgia, Nebraska, and South Dakota are eligible to transfer their licenses via reciprocity. Spouses who are not eligible for transfer of licenses via reciprocity must complete 150 hours of pre-licensure credit hours (which are available online), an Oregon licensing exam, and a criminal background check. The entire application process, including the pre-licensure coursework, usually takes one to three months.
Real Estate Commission	PA		<ul style="list-style-type: none"> Licensure by reciprocity is currently only available for spouses from seven states (Arkansas, Georgia, Louisiana, Maryland, Massachusetts, New York, West Virginia). All other spouses must apply for licensure by examination.
Real Estate Commission	RI	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board does not currently have any unique procedures or expediting for military spouses. All spouses must apply for licensure by examination. A task force is being formed, in collaboration with the Rhode Island Veterans Affairs office, to create policies that make it easier for military spouses to transfer their real estate licenses.
Real Estate Commission	SC	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Staff were aware of legislation for military spouse license portability but indicated “very few” military spouses apply for licensure in South Carolina. The board offers licensure by endorsement to spouses with a license in a state with equivalent requirements.
Real Estate Commission	SD	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Military spouse applications are processed the same as all applications. The board usually does not know spouses’ military status because there is no related question in the application. For licensure by endorsement, spouses must submit an application with proof of successful completion of the state-specific exam, proof of errors and omissions insurance, and a written request by a responsible broker or the responsible broker form. The process to transfer a real estate license takes approximately two to three weeks after application.
Real Estate Commission	TN	Endorsement Temporary Expedite	<ul style="list-style-type: none"> Spouses can obtain licensure by endorsement if they have a license from a state with equivalent requirements and pass the state jurisprudence exam.
Real Estate Commission	TX	Endorsement Temporary Expedite	<ul style="list-style-type: none"> The board’s website has a link to a supplemental form with more information about equivalent state requirements; however, the board does not have any unique processes for military spouse licensure. The board does not offer licensure by endorsement, temporary licensure, or expedited license application processes.

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			<ul style="list-style-type: none"> • Licensure requires 180 hours of accredited education, a background check, successful completion of an examination, and sponsorship by a fully-licensed professional. • The process to transfer a real estate license takes three to four weeks after a completed application is submitted.
Real Estate Commission	UT	Endorsement	<ul style="list-style-type: none"> • The board does not have any unique application procedures for military spouse applications. • Only spouses licensed in Georgia, Mississippi, or Alberta, Canada are eligible for licensure by reciprocity and do not have to take a state jurisprudence exam. • Spouses with a license from any other state may apply for a waiver of educational and national exam requirements. These spouses must take the state jurisprudence exam and may be required to take pre-license education classes, depending upon previous education. • Once all application documents have been submitted, the process to transfer a real estate license takes five business days or less.
Real Estate Commission	VA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must submit proof of licensure in another state with similar requirements (e.g., 60 hours of pre-licensing courses) and pass the jurisprudence exam. • Spouses of Active Duty Service members can have their license application expedited (i.e., processed first) by submitting the Military Spouse Expedited License Application form, along with copies of their military dependent ID and their Service member's transfer orders. • The process to transfer a real estate license takes 10-15 business days after application.
Real Estate Commission	VT	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must have taken appropriate pre-licensing courses, be employed by a brokerage firm, and have successfully completed the state reciprocity and national exams through Applied Measurement Professionals, Inc. • The board has procedures to issue temporary licenses but rarely issues them given that processing usually takes just a few days. • Military spouses' expedited applications are typically processed within one to three days.
Real Estate Commission	WA	Endorsement Temporary Expedite	<ul style="list-style-type: none"> • Military spouse applications are processed the same as all applications; however, the program manager can help spouses with application questions or concerns. The board recommends beginning the application and taking the state exam before a spouse moves to Washington. • For licensure by endorsement, spouses must submit an application with proof of licensure in another state and successfully complete the jurisprudence exam. • The board does not have procedures for temporary licensure or expediting license applications. • The process to transfer a real estate license takes approximately two to three weeks after application submission.

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Real Estate Commission	WI	Endorsement Temporary	<ul style="list-style-type: none"> • For licensure by endorsement, spouses must complete a state-specific exam, and except for licensees from Illinois or Indiana, provide proof of meeting similar educational requirements. • Spouses of Active Duty, National Guard, and Reserve members can be issued a six-month temporary license, which may be renewed, to practice under a licensed supervisor. • The process to transfer a real estate license takes approximately five days after submission of an application. • No military spouses transferred a real estate license to Wisconsin during the past year, and only one spouse has transferred a license over the past four years.
Real Estate Commission	WV	Temporary Expedite	<ul style="list-style-type: none"> • The board does not currently have any unique procedures for military spouse applications. • Spouses can transfer a license by endorsement until February 2018, at which time the board will no longer offer licensure by endorsement and spouses will need to pass exams for licensure. • The process to transfer a license takes approximately two to three weeks after application, including the time needed to schedule and take the jurisprudence exam.
Real Estate Commission	WY	Endorsement Temporary	<ul style="list-style-type: none"> • Military spouses' license applications are processed the same way as all other applications, and state-specific exams and courses are required for licensure. • No procedures for temporary licenses or expedited processing are in place. • The process to transfer a real estate license takes approximately two to three days after a completed application is submitted.

1 **PHYSICAL THERAPY LICENSURE COMPACT**

2 **SECTION 1. PURPOSE**

3 The purpose of this Compact is to facilitate interstate practice of physical therapy with the goal
4 of improving public access to physical therapy services. The practice of physical therapy occurs in
5 the state where the patient/client is located at the time of the patient/client encounter. The Compact
6 preserves the regulatory authority of states to protect public health and safety through the current
7 system of state licensure.

8 This Compact is designed to achieve the following objectives:

- 9 1. Increase public access to physical therapy services by providing for the mutual
10 recognition of other member state licenses;
- 11 2. Enhance the states' ability to protect the public's health and safety;
- 12 3. Encourage the cooperation of member states in regulating multi-state physical
13 therapy practice;
- 14 4. Support spouses of relocating military members;
- 15 5. Enhance the exchange of licensure, investigative, and disciplinary information
16 between member states; and
- 17 6. Allow a remote state to hold a provider of services with a compact privilege in that
18 state accountable to that state's practice standards.

19 **SECTION 2. DEFINITIONS**

20 As used in this Compact, and except as otherwise provided, the following definitions shall apply:

- 21 1. **“Active Duty Military”** means full-time duty status in the active uniformed
22 service of the United States, including members of the National Guard and
23 Reserve on active duty orders pursuant to 10 U.S.C. Section 1209 and 1211.

- 24 2. **“Adverse Action”** means disciplinary action taken by a physical therapy
25 licensing board based upon misconduct, unacceptable performance, or a
26 combination of both.
- 27 3. **“Alternative Program”** means a non-disciplinary monitoring or practice
28 remediation process approved by a physical therapy licensing board. This
29 includes, but is not limited to, substance abuse issues.
- 30 4. **“Compact privilege”** means the authorization granted by a remote state to allow
31 a licensee from another member state to practice as a physical therapist or work
32 as a physical therapist assistant in the remote state under its laws and rules. The
33 practice of physical therapy occurs in the member state where the patient/client is
34 located at the time of the patient/client encounter.
- 35 5. **“Continuing competence”** means a requirement, as a condition of license
36 renewal, to provide evidence of participation in, and/or completion of,
37 educational and professional activities relevant to practice or area of work.
- 38 6. **“Data system”** means a repository of information about licensees, including
39 examination, licensure, investigative, compact privilege, and adverse action.
- 40 7. **“Encumbered license”** means a license that a physical therapy licensing board
41 has limited in any way.
- 42 8. **“Executive Board”** means a group of directors elected or appointed to act on
43 behalf of, and within the powers granted to them by, the Commission.
- 44 9. **“Home state”** means the member state that is the licensee’s primary state of
45 residence.

- 46 10. **“Investigative information”** means information, records, and documents
47 received or generated by a physical therapy licensing board pursuant to an
48 investigation.
- 49 11. **“Jurisprudence Requirement”** means the assessment of an individual’s
50 knowledge of the laws and rules governing the practice of physical therapy in a
51 state.
- 52 12. **“Licensee”** means an individual who currently holds an authorization from the
53 state to practice as a physical therapist or to work as a physical therapist assistant.
- 54 13. **“Member state”** means a state that has enacted the Compact.
- 55 14. **“Party state”** means any member state in which a licensee holds a current
56 license or compact privilege or is applying for a license or compact privilege.
- 57 15. **“Physical therapist”** means an individual who is licensed by a state to practice
58 physical therapy.
- 59 16. **“Physical therapist assistant”** means an individual who is licensed/certified by a
60 state and who assists the physical therapist in selected components of physical
61 therapy.
- 62 17. **“Physical therapy,” “physical therapy practice,” and “the practice of**
63 **physical therapy”** mean the care and services provided by or under the direction
64 and supervision of a licensed physical therapist.
- 65 18. **“Physical Therapy Compact Commission” or “Commission”** means the
66 national administrative body whose membership consists of all states that have
67 enacted the Compact.

- 68 19. **“Physical therapy licensing board” or “licensing board”** means the agency of
69 a state that is responsible for the licensing and regulation of physical therapists
70 and physical therapist assistants.
- 71 20. **“Remote State”** means a member state other than the home state, where a
72 licensee is exercising or seeking to exercise the compact privilege.
- 73 21. **“Rule”** means a regulation, principle, or directive promulgated by the
74 Commission that has the force of law.
- 75 22. **“State”** means any state, commonwealth, district, or territory of the United
76 States of America that regulates the practice of physical therapy.

77 **SECTION 3. STATE PARTICIPATION IN THE COMPACT**

- 78 A. To participate in the Compact, a state must:
- 79 1. Participate fully in the Commission’s data system, including using the
80 Commission’s unique identifier as defined in rules;
- 81 2. Have a mechanism in place for receiving and investigating complaints
82 about licensees;
- 83 3. Notify the Commission, in compliance with the terms of the Compact and
84 rules, of any adverse action or the availability of investigative information
85 regarding a licensee;
- 86 4. Fully implement a criminal background check requirement, within a time
87 frame established by rule, by receiving the results of the Federal Bureau of
88 Investigation record search on criminal background checks and use the
89 results in making licensure decisions in accordance with Section 3.B.;
- 90 5. Comply with the rules of the Commission;

91 6. Utilize a recognized national examination as a requirement for licensure
92 pursuant to the rules of the Commission; and

93 7. Have continuing competence requirements as a condition for license
94 renewal.

95 B. Upon adoption of this statute, the member state shall have the authority to obtain
96 biometric-based information from each physical therapy licensure applicant and submit this
97 information to the Federal Bureau of Investigation for a criminal background check in accordance
98 with 28 U.S.C. §534 and 42 U.S.C. §14616.

99 C. A member state shall grant the compact privilege to a licensee holding a valid
100 unencumbered license in another member state in accordance with the terms of the Compact and
101 rules.

102 D. Member states may charge a fee for granting a compact privilege

103

104 **SECTION 4. COMPACT PRIVILEGE**

105 A. To exercise the compact privilege under the terms and provisions of the Compact,
106 the licensee shall:

- 107 1. Hold a license in the home state;
- 108 2. Have no encumbrance on any state license;
- 109 3. Be eligible for a compact privilege in any member state in accordance
110 with Section 4D, G and H;
- 111 4. Have not had any adverse action against any license or compact privilege
112 within the previous 2 years;
- 113 5. Notify the Commission that the licensee is seeking the compact privilege
114 within a remote state(s);

- 115 6. Pay any applicable fees, including any state fee, for the compact
- 116 privilege;
- 117 7. Meet any jurisprudence requirements established by the remote state(s) in
- 118 which the licensee is seeking a compact privilege; and
- 119 8. Report to the Commission adverse action taken by any non-member state
- 120 within 30 days from the date the adverse action is taken.

121 B. The compact privilege is valid until the expiration date of the home license. The
 122 licensee must comply with the requirements of Section 4.A. to maintain the compact
 123 privilege in the remote state.

124 C. A licensee providing physical therapy in a remote state under the compact
 125 privilege shall function within the laws and regulations of the remote state.

126 D. A licensee providing physical therapy in a remote state is subject to that state’s
 127 regulatory authority. A remote state may, in accordance with due process and that state’s
 128 laws, remove a licensee’s compact privilege in the remote state for a specific period of
 129 time, impose fines, and/or take any other necessary actions to protect the health and
 130 safety of its citizens. The licensee is not eligible for a compact privilege in any state until
 131 the specific time for removal has passed and all fines are paid.

132 E. If a home state license is encumbered, the licensee shall lose the compact
 133 privilege in any remote state until the following occur:

- 134 1. The home state license is no longer encumbered; and
- 135 2. Two years have elapsed from the date of the adverse action.

136 F. Once an encumbered license in the home state is restored to good standing, the
137 licensee must meet the requirements of Section 4A to obtain a compact privilege in any
138 remote state.

139 G. If a licensee's compact privilege in any remote state is removed, the individual
140 shall lose the compact privilege in any remote state until the following occur:

- 141 1. The specific period of time for which the compact privilege was removed
142 has ended;
- 143 2. All fines have been paid; and
- 144 3. Two years have elapsed from the date of the adverse action.

145 H. Once the requirements of Section 4G have been met, the license must meet the
146 requirements in Section 4A to obtain a compact privilege in a remote state.

147 **SECTION 5. ACTIVE DUTY MILITARY PERSONNEL OR THEIR SPOUSES**

148 A licensee who is active duty military or is the spouse of an individual who is active duty
149 military may designate one of the following as the home state:

- 150 A. Home of record;
- 151 B. Permanent Change of Station (PCS); or
- 152 C. State of current residence if it is different than the PCS state or home of record.

153 **SECTION 6. ADVERSE ACTIONS**

- 154 A. A home state shall have exclusive power to impose adverse action against a
155 license issued by the home state.
- 156 B. A home state may take adverse action based on the investigative information of a
157 remote state, so long as the home state follows its own procedures for imposing
158 adverse action.

- 159 C. Nothing in this Compact shall override a member state's decision that
160 participation in an alternative program may be used in lieu of adverse action and
161 that such participation shall remain non-public if required by the member state's
162 laws. Member states must require licensees who enter any alternative programs in
163 lieu of discipline to agree not to practice in any other member state during the
164 term of the alternative program without prior authorization from such other
165 member state.
- 166 D. Any member state may investigate actual or alleged violations of the statutes and
167 rules authorizing the practice of physical therapy in any other member state in
168 which a physical therapist or physical therapist assistant holds a license or
169 compact privilege.
- 170 E. A remote state shall have the authority to:
- 171 1. Take adverse actions as set forth in Section 4.D. against a licensee's
172 compact privilege in the state;
 - 173 2. Issue subpoenas for both hearings and investigations that require the
174 attendance and testimony of witnesses, and the production of evidence.
175 Subpoenas issued by a physical therapy licensing board in a party state for
176 the attendance and testimony of witnesses, and/or the production of
177 evidence from another party state, shall be enforced in the latter state by
178 any court of competent jurisdiction, according to the practice and
179 procedure of that court applicable to subpoenas issued in proceedings
180 pending before it. The issuing authority shall pay any witness fees, travel

181 expenses, mileage, and other fees required by the service statutes of the
 182 state where the witnesses and/or evidence are located; and
 183 3. If otherwise permitted by state law, recover from the licensee the costs of
 184 investigations and disposition of cases resulting from any adverse action
 185 taken against that licensee.

186 F. Joint Investigations

187 1. In addition to the authority granted to a member state by its respective
 188 physical therapy practice act or other applicable state law, a member state
 189 may participate with other member states in joint investigations of
 190 licensees.
 191 2. Member states shall share any investigative, litigation, or compliance
 192 materials in furtherance of any joint or individual investigation initiated
 193 under the Compact.

194 **SECTION 7. ESTABLISHMENT OF THE PHYSICAL THERAPY COMPACT**
 195 **COMMISSION.**

196 A. The Compact member states hereby create and establish a joint public agency known
 197 as the Physical Therapy Compact Commission:

198 1. The Commission is an instrumentality of the Compact states.
 199 2. Venue is proper and judicial proceedings by or against the Commission
 200 shall be brought solely and exclusively in a court of competent jurisdiction
 201 where the principal office of the Commission is located. The Commission
 202 may waive venue and jurisdictional defenses to the extent it adopts or
 203 consents to participate in alternative dispute resolution proceedings.

204 3. Nothing in this Compact shall be construed to be a waiver of sovereign
 205 immunity.

206 B. Membership, Voting, and Meetings

207 1. Each member state shall have and be limited to one (1) delegate selected
 208 by that member state’s licensing board.

209 2. The delegate shall be a current member of the licensing board, who is a
 210 physical therapist, physical therapist assistant, public member, or the
 211 board administrator.

212 3. Any delegate may be removed or suspended from office as provided by
 213 the law of the state from which the delegate is appointed.

214 4. The member state board shall fill any vacancy occurring in the
 215 Commission.

216 5. Each delegate shall be entitled to one (1) vote with regard to the
 217 promulgation of rules and creation of bylaws and shall otherwise have an
 218 opportunity to participate in the business and affairs of the Commission.

219 6. A delegate shall vote in person or by such other means as provided in the
 220 bylaws. The bylaws may provide for delegates’ participation in meetings
 221 by telephone or other means of communication.

222 7. The Commission shall meet at least once during each calendar year.
 223 Additional meetings shall be held as set forth in the bylaws.

224 C. The Commission shall have the following powers and duties:

225 1. Establish the fiscal year of the Commission;

226 2. Establish bylaws;

- 227 3. Maintain its financial records in accordance with the bylaws;
- 228 4. Meet and take such actions as are consistent with the provisions of this
- 229 Compact and the bylaws;
- 230 5. Promulgate uniform rules to facilitate and coordinate implementation and
- 231 administration of this Compact. The rules shall have the force and effect
- 232 of law and shall be binding in all member states;
- 233 6. Bring and prosecute legal proceedings or actions in the name of the
- 234 Commission, provided that the standing of any state physical therapy
- 235 licensing board to sue or be sued under applicable law shall not be
- 236 affected;
- 237 7. Purchase and maintain insurance and bonds;
- 238 8. Borrow, accept, or contract for services of personnel, including, but not
- 239 limited to, employees of a member state;
- 240 9. Hire employees, elect or appoint officers, fix compensation, define duties,
- 241 grant such individuals appropriate authority to carry out the purposes of
- 242 the Compact, and to establish the Commission's personnel policies and
- 243 programs relating to conflicts of interest, qualifications of personnel, and
- 244 other related personnel matters;
- 245 10. Accept any and all appropriate donations and grants of money, equipment,
- 246 supplies, materials and services, and to receive, utilize and dispose of the
- 247 same; provided that at all times the Commission shall avoid any
- 248 appearance of impropriety and/or conflict of interest;

- 249 11. Lease, purchase, accept appropriate gifts or donations of, or otherwise to
- 250 own, hold, improve or use, any property, real, personal or mixed; provided
- 251 that at all times the Commission shall avoid any appearance of
- 252 impropriety;
- 253 12. Sell convey, mortgage, pledge, lease, exchange, abandon, or otherwise
- 254 dispose of any property real, personal, or mixed;
- 255 13. Establish a budget and make expenditures;
- 256 14. Borrow money;
- 257 15. Appoint committees, including standing committees composed of
- 258 members, state regulators, state legislators or their representatives, and
- 259 consumer representatives, and such other interested persons as may be
- 260 designated in this Compact and the bylaws;
- 261 16. Provide and receive information from, and cooperate with, law
- 262 enforcement agencies;
- 263 17. Establish and elect an Executive Board; and
- 264 18. Perform such other functions as may be necessary or appropriate to
- 265 achieve the purposes of this Compact consistent with the state regulation
- 266 of physical therapy licensure and practice.

267 D. The Executive Board

268 The Executive Board shall have the power to act on behalf of the Commission according
 269 to the terms of this Compact

- 270 1. The Executive Board shall be composed of nine members:

- 271 a. Seven voting members who are elected by the Commission from the
272 current membership of the Commission;
- 273 b. One ex-officio, nonvoting member from the recognized national physical
274 therapy professional association; and
- 275 c. One ex-officio, nonvoting member from the recognized membership
276 organization of the physical therapy licensing boards.
- 277 2. The ex-officio members will be selected by their respective organizations.
- 278 3. The Commission may remove any member of the Executive Board as
279 provided in bylaws.
- 280 4. The Executive Board shall meet at least annually.
- 281 5. The Executive Board shall have the following Duties and responsibilities:
- 282 a. Recommend to the entire Commission changes to the rules or bylaws,
283 changes to this Compact legislation, fees paid by Compact member states
284 such as annual dues, and any commission Compact fee charged to
285 licensees for the compact privilege;
- 286 b. Ensure Compact administration services are appropriately provided,
287 contractual or otherwise;
- 288 c. Prepare and recommend the budget;
- 289 d. Maintain financial records on behalf of the Commission;
- 290 e. Monitor Compact compliance of member states and provide compliance
291 reports to the Commission;
- 292 f. Establish additional committees as necessary; and
- 293 g. Other duties as provided in rules or bylaws.

- 294 E. Meetings of the Commission
- 295 1. All meetings shall be open to the public, and public notice of meetings
- 296 shall be given in the same manner as required under the rulemaking
- 297 provisions in Section 9.
- 298 2. The Commission or the Executive Board or other committees of the
- 299 Commission may convene in a closed, non-public meeting if the
- 300 Commission or Executive Board or other committees of the Commission
- 301 must discuss:
- 302 a. Non-compliance of a member state with its obligations under the
- 303 Compact;
- 304 b. The employment, compensation, discipline or other matters, practices or
- 305 procedures related to specific employees or other matters related to the
- 306 Commission's internal personnel practices and procedures;
- 307 c. Current, threatened, or reasonably anticipated litigation;
- 308 d. Negotiation of contracts for the purchase, lease, or sale of goods,
- 309 services, or real estate;
- 310 e. Accusing any person of a crime or formally censuring any person;
- 311 f. Disclosure of trade secrets or commercial or financial information that is
- 312 privileged or confidential;
- 313 g. Disclosure of information of a personal nature where disclosure would
- 314 constitute a clearly unwarranted invasion of personal privacy;
- 315 h. Disclosure of investigative records compiled for law enforcement
- 316 purposes;

- 317 i. Disclosure of information related to any investigative reports prepared by
318 or on behalf of or for use of the Commission or other committee charged
319 with responsibility of investigation or determination of compliance issues
320 pursuant to the Compact; or
- 321 j. Matters specifically exempted from disclosure by federal or member state
322 statute.
- 323 3. If a meeting, or portion of a meeting, is closed pursuant to this provision,
324 the Commission's legal counsel or designee shall certify that the meeting
325 may be closed and shall reference each relevant exempting provision.
- 326 4. The Commission shall keep minutes that fully and clearly describe all
327 matters discussed in a meeting and shall provide a full and accurate
328 summary of actions taken, and the reasons therefore, including a
329 description of the views expressed. All documents considered in
330 connection with an action shall be identified in such minutes. All minutes
331 and documents of a closed meeting shall remain under seal, subject to
332 release by a majority vote of the Commission or order of a court of
333 competent jurisdiction.
- 334 F. Financing of the Commission
- 335 1. The Commission shall pay, or provide for the payment of, the reasonable
336 expenses of its establishment, organization, and ongoing activities.
- 337 2. The Commission may accept any and all appropriate revenue sources,
338 donations, and grants of money, equipment, supplies, materials, and
339 services.

340 3. The Commission may levy on and collect an annual assessment from each
341 member state or impose fees on other parties to cover the cost of the
342 operations and activities of the Commission and its staff, which must be in
343 a total amount sufficient to cover its annual budget as approved each year
344 for which revenue is not provided by other sources. The aggregate annual
345 assessment amount shall be allocated based upon a formula to be
346 determined by the Commission, which shall promulgate a rule binding
347 upon all member states.

348 4. The Commission shall not incur obligations of any kind prior to securing
349 the funds adequate to meet the same; nor shall the Commission pledge the
350 credit of any of the member states, except by and with the authority of the
351 member state.

352 5. The Commission shall keep accurate accounts of all receipts and
353 disbursements. The receipts and disbursements of the Commission shall be
354 subject to the audit and accounting procedures established under its
355 bylaws. However, all receipts and disbursements of funds handled by the
356 Commission shall be audited yearly by a certified or licensed public
357 accountant, and the report of the audit shall be included in and become
358 part of the annual report of the Commission.

359 G. Qualified Immunity, Defense, and Indemnification

360 1. The members, officers, executive director, employees and representatives
361 of the Commission shall be immune from suit and liability, either
362 personally or in their official capacity, for any claim for damage to or loss

363 of property or personal injury or other civil liability caused by or arising
364 out of any actual or alleged act, error or omission that occurred, or that the
365 person against whom the claim is made had a reasonable basis for
366 believing occurred within the scope of Commission employment, duties or
367 responsibilities; provided that nothing in this paragraph shall be construed
368 to protect any such person from suit and/or liability for any damage, loss,
369 injury, or liability caused by the intentional or willful or wanton
370 misconduct of that person.

371 2. The Commission shall defend any member, officer, executive director,
372 employee or representative of the Commission in any civil action seeking
373 to impose liability arising out of any actual or alleged act, error, or
374 omission that occurred within the scope of Commission employment,
375 duties, or responsibilities, or that the person against whom the claim is
376 made had a reasonable basis for believing occurred within the scope of
377 Commission employment, duties, or responsibilities; provided that nothing
378 herein shall be construed to prohibit that person from retaining his or her
379 own counsel; and provided further, that the actual or alleged act, error, or
380 omission did not result from that person's intentional or willful or wanton
381 misconduct.

382 3. The Commission shall indemnify and hold harmless any member, officer,
383 executive director, employee, or representative of the Commission for the
384 amount of any settlement or judgment obtained against that person arising
385 out of any actual or alleged act, error or omission that occurred within the

386 scope of Commission employment, duties, or responsibilities, or that such
387 person had a reasonable basis for believing occurred within the scope of
388 Commission employment, duties, or responsibilities, provided that the
389 actual or alleged act, error, or omission did not result from the intentional
390 or willful or wanton misconduct of that person.

391

392 SECTION 8. DATA SYSTEM

393 A. The Commission shall provide for the development, maintenance, and utilization
394 of a coordinated database and reporting system containing licensure, adverse action, and
395 investigative information on all licensed individuals in member states.

396 B. Notwithstanding any other provision of state law to the contrary, a member state
397 shall submit a uniform data set to the data system on all individuals to whom this Compact is
398 applicable as required by the rules of the Commission, including:

- 399 1. Identifying information;
- 400 2. Licensure data;
- 401 3. Adverse actions against a license or compact privilege;
- 402 4. Non-confidential information related to alternative program participation;
- 403 5. Any denial of application for licensure, and the reason(s) for such denial;
- 404 and
- 405 6. Other information that may facilitate the administration of this Compact,
406 as determined by the rules of the Commission.

407 C. Investigative information pertaining to a licensee in any member state will only be
408 available to other party states.

409 D. The Commission shall promptly notify all member states of any adverse action
410 taken against a licensee or an individual applying for a license. Adverse action information
411 pertaining to a licensee in any member state will be available to any other member state.

412 E. Member states contributing information to the data system may designate
413 information that may not be shared with the public without the express permission of the
414 contributing state.

415 F. Any information submitted to the data system that is subsequently required to be
416 expunged by the laws of the member state contributing the information shall be removed from
417 the data system.

418 **SECTION 9. RULEMAKING**

419 A. The Commission shall exercise its rulemaking powers pursuant to the criteria set
420 forth in this Section and the rules adopted thereunder. Rules and amendments shall become
421 binding as of the date specified in each rule or amendment.

422 B. If a majority of the legislatures of the member states rejects a rule, by enactment
423 of a statute or resolution in the same manner used to adopt the Compact within 4 years of the
424 date of adoption of the rule, then such rule shall have no further force and effect in any member
425 state.

426 C. Rules or amendments to the rules shall be adopted at a regular or special meeting
427 of the Commission.

428 D. Prior to promulgation and adoption of a final rule or rules by the Commission,
429 and at least thirty (30) days in advance of the meeting at which the rule will be considered and
430 voted upon, the Commission shall file a Notice of Proposed Rulemaking:

- 431 1. On the website of the Commission or other publicly accessible platform;
432 and
- 433 2. On the website of each member state physical therapy licensing board or
434 other publicly accessible platform or the publication in which each state
435 would otherwise publish proposed rules.
- 436 E. The Notice of Proposed Rulemaking shall include:
- 437 1. The proposed time, date, and location of the meeting in which the rule will
438 be considered and voted upon;
- 439 2. The text of the proposed rule or amendment and the reason for the
440 proposed rule;
- 441 3. A request for comments on the proposed rule from any interested person;
442 and
- 443 4. The manner in which interested persons may submit notice to the
444 Commission of their intention to attend the public hearing and any written
445 comments.
- 446 F. Prior to adoption of a proposed rule, the Commission shall allow persons to
447 submit written data, facts, opinions, and arguments, which shall be made available to the public.
- 448 G. The Commission shall grant an opportunity for a public hearing before it adopts a
449 rule or amendment if a hearing is requested by:
- 450 1. At least twenty-five (25) persons;
- 451 2. A state or federal governmental subdivision or agency; or
- 452 3. An association having at least twenty-five (25) members.

453 H. If a hearing is held on the proposed rule or amendment, the Commission shall
454 publish the place, time, and date of the scheduled public hearing. If the hearing is held via
455 electronic means, the Commission shall publish the mechanism for access to the electronic
456 hearing.

- 457 1. All persons wishing to be heard at the hearing shall notify the executive
458 director of the Commission or other designated member in writing of their
459 desire to appear and testify at the hearing not less than five (5) business
460 days before the scheduled date of the hearing.
- 461 2. Hearings shall be conducted in a manner providing each person who
462 wishes to comment a fair and reasonable opportunity to comment orally or
463 in writing.
- 464 3. All hearings will be recorded. A copy of the recording will be made
465 available on request.
- 466 4. Nothing in this section shall be construed as requiring a separate hearing
467 on each rule. Rules may be grouped for the convenience of the
468 Commission at hearings required by this section.

469 I. Following the scheduled hearing date, or by the close of business on the
470 scheduled hearing date if the hearing was not held, the Commission shall consider all written and
471 oral comments received.

472 J. If no written notice of intent to attend the public hearing by interested parties is
473 received, the Commission may proceed with promulgation of the proposed rule without a public
474 hearing.

475 K. The Commission shall, by majority vote of all members, take final action on the
476 proposed rule and shall determine the effective date of the rule, if any, based on the rulemaking
477 record and the full text of the rule.

478 L. Upon determination that an emergency exists, the Commission may consider and
479 adopt an emergency rule without prior notice, opportunity for comment, or hearing, provided that
480 the usual rulemaking procedures provided in the Compact and in this section shall be
481 retroactively applied to the rule as soon as reasonably possible, in no event later than ninety (90)
482 days after the effective date of the rule. For the purposes of this provision, an emergency rule is
483 one that must be adopted immediately in order to:

- 484 1. Meet an imminent threat to public health, safety, or welfare;
- 485 2. Prevent a loss of Commission or member state funds;
- 486 3. Meet a deadline for the promulgation of an administrative rule that is
487 established by federal law or rule; or
- 488 4. Protect public health and safety.

489 M. The Commission or an authorized committee of the Commission may direct
490 revisions to a previously adopted rule or amendment for purposes of correcting typographical
491 errors, errors in format, errors in consistency, or grammatical errors. Public notice of any
492 revisions shall be posted on the website of the Commission. The revision shall be subject to
493 challenge by any person for a period of thirty (30) days after posting. The revision may be
494 challenged only on grounds that the revision results in a material change to a rule. A challenge
495 shall be made in writing, and delivered to the chair of the Commission prior to the end of the
496 notice period. If no challenge is made, the revision will take effect without further action. If the
497 revision is challenged, the revision may not take effect without the approval of the Commission.

498 **SECTION 10. OVERSIGHT, DISPUTE RESOLUTION, AND ENFORCEMENT**

499 A. Oversight

500 1. The executive, legislative, and judicial branches of state government in
501 each member state shall enforce this Compact and take all actions
502 necessary and appropriate to effectuate the Compact’s purposes and intent.

503 The provisions of this Compact and the rules promulgated hereunder shall
504 have standing as statutory law.

505 2. All courts shall take judicial notice of the Compact and the rules in any
506 judicial or administrative proceeding in a member state pertaining to the
507 subject matter of this Compact which may affect the powers,
508 responsibilities or actions of the Commission.

509 3. The Commission shall be entitled to receive service of process in any such
510 proceeding, and shall have standing to intervene in such a proceeding for
511 all purposes. Failure to provide service of process to the Commission shall
512 render a judgment or order void as to the Commission, this Compact, or
513 promulgated rules.

514 B. Default, Technical Assistance, and Termination

515 1. If the Commission determines that a member state has defaulted in the
516 performance of its obligations or responsibilities under this Compact or
517 the promulgated rules, the Commission shall:

518 a. Provide written notice to the defaulting state and other member states of
519 the nature of the default, the proposed means of curing the default and/or
520 any other action to be taken by the Commission; and

- 521 b. Provide remedial training and specific technical assistance regarding the
522 default.
- 523 2. If a state in default fails to cure the default, the defaulting state may be
524 terminated from the Compact upon an affirmative vote of a majority of the
525 member states, and all rights, privileges and benefits conferred by this
526 Compact may be terminated on the effective date of termination. A cure of
527 the default does not relieve the offending state of obligations or liabilities
528 incurred during the period of default.
- 529 3. Termination of membership in the Compact shall be imposed only after all
530 other means of securing compliance have been exhausted. Notice of intent
531 to suspend or terminate shall be given by the Commission to the governor,
532 the majority and minority leaders of the defaulting state’s legislature, and
533 each of the member states.
- 534 4. A state that has been terminated is responsible for all assessments,
535 obligations, and liabilities incurred through the effective date of
536 termination, including obligations that extend beyond the effective date of
537 termination.
- 538 5. The Commission shall not bear any costs related to a state that is found to
539 be in default or that has been terminated from the Compact, unless agreed
540 upon in writing between the Commission and the defaulting state.
- 541 6. The defaulting state may appeal the action of the Commission by
542 petitioning the U.S. District Court for the District of Columbia or the
543 federal district where the Commission has its principal offices. The

544 prevailing member shall be awarded all costs of such litigation, including
545 reasonable attorney's fees.

546 C. Dispute Resolution

547 1. Upon request by a member state, the Commission shall attempt to resolve
548 disputes related to the Compact that arise among member states and
549 between member and non-member states.

550 2. The Commission shall promulgate a rule providing for both mediation and
551 binding dispute resolution for disputes as appropriate.

552 D. Enforcement

553 1. The Commission, in the reasonable exercise of its discretion, shall enforce
554 the provisions and rules of this Compact.

555 2. By majority vote, the Commission may initiate legal action in the United
556 States District Court for the District of Columbia or the federal district
557 where the Commission has its principal offices against a member state in
558 default to enforce compliance with the provisions of the Compact and its
559 promulgated rules and bylaws. The relief sought may include both
560 injunctive relief and damages. In the event judicial enforcement is
561 necessary, the prevailing member shall be awarded all costs of such
562 litigation, including reasonable attorney's fees.

563 3. The remedies herein shall not be the exclusive remedies of the
564 Commission. The Commission may pursue any other remedies available
565 under federal or state law.

566 **SECTION 11. DATE OF IMPLEMENTATION OF THE INTERSTATE**
567 **COMMISSION FOR PHYSICAL THERAPY PRACTICE AND ASSOCIATED**
568 **RULES, WITHDRAWAL, AND AMENDMENT**

569 A. The Compact shall come into effect on the date on which the Compact statute is
570 enacted into law in the tenth member state. The provisions, which become effective at that time,
571 shall be limited to the powers granted to the Commission relating to assembly and the
572 promulgation of rules. Thereafter, the Commission shall meet and exercise rulemaking powers
573 necessary to the implementation and administration of the Compact.

574 B. Any state that joins the Compact subsequent to the Commission's initial adoption
575 of the rules shall be subject to the rules as they exist on the date on which the Compact becomes
576 law in that state. Any rule that has been previously adopted by the Commission shall have the
577 full force and effect of law on the day the Compact becomes law in that state.

578 C. Any member state may withdraw from this Compact by enacting a statute
579 repealing the same.

580 1. A member state's withdrawal shall not take effect until six (6) months
581 after enactment of the repealing statute.

582 2. Withdrawal shall not affect the continuing requirement of the withdrawing
583 state's physical therapy licensing board to comply with the investigative
584 and adverse action reporting requirements of this act prior to the effective
585 date of withdrawal.

586 D. Nothing contained in this Compact shall be construed to invalidate or prevent any
587 physical therapy licensure agreement or other cooperative arrangement between a member state
588 and a non-member state that does not conflict with the provisions of this Compact.

589 E. This Compact may be amended by the member states. No amendment to this
590 Compact shall become effective and binding upon any member state until it is enacted into the
591 laws of all member states.

592 **SECTION 12. CONSTRUCTION AND SEVERABILITY**

593 This Compact shall be liberally construed so as to effectuate the purposes thereof. The
594 provisions of this Compact shall be severable and if any phrase, clause, sentence or provision
595 of this Compact is declared to be contrary to the constitution of any party state or of the
596 United States or the applicability thereof to any government, agency, person or circumstance
597 is held invalid, the validity of the remainder of this Compact and the applicability thereof to
598 any government, agency, person or circumstance shall not be affected thereby. If this
599 Compact shall be held contrary to the constitution of any party state, the Compact shall
600 remain in full force and effect as to the remaining party states and in full force and effect as
601 to the party state affected as to all severable matters.

602