

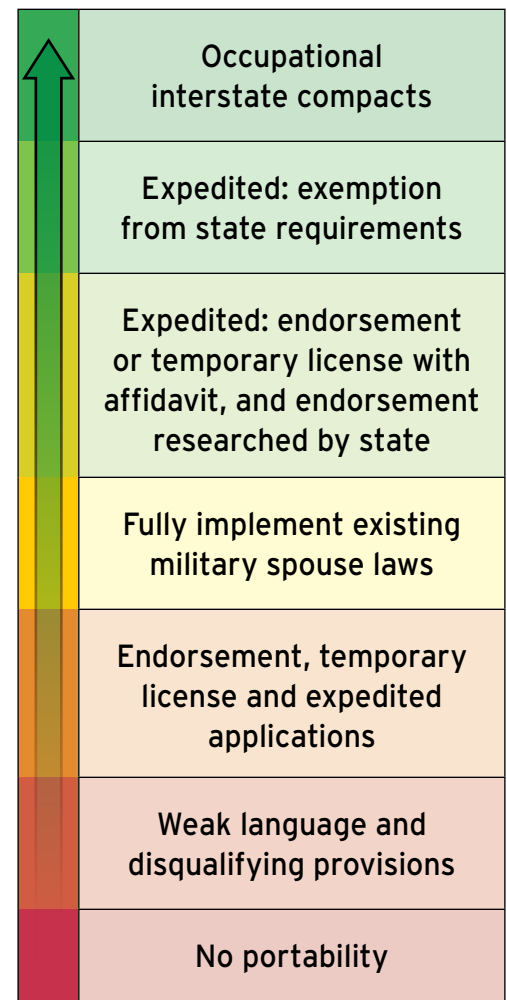


Key Message

Military spouses are disproportionately affected by state-specific licensure requirements that can cause delays and gaps in employment. States can streamline state licensing processes for relocating military spouses by providing them with a license within 30 days with minimal initial paperwork.

Discussion Points

- From 2011-16, states passed laws to revise work-related licensing for military spouses. But often these laws did not reduce the burden of relicensing for spouses moving to a new state. Many provisions include evaluations requiring that military spouses request transcripts, test scores, practicum hours, previous licenses and work experience and send them in to verify their application.
- States are continuing to make it easier to use a license in good standing from another state to get a new license. Specific ways states can ease the burden associated with relicensing can include:
 - Exempting the military spouse from state-specific requirements
 - Providing a temporary or permanent license based on an application and an affidavit and requiring that verifying documents be submitted by a specific date
 - Requiring the board to research and adjudicate a licensing request based solely on the application
- The desired outcome is to provide the military spouse with a license (temporary or permanent) within 30 days of application, based on an application and initial submission of minimal documentation. Minimal documentation is defined as those documents which do not require submission by a state or institution.
- The Defense Department encourages states to approve compacts, but also understands that compacts take time to achieve coverage for each occupation.



This chart shows the relative degree of reciprocity, from full reciprocity through compacts between states (in green) to no portability (in red).

The baseline is a state granting a license within 30 days with a military spouse's submission of minimal documentation.

The annual percent of the military spouse population that moves across state lines is 14.5% – compared to 1.1% for civilian spouses. Up to 34 percent of military spouses in the labor force are required to be fully licensed; and of those spouses, 19% experience challenges maintaining their licenses.