



## **Military Spouse Licensure: State Best Practices and Strategies for Achieving Reciprocity**

**November 2019**

The estimated cost of this report for the Department of Defense is approximately \$5,900.00. This includes \$ 0.0 in expenses and \$ 5,900.00 in DoD labor.

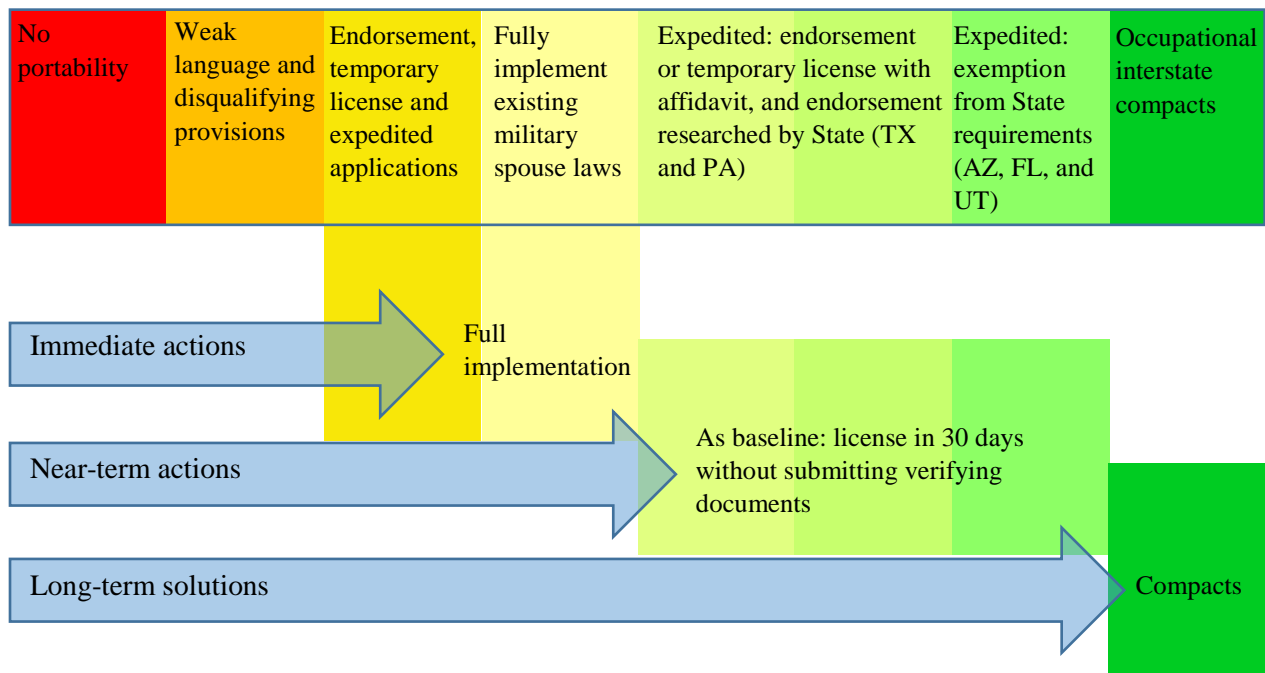
## Executive Summary

Occupational licensure has been an enduring problem for military spouses. Obtaining a license in a new State can be both time consuming and expensive, and military spouses often cannot adequately anticipate how to prepare for licensure in a new State due to the unpredictable nature of military moves. The short duration of military assignments, coupled with lengthy relicensing processes, can discourage military spouses from seeking relicensure, causing them to quit an occupation or causing military families to leave the military.

From 2011 to 2016, the Department worked with all 50 States through common methods used by licensing boards to expedite the acceptance of a license from another State. Many States enacted some form of relief (39 States enacted laws for endorsement of a current license from another State, 42 States enacted laws for temporary licensure, and 31 States enacted laws for expedited application procedures); however, these methods proved insufficient to address the underlying concerns of military spouses.

Further changes to licensure to facilitate reciprocity in State licensure programs for military spouses will continue to take time to cover all occupations in all States. Complicating matters further, the term “reciprocity” is used differently among the States. The continuum of reciprocity related programs is represented graphically below. The continuum goes from red, representing little to no portability, to dark green, representing the DoD’s optimum state of full reciprocity.

Understanding that military spouses need assistance now, and that many States have already committed to a variety of approaches, the Department advocates that States should pursue multiple approaches to reciprocity simultaneously. Available alternatives can be categorized as being more immediately attainable, achievable within the near-term, or obtainable in the long-term:



The Department is committed to improving license portability for military spouses. The Secretary of Defense has established military spouse employment as a key aspect of supporting military families, and the Secretaries of the Military Departments have also expressed the importance of military spouse licensure by making it part of the consideration for future mission basing. How fast these actions and solutions can be approved and implemented is up to the States.

The Department encourages States to engage in immediate actions to fully implement military spouse licensure laws, near-term actions to at least attain a baseline of getting military spouses a license in 30 days based on minimal documentation, and long-term solutions for reciprocity through compacts. The Department intends to track an overall assessment of States based on commitment to these approaches for all occupations.

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## Introduction

Occupational licensure is a topic of interest for States. The increase in national mobility and the need for qualified professionals in many occupations and in States highlights the need to improve the portability of occupational licenses. Many States are reviewing their licensing requirements and practices to reduce barriers of entry for occupations and interstate license transfer.

Military spouses are a cross-section of the American population, although a greater percentage of them are in licensed occupations than their civilian counterparts,<sup>1</sup> and they are significantly more mobile.<sup>2</sup> In many ways, they represent the “canary in the coal mine,” clearly demonstrating the importance of license portability in maintaining a career in a licensed occupation.

The Department has been working with States for several years to improve license portability for military spouses. The lessons learned from these efforts have contributed to a better understanding of what represents effective “reciprocity,” and what accommodations may be more compatible with State public safety oversight responsibilities.

This report chronicles the collaborative effort between the Department and States to alleviate licensure barriers, provides an analysis of policies that can eliminate delays and burdens, and provides a way ahead for the Department to work with States. Through their actions, States have shown that they continue to be interested in making improvements in licensure policy to assist military spouses. This report provides a pathway towards granting military spouses “reciprocity.”

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<sup>1</sup> 34 percent of active duty spouses self-identified as needing a State issued license to work (2017 Survey of Active Duty (Active Component) Spouses, Tabulations of Responses; Office of People Analytics Report No. 2018-006, May 2018), compared to 30 percent of the civilian population (The Hamilton Project, Brookings Institute, [https://www.hamiltonproject.org/charts/percent\\_of\\_occupations\\_requiring\\_a\\_license\\_by\\_state](https://www.hamiltonproject.org/charts/percent_of_occupations_requiring_a_license_by_state))

<sup>2</sup> “Military spouses are 10 times more likely to move across State lines than their civilian counterparts,” “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, page 7.

## Demographic Review of Military Spouses

Military spouses represent about four-tenths of a percent of the general population. The Appendix A, Tables 1 through 4, provide comparisons of military spouses to the overall population of the State where they reside, and subsequent views of military spouses compared to their counterparts in the work force, requiring a license, and employed in two major occupations.

- Table 1 segregates military spouses into Active Component, Reserve Component, and total, and provides percentages for each of these categories compared to the general population. Alaska, Hawaii, and Virginia are the only States where military spouses represent at least one percent of the population over 18 years of age, and one percent of the State work force (Table 2).

Although the issue of employment is important to all military spouses, license portability is more of a concern to Active Component spouses. Reserve spouses are not generally subject to Military Service-directed Permanent Change of Station moves, which drive the need for Active Component spouses to relicense in a new State approximately every three years.

- Table 3 provides estimates of Active Component spouses who require a license to work and compares these numbers to the estimate of the overall workforce requiring licensing. Active Component spouses represent over one percent of the licensed workforce in seven States: Alaska, Colorado, Hawaii, Kansas, North Carolina, South Carolina, and Virginia.
- Table 4 provides estimates of Active Component spouses who are in the two most prominent occupational groups requiring State licenses: health care, which employs 19 percent of Active Component spouses in the workforce; and education, which employs 10 percent of Active Component spouses in the workforce. Comparison with the applicable workforce of the States shows for health care and education that Active Component spouses represent a marginally larger percentage.

Traditionally, States have had ongoing interest in the economic impact of the military presence in the State,<sup>3</sup> and as an aspect of sustaining a positive relationship with the military community, States have included license portability as part of the accommodations made to support military families: *“From the beginning, I have believed in the ability of our State and its leaders to adequately sustain the move from Fort Monmouth. Lt. Governor Brown substantiated those beliefs today through his testimony about the State’s BRAC Action Plan to accommodate the population increase resulting from the BRAC decision through fortifying our education and transportation systems and infrastructure and streamlining occupational licensing requirements.”*<sup>4</sup>

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<sup>3</sup> Appendix B provides a review of DoD spending and the respective percentage of Gross Domestic Product (GDP) by State. Overall, DoD spending for fiscal year 2015 was \$408.7 Billion, with the highest spending in Virginia (\$53 Billion), California (\$49.3 Billion), Texas (\$37.9 Billion), Maryland (\$20.5 Billion), and Florida (\$17.6 Billion). Highest GDP percentages were in Virginia (11.2 percent), Hawaii (9.8 percent), Alaska (6.1 percent), Alabama (5.9 percent), District of Columbia (5.7 percent), and Maryland (5.7 percent). The average GDP percentage was 2.6 percent and the median State was New Hampshire (2.0 percent).

<sup>4</sup> U.S. Congressman Elijah E. Cummings, Press Release, December 12, 2007.

## Statement of the Problem

Although recognized by States as an important aspect of their ongoing relationship with the military community, occupational licensure has been an enduring problem for military spouses, as illustrated by the following statement made by a DoD witness at a congressional hearing in 2004:

*“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 reentry 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).”<sup>5</sup>*

This statement is still applicable. Input from military spouses about their difficulties regarding licensure can be summarized as follows:<sup>6</sup>

- Obtaining a license in a new State can be both time consuming and expensive; competency standards and methods of measuring competency vary from State-to-State. For example:
  - Verifying credentials can require requesting transcripts and descriptions of course work, certified copies of scores on tests, documentation for practicum hours, and certified copies of previously held licenses (to include paying associated transcript fees and postage).
  - State boards may require an applicant to take a licensing test or complete additional school coursework.
  - In occupations that have entry and master level licenses, 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.
- Military spouses who have maintained a successful career express frustration over having to justify their credibility and competency in the same manner as first-time applicants.

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<sup>5</sup> 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.

<sup>6</sup> “Report on Barriers to Portability of Occupational Licenses Between States” DoD and DHS Report to Congress, March 2018, pages 5-6.

- 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.

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. The former outcome can be costly for the military family and the latter circumstance can be costly for the Service, as well as for the military family. Neither outcome is satisfactory.

### **Initial Efforts to Expedite Relicensing (2011 – 2016)**

From 2011 to 2016, the Defense-State Liaison Office (DSLO) worked with all 50 States through common methods used by licensing boards to expedite the acceptance of a license from another State:

- *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.



Appendix C 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 eight more States (16 percent) enacted laws or had existing laws supporting at least one method. These changes generally impacted occupations other than teachers and attorneys.<sup>7</sup>

### **Analysis of Results (2017)**

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 2011 – 2016 efforts. The Center for REACH conducted a 50-State review of the laws enacted and an assessment of the approach taken by six occupational boards<sup>8</sup> in each State to implement these laws. Its State-by-State evaluation provides a basis for evaluating the impact of these laws.<sup>9</sup>

- “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.’”<sup>10</sup>

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<sup>7</sup> 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 35 other States. 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 2019, 16 States provide flexibility, 24 States offer extended temporary licenses (at least a year), and 21 expedite applications (total of 35 States: 9 State covering all 3 options, 8 covering 2 of 3, and 18 covering 1 of 3).

<sup>8</sup> Six occupations reviewed: cosmetology, dental hygiene, massage therapy, mental health counseling, occupational therapy, and real estate.

<sup>9</sup> Lynne M. Borden, PhD, Et al, “Military Spouse Licensure Portability Examination,” Center for Research and Outreach, University of Minnesota, <https://reachmilitaryfamilies.umn.edu/research/document/13865>

<sup>10</sup> “Report on Barriers to Portability of Occupational Licenses Between States,” DoD and DHS, page 10

- “Most States establish and enforce occupational licensing regulations entirely independently of other States, which means that standards can vary widely, even between States with similar population characteristics or within the same region.”<sup>11</sup>
- “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 coursework, 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.”<sup>12</sup>
- University of Minnesota REACH Center researchers “found significant problems with communicating licensure processes even when supportive legislation was in place.” To address this issue, they recommended implementing professional development for practitioners at licensing authorities that work with military families. Compounding the issues of communication and process, researchers found a significant lack of data at occupational licensure boards regarding the licensing of military spouses. Improving data collection for this population could lead to identifying board members who are responsive to this group and any remaining barriers to licensure.<sup>13</sup>

### **Follow-up Actions (2018 – 2019)**

In 2018, DSLO began approaching States to improve their implementation of existing licensing laws to ensure military spouses could quickly and easily apply the accommodations offered to expedite their licensing, which includes:

- Posting information on the board and/or regulatory authority website that provides clear instructions;
- Adapting applications that identify military spouses and recognize their accommodations; and
- Implementing training systems that keep customer service staff informed of procedures.

In February 2018, the Secretaries of the Military Departments encouraged Military Service leadership to consider the availability of military spouse licensure reciprocity when evaluating

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<sup>11</sup> Amanda Winters, NGA, Rachael Stephens, NGA and Jennifer Schultz, NCSL, “Barriers to Work: Veterans and Military Spouses,” NCSL Website, July 17, 2018, <http://www.ncsl.org/research/labor-and-employment/barriers-to-work-veterans-and-military-spouses.aspx>

<sup>12</sup> “Report on Barriers to Portability of Occupational Licenses Between States,” DoD and DHS, page 11

<sup>13</sup> Amanda Winters, NGA, Rachael Stephens, NGA and Jennifer Schultz, NCSL, “Barriers to Work: Veterans and Military Spouses,”

future basing or mission alternatives (letter to the National Governors Association (NGA) provided in Appendix D).

- The added emphasis from the Secretaries has increased the States' desire to accommodate the license portability needs of military spouses. The response from the executive director of the NGA (also in Appendix D) makes clear that the States wish to continue to improve license portability for military spouses.
- As a result, several States have reconsidered their licensing requirements to enhance opportunities for military spouses to expedite receiving a license. The results of these efforts have been mixed (list of legislation at Appendix E).
- The Air Force has collaborated with DSLO and industry experts to develop an analytic framework and criteria, rooted in authoritative data, for evaluating current State licensure accommodations. The Army is assessing evidence-based metrics, data sources and other insights to develop a framework that could inform future basing, stationing or mission alternatives.
- The Office of the Secretary of Defense will continue to collaborate with the Secretaries of the Military Departments to determine the application and use of the information within their respective processes.

The Department of Labor (DOL) established an initiative in 2019 to highlight States implementation best practices, and to inform military spouses and employment service providers (in DoD and DOL) of the laws and level of implementation of the States.

- DOL established a website based on DoD licensing data to assist spouses (<https://veterans.gov/milspouses>) with understanding the laws of the States and to find the appropriate licensing board in the States for each occupation.
- DOL has also hosted webinars for military spouses, service providers, and State boards to improve access to licensing information.

DSLO pivoted in its approach after 2017 to also consider occupational license compacts as another alternative to improve portability for military spouses. Compacts establish common understanding of competency and its measurement within the occupation, and then seek to have States approve the compact through legislation.<sup>14</sup>

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<sup>14</sup> Concern is often expressed that interstate compacts for occupations either lower or raise the standards for the occupation. Compacts define the required qualifications for a practitioner in order to use the compact provisions for portability. States with lower standards than those included in the compact have the option to issue a "compact license" and also a "State-only license" to maintain the standards set in the State. States with higher qualifications can also maintain their standards, and practitioners in those States can use their license for portability as part of the compact. Qualifications in the compact are defined by an advisory group and drafting team composed of State policymakers, practitioners, State board members, and consumers to develop a balanced set of standards for portability. These standards are available for comment and review by all States prior to the draft being considered by States for approval. The advisory group and the drafting team understand that these standards must focus on protecting the public safety of consumers and must appeal to the vast majority of States in order to be positively considered during the legislative process.

- There are currently occupation-specific compacts for physicians, nurses, physical therapists, emergency medical technicians, psychologists, and audiologists/speech-language pathologists (ASLP), with an additional 10 - 15 occupations considering the process to establish a compact.<sup>15</sup>
- The nurse, physical therapist, and ASLP compacts feature licensing through a designated home State where the licensee maintains the license and the privilege to practice in all other member States without further licensing or registration.
- These compacts feature a commission and a central database to facilitate oversight of licensees.

### A Working Definition of Reciprocity

Lessons learned through actions taken by States, along with the lessons from other initiatives, such as the National Conference of State Legislatures (NCSL)/National Governors Association (NGA)/Council of State Governments (CSG) Licensing Consortium,<sup>16</sup> provide an opportunity to consider a working definition of reciprocity. This definition of reciprocity represents less of an absolute interpretation of the dictionary definition,<sup>17</sup> and more of a description of a continuum of opportunities for military spouses to transfer an occupational license between States.

Graphically, these can be represented as follows, with “dark green” representing full reciprocity and “red” representing the licensing without a function for portability:


No portability	Weak language and disqualifying provisions	Endorsement, temporary license and expedited applications	Fully implement existing military spouse laws	Expedited: endorsement or temporary license with affidavit, and endorsement researched by State (TX and PA)	Expedited: exemption from State requirements (AZ, FL, and UT)	Occupational interstate compacts
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As baseline: license in 30 days without submitting verifying documents

<sup>15</sup> Compacts are defined by national organizations that represent an occupation, to include associations of State licensing boards, associations of practitioners, and national credentialing bodies; along with representatives from States, to include State licensing boards, State associations of practitioners, and State legislators.


<sup>16</sup> The Department of Labor sponsored the Occupational Licensing Policy Learning Consortium managed by the NGA Center for Best Practices, along with NCSL and CSG. The Consortium consists of 16 States that have committed to studying the barriers caused by licensure requirements that impede workers from entering the labor market in their States. Initial States in 2017 were Arkansas, Colorado, Connecticut, Delaware, Illinois, Indiana, Kentucky, Maryland, Nevada, Utah and Wisconsin. Idaho, Kentucky, New Hampshire, North Dakota and Vermont have been added in 2018. As part of the Consortium process, States considered the impact of licensure on vulnerable populations: individuals with criminal records, dislocated workers, immigrants, veterans and military spouses.

<sup>17</sup> Definition of reciprocity: “mutual exchange; the relation or policy in commercial dealings between countries by corresponding advantages or privileges are granted by each country to the citizen of the other.” Dictionary.com, <https://www.dictionary.com/browse/reciprocity?s=t>


 Compacts: As described above, compacts for nurses, physical therapists and ASLPs allow:

- A practitioner to work in multiple States without relicensing.
- Sustain the primary purpose of licensing, which is to oversee the practice of an occupation to maintain public safety.
- Define the authorities and responsibilities of home States and other States where the practitioner can work.
- Allow States (represented by practitioners, State boards, consumers and legislators) to define commonly agreed upon qualifications for practitioners within an occupation, authority to practice using telecommunications, penalties for violating a State's practice act, and authority to establish a commission to develop rules and oversee State compliance.



Since these compacts are defined by occupation and approved by States, they take time to enact; however, significant progress has been made on obtaining approval of existing compacts.


 Methods Other Than Compacts – Exemption: Exempting military spouses from State requirements represents the next closest method to facilitate transfer between States with minimal administrative requirements:

- Arizona and Florida use an approach that allows a military spouse to use a current license in good standing, without submitting verifying documentation, to issue a State license to them. State boards perform the necessary verification of the standing of the current license to ensure there are no limitations, holds or pending investigations. These States also require the applicant to submit a fingerprint-based background check.
- Utah allows military spouses to use their existing license in good standing from another State to obtain employment in Utah. The Utah boards do not verify the license, but rather they have delegated this responsibility to the employer hiring the military spouse. Additionally, if the military spouse violates the Utah practice act for his or her occupation, the applicable board revokes the spouse's exemption from licensure requirements.
- Several States provide a three-year provisional certificate to teachers without requiring the teacher to fulfill State licensing requirements, based on the teacher holding a current certificate in good standing in another State (and verifying the standing of the current certification). Although no State has applied this approach to other occupations, a three-year temporary license would allow a military spouse to work the length of a normal military assignment with minimal relicensing.

 Exemption from Submitting Verifying Documents: Applying exemption from submitting verifying documents, either permanently or for a temporary period, represents a method to facilitate the transfer of a current license in good standing with limited initial administrative obstacles. This approach can take two formats:


- Texas allows military spouses to work within the State for three years on a current license in good standing in another State (without verifying documentation) by requiring the State boards to determine the standing of the license and the equivalency of license requirements for the license held in the other States. Similarly, Pennsylvania provides a permanent license to all applicants using a board evaluation of the practice requirements in another State to determine the substantial equivalency of an applicant.
- Hawaii, Kansas, Massachusetts, Montana, and Wisconsin, for example, have statute/policy that allow occupational boards to issue a license based upon submission of an application and an accompanying affidavit attesting to the accuracy of the application and a commitment to submitting verifying documentation by a prescribed date.
  - Of these five States, only Massachusetts and Wisconsin actually apply this approach for military spouses.
  - This approach could apply to both endorsement for a permanent license and towards obtaining a temporary license to allow the applicant time to furnish verification, and subsequently, to fulfill State requirements if needed.
  - Ideally, a temporary license should be provided until a permanent license is issued; however, a temporary license should last at least one year if additional requirements must be fulfilled to obtain a permanent license.

  Base Line – License in 30 Days with Minimal Documentation: Approaches that are more certain to allow the military spouse to obtain a license without having to fulfill State requirements are easier and more reliable for the military spouse over those that may not accept the current license from another State without the military spouse fulfilling additional requirements. Exemptions from State requirements are preferable over an exemption from only submitting verifying documentation with the application, either for a permanent or temporary license. With this said, all of these approaches can be beneficial, if they produce a baseline result of having the military spouse be able to receive a license in approximately 30 days without submitting verifying documentation outside of verifying the standing of the license and fulfilling a background check.

 Endorsement, Temporary Licensing and Expedited Processes: All other accommodations previously enacted by States can help facilitate portability and can support either exemption or temporary exemption approaches.

- Endorsement and temporary licensure have already been discussed in the context of exemptions.

- Expedited application can be applied to all processes, except to compacts and the Utah model of exemption.
- Kentucky and South Dakota have established 30-day limits on board adjudication (a prescribed approach to expediting application), although both States require a full application with verifying documents (adding potentially up to an additional 90 days for the spouses' application).
  - Applying temporary exemption through an affidavit to Kentucky and South Dakota would provide the desired outcome of an expedited approach; however, unless the Kentucky and South Dakota boards intend to accept the credentials of the military spouse, the applicant may be precluded from obtaining a license until specific requirements are met.
  - To avoid this circumstance, Kentucky HB 323 and South Dakota HB 1111 establish a higher bar for rejection and require the boards to justify to the State regulatory authority their decision to reject an application from a military spouse.

 **Eliminate Weak Language and Disqualifying Provisions:** In addition to these kinds of modifications, States are encouraged to review their military spouse licensing provisions to eliminate inhibiting language found in previous efforts.

- Provisions that are written as “boards may” have generally been ineffective in promulgating change, and generally “shall” statements have proven to be more reliable in requiring boards to change policies and practices. Arkansas 2019 bill, SB 564, takes an even more emphatic approach by establishing a requirement for boards to issue licenses automatically to military spouses without meeting Arkansas requirements, unless the board establishes approved policies within one year for expediting the issuance of a license by the least restrictive means.
- Other inhibiting language includes experience requirements difficult for military spouses to fulfill because of military assignments (overseas or at locations where they could not be employed in their occupation) and provisions that require the military spouse to be “supervised” as a condition of licensing (a prevalent limitation for military spouse attorneys).

## **The Way Forward**

A 2018 study by the Federal Trade Commission, “Options to Enhance Occupational License Portability,” recognized there are two approaches to alleviating barriers to portability. Namely, mutual recognition, which relates to occupational compacts, and expedited licensure, which encompasses expedited exemption approaches.<sup>18</sup>

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<sup>18</sup> Karen A. Goldman, “Options to Enhance Occupational License Portability,” Federal Trade Commission, September 2018, <http://www.ftc.gov/policy/reports/policy-reports/commission-and-staff-reports>, pages 17 - 19

Considering that the Department has worked with States for over eight years, changing licensure to facilitate reciprocity for military spouses will continue to take time to cover all occupations in all States. Understanding that military spouses need assistance now, and that States have already committed to a variety of approaches, the Department advocates States should pursue multiple approaches to reciprocity simultaneously.

Available alternatives can be categorized as being more immediately attainable, achievable within the near-term and, finally, long-term solutions. The solutions that are the most relevant to full reciprocity are those that take longer to achieve.

Immediate Actions: State policies that are not adequately highlighted on websites become opaque to military spouses. Policies that are not implemented in applications and procedures, and reflected in staff training, become ineffective. States have committed in law to take care of military spouses in specific ways (regardless of the effectiveness of these policies).

- The first, and most immediately actionable initiative for States, should be to ensure military spouses receive the benefit of these policies.
- Secondly, DoD, in collaboration with DOL, is working to improve the accessibility of licensure provisions.
  - DoD is working with States to ensure there is sufficient oversight and policy by State administrators and legislators to require occupational boards to make their military license policy transparent and easily accessible to military spouses.
  - DOL is providing State regulatory authorities and occupational boards best practice materials from States that have done well in fulfilling this requirement, along with providing webinars and technical consultations for States.

Near-term Actions: States have established a variety of methods to assist military spouses so that they can get to work more quickly; however, as already stated, many of these methods have inherent conditions that preclude military spouses from achieving the desired outcome. There are policy options that can create either permanent or temporary exemptions, and experience has shown that States prefer to consider options that work with their current policies, rather than a single approach. DSLO intends to present options that can improve existing policies or replace their existing policies with a more effective approach, to include:

- Exemption from State requirements or having to provide verification documentation through the recognized best practices previously described.
- Expedited practices by limiting the time boards take to adjudicate applications, as well as other processes that can expedite receiving a license.
- Additionally, remove/replace language that does not promulgate change or that creates barriers (experience restrictions and supervision requirements).



As previously stated, the baseline for these approaches should be to issue the military spouse a license in 30 days without submitting verifying documentation. Exemptions from State requirements are preferable over an exemption from submitting verifying documentation, either for a permanent or temporary license, since an exemption from State requirements accepts the current license and shields the military spouse from potentially having to do additional course work or testing in order to qualify for the State license.

Long-Term Solutions: States have committed to using interstate compacts to resolve the interstate issue of license portability.

- DoD has assisted organizations representing occupations with obtaining State approval of their compacts where these compacts have benefit to the military. Currently, the enhanced Nurse Licensure Compact has been approved by 34 States, the Physical Therapy Compact by 26 States, and the Emergency Medical Services Compact by 18 States. These compacts cover approximately 40 percent of military spouses who need a license to work.
- Additionally, DoD has assisted the Association of State and Provincial Psychology Boards obtain approval of a compact in 13 States that authorizes tele-practice across State lines, which thereby can improve access to care for military families. DoD will start assisting the ASPL Compact in 2020.

DoD may also have an opportunity to assist organizations representing occupations develop additional compacts.

- Current provisions in H.R. 2500 (section 624) and S. 1790 (section 577) in the U.S. Congress will allow DoD to “enter into a cooperative agreement with the Council of State Governments to assist with funding of the development of interstate compacts on licensed occupations in order to alleviate the burden associated with relicensing in such an occupation by spouses of members of the armed forces in connection with a permanent change of duty station of members to another State.”
- Several occupations<sup>19</sup> are interested in developing compacts to support license portability and have said they intend to include provisions for military spouses.
  - Currently they lack sufficient funding to start the compact process, which entails bringing together stakeholders to discuss what issues need to be resolved by the compact and a drafting team to write the compact to answer these needs.
  - Additionally, occupations generally need to establish a national database of practitioners to operationalize the compact portability policies.

The Department advocates that initiatives to achieve immediately attainable actions, near-term actions, and long-term solutions be pursued simultaneously to gain as much flexibility for

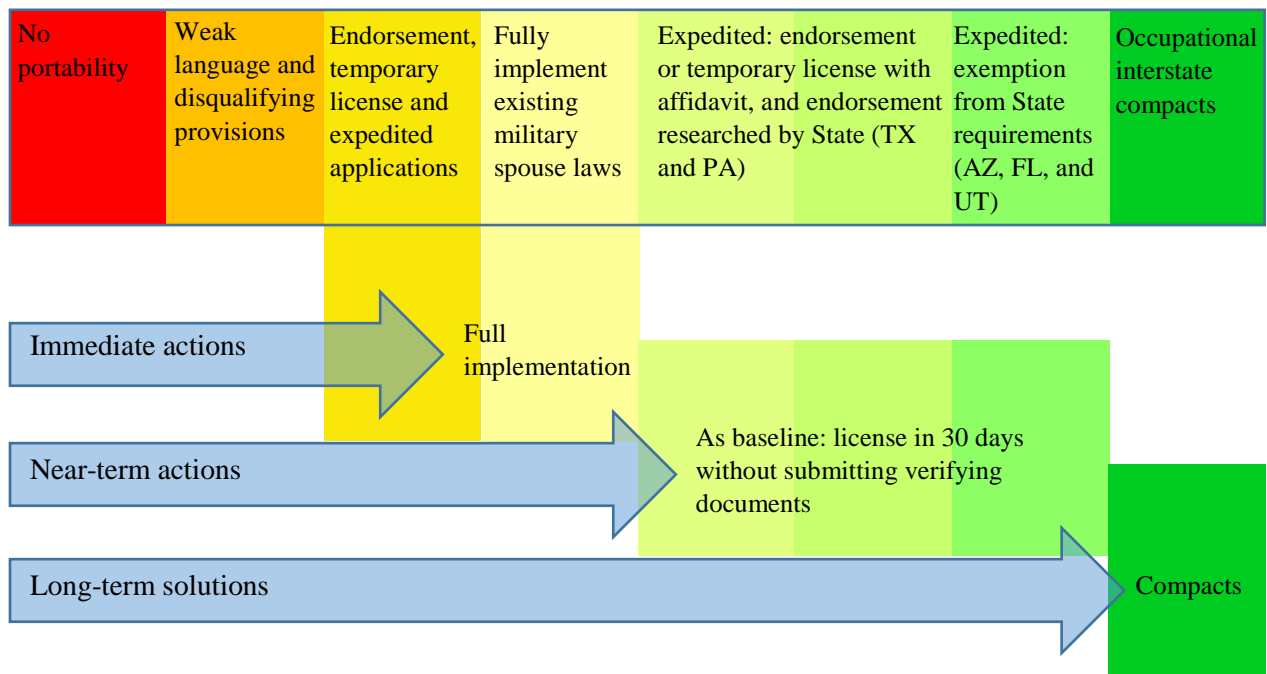
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<sup>19</sup> Teaching, dental hygiene, occupational therapy, mental health counseling, pharmacy, physician’s assistance, and veterinary services are among the occupations that are attempting to pursue compacts.

military spouses in the near-term while preparing for substantially improved portability in the future. As a result, the Department anticipates the cumulative impact of these processes should represent a more significant impact. For example, if processes that implement statutory changes for military spouse licensure are in place, they will greatly enhance the impact of further changes to policies that allow military spouses to obtain a license in 30 days without submitting verifying documents.

Likewise, while these initiatives get military spouses to work more quickly, compacts can provide seamless reciprocity for military spouses in an occupation. Nurses, supported by the enhanced Nurse Licensure Compact in 34 States, can move from a compact State to another compact State without any relicensing. When nurses move to or from a non-compact State, then having “the 30-day, without submitting verification” approach can help get them to work faster. Consequently, engaging in State-only licensure reform simultaneously with approving interstate relationships through compacts provides for optimum access by military spouses.<sup>20</sup>

Graphically, when paired with the continuum of reciprocity displayed earlier, the DoD approach appears as follows:



<sup>20</sup> Arizona has taken this approach for not only military spouses, but for the general population. Arizona has approved of existing occupational compacts (to support practitioners who do not wish to become a resident of the State) while extending exemption from Arizona’s licensing qualifications for all applicants who wish to become residents. To allow flexibility for military spouses, both the compact approach and the Arizona approach are available to military spouses so that they can benefit from compacts coming from a compact State and exemption if they’re not coming from a compact State or their occupation is not in a compact. Additionally, Utah has provided full exemption for military spouses as well as approved existing occupational compacts. The two approaches are supportive and not mutually exclusive.

## **Challenge for States**

Almost all States have made special provisions for military spouses; however, many of these go unnoticed by boards and military spouses, and many of these do not alleviate the underlying issues that cost military spouses time and effort to get to work. This report provides an opportunity for States to reassess their approach to accommodating licensure for military spouses to determine if their programs have been effectively implemented, if what is implemented can get military spouses to work in 30 days without submitting verifying documents, and if the State has made any commitment to establishing reciprocity for military spouses. Only three States have used exemption from State criteria as a way of facilitating better reciprocity, and a growing number of States (at present 38 States) are using compacts to create reciprocity for military spouses, as well all other practitioners.

The Department is committed to improving license portability, and as already discussed, the Secretaries of the Military Departments have made the importance of military spouse licensure clear through their correspondence to the National Governors Association, which encouraged leadership to consider the availability of military spouse licensure reciprocity when evaluating future basing or mission alternatives. How fast these actions and solutions can be approved and implemented is up to the States.

The Department encourages States to simultaneously fulfill what can be done as far as immediate actions, near-term actions, and long-term solutions as described above. The Department intends to track an overall assessment of States based on commitment to these approaches for all occupations.

**APPENDIX A, TABLE 1: POPULATION COMPARISONS**

	State Population <sup>21</sup>	Active Spouse Population <sup>22</sup>	%	Reserve Spouse Population <sup>23</sup>	%	Total Population	%
ALABAMA	3,798,031	8,538	0.22	8,611	0.23	17,149	0.45
ALASKA	553,622	11,154	2.01	2,729	0.49	13,883	2.51
ARIZONA	5,528,989	11,446	0.21	8,031	0.15	19,477	0.35
ARKANSAS	2,310,645	2,626	0.11	4,884	0.21	7,510	0.33
CALIFORNIA	30,567,090	75,814	0.25	24,439	0.08	100,253	0.33
COLORADO	4,430,329	22,061	0.50	7,898	0.18	29,959	0.68
CONNECTICUT	2,837,472	3,506	0.12	2,801	0.10	6,307	0.22
DC	763,555	1,742	0.23	561	0.07	2,303	0.30
DELAWARE	574,961	2,088	0.36	1,561	0.27	3,649	0.63
FLORIDA	17,070,244	40,405	0.24	18,828	0.11	59,233	0.35
GEORGIA	8,013,724	31,884	0.40	12,802	0.16	44,686	0.56
HAWAII	1,117,077	25,147	2.25	4,647	0.42	29,794	2.67
IDAHO	1,307,236	2,358	0.18	3,305	0.25	5,663	0.43
ILLINOIS	9,883,814	7,079	0.07	8,438	0.09	15,517	0.16
INDIANA	5,123,748	1,866	0.04	7,564	0.15	9,430	0.18
IOWA	2,425,378	747	0.03	4,217	0.17	4,964	0.20
KANSAS	2,205,544	11,675	0.53	5,367	0.24	17,042	0.77
KENTUCKY	3,459,573	8,589	0.25	5,494	0.16	14,083	0.41
LOUISIANA	3,564,062	8,917	0.25	6,260	0.18	15,177	0.43
MAINE	1,088,000	986	0.09	2,063	0.19	3,049	0.28
MARYLAND	4,702,570	19,025	0.40	8,173	0.17	27,198	0.58
MASSACHUSETTS	5,535,291	2,620	0.05	5,220	0.09	7,840	0.14
MICHIGAN	7,831,247	2,680	0.03	6,572	0.08	9,252	0.12
MINNESOTA	4,308,564	905	0.02	6,800	0.16	7,705	0.18
MISSISSIPPI	2,280,389	5,247	0.23	6,895	0.30	12,142	0.53
MISSOURI	4,749,622	7,436	0.16	8,781	0.18	16,217	0.34
MONTANA	832,871	1,883	0.23	2,033	0.24	3,916	0.47
NEBRASKA	1,452,427	3,990	0.27	3,141	0.22	7,131	0.49
NEVADA	2,345,395	7,283	0.31	3,388	0.14	10,671	0.45
NEW HAMPSHIRE	1,098,288	674	0.06	1,854	0.17	2,528	0.23

<sup>21</sup> "Estimates of Resident Population Age 18 Years and Older for the States: July 1, 2018 (SCPRC-EST2018-18+POP-RES)," U.S. Census Bureau, Population Division, Release Date: December 2018

<sup>22</sup> Active Component military spouses (Army, Navy, Marine Corps, Air Force and Coast Guard), by Zip Code of residence, aggregated by State, Source: Defense Eligibility Enrollment Reporting System, Data as of October 25, 2018

<sup>23</sup> Reserve spouses (Selective Reserve: Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force Reserve, Coast Guard Reserve, Army National Guard and Air Force National Guard), by Zip Code of residence, aggregated by State, Source: Defense Eligibility Enrollment Reporting System matched to sponsors in Reserve Component Common Personnel Data System, Data as of January 8, 2019

	State Population	Active Spouse Population	%	Reserve Spouse Population	%	Total Population	%
NEW JERSEY	6,954,877	5,094	0.07	5,923	0.09	11,017	0.16
NEW MEXICO	1,613,275	6,917	0.43	2,318	0.14	9,235	0.57
NEW YORK	15,474,107	13,077	0.08	1,647	0.08	24,724	0.16
NORTH CAROLINA	8,082,975	52,982	0.66	11,484	0.14	64,466	0.80
NORTH DAKOTA	581,379	3,487	0.60	1,794	0.31	5,281	0.91
OHIO	9,096,117	6,221	0.07	11,159	0.12	17,380	0.19
OKLAHOMA	2,986,593	9,578	0.32	6,517	0.22	16,095	0.54
OREGON	3,317,146	1,655	0.05	4,048	0.12	5,703	0.17
PENNSYLVANIA	10,158,149	3,299	0.03	11,707	0.12	15,006	0.15
RHODE ISLAND	1,059,639	1,430	0.13	1,302	0.15	2,732	0.32
SOUTH CAROLINA	5,024,369	14,549	0.29	7,920	0.20	22,469	0.56
SOUTH DAKOTA	869,666	1,864	0.21	2,494	0.38	4,358	0.66
TENNESSEE	6,715,984	12,871	0.19	9,332	0.18	22,203	0.42
TEXAS	28,304,596	63,935	0.23	27,495	0.13	91,430	0.43
UTAH	3,101,833	3,176	0.10	6,536	0.29	9,712	0.44
VERMONT	623,657	168	0.03	1,291	0.25	1,459	0.29
VIRGINIA	8,470,020	69,691	0.82	16,601	0.25	86,292	1.30
WASHINGTON	7,405,743	33,124	0.45	9,897	0.17	43,021	0.73
WEST VIRGINIA	1,815,857	459	0.03	2,815	0.20	3,274	0.23
WISCONSIN	5,795,483	1,491	0.03	5,752	0.13	7,243	0.16
WYOMING	579,315	1,689	0.29	1,283	0.29	2,972	0.67
	253,768,092	637,128	0.25	352,672	0.14	989,800	0.39

**APPENDIX A, TABLE 2: EMPLOYMENT COMPARISON –  
STATE WORKFORCE V. MILITARY SPOUSE WORKFORCE**

	State Workforce <sup>24</sup>	Active Spouse Workforce <sup>25</sup>	%	Reserve Spouse Workforce <sup>26</sup>	%	Total Spouse Workforce	%
ALABAMA	2,212,672	5,208	0.24	6,630	0.3	11,839	0.54
ALASKA	356,349	6,804	1.91	2,101	0.59	8,905	2.5
ARIZONA	3,400,870	6,982	0.21	6,184	0.18	13,166	0.39
ARKANSAS	1,346,590	1,602	0.12	3,761	0.28	5,363	0.4
CALIFORNIA	19,441,591	46,247	0.24	18,818	0.1	65,065	0.33
COLORADO	3,101,129	13,457	0.43	6,081	0.2	19,539	0.63
CONNECTICUT	1,909,333	2,139	0.11	2,157	0.11	4,295	0.22
DC	486,709	1,063	0.22	432	0.09	1,495	0.31
DELAWARE	405,221	1,274	0.31	1,202	0.3	2,476	0.61
FLORIDA	10,246,102	24,647	0.24	14,498	0.14	39,145	0.38
GEORGIA	5,152,449	19,449	0.38	9,858	0.19	29,307	0.57
HAWAII	686,178	15,340	2.24	3,578	0.52	18,918	2.76
IDAHO	853,478	1,438	0.17	2,545	0.3	3,983	0.47
ILLINOIS	6,488,104	4,318	0.07	6,497	0.1	10,815	0.17
INDIANA	3,402,196	1,138	0.03	5,824	0.17	6,963	0.2
IOWA	1,688,173	456	0.03	3,247	0.19	3,703	0.22
KANSAS	1,485,048	7,122	0.48	4,133	0.28	11,254	0.76
KENTUCKY	2,075,387	5,239	0.25	4,230	0.2	9,470	0.46
LOUISIANA	2,117,244	5,439	0.26	4,820	0.23	10,260	0.48
MAINE	705,416	601	0.09	1,589	0.23	2,190	0.31
MARYLAND	3,227,308	11,605	0.36	6,293	0.19	17,898	0.55

<sup>24</sup> Civilian labor force by State (for October 2018), seasonally adjusted, Bureau of Labor Statistics, Economic News Release, Table 1, December 21, 2018

<sup>25</sup> Estimates of working Active Component spouses have been calculated by multiplying the number of Active Component spouses identified as residing in each State in Table 1 by 61 percent, which is the percentage of Active Component spouses who self-identified as being in the workforce, either employed or unemployed, but not in the Armed Forces, in the 2017 Survey of Active Component Spouses, Tabulations of Responses; Office of People Analytics Report No. 2018-006, May 2018, response to question 22: “Employment status. Constructed from questions 22 – 25 to conform to the Bureau of Labor Statistics’ standards using Current Population Survey labor force items. Categories of responses: 1. Employed, 2. Unemployed, 3. Not in labor force, 4. Armed Forces.”

<sup>26</sup> Estimates of working Reserve spouses have been calculated by multiplying the number of Reserve spouses identified as residing in each State in Table 1 by 77 percent, which is the percentage of Reserve spouses who self-identified as being in the workforce, either employed or unemployed, but not in the Armed Forces, in the 2017 Survey of Reserve Component Spouses, Tabulations of Responses; Office of People Analytics Report No. 2018-001, January 2018, response to question 74: “Employment status. Constructed from questions 74 – 77 to conform to the Bureau of Labor Statistics’ standards using Current Population Survey labor force items. Categories of responses: 1. Employed, 2. Unemployed, 3. Not in labor force, 4. Armed Forces.”

	State Workforce	Active Spouse Workforce	%	Reserve Spouse Workforce	%	Total Spouse Workforce	%
MASSACHUSETTS	3,832,804	1,598	0.04	4,019	0.1	5,618	0.15
MICHIGAN	4,891,985	1,635	0.03	5,060	0.1	6,695	0.14
MINNESOTA	3,095,093	552	0.02	5,236	0.17	5,788	0.19
MISSISSIPPI	1,286,545	3,201	0.25	5,309	0.41	8,510	0.66
MISSOURI	3,065,464	4,536	0.15	6,761	0.22	11,297	0.37
MONTANA	524,250	1,149	0.22	1,565	0.3	2,714	0.52
NEBRASKA	1,018,320	2,434	0.24	2,419	0.24	4,852	0.48
NEVADA	1,512,276	4,443	0.29	2,609	0.17	7,051	0.47
NEW HAMPSHIRE	762,411	411	0.05	1,428	0.19	1,839	0.24
NEW JERSEY	4,492,649	3,107	0.07	4,561	0.1	7,668	0.17
NEW MEXICO	943,172	4,219	0.45	1,785	0.19	6,004	0.64
NEW YORK	9,736,073	7,977	0.08	8,968	0.09	16,945	0.17
NORTH CAROLINA	4,992,207	32,319	0.65	8,843	0.18	41,162	0.82
NORTH DAKOTA	403,110	2,127	0.53	1,381	0.34	3,508	0.87
OHIO	5,770,527	3,795	0.07	8,592	0.15	12,387	0.21
OKLAHOMA	1,861,846	5,843	0.31	5,018	0.27	10,861	0.58
OREGON	2,111,671	1,010	0.05	3,117	0.15	4,127	0.2
PENNSYLVANIA	6,420,029	2,012	0.03	9,014	0.14	11,027	0.17
RHODE ISLAND	561,241	872	0.16	1,003	0.18	1,875	0.33
SOUTH CAROLINA	2,307,307	8,875	0.38	6,098	0.26	14,973	0.65
SOUTH DAKOTA	458,734	1,137	0.25	1,920	0.42	3,057	0.67
TENNESSEE	3,253,312	7,851	0.24	7,186	0.22	15,037	0.46
TEXAS	13,833,006	39,000	0.28	21,171	0.15	60,172	0.43
UTAH	1,584,648	1,937	0.12	5,033	0.32	6,970	0.44
VERMONT	346,058	102	0.03	994	0.29	1,097	0.32
VIRGINIA	4,353,411	42,512	0.98	12,783	0.29	55,294	1.27
WASHINGTON	3,781,532	20,206	0.53	7,621	0.2	27,826	0.74
WEST VIRGINIA	780,919	280	0.04	2,168	0.28	2,448	0.31
WISCONSIN	3,163,914	910	0.03	4,429	0.14	5,339	0.17
WYOMING	285,523	1,030	0.36	988	0.35	2,018	0.71
	162,217,584	337,678	0.21	271,557	0.17	609,235	0.38

**APPENDIX A, TABLE 3: COMPARISON OF LICENSED WORKFORCE – STATE WORKFORCE V. ACTIVE COMPONENT SPOUSE WORKFORCE**

	Licensed		
	State Workforce <sup>27</sup>	Active Spouse Workforce <sup>28</sup>	%
ALABAMA	462,448	1,771	0.44
ALASKA	90,869	2,313	2.85
ARIZONA	754,993	2,374	0.4
ARKANSAS	272,011	545	0.22
CALIFORNIA	4,024,409	15,724	0.45
COLORADO	533,394	4,575	1.04
CONNECTICUT	469,696	727	0.18
DC	95,882	361	0.33
DELAWARE	61,999	433	0.5
FLORIDA	2,940,631	8,380	0.35
GEORGIA	808,934	6,613	0.98
HAWAII	182,523	5,215	3.1
IDAHO	194,593	489	0.31
ILLINOIS	1,602,562	1,468	0.1
INDIANA	506,927	387	0.09
IOWA	560,473	155	0.03
KANSAS	221,272	2,421	1.19
KENTUCKY	576,958	1,781	0.34
LOUISIANA	472,145	1,849	0.44
MAINE	146,021	204	0.16
MARYLAND	555,097	3,946	0.86
MASSACHUSETTS	816,387	543	0.07
MICHIGAN	1,007,749	556	0.06
MINNESOTA	464,264	188	0.04
MISSISSIPPI	297,192	1,088	0.42
MISSOURI	652,944	1,542	0.26
MONTANA	111,665	391	0.4
NEBRASKA	250,507	828	0.35

<sup>27</sup> State workforce estimates based upon applying percentage of licensed workforce to workforce estimates for each State provided in Table 2 of this report. Percentage of licensed workforce for each State is from Morris M. Kleiner, “Reforming Occupational Licensing Policies,” The Hamilton Project, Brookings Institute, January 2015, Table 2.

<sup>28</sup> Estimate of licensed Active Component spouses based upon multiplying the number of working Active Component spouses identified in each State in Table 2 by 34 percent (the percentage of Active Component spouses who self-identified as needing a State issued license to work); 2017 Survey of Active Component Spouses, Tabulations of Responses; Office of People Analytics Report No. 2018-006, May 2018, response to question 38: “Regardless of your current employment status, does your occupation or career field require...a. A certification provided by an organization that sets standards for your occupation; b. A State issued license.”



	Licensed		
	State Workforce	Active Spouse Workforce	%
NEVADA	402,238	1,510	0.38
NEW HAMPSHIRE	95,543	140	0.15
NEW JERSEY	829,546	1,056	0.13
NEW MEXICO	207,480	1,435	0.69
NEW YORK	1,906,029	2,712	0.14
NORTH CAROLINA	945,646	10,988	1.16
NORTH DAKOTA	110,834	723	0.65
OHIO	972,086	1,290	0.13
OKLAHOMA	393,250	1,986	0.51
OREGON	477,836	343	0.07
PENNSYLVANIA	1,167,885	684	0.06
RHODE ISLAND	69,007	297	0.43
SOUTH CAROLINA	249,173	3,017	1.21
SOUTH DAKOTA	91,444	387	0.42
TENNESSEE	673,538	2,669	0.4
TEXAS	2,865,702	13,260	0.46
UTAH	335,739	659	0.2
VERMONT	51,258	35	0.07
VIRGINIA	651,865	14,454	2.22
WASHINGTON	971,916	6,870	0.71
WEST VIRGINIA	177,641	95	0.05
WISCONSIN	519,831	309	0.06
WYOMING	56,812	350	0.62
	30,865,817	132,140	0.43

**APPENDIX A, TABLE 4: STATE WORKFORCE V. ACTIVE COMPONENT SPOUSES IN HEALTH CARE AND EDUCATION**

	Health Care			Education		
	State Workforce <sup>29</sup>	Active Spouse Workforce <sup>30</sup>	%	State Workforce <sup>31</sup>	Active Spouse Workforce <sup>32</sup>	%
ALABAMA	131,410	990	0.75	78,570	521	0.66
ALASKA	17,140	1,293	7.54	17,860	680	3.81
ARIZONA	160,350	1,327	0.83	107,760	698	0.65
ARKANSAS	79,770	304	0.38	53,530	160	0.30
CALIFORNIA	827,030	8,787	1.06	803,410	4,625	0.58
COLORADO	142,130	2,557	1.80	104,910	1,346	1.28
CONNECTICUT	103,500	406	0.39	93,050	214	0.23
DC	31,380	202	0.64	16,920	106	0.63
DELAWARE	31,000	242	0.78	18,460	127	0.69
FLORIDA	523,070	4,683	0.90	299,590	2,465	0.82
GEORGIA	242,940	3,695	1.52	217,340	1,945	0.89
HAWAII	31,050	2,915	9.39	29,980	1,534	5.12
IDAHO	37,650	273	0.73	33,930	144	0.42
ILLINOIS	349,020	820	0.24	293,190	432	0.15
INDIANA	193,410	216	0.11	123,200	114	0.09
IOWA	87,150	87	0.10	80,440	46	0.06

<sup>29</sup> State workforce estimates for health care are from the Bureau of Labor Statistics, Occupational Employment Statistics Data for May 2017, State file (state\_M2017\_dl.xlsx), using the data for the major occupational group 29-0000 (Healthcare Practitioners and Technical Occupations) for each State.

<sup>30</sup> Estimates of Active Component spouses working in health care have been calculated by multiplying the Active Component spouse workforce in each State (Table 2) by 19 percent, which represents the percentage of Active Component spouses who self-identified as working in health care/health services in the 2017 Survey of Active Component Spouses, Tabulations of Responses; Office of People Analytics Report No. 2018-006, May 2018, response to question 32: “In what career field is your current employment? 1. Health care/health services (e.g., nurse, dental hygienist, pharmacy technician, dentist, doctor, paramedic); 2 Information technology; 3 Education (e.g., teacher, teacher’s assistant); 4. Financial services; 5 Retail/customer service; 6. Recreation and hospitality; 7. Administrative services; 8. Child care/child development; 9. Animal services; 10. Skilled trades; 11. Communications and marketing; 12. Other occupations not listed above which require a State license; 13. Other occupations not listed above which do NOT require a State license.”

<sup>31</sup> State workforce estimates for education are from the Bureau of Labor Statistics, Occupational Employment Statistics Data for May 2017, State file (state\_M2017\_dl.xlsx), using the data from occupational group 11-9032 (Education Administrators, Elementary and Secondary School) and selected data from the major occupational group 25-0000 (Education, Training, and Library Occupations) for each State. Occupational groups for education excluded postsecondary education, adult education, child care and library occupations. Occupational groups included are 25-2011, 25-2012, 25-2021, 25-2022, 25-2023, 25-2031, 25-2032, 25-2051, 25-2052, 25-2053, 25-2054, 25-3097, 25-3098 and 25-9041.

<sup>32</sup> Estimates of Active Component spouses working in education have been calculated by multiplying the Active Component spouse workforce in each State (Table 2) by 10 percent, which represents the percentage of Active Component spouses who self-identified as working in education in the 2017 Survey of Active Component Spouses, Tabulations of Responses; Office of People Analytics Report No. 2018-006, May 2018, response to question 32 (see footnote 10 for detail).

	Health Care			Education		
	State Workforce	Active Spouse Workforce	%	State Workforce	Active Spouse Workforce	%
KANSAS	83,290	1,353	1.62	75,860	712	0.94
KENTUCKY	124,670	995	0.80	76,100	524	0.69
LOUISIANA	133,380	1,033	0.77	82,950	544	0.66
MAINE	40,770	114	0.28	30,770	60	0.20
MARYLAND	170,810	2,205	1.29	123,040	1,161	0.94
MASSACHUSETTS	242,720	304	0.13	172,010	160	0.09
MICHIGAN	279,080	311	0.11	170,470	163	0.10
MINNESOTA	182,500	105	0.06	117,190	55	0.05
MISSISSIPPI	77,830	608	0.78	61,540	320	0.52
MISSOURI	192,550	862	0.45	121,670	454	0.37
MONTANA	29,990	218	0.73	24,530	115	0.47
NEBRASKA	62,310	462	0.74	44,860	243	0.54
NEVADA	59,030	844	1.43	42,350	444	1.05
NEW HAMPSHIRE	39,180	78	0.20	36,470	41	0.11
NEW JERSEY	231,550	590	0.25	240,840	311	0.13
NEW MEXICO	46,490	802	1.72	39,300	422	1.07
NEW YORK	535,900	1,516	0.28	489,160	798	0.16
NORTH CAROLINA	264,860	6,141	2.32	190,360	3,232	1.70
NORTH DAKOTA	25,730	404	1.57	18,370	213	1.16
OHIO	359,670	721	0.20	251,230	379	0.15
OKLAHOMA	96,150	1,110	1.15	72,550	584	0.81
OREGON	97,450	192	0.20	76,550	101	0.13
PENNSYLVANIA	397,810	382	0.10	246,210	201	0.08
RHODE ISLAND	30,880	166	0.54	23,540	87	0.37
SOUTH CAROLINA	121,130	1,686	1.39	88,410	887	1.00
SOUTH DAKOTA	30,750	216	0.70	18,860	114	0.60
TENNESSEE	192,900	1,492	0.77	123,860	785	0.63
TEXAS	670,610	7,410	1.10	621,290	3,900	0.63
UTAH	68,820	368	0.53	62,510	194	0.31
VERMONT	19,320	19	0.10	20,150	10	0.05
VIRGINIA	208,090	8,077	3.88	186,210	4,251	2.28
WASHINGTON	163,410	3,839	2.35	138,990	2,021	1.45
WEST VIRGINIA	58,230	53	0.09	32,260	28	0.09
WISCONSIN	166,510	173	0.10	126,860	91	0.07
WYOMING	14,400	196	1.36	15,650	103	0.66
	8,506,770	73,843	0.87	6,635,110	38,865	0.59

**APPENDIX B: VALUE OF DEFENSE SPENDING COMPARED TO STATE GDP<sup>33</sup>**

State	DoD Office of Economic Adjustment Study (FY 2015)			State-Commissioned Studies	
	Defense Spending FY 2015	% of State GDP	Defense Personnel (Active, Civilian, Guard/Res)	Year	Key Findings
<b>Alabama</b>	\$12.2 billion	5.9%	52,116	N/A	None Found
<b>Alaska</b>	\$3.3 billion	6.1%	27,764	N/A	None Found
<b>Arizona</b>	\$10.0 billion	3.4%	42,547	<a href="#">2008</a>	<ul style="list-style-type: none"> <li>▪ \$9.1 billion in economic output</li> <li>▪ 96,328 jobs created or supported</li> <li>▪ Annual State and local tax revenue of \$401 million</li> </ul>
<b>Arkansas</b>	\$1.4 billion	1.2%	20,229	N/A	None Found
<b>California</b>	\$49.3 billion	2.1%	269,540	N/A	None Found
<b>Colorado</b>	\$8.7 billion	2.8%	61,294	<a href="#">2015</a>	<ul style="list-style-type: none"> <li>▪ \$27 billion in total State output from DoD expenditures</li> <li>▪ 170,000 jobs, 5.2% of total</li> <li>▪ \$11.6 billion in earnings, 7.5% of total</li> </ul>
<b>Connecticut</b>	\$9.7 billion	3.8%	15,414	N/A	None Found
<b>Delaware</b>	\$676.8 million	1.0%	9,959	<a href="#">2011*</a>	<ul style="list-style-type: none"> <li>▪ The Delaware National Guard paid costs of nearly \$67.5 million to employ 759 military personnel and civilian employees as well as \$24.2 million to the 2,462 Soldiers and Airmen on drill status.</li> <li>▪ The DNG spent nearly \$33 million in construction</li> </ul>
<b>District of Columbia</b>	\$6.8 billion	5.7%	25,550	N/A	None Found
<b>Florida</b>	\$17.6 billion	2.0%	126,292	<a href="#">2013</a>	<ul style="list-style-type: none"> <li>▪ Total defense spending amounted to \$31.3 billion</li> </ul>

<sup>33</sup> Jennifer Schultz, Military's Impact on State Economies Webpage, National Conference of State Legislatures Website, April 9, 2018: <http://www.ncsl.org/research/military-and-veterans-affairs/military-s-impact-on-state-economies.aspx>

					<ul style="list-style-type: none"> <li>▪ Defense spending was directly or indirectly responsible for \$73.4 billion, or 9.4% of Florida's 2011 Gross State Product</li> <li>▪ Provided a total of 758,112 direct and indirect jobs.</li> </ul>
<b>Georgia</b>	\$12.6 billion	2.6%	129,463	N/A	None Found
<b>Hawaii</b>	\$7.8 billion	9.8%	73,487	<a href="#">2012</a>	<ul style="list-style-type: none"> <li>▪ Direct and indirect impacts exceeded \$14.7 billion</li> <li>▪ Provided 102,000 jobs</li> </ul>
<b>Idaho</b>	\$643.3 million	1.0%	10,436	N/A	None Found
<b>Illinois</b>	\$7.0 billion	0.9%	57,078	<a href="#">2014</a>	<ul style="list-style-type: none"> <li>▪ \$13.3 billion in gross State product</li> <li>▪ \$9.7 billion in earnings and retirement benefits</li> <li>▪ Provided 150,000 jobs</li> </ul>
<b>Indiana</b>	\$3.9 billion	1.2%	31,376	N/A	None Found
<b>Iowa</b>	\$1.4 billion	0.8%	12,969	N/A	None Found
<b>Kansas</b>	\$3.3 billion	2.3%	41,152	<a href="#">2009</a>	<ul style="list-style-type: none"> <li>▪ \$7.7 billion per year in gross State product, 7% of total</li> <li>▪ 169,560 jobs supported directly or indirectly (9.4% of total employment)</li> <li>▪ \$393.6 million per year in city/county, region and State tax revenue</li> </ul>
<b>Kentucky</b>	\$9.0 billion	4.7%	57,080	<a href="#">2016</a>	<ul style="list-style-type: none"> <li>▪ Nearly \$12 billion in federal military spending</li> <li>▪ With over 38,000 full-time employees, it is the largest employer in Kentucky.</li> <li>▪ About 28,500 military retirees received \$637 million in retirement pay.</li> </ul>
<b>Louisiana</b>	\$3.8 billion	1.5%	41,250	<a href="#">2013</a>	<ul style="list-style-type: none"> <li>▪ \$8.7 billion in economic output</li> <li>▪ 82,700 jobs tied to the military (4.35% of total employment)</li> <li>▪ \$287 million in State and local tax revenue</li> </ul>
<b>Maine</b>	\$2.6 billion	4.7%	11,794	N/A	None Found
<b>Maryland</b>	\$20.5 billion	5.7%	93,183	<a href="#">2015</a>	<ul style="list-style-type: none"> <li>▪ 15 military installations supported 410,219 jobs</li> </ul>

					<ul style="list-style-type: none"> <li>Generates \$57.4 billion in total output and \$25.7 billion in total wages</li> </ul>
<b>Massachusetts</b>	\$12.2 billion	2.6%	24,174	<a href="#">2015</a>	<ul style="list-style-type: none"> <li>Military installations total expenditures over \$8 billion in 2013</li> <li>A total of 57,618 jobs supported directly or indirectly by the military's presence in Massachusetts.</li> <li>Total economic output of \$13.2 billion</li> </ul>
<b>Michigan</b>	\$2.9 billion	0.6%	25,689	<a href="#">2016</a>	<ul style="list-style-type: none"> <li>Supported over 105,000 job throughout the State</li> <li>Added more than \$9 billion in Gross State Product</li> <li>Created nearly \$10 billion in personal income</li> <li>Activities supported nearly \$8 billion in personal expenditures</li> </ul>
<b>Minnesota</b>	\$4.3 billion	1.3%	21,823	N/A	None Found
<b>Mississippi</b>	\$5.2 billion	4.9%	37,006	N/A	None Found
<b>Missouri</b>	\$10.6 billion	3.7%	43,020	2013	<ul style="list-style-type: none"> <li>Created \$39.76 billion in total economic impact</li> <li>Added 275,350 direct and indirect jobs</li> </ul>
<b>Montana</b>	\$519 million	1.1%	9,185	N/A	None Found
<b>Nebraska</b>	\$1.5 billion	1.3%	16,776	<a href="#">2015*</a>	<ul style="list-style-type: none"> <li>Nebraska Military Department employed 4,545.5 jobs with a total payroll of about \$150 million</li> <li>Received \$22 million in federal appropriations</li> </ul>
<b>Nevada</b>	\$2.3 billion	1.6%	20,683	<a href="#">2014</a>	<ul style="list-style-type: none"> <li>The DoD budget in Nevada accounted for 53,000 jobs</li> <li>Increased economic output by \$28 billion</li> <li>Provided \$9 billion in increased personal earnings</li> <li>Created \$307 million in increased State taxes</li> </ul>
<b>New Hampshire</b>	\$1.4 billion	2.0%	6,350	N/A	None Found
<b>New Jersey</b>	\$6.6 billion	1.2%	33,834	<a href="#">2013</a>	<ul style="list-style-type: none"> <li>\$4.8 billion in DoD military expenditures resulted in \$6.5 billion in gross State product</li> </ul>

					<ul style="list-style-type: none"> <li>Creation of 73,234 direct and indirect jobs</li> </ul>
<b>New Mexico</b>	\$3.1 billion	3.4%	23,539	N/A	None Found
<b>New York</b>	\$9.1 billion	0.6%	61,765	2012	In Progress
<b>North Carolina</b>	\$9.8 billion	2.0%	144,881	<a href="#">2015</a>	<ul style="list-style-type: none"> <li>\$66 billion in gross State product, roughly 10% of the State's economy</li> <li>578,000 direct and indirect jobs</li> <li>Provided for \$34 billion in personal income</li> </ul>
<b>North Dakota</b>	\$747.2 million	1.4%	13,296	N/A	None Found
<b>Ohio</b>	\$6.9 billion	1.2%	60,224	N/A	None Found
<b>Oklahoma</b>	\$4.7 billion	2.6%	57,080	<a href="#">2011</a>	<ul style="list-style-type: none"> <li>\$9.6 billion in gross State product, 7% of Statewide total</li> <li>Supported 133,800 direct and indirect jobs</li> <li>Average military job paid \$41,742 compared to the State average of \$38,237</li> </ul>
<b>Oregon</b>	\$1.3 billion	0.6%	13,356	N/A	None Found
<b>Pennsylvania</b>	\$12.7 billion	1.9%	57,919	N/A	None Found
<b>Rhode Island</b>	\$2.0 billion	3.5%	12,216	N/A	None Found
<b>South Carolina</b>	\$5.3 billion	2.7%	65,632	<a href="#">2012</a>	<ul style="list-style-type: none"> <li>\$15.7 billion in economic activity</li> <li>138,161 jobs supported</li> <li>Since 2000, DoD has distributed over \$34 billion to defense contractors, accounting for 2% of gross State product each year</li> </ul>
<b>South Dakota</b>	\$456.8 million	1.0%	9,257	N/A	None Found
<b>Tennessee</b>	\$2.4 billion	0.8%	71,441	N/A	None Found
<b>Texas</b>	\$37.9 billion	2.3%	218,523	<a href="#">2015 – 2016</a>	<ul style="list-style-type: none"> <li>\$136 billion in total economic impact</li> <li>More than 232,000 personnel at 15 military installations</li> </ul>

					<ul style="list-style-type: none"> <li>▪ \$16.64 billion in total defense contract funds</li> <li>▪ \$13.8 billion in DoD military expenditures</li> </ul>
<b>Utah</b>	\$3.2 billion	2.2%	30,486	2014	In Progress (2014 HB 313)
<b>Vermont</b>	\$295.5 million	1.0%	4,931	N/A	None Found
<b>Virginia</b>	\$53.0 billion	11.2%	246,553	<a href="#">2014</a>	<ul style="list-style-type: none"> <li>▪ Defense spending was \$59.6 billion or 13% of gross State product</li> <li>▪ Military spending accounts for 44% of federal spending in Virginia</li> </ul>
<b>Washington</b>	\$12.6 billion	2.9%	107,341	<a href="#">2010</a>	<ul style="list-style-type: none"> <li>▪ \$7.9 billion in military installation expenditures and \$5.2 billion in contract spending</li> <li>▪ \$12.2 billion in gross State product, 4% of total</li> <li>▪ Supported 191,600 jobs</li> </ul>
<b>West Virginia</b>	\$527 million	0.7%	10,204	N/A	None Found
<b>Wisconsin</b>	\$2.3 billion	0.8%	18,035	N/A	None Found
<b>Wyoming</b>	\$370 million	0.9%	7,171	N/A	None Found



**APPENDIX C: ENACTED LAWS SUPPORTED BY DSLO (2011 – 2016)**

Report out as of: 9/9/2016	SPOUSE LICENSURE PORTABILITY LEGISLATION 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	5/1/2013	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											

Report out as of: 9/9/2016	SPOUSE LICENSURE PORTABILITY LEGISLATION RECAP										
	House			Senate			Governor	Enacted (X)			Overall
	Bill #	Status	Date Passed	Bill #	Status	Date Passed	Date signed	A	B	C	
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				
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 <sup>34</sup>			
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	

**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

Licensure Aggregate Totals

Total sponsors	99
Total bills	91
Signed by Governor	69

<sup>34</sup> Utah HB 384 created an exemption for military spouses to work in Utah in health related occupations using a current license in good standing from another State.

## APPENDIX D: CORRESPONDENCE

Office of the Secretary of the Navy  
1051 Navy Pentagon  
Washington, DC 20350-1051

Office of the Secretary of the Army  
101 Army Pentagon  
Washington, DC 20310-0101

Office of the Secretary of the Air Force  
1670 Air Force Pentagon  
Washington, DC 20330-1670

FEB 23 2018

### MEMORANDUM FOR THE NATIONAL GOVERNORS ASSOCIATION

SUBJECT: Consideration of Schools and Reciprocity of Professional Licensure for Military Families in Future Basing or Mission Alternatives

Thank you for your support of our men and women in the military. We are often asked what communities can do to support those who serve. While focus on the mission is always our priority, the factors military families cite most frequently as drawbacks to military service include military dependent's difficulty assimilating into local school systems following a duty station transfer, the quality of schools available for their children, and the ability of spouses to obtain jobs and sustain careers. With that in mind, we will encourage leadership to consider the quality of schools near bases and whether reciprocity of professional licenses is available for military families when evaluating future basing or mission alternatives.

Military families relocate frequently. The services endeavor to schedule transfers to minimize impact on the academic year, but this is not always possible. As a result, incoming students face difficulties transferring credits between school systems, adjusting to varied curriculum, and joining sports teams or clubs after the start of the school year. Exclusion from extra-curricular activities is particularly challenging for our military children, as they are critical to social development and self-esteem. Some school systems recognize this and accommodate military families during transfers. These schools should be commended and emulated.

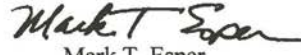
Facilitating military spouses in continuing their work in a new place of residence without delays or extra expense is also important. Spouses in professionally licensed fields such as medical, legal, engineering, education, accounting, or the cosmetic arts face challenges due to delays or cost of transferring licenses to a new state or jurisdiction. Eliminating or mitigating these barriers will improve quality of life for our military families, and ease the stress of transferring duty stations with consideration for long-term career implications.

We realize improving schools and changing laws or regulations regarding professional licensure will take time. Over the long term, however, leaders who want to make a difference for the military and our missions will make the most impact if we focus on what matters. Reciprocity on licensure and the quality of education matter.


Thank you for your help and attention. We look forward to continuing to work with you and thank you again for your support of our men and women in the military.



Richard V. Spencer  
Secretary of the Navy



Mark T. Esper  
Secretary of the Army



Heather Wilson  
Secretary of the Air Force



**Brian Sandoval**  
Governor of Nevada  
Chair

**Steve Bullock**  
Governor of Montana  
Vice Chair

**Scott D. Pattison**  
Executive Director and CEO

March 27, 2018

The Honorable Mark T. Esper  
Secretary of the Army  
101 Army Pentagon  
Washington, DC 20310-0101

The Honorable Heather Wilson  
Secretary of the Air Force  
1670 Air Force Pentagon  
Washington, DC 20330-1670

The Honorable Richard V. Spencer  
Secretary of the Navy  
1051 Navy Pentagon  
Washington, DC 20350-1051

Dear Secretary Esper, Secretary Spencer and Secretary Wilson,

Thank you for your letter regarding efforts related to reciprocity of professional licenses for military families. As commanders-in-chief of their respective National Guards, governors are keenly interested in addressing the challenges military members and their families face daily.

The National Governors Association (NGA) Center for Best Practices, in partnership with the National Conference of State Legislatures and the Council on State Governments, is currently working on a project to assess state licensing policies and practices. This work is made possible through a grant from the U.S. Department of Labor’s Employment and Training Administration.

The three-year project will work to identify licensing criteria for 34 occupations across 55 states and territories to ensure that existing and new licensing requirements are not overly broad, burdensome or restrictive and do not create unnecessary barriers to labor market entry. We will also look to identify ways to improve the portability and reciprocity provisions for selected occupations across state lines. The goal is to enhance the portability of occupational licenses, which hopefully will address the concerns put forward in your February letter.

The project also focuses on reducing barriers and increasing portability for several target populations, including veterans and military spouses. We are preparing a report on state strategies to address licensing challenges for veterans and military spouses that will be released in the summer. The Department of Defense currently also participates on our panel of experts to help inform the work of this project. We encourage the Department to continue to proactively put forward data and recommendations and we look forward to continued collaboration with you on this project.

If you have any questions regarding these efforts, please reach out to NGA Legislative Director Mary Catherine Ott ([mcott@nga.org](mailto:mcott@nga.org) ; 202.719.2867) for more information.

Sincerely,

Scott Pattison  
Executive Director  
National Governors Association

## APPENDIX E: LAWS ENACTED IN 2019

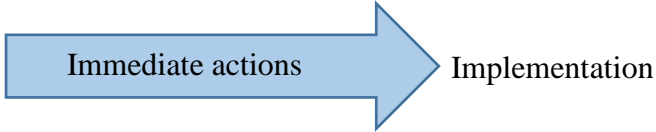
Licensure bills enacted in 2019 that were associated with an improvement in portability impacting military spouses:

- Arkansas SB 564: Establishes a requirement for boards to issue licenses automatically to military spouses without meeting Arkansas requirements, unless the board establishes approved policies within one year for expediting the issuance of a license by the least restrictive means (this could still require submission of a full application with verifying documents).
- Arizona HB 2569: Opens existing provisions for military spouses to all in-coming residents that accepts a current license in good standing from an applicant who has been licensed for at least a year. The law exempts military spouses from examinations that may be required by Arizona licensing boards. Requires background checks. The Arizona regulatory authority has said they will check with the issuing State on the standing of the license.
- Iowa HB 288: Establishes procedures for expedited license for military spouses who have a license in another State that is substantially equivalent, or to provide a provisional license if the board deems that the license is not substantially equivalent. This will likely require a full application with verifying documents.
- Idaho HB 248: Establishes expedited application for military spouses and establishes license by endorsement for military spouse applicants who have unrestricted licenses in good standing. Licensing boards promulgate policies to implement this rule (this may require full application with verifying documents).
- Illinois HB 1652: Requires boards to issue a license within 60 days of receiving a full application (including verifying documents) from a military spouse. Allows applicants to submit an application prior to arriving in the State.
- Kentucky HB 323: Requires boards to issue a license within 30 days of receiving a full application (including verifying documents) from a military spouse.
- Mississippi SB 2452: Requires boards to issue a license within 4 months of receiving a full application (including verifying documents), if the assignment to Mississippi is for 36 months or less.
- Nebraska LB 112: Eliminates need to pay licensing fees
- North Dakota SB 2306: Eliminates fees, revises the board criteria rejecting a license to be “substantial risk of harm to the public.” Requires boards to issue temporary or provisional license not to exceed two years. Requires issuance of a license in 30 days.
- Oklahoma SB 670: Allows for application prior to entering the State, directs boards to issue a temporary license if cannot qualify for a license (temporary to last until a permanent is issued). Temporary license issued on full application (including verifying documents).
- South Dakota HB 1111: Requires adjudication of license full applications within 30 days. Eliminates fees and previously authorized temporary license.

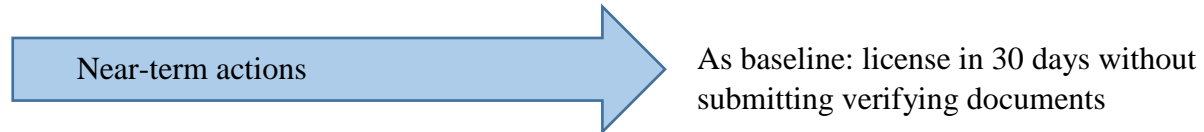
- Tennessee SB 384: Directs boards to allow military spouses to work within the State on a current license in good standing from another State for one year in order to obtain a Tennessee license.
- Texas SB 1200: Allows military spouses to work within the State for three years on a current license in good standing in another State (without verifying documentation) by requiring the State boards to determine the standing of the license and the equivalency of license requirements for the license held in the other States.

## APPENDIX F: PROPOSED CRITERIA FOR EVALUATING LICENSURE

The Department intends to track progress being made by States to advance the three lines of effort described in this report. The Department will use a “stoplight” approach to highlight areas of concern and improvement. The following provides the basic criteria for each line of effort:



- Full: Licensing boards have policies and practices, staff training, revised forms and information posted on websites easily accessible by military spouses.
- Partial: Licensing boards have policies and practices, staff training, and revised forms, but have not made information easily accessible by military spouses.
- Insufficient: Little evidence of policies and practices, staff training, and revised forms. No evidence of information available for military spouses.



- At a minimum, boards issue a license in 30 days with a minimum of paperwork. States are encouraged to consider methods that allow for the maximum acceptance of the credentials through exemption from State requirements.
- States provide a combination of endorsement, temporary licensing and expedited application processing to minimize the time and paperwork required to obtain a license (but does not meet baseline criteria).
- States include weak language that does not direct boards, have language that disqualify or impede military spouses from obtaining a license, or apply military spouse licensing provisions to a limited number of occupations.  
Note: States with these kinds of limitations in their laws are reduced to the next lower color (i.e. a State that would otherwise qualify for green because of the overall policy would be graded as yellow, and a State that would otherwise qualify for yellow would be rated red).



- Approved three or more compacts
- Approved one – two compacts
- Has not approved any compacts