



U.S. AIR FORCE

SUPPORT OF MILITARY FAMILIES

Professional Licensure Portability in Basing Decisions



OBJECTIVE

Incorporate a holistic analysis of professional licensure portability among states when making strategic basing decisions. The addition of these criteria will ensure locations under consideration have sufficient support for the unique needs of military families who relocate frequently. The intent of employing these evaluation techniques in support of strategic basing decisions is to mitigate factors that negatively impact readiness and retention for Airmen and their families as they transition from one duty assignment to the next.

BACKGROUND

Personnel report that the decision to continue military service is influenced by the ability of their spouses to sustain careers. To address this issue, the Secretaries of the Army, Navy and Air Force informed the National Governor’s Association that..

“ We will encourage leadership to consider... whether reciprocity of professional licenses is available for military families when evaluating future basing or mission alternative.”

— February 23, 2018

In partnership with industry experts and key stakeholders, the Air Force developed an analytic framework using quantitative criteria. This methodology evaluates current state policies and programs which eliminate barriers to license portability for military spouses.

Occupations Reviewed:	
» Accounting	» Nursing
» Cosmetology	» Physical Therapy
» Emergency Medical Service	» Psychology
» Engineering	» Teaching
» Law	» Plus all other professions*

* This category included to measure any restrictions on other occupations not explicitly listed

FRAMEWORK

The impact of state efforts to support license portability is assessed based on current laws, interstate compacts, military specific rules, and executive actions.

Professional Licensure Framework Criteria		
Category	Criteria	Source
Legislative Based Criteria (All Occupations Except Law)		
Compacts	Level of participation	State laws, compact organizations
	Level of accommodation afforded by compacts (ability to work)	
Military-Specific Rules	Temporary Licensing	State laws, executive orders
	Expedited Licensing	
	Endorsement of Licenses	
Other Barriers to License Accommodation	“Substantial equivalent requirements” language	State laws, executive orders
	“May accept” vs “shall accept”	
	Requirements beyond proof of home license (e.g., background materials, additional educational requirements)	
Law Criteria (Only Law)		
Military-Specific Rules	Temporary Licensing	State Supreme Court and Bar Association rules
	Length of time temporary licenses are valid	
Other Barriers to License Accommodation	Multistate Professional Responsibility Examination Score	State Supreme Court and Bar Association rules
	Has not failed new state’s bar exam previously	
	Additional educational and training requirements	
	Supervisory requirements	

Current as of February 2020