

March 17, 2023

Jim Puente  
Director, Nurse Licensure Compact  
National Council of State Boards of Nursing  
111 E. Wacker Drive, Suite 2900  
Chicago, Illinois 60601

Dear Mr. Puente:

The Missouri Hospital Association, on behalf of its 141 member hospitals, would like to provide comments on the benefit the Nurse Licensure Compact has brought to Missouri. The Compact was implemented in Missouri in January 2018, after the enactment by the twenty-sixth state. MHA has collaborated with the Missouri State Board of Nursing to raise awareness on the flexibilities afforded by the Compact and the importance of utilizing e-Nursys. We look forward to continuing that collaboration as we look to reduce barriers to health care workforce recruitment and retention.

Hospitals are the largest employer of nurses in the state. The ability to secure nurses in a timely manner is critical to ensuring patients have access to quality care. The Compact's value was fully realized during the COVID-19 pandemic response. The Board of Nursing, unlike some other boards, did not have to waive many licensure requirements and processes due to the number of nurses possessing a multi-state license. Their timely response to most licensure requests allowed hospitals to remain focused on patient care and other licensure boards instead of nurse licensure issues. Additionally, prior implementation and utilization of the Nursys platform allowed participating hospitals to quickly confirm nurse licensure and stay abreast of issues. Having a single location to verify licensure and stay abreast of disciplinary issues streamlines response by human resource personnel and reduces workload. It also allows nurses an easy access platform for license renewal and information sharing.

MHA is pleased to provide comment in support of the Compact. We look forward to continued collaborations and enhancements. Please feel free to reach out to me with questions.

Sincerely,



Sarah Willson  
Vice President of Clinical and Regulatory Affairs

sw/pt

### **Impact of the Nurse Licensure Compact in Montana**

Montana joined the Nurse Licensure Compact in 2015 and the Enhanced Nurse Licensure Compact in 2017. While the benefits of joining the NLC were immediate, the COVID-19 pandemic highlighted how beneficial the NLC was for Montana.

#### **Emergency registration vs. Compact license**

- Montana's state of emergency began in March 2020 and ended on June 30, 2021. During this time, the Board of Nursing could recognize licenses held in any state if active and in good standing. If the nurse held a multistate license in another state, they could go straight to work without "stopping" at the Board of Nursing to receive emergency registration. If the nurse did not hold a multistate license (compact license), they needed to fill out a brief online application with enough information to allow Board staff to look up their active license in another state and then issue the emergency registration. While we generally could process an emergency registration within a day or two, during peak request times, it could take up to a week to issue. For some of our rural facilities, the difference between a nurse able to walk in immediately and a nurse who had to wait a week to step in and start working significantly impacted their ability to provide care.
- Emergency registrations were offered to anyone seeking licensure in Montana – not just RNs and LPNs. While RN and LPN applications annually make up about 90% of the board's application intake, RNs and LPNs seeking emergency registration were proportionately much less – 50% of all nursing emergency registrations were issued to RNs and LPNs. The NLC significantly reduced administrative burden during this time while allowing us to quickly get vetted nurses to the bedside.

#### **Compliance Coordination**

Montana has not experienced an increase in complaints related to the NLC. We appreciate the ability to share investigatory information with other compact states when a compact nurse is implicated in a complaint; the coordination between states on issues involving multistate licensed nurses has proven helpful to the NLC.

#### **Sustained Revenue**

Montana has not experienced revenue concerns related to the NLC. In fact, to ensure the Board was not too cash-heavy, fee abatements were given in the fiscal year following the implementation of the enhanced NLC. While the initial renewal period after implementation of the original NLC saw a slight dip in renewals (because those nurses holding a multistate license in a different compact state no longer had to hold a license in Montana), applications and licenses issued have risen year over year since.

## Commissioner Resources

I've been in the executive officer role here in Montana for almost five years, having come straight out of the acute care world and without government experience. The NLC has developed many resources for new executive officers who assume the role of Commissioner for their state, whether new to the position only or a new state in the compact (or both!). Some of those resources include mentorship, orientation sessions at biannual in-person meetings, reports that assist in understanding and maintaining compliance with compact requirements, periodic webinars to discuss specific compact topics, reference documents (legal memos, policies, and procedures, regulatory frequently asked questions, advisory opinions, etc.), and helpful staff ready and able to assist with questions whenever they arise. The executive officers and staff in compact states are encouraged to participate on committees; this enables each state to impact how the compact functions by having a voice in all aspects of the work of the NLC. "Little" states (by population) weigh equally to large states in a vote and offer opportunities for leadership within the committees of the NLC.

While the efficient licensing of nurses is only one small aspect of addressing nursing workforce concerns, the NLC has been an excellent tool for Montana to ensure the process of licensing and recognizing credentials is a smooth process in allowing our healthcare employers to get nurses to the bedside.

Thank you for the opportunity to share Montana's experience with the NLC.

Missy Poortenga, MHA, BSN, RN  
Executive Officer



## Ohio Board of Nursing

Mike DeWine, Governor  
Jon Husted, Lt. Governor

Marlene Anielski, Executive Director

Greetings Legislators,

Ohio officially became the 39<sup>th</sup> state to implement the Nurse Licensure Compact on January 3, 2023. In the two and half months that the Ohio Board of Nursing has offered our licensees the option to convert to a multistate license (MSL), the response from both nurses and their employers, has been overwhelmingly positive. Below you will find an assortment of responses we've received.

- "Thank you, Ohio Board of Nursing! My Ohio license was quickly converted to a multi-state license!"
- "I'm in the northern panhandle of Ohio, WV, and PA so this will be great!"
- "I'm a former Ohio resident and current license holder living in Florida with a compact license, I'm glad Ohio is getting on board!"
- "So excited for many of my remote nurses! Thank you, Ohio for making this possible."
- "I've been waiting for this! Having a compact license will open so many doors for nurses in Ohio!"
- "I think this is great! State to state cooperation opens up so many opportunities!"
- "Get ready to hold one license and work in many states without the license applications, its great! Great job Ohio Board of Nursing!"

The transition to multistate licensure was truly a team effort and we credit our success to the hard work and preparation of all OBN staff. Beginning in July 2022, OBN embarked on a statewide outreach and education campaign to educate our nursing students, RNs and LPNs, and health care employers to ensure all stakeholders were aware of the benefits and requirements of NLC implementation and multistate licensure. OBN staff presented to more than 100 prelicensure education programs, more than 40 hospitals and health care providers, and more than 30 professional associations and committees. As of March 16, 2023, OBN has received 11,524 conversion applications and has issued 8,299 MSLs.

Health care employers across the state anticipate Ohio's NLC implementation will have positive effects on their nursing workforce. When a nurse with an MSL applies for a position in their facility, that nurse is immediately available to practice, saving hiring time and cost. Employers report that the NLC's uniform licensing requirements provide them with confidence that nurses working on an MSL for their organizations have cleared state and federal background checks and meet a standard set of licensing requirements. As more nurses convert and utilize their MSLs, Ohio's skilled nursing workforce will continue to expand, which employers expect will positively contribute to their nursing staff's success, morale, and productivity.

We at the Ohio Board of Nursing would be pleased to be a resource and a support as your state navigates the legislative and implementation processes. We benefited greatly from the NCSBN's support throughout our implementation process, including onsite training for all staff and continued consultation as we are now actively converting and issuing MSLs. We are excited about the progress we have seen in the past few months, and we are optimistic for the impact NLC implementation and multistate licensure will have on Ohio nurses and our state's workforce development and expansion as we move forward. If you have any questions, please feel free to contact me directly.

Warm personal regards,

*Marlene Anielski, MBA, OCPM*

Marlene Anielski  
Executive Director, Ohio Board of Nursing



*The mission of the Board of Nursing is to assure the citizens of Kansas safe and competent practice by nurses and mental health technicians*

## **Enhancing Better Access to Healthcare for Citizens of Kansas**

Kansas implemented the Nurse Licensure Compact (NLC) on July 1, 2019. Joining the NLC has proven to be a huge step forward for the nursing profession and regulation in Kansas.

We could not have predicted a pandemic during the first two years after implementation. Nursing employers in Kansas have found being a member state of the NLC assists them to employ nurses where they are needed much faster. It has never been easier to bring a nurse into our state if they have a multistate nursing license from another member state. The employer verifies the multistate license is active through Nursys®, a national nursing database that includes data from all the boards of nursing in the United States. It is the fastest, most accurate database of nurses in our country that is available to the employers. Being a member state of the NLC has increased access to healthcare for the citizens of Kansas by increasing the number of qualified LPNs and RNs available to practice in Kansas.

Our licensing process has benefited as a member state of the NLC. Nurses with a multistate license from another member state no longer must wait to get a Kansas license to practice in Kansas. If they are relocating to Kansas they can practice in Kansas on their present multistate license until they get it changed to Kansas. The licensing process is more efficient for nurses and employers. This eases some of the pressure being placed on our licensing staff to license a nurse ASAP so they can work. The Kansas State Board of Nursing is confident when a nurse has a multistate license, the eleven uniform licensure requirements have been met by the member state that issued the multistate license. This is very important for public protection.

Multistate licenses for RNs and LPNs are very popular. In the year post implementation 346 LPNs and 4,023 RNs had obtained multistate licenses and we continue to see the numbers increase. The Kansas State Board of Nursing has the option for the licensee to obtain a single state or multistate license. Being a member state has decreased licensing costs for nurses who wish to practice in more than one state. They no longer must obtain a separate license for each member state when they have a multistate license.

Each member state of the NLC has a representative that is a member of the NLC Commission. The NLC Commission is the governing body of the NLC, so every member state has a voice in the governance of the NLC. Regular meetings of the NLC Commission are held which increases the communication and collaboration among the NLC Commissioners.

*Carol Moreland MSN, RN*

Carol Moreland, MSN, RN  
Executive Administrator

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Director, Nurse Licensure Compact  
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[jpunte@ncsbn.org](mailto:jpunte@ncsbn.org)

Dear Mr. Puente,

As Chief Executive Officer of the NC Board of Nursing (NCBON), I write to you to express the value to North Carolina of being a member-state of the Nurse Licensure Compact (NLC). North Carolina has been a member of the NLC since July 1, 2000, and has enjoyed the benefits of belonging to the NLC. Facilitating mobility of nurses across state borders through the multistate license, the NLC has increased access to nursing care for North Carolinians while protecting the public. North Carolinians are assured that nurses practicing in the state on their multistate meet the same standards for licensure as those educated in our state.

While all states across the country have concerns regarding the nursing workforce, as modeled in [NCNursecast](#), North Carolina has a predicted shortage of approximately 12,500 RNs and 5,000 LPNs by 2033. Addressing workforce needs will take a multi-faceted approach and membership in the NLC is one of the essential tools in the toolbox for addressing workforce needs.

Respectfully,



Crystal Tillman, DNP, RN, CPNP, PMHNP-BC, FRE  
Chief Executive Officer  
North Carolina Board of Nursing



**From:** Baker, Joe <[Joe.Baker@flhealth.gov](mailto:Joe.Baker@flhealth.gov)>  
**Sent:** Friday, March 17, 2023 7:53 AM  
**To:** James Puente <[jpuente@ncsbn.org](mailto:jpuente@ncsbn.org)>  
**Subject:** RE: Request for Assistance (time sensitive)

The Florida Board of Nursing is honored to be part of the Nurse Licensure Compact (NLC). Our multistate licensees enjoy the opportunity to easily work across state lines, especially those who live close to our border states. Likewise, multistate licensees in our border states are also equally positioned to work in the state of Florida.

As we work towards the goal of a Compact nation, we encourage other states and territories to carefully consider the advantages of the NLC. A mobile nursing workforce is a benefit to us all.

**Joe Baker, Jr.**  
Executive Director, Florida Board of Nursing