



The Council  
of State  
Governments

# TRENDS IN OCCUPATIONAL LICENSURE AND INTERSTATE COMPACTS

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# The Council of State Governments

Founded in 1933, CSG is our nation's only organization serving all three branches of state government.

## Scope

The nation's only organization serving all three branches of state government

## Membership

CSG is a region-based membership organization that fosters the exchange of insights and ideas to help state officials shape public policy

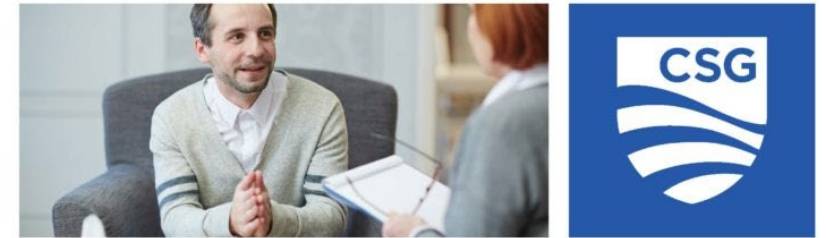
## Mission

Champion excellence in state governments in order to advance the common good

@CSGovts | [csg.org](http://csg.org)

# National Center for Interstate Compacts (NCIC)

- Exists within The CSG Center of Innovation
- Seeks to help states work cooperatively to solve mutual issues and meet shared goals
- Serves as an:
  1. Information clearinghouse
  2. Provider of training and technical assistance
  3. Primary facilitator for assisting states in the review, revision and creation of new interstate compacts



Multistate Problem Solving  
with Interstate Compacts

# What is an interstate compact?

**A legal, legislatively enacted contract between two or more states that allows states to:**

1. Cooperatively address shared problems
2. Maintain sovereignty over issues belonging to states
3. Respond to national priorities with one voice



# Occupational Licensing Interstate Compacts

**Facilitate  
Multistate  
Practice**

**Maintain or  
Improve Public  
Health and  
Safety**

**Preserve State  
Authority Over  
Professional  
Licensing**

- **51 states (+ DC, Guam, USVI) have adopted at least 1 compact. 42 states (+ DC & territories) have adopted at least 3 compacts.**
- **356 pieces of occupational licensure compact legislation have been enacted since January 2016.**
- **16 professions have active interstate compacts for occupational licensing – 2 in development.**

# Active Occupational Licensing Interstate Compacts

Nurse Licensure  
Compact – 42

Counseling Compact –  
36

Interstate Teacher  
Mobility Compact - 13

PA Compact - 12

Medical Licensure  
Compact – 42

Audiology and Speech  
Language Pathology  
Compact – 33

Dentistry and Dental  
Hygiene Compact – 9

Cosmetology Compact -  
7

Psychology  
Interjurisdictional  
Compact – 42

Occupational Therapy  
Compact – 30

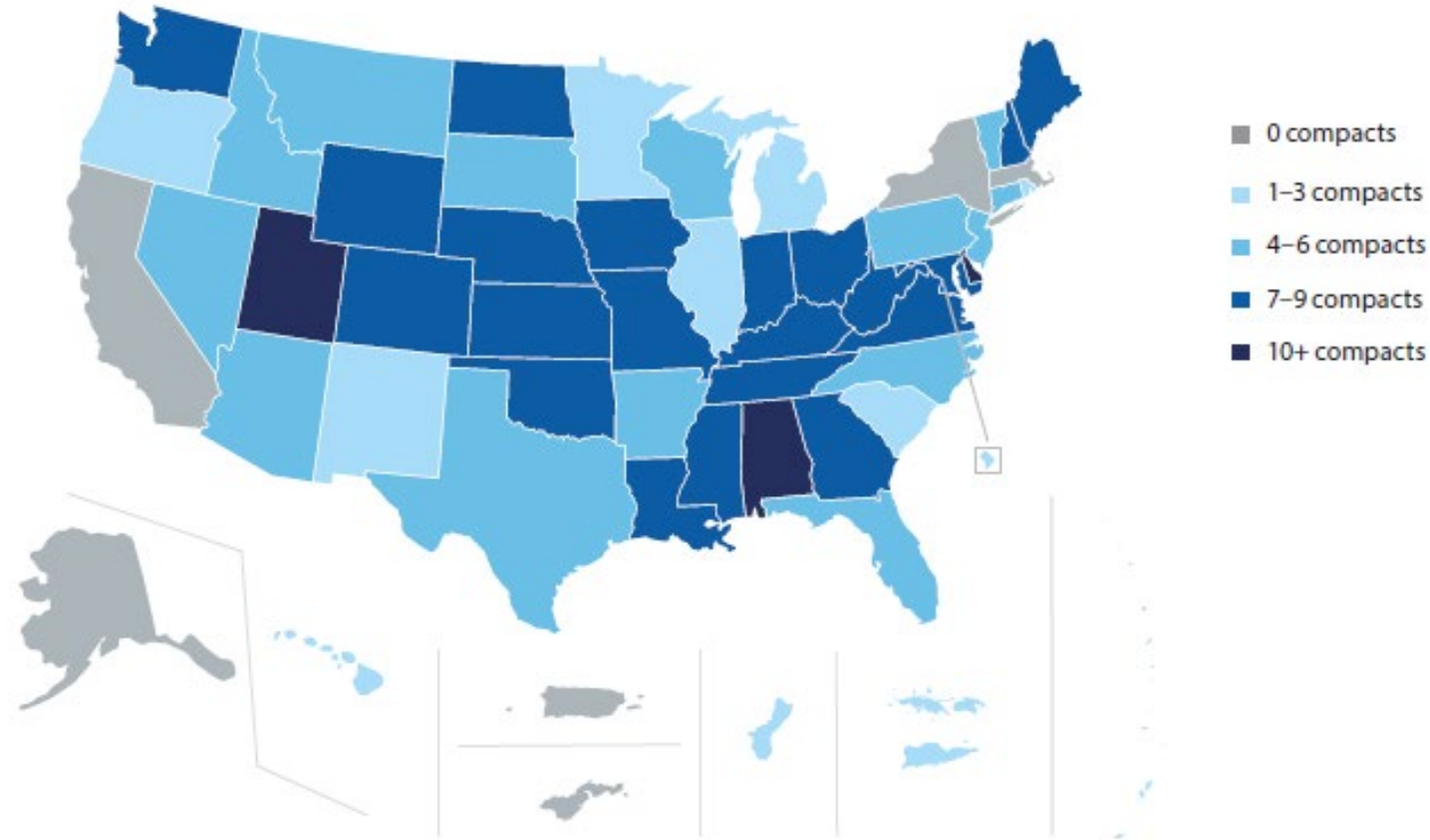
Social Work Compact –  
18

Interstate Massage  
Compact – 1

Physical Therapy  
Compact – 38

EMS Compact – 24

Advanced Practice  
Nursing Compact - 4



**Compacts in  
Nevada (5) :**

**EMS  
Massage  
Medicine  
PsyPact  
Teaching**

## Phase I Development

### ADVISORY GROUP

- Composed of approx. 20 state officials, stakeholders and issue experts
- Examines issues, current policy, best practices and alternative structures
- Establishes recommendations as to the content of an interstate compact

### DRAFTING TEAM

- Composed of 5 to 8 state officials, stakeholders, and issue experts
- Crafts compact based on recommendations
- Circulates draft compact to states and stakeholder groups for comment

### FINAL PRODUCT

- Drafting team considers comments and incorporates into compact
- Final product sent to advisory group
- Released to states for consideration

## Phase II Education and Enactment

### EDUCATION

- Develop comprehensive legislative resource kit
- Develop informational website with state-by-state tracking and support documents
- Convene “National Briefing” to educate legislators and key state officials

### STATE SUPPORT

- Develop network of “champions”
- Provide on-site technical support and assistance
- Provide informational testimony to legislative committees

### STATE ENACTMENTS

- Track and support state enactments
- Prepare for transition and implementation of compact
- Provide requested support as needed

## Phase III Transition and Operation

### TRANSITION

- Enactment threshold met
- State notification
- Interim Executive Board appointed
- Interim Committee’s established
- Convene first Compact meeting
- Information system development (standards, security, vendors)

### OPERATION

- Ongoing state control and governance
- Staff support
- Annual assessment, if necessary
- Annual business meeting
- Information system oversight (maintenance, security, training, etc.)
- Long-term enhancements / up-grades





# Benefits to Practitioners of Occupational Licensure Compacts

- **Increased Mobility**
- **Leverages Advancing Technology: Tele-practice**
- **Supports relocating military members and their families**



# Benefits to Licensing Boards of Occupational Licensure Compacts

- **Agreement On Uniform Licensure Requirements**
- **Shared Data System**
- **Increase access to highly qualified practitioners**



# Benefits to States of Occupational Licensure Compacts

- **Flexibility and Autonomy In Comparison to Federal Policy**
- **Strengthens State Sovereignty**
- **Enhance Cooperation Between States**
- **Strengthens Labor Markets**
- **Expands Ability to Protect Public Health**



# Additional Considerations

- **Resources required to develop**
- **Size of the profession**
- **Time constraints**
- **Requires legislative enactment**
- **Concerns around differences in standards**

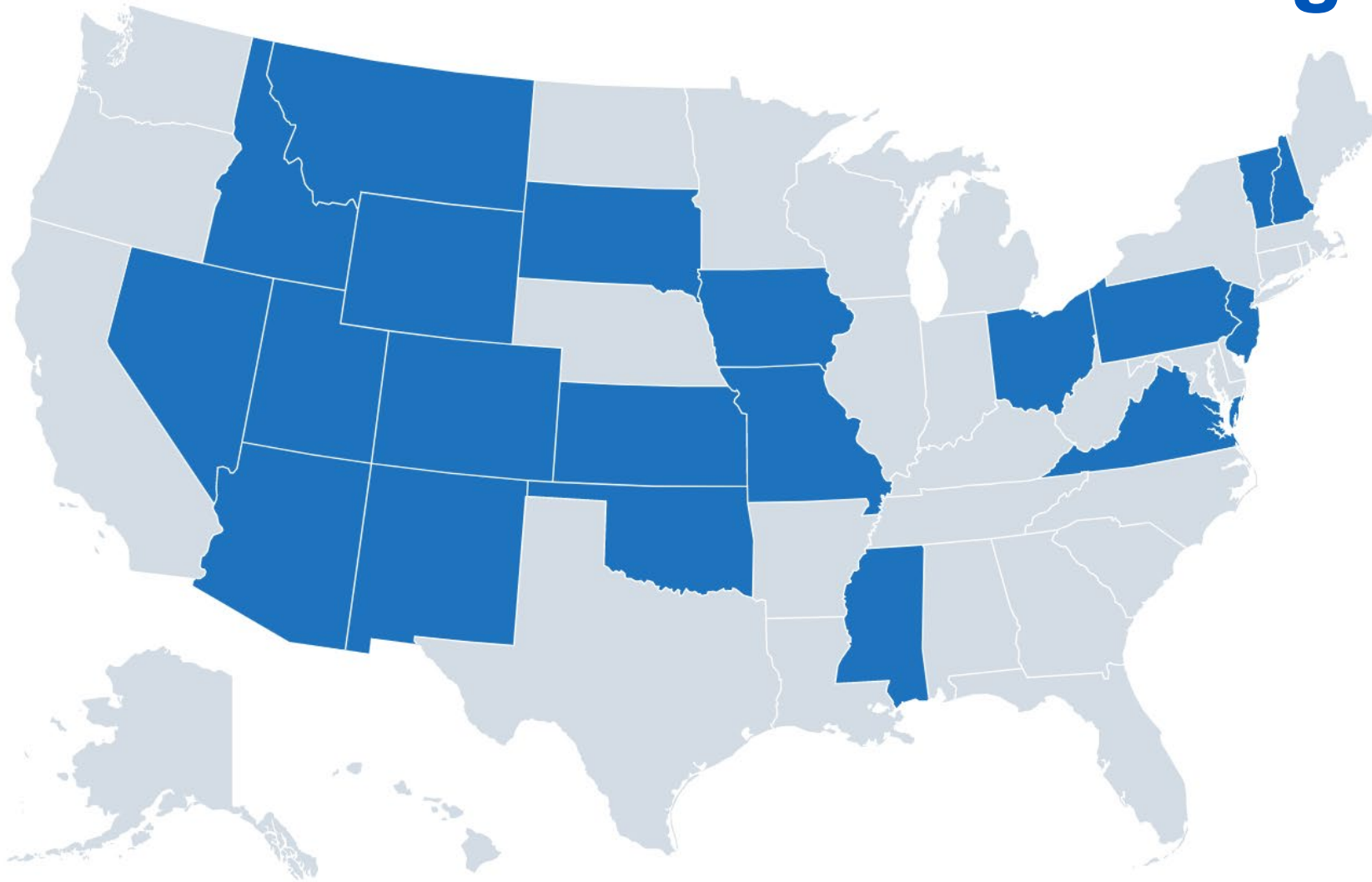
# Variation of Interstate Compact Models

- **Mutual Recognition: Multistate License**
- **Expedited Licensure**
- **Mutual Recognition: Privilege to Practice**
- **Telepsychology and Temporary In-Person Practice**





# Universal License Recognition



**In 2023, 20 states  
have universal  
license recognition**

# Universal License Recognition

Residency Requirement  
(5)

Arizona, Iowa, Kansas, Mississippi, Oklahoma

Substantial Equivalency  
Requirement  
(12)

Colorado, Montana, Nevada, New Hampshire, New Jersey, New Mexico, Ohio, Oklahoma, Pennsylvania, South Dakota, Vermont, Wyoming

Similar Scope of Practice  
Requirement  
(8)

Arizona, Idaho, Iowa, Kansas, Mississippi, Missouri, Utah, Virginia

Recognition of  
Experience in Lieu of  
Licensure  
(5)

Iowa, Kansas, Mississippi, Ohio, Virginia

# Compacts vs. Universal Recognition

	Universal Recognition	Interstate Compacts
Requires practitioners to abide by the scope of practice of the state in which they are practicing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Allows for expeditious interstate movement of practitioners during emergencies	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Reduces barriers for out-of-state practitioners aiming to practice within your state	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Reduces barriers for in-state practitioners aiming to practice in multiple states	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Allows military spouses to maintain a single home-state license for the duration of the service member's active duty, regardless of relocations, without submitting a separate application to each state's licensure board	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Allows practitioners to work in multiple states, both in person and via telehealth/telework, without submitting a separate application to each state's licensure board, requiring verification of the current license, or obtaining a new background check	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Brings together a coalition of states to establish uniform and enforceable interstate licensure standards that are narrowly tailored to the public protection requirements of a specific profession	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Enhances public protection by creating a multi-state database of licensure information to facilitate collaboration on license verification and investigations of potential misconduct	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Allows multistate practice without requiring the practitioner to change state of residence	<input type="checkbox"/>	<input checked="" type="checkbox"/>

# Questions?



# Contact Information

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**More information online at:**

<https://compacts.csg.org/>

