



# DEFENSE-STATE LIAISON OFFICE

Working with state policymakers to support  
military families



# Key Points

- Career portability/sustainability for military spouses is the top quality of life priority for DoD.
  - 2018 Military Services Letter to National Governor's Association
  - 2019 DoD report to Congress: State Best Practices for Reciprocity
  - 2020 DoD letter to Governor Sisolak
- Military spouse licensing and employment is of economic importance to states primarily from the standpoint of sustaining military installations.
- Thirty-four percent (34%) of military spouses in the workforce require a state-issued license to practice.
- Sixty-two percent (62%) of military spouses encountered licensing challenges due to geographic relocation.



# Previous DoD-supported State Licensure Initiatives

- 2011 – 2016: Approach based on endorsement, temporary licensure and expedited applications
  - ✓ Enacted 69 bills in 47 states
  - ✓ Covered health care and commercial occupations
    - most excluded teachers and attorneys
- 2017-2018: Evaluating Implementation



# Summary of Previously Enacted Legislation and Policy Change: Nevada

- ✓ EO 2012-11 (**2012**) – Facilitate Endorsement, Temp, Expedited
- ✓ AB 89 (**2015**) – Select Health Occupations: CH 483, 622, 630-641C (MAY provide Endorsement, Expedited, Temporary/Provisional, Req'd Fee Discount\*)
- ✓ AB 115 (**2015**) – Speech-Language Pathology, Audiology, Hearing: CH 637B (Streamlined Endorse, MAY provide Temp)
- ✓ AB 246 (**2015**) – Cosmetology: Ch 644A.515 (MAY Waive Expiration)
- ✓ AB 429 (**2017**) – Psychology: Ch 641 (Approved Compact)
- ✓ AB 77 (**2017**) – Commission on Professional Standards in Education: Ch 391 (MAY provide Fee Waiver, Req'd 3 year Provisional, Exam Exemption)
- ✓ Rule 49 (**2018**) – NV State Bar Rule Change (Spouses): Ch 7 (Req'd 4 Year Temp License)
- ✓ SB 100 (**2018**) – Department of Education: Expedited application processing, military education and experience, endorsement for alternate route to licensure.



# Current DoD approach to Portability: Continuum of Reciprocity

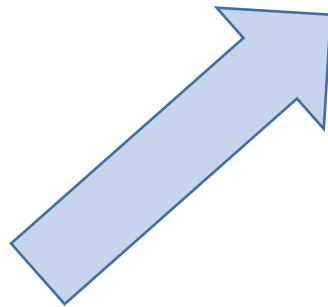
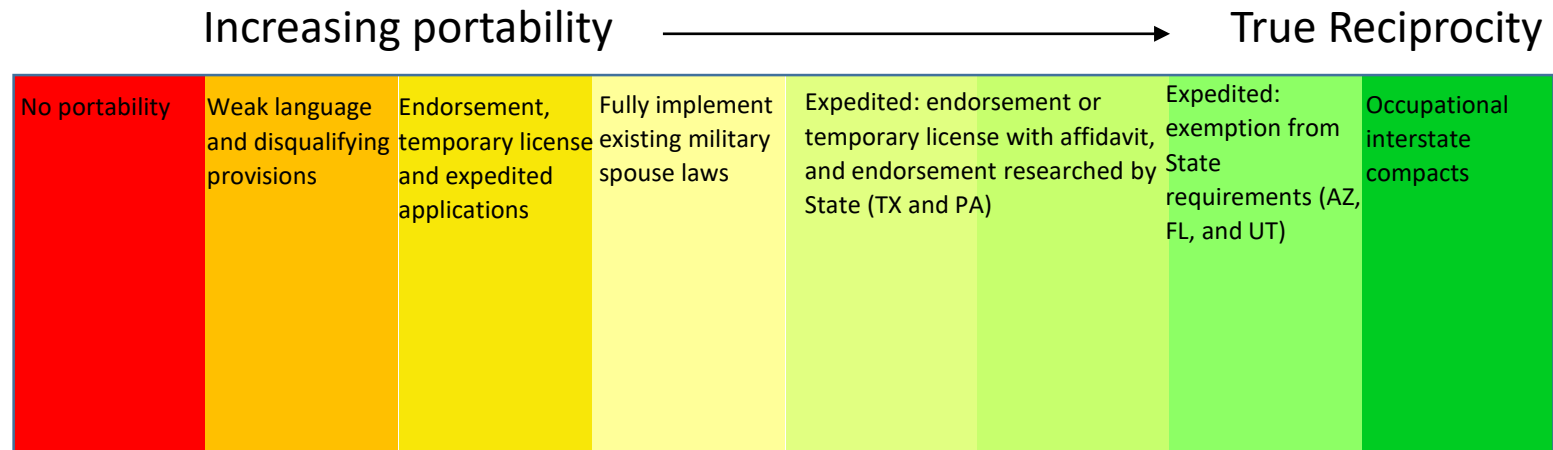
- **Improved policy implementation for the short-term:** Ensure that licensing boards train staff, revise forms and post information on websites to improve military spouse visibility of, and accessibility to supportive processes.
- **State-specific enhancements for the mid-term:**
  - **Expedite state licensure processes for military spouses:** Most states have considered this approach through endorsement, temporary licensing and expedited application processes.
  - **Exempt military spouses from state licensing processes:** Three states (FL, UT and AZ) allow military spouses to work in the state, based upon having a current license in good standing from another state.
    - AZ law is applicable to all residents, not just military spouses.
    - IA provides a special military teacher license which is an extended temporary license (3 years).
- **Interstate solution for the long-term:** Compacts establish common understanding of competency and its measurement within the occupation and then seek to have states approve the compact through legislation.





# Current DoD approach to Portability: Continuum of Reciprocity

Reciprocity: A continuum of opportunities to transfer an occupational license between states



As baseline: license in 30 days without submitting verifying documents



# Opportunity for Improvement: Nevada “Enhanced Military/Spouse Licensure”

## ❑ Build upon state policy to provide enhanced licensure portability for transitioning service members and military spouses:

- Define the minimum criteria for licensing agencies to “develop opportunities for reciprocity of licensure to a Service member, veteran or spouse that holds a similar license from another state.”
  - Make available a streamlined pathway for enhanced **licensure by endorsement** (“**recognition**”) for those seeking a standard, permanent license.
  - **Expand 1 year temporary license** to allow spouses with clear fingerprinting/background checks and verified out-of-state licenses in good standing to work in the state without having to complete additional state-specific requirements.
  - **Expedite adjudication** of license issuance (ie. 30 days license in hands, providing temporary/provisional license if more time needed) so spouses can begin working ASAP while allowing extra time to provide substantiating documents.

## ❑ Change all permissive language to requiring language (“may” to “shall”)



# Opportunity for Improvement: Nevada Interstate Compacts

## ✓ **PSYPACT – Psychological Interjurisdictional Compact (10 states approved)**

- Supports tele-health – important for access to care
- Assists military spouse psychologists maintain clients

## ❑ **PT COMPACT– Physical Therapy License Compact (25 states approved):**

- Privilege to practice provision allows military spouse to work in any member state with an unencumbered license in the home state

## ❑ **NLC – Enhanced Nurse Licensure Compact (33 states approved):**

- Privilege to practice provision
- Flexibility through Military Spouse Residence Relief Act

## ❑ **REPLICA – Emergency Medical Services Compact (18 states approved)**

- Establishes consistent licensing requirements
- Special provisions for military

## **NEW!**

## ❑ **ASLP-IC – Audiology and Speech-Language Pathology Interstate Compact (3 states approved)**

- Similar Privilege to practice provisions as other compacts.
- Addresses in-person and telehealth practice.





# Opportunity for Improvement: Nevada Implementation of Supportive Policies

- ☐ Ensure **information on military-related policies** are on all **board/bureau/commission websites** and clearly indicated on all applications
- ☐ Provide **professional development** intake staff on military-related policies and procedures
- ☐ Designate **military/spouse/veteran liaison POC** that handles intake of applications
- ☐ Conduct annual **evaluation/report on implementation of licensure policies** for **military spouses/veterans**



# Here and ready to support your efforts.

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# Back-up Slides



# Military Spouse Demographics

Active Duty Military Community <sup>1</sup>	Number	Percentage
U.S. AD Military Spouses	544,442	0.21% (of total U.S. adults)
NV AD Military Spouses	5,379	1% (of total U.S. Military Spouses)
NV Military Spouses in Workforce <sup>2</sup>	<b>3,281</b>	61% (of NV Military Spouses)
NV Workforce Requiring Licensure/Certification <sup>3</sup>	402,238	27% (of NV Workforce)
NV Military Spouses in Workforce Requiring Licensure/Certification	1,116	34% (of NV Military Spouses in Workforce)
NV Military Spouses in Healthcare Fields	623	19% (of NV Military Spouses in Workforce); 1.09% of NV Workforce in HC
NV Military Spouses in Education Fields	328	10% (of NV Military Spouses in Workforce); 0.74% of NV WF in Ed



# DoD Programs and Supports

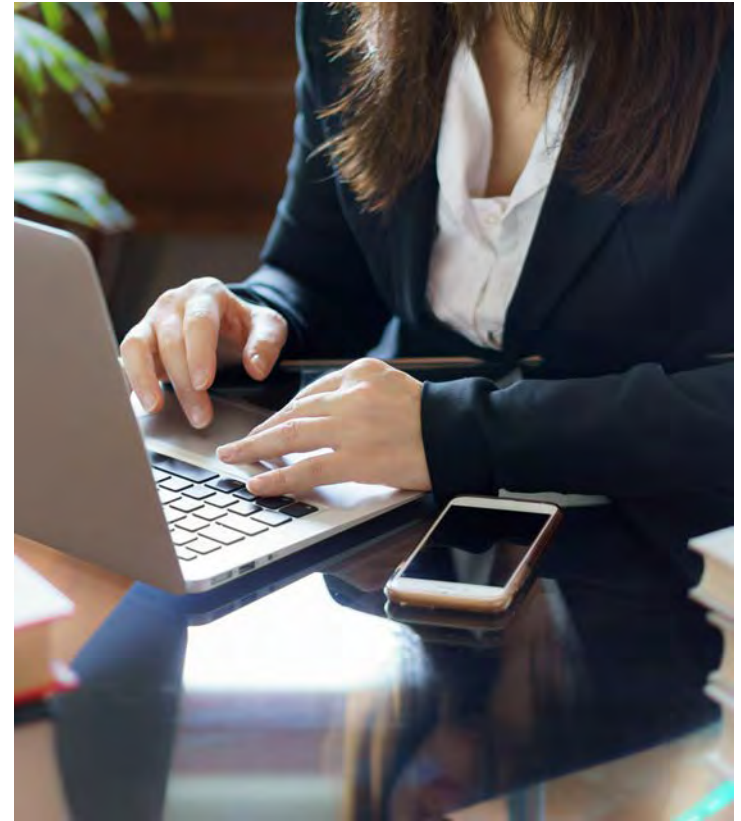
- ✓ Spouse Education and Career Opportunity Program (SECO)
- ✓ Military Spouse Career Advancement Accounts (MYCAA)
- ✓ Military Spouse Employment Partnership (MSEP)
- ✓ Installation Family Member Employment Support Programs
- ✓ 2018 NDAA Authorization for Services to Reimburse Licensure Related Fees and 2019 Increase in Reimbursement
- ✓ **Working with State Governments to Improve Licensure Portability**



# Military Spouse Licensure Experiences

“It requires getting college transcripts sent to a state office. Sometimes taking a standardized test (praxis is standard but each state may make their own) if you have already taken it that needs to be sent in. Copies of active, and sometimes expired licenses. Previous employment histories, which involves individually contacting districts/private school boards. Have that sent in, plus your non-refundable check. And unfortunately every state I have been in requires another test to be taken.”

“I am a Speech Language Pathologist. A lot of SLPs maintain state licenses in states they no longer work in because it can be challenging to obtain the license again in the future. The requirements to obtain a license are different in each state and it could delay employment.”





# 2020 DoD Letter to Governor Sisolak

- Acknowledged the efforts of Nevada in addressing licensure issues for military spouses.
- Recommended changes for improvement:
  - Revise statutes to **expand expedited endorsement** provision stipulated in NRS § 630, 630A and 632-641C to all occupations covered under Title 54, **change application adjudication from 45 to 30 days**.
  - Revise NRS § 622.520 to **replace "at least the 5 years immediately preceding" requirement with "3 of the last 5 years"** for applicants of licensure by reciprocal agreement.
  - **Change all permissive language** within Title 54, regarding Service members, veterans and spouses, to requiring language ("may" to "shall").
  - Add language **stipulating processing adjudication timelines** to NRS § 391.032 (< 30 days upon application, a standard or provisional license will be issued.)
  - Join remaining occupational **interstate compacts**.
  - **Improve implementation** of existing policy.

