

# Occupational Licensing for Military Spouses

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## I. Lack of License Portability for Military Spouses

- Approximately 35% of the spouses of military members are employed in fields that require licensure.
- More than half of military spouses move at least three times, often to other states.
- Nearly 33% of military spouses are underemployed, and 22% report that their inability to transfer licenses across state lines is their greatest employment challenge.

## II. Best Practices

The University of Minnesota was commissioned by the U.S. Department of Defense to study portability of occupational licenses for military spouses. In its report, issued November 2017, UM identified three best practices for establishing license portability:

- **Licensure by endorsement.** In states that allow licensure by endorsement, a license may be issued without further examination if the applicant holds a license in a jurisdiction with similar licensing standards.
- **Temporary licenses.** A temporary license allows an individual to practice for a certain period of time (for example, six months) while waiting to receive a permanent license.
- **Expedited review.** In states that allow for expedited review, an application for licensure is reviewed on an expedited basis.

UM found 23 states have established all three best practices in some form, albeit inconsistently across occupations. Idaho is among the 23 states. UM's recommendations for Idaho include making all three best practices consistently available across occupations and ensuring that licensing board staff are aware of provisions in law and rule intended to increase licensing portability for military spouses.

## III. Best Practices by State

State	Licensure by Endorsement	Temporary Licenses	Expedited Review
Alabama	Yes	Yes	Yes
Alaska		Yes	Yes
Arizona	Yes		
Arkansas	Yes	Yes	Yes
California	Yes	Yes	Yes
Colorado	Yes	Yes	Yes
Connecticut	Yes		

<b>State</b>	<b>Licensure by Endorsement</b>	<b>Temporary Licenses</b>	<b>Expedited Review</b>
Delaware	Yes	Yes	
Florida	Yes	Yes	
Georgia	Yes	Yes	Yes
Hawaii	Yes	Yes	Yes
Idaho	Yes	Yes	Yes
Illinois		Yes	Yes
Indiana	Yes	Yes	Yes
Iowa			
Kansas	Yes	Yes	Yes
Kentucky	Yes	Yes	Yes
Louisiana	Yes	Yes	Yes
Maine	Yes	Yes	Yes
Maryland		Yes	Yes
Massachusetts	Yes	Yes	Yes
Michigan		Yes	
Minnesota		Yes	Yes
Mississippi	Yes	Yes	
Missouri		Yes	
Montana	Yes	Yes	Yes
Nebraska		Yes	
Nevada	Yes		
New Hampshire	Yes		
New Jersey	Yes	Yes	
New Mexico	Yes		Yes
New York		Yes	Yes
North Carolina	Yes	Yes	
North Dakota	Yes	Yes	Yes
Ohio	Yes	Yes	
Oklahoma	Yes	Yes	Yes
Oregon	Yes	Yes	
Pennsylvania			
Rhode Island	Yes	Yes	Yes
South Carolina	Yes	Yes	Yes
South Dakota	Yes	Yes	Yes
Tennessee	Yes	Yes	Yes
Texas	Yes	Yes	Yes
Utah	Yes		
Vermont	Yes	Yes	Yes
Virginia	Yes	Yes	Yes
Washington	Yes	Yes	Yes
West Virginia		Yes	Yes

State	Licensure by Endorsement	Temporary Licenses	Expedited Review
Wisconsin	Yes	Yes	
Wyoming	Yes	Yes	

Licensure by endorsement: 39 states

Temporary licenses: 42 states

Expedited review: 31 states

All three best practices: 23 states