



Military Spouse License Portability

Office of the Deputy Assistant Secretary of Defense for
Military Community and Family Policy



What We Do

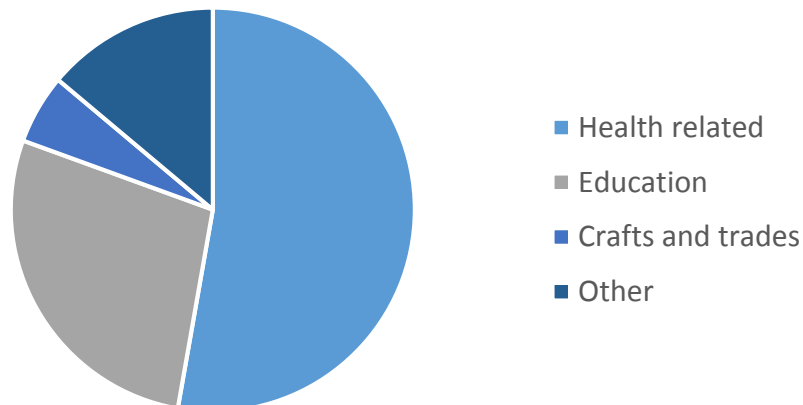
- Established by the USD(P&R) in 2004
- Mission is to:
 - Alleviate barriers as a result of military life
 - Harmonize differences in state and federal laws
- Have covered a wide range of state issues:
 - Family law, education, occupational licensure and employment support, consumer protection, voting, health policy, National Guard support and the state judicial system
- Issues are reviewed annually to bring most significant to states
- Accomplish mission through research of potential issues and “ERA” with state policymakers



Military Spouse Demographics

Active Duty Military Spouse Population	% of Spouses ²	# of Spouses
Active duty military spouses ¹	100	637,128
- Spouses in the workforce	61	337,678
- Spouses in the workforce requiring a state license	34	132,140
- Spouses in the workforce in health related occupations	19	73,843
- Spouses in the workforce in education	10	38,865
- Spouses in the workforce in crafts and trades	2	6,754
- Spouses in the workforce in other licensed occupations	5	16,844

Distribution of Licensed Occupations²



¹Active Duty Personnel Master File and Active Duty Family File, Defense Manpower Data Center, November 2017

²2017 Survey of Active Duty Military Spouse: Tabulation of Responses, Defense Manpower Data Center Report



Military Spouse Licensure Experience

“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.”



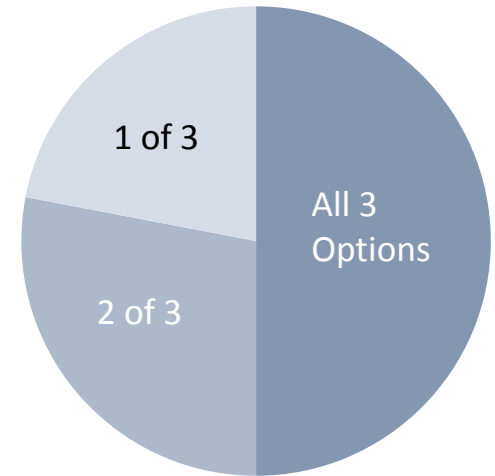
Licensure Initiatives

- **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 University of Minnesota Evaluation

- University of Minnesota studied 6 occupations in 50 states
 - Cosmetology, dental hygiene, counseling, massage therapy, occupational therapy and real estate
- Validated:
 - 42 states provide **temporary licensing**
 - 39 states make **endorsement of existing licenses** available and attainable
 - 31 states **expedite** the process of getting a license
- Other findings:
 - Endorsement, temporary and expedited did not relieve the underlying burden of licensing – only made the process faster
 - Boards did not uniformly implement state laws



<https://reachmilitaryfamilies.umn.edu/research/document/13865>



2018 Licensure Reboot

- Follow-up on University of Minnesota findings
- Address teacher certification (not previously covered)
- React to changing licensure climate:
 - Military Department Secretaries issued a letter to the NGA stating licensure would be part of new mission decisions
 - Occupation specific interstate compacts featured accommodations for military spouses that eliminated relicensing



2019 Initiatives/Status

- State implementing and/or have method to enforce: 26 approved/1 active
- Military spouse teacher certification: 35 approved/3 active
- License Compacts recognizing military spouses:
 - PT Compact: 25 approved/4 active
 - eNLC: 34 approved/3 active
 - REPLICA: 18 approved/1 active
 - PSYPACT: 13 approved/2 active
- Monitored active bills that would approve State-specific enhancements:
11 approved/2 active



2020 Licensure Initiatives

- State implementing and/or have method to enforce
- Military spouse teacher certification
- **Enhanced State military spouse licensure provisions, such as:**
 - Accept an affidavit attesting to the accuracy of a military spouse's application and commitment to submitting substantiating documents; and
 - Establish a 30 day deadline for adjudicating applications; or
 - Establish a temporary license that lasts until the issuance of a permanent license, issued at application, prior to the board receiving substantiating documents which may be needed for a final license.
 - Waive fees.
- License Compacts recognizing military spouses:
 - PT Compact, eNLC, REPLICA and PSYPACT
 - **Speech Pathology/Audiology Compact**

