

Report to the Washington State Legislature, Joint Commission  
Veterans and Military Affairs (JCVMA) and Washington State  
Military Transition Readiness Council (WSMTRC)

# Military and Military- Affiliated Licensure Streamlining

January 2023

RCW 73.04.150(6)



Office of Health Professions  
Health Systems Quality Assurance

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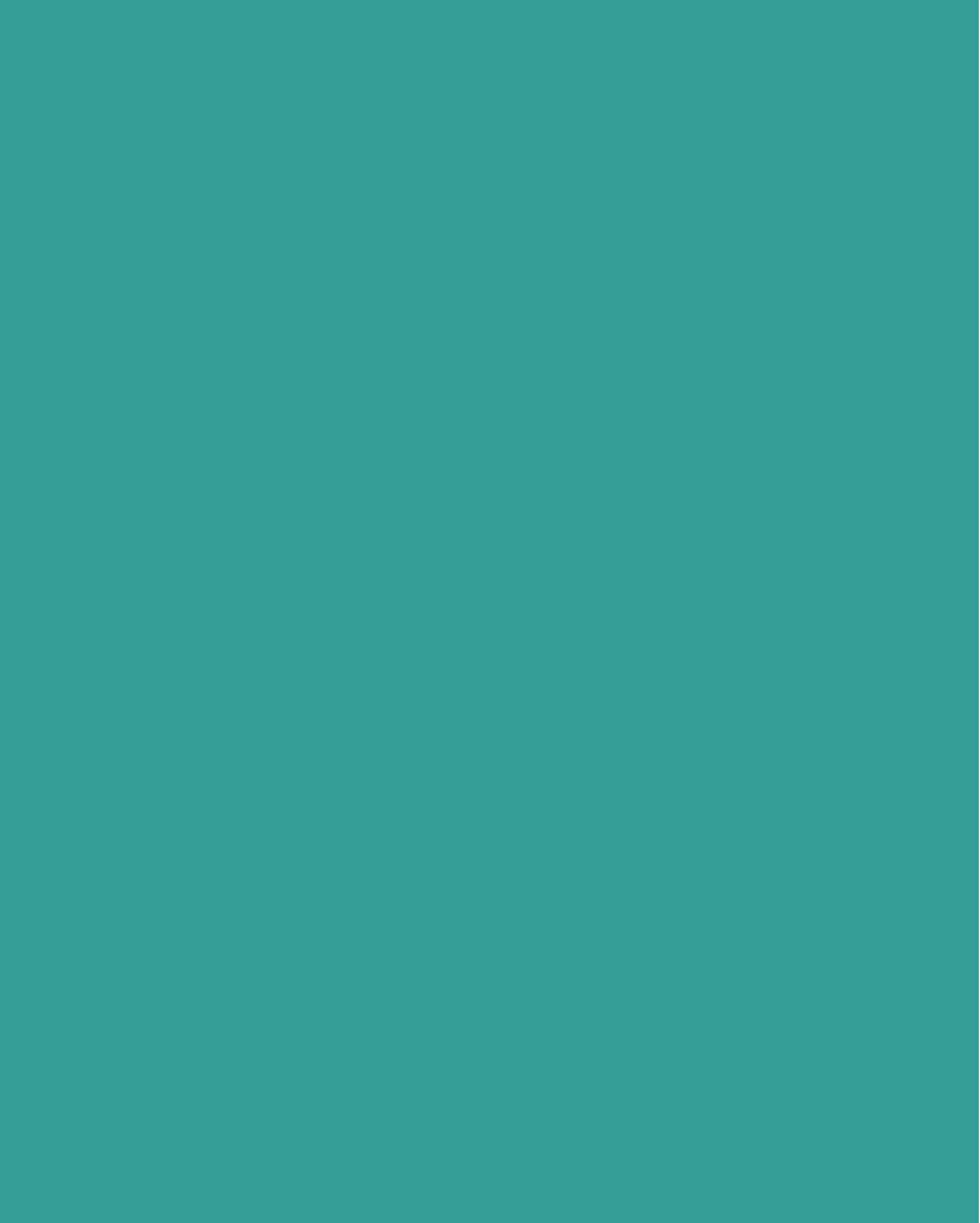


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## Executive Summary

### Introduction

[RCW 73.04.150](#) requires the Department of Health (department) to provide biennial reports to the legislature and annual reports to the Washington State Military Transition and Readiness Council ([WSMTRC](#))—and appear annually before the Joint Committee on Veterans and Military Affairs ([JCVMA](#))—to provide updates on progress implementing [Engrossed Substitute Senate Bill \(ESSB\) 5969](#), chapter 5, laws of 2011; and [ESSB 5307](#), chapter 32, laws of 2011.<sup>1</sup> These statutes require the department to accept military education, training, and experience as meeting licensure requirements unless determined not substantially equivalent, and to expedite licensing processes for military spouses or registered domestic partners.

- The department implemented ESSB 5969 by adopting expedited application rules and procedures for military spouses and registered domestic partners and adopting temporary practice permits to allow practice for up to six months while awaiting final application processing. We continue to seek ways to further expedite these applications.
- The department implemented ESSB 5307 by developing a crosswalk that allows military-trained applicants to identify health professions in Washington with requirements for licensure that are substantially equivalent.

During the 2022 fiscal year (July 1, 2021 – June 30, 2022), the department:

- Continued our sustained emphasis on streamlining and expediting application processes for military-trained applicants, and military spouses or domestic partners.
- Issued 140 credentials to military-trained applicants, an increase from 101 in fiscal year 2021 (see Appendix 1, Table 1).
- Issued 1,705 credentials to military spouses or domestic partners, an increase from 1,520 in fiscal year 2021 (see Appendix 2, Table 1).
- For routine applications, average processing time:
  - Decreased from 12.3 days in FY 2021 to 7.8 days in FY 2022 for military-trained applicants
  - Decreased from 10.6 days to 8.5 days in FY 2022 for spouses and domestic partners.
- Created a military liaison inbox ([military\\_liaison@doh.wa.gov](mailto:military_liaison@doh.wa.gov)) to provide additional, more efficient communication between the department and those in military communities seeking health care credentials.
- Began implementing two new interstate compacts enacted in the 2022 legislative session, the Occupational Therapy Compact<sup>2</sup> and Psychology Interjurisdictional Compact (PSYPACT).<sup>3</sup>

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<sup>1</sup> This applies to health professions in [Title 18 RCW](#)

<sup>2</sup> Citation - [Occupational Therapy Licensure Compact | Washington State Department of Health](#)

<sup>3</sup> Citation - [Psychology Interjurisdictional Compact \(PSYPACT\)](#)

## Introduction

Washington state is home to 546,892 veterans, about 2,000,000 military family members<sup>4</sup>, and 80,146 active duty, reserve, and national guard personnel. The military and defense sectors employ approximately 39,000 Department of Defense (DoD) civilian personnel. Helping veterans and eligible family members receive health care credentials and gain meaningful employment remains a high priority for the department. We are committed to creating and sustaining processes to streamline the credentialing process for this population.

[RCW 73.04.150](#) requires the department to report annually to the Washington State Military Transition and Readiness Council (WSMTRC) and Joint Committee on Veterans and Military Affairs (JCVMA), and biennially to the legislature on efforts to implement:

- [Engrossed Substitute Senate Bill \(ESSB\) 5969](#), chapter 5, laws of 2011., ESSB 5969 requires the department to establish procedures to expedite credentials issuance for military spouses or registered domestic partners. The department has implemented this bill by adopting rules and procedures to expedite applications for military spouses and registered domestic partners and adopting temporary practice permits to allow spouses or domestic partners to practice for up to six months while awaiting final application processing. We continue to seek ways to further streamline and expedite these applications.
- [ESSB 5307](#), chapter 32, laws of 2011. ESSB 5307 required the department to evaluate military education, training, and experience, and accept this experience to meet state licensing standards for the profession unless it is not substantially equivalent. The department has implemented this bill by developing a crosswalk that allows military-trained applicants to identify health professions in Washington with requirements for licensure that are substantially equivalent.

This report covers the department's work during the fiscal year 2022 (July 1, 2021, through June 30, 2022).<sup>5</sup>

## Data Summary

### Military-trained credentialing (See Appendix 1, Tables 2-3)

- The department issued 140 credentials<sup>6</sup> to military personnel, which increased from 101 credentials in the 2021 fiscal year (see Appendix 1, Table 1).
- Routine military-trained licensing applications<sup>7</sup> were issued 87 percent of the time within 14 business days of receiving all required documents. The average processing time

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<sup>4</sup> Citation - <https://www.dva.wa.gov/about-wdva>

<sup>5</sup> Starting with the fiscal year 2020 report, the department moved from calendar year to fiscal year data reporting.

<sup>6</sup> These numbers include only applicants who select on the application that they are military-trained. Professionals who receive their medical training through traditional, civilian institutions of higher learning are not included.

<sup>7</sup> Routine Applications: Applications reviewed and vetted by the appropriate regulatory authority. These are ready for approval by credentialing staff.

decreased from 12.3 days in FY 2021 to 7.8 days in FY 2022.

- Non-routine and exception applications<sup>8</sup> were issued 71 percent of the time within 14 business days, with processing timelines holding steady at just under 10 business days on average.

### **Military spouses and or domestic partners credentialing (See Appendix 2, Tables 2-3)**

- The department issued 1,705 credentials to military spouses or domestic partners, which was an increase from 1,520 in the 2021 fiscal year (see Appendix 2, Table 1) in FY 2022.
- The department issued routine applications for this population 85 percent of the time within 14 business days of receiving all required documents. Average processing timelines decreased from 10.6 days to 8.5 days in FY 2022.
- We issued non-routine and exception applications 70 percent of the time within 14 business days, with processing timelines averaging 15 business days. This is a slight increase from last fiscal year's average of 12 business days due to staff shortages.

## **Significant Work Completed**

The department began implementing two new interstate compacts the legislature enacted in the 2022 session, the Occupational Therapy Compact<sup>9</sup> and Psychology Interjurisdictional Compact (PSYPACT).<sup>10</sup>

The Occupational Therapy Compact was effective June 9, 2022. The department has initiated rulemaking to set fees for compact applicants and is awaiting final uniform rules from the Occupational Therapy Compact Commission before we can fully implement the credentials.

PSYPACT, also effective June 9, 2022, authorizes the practice of telepsychology and temporary in-person practice of psychology in participating states. Psychologists can now apply to the PSYPACT commission for authorization to provide these services in Washington and other participating states.

The department and Washington Medical Commission previously implemented the following interstate compacts: Physical Therapy Compact<sup>11</sup> and Interstate Medical Licensure Compact (Allopathic and Osteopathic Physicians).<sup>12</sup>

Interstate compacts are considered the gold standard for licensure mobility and greatly help military service members and their spouses. According to the Department of Defense, military

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<sup>8</sup> Non-routine and exception applications (those where an applicant answers yes to a personal data question on the application or where something is found on a background check). These applications must be presented to the board or commission for approval.

<sup>9</sup> Citation - [Occupational Therapy Licensure Compact | Washington State Department of Health](#)

<sup>10</sup> Citation - [Psychology Interjurisdictional Compact \(PSYPACT\)](#)

<sup>11</sup> Citation - [Physical Therapy Licensure Compact | Washington State Department of Health](#)

<sup>12</sup> Citation - [Interstate Medical Licensure Compact \(Physicians\)](#)

spouse professionals must relicense every time they move to a new state with their military spouse. Enacting occupational licensure interstate compacts can facilitate the ability for military service members and their spouses to work across state lines.<sup>13</sup>

The department continued to expedite the application processes for military-trained applicants and military spouses and domestic partners to facilitate entry into the civilian workforce. This included the creation of a military liaison question and answer inbox, [military\\_liaison@doh.wa.gov](mailto:military_liaison@doh.wa.gov), to provide an additional communication route between the department and those in military communities seeking health care credentials.

## External Partnerships and Collaborations

The department remains committed to collaborative partnerships for improving and sustaining expedited credentialing opportunities for military service members and their spouses or domestic partners. This included, but was not limited to:

- Collaboration with the Washington State Department of Veterans Affairs (WDVA) and the Washington State Military Transition and Readiness Council (WSMTRC), a workgroup that focuses on credential portability, interstate compacts, and employment issues for military spouses, transitioning service members and veterans.
- Direct collaboration with the Employment Security Department (ESD), and geographically dispersed WorkSource representatives, which help spouses and service members attain a credential(s), gain meaningful employment, and access educational opportunities.
- Working with the Washington State Nursing Care Quality Assurance Commission, an active member of the Nursys<sup>14</sup> licensure verification system. This system allows nurses transitioning from 57 participating states and U.S. territories to gain faster entry into the nursing workforce.

## Next Steps

We continue our commitment to support military-trained applicants and their spouses or domestic partners by:

- Keeping the department's [Military Resources](#) and [Military Resources Frequently Asked Questions](#) webpages updated.
- Continuing to evaluate and update the "military to civilian crosswalk" to allow military-trained applicants to determine whether their education and training is substantially equivalent and can be accepted for Washington licensure.
- Providing policy review and technical assistance on additional interstate compact legislation that could facilitate opportunities for military-trained applicants and their families to pursue health care careers in Washington.

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<sup>13</sup> <https://statepolicy.militaryonesource.mil/key-issue/licensing-compacts>

<sup>14</sup> Citation – [Nursing Licensure Verification System \(Nursys\)](#)



## Appendix 1

**Table 1: Military Personnel Licenses Issued by Fiscal Year<sup>15</sup>**

Group	Profession	2016	2017	2018	2019	2020	2021	2022	Total
<b>Secretary</b>	Cardiovascular Invasive Specialist	0	0	1	0	0	0	1	2
	Counselor- Agency Affiliated	15	32	18	6	3	12	2	88
	Substance Use Disorder Professional Trainee	4	4	6	0	1	2	0	17
	Dental Hygiene	0	0	0	1	1	1	3	6
	Hypnotherapist Registration						1	0	1
	Medical Assistant Certification	7	1	9	54	43	30	60	204
	Medical Assistant Registration	5	7	4	1	0	1	4	22
	Nursing Assistant Certification	0	0	2	16	11	5	10	44
	Nursing Assistant Registration	19	35	14	12	20	20	11	131
	Radiologic Technologist	0	0	1	1	3	2	10	17
	Recreational Therapist	0	0	0	1	0	0	0	1
	Respiratory Care Practitioner	1	0	0	2	3	0	2	8
	Surgical Technologist	17	12	9	4	6	14	9	71
	X-Ray Technician	1	2	2	0	4	3	3	15
<b>Secretary Total</b>		<b>69</b>	<b>93</b>	<b>66</b>	<b>98</b>	<b>95</b>	<b>91</b>	<b>115</b>	<b>627</b>
<b>Board</b>	Occupational Therapy Assistant	0	0	0	3	0	0	1	3
	Physical Therapist	0	0	0	0	2	0	0	2
	Veterinary Technician						2	1	2
	Physical Therapist Assistant	0	0	0	1	0	0	0	1
<b>Commission</b>	Dentist	0	0	0	1	0	0	7	1
	Dental Assistant	8	13	6	4	2	6	11	39
	Licensed Practical Nurse	0	0	0	0	0	0	3	3
	Pharmacy Assistant	1	1	0	0	1	0	0	3
	Pharmacy Technician	1	2	5	9	1	2	2	20
	Physician Assistant	0	0	1	0	0	0	0	1
<b>Board/ Commissions Total</b>		<b>10</b>	<b>16</b>	<b>12</b>	<b>18</b>	<b>6</b>	<b>10</b>	<b>22</b>	<b>75</b>
<b>Grand Total</b>	<b>All Professions</b>	<b>79</b>	<b>109</b>	<b>78</b>	<b>116</b>	<b>101</b>	<b>101</b>	<b>140</b>	<b>702</b>

<sup>15</sup> These numbers include only applicants who select on the application that they are military-trained. Current or retired military professionals who receive their training through traditional, civilian institutions of higher learning are not included.

**Table 2: Timeliness of military credential issuance – Routine<sup>16</sup>**

Measures for Routine Applications	2016	2017	2018	2019	2020	2021	2022
Percent of military credentials issued within 14 days after receiving all required documents	99%	96%	89%	86%	58%	71%	87%
Average days to issue credential	5.4	10.3	7.6	9.6	14.8	12.3	7.8
Number of applications	77	107	73	109	97	99	130

**Table 3: Timeliness of military credential issuance – Exception/Non-Routine<sup>17</sup>**

Measures for Exception and Non- Routine Applications	2016	2017	2018	2019	2020	2021	2022
Percent of military credentials issued within 14 days after receiving all required documents	100%	50%	80%	71%	75%	100%	71%
Average days to issue credential	6.3	14	8.6	16.4	9.8	9.5	9.9
Number of applications	3	2	5	7	4	2	7

<sup>16</sup> Routine Applications: Applications reviewed and vetted by the appropriate regulatory authority. These are ready for approval by credentialing staff.

<sup>17</sup> Exception/non-routine applications are applications where an applicant answers yes to a personal data question or where something is found on a background check. Personal data questions focus on an applicant’s fitness to practice the essential skills of the profession. These applications must be presented to a board or commission for approval.

## Appendix 2

**Table 1a: Licenses Issued to Military Spouses/Domestic Partners by Fiscal Year (Secretary Professions)**

Group	Profession	2016	2017	2018	2019	2020	2021	2022	Total
Secretary	Advanced EMT	0	1	1	0	0	0	0	2
	Animal Massage Practitioner	0	1	0	0	0	0	1	2
	Athletic Trainer	2	0	2	1	4	0	3	12
	Cardiovascular Invasive Specialist	2	1	1	1	2	0	0	7
	Certified Behavior Technician	0	0	80	52	61	57	69	319
	Counselor, Agency Affiliated	45	74	58	50	37	43	35	342
	Counselor, Certified	0	0	0	0	0	0	2	2
	Dental Hygienist	3	9	17	12	14	16	19	90
	Dietitian/Nutritionist	4	5	7	7	15	8	12	58
	Dispensing Optician	0	0	0	1	1	1	0	3
	Dispensing Optician Apprentice	1	5	0	4	3	0	2	15
	East Asian Medicine Practitioner	0	0	0	2	1	1	0	4
	Emergency Medical Responder	1	1	1	0	0	0	0	3
	Emergency Medical Technician	6	34	23	29	32	0	0	124
	Genetic Counselor	1	1	1	0	0	1	4	8
	Home Care Aide	2	36	49	42	34	15	21	199
	Hypnotherapist	1	1	0	0	2	0	0	4
	Licensed Assistant Behavior Analyst	0	0	2	6	2	9	8	27
	Licensed Behavior Analyst	0	0	13	10	7	8	12	50
	Marriage and Family Therapist	2	2	1	0	6	6	11	28
	Marriage and Family Therapist Assoc.	2	4	7	9	6	3	8	39
	Medical Assistant	100	211	159	177	137	160	169	1113
	Medical Marijuana Consultant	0	11	0	2	0	2	0	15
	Medication Assistant Endorsement	0	2	0	2	1	0	0	5
	Mental Health Counselor	6	8	13	22	13	23	27	112
	Mental Health Counselor Associate	8	18	20	19	15	21	33	134
	Midwife	0	1	1	2	1	1	1	7
Nursing Assistant	123	223	226	246	212	232	249	1511	
Orthotics/ Prosthetics	0	1	0	0	0	0	2	3	
Paramedic	1	2	4	2	1	0	0	10	

Group	Profession	2016	2017	2018	2019	2020	2021	2022	Total
	Radiological Technologist	10	18	18	15	8	11	19	99
	Recreational Therapist	0	0	2	2	0	1	1	6
	Respiratory Care Practitioner	7	8	10	9	8	9	19	70
	Social Worker (SW) Advanced	0	0	3	1	1	0	0	5
	SW Associate Advanced	2	2	4	5	3	6	10	32
	SW Associate Independent Clinical	10	14	18	19	32	26	27	146
	SW Independent Clinical	3	7	5	9	10	8	17	59
	Substance Use Disorder Professional	1	2	1	3	3	4	4	18
	Substance Use Disorder Professional Trainee	9	10	11	12	7	10	10	69
	Surgical Technologist	9	8	21	9	13	14	11	85
	X-Ray Technician	3	0	9	4	1	9	8	34
	<b>Secretary Total</b>	<b>364</b>	<b>721</b>	<b>788</b>	<b>786</b>	<b>693</b>	<b>705</b>	<b>814</b>	<b>4871</b>
<b>Board</b>	Audiologist	1	3	3	1	0	1	2	11
	Hearing Aid Specialist	0	0	0	0	0	0	1	1
	Massage Practitioner	11	24	17	20	16	10	18	116
	Naturopathic Physician	0	0	0	5	2	0	0	7
	Nursing Home Administrator (NHA)	0	1	0	1	0	1	1	4
	NHA Training Approval	1	0	1	0	0	1	2	5
	Occupational Therapist	7	4	8	7	10	12	16	64
	Occupational Therapy Assistant	1	6	6	10	7	5	5	40
	Optometrist	2	2	3	1	4	1	2	15
	Osteopathic Physician	2	5	5	13	8	5	9	47
	Osteopathic Physician Assistant	0	0	0	0	1	0	0	1
	Physical Therapist	12	9	14	31	23	17	18	124
	Physical Therapist Assistant	4	4	9	10	9	4	13	53
	Podiatric Physician	0	1	0	1	0	1	0	3
	Psychologist	1	1	5	6	5	5	3	26
	Speech Language Pathologist	8	9	8	16	15	15	15	86
	Speech Language Pathology Assistant	0	2	0	3	4	1	3	13
Veterinarian	1	8	2	2	6	3	6	28	
Veterinary Medication Clerk	5	13	13	10	14	0	0	55	
Veterinary Technician	1	3	6	4	13	12	6	45	
<b>Commission</b>	Advanced Registered Nurse Practitioner	0	0	0	3	16	47	66	132

Group	Profession	2016	2017	2018	2019	2020	2021	2022	Total
	Chiropractic X-Ray Technician	1	2	1	1	1	0	1	7
	Chiropractor	1	2	0	0	1	1	1	6
	Dental Anesthesia Assistant	0	1	0	1	0	2	1	5
	Dental Assistant	46	58	62	71	71	75	90	473
	Dentist	6	6	10	8	11	7	4	52
	Expanded Function Dental Auxiliary	0	0	0	1	0	2	0	3
	Licensed Practical Nurse	0	0	0	1	43	55	46	145
	Nursing Technician	0	0	0	0	8	0	0	8
	Pharmacist	2	3	7	8	6	8	17	51
	Pharmacist Intern	1	4	8	7	7	7	3	37
	Pharmacy Assistant	29	58	29	43	63	55	87	364
	Pharmacy Technician	9	20	14	18	16	11	17	105
	Physician	0	0	0	1	34	23	22	80
	Physician Assistant	0	0	0	1	17	18	15	51
Registered Nurse	0	0	0	11	133	410	401	955	
	<b>Board/ Commissions Total</b>	<b>152</b>	<b>249</b>	<b>231</b>	<b>316</b>	<b>564</b>	<b>815</b>	<b>891</b>	<b>3,218</b>
<b>Grand Total</b>	<b>All Professions</b>	<b>516</b>	<b>970</b>	<b>1019</b>	<b>1102</b>	<b>1257</b>	<b>1520</b>	<b>1705</b>	<b>8089</b>

**Table 2: Timeliness of Military Spouse credential issuance – Routine<sup>18</sup>**

Measures for Routine Applications	2016	2017	2018	2019	2020	2021	2022
Percent of military spouse credentials issued within 14 days after receiving all documents	98%	92%	90%	86%	78%	75%	85%
Average days to issue a credential	5.1	8.3	8.3	9.5	10.8	10.6	8.5
Number of applications	490	900	962	1,042	1,200	1,448	1,628

**Table 3: Timeliness of Military Spouse credential issuance -Exception/Non-Routine<sup>19</sup>**

Measures for Exception and Non-Routine Applications	2016	2017	2018	2019	2020	2021	2022
Percent of military spouse credentials issued within 14 days after receiving all documents	100%	71%	72%	47%	63%	74%	70%
Average days to issue a credential	3	13.4	13.1	18.9	14.5	11.7	14.8
Number of applications	26	70	57	60	57	72	77

<sup>18</sup> Routine Applications: Applications reviewed and vetted by the appropriate regulatory authority. These are ready for approval by credentialing staff.

<sup>19</sup> Exception/non-routine applications are applications where an applicant answers yes to a personal data question or where something is found on a background check. Personal data questions focus on an applicant’s fitness to practice the essential skills of the profession. These applications must be presented to a board or commission for approval.