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From Data to Policy

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# The Need for Licensure Compacts: Highlights of the APRN and NLC Survey Findings

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# Outline

1. Introduction
2. Methodology
3. Results
  - a. NLC Survey
  - b. APRN Compact Survey
4. Discussion & Conclusion



Increases access to care by allowing nurses to practice seamlessly in all NLC states with a multistate license.



Grants advanced practice registered nurses (APRNs) the option to obtain a multistate license, similar to the NLC.

# Study Purpose

- Evaluate the need for cross-border nursing practice (RNs, LPNs/LVNs, and APRNs)
- Gather nurses' views on the NLC and APRN Compact licensure models

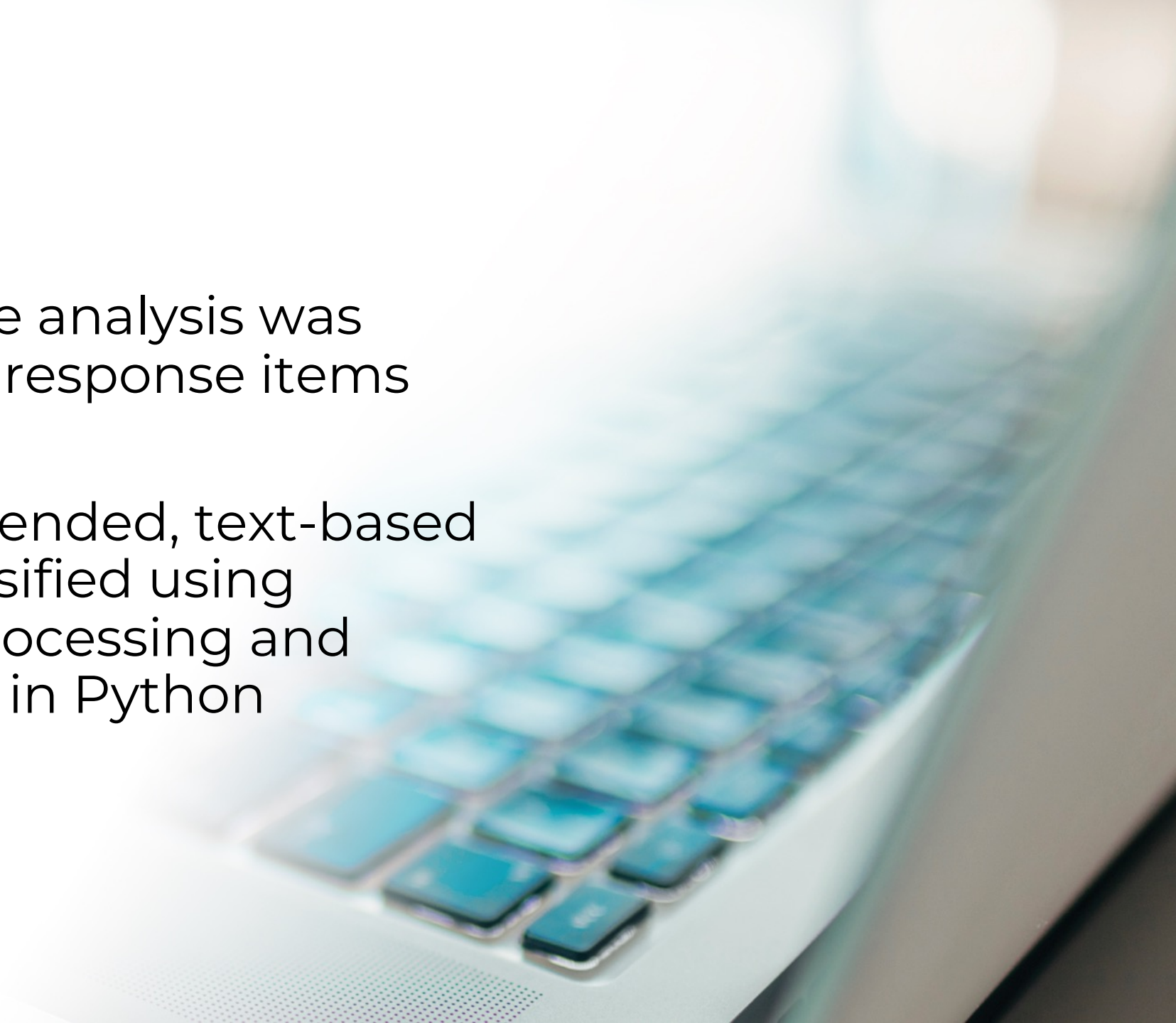


# General Research Methods

- These are aggregate, descriptive summaries of state-based Qualtrics surveys conducted by NCSBN in partnership with nursing regulatory bodies (NRBs) that were, at the time of the survey, interested in passing NLC or APRN Compact legislation in their state.
- The survey samples included all nurses holding an active license for an appropriate survey group with a valid email account registered with the participating NRBs.

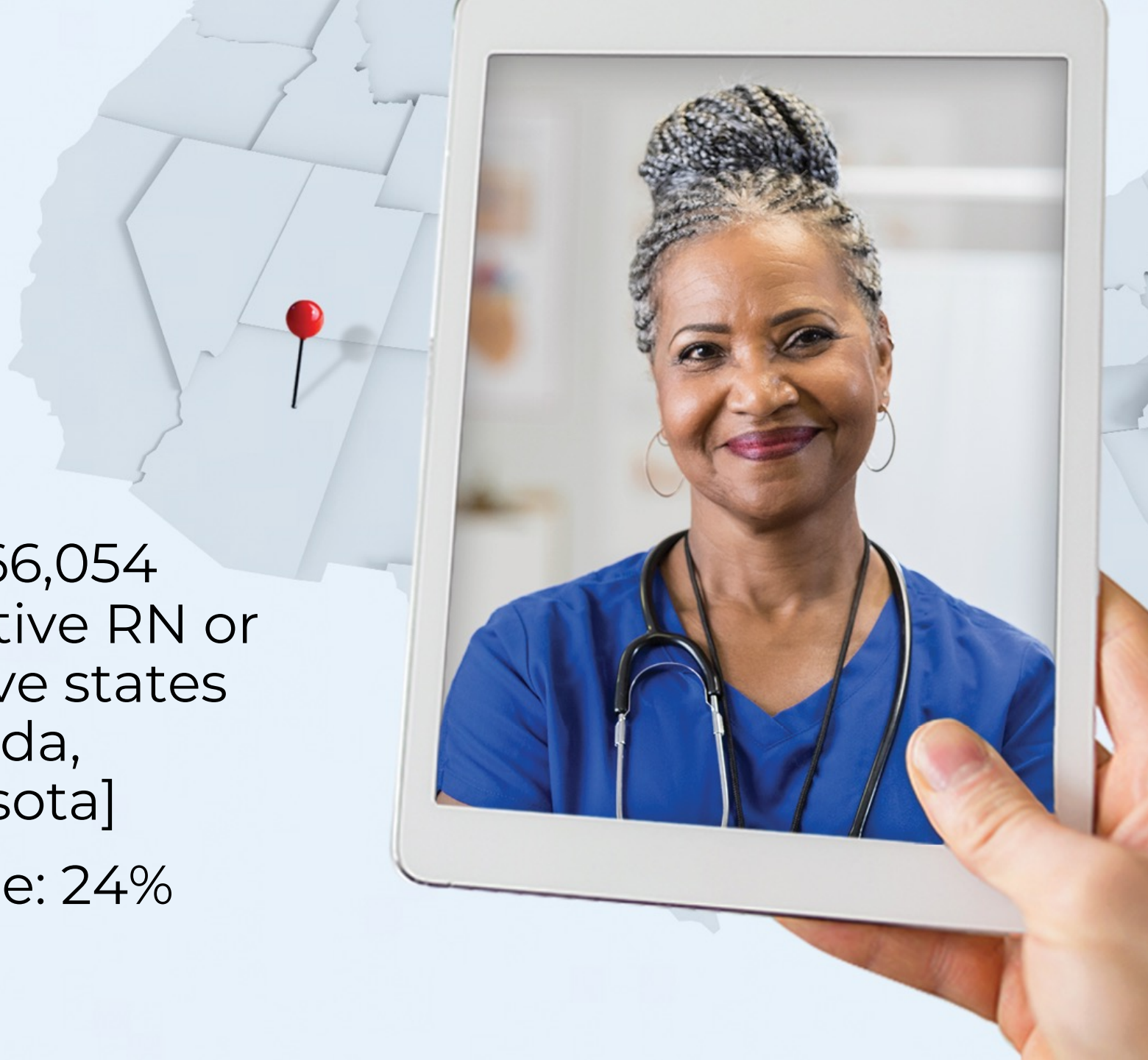
# Data Analysis

- Standard descriptive analysis was performed on fixed-response items using SAS
- Responses to open-ended, text-based questions were classified using natural language processing and supervised learning in Python



# NLC Survey

- Survey Participants: 66,054 nurses holding an active RN or LPN/LVN license in five states [Kansas, Alaska, Nevada, Vermont, and Minnesota]
- Overall Response Rate: 24%







# NLC Survey Research Questions

- Did the responding nurses see a need to provide nursing services across state borders?
- What were the work experiences of nurses who have already obtained a multistate license?
- What are responding nurses' opinions about adopting the NLC?

# Results:

## Out of State License and Practice

	Yes <i>n</i> (%)		No <i>n</i> (%)	
Hold an active license out of survey state ( <i>N</i> = 65,556)	28,753	<b>43.9</b>	36,803	56.1
Practiced out of state in the past 2 years ( <i>N</i> = 58,312)	26,291	<b>45.1</b>	32,021	54.9

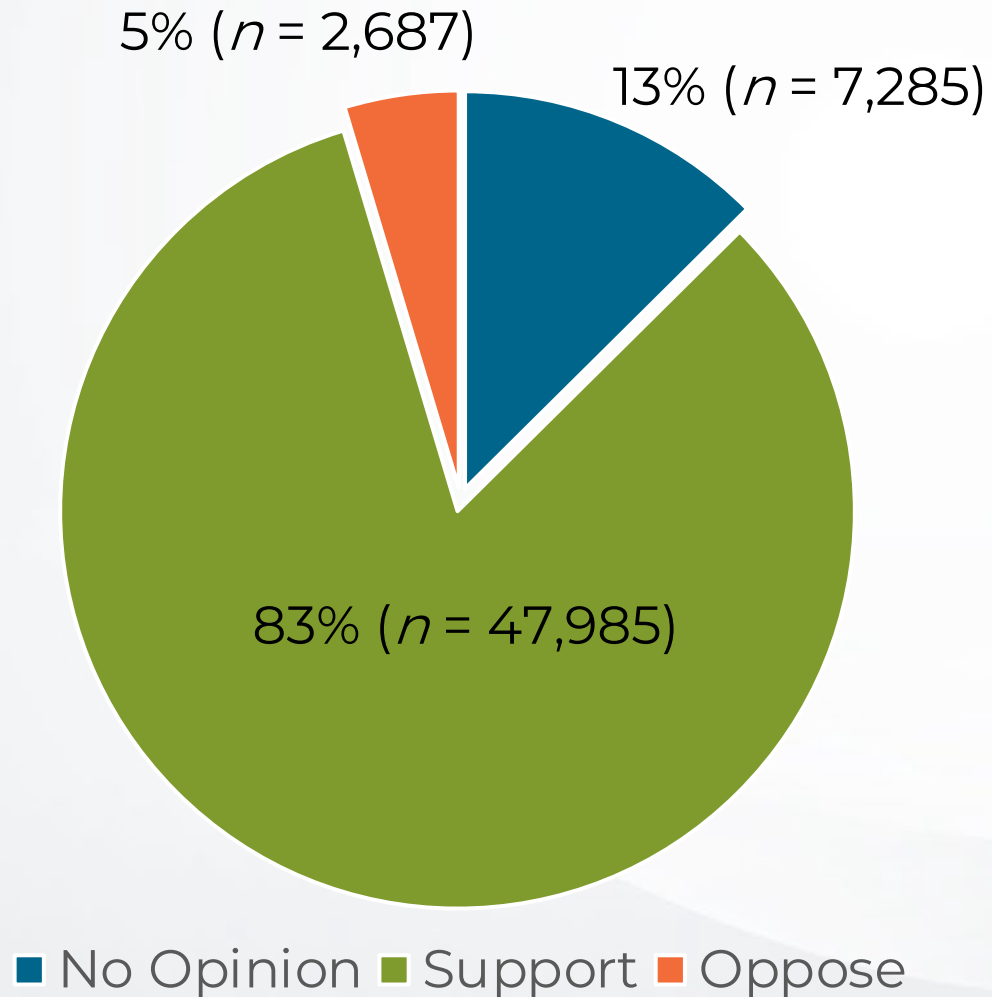
At the time of the survey, 44% of the respondents held an active nursing license in other state(s) and 45% had provided out-of-state nursing services in the preceding two years.

# Multistate License: Practice and Benefits of Usage

	Yes <i>n</i> (%)		No <i>n</i> (%)	
Held an active Multistate License ( <i>N</i> = 46,609)	10,585	<b>22.7</b>	36,024	77.3
Practiced under the Multistate License ( <i>N</i> = 10,536)	7,136	<b>67.7</b>	3,400	32.3
Benefit of Multistate License ( <i>N</i> = 9,512)	8,677	<b>91.2</b>	835	8.8

**68%** of the nurses who obtained a multistate license from their home state already used it and **91%** of them reported that the multistate license benefited their nursing practice.

# Nurse Opinions on Adoption of the NLC



Among the **50,672** responding nurses who expressed their support or opposition, **95%** were supportive of the NLC.

Support was consistent across states and demographic characteristics of nurses (e.g., state residency, union membership, etc.)

# Reasons for Opposing or Supporting the Adoption of the NLC

## Opposing ( $n=1,797$ )

- Lowers standards and risks patient safety (39.0%,  $n = 700$ )
- Weakens nurse bargaining power (29.7%  $n = 534$ )

## Supporting ( $n=7,328$ )

- Offers new employment opportunities, particularly around state borders (40.2%,  $n = 2,944$ )
- Makes the process of applying for and maintaining licenses easier, cheaper, more convenient, and flexible (23.8%,  $n = 1,744$ )

# Compacts and Patient Safety



[NLC] Lowers standards and risks patient safety  
( $n = 700$ )

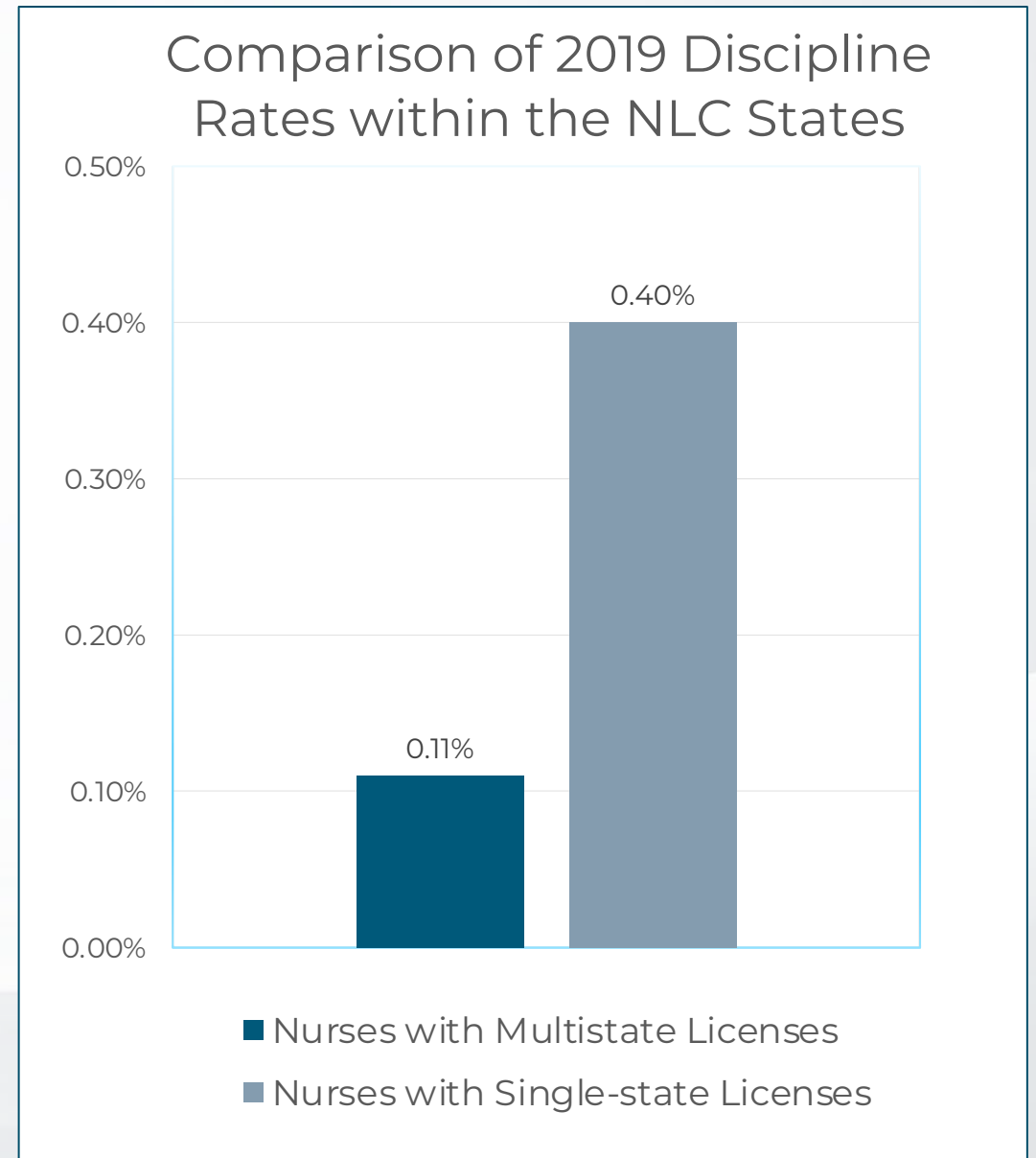


[NLC] Promotes patient safety by relieving nursing shortages, and creating uniform standards across states  
( $n = 945$ )



The annual discipline rates of nurses holding multistate licenses are lower than those of their colleagues holding single-state licenses.

*Zhong, Martin, & Alexander. (2022). A comparison of discipline between nurses holding a multi-or single-state license. Journal of Nursing Regulation, 13 (1), 22-26.*

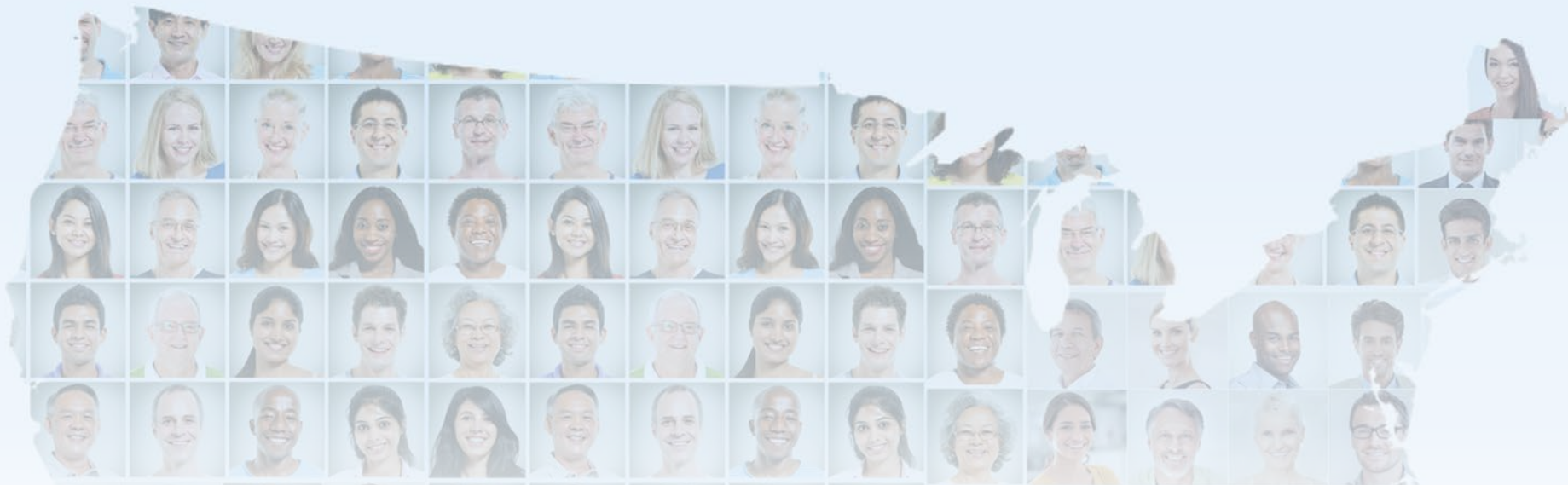




# APRN Compact Survey

- Survey Participants: 8,453 nurses holding an active APRN license within five states [Wyoming, Maryland, Arizona, Montana, and West Virginia]
- Overall Response Rate: 26%





# APRN Compact Research Questions

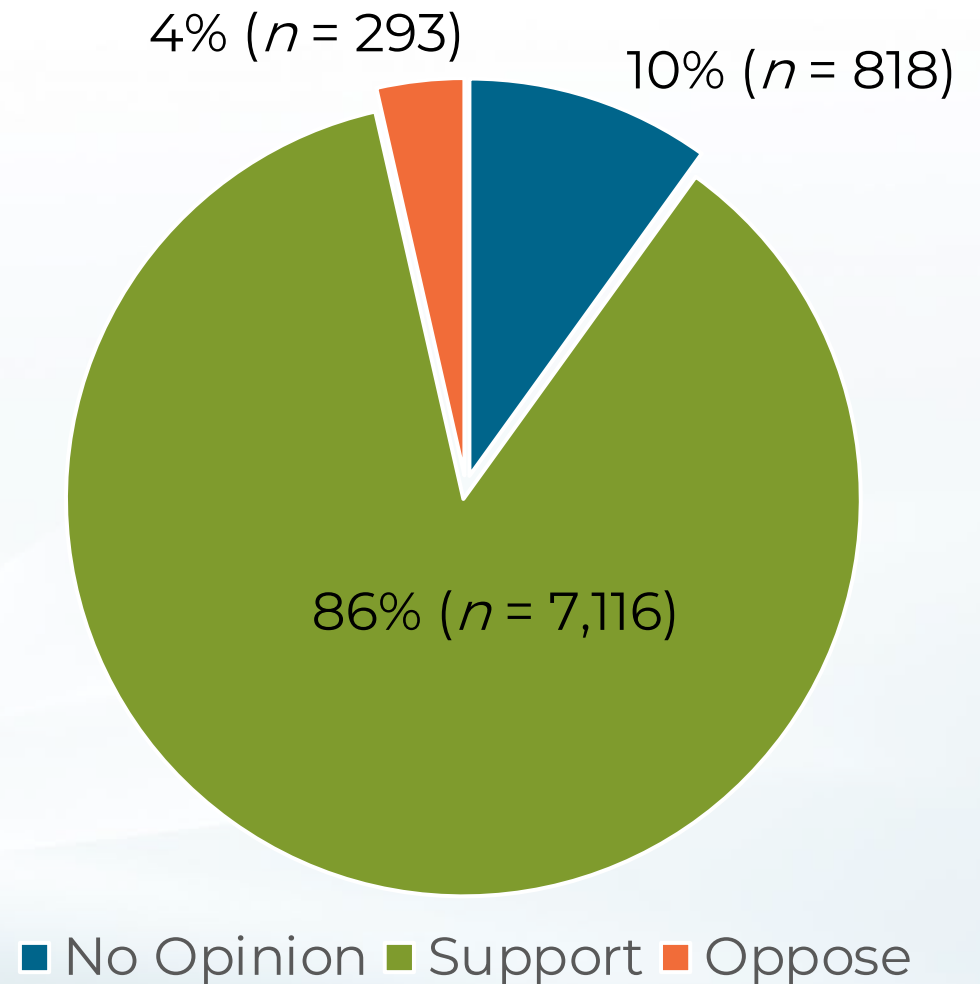
- Did APRNs in these jurisdictions experience a need to provide APRN services across state borders?
- What are responding APRNs' stated interests and concerns regarding the APRN Compact?
- Are APRNs across these five states interested in applying for an APRN Compact license if the opportunity becomes available?

# Need for Out-of-State Practice and Out-of-State License

	Yes <i>n</i> (%)		No <i>n</i> (%)	
Hold an active license out of survey state ( <i>N</i> = 8,109)	3,732	<b>46.02</b>	4,377	53.98
Need to practice out of state in the past 2 years ( <i>N</i> =8,008)	5,392	<b>67.33</b>	2,616	32.67

# APRNs' Views on the APRN Compact Model

Among the **7,409** responding APRNs who specifically expressed their support or opposition, **96%** reported a favorable opinion of the APRN Compact.



# Reasons for Opposing or Supporting the Adoption of the APRN Compact

## Opposing ( $n = 258$ )

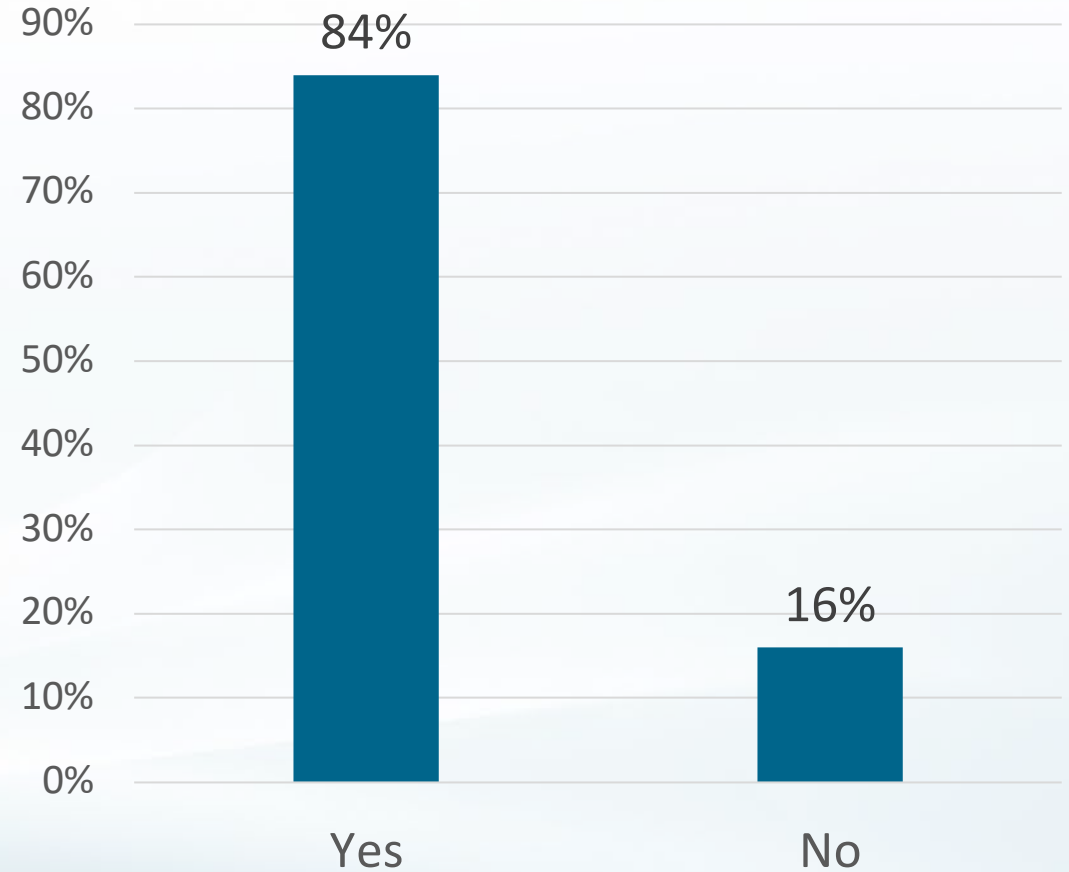
- 2,080 hours of experience requirement ( $n = 109$ )
- Lack of APRN representation, and concerns from professional organizations ( $n = 33$ )

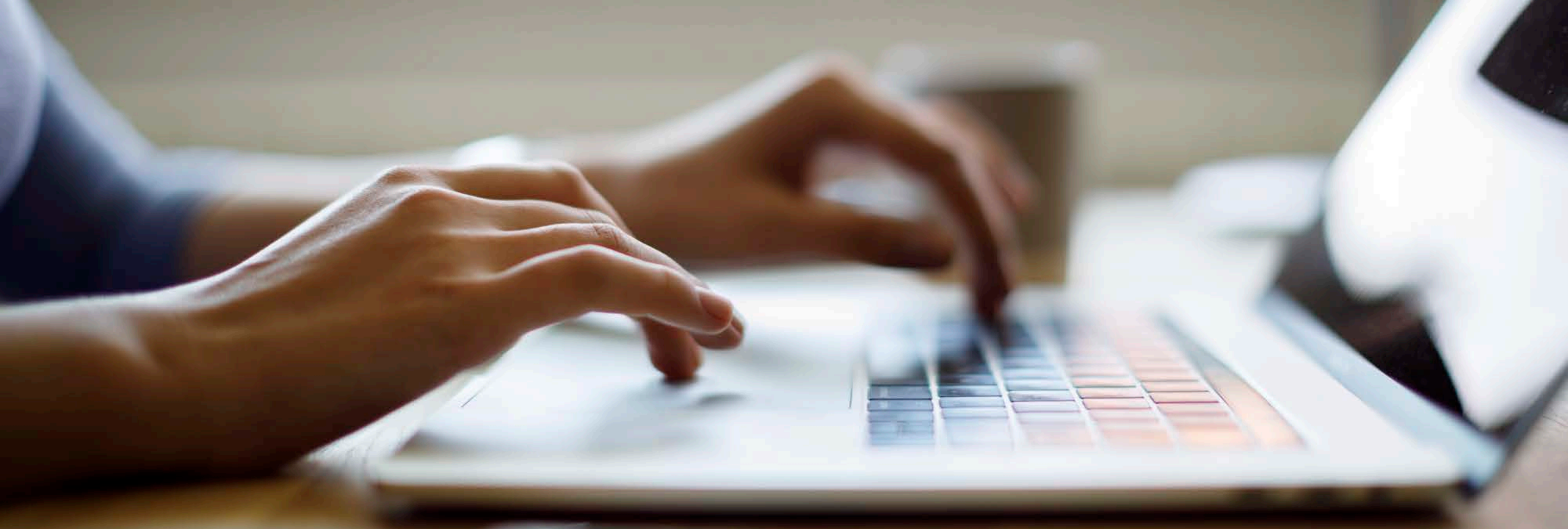
## Supporting ( $n = 5,528$ )

- Increased access to care and better patient safety ( $n = 1,725$ )
- Reduced costs of license applications ( $n = 1,604$ )

# Plans for APRN Compact License Application

When asked about a future APRN Compact license application, **84%** ( $n = 3,443$ ) of respondents indicated their interest in applying for it once it becomes available.





## Limitations

- Based on online surveys voluntarily submitted by respondents.
- Most NLC surveys were conducted before the outbreak of the pandemic.

Public

Need  
Compacts

Nursing  
Regulatory  
Bodies

Nurses



# Conclusion

- There is a clear need for cross-state nursing practice and the NLC multistate license has benefited nursing practice.
- The majority of responding nurses would welcome the NLC and APRN Compact and reasoned that the compacts would increase patient access to high-quality care.





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# NCSBN Project Team



# Participating NRBs

## NLC Survey

- Kansas (2018)
- Nevada (2019)
- Alaska (2019)
- Vermont (2019)
- Minnesota (2022)

## APRN Compact Survey

- Wyoming (2021)
- Maryland (2022)
- Arizona (2022)
- West Virginia RN (2022)
- Montana (2023)

The background is a light blue, futuristic medical theme. It features a stethoscope on the right side, glowing icons of a person, a cross, an eye, a heart with an ECG line, and a microscope. The background is overlaid with a network of white lines and dots, suggesting a digital or data-driven environment. A central white-bordered box contains the text "Thank you!".

Thank you!