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## **Helpful Tips for Nursing Graduates Video Transcript**

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### **Presenter**

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- [Maggie] Okay. Hi, everybody. Welcome. Thank you for joining today. It's April 19th, 2020, and it's 2:00 p.m. Central. Today, we're going to be presenting a webinar specifically for new nursing graduates.

The title here is "Licensing Without the Hassle." So we're going to share some interesting information about the NLC and how a multistate license can work to your benefit. So a little bit about us. We are a two-person department. We're located here in Chicago.

We are in the office today. And my name is Maggie Bieniek, and I'm associate of the Nurse Licensure Compact. And I work together with Jim Puente, who is the director of the Nurse Licensure Compact. And you may have seen that email address that is up on the screen, nursecompact@ncsbn.org. That is our email address.

Write it down, take a screenshot of it. If you have any questions that you come up with after this webinar that we haven't answered, please, please, don't hesitate to reach out to us. We monitor that inbox on a daily basis, and we're more than happy to answer your question via email or even get on the phone with you and help answer your questions in more detail. So today we have a couple of objectives for the presentation, and the first one is we really want to help you understand how the NLC works.

And to help do that, we want to compare it to something that you are all very familiar with, which is the driver's license compact. The NLC is based on that same model of mutual recognition. And so we're going to describe the similarities a little bit later. Additionally, we want to help debunk the most common myths and misunderstandings that students often have about the Nurse Licensure Compact.

We want to inform you about existing NLC resources that are available on our website, nlc.gov, specifically in our toolkit page. And then we also to point you into the direction of nursys.com and, you know, how that might be useful to you. And also talk about nursecompact.com, which is our advocacy site.

And then finally, we want to help answer any questions that you have. In terms of questions, I do ask one favor of everybody on the call. If you can please save your questions for the very end of the presentation because chances are one of your questions might get answered as we kind of dive deeper into these slides.

And I will leave a few minutes at the end to address any remaining questions that you all have. So by raise of hands in the chat, hopefully, this will be almost everybody, who has heard of the Nurse Licensure Compact?

I see all the hands going up. So yes, there's a lot of familiarity with the Nurse Licensure Compact, as there should be because we are growing. We are at 39 states, anticipating that we'll be at 40 pretty soon. And the NLC is basically a contract between party states that's established to fix a problem of multistate concern.

So in terms of the compact, it fixes the problem for nurses having to apply for and obtain multiple licenses in every state of practice. It eliminates duplicative processes, multiple fees, and allows for easier nurse mobility between compact states. And so, as is suggested by the term contract, the language of the NLC is the same in every state.

Every party state is a signatory of the same contract and there is substantive sameness in the language of the compact, which gets signed into law by the governor of each state. The NLC in brief allows nurses with one multistate license issued from their primary state of residence to practice in all states that are members of the Nurse Licensure Compact.

And notice that I said, "Issued from their primary state of residence." Primary state of residence isn't about home or property ownership, it's about where all of your legal documentation is from. So, for example, my primary state of residence is Illinois because I have a driver's license in Illinois, I'm registered to vote in Illinois, I pay my taxes in Illinois.

That is my primary state of residence. Even if I had property in Florida or Colorado, just because I may have property there, that does not mean that those are my primary states of residence. You can only have one. And that's usually where your documentation is from, like your driver's license. And in order to be eligible for a multistate license, a nurse needs to have primary state of residence in one of the compact states.

So, as I said, there's currently 39. We'll look at the map a little bit later. But if you reside in a non-compact state, like Illinois is a non-compact state, unfortunately, you don't meet those residency requirements to hold a multistate license. So that's one of those myths that we often get. Nurses think that if they're going to be practicing in a compact state, they could be eligible for a compact license from that state.

It's based off of your primary state of residence. So you need to legally reside in a compact state to be eligible for that multistate license. And this is also one of those 11 uniform licensure requirements for holding and maintaining a compact license, and we'll cover the remaining 10 of them on a later slide. So I think we said this already, the NLC enables nurses to practice in all compact states, whether that be physically or via telehealth, subject to each state's laws.

Telehealth is a big thing nowadays. You know, more than probably 95% of you will at some point in your career practice via telehealth. And so the NLC facilitates that process. Now the exciting part, our current map.

So up on the screen, you can see that there are 39 states that enacted the NLC. So that encompasses all the dark blue, the light blue, and the purple. And I'll get into what the different colors mean. So all the dark blue are the states that have fully implemented the NLC. So nurses that have residence in any of the

dark blue states can practice with their multistate license in all of the dark blue states without having to do anything further.

Their multistate license covers them to practice in all the dark blue states. Now let's go to Guam. Guam is purple because Guam partially implemented the NLC. They're pending full implementation, and we anticipate that it's going to be some time in 2022. But what does partial implementation mean?

It means that nurses who currently have a compact license from any of the dark blue states can go and practice and help out in Guam with their multistate license. There's nothing additional that they need to do. However, nurses who are residents of Guam cannot obtain or apply to upgrade their single state license to a multistate license until Guam fully implements.

And, again, we're not sure exactly when that full implementation date will be, but we're anticipating sometime in 2022. Now you also see Ohio, Pennsylvania, Virgin Islands. Those are all light blue. This means that these states have enacted the NLC, meaning the governor has signed the compact language into law in those states and territories, but they're still waiting to implement the NLC.

And so until the NLC is implemented in those states, nurses who legally reside in those states will not be eligible for a multistate license and nurses who have residence in other compact states cannot practice in Ohio, Pennsylvania, or Virgin islands until full implementation.

And in terms of Ohio, we know when their implementation date will be. And they are planning on implementing on the first of the year in 2023, January 1st of 2023. And then in terms of Pennsylvania and Virgin Islands, we're anticipating that it'll be sometime in 2023, but we're unsure exactly when that will be.

Implementation usually happens about six months to a year after enactment. As soon as we find out exactly when their implementation date will be, we will post that information on our website, which is [nlc.gov](http://nlc.gov). There, you will see an interactive map where if you'll kind of hover over the states, we'll say when the implementation date is as soon as we get that information.

So I think we talked about a lot of this, about how the NLC works. And as I said, in order to obtain a multistate license, a nurse needs to be a resident of a compact state. And then with that multistate license, they can practice physically or telephonically in all compact states.

But in addition to meeting that residency requirement, a nurse also needs to meet the additional 11 uniform licensure requirements for a compact license. And chances are that many of you, if you meet the residency requirement, you will have met the other 11 requirements as well. So we mentioned telehealth.

Obviously, that's one reason a nurse may need a multistate license, but why else need more than one license? That's because you need a license, more than one license, because practice requires licensure. And practice takes place in the state where the patient or the consumer of nursing services is located at the time nursing service is provided.

So if you look on the right hand of the screen, there are many different types of nurses besides just telehealth nurses or travel nurses that would require a multistate license. Nurses who are faculty and they are engaging with students in various states, they need to be licensed in every state where their students are located.

So a multistate license facilitates teaching students in multiple states. Additionally, nurses who are in the military, or military spouses specifically, they have to go through multiple relocations throughout their military careers, sometimes residing in a state for two, three, even four years.

And so if they have a home of record or a domicile state in one of the compact states, they will have a multistate license that will allow them to continue practicing in multiple states throughout their military career as they move. And then you can see, additionally, travel nurses or nurses that reside near borders and need to practice in adjacent states often benefit from a multistate license.

One of the most common examples that we use is if a nurse, for example, lives in Kansas City, Kansas but commutes to Kansas City, Missouri for work every day, they drive right across that border, where does that nurse need a license? Anybody know?

Can you put that into chat? Again, their home state is Kansas City, Missouri, but they're commuting to work to Kansas City, Kansas. Where does the nurse need to have their multistate license from? Exactly, Kansas City, Kansas, because that is their home state. So like we said earlier, multistate license is obtained from a nurse's primary state of residence if that's a compact state.

So if their primary state of residence is Kansas, they need that multistate license from Kansas. And with that multistate license, they can then travel across state lines to Kansas City, Missouri and practice on that one license in both states, similarly to how your driver's license works. I have a driver's license in Illinois, and that's where...Illinois is my home state.

So that's where my driver's license is from. And all states are in agreement that because I have an Illinois driver's license, I can drive in all of the states that are part of the driver's license compact. In this case, there's 50. Same thing with the NLC. If a nurse has a multistate license from their home state of Kansas, they can practice in all compact states, including Kansas City, Missouri, even if they're driving there every day, Florida, and all the other remaining compact states that we saw earlier on the map.

So now we're going to get into those 11 uniform licensure requirements that I mentioned... Oops, I went too far, that I mentioned earlier. So, as I said, one of the first requirements is that they need to be a resident of a compact state. They need to meet the home state's qualifications.

They have to graduate from a qualifying education program or from a foreign program verified by an independent credentials review agency. They have to pass an English proficiency exam if they're a foreign graduate. They have to pass the NCLEX-RN or the NCLEX-PN exam, or the state board test pool exam, which is the predecessor to the NCLEX.

They cannot have any active discipline on their license. They have to submit to state, federal, and fingerprint-based background checks, criminal background checks. They cannot be enrolled in an alternative program. They have to self-disclose if they are enrolled in an alternative program. They cannot have any misdemeanors related to the practice of nursing as determined by the state board of nursing on a case-by-case basis.

They have to have a valid U.S. social security number. And they cannot have any prior state or federal felony convictions. So what happens if you don't meet one of those requirements? You may still be eligible for a single state license. So one of the most common reasons that a nurse may not meet one of the requirements is they do not meet the residency requirement.

They do not have primary state of residence in a compact state. And so in that case, the nurse is eligible for a single state license in whatever states the nurse needs to practice. So if I'm a resident of Illinois and I need to practice in Missouri, I can then apply also for license by endorsement to receive a single state license in Missouri if I do not meet the residency requirements to hold a compact license.

So now let's get into some of the most frequently asked questions we see in that nursecompact@ncsbn.com mailbox that you saw on one of the first slides. And the first question that we get is where can I find the application? One of the most common misconceptions is that the application can be found on the nlc.gov site.

That is not true. You go to obtain your license by exam if you're getting your first initial license, or your license by endorsement application on the board of nursing website. So if you're applying for license by exam with the Florida Board of Nursing, you would go to the Florida Board of Nursing website, you would click on that licensure tab, then you would scroll to see where it says license by exam, and you would select that.

How much does the application cost? We can't answer that question because application costs vary by state. Usually, it's around \$50 to \$200, but the best thing to do would be to contact, again, your board of nursing to determine exactly what those application fees are. How long does application processing take?

Again, that's dependent on the state. So if you are applying, for example, to a large state, like California or Texas, your application processing time will be far longer than if you're applying to a smaller state. California and Texas, they can process applications for months at a time, whereas, for example, Utah will take about a week or so to process an application.

So, again, that's really dependent on what state you're applying to. Will I need to pass the NCLEX again if I move? We get this question all the time, and I will make you happy today in saying that you only need to pass NCLEX once. If you move and you need a new license, you'll have to do the license by endorsement application to obtain additional licenses.

You do not need to take the NCLEX in a new state when you move. And we'll talk about the license by exam, license by endorsement applications in just a little bit. And what if I need a license in another state? Again, that's another application, you'll have to complete the license by endorsement application, which also can be found on the board of nursing website.

So now we get into the obtaining a license. So let's talk about the first initial license, license by exam. You're going to obtain that by going to the board of nursing website in the state where...if you're going to be in a compact state after graduation, you want to apply for license by exam and authorization to test in the compact state where you are going to be legally residing after graduation.

If you're going to be working or practicing in a non-compact state and you already know that after graduation, you are for 100% going to, for example, California, a non-compact state, you're going to want to apply for license by exam and authorization to test with the California Board of Nursing.

And I'm talking about apply with the board. You don't actually physically have to take the exam in California. The exam can be taken in any state that's convenient to you. It is not a state-based exam, it's a national exam. And on our website, if you go to nlc.gov, and in the left-hand navigation panel, you'll see NLC Toolkit.

And then you can click on our NLC Fact Sheets and Resources, and there, you'll see not a little itty-bitty license by exam flow chart, but you can download a PDF that will highlight more clearly the exact steps you can take when applying for that first initial license. And then if you need additional licenses after you receive your first license by exam.

If, for example, you're changing your primary state of residence from one state to another, or if you need to work additionally in another state but your multistate license might not cover you to work in that state, you'll have to apply for license by endorsement to receive those additional licenses.

So we already said that you don't have to take the NCLEX more than once. We also said that the NCLEX can be taken in any state that's convenient to you. It's a national exam, it's the same anywhere.

So it doesn't necessarily have to be taken in the state where your nursing program is located. That's often a misconception or a common myth that we hear. Additionally, as we said, the good news is you should never have to pass the NCLEX exam again, even when you're moving.

Now, if you take, for example, a break from nursing for about five or six years, let's say, you might have to take refresher courses, but you don't have to pass the NCLEX again. And as I said, unless you plan to practice in the state where you graduated from your nursing program, there is no requirement that you apply for your first license in that state.

And, again, just a quick reminder, if you are or will be a resident of a compact state, it makes sense for you to apply to the state that you plan to declare as your primary state of residence and in which you will practice. So we mentioned earlier about the types of nurses the NLC benefits, but we also see overwhelmingly from new nursing students that they tell us they plan to live and work in an NLC state rather than a non-NLC state post-graduation because it enables them to practice via telehealth or do travel nursing in multiple states without having to apply for a single state license in every state where they want to practice.

On the flip side of that, employers also benefit from a nurse holding a multistate license because when they're recruiting a nurse to another state, and the other state where the employer is located is a compact state, and the nurse already has a compact license from his or her home state, that nurse can be available to practice immediately because that multistate license from the nurse's home state enables them or gives that nurse the authority to practice in all compact states.

If the nurse is going to be temporarily practicing in that state or commuting to that state, then there's nothing the nurse needs to do to work on the multistate license in another compact state. Remember, if the nurse decides that they're going to change their legal residence to the compact state where their employer is located, what they will have to do is apply for license by endorsement with the board of nursing in that state to receive a new multistate license from their new home state.

That shouldn't be surprising because just like if I were to move from Illinois to Florida and change my primary state of residence, I, too, would have to get a new Florida driver's license because I would become a Florida resident. If I didn't change my primary state of residence, there's nothing additional that I would need to do to be able to drive in Florida or any other state for that matter.

So, hopefully, you guys can see the parallels there. Now we're going to cover some moving scenarios because life takes us in all sorts of different directions. And we often get questions from nurses or

nursing students who are about to start their nursing career, what happens when they change their PSOR?

So here, we're going to go through a few common scenarios of what you need to do when you're moving from, one, a non-compact to a compact state, two, a compact to a non-compact state, or three, a compact to a compact state. So let's start with the first scenario. And I'm going to use some states for examples because I think that always helps.

So I'm picking on Illinois today. So I'm going to continue with that and say Nurse A is moving from a non-compact state, Illinois, to a compact state, Florida. What does that nurse have to do? Well, she'll have to apply for license by endorsement in the new state of residency, Florida. And that license by endorsement application can be found where?

Put it in the chat. Okay. No, one's chatting it. So that license by endorsement application can be found on the board of nursing website. Thank you, Sherry.

And that individual single state license from the former state, Illinois, will be unaffected. And so the nurse will be able to maintain that single state license from Illinois if they're still going to be practicing in Illinois, or if they decide they have no more need for an Illinois license, they can just simply let it lapse.

Now the second scenario. The nurse is moving from a compact to a non-compact state. So let's flip those states around. The nurse is moving from Florida to Illinois. So what does that nurse have to do? Again, the nurse needs to apply for license by endorsement in their new state of residency, Illinois. They can find that license by endorsement application on the Illinois Board of Nursing website.

But what happens to my compact license? The nurse will no longer meet the residency requirements to maintain a compact license, and so that Florida compact license will be changed to single state. And the nurse will have to notify the board of nursing of the compact state of their new address. And then finally, the third scenario.

A nurse is moving from a compact state to another compact state. So say a nurse is moving from Colorado to Florida. So what happens? Well, as I said, it's one of the benefits of having a compact license, especially to employers, because the nurse can practice on their former multistate license from their former state, I think we said the former state would be Colorado, in their new home state of Florida until their new license is issued.

But upon moving, upon changing state of legal residence, that nurse is still required to apply for license by endorsement to receive a new multistate license from their new home state. And once they receive that new multistate license from their new home state, their former license will be inactivated.

And, again, the nurse will have to notify the board of nursing in the former state of their new address. And I think we said this in covering why a nurse needs to be licensed in multiple states. And that's because a nurse needs to have the authority to practice or the privilege to practice in the state where the patient or consumer of nursing service is located at the time nursing service is provided.

So if a nurse is practicing via telehealth and that nurse lives in Colorado but is communicating with a patient that lives in Florida, that nurse needs to have a multistate license that would enable them to practice in Colorado, Florida, and all compact states.

Or if ineligible for a compact license, the nurse needs to have single state licenses in every state where their patients or consumers of nursing services are located. And in terms of the Nurse Practice Act, you should always follow the Nurse Practice Act of the state where the patient is located at the time nursing service is provided.

And up on the screen, you can see the website where the Nurse Practice Acts for each states can be located. Some more good news in terms of continuing education. If a nurse has a compact license, the nurse needs to meet continuing education requirements of their home state, the state that issued them a compact license.

That's the state to which they owe CEs, and they need to meet that home state's requirements. They do not need to meet the continuing education requirements of every single state that's part of the compact. Alternatively, if a nurse needs additional licenses and holds licenses in non-compact states, well, those states might have their own continuing education requirements that nurses are required to complete in addition.

So if I have a compact license but I'm additionally practicing in, for example, California, although I met my homes state's requirements for continuing education, I may also have to meet continuing education requirements of California to maintain that single state license in California. Now I want to talk to you about some resources that we mentioned earlier, and the first one is [nursys.com](http://nursys.com).

Hopefully, many of you have heard of this. I think that you as well as your employers will use this throughout your nursing career. It's just a quick and easy way or a place that you can go to to verify whether or not you have a compact license and see all the states where you have authority to practice.

So it's very simple. You'll go to [nursys.com](http://nursys.com), click on that middle icon, which is QuickConfirm. And you can search by your name, license number, or NCSBN ID. Then you can click View Report. And on the report page, you can click where can the nurse practice as an RN or PN?

And it'll pull up your individualized authority to practice map, where if you have a compact license, all the compact states will be highlighted. And if you have additional single state licenses in non-compact states, those will be highlighted as well. And then I mentioned this earlier as well. If you go to [nlc.gov](http://nlc.gov), that's our homepage, and you go to that left-hand navigation bar, you can click NLC Toolkit, and there, you can go to various fact sheets that we have specifically geared towards nursing students.

We have one geared for travel nurses, military nurses. We have a comparison of the NLC and the driver's license compact. We have moving scenarios. And additionally, we have about five or six short three to seven-minute videos that help explain the NLC a little bit more as well.

Now, what happens if you reside in a non-compact state? We often get questions... Recently, we exhibited at NSNA, and we had students come up to us, letting us know that they really support the compact, but unfortunately, they don't meet the residency requirement. They live in a non-compact state.

What can they do? And one thing that you can do is go to our advocacy site, that's [www.nursecompact.com](http://www.nursecompact.com). There, you can enter your zip code, and by your zip code, it'll pull a templated letter that you can modify or send as is directly to your elected officials, letting them know that you support the NLC in your state.

And every voice counts. So definitely share this website with your nursing colleagues. What are other ways that you can become involved in supporting legislation? You can educate stakeholders about the NLC. As I said, you can send that letter to your elected officials. You can even contact or meet with your elected officials.

You can start a petition at [www.change.org](http://www.change.org) and send that to your legislator. You can volunteer to testify when a bill is heard before a legislative committee. Or finally, you can be the catalyst and get your national organization or employer to formally endorse the NLC.

On this slide, you see all the growing list of NLC supporters across the United States. So we're constantly adding new supporters to this list. So if you would be the catalyst for your organization and your organization would like to join this list of supporters, please go ahead and reach out to us.

And that concludes the presentation. I will open the floor up for any questions that you guys have. And you can put your question in chat, or raise your hand and I'll go ahead and unmute your line.

I see Latarsha Flowers. Do you have a question, or was that from earlier? You can go ahead and unmute.

- [Latarsha] That was from earlier. Thank you.

- Okay.

- And, Tamara, do you have a question? It looks like not. Then also feel free to utilize the chat, which is located at the top of your screen, to send any questions. I do see one that came in, and that's, "Why is Puerto Rico missing?"

And one of the major reasons that Puerto Rico is missing is because they do not utilize the NCLEX. And so that is one of the requirements. And until they utilize the NCLEX exam, they're ineligible to be a part of the compact, but there are conversations around that.

And so, again, as soon as we learn more, we will keep you guys informed. Any other questions? I see Corrin. You have your hand raised?

- [Corrin] Yes, I do. I am a nurse who is graduating at the end of the semester in Pennsylvania. So I'll have a single state license before Pennsylvania enacts the compact. If they do enact the compact, what do I have to do as an already licensed nurse in Pennsylvania to get a multistate license?

- Absolutely. So I'm assuming that post-graduation, you're going to be living in and practicing in Pennsylvania. Is that correct?

- That's correct.

- Okay. So after they fully implement the compact, nurses in Pennsylvania will receive a communication from the Pennsylvania Board of Nursing letting you know how to upgrade to a multistate license. So keep an eye out for that. And basically, then you just have to upgrade your single state license to a multistate license. It's usually, you know, a small application and a fee, and then that multistate license would then enable you to practice in all the compact states.

I do want to let you know that upgrading to a multistate license can be done at any time after a state implements. It's not tied to renewals, so you don't have to wait for your license renewal time to be able to upgrade.

- Wonderful. Thank you very much.

- Thank you. And there is a question in the chat, and I see, "Please confirm that Nevada is not a compact state." And that is correct. Nevada is not a compact state. They did try to pass legislation, but ultimately, that failed. It was, like, last year.

Any other questions, comments? Okay. We'll give it another minute or so. And if there are no questions or if you can't think of one but think of one later, I'm going to type in our email address into the chat again, and feel free to reach out to us at any point in time.

And we're happy to answer any questions that you guys have. And there is our email address. There is one question, and it says, "I have a student who is moving to Texas after graduation. Is it better to wait and take the NCLEX in that state or in Tennessee before he moves?"

So remember, the NCLEX can be taken in any state that's convenient to the student. So if the student is located in Tennessee and they have an exam center right next door, they can go take that exam right in the state where they're at. The question is where will they apply for license by exam and authorization to test?

If they know 100% that they're going to be moving to Texas, for example, they've already accepted a job offer in Texas, it may make sense to apply for license by exam and authorization to test with the Texas Board of Nursing.

On their application, they can indicate, "I'm not a resident of Texas, but I'm planning to move to Texas." And what will happen is their application will be put in a hold until they get to Texas and obtain proof of residency in Texas that they can provide to the board, at which point they would be issued a multistate license. If they apply for authorization to test in Tennessee, they're not going to be entirely out of luck because, for example, they're currently a resident of Tennessee.

They will obtain a multistate license in Tennessee. And with that multistate license, they'll be eligible to practice in Texas right away. But if they go about it that way, they have to do another fee and another application. So by applying directly in the state where they intend to live and work right after graduation, it just saves them a step.

Hopefully, that helps. Any additional questions? Okay. I'm not seeing any. So, again, thank you, guys, for joining, and I hope that you enjoyed this presentation.

Remember to please check out our website, [nlc.gov](http://nlc.gov), our Toolkit page, look at all our videos, our fact sheets. They may be helpful for you throughout your nursing career. Don't hesitate to reach out to us. And if you're in a non-compact state, please don't forget to utilize our advocacy site, [nursecompact.com](http://nursecompact.com).

Oh, I see, "Will you stay in for another question?" Of course. Not seeing the question. You can unmute, or if you signed off, you can always email me after the fact.

After everyone leaves. Why don't you send me...

- [Man] Hi, Maggie. They won't be interested. So I just wanted to wait until everybody was finished and I didn't want to waste people's time.

- Here's my personal email, just to save time. Why don't you send me a note and your number, and I'm happy to get on a phone call with you as well?

- Perfect. Okay. Thank you.

- Okay. Thank you.