



Travel Nurse Frequently Asked Questions

1. What is the Nurse Licensure Compact (NLC) and how does it work?

The NLC enables an RN or LPN/VN who has primary state of residence (PSOR) in an NLC state to hold one multistate license which is valid for practice in all NLC states, whether the practice is in person or via telehealth. *The NLC does not pertain to the APRN license, therefore, the APRN must obtain a separate license for each state of practice.*

2. How is primary state of residence (PSOR) defined?

This is the state where you primarily reside as evidenced by your legal documents in that state, such as the state driver's license and state voter registration card. PSOR does not refer to home or property ownership.

3. If my PSOR is one of the compact states, does that mean my license in that state is automatically a multistate license?

- No, it does not. You can determine your license status by going to www.nursys.com.
- Use the QuickConfirm feature and type in your information.
- It will display the status of your license as single state or multistate.
- If you find that your license is single state and your PSOR is an NLC state, contact your state board of nursing for instructions on the steps you need to take to convert your license to a multistate license.

4. If I do not have a multistate license, but reside in an NLC state which is my PSOR, how do I get a multistate license?

Go to the state board of nursing website and complete the appropriate application.

5. If I have a multistate license, is there a time limit for me to practice in other compact states?

If you hold a multistate license and your PSOR is an NLC state, you may practice in any other NLC state without a time limit as long as you maintain your PSOR, i.e., you do not take any actions that would make another state your PSOR.

6. What types of actions would change my PSOR unintentionally while I am practicing temporarily in another NLC state?

- A travel nurse practicing on an assignment in another NLC state under the multistate license must be careful not to unintentionally change the PSOR. This can happen by: Obtaining a state driver's license in the state where you are temporarily practicing due to the driver's license from your PSOR being near the expiration date. We suggest that you renew your home state driver's license prior to the assignment or renew your home state driver's license online.
- Registering to vote in the state where you are temporarily practicing due to an upcoming election. We suggest that you vote in your home state by absentee ballot.

7. I hold a multistate license. Are there any additional steps I need to take to be able to practice in other NLC states that have implemented the NLC?

No. There is no requirement to notify, contact or register with the board of nursing in the state where you are practicing temporarily.

8. What if, as a resident of an NLC state who holds a multistate license, I decide to move and make another NLC state my new PSOR?

In this case, upon moving to the new PSOR, visit the board of nursing website and complete the application for license by endorsement. You may practice in the new state under the former state multistate license until the multistate license in the new PSOR is issued. Once it is issued, the former state license will be made inactive. You may not wait until the former license is about to expire before you apply for the license in the new PSOR.

9. What if my PSOR is an NLC state but I decide to move and my new PSOR is a noncompact state?

- Notify the board of nursing in your former state of your new address in the noncompact state. This changes your multistate license to a single state license.
- If you need a license in the noncompact state, visit the board of nursing website and complete the application for license by endorsement. You may do this prior to moving to the noncompact state.

10. What if I have a multistate license, but need to additionally practice in noncompact states? How can I obtain additional licenses?

You may hold as many noncompact state licenses as needed. To obtain each one, visit the respective board of nursing website and complete the application for license by endorsement.

11. What if I am a resident of a noncompact state, and need to practice in multiple states?

As a resident of a noncompact state, the NLC's PSOR rules do not pertain to you. Therefore, you may hold as many noncompact state licenses as needed. To obtain each one, visit the respective board of nursing website and complete the application for license by endorsement.

12. How can I or my employer verify which state(s) I have the authority to practice in?

- Go to www.nursys.com, use the QuickConfirm feature and type in your information.
- Click on "Where does this nurse have the authority to practice as an RN or LPN/VN?"
- You will see a personalized map of the states based on the licenses which you hold.

13. Where can I find additional resources to help me better understand the NLC?

Visit our toolkit at www.nlc.gov.

