

---

*A Comparative Review  
of*  
**Occupational  
Licensure  
Compacts**  
*with the*  
**EMS Compact**



---

SEPTEMBER 30

---

*Prepared by the:*

**Interstate Commission for Emergency Medical  
Services Personnel Practice**



---

# An Overview of Occupational Licensure Compacts in the United States

This report provides an overview of various occupational licensure compacts in the United States. The purpose of this report is to raise awareness among EMS Compact Commissioners and EMS Stakeholders about the existence and benefits of these compacts. It aims to show that the EMS Compact is not unique and to highlight states that are not part of the EMS Compact but participate in other compacts, making them high-priority targets for future legislation.

## Current Occupational Licensing Compacts

### **Advanced Practice Registered Nurse Compact**

Allows advanced practice registered nurses to have one multistate license giving them the ability to practice across all compact member states.

### **Audiology and Speech Language Pathology Interstate Compact**

Facilitates the interstate practice of audiologists and speech-language pathologists while maintaining public protection.

### **Cosmetology Compact**

The Cosmetology Licensure Compact seeks to provide licensees with opportunities for multistate practice, support relocating military families, improve the safety of cosmetology services and foster workforce development by reducing unnecessary licensure burdens.

### **Counseling Compact**

Allows professional counselors licensed and residing in a compact member state to practice in other compact member states without the need for multiple licenses.

### **Dentist and Dental Hygienist Compact**

The Dentist and Dental Hygienist Compact is a legally binding agreement among states that establishes an optional, additional pathway for dentists and dental hygienists to practice in states where they do not hold a license.

### **Dietitian Licensure Compact**

The Dietitian Licensure Compact is a legally binding agreement among states that provides a pathway to practice through which dietitians can obtain compact privileges which authorize practice in states where they are not licensed.

---

**Emergency Medical Services Personnel Licensure Compact**

Facilitates interstate practice for licensed EMS professionals.

**Interstate Compact for School Psychologists**

Facilitates the interstate practice of School Psychology in educational or school settings, improving the availability of School Psychological Services to the public.

**Interstate Massage Compact**

Allows eligible massage therapists to practice in all compact member states.

**Interstate Medical Licensure Compact**

Offers a voluntary expedited pathway to licensure for qualified physicians who wish to practice in multiple states, increasing access to health care for patients in underserved or rural areas.

**Interstate Teacher Mobility Compact**

Creates a streamlined pathway for licensure mobility for teachers.

**Nurse Licensure Compact**

Establishes reciprocal licensing arrangements between the party states for licensed practical/vocational nurses.

**Occupational Therapy Licensure Compact**

Facilitates interstate practice of occupational therapists between compact member states.

**Physician Assistant Licensure Compact**

Facilitates interstate practice for licensed physician assistants.

**Physical Therapy Licensure Compact**

Enhances public protection by facilitating the interstate practice of physical therapy with the goal of improving access to physical therapy services.

**Psychology Interjurisdictional Compact**

Facilitates the practice of telepsychology and the temporary in-person, face-to-face practice of psychology across state boundaries.

**Social Work Compact**

Allows eligible social workers to practice in all compact member states.

---

**Table 1: Jurisdictions in the EMS Compact**

<b>State/Territory</b>	<b>Year Joined</b>
Alabama	2017
Colorado	2015
Delaware	2017
Georgia	2017
Idaho	2016
Indiana	2020
Iowa	2019
Kansas	2016
Louisiana	2020
Mississippi	2017
Missouri	2018
Nebraska	2018
Nevada	2023
North Dakota	2019
Oklahoma	2023
Pennsylvania	2022
South Carolina	2018
South Dakota	2021
Tennessee	2016
Texas	2015
Utah	2016
Virginia	2016
West Virginia	2020
Wyoming	2017

**Table 2: Select Occupational Compacts Membership**

State/Territory	# Compacts, of 14	Advanced Practice Registered Nurse Compact	Audiology and Speech Compact	Cosmetology Compact	Counseling Compact	Dentist and Dental Hygienist Compact	Dietitian Licensure Compact	EMS Compact	Physician Compact	Nurse Licensure Compact	Occupational Therapy Compact	PA Licensure Compact	Physical Therapy Licensure Compact	Psychology Interjurisdictional Compact	Social Work Compact
Alabama	11	✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓
Alaska	2		✓										✓		
Arizona	8			✓	✓				✓	✓	✓		✓	✓	✓
Arkansas	6		✓		✓					✓	✓		✓	✓	
California	0														
Colorado	12		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
Connecticut	6				✓				✓	✓			✓	✓	✓
Delaware	10	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	
District of Columbia	3								✓				✓	✓	
Florida	5		✓		✓				✓	✓				✓	
Georgia	9		✓		✓			✓	✓	✓	✓		✓	✓	✓
Guam	2								✓	✓					
Hawaii	1								✓						
Idaho	5		✓					✓	✓	✓				✓	
Illinois	2								✓					✓	
Indiana	9		✓		✓	✓		✓	✓	✓	✓		✓	✓	
Iowa	9		✓		✓	✓		✓	✓	✓	✓		✓		✓
Kansas	9		✓		✓	✓		✓	✓	✓			✓	✓	✓
Kentucky	9		✓	✓	✓				✓	✓	✓		✓	✓	✓
Louisiana	8		✓		✓			✓	✓	✓	✓		✓		✓
Maine	10		✓		✓	✓			✓	✓	✓	✓	✓	✓	✓
Maryland	8		✓	✓	✓				✓	✓	✓		✓	✓	
Massachusetts	0														
Michigan	2								✓					✓	
Minnesota	8		✓		✓				✓		✓	✓	✓	✓	✓
Mississippi	8		✓		✓			✓	✓	✓	✓		✓	✓	
Missouri	9		✓		✓			✓	✓	✓	✓		✓	✓	✓
Montana	6		✓		✓				✓	✓	✓		✓		
Nebraska	11		✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Nevada	3							✓	✓					✓	
New Hampshire	8		✓		✓				✓	✓	✓		✓	✓	✓
New Jersey	5				✓				✓	✓			✓	✓	
New Mexico	1									✓					
New York	0														
North Carolina	6		✓		✓					✓	✓		✓	✓	

State/Territory	# Compacts, of 14	Advanced Practice Registered Nurse Compact	Audiology and Speech Compact	Cosmetology Compact	Counseling Compact	Dentist and Dental Hygienist Compact	Dietitian Licensure Compact	EMS Compact	Physician Compact	Nurse Licensure Compact	Occupational Therapy Compact	PA Licensure Compact	Physical Therapy Licensure Compact	Psychology Interjurisdictional Compact	Social Work Compact
North Dakota	7	✓			✓			✓	✓	✓			✓	✓	
Ohio	8		✓		✓				✓	✓	✓		✓	✓	✓
Oklahoma	8		✓		✓			✓	✓	✓		✓	✓	✓	
Oregon	1												✓		
Pennsylvania	5							✓	✓	✓			✓	✓	
Rhode Island	5								✓	✓	✓			✓	✓
South Carolina	7		✓		✓			✓		✓	✓		✓	✓	
South Dakota	9	✓			✓			✓	✓	✓	✓		✓	✓	✓
Tennessee	13		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Texas	5							✓	✓	✓			✓	✓	
Utah	11	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓
Vermont	8		✓		✓				✓	✓	✓		✓	✓	✓
Virginia	10		✓	✓	✓	✓		✓		✓		✓	✓	✓	✓
Washington	10		✓		✓	✓			✓	✓	✓	✓	✓	✓	✓
West Virginia	9		✓		✓			✓	✓	✓	✓	✓	✓	✓	
Wisconsin	9		✓		✓	✓			✓	✓	✓	✓	✓	✓	
Wyoming	7		✓		✓			✓	✓	✓	✓			✓	

**Table 3: Jurisdictions Not Part of Occupational Licensure Compacts**

State/Territory
California
Massachusetts
New York

---

## **EMS Compact Growth Opportunities**

It is crucial for additional states to join the EMS Compact to ensure that EMS professionals are not disenfranchised or disadvantaged compared to their professional colleagues who benefit from other occupational licensure compacts. The EMS Compact facilitates the interstate practice of licensed EMS professionals, allowing them to provide critical services across state lines efficiently and without unnecessary administrative burdens. This compact is especially important in emergencies, disasters, and situations requiring rapid deployment of EMS personnel to areas with urgent needs.

States that are already part of other occupational licensure compacts, such as the Nurse Licensure Compact or the Interstate Medical Licensure Compact, have recognized the value of enabling healthcare professionals to practice across state lines seamlessly. By joining the EMS Compact, these states can extend similar privileges to EMS professionals, ensuring they have the same opportunities and are not disadvantaged in terms of mobility and practice rights.

Moreover, joining the EMS Compact enhances public safety and healthcare delivery by allowing for a more flexible and responsive EMS workforce. It supports the rapid mobilization of EMS personnel during large-scale emergencies and facilitates collaboration and mutual aid among states. For states already participating in other compacts, the transition to include the EMS Compact is a logical step that aligns with their existing commitment to interstate professional practice and public protection. Expanding the EMS Compact to include more states is essential for ensuring that EMS professionals receive equitable treatment and opportunities compared to other medical professionals. It strengthens the overall healthcare system's ability to respond to emergencies and provides a framework for improved workforce mobility and cooperation across state lines.