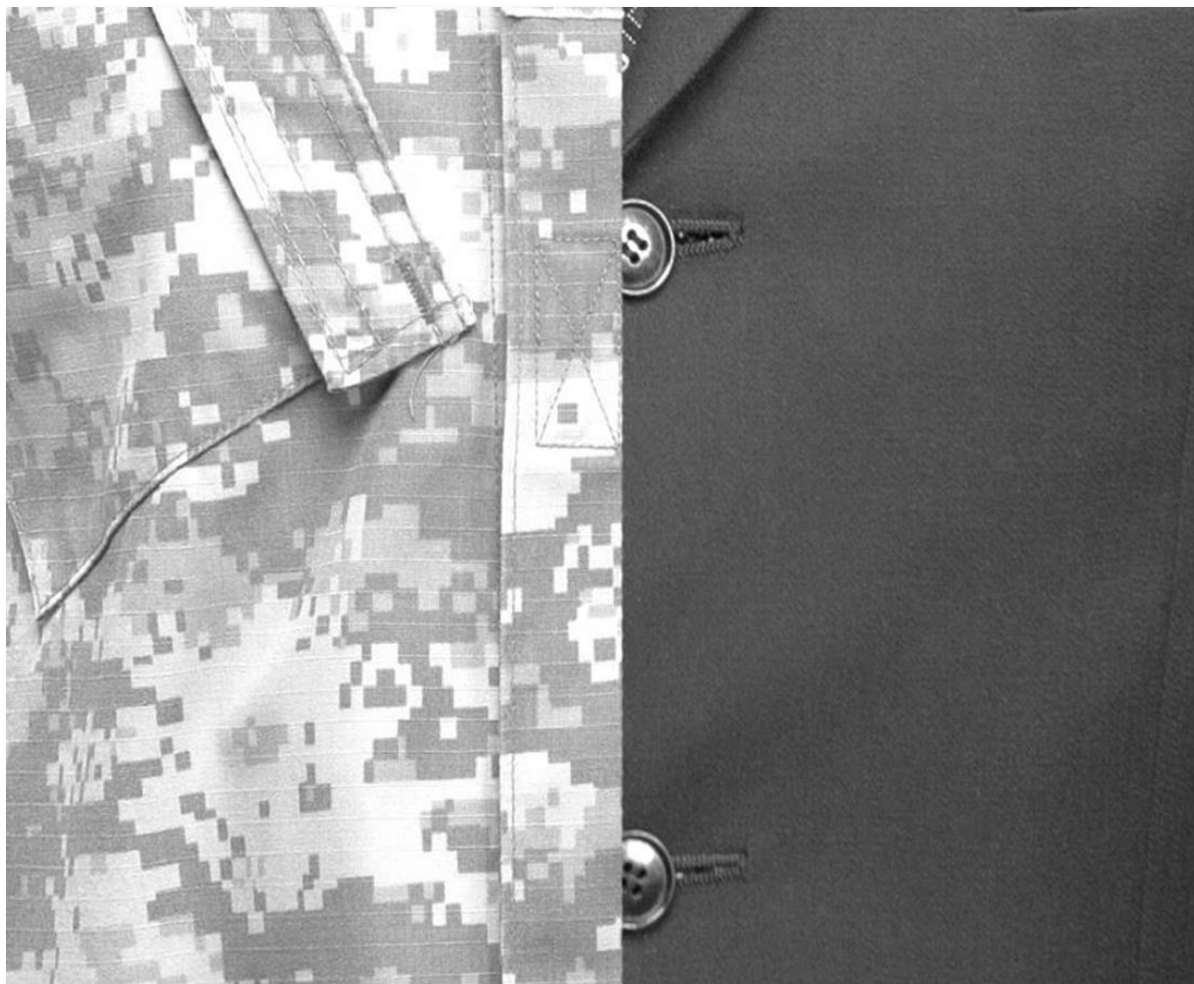


Report to the Legislature

Streamlining Military and Military-Affiliated Licensure

January 2025

RCW 73.04.150(6)



Prepared by
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Health Systems Quality Assurance



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Executive Summary

[RCW 73.04.150](#) requires the Department of Health (department) to submit an annual report to the legislature and to appear annually before the Joint Committee on Veterans and Military Affairs ([JCVMA](#)) to provide updates on the progress of implementing [chapter 18.340 RCW](#), [Engrossed Substitute Senate Bill \(ESSB\) 5969 \(2011\)](#), [Engrossed Substitute Senate Bill \(ESSB\) 5307 \(2011\)](#), and [2nd Substitute House Bill 1009 \(2SHB\) \(2023\)](#).¹

Implementation

ESSB 5959 and 2SHB 1009 established chapter 18.340 RCW.

ESSB 5969 and ESSB 5307 have been fully implemented. These bills require the department to implement processes to expedite licensing of military spouses, add a temporary practice permit, and accept military training or experience as meeting credentialing requirements if determined substantially equivalent.

The department is in the process of implementing 2SHB 1009 and has identified the agency's military liaison who serves as the point of contact to assist military spouse applicants and licensees. All current board and commission members have completed the [required training](#) on the culture of military spouses, the military spouse experience, and issues related to military spouse career paths. Any future members will be required to complete the training within 90 days of appointment. Also, substantial progress has been made since last year's report to ensure the department is issuing health profession credentials within 30 days to military spouses. Rules for all secretary professions have been implemented, and each disciplining authority has initiated or enacted rules to comply with this section of the bill.

¹ Effective January 1, 2024.

Introduction

Washington state is home to an estimated 525,343 veterans, 65,325 active-duty service members, 17,565 National Guard and Reserve personnel, and nearly 2,000,000 dependents.² Helping veterans and eligible family members receive health care credentials and gain meaningful employment remains a high priority. The department is committed to creating and sustaining processes to streamline the credentialing process for this population.

Summary of Implementation

ESSB 5969 and ESSB 5307

These bills require the department to expedite licensing of military spouses, add a temporary practice permit, and accept military training or experience as meeting credentialing requirements if determined substantially equivalent. These bills have been fully implemented. The only ongoing task is annual reviews and updates to the [military-to-civilian crosswalk](#) that allows military-trained applicants to identify health professions in Washington with substantially equivalent requirements.

SHB 1009

Section 4 requires each disciplining authority to issue a credential within 30 days of receiving a completed application. The credential may be issued for no less than 180 days to allow the person to practice while completing additional Washington requirements not related to training or practice standards. Secretary professions have completed implementation of this section. The Chiropractic Quality Assurance Commission (CQAC), the Occupational Therapy Practice Board (OTPB), and the Washington Medical Commission (WMC) have rules in progress to meet these requirements.

Sections 5 and 6 have been fully implemented.

To implement section 5, the department has identified an agency military liaison to serve as the point of contact to assist military spouse applicants and licensees. Working with the military spouse employment liaison within Washington Department of Veteran Affairs (WDVA), all current board and commission members have completed the [required training](#) on the culture of military spouses, the military spouse experience, and issues related to military spouse career paths.

To implement section 6, the department has created a [military spouse assistance web page](#). The department will continue to monitor and update this web page as needed.

Other Washington Legislation Impacting Military Service Members and Spouses

² "About WDVA." [Washington State Department of Veteran's Affairs](#), accessed September 13, 2024.

- The department has implemented interstate licensure compacts for [allopathic and osteopathic physicians](#), [physical therapists and assistants](#), [psychologists](#), and [nurses](#).
- The department is implementing additional interstate licensure compacts that have reached the required number of participating states to activate but are not yet fully operational. However, timelines on these implementation projects are beyond department control. Once a compact reaches activation status, the compact commission must be established, create committees, recruit members, establish shared data systems, and craft rules before states can begin to issue compact licenses. This process generally takes 18-24 months to complete, but can vary for each compact. After the compact commissions have completed this work, the department can complete implementation and begin issuing compact licenses. Compacts at this stage include:
 - Audiologist and Speech-Language Pathologists (ASLP) – [HB 1001 \(2023\)](#) – reached activation status April 1, 2021. The department anticipates beginning to issue licenses under the compact in 2025.
 - Mental Health Counselors – [SHB 1069 \(2023\)](#) – reached activation status in October 2022. The department anticipates beginning to issue licenses under the compact in 2025.
 - Occupational Therapists – [2SSB 5518 \(2023\)](#) – reached activation status February 4, 2022. The department anticipates beginning to issue licenses under the compact in 2025.
 - Dentists and Dental Hygienists – [ESHB 1576 \(2023\)](#) – reached activation status April 22, 2024. The department anticipates beginning to issue licenses under the compact in 2026.
- Washington also joined two more compacts in the 2024 session. The department must now wait for the threshold for the required number of participating states to be met, then those compact commissions must perform the steps outlined above before the department can begin issuing licenses under the compact. This process generally takes 18-24 months to complete. This includes the following compacts:
 - Social Workers – [SHB 1939 \(2024\)](#) – reached activation status April 12, 2024. Based on the timeline the compact commission has released, the department anticipates beginning to issue licenses under the compact in late 2025 or early 2026.
 - Physician Assistants – [HB 1917 \(2024\)](#) – reached activation status in July 2024. The compact commission has not yet shared their anticipated timeline, so the department cannot yet estimate when licenses can be issued under this compact.
- To comply with [2SHB 1724](#) (chapter 425, laws of 2023), all professions have either adopted, or are implementing rules to reduce barriers to entering and remaining in the workforce and to streamline the credentialing process.
- In 2024, the legislature passed [2SHB 2014](#) (codified as RCW [73.04.005](#)) concerning the

definition of veteran. This law changes the definition of a qualifying discharge to include veterans who were separated with less than honorable characterizations of service due solely to sexual orientation, gender identity, or gender expression, or actions or statements related to sexual orientation, gender identity, or gender expression. The department is considering expedited rulemaking and expects rules to be finalized in 2025 to change the definition of qualifying discharge for service members and their spouses/domestic partners to align with the statute.

Data Summary

This report covers the department's work during the fiscal year 2024 (July 1, 2023 through June 30, 2024).

Military-trained credentialing

- The department issued 160 credentials³ to military personnel, a slight decrease from 162 in fiscal year 2023 (see Appendix 1, Table 1).
 - 153 routine⁴ applications. 93% of these credentials were issued in under 14 days and the average days to issue a credential was just under nine days after receiving all required documents (see Appendix 1, Table 2).
 - Seven were non-routine or exception⁵ applications. 71 percent of these credentials were issued within 14 business days and the average days to issue the credential was 12 business days (see Appendix 1, Table 3).

Military spouse credentialing

- The department issued 1,292 credentials to military spouses which is a decrease from 1,594 in fiscal year 2023 (see Appendix 2, Table 1).
 - 1,225 routine applications. 85% of these credentials were issued in 14 days or less and the average days to issue a credential was nine days (see Appendix 2, Table 2).
 - 67 were non-routine or exception applications. Sixty-three percent of these credentials were issued in 14 days or less and the average days to issue a credential was 21 days (see Appendix 2, Table 3).

³ 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.

⁴ Routine applications are approved by credentialing staff and do not need board or commission member review.

⁵ 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) must be presented to the board or commission for approval.

Appendix 1

Table 1: Military Personnel Licenses Issued by Fiscal Year⁶

Profession	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Secretary										
Cardiovascular Invasive Specialist	0	0	1	0	0	0	1	4	0	6
Counselor, Agency Affiliated	15	32	18	6	3	12	2	1	1	90
Substance Use Disorder Professional Trainee	4	4	6	0	1	2	0	2	0	19
Dental Hygiene	0	0	0	1	1	1	3	0	0	6
Emergency Medical Technician	-	-	-	-	-	-	-	12	2	14
Hypnotherapist Registration	-	-	-	-	-	1	0	0	0	1
Medical Assistant Certification	7	1	9	54	43	30	60	69	71	344
Medical Assistant Registration	5	7	4	1	0	1	4	3	1	26
Nursing Assistant Certification	0	0	2	16	11	5	10	4	16	64
Nursing Assistant Registration	19	35	14	12	20	20	11	5	4	140
Radiological Technologist	0	0	1	1	3	2	10	20	9	46
Recreational Therapist	0	0	0	1	0	0	0	0	1	2
Respiratory Care Practitioner	1	0	0	2	3	0	2	10	4	22
Surgical Technologist	17	12	9	4	6	14	9	2	26	99
X-Ray Technician	1	2	2	0	4	3	3	1	3	19
Secretary Total	69	93	66	98	95	91	115	133	138	898

⁶ 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.

Profession	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Board										
Licensed Practical Nurse	-	-	-	-	-	-	-	4	0	4
Occupational Therapist	-	-	-	-	-	-	-	1	1	2
Occupational Therapy Assistant	0	0	0	3	0	0	1	0	1	5
Physical Therapist	0	0	0	0	2	0	0	3	0	5
Veterinary Technician	-	-	-	-	-	2	1	0	0	3
Physical Therapy Assistant	0	0	0	1	0	0	0	3	1	5
Commission										
Dentist	0	0	0	1	0	0	7	8	4	20
Expanded Function Dental Auxiliary	-	-	-	-	-	-	-	1	0	1
Dental Assistant	8	13	6	4	2	6	11	7	14	71
Pharmacy Assistant	1	1	0	0	1	0	0	1	0	4
Pharmacy Technician	1	2	5	9	1	2	2	1	1	24
Physician Assistant	0	0	1	0	0	0	0	0	0	1
Board/Commissions Total	10	16	12	18	6	10	22	29	22	145
Total - All Professions	79	109	78	116	101	101	137	162	160	1043

Table 2: Timeliness of military credential issuance - Routine⁷

Measures for Routine Applications	2016	2017	2018	2019	2020	2021	2022	2023	2024
Percent of military credentials issued within 14 days after receiving all required documents	99%	96%	89%	86%	58%	71% ^z	87%	94%	93%
Average days to issue credential	5.4	10.3	7.6	9.6	14.8	12.3	7.8	5.6	8.7
Number of applications	77	107	73	109	97	99	130	149	153

⁷ Routine applications are approved by credentialing staff and do not need board or commission member review.

Table 3: Timeliness of military credential issuance – Exception/Non-Routine⁸

Measures for Exception and Non- Routine Applications	2016	2017	2018	2019	2020	2021	2022	2023	2024
Percent of military credentials issued within 14 days after receiving all required documents	100%	50%	80%	71%	75%	100%	71%	77%	71%
Average days to issue credential	6.3	14	8.6	16.4	9.8	9.5	9.9	10.3	12
Number of applications	3	2	5	7	4	2	7	13	7

⁸ Exception/non-routine applications are those 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 1: Licenses Issued to Military Spouses/Domestic Partners by Fiscal Year

Profession	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Secretary										
Advanced EMT	0	1	1	0	0	0	0	0	0	2
Animal Massage Practitioner	0	1	0	0	0	0	1	0	0	2
Athletic Trainer	2	0	2	1	4	0	3	4	1	17
Cardiovascular Invasive Specialist	2	1	1	1	2	0	0	0	2	9
Certified Behavior Technician	0	0	80	52	61	57	69	52	58	429
Counselor, Agency Affiliated	45	74	58	50	37	43	35	64	43	449
Counselor, Certified	0	0	0	0	0	0	2	1	1	4
Dental Hygienist	3	9	17	12	14	16	19	22	12	124
Dietitian/Nutritionist	4	5	7	7	15	8	12	12	9	79
Dispensing Optician	0	0	0	1	1	1	0	0	0	3
Dispensing Optician Apprentice	1	5	0	4	3	0	2	3	1	19
East Asian Medicine Practitioner	0	0	0	2	1	1	0	0	0	4
Emergency Medical Responder	1	1	1	0	0	0	0	0	0	3
Emergency Medical Technician	6	34	23	29	32	0	0	43	17	184
Genetic Counselor	1	1	1	0	0	1	4	2	0	10
Home Care Aide	2	36	49	42	34	15	21	29	38	266
Hypnotherapist	1	1	0	0	2	0	0	0	0	4
Licensed Assistant Behavior Analyst	0	0	2	6	2	9	8	4	5	36
Licensed Behavior Analyst	0	0	13	10	7	8	12	11	10	71
Marriage and Family Therapist	2	2	1	0	6	6	11	4	5	37
Marriage and Family Therapist Assoc.	2	4	7	9	6	3	8	6	6	51

Profession	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Medical Assistant	100	211	159	177	137	160	169	181	139	1433
Medical Marijuana Consultant	0	11	0	2	0	2	0	3	2	20
Medication Assistant Endorsement	0	2	0	2	1	0	0	1	0	6
Mental Health Counselor	6	8	13	22	13	23	27	20	22	154
Mental Health Counselor Associate	8	18	20	19	15	21	33	30	25	189
Midwife	0	1	1	2	1	1	1	0	0	7
Nursing Assistant	123	223	226	246	212	232	249	234	214	1959
Orthotics/ Prosthetics	0	1	0	0	0	0	2	1	1	5
Paramedic	1	2	4	2	1	0	0	7	5	22
Radiological Technologist	10	18	18	15	8	11	19	14	15	128
Recreational Therapist	0	0	2	2	0	1	1	1	0	7
Reflexologist	-	-	-	-	-	-	-	1	0	1
Respiratory Care Practitioner	7	8	10	9	8	9	19	7	3	80
Social Worker (SW) Advanced	0	0	3	1	1	0	0	0	1	6
SW Associate Advanced	2	2	4	5	3	6	10	10	13	55
SW Associate Independent Clinical	10	14	18	19	32	26	27	25	38	209
SW Independent Clinical	3	7	5	9	10	8	17	13	31	103
Substance Use Disorder Professional	1	2	1	3	3	4	4	2	1	21
Substance Use Disorder Professional Trainee	9	10	11	12	7	10	10	6	6	81
Surgical Technologist	9	8	21	9	13	14	11	8	6	99
X-Ray Technician	3	0	9	4	1	9	8	6	12	52
Secretary Total	364	721	788	786	693	705	814	827	742	6440

Profession	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Board										
Audiologist	1	3	3	1	0	1	2	0	0	11
Hearing Aid Specialist	0	0	0	0	0	0	1	0	0	1
Massage Practitioner	11	24	17	20	16	10	18	12	3	131
Naturopathic Physician	0	0	0	5	2	0	0	0	0	7
Nursing Home Administrator (NHA)	0	1	0	1	0	1	1	1	0	5
NHA Training Approval	1	0	1	0	0	1	2	0	0	5
Occupational Therapist	7	4	8	7	10	12	16	9	9	82
Occupational Therapy Assistant	1	6	6	10	7	5	5	7	2	49
Optometrist	2	2	3	1	4	1	2	2	1	18
Osteopathic Physician	2	5	5	13	8	5	9	3	4	54
Osteopathic Physician Assistant	0	0	0	0	1	0	0	0	0	1
Physical Therapist	12	9	14	31	23	17	18	15	16	155
Physical Therapist Assistant	4	4	9	10	9	4	13	7	4	64
Podiatric Physician	0	1	0	1	0	1	0	0	0	3
Psychologist	1	1	5	6	5	5	3	7	3	36
Speech Language Pathologist	8	9	8	16	15	15	15	24	17	127
Speech Language Pathology Assistant	0	2	0	3	4	1	3	2	2	17
Veterinarian	1	8	2	2	6	3	6	7	8	43
Veterinary Medication Clerk	5	13	13	10	14	0	0	26	18	99
Veterinary Technician	1	3	6	4	13	12	6	12	10	67
Commission										
Advanced Registered Nurse Practitioner	0	0	0	3	16	47	66	46	35	213
Registered Nurse	0	0	0	11	133	410	401	341	197	1493
Licensed Practical Nurse	0	0	0	1	43	55	46	41	31	217
Nursing Technician	0	0	0	0	8	0	0	17	15	40

Profession	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Chiropractic X-Ray Technician	1	2	1	1	1	0	1	3	0	10
Chiropractor	1	2	0	0	1	1	1	2	1	9
Dental Anesthesia Assistant	0	1	0	1	0	2	1	1	1	7
Dental Assistant	46	58	62	71	71	75	90	70	86	629
Dentist	6	6	10	8	11	7	4	4	4	60
Expanded Function Dental Auxiliary	0	0	0	1	0	2	0	1	0	4
Pharmacist	2	3	7	8	6	8	17	9	5	65
Pharmacist Intern	1	4	8	7	7	7	3	1	3	41
Pharmacy Assistant	29	58	29	43	63	55	87	40	32	436
Pharmacy Technician	9	20	14	18	16	11	17	36	16	157
Physician	0	0	0	1	34	23	22	13	17	110
Physician Assistant	0	0	0	1	17	18	15	8	10	69
Board/ Commission Total	152	249	231	316	564	815	891	767	550	4535
All Professions	516	970	1019	1102	1257	1520	1705	1594	1292	10975

Table 2: Timeliness of Military Spouse Credential Issuance - Routine⁹

Measures for Routine Applications	2016	2017	2018	2019	2020	2021	2022	2023	2024
Percent of military spouse credentials issued within 14 days after receiving all documents	98%	92%	90%	86%	78%	75%	85%	91%	85%
Average days to issue a credential	5.1	8.3	8.3	9.5	10.8	10.6	8.5	6.6	9.4
Number of applications	490	900	962	1042	1200	1448	1628	1495	1225

⁹ Routine applications are approved by credentialing staff and do not need board or commission member review.

Table 3: Timeliness of Military Spouse Credential Issuance – Exception/Non-Routine¹⁰

Measures for Exception and Non-Routine Applications	2016	2017	2018	2019	2020	2021	2022	2023	2024
Percent of military spouse credentials issued within 14 days after receiving all documents	100%	71%	72%	47%	63%	74%	70%	70%	63%
Average days to issue a credential	3	13.4	13.1	18.9	14.5	11.7	14.8	15.2	21
Number of applications	26	70	57	60	57	72	77	99	67

¹⁰ Exception/non-routine applications are those 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.

