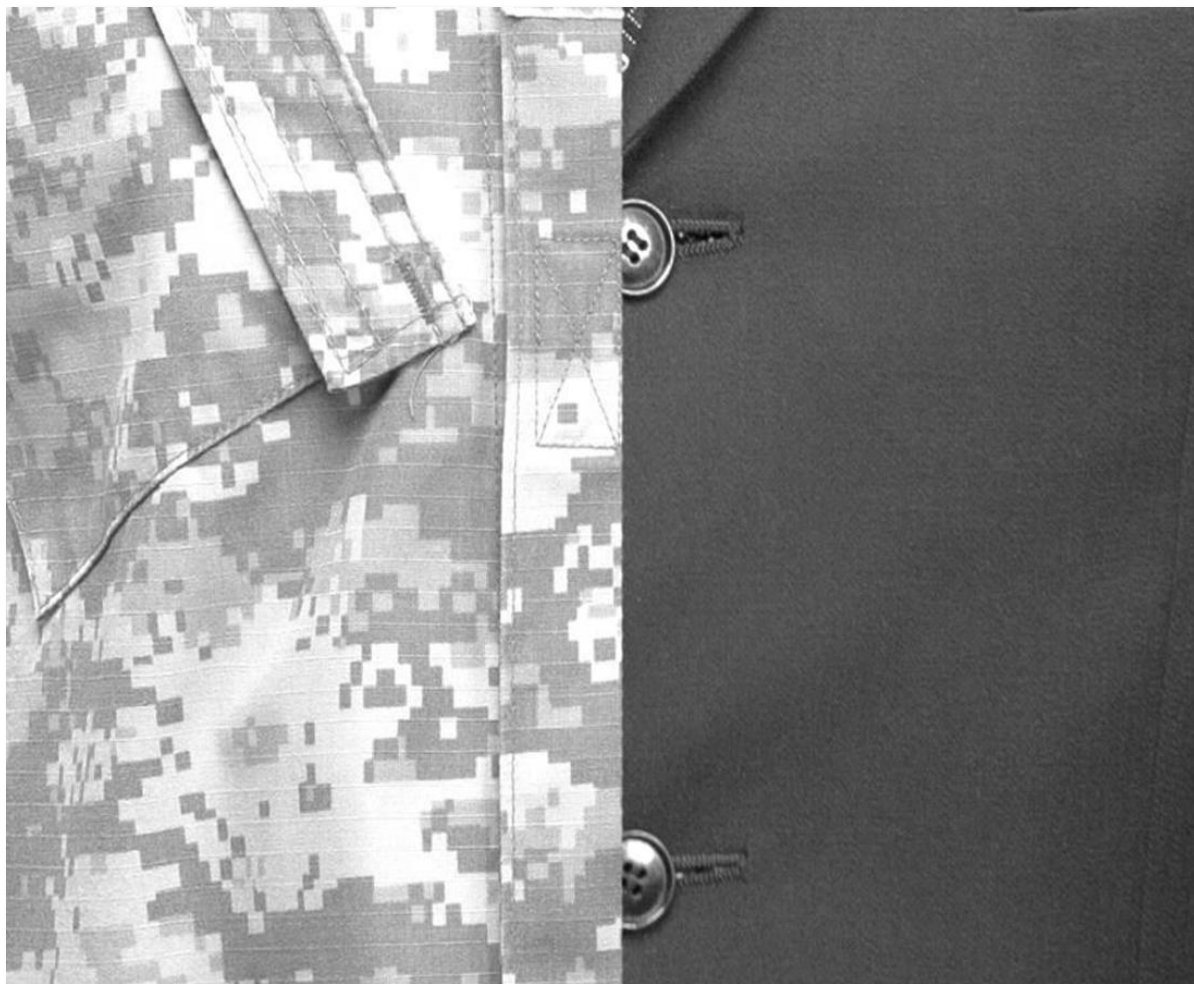


Report to the Legislature

# **Streamlining Military and Military-Affiliated Licensure**

**January 2026**

RCW 73.04.150(6)



Prepared by  
Office of Health Professions  
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](#), [ESSB 5969 \(2011\)](#), [ESSB 5307 \(2011\)](#), and [2SHB 1009 \(2023\)](#).

## Implementation

ESSB 5969 and ESSB 5307 have been fully implemented. These bills created [chapter 18.340 RCW](#) and required 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 compliance with 2SHB 1009, and the agency's military liaison 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. Future members are required to complete the training within 90 days of appointment.

# Introduction

Washington is home to an estimated 502,028 veterans, 56,334 active-duty service members, 16,888 National Guard and Reserve personnel, 74,878 military retirees, and approximately 581,047 dependents.<sup>1</sup> The department continues to prioritize helping eligible current or former service members, veterans, and their spouses or partners receive health care credentials as quickly as possible.

## Summary of Implementation

### ESSB 5969 and ESSB 5307

These bills created [chapter 18.340 RCW](#) (Military Spouses – Professional Licensing) and required 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 that the department continues to annually review and update the [military-to-civilian crosswalk](#) that allows military-trained applicants to identify health professions in Washington with substantially equivalent requirements.

### 2SHB 1009 (amending RCW 18.340.020)

- Section 4 requires each disciplining authority to issue a credential within 30 days of receiving a completed application. The credential must 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.

This section has been implemented with the exception of the Chiropractic Quality Assurance Commission (CQAC), which has rulemaking in progress to meet this requirement.

- Sections 5 and 6 have been fully implemented.

The department's military liaison serves as our 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. In addition, we have a process in place for ensuring new board and commission members complete this training within 90 days of appointment.

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<sup>1</sup> "About WDVA." [Washington State Department of Veteran's Affairs](#), accessed August 7, 2025.

- To implement section 6, the department maintains a [military spouse assistance web page](#), which our military liaison monitors and updates as needed.

## Other Washington Legislation Impacting Military Service Members and Spouses

- Licensure compacts:

The department participates in several licensure compacts designed to improve access to health care and increase workforce mobility. These compacts allow licensed professionals to practice across state lines more easily without obtaining individual licenses in each state. Through these agreements, Washington helps to streamline credentialing processes, reduce administrative burden, and respond more efficiently to workforce shortages, especially in rural and underserved areas.

The following compacts are now fully active:

- Interstate Medical Licensure Compact – covering allopathic and osteopathic physicians
- Physical Therapy Licensure Compact – covering physical therapists and assistants
- PsyPact – covering psychologists, not including associates
- Nurse Licensure Compact – covering registered and licensed practical nurses, not including advanced practice registered nurses (APRN)

Legislation was passed in recent sessions authorizing additional compacts.

Implementation of these compacts is in progress, awaiting either compact commission establishment of regulations and data systems, or department rulemaking to finalize them. The department anticipates these compact licenses to be available for applicants in the next calendar year:

- Audiologists and speech-language pathologists
- Mental health counselors
- Licensed independent clinical social workers, not including licensed advanced social workers
- Occupational therapists and assistants
- Dentists and dental hygienists

Washington has also joined two additional compacts; however, these compacts are not expected to begin issuing licenses in the next calendar year.

- Physician Assistant Compact – this compact achieved the required number of participating states to take effect in April 2024. However, the national compact commission is working to establish bylaws, rules, and shared data systems and the department cannot complete its work until the national compact commission has established these regulations and systems. National compact commission work is expected to be complete in Summer 2026, and Washington expects to begin issuing licenses under the compact approximately 6-12 months after the national work is completed.

- Respiratory Care Interstate Compact – Washington is the first state in the country to adopt this compact. Seven states are required to adopt the compact before it becomes effective. As this threshold is dependent on other states' legislatures taking action to join the compact, the department cannot estimate when the required threshold will be reached.
- The department implemented [2SHB 1724](#) (chapter 425, laws of 2023), which reduces barriers to entering and remaining in the workforce and further streamlines credentialing processes.
- The department implemented [2SHB 2014](#) (codified as [RCW 73.04.005](#)) concerning the definition of veteran. It expands veterans' eligibility for purposes of state benefits and services. Current or former spouses and domestic partners may also qualify for expanded credentialing services under this law.

# Data Summary

This report covers the department's work during the fiscal year 2025 (July 1, 2024, through June 30, 2025).

## Military-trained credentialing

- The department issued 129 credentials<sup>2</sup> to military personnel, a decrease from 160 in fiscal year 2024 (see Appendix 1, Table 1).
  - There were 114 routine<sup>3</sup> applications and all credentials were issued in under 30 days of receiving all required documentation (as required in RCW 18.340.020). The department issued 72 percent, or a total of 82 credentials, in 14 days or less, averaging 16 days. (See Appendix 1, Table 2).
  - There were 15 non-routine or exception<sup>4</sup> applications and all credentials were issued in under 30 days of receiving all required documentation. The department issued 73 percent, or a total of 11 credentials, within 14 business days, averaging 14 days. (See Appendix 1, Table 3).

## Military spouses credentialing

- The department issued 1,300 credentials to military spouses which is a slight increase from the 1,292 issued in fiscal year 2024 (see Appendix 2, Table 1).
  - There were 1,212 routine applications and all credentials were issued in under 30 days of receiving all required documentation. The department issued 83 percent, or a total of 1,006 credentials, within 14 days, averaging 10.5 days. (See Appendix 2, Table 2).
  - There were 88 non-routine or exception applications and all credentials were issued in under 30 days. The department issued 61 percent, or a total of 54 credentials, within 14 days, averaging 18.6 days. (See Appendix 2, Table 3).

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<sup>2</sup> 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.

<sup>3</sup> Routine applications are approved by credentialing staff and do not need board or commission member review.

<sup>4</sup> Non-routine and exception applications, applications where an applicant answers "yes" to a personal data question on the application (focused on applicant's fitness to practice the essential skills of their profession) 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 Year<sup>5</sup>**

Professions	2020	2021	2022	2023	2024	2025
<b>Secretary</b>						
Cardiovascular Invasive Specialist	-	-	1	4	-	1
Counselor, Agency Affiliated	3	12	2	1	1	-
Dental Hygiene	1	1	3	-	-	-
Dietitian/Nutritionist	-	-	-	-	-	-
Emergency Medical Technician	-	-	-	12	2	6
Hypnotherapist Registration	-	1	-	-	-	-
Marriage and Family Therapist	-	-	-	-	-	-
Medical Assistant Certification	43	30	60	69	71	44
Medical Assistant Registration	-	1	4	3	1	9
Nursing Assistant Certification	11	5	10	4	16	23
Nursing Assistant Registration	20	20	11	5	4	-
Paramedic	-	-	-	-	-	1
Radiological Technologist	3	2	10	20	9	3
Recreational Therapist	-	-	-	-	1	-
Respiratory Care Practitioner	3	-	2	10	4	6
Substance Use Disorder Professional Trainee	1	2	-	2	-	-
Surgical Technologist	6	14	9	2	26	9
X-Ray Technician	4	3	3	1	3	-
<b>Total</b>	<b>95</b>	<b>91</b>	<b>115</b>	<b>133</b>	<b>138</b>	<b>102</b>
<b>Board/Commissions</b>						
Advanced Registered Nurse Practitioner	-	-	-	-	-	-
Dental Assistant	2	6	11	7	14	3
Dentist	-	-	7	8	4	10
Expanded Function Dental Auxiliary	-	-	-	1	-	-
Licensed Practical Nurse	-	-	-	4	-	-
Occupational Therapist	-	-	-	1	1	2
Occupational Therapy Assistant	-	-	1	-	1	1
Pharmacist	-	-	-	-	-	-
Pharmacy Assistant	1	-	-	1	-	-
Pharmacy Technician	1	2	2	1	1	6
Physical Therapist	2	-	-	3	-	4

<sup>5</sup> 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.

Physical Therapy Assistant	-	-	-	3	1	-
Veterinary Technician	-	2	1	-	-	1
<b>Total</b>	<b>6</b>	<b>10</b>	<b>22</b>	<b>29</b>	<b>22</b>	<b>27</b>
<b>All Professions Total</b>	<b>101</b>	<b>101</b>	<b>137</b>	<b>162</b>	<b>160</b>	<b>129</b>

**Table 2: Timeliness of military credential issuance - Routine<sup>6</sup>**

Measures for Routine Applications	2020	2021	2022	2023	2024	2025
Percent of military credentials issued within 14 days after receiving all required documents	58%	71%	87%	94%	93%	<b>72%</b>
Average days to issue credential	14.8	12.3	7.8	5.6	8.7	<b>14</b>
Number of applications	97	99	130	149	153	<b>114</b>

**Table 3: Timeliness of military credential issuance – Exception/Non-Routine<sup>7</sup>**

Measures for Exception and Non-Routine Applications	2020	2021	2022	2023	2024	2025
Percent of military credentials issued within 14 days after receiving all required documents	75%	100%	71%	77%	71%	<b>73%</b>
Average days to issue credential	9.8	9.5	9.9	10.3	12	<b>14</b>
Number of applications	4	2	7	13	7	<b>15</b>

<sup>6</sup> Routine applications are approved by credentialing staff and do not need board or commission member review.

<sup>7</sup> 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	2020	2021	2022	2023	2024	2025
<b>Secretary</b>						
Advanced Emergency Medical Technician (EMT)	-	-	-	-	-	-
Animal Massage Practitioner	-	-	1	-	-	1
Athletic Trainer	4	-	3	4	1	1
Birth Doula Certification ( <i>as of 10/1/2023</i> )	-	-	-	-	-	5
Cardiovascular Invasive Specialist	2	-	-	-	2	-
Certified Behavior Technician	61	57	69	52	58	50
Counselor, Agency Affiliated	37	43	35	64	43	88
Counselor, Certified	-	-	2	1	1	1
Dental Hygienist	14	16	19	22	12	6
Dietitian/Nutritionist	15	8	12	12	9	12
Dispensing Optician	1	1	-	-	-	2
Dispensing Optician Apprentice	3	-	2	3	1	-
East Asian Medicine Practitioner	1	1	-	-	-	-
Emergency Medical Responder	-	-	-	-	-	-
Emergency Medical Technician	32	-	-	43	17	20
Genetic Counselor	-	1	4	2	0	1
Home Care Aide	34	15	21	29	38	59
Hypnotherapist	2	-	-	-	-	1
Licensed Assistant Behavior Analyst	2	9	8	4	5	4
Licensed Behavior Analyst	7	8	12	11	10	9
Marriage and Family Therapist	6	6	11	4	5	12
Marriage and Family Therapist Associate	6	3	8	6	6	5
Medical Assistant	137	160	169	181	139	157
Medical Marijuana Consultant	-	2	-	3	2	1
Medication Assistant Endorsement	1	-	-	1	-	-
Mental Health Counselor	13	23	27	20	22	26
Mental Health Counselor Associate	15	21	33	30	25	22
Midwife	1	1	1	-	-	-
Nursing Assistant	212	232	249	234	214	197
Orthotics/ Prosthetics	-	-	2	1	1	-
Paramedic	1	-	-	7	5	8
Radiological Technologist	8	11	19	14	15	12
Recreational Therapist	-	1	1	1	-	1
Reflexologist	-	-	-	1	-	-
Respiratory Care Practitioner	8	9	19	7	3	6

Social Worker (SW) Advanced	1	-	-	-	1	-
SW Associate Advanced	3	6	10	10	13	1
SW Associate Independent Clinical	32	26	27	25	38	26
SW Independent Clinical	10	8	17	13	31	37
Substance Use Disorder Professional	3	4	4	2	1	4
Substance Use Disorder Professional Trainee	7	10	10	6	6	9
Surgical Technologist	13	14	11	8	6	13
X-Ray Technician	1	9	8	6	12	6
<b>Total</b>	<b>693</b>	<b>705</b>	<b>814</b>	<b>827</b>	<b>742</b>	<b>803</b>
<b>Board/ Commissions</b>						
<b>Profession</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Advanced Registered Nurse Practitioner	16	47	66	46	35	26
Audiologist	-	1	2	-	-	1
Chiropractic X-Ray Technician	1	-	1	3	-	-
Chiropractor	1	1	1	2	1	-
Dental Anesthesia Assistant	-	2	1	1	1	-
Dental Assistant	71	75	90	70	86	64
Dentist	11	7	4	4	4	5
Expanded Function Dental Auxiliary	-	2	-	1	-	1
Hearing Aid Specialist	-	-	1	-	-	-
Licensed Practical Nurse	43	55	46	41	31	27
Massage Practitioner	16	10	18	12	3	9
Naturopathic Physician	2	-	-	-	-	-
Nursing Home Administrator (NHA)	-	1	1	1	-	-
NHA Training Approval	-	1	2	-	-	-
Nursing Technician	8	-	-	17	15	-
Occupational Therapist	10	12	16	9	9	5
Occupational Therapy Assistant	7	5	5	7	2	1
Optometrist	4	1	2	2	1	2
Osteopathic Physician	8	5	9	3	4	5
Osteopathic Physician Assistant	1	-	-	-	-	0
Pharmacist	6	8	17	9	5	6
Pharmacist Intern	7	7	3	1	3	4
Pharmacy Assistant	63	55	87	40	32	46
Pharmacy Technician	16	11	17	36	16	15
Physical Therapist	23	17	18	15	16	16
Physical Therapist Assistant	9	4	13	7	4	7
Physician	34	23	22	13	17	17
Physician Assistant	17	18	15	8	10	19
Podiatric Physician	-	1	-	-	-	-
Psychologist	5	5	3	7	3	6
Registered Nurse	133	410	401	341	197	197
Speech Language Pathologist	15	15	15	24	17	10
Speech Language Pathology Assistant	4	1	3	2	2	1

Veterinarian	6	3	6	7	8	1
Veterinary Medication Clerk	14	-	-	26	18	-
Veterinary Technician	13	12	6	12	10	6
<b>Total</b>	<b>564</b>	<b>815</b>	<b>891</b>	<b>767</b>	<b>550</b>	<b>497</b>
<b>All Professions Total</b>	<b>1,257</b>	<b>1,520</b>	<b>1,705</b>	<b>1,594</b>	<b>1,292</b>	<b>1,300</b>

**Table 2: Timeliness of Military Spouse Credential Issuance - Routine<sup>8</sup>**

Measures for Routine Applications	2020	2021	2022	2023	2024	2025
Percent of military spouse credentials issued within 14 days after receiving all documents	78%	75%	85%	91%	85%	83%
Average days to issue a credential	10.8	10.6	8.5	6.6	9.4	10.5
Number of applications	1,200	1,448	1,628	1,495	1,225	1,212

**Table 3: Timeliness of Military Spouse Credential Issuance – Exception/Non-Routine<sup>9</sup>**

Measures for Exception and Non- Routine Applications	2020	2021	2022	2023	2024	2025
Percent of military spouse credentials issued within 14 days after receiving all documents	63%	74%	70%	70%	63%	61%
Average days to issue a credential	14.5	11.7	14.8	15.2	21	14
Number of applications	57	72	77	99	67	88

<sup>8</sup> Routine applications are approved by credentialing staff and do not need board or commission member review.

<sup>9</sup> 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.

