

LICENSING REFORM TASK FORCE

INTERSTATE COMPACTS

April 17, 2026



Montana Department of
LABOR & INDUSTRY

OCCUPATIONAL LICENSURE COMPACTS

Occupational licensure compacts streamline professional credentialing by allowing licensed workers to practice across participating states without repeating the licensing process. These compacts help states respond to workforce shortages, improve access to care and services, and reduce administrative barriers.

Benefits:

Access to Care & Continuity

- Expands access to care across states
- Improves continuity of care when patients or providers relocate
- Enables specialized care continuity
- Leverages telehealth innovations
- Provides more choice for patients
- Expands consumer access to highly qualified practitioners

Licensure Portability & Mobility

- Facilitates multistate practice
- Provides a single home-state license with multistate privilege
- Streamlines licensure and reduces administrative burden
- Eliminates redundant processes and duplicative fees
- Reduces burden of maintaining multiple licenses
- Enhances license portability when changing residence
- Reduces application processing time
- Eases mobility for licensees

Workforce Development & Employment

- Expands employment opportunities into new markets
- Reduces barriers to employment
- Strengthens workforce development and labor markets
- Provides a reliable workforce for long- and short-term needs
- Creates job access and new market opportunities
- Helps address workforce shortages

Support for Military Spouses & Families

- Supports relocating military spouses and families
- Benefits military spouses who relocate frequently

State Authority & Public Protection

- Preserves state sovereignty and authority
- Maintains state-level public protection
- Ensures accountability and trusted quality standards
- Advances public protection and oversight
- Provides access to investigative and disciplinary information
- Enhances public safety
- Ensures regulatory information sharing across states

Emergency & Disaster Response

- Improves response during disasters and high-need situations
- Enhances emergency readiness
- Provides readiness without delay

Interstate Cooperation & Systems

- Increases collaboration among states
- Facilitates cooperation among state licensing boards
- Expands cooperation on investigations and disputes
- Creates compact data systems for licensing and discipline
- Improves operational efficiency
- A state voice in national policy discussions

PARTICIPATION IN INTERSTATE COMPACTS

Since 2016, states have enacted hundreds of licensure compact statutes, making occupational licensure one of the fastest growing areas of interstate cooperation.

There are 20 interstate compacts for occupational licensing. The following table lists the compacts and indicates which compacts Montana has already joined. Healthcare-related compacts in which Montana is not a member are in bold, blue text.

Occupation	Year Joined	Not Enacted
Advanced Practice Registered Nurse		X
Athletic Trainers		X
Audiology and Speech Language Pathology	2023	
Cosmetology		X
Counseling	2023	
Dentist and Dental Hygienist		X
Dietitians	2025	
EMS		X
Massage Therapy	2025	
Nursing	2015	
Occupational Therapy	2023	
Physician Assistant	2025	
Physical Therapy	2017	
Physicians	2015	
Podiatry		X
Psychologists	2025	
Respiratory Therapists	2025	
School Psychologists		X
Social Work		X
Teaching		X

The following pages provide details on the interstate compacts listed above in which Montana is not a member. Each page includes a compact map or status and links to additional information and resources for the compact.

ADVANCED PRACTICE REGISTERED NURSE COMPACT¹

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

APRN Compact State Status

5 of 7 states needed to activate the compact

Enacted (5)	Pending Legislation (1)
Delaware 2021	Arizona HB2310
North Dakota 2020	Active legislation in progress. Contact your legislators to support the APRN Compact.
South Dakota 2024	
Utah 2022	
Wyoming 2023	

These states have enacted the APRN Compact. Implementation will begin once 2 more states join.

Resources:

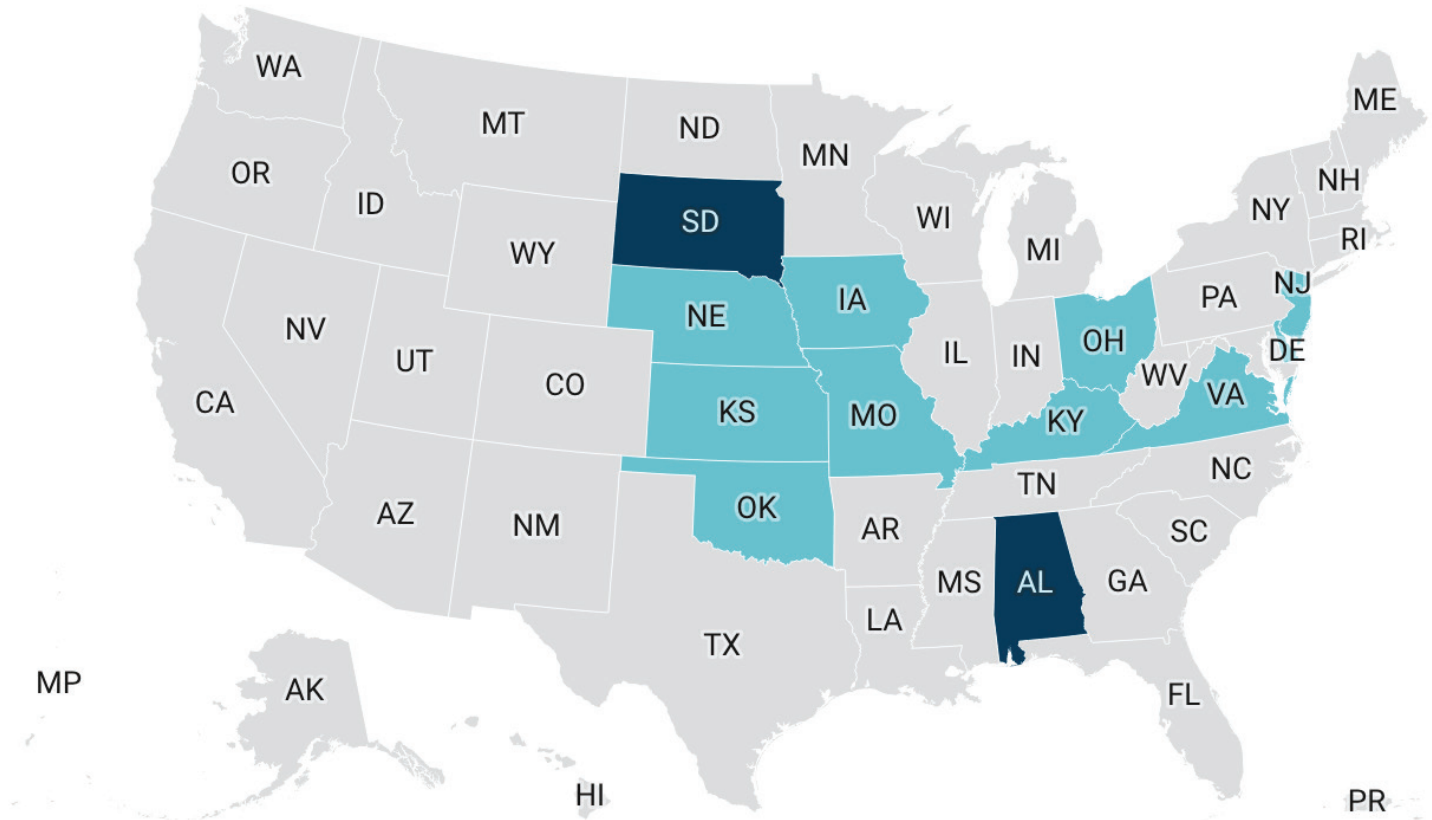
[Advanced Practice Registered Nurse Compact Model Language](#)

ATHLETIC TRAINERS²

The Athletic Trainer Compact is a legislatively enacted contract among states providing an efficient process for licensed athletic trainers to establish multistate practice. Through the compact, an athletic trainer licensed in a compact member state can quickly and easily add “privileges to practice” in the other compact member states without having to go through each state’s initial license or reciprocity application process.

Athletic Trainer Compact Map

■ Legislation Enacted ■ Legislation Filed ■ No Active Legislation



Please use the map's zoom functions to view the compact status of Washington D.C.

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Resources:

[Athletic Trainer Compact Model Language](#)

[Section by Section Summary](#)

[Fact Sheet](#)

[Benefits for Military Families](#)

[Frequently Asked Questions](#)

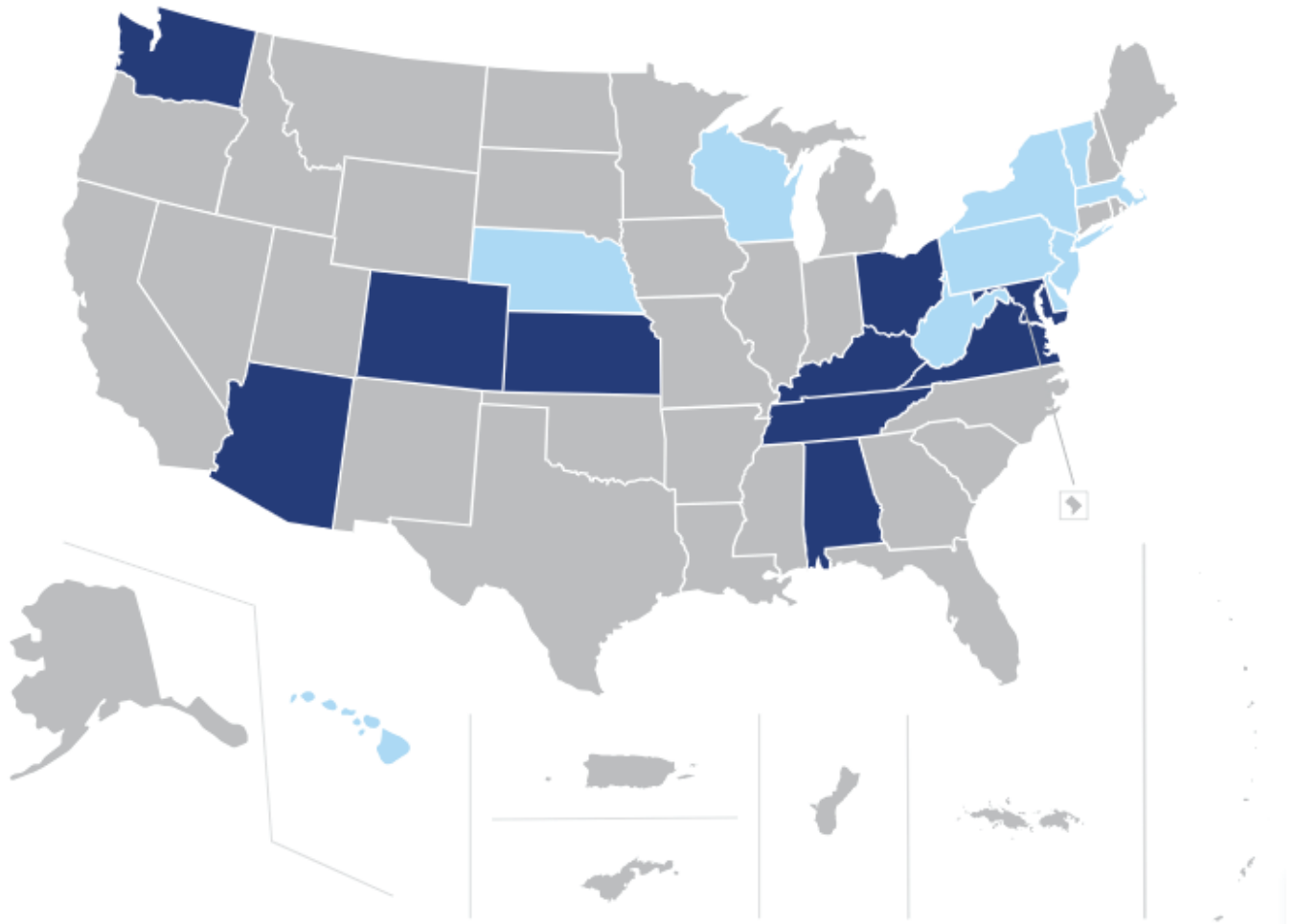
[AT Compact Pathways](#)

²[Athletic Trainers Compact](#)

COSMETOLOGY³

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 barriers.

● No Active Legislation ● Active Legislation ● Legislation Enacted



Resources:

[Cosmetology Licensure Compact Model Legislation](#)

[Section by Section Summary](#)

[Cosmetology Licensure Compact Fact Sheet](#)

[Impact and Benefits](#)

[Benefits for Military Families](#)

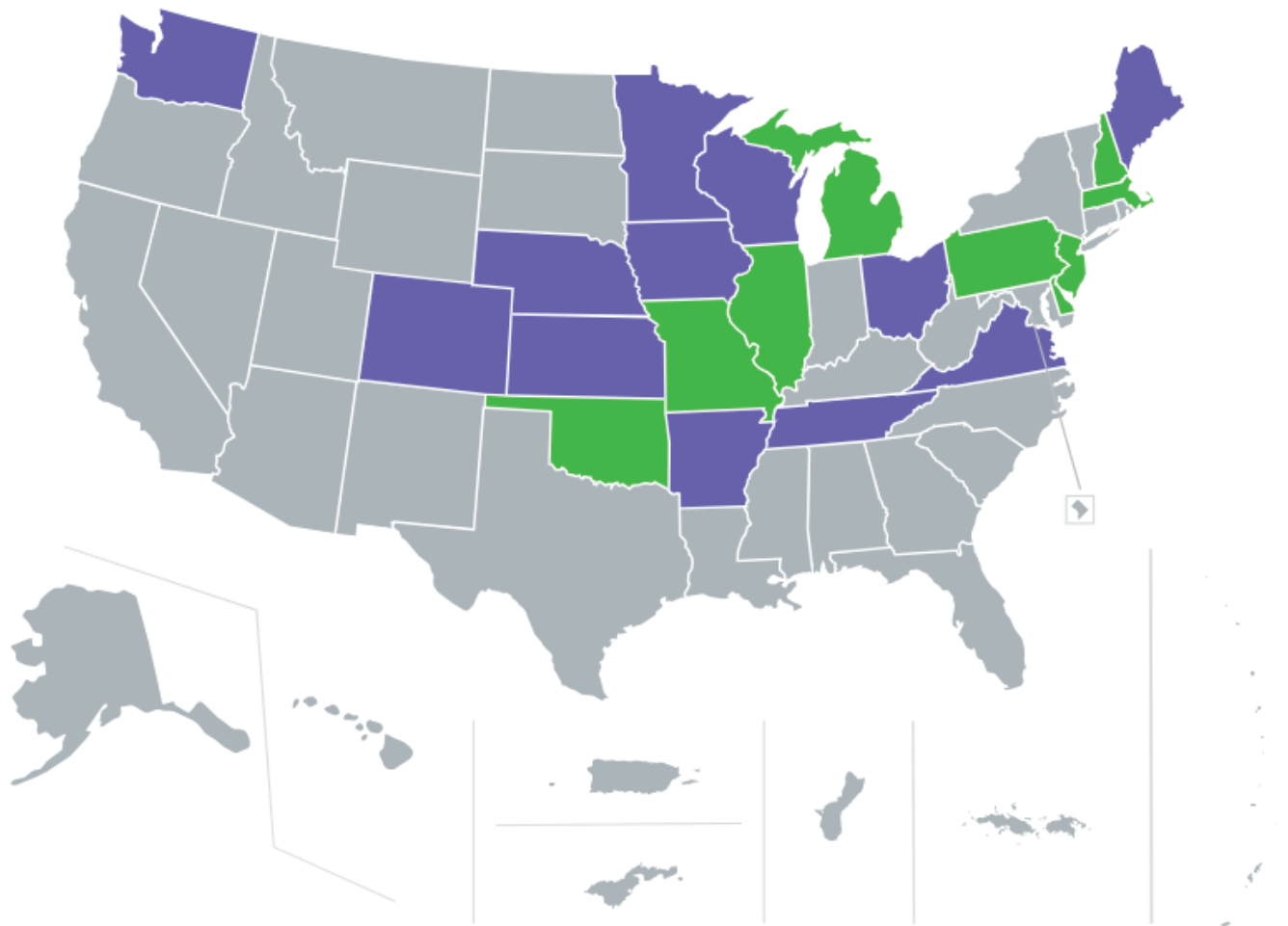
[Development Process](#)

³[Cosmetology Compact](#)

DENTISTRY & DENTAL HYGIENE⁴

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. A state must enact the compact model legislation via a state's legislative process to join.

● No Active Legislation ● Legislation Pending ● Legislation Enacted



Resources:

[Dentist and Dental Hygienist Compact Model Language](#)

[Section by Section Summary](#)

[Compact Fact Sheet](#)

[Frequently Asked Questions](#)

[Fact vs. Fiction](#)

[Myths vs. Truth about Dental Education, Testing, and the DDH Compact](#)

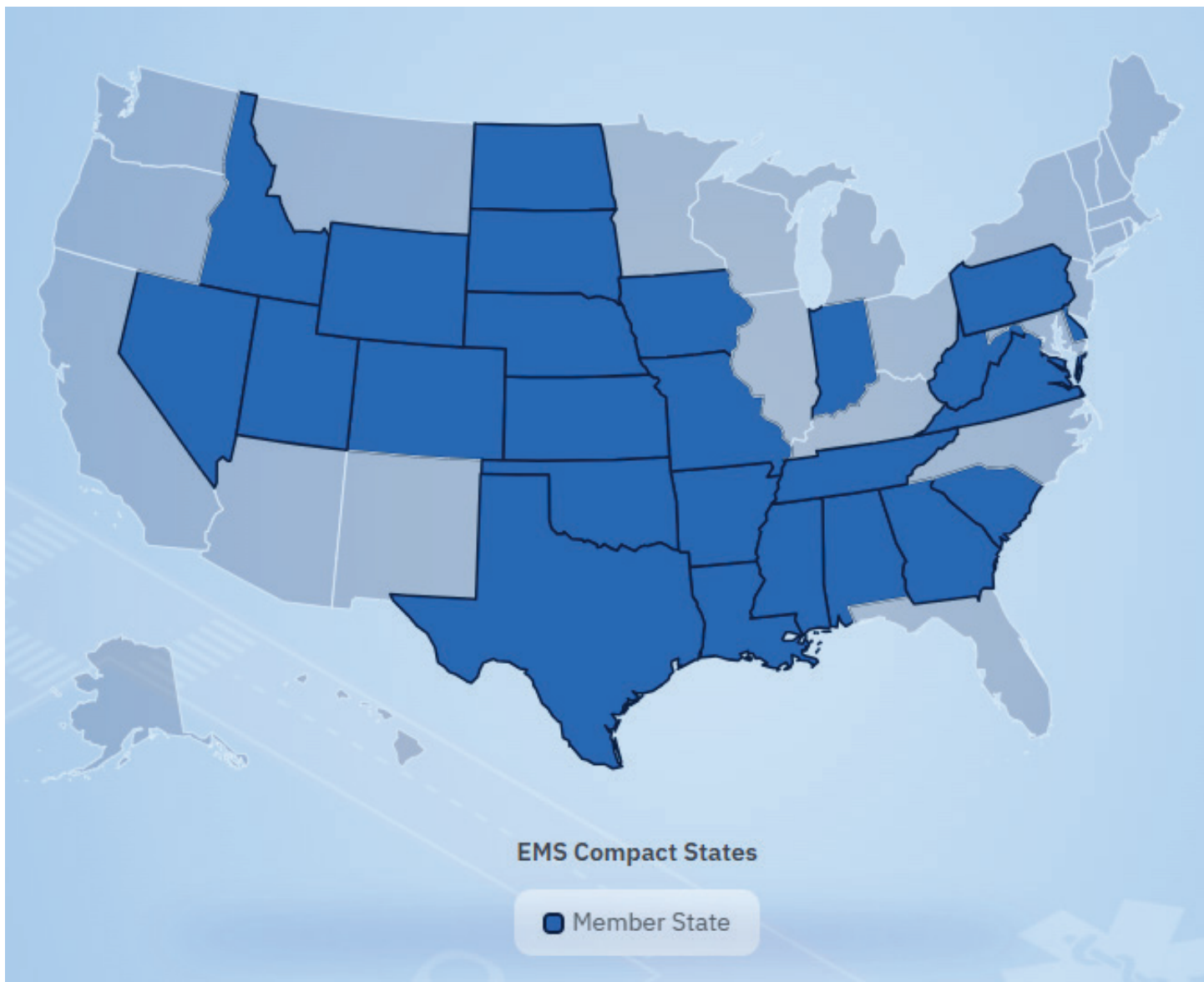
[Impact and Benefits](#)

[Benefits for Military Families](#)

⁴[Dentist and Dental Hygienist Compact](#)

EMERGENCY MEDICAL SERVICES⁵

Facilitates interstate practice for licensed EMS professionals.



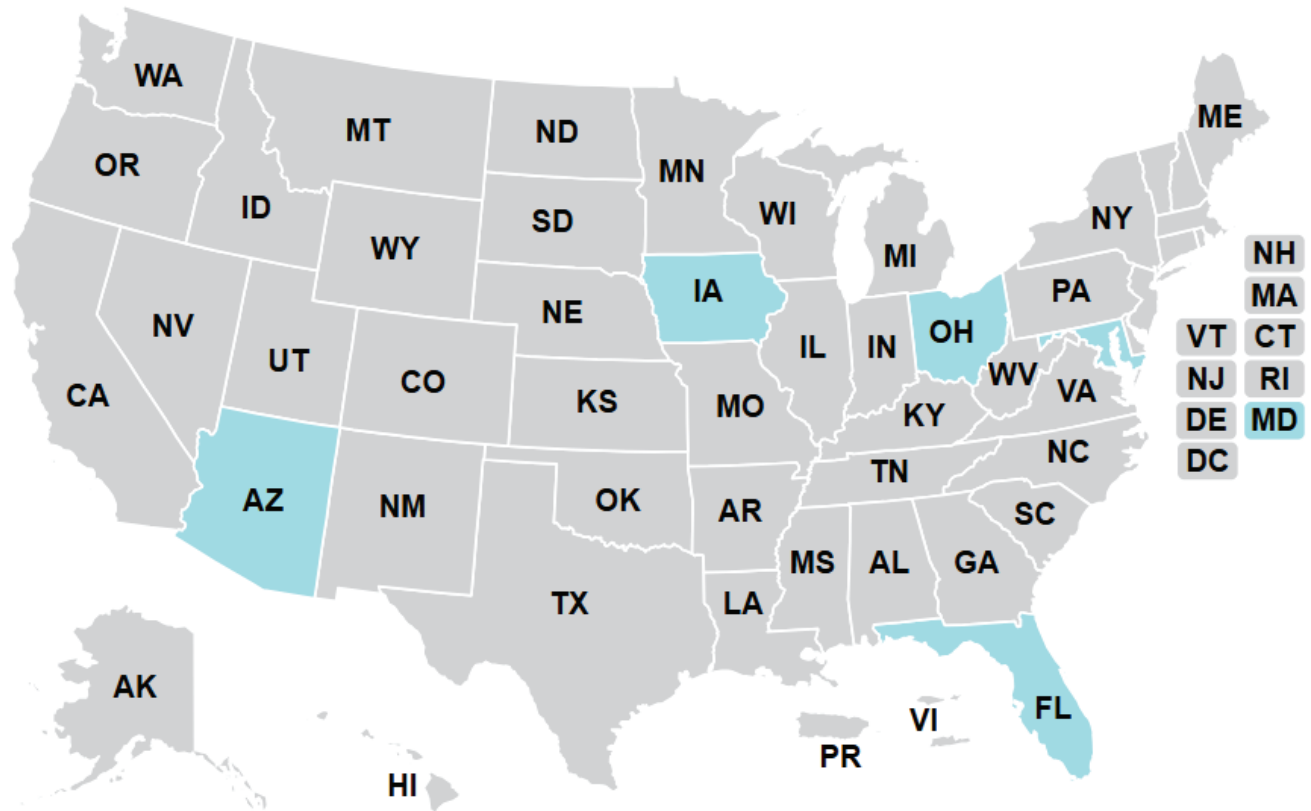
Resources:

[EMS Compact Model Language](#)

[Fact Sheet](#)

PODIATRY⁶

The Interstate Podiatric Medical Licensure Compact (IPMLC) is an agreement among participating US states to work together to significantly streamline the licensing process for podiatric physicians who want to practice in multiple states. It offers a voluntary, expedited pathway to licensure for podiatric physicians who qualify.



■ = Compact Legislation Introduced

Resources:

[Podiatric Medicine Compact Model Language](#)

[One-Page Overview](#)

[Key Qualifications](#)

[Briefing Document](#)

⁶[Interstate Podiatric Medical License Compact](#)

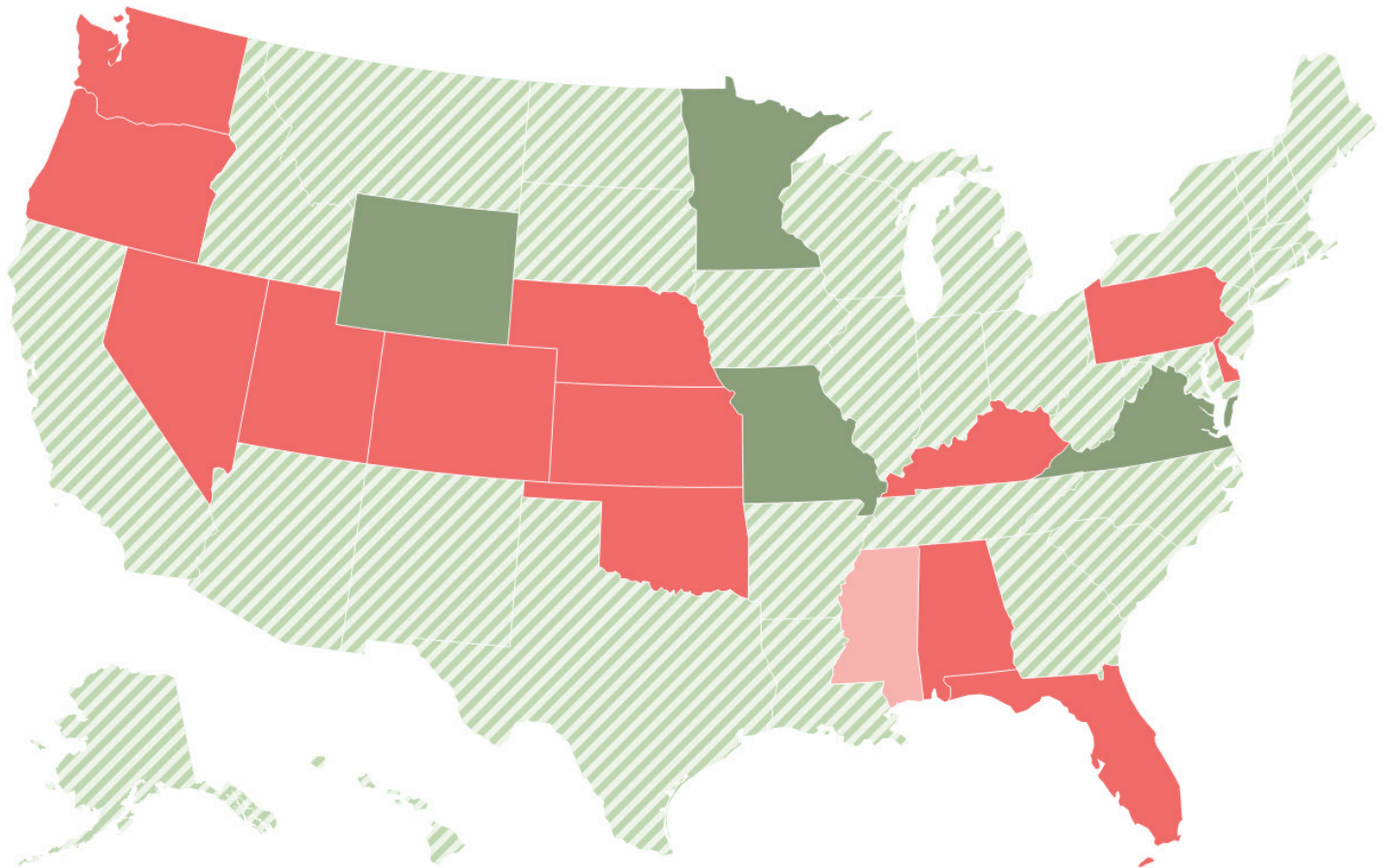
TEACHERS⁹

Creates a streamlined pathway for licensure mobility for teachers.

Interstate Teacher Mobility Compact Map

Status

■ Legislation Filed ■ Legislation Enacted - Compact Member ■ Enacted with material language changes
▨ No Active Legislation



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Resources:

[ITMC Model Legislation](#)

[Section Review](#)

[Infographic](#)

[FAQs](#)

[ITMC Benefits](#)

⁹[Teacher Compact](#)

