



## OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

1500 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-1500

MANPOWER AND  
RESERVE AFFAIRS

February 9, 2021

The Honorable Representative Takashi Ohno  
Chair, House Committee on Corrections, Military, and Veterans  
415 South Beretania St.  
Honolulu, HI 96813

### **RE: HB 782 – Relating to Licensing.**

Chair Ohno and Members of the Committee:

On behalf of military families and the U.S. Department of Defense, I am writing to express support, if amended, for the policy changes expressed within HB 782, as introduced on January 27, 2021. This bill has the potential to significantly move Hawaii forward in the effort to continue to facilitate increased career portability for military spouses, with one key change that we would like to submit as a recommendation for improvement.

Licensure issues affecting career portability for the spouses of military service members have been a priority for the Department for several years. The ability for military spouses to transfer their licenses in order to obtain employment upon a new military assignment is very important to their career sustainability and their families' financial stability. Enhancing licensure policy in Hawaii is of special emphasis for the Department as Hawaii hosts the highest ratio of military spouses to the local population of all 50 States. Additional points that underscore the importance of addressing the issue:

- More than half of all active duty military personnel are married.
- Nationally, the unemployment and underemployment rates of military spouses are historically significantly higher than their civilian spouse counterparts.
- 88 percent of employed military spouses have indicated that they wanted to work and/or needed to work.
- 34 percent of military spouses in the workforce are in licensed occupations.
- Military spouses have consistently reported considerable delays in being able to obtain employment upon reassignment to a new state, in large part due to the time required to request, collect, and submit documentation validating the requirements of a license obtained in another jurisdiction, and await board evaluation and decision prior to issuance of a new license.

Current Hawaii statute (HRS §436B-14.7) provides opportunities for military spouses to obtain expedited licensure by endorsement, with an option to practice on a temporary license. **This bill improves upon the current policy by creating a more streamlined process for military spouses to receive licenses by endorsement in 30 identified occupations.** However, as with current policy, there is no stipulated limit on the time taken by boards to adjudicate applications and there are additional requirements placed on the temporary license such as substantial equivalency of a license obtained in another jurisdiction and the necessity to practice under supervision. These requirements are burdensome

and negate the benefit of being able to practice on a temporary license while meeting additional state-specific requirements within a given period of time.

We believe that the key benefit that temporary licenses provide is allowing military spouses, already having met and maintained supervisory, education and examination requirements for licensure in the same area and at the same level of practice in another jurisdiction, to begin working as soon as possible while allowing the board time to evaluate the requirements of their license and, if needed, for the military spouse to meet state-specific requirements for receiving a full Hawaii license by endorsement.

**Although we gratefully applaud the improved policy regarding licensure by endorsement for the specified occupations referenced in the bill, we respectfully request that the committee add an amendment to HB 782 to remove the supervision and substantial equivalency language within section (c) and stipulate a 30-day adjudication timeframe for the expedited license within section (d) of the bill.**

In closing, we are extremely grateful for the tremendous efforts that Hawaii has historically made to support our military members and their families. We appreciate the opportunity to support the policy reflected within HB 782, if amended. Thank you for taking the time to consider this issue. Please feel free to contact me with any questions you may have.

Sincerely,



Kelli May Douglas  
Southwest Regional Liaison (CA, HI, AZ, NV, UT)  
Defense-State Liaison Office  
Office of the Deputy Assistant Secretary of Defense  
(Military Community and Family Policy)

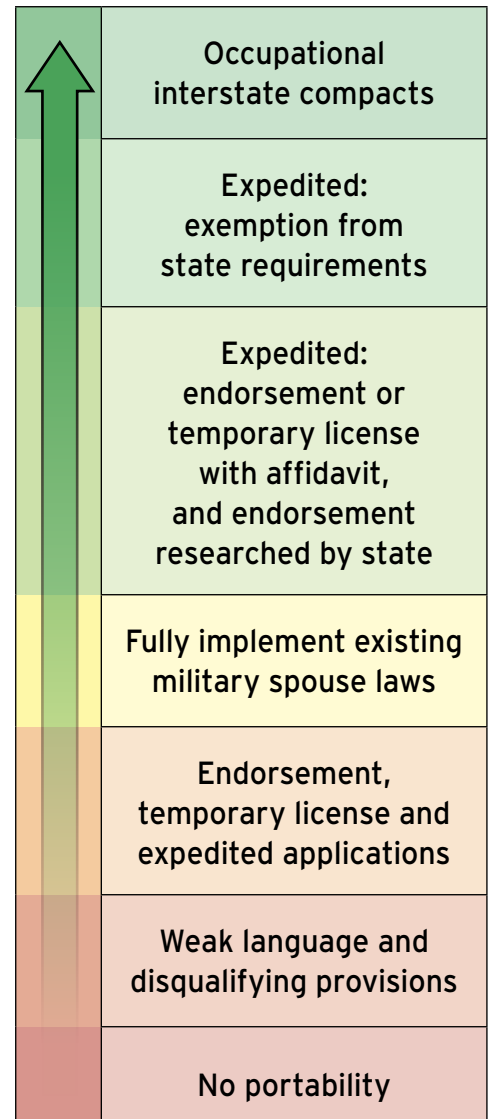


# Discussion Points: Enhanced Military Spouse License Portability

**State-specific laws are important to reducing the burden associated with the occupational relicensing of military spouses.**

## Discussion Points:

1. From 2011-16, states passed laws to revise work-related licensing for military spouses. But often these laws did not reduce the burden of relicensing for spouses moving to a new state. Many provisions include evaluations that require military spouses to request transcripts, test scores, practicum hours, previous licenses and work experience be sent to verify their application.
2. States are continuing to make it easier to use a license in good standing from another state to get a new license. Specific ways states can ease the burden associated with relicensing can include:
  - Exempting the military spouse from state-specific requirements
  - Providing a temporary or permanent license based on an application and an affidavit and requiring the verifying documents be submitted by a specific date
  - Requiring the board to research and adjudicate a licensing request based simply on the application
3. The desired outcome is to provide the military spouse with a license (temporary or permanent) within 30 days of application, based on an application and initial submission of minimal documentation.
4. The Department of Defense encourages states to approve compacts, but also understands that compacts take time to achieve coverage for each occupation.



*\*As baseline: license in 30 days with submission of minimal documentation*

*This chart shows the relative degree of reciprocity, from full reciprocity through compacts between states (in dark green) to no portability (in red).*

**The annual percent of the military spouse population that moves across state lines is 14.5% – compared to 1.1% for civilian spouses. As much as 34% of military spouses in the labor force are required to be fully licensed; and of those spouses, 19% experience challenges maintaining their licenses.**



**COMMANDER, U.S. INDO-PACIFIC COMMAND  
(USINDOPACOM)  
CAMP H M SMITH, HAWAII 96861-4028**

February 10, 2021

Chair and Committee Members

Thank you for this opportunity to share with you information which may be helpful in your decision-making regarding HB 782.

There are approximately 24,000 military spouses in Hawaii, most on Oahu at any given time. Based on national numbers there about 9,000 military spouses who are licensed professionals. A 2018 Blue Star Families survey of state licensure issues affecting military spouses suggest there are slightly more than 4,000 licensed professional military spouses unable to contribute to the local economy in their profession due to state licensing regulations. This is despite the fact, due to a variety of reasons; the State of Hawaii has a shortage in many professional licensed career fields in which military spouses are currently licensed and willing to work.

Many of these professionally licensed spouses do not seek licensure here because Service members and their spouses move, on average, every three years; and obtaining a license in every jurisdiction represents a significant burden. Moreover, we know that the inability of professionally licensed military spouses to find meaningful work can negatively affect the retention of the Service member.

Indo-Pacific Command generally supports any legislation that creates opportunities for military families. Accordingly, and in this case, we support any effort to ease the licensing requirements on military spouses who hold active professional licenses in other states. Such legislation would add to the existing pool of local talent and expertise while simultaneously creating opportunities military families.

SUZANNE P. VARES-LUM  
Major General, U.S. Army  
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STATE OF HAWAII  
**DEPARTMENT OF DEFENSE**  
**OFFICE OF THE ADJUTANT GENERAL**  
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TESTIMONY ON HOUSE BILL 782  
RELATING TO ACTIVE DUTY MILITARY ENTITLEMENTS

PRESENTATION TO  
THE COMMITTEE ON CORRECTIONS, MILITARY, AND VETERANS

BY

MAJOR GENERAL KENNETH S. HARA  
ADJUTANT GENERAL  
DIRECTOR OF THE HAWAII EMERGENCY MANAGEMENT AGENCY  
AND HOMELAND SECURITY ADVISOR

FEBRUARY 10, 2021

Chair Ohno, Vice Chair Ganaden, and members of the Committee on Corrections, Military, and Veterans.

I am Major General Kenneth Hara, Adjutant General, Director of the Hawaii Emergency Management Agency and Homeland Security Advisor.

The Department of Defense (DOD) provides COMMENTS of HB 782.

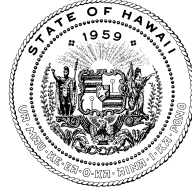
This measure, if passed, would streamline the processing of an active duty military spouse application to practice his or her profession or vocation in the State. Streamlining the process to reduce the time it takes to process a license will quickly allow critical professions to contribute to the State of Hawaii in their profession or vocation.

We defer to the Department of Commerce and Consumer Affairs for their input on the impacts to the current process and risks associated with streamlining the current system of processing licensure requests. In coordination with the Department of Commerce and Consumer Affairs and the Attorney General, we ask to use the corresponding licensing language in HB961/SB1115.

The DOD holds the position that the priorities set forth in the Executive Budget takes priority over implementation of this measure if implementation would negatively impact the Executive Budget.

Thank you for this opportunity to provide comments on HB 782.

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BG Moses Kaiwi Jr.: [moses.kaiwi.mil@mail.mil](mailto:moses.kaiwi.mil@mail.mil); 808-672-6005



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**Testimony of the Department of Commerce and Consumer Affairs**

**Before the  
House Committee on Corrections, Military, & Veterans  
Wednesday, February 10, 2021  
10:00 a.m.  
Via Videoconference**

**On the following measure:  
H.B. 782, RELATING TO LICENSING**

Chair Ohno and Members of the Committee:

My name is Ahlani Quiogue, and I am the Licensing Administrator of the Department of Commerce and Consumer Affairs' (Department) Professional and Vocational Licensing Division (PVL). The Department appreciates the intent of and offers comments on this bill.

The purpose of this bill is to allow a person who: is married to an active duty member in the military; accompanies his or her spouse on a permanent change of station to Hawaii; and holds a current, unencumbered license in another jurisdiction in specific professions to apply for licensure on an expedited basis in the State.

The Department appreciates the bill's intent to streamline the process and accelerate the timeline for a military spouse to receive a license by endorsement. This bill allows the PVL appropriate time to issue both a temporary license and a permanent license to a military spouse, without severely compromising the Department's ability to effectively evaluate the applicant's qualifications and protect Hawaii's consumers. The bill also provides the Department a mechanism to issue licenses by endorsement to

Testimony of DCCA

H.B. 782

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professions that have national standards, versus professions and trades with varying standards of licensure.

The Department defers to the Department of Defense regarding its preference for the language contained in this measure, as opposed to administration bill H.B. 961.

Thank you for the opportunity to testify on this bill.



**Testimony to the House Correction, Military, and Veterans Committee  
Wednesday, February 10, 2021 at 10:00 A.M.  
Via Videoconference**

**RE: HB 782, RELATING TO LICENSING**

Chair Ohno, Vice Chair Ganaden, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **strongly supports** HB 782 which allows a person who: is married to an active duty member in the military; accompanies his or her spouse on a permanent change of station to Hawaii; and holds a current, unencumbered license in another jurisdiction in specific professions to apply for licensure on an expedited basis in the State of Hawaii.

The Chamber's Military Affairs Council (MAC) was established in 1985 to specifically advocate on behalf of Hawaii's military as it is the second economic driver for the State of Hawaii, comprised of business leaders, state and local officials, non-profit organizations, community leaders and retired U.S. flag and general officers to advocate and liaison with the military commands.

The MAC stands in strong support of HB 782 which is part of an effort throughout the 50 states to support military spouses with professional licenses who are able and interested in working while stationed in our community. We have shortages for some of these positions in Hawaii - teachers, nurses, and a variety of health-related fields especially now during the COVID-19 pandemic. This is not about taking a job away but instead adding and welcoming capabilities in areas which we are in need of qualified professionals.

While many states have enacted some form of relief in the area of occupational license reciprocity for spouses married to an active duty member of the armed forces, a Department of Defense report<sup>1</sup> illustrates that improvements can be made and has developed best practices to modernize and balance the reciprocity of occupational license professions and the protection of consumers.

The report, which has been delivered to members of Congress and state Governors, lays out some immediate, near-term and long-term solutions. There are currently occupation-specific compacts for physicians, nurses, physical therapists, emergency medical technicians, psychologists, and audiologists/speech-language pathologists. For example, the nurse licensure

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<sup>1</sup> Military Spouse Licensure Reports

<https://www.militaryonesource.mil/data-research-and-statistics/reports/military-spouse-licensure-reports>





# Chamber of Commerce HAWAII

*The Voice of Business*

compact has been approved by 34 states, and is being considered by 10 more states in 2020 with others being considered in 2021.

Military spouses suffer from one of the highest unemployment rates in the country and HB 782 will enable those who meet the qualifying requirements an opportunity to become productive citizens.

Thank you for this opportunity to provide testimony in strong support.

**HB-782**

Submitted on: 2/8/2021 9:24:05 PM

Testimony for CMV on 2/10/2021 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Tom Barrett	Individual	Support	No

Comments:

I fully support any effort by the State of Hawai'i to expedite and make it easier for military spouses to become licensed in the State of Hawai'i for the purpose of employment.

This is our second tour in Hawaii and both times my spouse had to apply for two professional licenses, a registered nurse license and advanced practice nursing license, in 2009 and 2018. In both instances it took an average of 4 months to obtain licenses. Without these licenses she was unable to even apply for a job. Additionally, my spouse was required to become credentialed at the hospital with took another 2 months. Moving to Hawai'i resulted in my spouse being unemployed for over 6 months as a result of license processing.

The process proved to be lengthy and required excessive effort to include numerous phone calls, long hold times, many emails and misplaced paperwork to secure a registered nursing license and advance practice nursing license.

Moving is one of the most stressful things for our military families and finding employment for spouses in a new location only adds to that stress. HB782 will help to reduce that stress and provide better opportunities for military spouses in Hawai'i.

Mahalo for consideration of my support for this bill.

Tom Barrett

**HB-782**

Submitted on: 2/8/2021 9:27:31 PM

Testimony for CMV on 2/10/2021 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Jill Barrett	Individual	Support	No

Comments:

As a military spouse in Hawaii, I support HB 782. This bill would make it easier for me to continue my profession without large gaps in employment between moves. In my profession I cannot even apply for jobs in the State of Hawai'i without an active Hawai'i registered nursing license and advance practice nursing license. An absence of work in excess of three months requires justification as to my whereabouts and reasons to my new employer. This creates an additional burden on my profession as well as lost wages during the time I am going through the licensing process in the State of Hawai'i.

In my most recent move to Hawai'i 2018, I sent an application for my licenses in February of 2018, in April I spoke with someone who stated my application had been received on 2 March and was being processed. Between April and 17 May of 2018, I was making multiple phone calls per day from the east coast to Hawai'i with a six-hour time difference. There are times I waited on hold for over one hour after 10-20 attempts to get into the cue and secure a place in line on the phone. After getting in touch with a person, I was routinely passed from to multiple individuals until I finally was connected to a supervisor's boss. Through persistence and perseverance, I was finally able to get my licenses in May of 2018. My family moved to Hawai'i in June 2018 and I was able to start working in August of 2018 after applying for a job, being offered a position and finally being credentialed by the hospital.

I fully support and encourage the passing of HB782 for myself and all other spouses. This bill will make relocating to Hawai'i and finding employment easier. I don't want others to have the same experience I had coming here in 2018.

Mahalo for your consideration of my testimony.

Jill Barrett

LATE

**HB-782**

Submitted on: 2/9/2021 4:10:39 PM  
Testimony for CMV on 2/10/2021 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Alan S. Hayashi	Individual	Support	No

Comments:

Chair --I support HB782 for additional discussion. Thank you for the opportunity to testify. Aloha, Alan S. Hayashi

**HB-782**

Submitted on: 2/9/2021 4:23:52 PM

Testimony for CMV on 2/10/2021 10:00:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Deborah Nakashima	Work for Warriors Hawaii	Support	No

Comments:

I would like to submit testimony to support this bill, but to include language that supports the following statement that includes the Hawaii National Guard and Reserves:

"Notwithstanding any other law, a person who is married to an active duty member of the armed forces of the the United States who is accompanying the member to an official permanent change of station to a military installation in the state, or who is a transferring member to the Hawaii National Guard, or the Hawaii Reserve Components of the Army, Air Force, Navy, Marine Corp, or Coast Guard, shall be approved for licensure" (lines 11-16).

This will ensure that our citizen service members who are contributing members to our community have the same opportunities afforded to active duty component members. National Guard service members are important to the state strength of our own force, supporting state efforts to ensure the well being, safety, and security of our state.

**HB-782**

Submitted on: 2/10/2021 1:08:42 AM

Testimony for CMV on 2/10/2021 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Edward V. Richardson	Individual	Support	No

Comments:

Chairman Ohno, Vice Chairman Ganaden and Members of the Committee on Corrections, Military and Veterans.

**I am MG Edward V. Richardson, USAF (Ret), retired State Adjutant General and former Chairman of the Military and Veterans Committee of the State Workforce Development Council and I would like to submit testimony in support of HB 782.**

**Hawaii plays an important and strategic role in the defense of the United States and serves as the headquarters and home station for many of our military services in the Pacific. And, as we all know, the military is an important and large part of our economy.**

**Military families are a part of Hawaii's community and military spouses play an important role in our State workforce. They are talented, hard working and bring many of the skills we need in Hawaii. In many cases, such as teachers, nurses, engineers and IT specialists, they fill positions where we are critically short.**

**Unfortunately, we have experienced issues that make it difficult and sometimes impossible to place or find jobs because of licensing issues and complicated by the military's practice of rotating forces.**

**I have always admired the role that our military spouses play. They have chosen to commit themselves to support their partner who has chosen to serve and defend the United States of America.**

**They are true heroes.**

**This bill will help solve their problem.**

**Thank you for your support.**