

Appendix A: State Findings

Results are presented by state in the following areas: application processing time, documentation requirements, the application process, and information accessibility. States are listed in alphabetical order and Washington D.C. is included in the list.

Processing-time information includes whether a military spouse is granted a license within 30 days of applying and whether temporary or provisional licenses were granted and lists if military spouse applications were expedited. Procedures or policies that were identified across all of the examined boards were also included in this section.

The documentation-requirements section includes the number and type of documents occupational boards require to accompany an application.

The license-application process is presented by showing if boards defined the application process and provided clear instructions to applicants. The number of steps that were required to be completed before submitting an application is also listed.

The information-accessibility section presents whether information pertaining to military spouse licensure was readily available on occupational board websites. Each board's website was evaluated using three questions, and the results reflect the answers to those questions. The questions were 1) Was the phrase "Military spouse" on the website? 2) Did the website provide information pertaining to military spouse applicants? This information could be listed under "Military spouse," "Veteran," or "Military" links, and 3) Were military spouses' license recognition, transfer, or reciprocity options displayed on the website? Each "yes" answer was given a numerical score of one. Thus, for states with six examined boards, scores could range from 0-18. States were coded green if their score was between 12-18, yellow if their score was between 6-11, and red if their score was between 0-5.

Alabama

Processing time

Table AL1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the boards examined in Alabama. Accounting and Cosmetology boards met the DoD's goal of granting a license within 30 days. Teacher (Education) boards expedited military spouse applications.

Table AL1

Alabama Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		
Cosmetology	•		
Dental Hygiene	- ✓		
Massage Therapy			
Pharmacy Technician			
Teacher (Education)			▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables AL2 and AL3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Alabama boards that were examined, two required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit eight documents, and Accountants are only required to submit three.

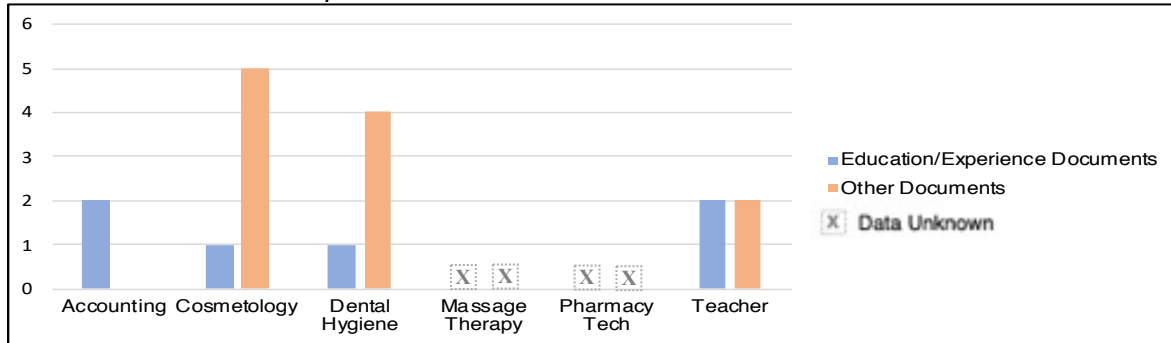
Table AL2

Alabama Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting			•	
Cosmetology	•	N/A		
Dental Hygiene		•	•	•
Massage Therapy				
Pharmacy Technician		•		
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table AL3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table AL4 presents key elements of the application process. All of the examined boards in Alabama defined the application process and most of the boards provided clear instructions.

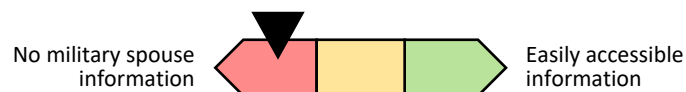
Table AL4*Alabama Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	4-6
Massage Therapy	•		
Pharmacy Technician	•		
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure AL1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure AL1*State-Wide Website Information Accessibility*

Alaska

Processing time

Table AK1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the boards examined in Alaska. Accounting and Cosmetology boards met the DoD's goal of a spouse being able to work within 30 days. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards expedited military spouse applications.

Table AK1

Alaska Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting		- ✓	•	▷
Cosmetology			•	▷
Dental Hygiene		- ✓		▷
Massage Therapy				▷
Pharmacy Technician				▷
Teacher (Education)				

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
■	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables AK2 and AK3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Alaska boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Accounting applicants must submit eight documents, and Pharmacy Technicians are only required to submit two.

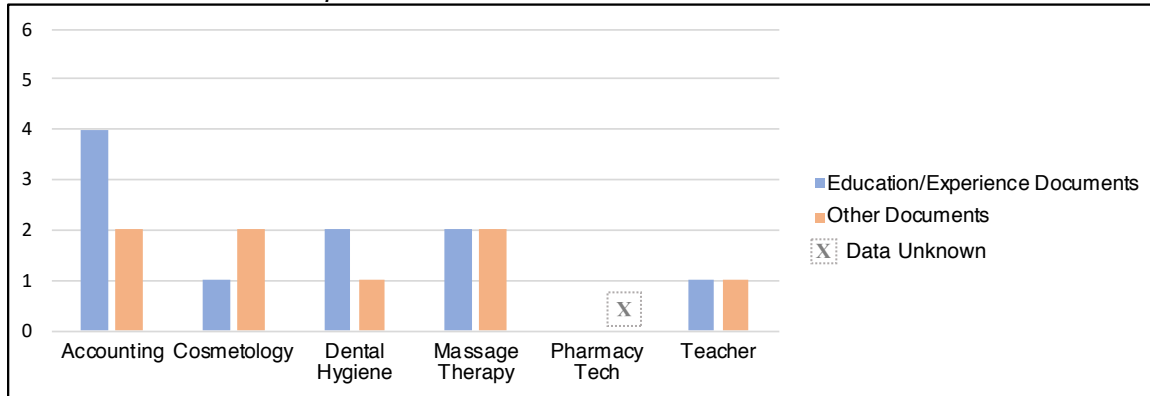
Table AK2

Alaska Documentation Requirements

	Previous license	Background check	National exam results	State/Regio nal exam results
Accounting	•			•
Cosmetology	•	N/A		•
Dental Hygiene	•	•	•	
Massage Therapy	•	•		
Pharmacy Technician			•	•
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
■	Not required to be submitted
N/A	Not applicable
■	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table AK3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table AK4 presents key elements of the application process. The majority of the examined boards in Alaska defined the application process and provided clear instructions.

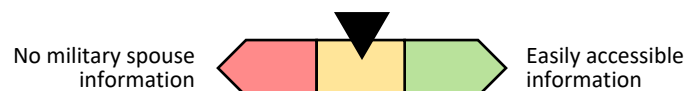
Table AK4*Alaska Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting		•	1-3
Cosmetology	•		4-6
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure AK1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure AK1*State-Wide Website Information Accessibility*

Arizona

Processing time

Table AZ1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the boards examined in Arizona. Cosmetology, Dental Hygiene, Massage Therapy, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Teacher (Education) boards expedited military spouse applications.

Table AZ1

Arizona Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting		-		
Cosmetology	•			
Dental Hygiene	•			
Massage Therapy	•			
Pharmacy Technician				
Teacher (Education)	•			▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables AZ2 and AZ3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Arizona boards that were examined, four required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit eight documents, and Accountants are only required to submit two.

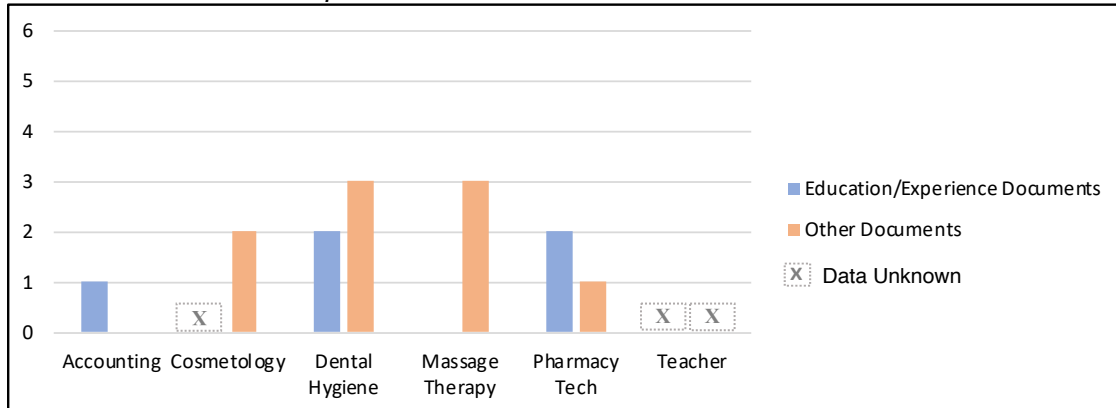
Table AZ2

Arizona Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting			•	
Cosmetology	•	N/A		•
Dental Hygiene		•	•	•
Massage Therapy	•	•		
Pharmacy Technician	•	•	•	•
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table AZ3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table AZ4 presents key elements of the application process. The majority of the examined boards in Arizona defined the application process, and half of the boards provided clear instructions.

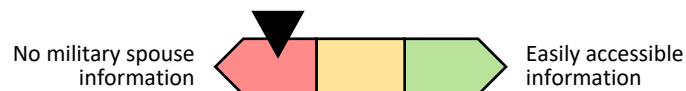
Table AZ4*Arizona Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy			4-6
Pharmacy Technician	•		1-3
Teacher (Education)	•		

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure AZ1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure AZ1*State-Wide Website Information Accessibility*

Arkansas

Processing time

Table AR1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the boards examined in Arkansas. Accounting, Cosmetology, Pharmacy Technician, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Accounting, Pharmacy Technician, and Teacher (Education) boards expedited military spouse applications.

Table AR1
Arkansas Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting			•	▷
Cosmetology	•		•	
Dental Hygiene				
Massage Therapy				
Pharmacy Technician	•			▷
Teacher (Education)			•	▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

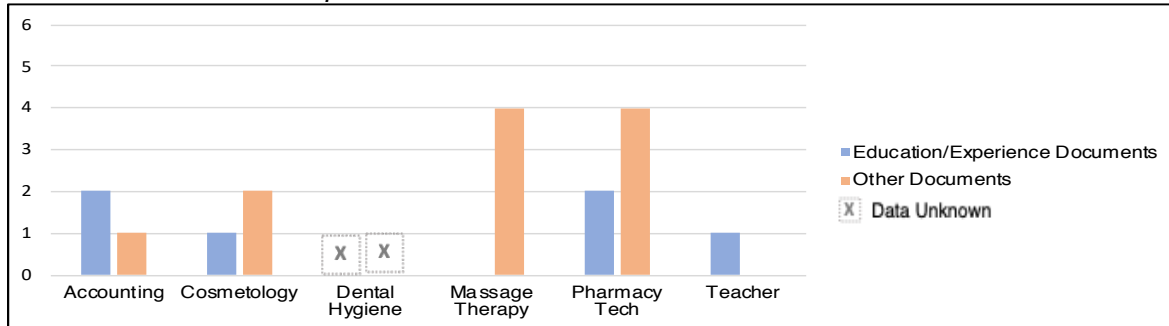
Tables AR2 and AR3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Arkansas boards that were examined, four required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Accounting applicants must submit six documents, and Dental Hygienists are only required to submit two.

Table AR2
Arkansas Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•		•
Cosmetology	•	N/A	•	
Dental Hygiene			•	•
Massage Therapy	•			
Pharmacy Technician		•		
Teacher (Education)	•			

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table AR3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card. Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table AR4 presents key elements of the application process. All of the examined boards in Arkansas defined the application process, and the majority of the boards provided clear instructions.

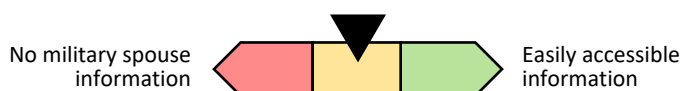
Table AR4*Arkansas Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	1-3
Teacher (Education)	•		

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure AR1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure AR1*State-Wide Website Information Accessibility*

California

Processing time

Table CA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. The Accounting, Cosmetology, Dental Hygiene, and Pharmacy boards expedited military spouse applications, but only the Accounting Board met the DoD's goal of granting a license within 30 days. Massage Therapists are not required to be licensed in California.

Table CA1

California Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		▷
Cosmetology	-		▷
Dental Hygiene			▷
Massage Therapy	License not required		
Pharmacy Technician	▲		▷
Teacher (Education)	▲		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables CA2 and CA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the California boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit nine documents, and Cosmetologists are required to submit five.

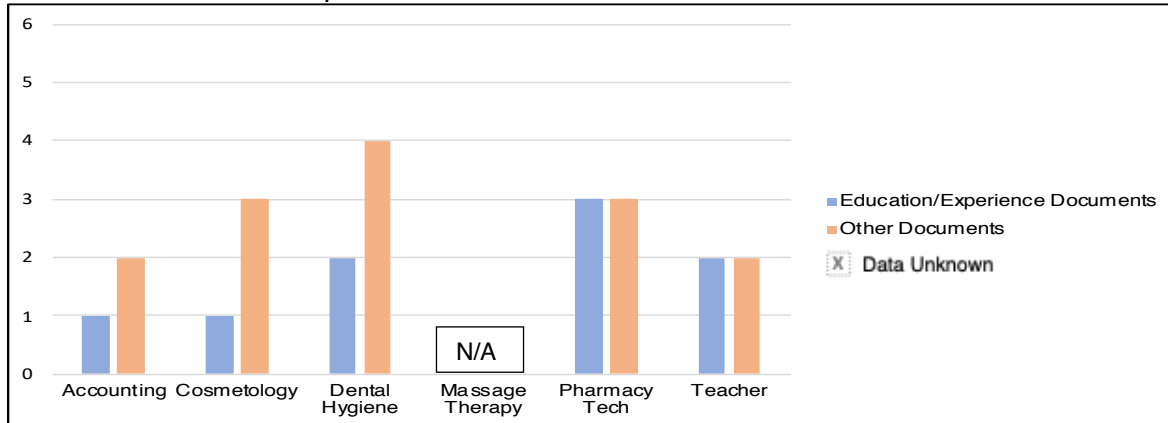
Table CA2

California Documentation Requirements

	Previous license	Background check	National exam results	State/Regio nal exam results
Accounting	•	•	•	•
Cosmetology	•	N/A		
Dental Hygiene	•		•	•
Massage Therapy	License not required			
Pharmacy Technician	•	•		
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table CA3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table CA4 presents key elements of the application process. The five boards that require licensing in California defined the application process and provided clear instructions.

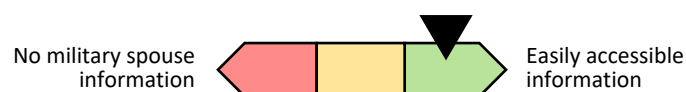
Table CA4*California Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	License not required		
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure CA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure CA1*State-Wide Website Information Accessibility*

Colorado

Processing time

Table CO1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Teacher (Education) boards expedited military spouse applications.

Boards and Offices/Programs under the purview of the Colorado Division of Professions and Occupations offer temporary (3-year), non-renewable licenses to military spouses who hold a license in good standing from another U.S. jurisdiction, if these spouses meet certain other requirements.

Table CO1

Colorado Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•		•	▷
Cosmetology	•		•	▷
Dental Hygiene	•		•	▷
Massage Therapy	•		•	▷
Pharmacy Technician	•		•	
Teacher (Education)	▲			▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables CO2 and CO3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Colorado boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit six documents, and Pharmacy Technicians are only required to submit three.

Table CO2

Colorado Documentation Requirements

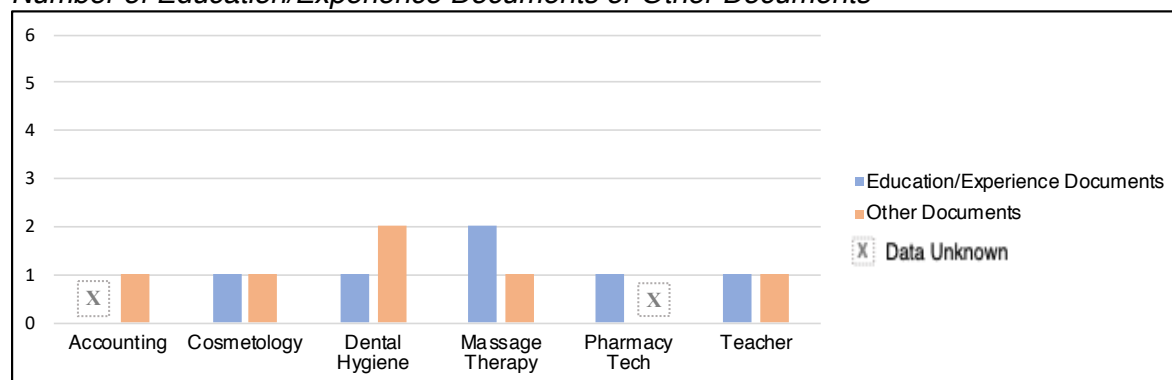
	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			•
Cosmetology	•	N/A		
Dental Hygiene	•		•	•
Massage Therapy	•	•		•
Pharmacy Technician	•	•		
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table CO3

Number of Education/Experience Documents or Other Documents



Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table CO4 presents key elements of the application process. Most of the examined boards in Colorado defined the application process, and half of the boards provided clear instructions.

Table CO4

Colorado Application Process

	Process was defined	Instructions were clear	Number of steps to complete
Accounting		•	1-3
Cosmetology	•	•	1-3
Dental Hygiene			
Massage Therapy	•	•	
Pharmacy Technician	•		
Teacher (Education)	•		

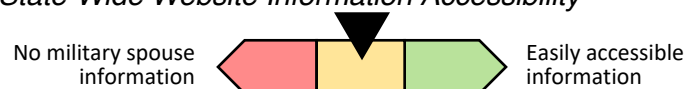
Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure CO1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure CO1

State-Wide Website Information Accessibility



Connecticut

Processing time

Table CT1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the boards examined in Connecticut. Accounting, Dental Hygiene, Massage Therapy, and Teacher (Education) boards met the DoD's goal of granting a license 30 days. Accounting boards expedited military spouse applications.

Table CT1

Connecticut Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		▷
Cosmetology			
Dental Hygiene	•		
Massage Therapy	•		
Pharmacy Technician			
Teacher (Education)	▲	•	

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables CT2 and CT3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Connecticut boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Accountant applicants must submit five documents, and Pharmacy Technicians are not required to submit any.

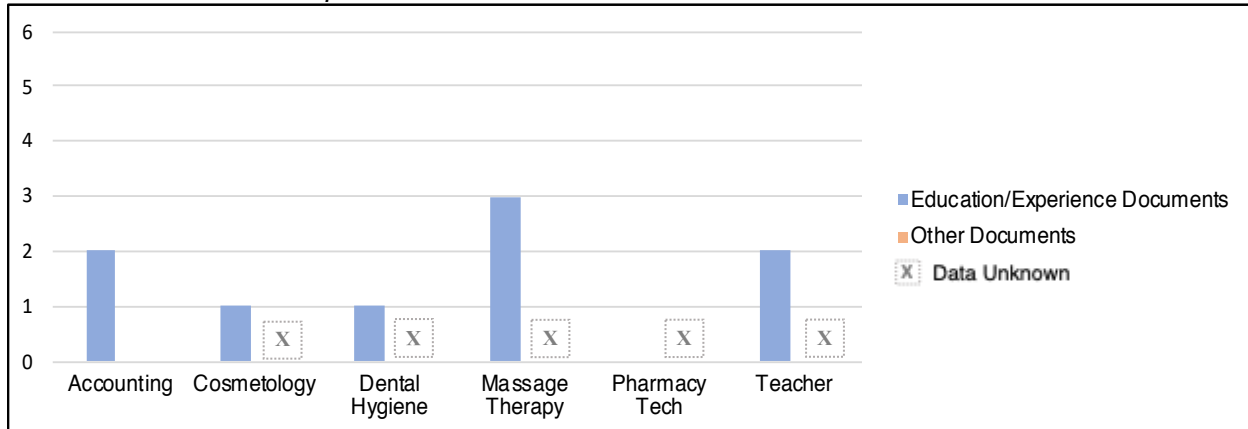
Table CT2

Connecticut Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	•
Cosmetology	•	N/A		•
Dental Hygiene	•		•	•
Massage Therapy	•		•	
Pharmacy Technician				
Teacher (Education)	•		•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table CT3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table CT4 presents key elements of the application process. Half of the examined boards in Connecticut defined the application process, and most of the boards provided clear instructions.

Table CT4*Connecticut Application Process*

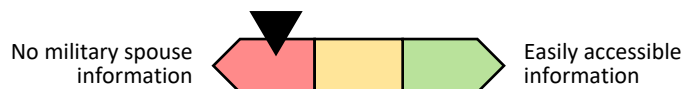
	Process was defined	Instructions were clear	Number of steps to complete
Accounting		•	4-6
Cosmetology			
Dental Hygiene		•	4-6
Massage Therapy	•		1-3
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	4-6

Legend

- The board meets the listed criteria
-

Information Accessibility

Figure CT1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure CT1*State-Wide Website Information Accessibility*

Delaware

Processing time

Table DE1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the boards examined in Delaware. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Dental Hygiene boards expedited military spouse applications.

Boards under the purview of the Delaware Division of Professional Regulation grant military spouses a provisional professional license to practice in Delaware for up to six months while their application for a Delaware professional license is pending.

Table DE1

Delaware Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting			•	
Cosmetology			•	
Dental Hygiene			•	▶
Massage Therapy			•	
Pharmacy Technician			•	
Teacher (Education)				

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▶	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

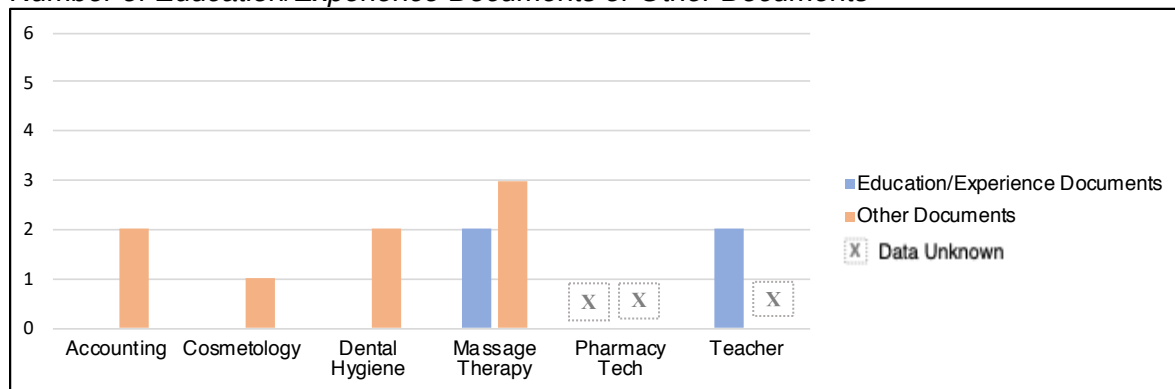
Tables DE2 and DE3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Delaware boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit eight documents, and Cosmetology applicants are required to submit three.

Table DE2*Delaware Documentation Requirements*

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	
Cosmetology	•	N/A	•	
Dental Hygiene	•			
Massage Therapy	•	•	•	
Pharmacy Technician				
Teacher (Education)	•		•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table DE3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table DE4 presents key elements of the application process. All of the examined boards in Delaware defined the application process, and the majority of the boards provided clear instructions.

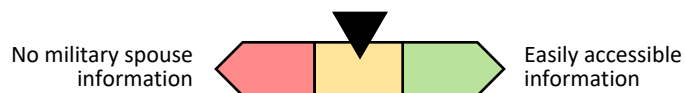
Table DE4*Delaware Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	1-3
Pharmacy Technician	•		
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure DE1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure DE1*State-Wide Website Information Accessibility*

Florida

Processing time

Table FL1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the boards examined in Florida. Accounting, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days.

Table FL1
Florida Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		
Cosmetology			
Dental Hygiene	•	•	
Massage Therapy	•	•	
Pharmacy Technician	•	•	
Teacher (Education)			

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

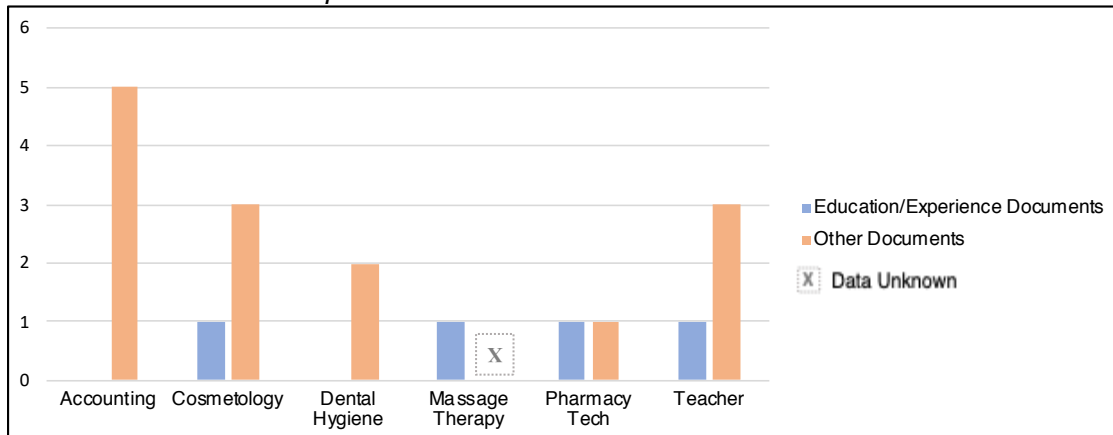
Tables FL2 and FL3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Florida boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Accountants must submit eight documents, and Pharmacy Technicians are only required to submit two.

Table FL2
Florida Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•	•	
Cosmetology	•	N/A		
Dental Hygiene	•	•		
Massage Therapy	•	•	•	
Pharmacy Technician				
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table FL3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table FL4 presents key elements of the application process. The majority of the examined boards in Florida defined the application process, and all boards provided clear instructions.

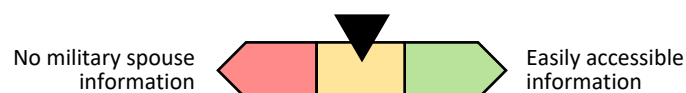
Table FL4*Florida Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting		•	4-6
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure FL1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure FL1*State-Wide Website Information Accessibility*

Georgia

Processing time

Table GA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the boards examined in Georgia. Cosmetology, Dental Hygiene, Massage Therapy, and Teacher (Education) boards met the DoD's goal of a spouse being able to work within 30 days. Massage Therapy and Teacher (Education) boards expedited military spouse applications.

Table GA1

Georgia Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting		-		
Cosmetology	•			
Dental Hygiene	•			
Massage Therapy	•			▷
Pharmacy Technician				
Teacher (Education)	•	-	•	▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables GA2 and GA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Georgia boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teachers must submit ten documents, and Pharmacy Technicians are only required to submit three.

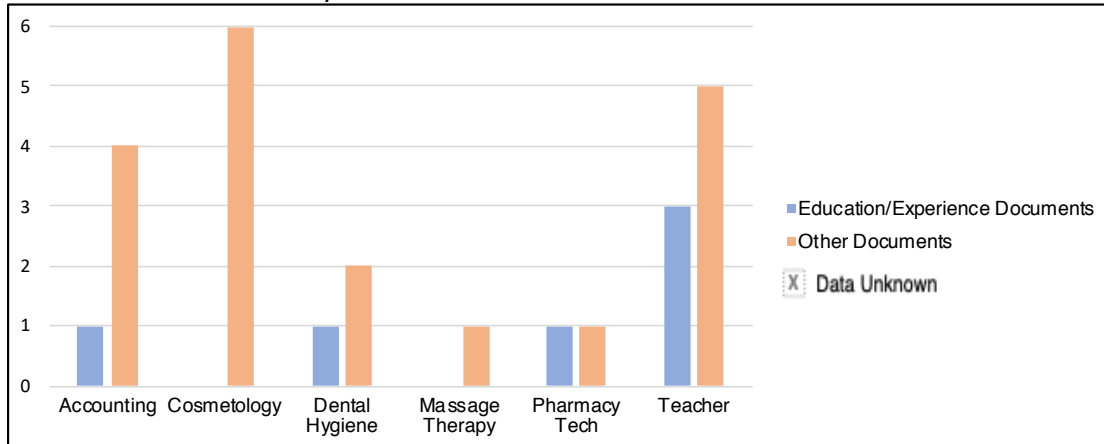
Table GA2

Georgia Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	
Cosmetology	•	N/A	•	
Dental Hygiene	•	•	•	•
Massage Therapy	•	•	•	
Pharmacy Technician		•		
Teacher (Education)	•		•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table GA3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table GA4 presents key elements of the application process. The majority of the examined boards in Georgia defined the application process and most of the boards provided clear instructions.

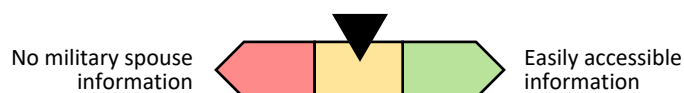
Table GA4*Georgia Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting		•	
Cosmetology	•	•	1-3
Dental Hygiene	•		More than 7
Massage Therapy	•	•	1-3
Pharmacy Technician	•		4-6
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure GA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure GA1*State-Wide Website Information Accessibility*

Hawaii

Processing time

Table HI1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the boards examined in Hawaii. All of the examined boards in Hawaii met the DoD's goal of granting a license within 30 days. Accounting, Cosmetology, and Teacher (Education) boards expedited military spouse applications. Pharmacy Technicians are not required to be licensed in Hawaii.

Table HI1

Hawaii Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	▲	- ✓	•	▷
Cosmetology	•			▷
Dental Hygiene	•			
Massage Therapy	•			
Pharmacy Technician	License not required			
Teacher (Education)	•			▷

Legend

•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables HI2 and HI3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Hawaii boards that were examined, three required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit eight documents, and Cosmetology applicants are only required to submit two.

Table HI2

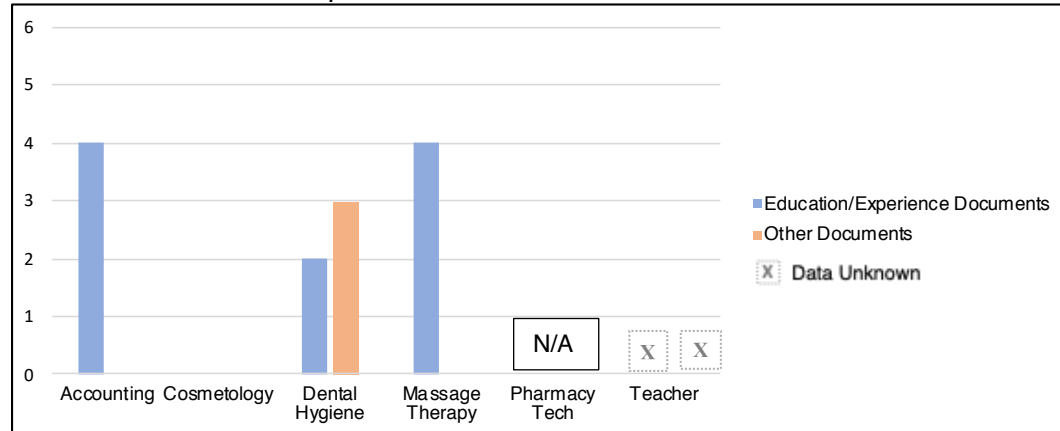
Hawaii Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting			•	
Cosmetology	•	N/A	•	
Dental Hygiene	•		•	•
Massage Therapy				•
Pharmacy Technician	License not required			
Teacher (Education)	•		•	

Legend

•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table HI3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table HI4 presents key elements of the application process. The five boards in Hawaii that require licensing provided clear instructions, and most of the boards defined the application process.

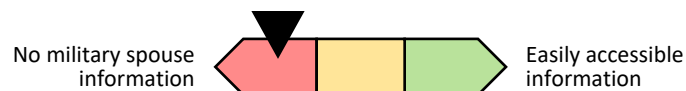
Table HI4*Hawaii Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology		•	1-3
Dental Hygiene	•	•	More than 7
Massage Therapy	•	•	More than 7
Pharmacy Technician	License not required		
Teacher (Education)	•	•	

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure HI1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure HI1*State-Wide Website Information Accessibility*

Idaho

Processing time

Table ID1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Accounting, Cosmetology, Dental Hygiene, and Pharmacy Technician boards expedited military spouse applications.

Table ID1

Idaho Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			▷
Cosmetology	•			▷
Dental Hygiene	•			▷
Massage Therapy			•	
Pharmacy Technician	•		•	▷
Teacher (Education)		-		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables ID2 and ID3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Idaho boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 11 documents, and Massage Therapists are only required to submit two.

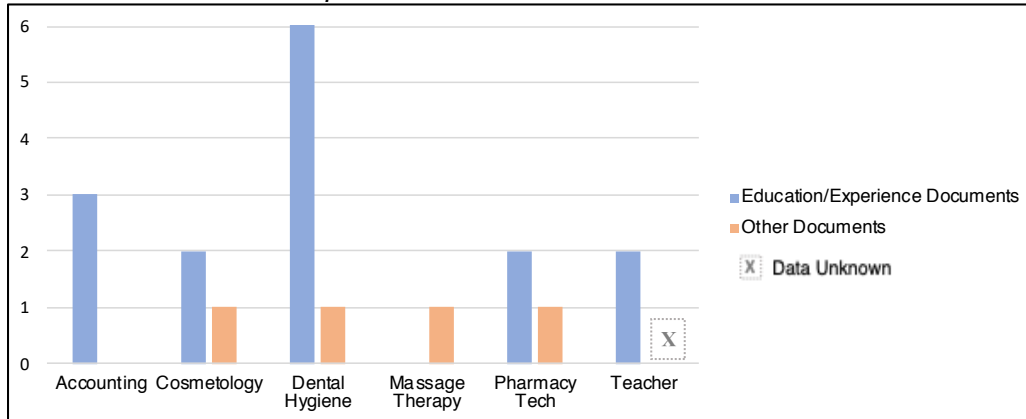
Table ID2

Idaho Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•	•	
Cosmetology		N/A	•	
Dental Hygiene	•	•	•	•
Massage Therapy	•			
Pharmacy Technician	•	•	•	
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table ID3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table ID4 presents key elements of the application process. The majority of the examined boards in Idaho defined the application process and provided clear instructions.

Table ID4*Idaho Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	more than 7
Massage Therapy	•	•	4-6
Pharmacy Technician			
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure ID1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure ID1*State-Wide Website Information Accessibility*

Illinois

Processing time

Table IL1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards expedited military spouse applications, but only the Teacher (Education) board grants a license within 30 days.

Illinois has a dedicated Military Liaison who works with military spouses to help them with the licensing process and ensure their applications are reviewed within 60 days of receiving all required documents.

Table IL1
Illinois Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting		-		▷
Cosmetology		-		▷
Dental Hygiene	▲			▷
Massage Therapy	▲			▷
Pharmacy Technician				▷
Teacher (Education)	●	-		

Legend	
●	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

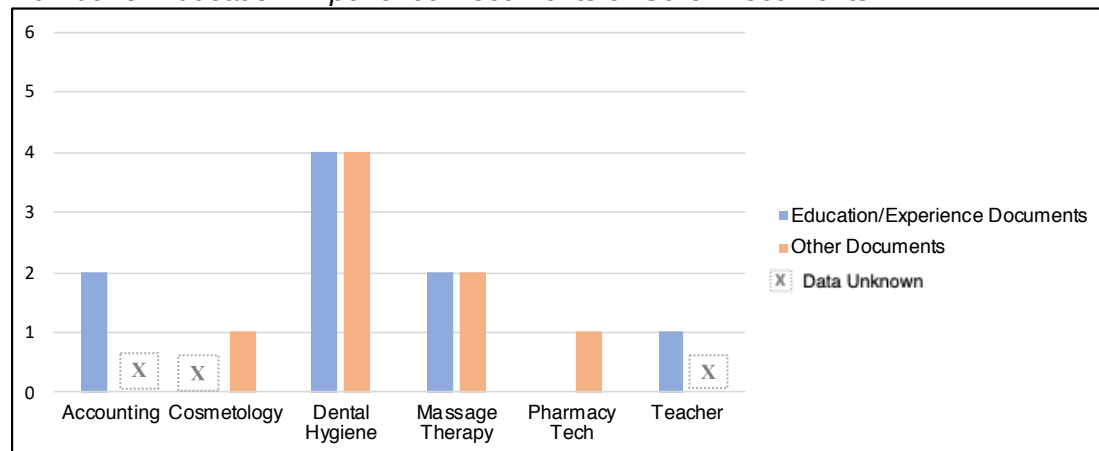
Tables IL2 and IL3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Illinois boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 11 documents, and Pharmacy Technicians are only required to submit three.

Table IL2
Illinois Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	●			
Cosmetology	●	N/A		
Dental Hygiene	●		●	●
Massage Therapy	●	●	●	
Pharmacy Technician		●	●	
Teacher (Education)	●			

Legend	
●	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table IL3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table IL4 presents key elements of the application process. Cosmetology and Massage Therapy boards defined the application process, and half of the examined boards provided clear instructions.

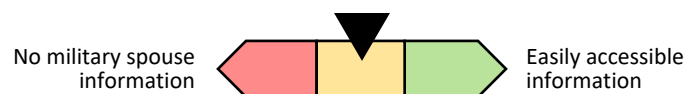
Table IL4*Illinois Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting			
Cosmetology	•	•	1-3
Dental Hygiene		•	more than 7
Massage Therapy	•	•	
Pharmacy Technician			
Teacher (Education)			1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure IL1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure IL1*State-Wide Website Information Accessibility*

Indiana

Processing time

Table IN1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Massage Therapy and Pharmacy Technician boards expedited military spouse applications.

Table IN1
Indiana Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting		-		
Cosmetology	•			
Dental Hygiene	•			
Massage Therapy			•	▷
Pharmacy Technician			•	▷
Teacher (Education)		-		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

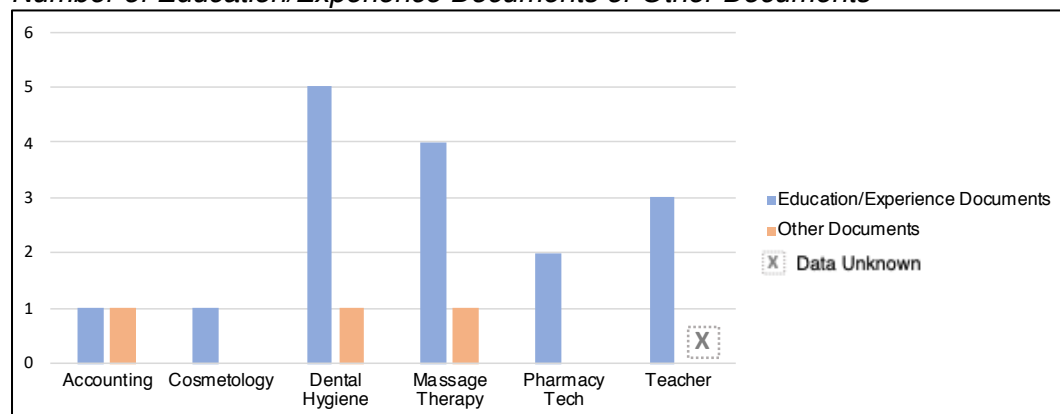
Tables IN2 and IN3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Indiana boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 10 documents, and Cosmetology applicants are only required to submit two.

Table IN2
Indiana Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	
Cosmetology	•	N/A		
Dental Hygiene	•	•	•	•
Massage Therapy	•	•	•	
Pharmacy Technician	•	•	•	
Teacher (Education)	•		•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table IN3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table IN4 presents key elements of the application process. All of the examined boards in Indiana defined the application process and provided clear instructions.

Table IN4*Indiana Application Process*

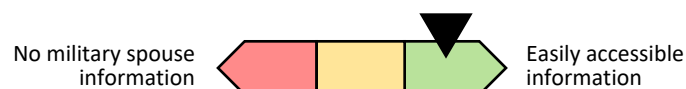
	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	more than 7
Massage Therapy	•	•	more than 7
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	

Legend

- The board meets the listed criteria
- Data unknown or cannot access the information

Information Accessibility

Figure IN1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure IN1*State-Wide Website Information Accessibility*

Iowa

Processing time

Table IA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Dental Hygiene, Massage Therapy, Pharmacy Technician, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician, boards expedited military spouse applications.

Table IA1
Iowa Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			
Cosmetology				▷
Dental Hygiene	•			▷
Massage Therapy			•	▷
Pharmacy Technician	•			▷
Teacher (Education)	•			

Legend

•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables IA2 and IA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Iowa boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teacher (Education) applicants must submit six documents, and Pharmacy Technicians are only required to submit three.

Table IA2
Iowa Documentation Requirements

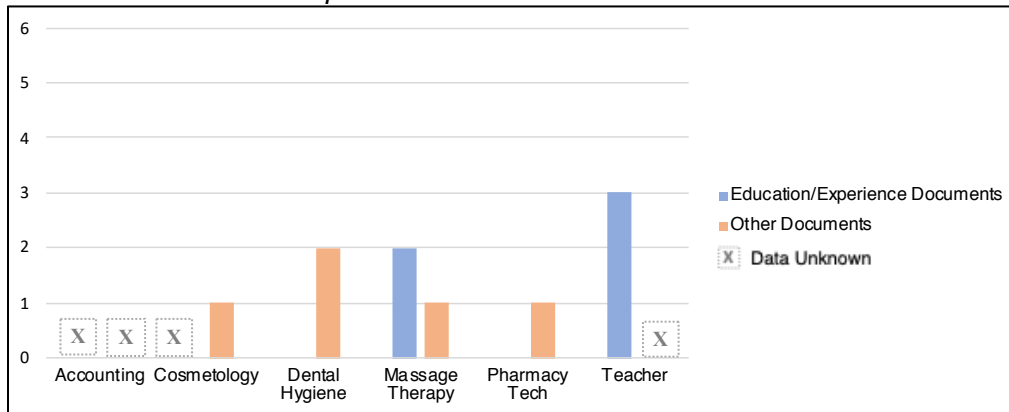
	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology	•	N/A	•	
Dental Hygiene	•	•	•	
Massage Therapy	•		•	
Pharmacy Technician		•	•	
Teacher (Education)	•	•	•	

Legend

•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table IA3
Number of Education/Experience Documents or Other Documents



Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card. Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table IA4 presents key elements of the application process. All of the examined boards in Iowa defined the application process, and half of the boards provided clear instructions.

Table IA4
Iowa Application Process

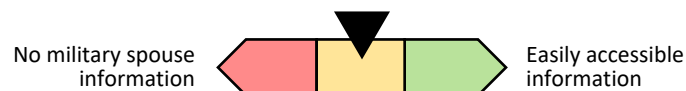
	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•		
Dental Hygiene	•		more than 7
Massage Therapy	•		4-6
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure IA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure IA1
State-Wide Website Information Accessibility



Kansas

Processing time

Table KS1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for three of the boards examined in Kansas. Cosmetology and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Cosmetology boards expedited military spouse applications. Massage Therapists are not required to be licensed in Kansas.

Table KS1

Kansas Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting			
Cosmetology	•		▷
Dental Hygiene			
Massage Therapy	License not required		
Pharmacy Technician	•		
Teacher (Education)	▲		

Legend

•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables KS2 and KS3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Kansas boards that were examined, four required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 11 documents, and Pharmacy Technicians are only required to submit two.

Table KS2

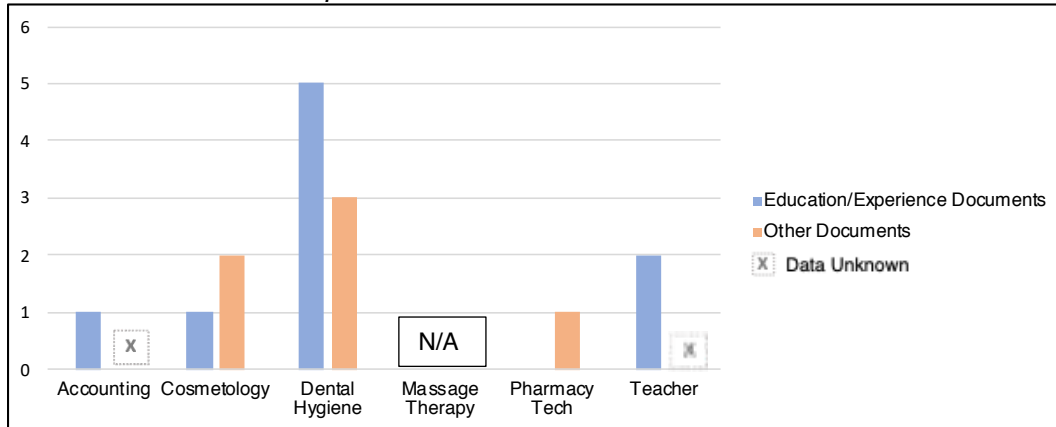
Kansas Documentation Requirements

	Previous license	Background check	National exam results	State/Regio nal exam results
Accounting	•		•	
Cosmetology	•	N/A		
Dental Hygiene	•		•	•
Massage Therapy	License not required			
Pharmacy Technician		•		
Teacher (Education)	•	•	•	

Legend

•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table KS3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table KS4 presents key elements of the application process. Of the five occupations that require licensing in Kansas, all had a defined application process and provided clear instructions.

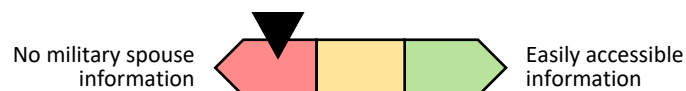
Table KS4*Kansas Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	more than 7
Massage Therapy	License not required		
Pharmacy Technician	•	•	more than 7
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure KS1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure KS1*State-Wide Website Information Accessibility*

Kentucky

Processing time

Table KY1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Cosmetology, Dental Hygiene, Massage Therapy, Pharmacy Technician, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Massage Therapy boards expedited military spouse applications.

Table KY1
Kentucky Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting		- ✓		
Cosmetology	•			
Dental Hygiene	•			
Massage Therapy	•			▷
Pharmacy Technician	•			
Teacher (Education)	•			

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables KY2 and KY3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Kentucky boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit twelve documents, and Cosmetology applicants are only required to submit three.

Table KY2
Kentucky Documentation Requirements

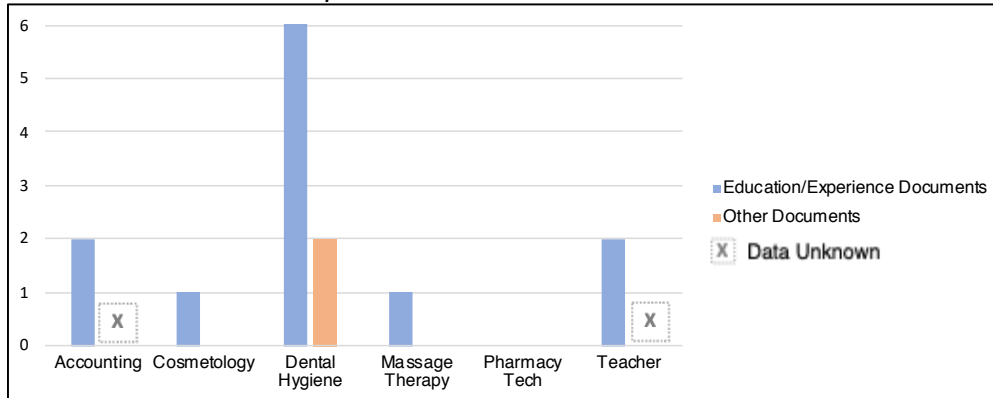
	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	
Cosmetology	•	N/A	•	
Dental Hygiene	•	•	•	•
Massage Therapy	•		•	
Pharmacy Technician				
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table KY3

Number of Education/Experience Documents or Other Documents



Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table KY4 presents key elements of the application process. All of the examined boards in Kentucky provided clear instructions, and the majority of the boards defined the application process.

Table KY4

Kentucky Application Process

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	more than 7
Massage Therapy	•	•	4-6
Pharmacy Technician		•	1-3
Teacher (Education)	•	•	1-3

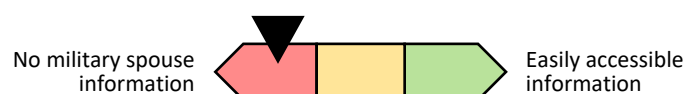
Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure KY1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure KY1

State-Wide Website Information Accessibility



Louisiana

Processing time

Table LA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Massage Therapy, Pharmacy Technician, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Massage Therapy and Pharmacy Technician boards expedited military spouse applications.

Table LA1

Louisiana Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	▲			
Cosmetology	▲			
Dental Hygiene	▲			
Massage Therapy	●			▷
Pharmacy Technician	●		●	▷
Teacher (Education)	●			

Legend	
●	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables LA2 and LA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Louisiana boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Pharmacy Technicians applicants must submit ten documents, and Accountants are only required to submit three.

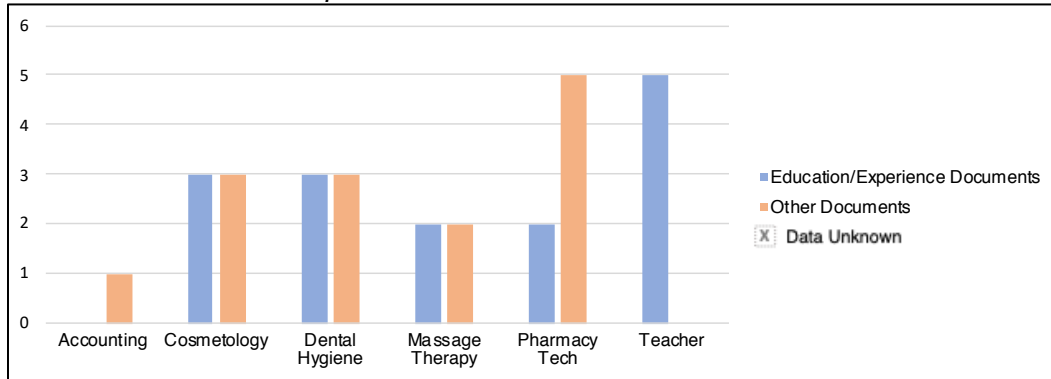
Table LA2

Louisiana Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	●		●	
Cosmetology	●	N/A	●	
Dental Hygiene	●	●	●	
Massage Therapy	●	●	●	
Pharmacy Technician	●	●	●	
Teacher (Education)	●	●	●	

Legend	
●	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table LA3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table LA4 presents key elements of the application process. All of the examined boards in Louisiana defined the application process and provided clear instructions.

Table LA4*Louisiana Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	more than 7
Pharmacy Technician	•	•	more than 7
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure LA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure LA1*State-Wide Website Information Accessibility*

Maine

Processing time

Table ME1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the boards examined in Maine. Cosmetology, Dental Hygiene, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Pharmacy Technician boards expedited military spouse applications.

Table ME1

Maine Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting				
Cosmetology	•			
Dental Hygiene	•			
Massage Therapy				
Pharmacy Technician	•			▷
Teacher (Education)		-		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables ME2 and ME3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Maine boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit seven documents, and Pharmacy Technicians are only required to submit three.

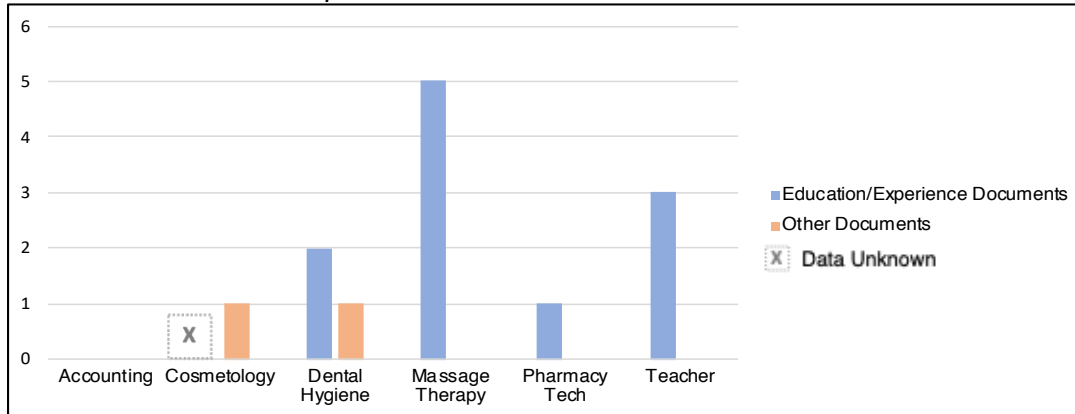
Table ME2

Maine Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology	•	N/A		
Dental Hygiene	•	•	•	•
Massage Therapy	•			
Pharmacy Technician	•	•		
Teacher (Education)	•		•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table ME3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table ME4 presents key elements of the application process. All of the examined boards in Maine provided clear instructions, and the majority of the boards defined the application process.

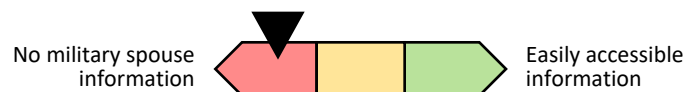
Table ME4*Maine Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	more than 7
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure ME1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure ME1*State-Wide Website Information Accessibility*

Maryland

Processing time

Table MD1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Cosmetology, Pharmacy Technician and Teacher (Education) boards met the DoD's goal of a spouse being able to work within 30 days of submitting an application. Dental Hygiene and Teacher (Education) boards expedited military spouse applications.

Table MD1

Maryland Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	▲			
Cosmetology	●		●	
Dental Hygiene				▷
Massage Therapy	▲			
Pharmacy Technician	●			
Teacher (Education)			● ★	▷

Legend	
●	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables MD2 and MD3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Maryland boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Pharmacy Technicians applicants must submit thirteen documents, and Cosmetology applicants are only required to submit one.

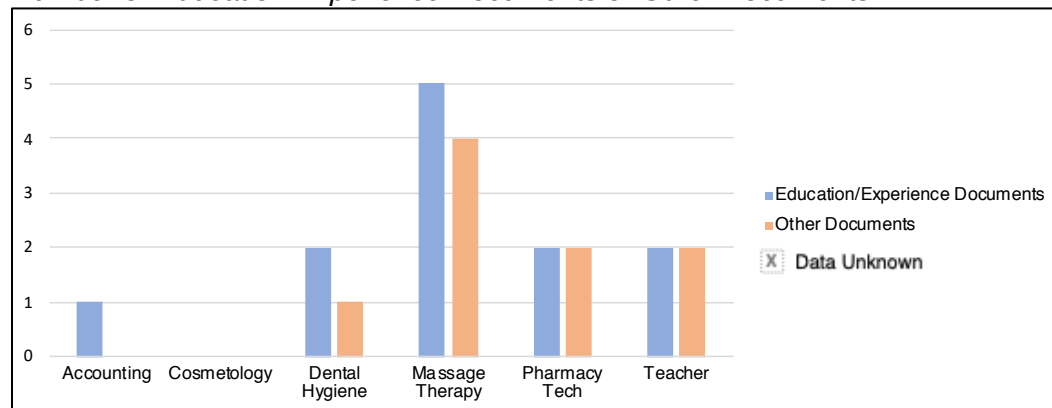
Table MD2

Maryland Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	●		●	
Cosmetology	●	N/A		
Dental Hygiene	●		●	●
Massage Therapy	●	●	●	●
Pharmacy Technician	●	●		
Teacher (Education)	●		●	

Legend	
●	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table MD3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table MD4 presents key elements of the application process. All of the examined boards in Maryland defined the application process and provided clear instructions.

Table MD4*Maryland Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	more than 7
Pharmacy Technician	•	•	more than 7
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure MD1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure MD1*State-Wide Website Information Accessibility*

Massachusetts

Processing time

Table MA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Pharmacy Technician and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. All of the examined boards expedited military spouse applications.

Table MA1

Massachusetts Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting				▷
Cosmetology				▷
Dental Hygiene				▷
Massage Therapy	▲			▷
Pharmacy Technician	•			▷
Teacher (Education)			•	▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables MA2 and MA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Massachusetts boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 11 documents, and Accountants are required to submit six.

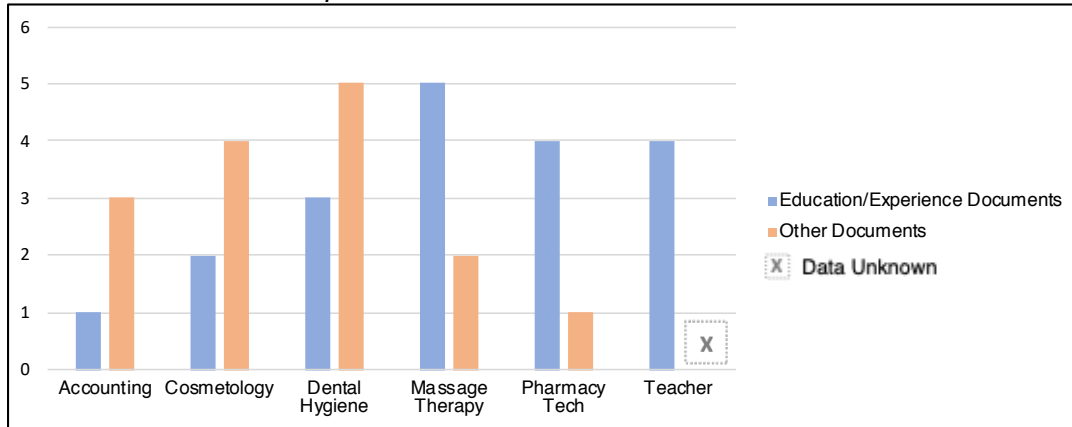
Table MA2

Massachusetts Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•		
Cosmetology	•	N/A	•	
Dental Hygiene	•		•	•
Massage Therapy	•	•	•	
Pharmacy Technician	•		•	
Teacher (Education)	•			•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table MA3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table MA4 presents key elements of the application process. The majority of the examined boards in Massachusetts defined the application process and provided clear instructions.

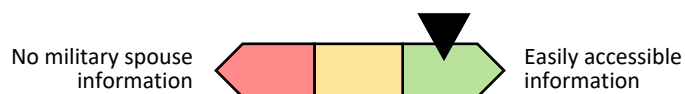
Table MA4*Massachusetts Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•		4-6
Cosmetology	•	•	4-6
Dental Hygiene	•	•	more than 7
Massage Therapy		•	4-6
Pharmacy Technician	•	•	more than 7
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure MA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure MA1*State-Wide Website Information Accessibility*

Michigan

Processing time

Table MI1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in Michigan. Accounting, Cosmetology, Dental Hygiene, Pharmacy Technician, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Cosmetology boards expedited military spouse applications.

Boards under the purview of the Michigan Department of Licensing and Regulatory Affairs (LARA) grant military spouses a temporary license that is valid for 6 months and may be renewed for one additional 6-month term if the department determines the temporary licensee continues to meet the requirements and needs additional time to fulfill the requirements for initial licensure in Michigan.

Table MI1
Michigan Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting			•	
Cosmetology			•	▷
Dental Hygiene	▲		•	
Massage Therapy				
Pharmacy Technician	•			
Teacher (Education)	•		•	

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

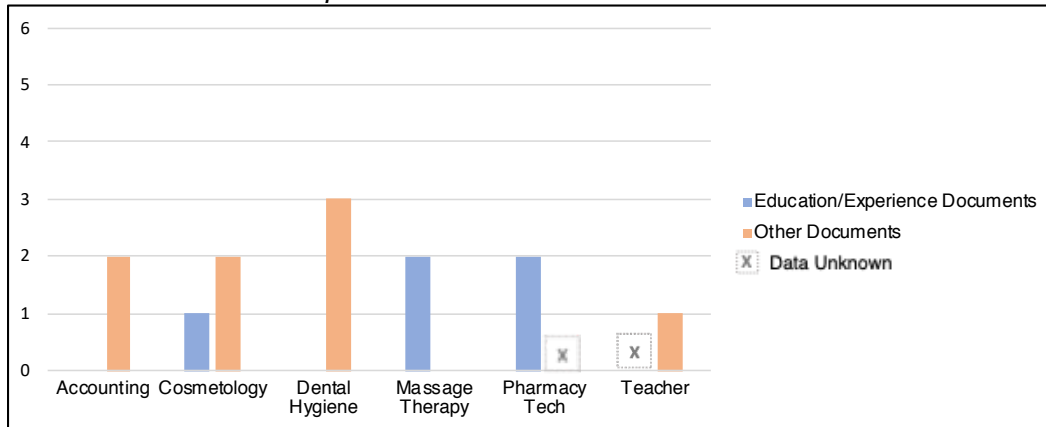
Tables MI2 and MI3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Michigan boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit six documents, and Accountants are only required to submit three.

Table MI2*Michigan Documentation Requirements*

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology	•	N/A		
Dental Hygiene	•	•		•
Massage Therapy	•	•	•	
Pharmacy Technician	•	•	•	
Teacher (Education)	•			

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table MI3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table MI4 presents key elements of the application process. Half of the examined boards in Michigan defined the application process, and two provided clear instructions.

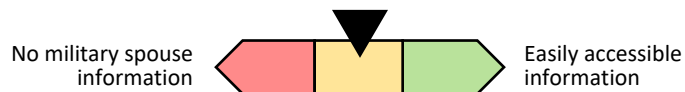
Table MI4*Michigan Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology			
Dental Hygiene	•	•	4-6
Massage Therapy	•		more than 7
Pharmacy Technician			
Teacher (Education)			

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure MI1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure MI1*State-Wide Website Information Accessibility*

Minnesota

Processing time

Table MN1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Pharmacy Technician, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Dental Hygiene boards expedited military spouse applications. Massage Therapists are not required to be licensed in Minnesota.

Table MN1

Minnesota Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting		•	
Cosmetology	•	•	
Dental Hygiene	▲		▷
Massage Therapy	License not required		
Pharmacy Technician	•		
Teacher (Education)	•		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables MN2 and MN3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. The majority of the Minnesota boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit six documents, and Pharmacy Technicians are only required to submit two.

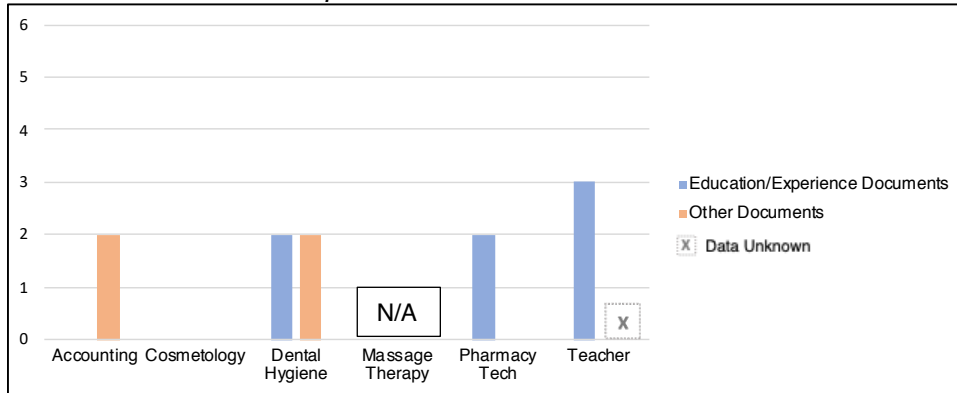
Table MN2

Minnesota Documentation Requirements

	Previous license	Background check	National exam results	State/Regio nal exam results
Accounting	•	•		
Cosmetology	•	N/A		
Dental Hygiene	•	•	•	•
Massage Therapy	License not required			
Pharmacy Technician				
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table MN3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table MN4 presents key elements of the application process. The majority of the examined boards in Minnesota defined the application process, and all of the boards provided clear instructions.

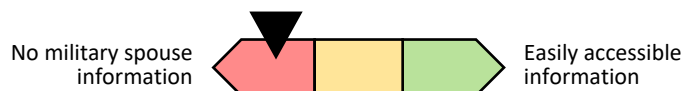
Table MN4*Minnesota Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology		•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	License not required		
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure MN1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure MN1*State-Wide Website Information Accessibility*

Mississippi

Processing time

Table MS1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in Mississippi. Cosmetology, Dental Hygiene, Massage Therapy, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days.

Table MS1

Mississippi Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	-		
Cosmetology	•		
Dental Hygiene	•		
Massage Therapy	•	•	
Pharmacy Technician			
Teacher	•		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables MS2 and MS3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. The majority of Mississippi boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 14 documents, and Accountants are only required to submit five.

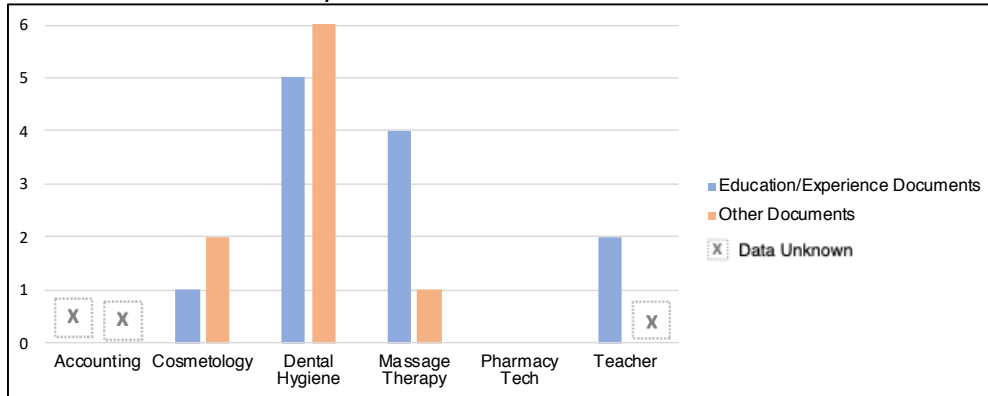
Table MS2

Mississippi Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting			•	
Cosmetology	•	N/A	•	
Dental Hygiene	•		•	•
Massage Therapy	•	•	•	
Pharmacy Technician		•	•	
Teacher (Education)	•			

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table MS3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table MS4 presents key elements of the application process. The majority of the examined boards in Mississippi defined the application process, and half of the boards provided clear instructions.

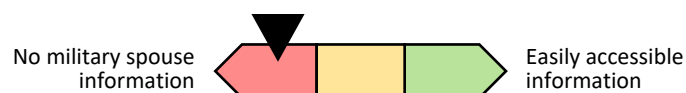
Table MS4*Mississippi Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting			1-3
Cosmetology	•		4-6
Dental Hygiene	•	•	more than 7
Massage Therapy	•		more than 7
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure MS1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure MS1*State-Wide Website Information Accessibility*

Missouri

Processing time

Table MO1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days.

Table MO1

Missouri Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			
Cosmetology	•			
Dental Hygiene	•			
Massage Therapy			•	
Pharmacy Technician	▲		•	
Teacher (Education)		-		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables MO2 and MO3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Missouri boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit eight documents, and Accountants are only required to submit two.

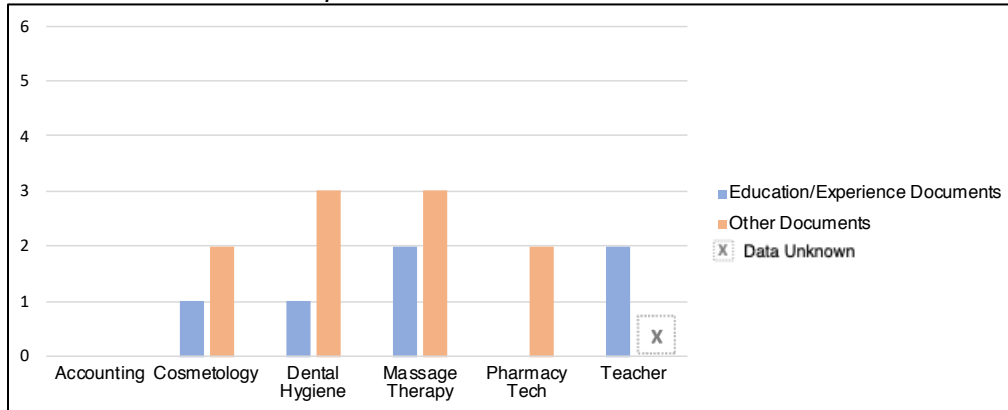
Table MO2

Missouri Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	
Cosmetology	•	N/A		•
Dental Hygiene	•		•	•
Massage Therapy	•	•	•	
Pharmacy Technician		•		
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table MO3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table MO4 presents key elements of the application process. All of the examined boards in Missouri defined the application process and provided clear instructions.

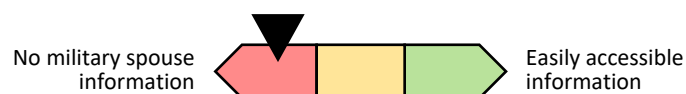
Table MO4*Missouri Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure MO1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure MO1*State-Wide Website Information Accessibility*

Montana

Processing time

Table MT1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the examined boards in Montana. Accounting, Dental Hygiene, and Massage Therapy boards met the DoD's goal of granting a license within 30 days.

Table MT1

Montana Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		
Cosmetology			
Dental Hygiene	•		
Massage Therapy	•		
Pharmacy Technician			
Teacher (Education)	▲	-	

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables MT2 and MT3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Montana boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teacher applicants must submit eight documents, and Cosmetology are only required to submit two.

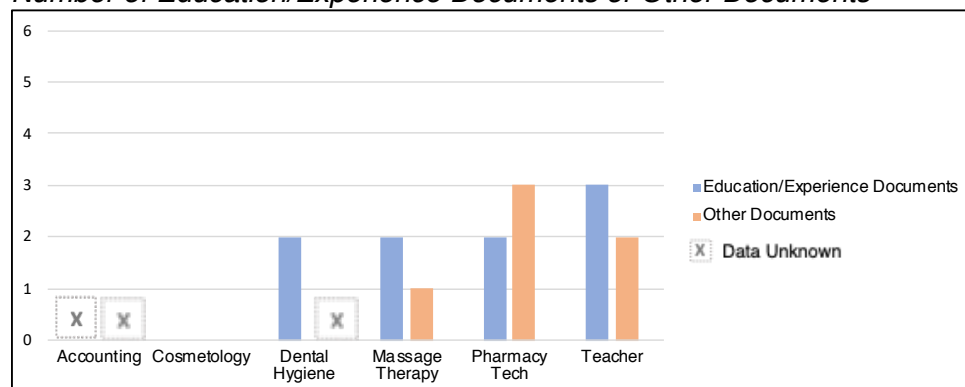
Table MT2

Montana Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	•
Cosmetology	•	N/A	•	
Dental Hygiene	•		•	
Massage Therapy	•		•	
Pharmacy Technician	•			
Teacher (Education)	•	•		•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table MT3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table MT4 presents key elements of the application process. The majority of the examined boards in Montana defined the application process, and most of the boards provided clear instructions.

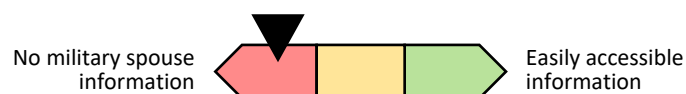
Table MT4*Montana Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•		
Cosmetology		•	1-3
Dental Hygiene	•		4-6
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure MT1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure MT1*State-Wide Website Information Accessibility*

Nebraska

Processing time

Table NE1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. All of the examined boards in Nebraska met the DoD's goal of granting a license within 30 days. Accounting, Massage Therapy, Pharmacy Technician, and Teacher (Education) boards expedited military spouse applications.

Table NE1
Nebraska Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		▷
Cosmetology	•	•	
Dental Hygiene		•	
Massage Therapy		•	▷
Pharmacy Technician	•	•	▷
Teacher (Education)	▲	•	▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

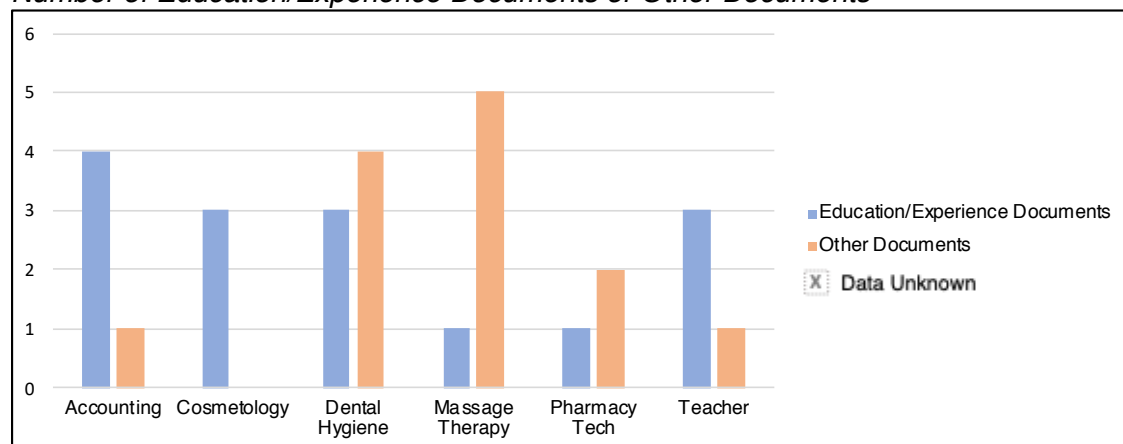
Tables NE2 and NE3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. The majority of the Nebraska boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teacher and Pharmacy Technician applicants must submit eight documents each, and Accountants are only required to submit four.

Table NE2
Nebraska Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	•
Cosmetology	•	N/A		
Dental Hygiene	•		•	•
Massage Therapy	•		•	•
Pharmacy Technician				•
Teacher (Education)	•	•		•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table NE3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table NE4 presents key elements of the application process. Half of the examined boards in Nebraska defined the application process, and all of the boards provided clear instructions.

Table NE4*Nebraska Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology		•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy		•	4-6
Pharmacy Technician		•	more than 7
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure NE1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure NE1*State-Wide Website Information Accessibility*

Nevada

Processing time

Table NV1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. All of the examined boards in Nevada met the DoD's goal of granting a license within 30 days. Dental Hygiene and Massage Therapy boards expedited military spouse applications.

Table NV1

Nevada Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		
Cosmetology	•		
Dental Hygiene	•	•	▷
Massage Therapy	•	•	▷
Pharmacy Technician	•		
Teacher (Education)	•		

Legend

•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables NV2 and NV3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Nevada boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 11 documents, and Pharmacy Technicians are only required to submit three.

Table NV2

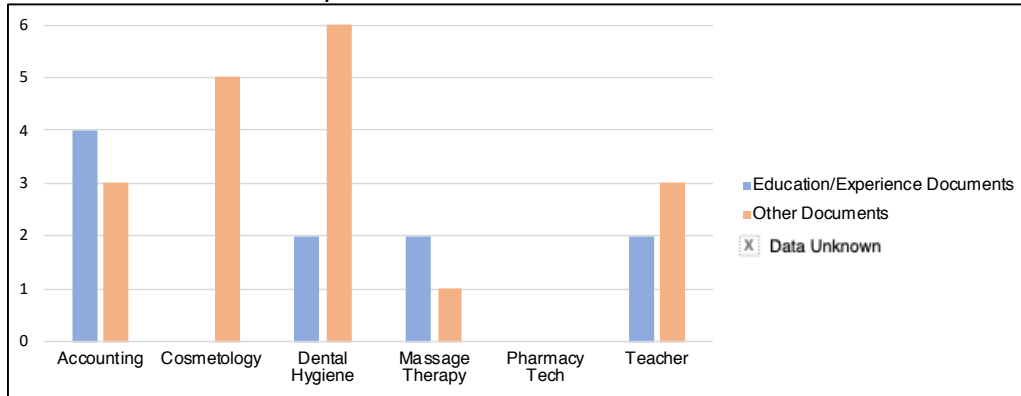
Nevada Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•	•	
Cosmetology	•	N/A		•
Dental Hygiene	•	•		•
Massage Therapy	•	•	•	
Pharmacy Technician	•		•	•
Teacher (Education)	•	•		

Legend

•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table NV3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table NV4 presents key elements of the application process. All of the examined boards in Nevada defined the application process, and half of the boards provided clear instructions.

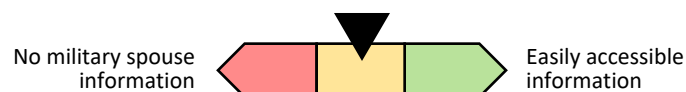
Table NV4*Nevada Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	•		
Pharmacy Technician	•		more than 7
Teacher (Education)	•		4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure NV1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure NV1*State-Wide Website Information Accessibility*

New Hampshire

Processing time

Table NH1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for two of the examined boards in New Hampshire. Dental Hygiene and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days.

Table NH1

New Hampshire Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting				
Cosmetology				
Dental Hygiene	•		•	
Massage Therapy				
Pharmacy Technician	•			
Teacher				

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables NH2 and NH3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. The majority of the New Hampshire boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 11 documents, and Pharmacy Technicians are only required to submit one.

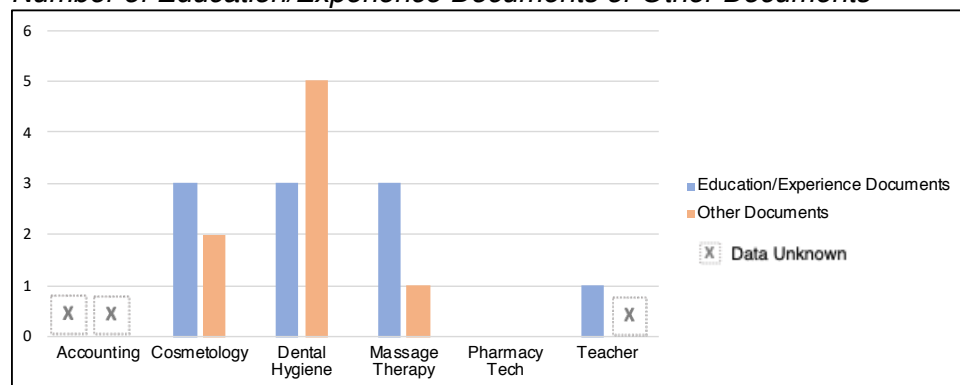
Table NH2

New Hampshire Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting			•	
Cosmetology	•	N/A		
Dental Hygiene	•		•	•
Massage Therapy	•		•	
Pharmacy Technician	•			
Teacher (Education)	•			

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table NH3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table NH4 presents key elements of the application process. The majority of the examined boards in New Hampshire defined the application process and provided clear instructions.

Table NH4*New Hampshire Application Process*

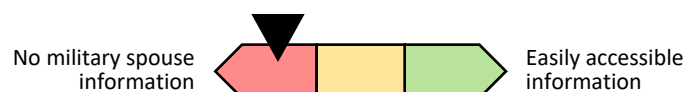
	Process was defined	Instructions were clear	Number of steps to complete
Accounting			1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	more than 7
Pharmacy Technician	•	•	more than 7
Teacher (Education)	•	•	1-3

Legend

- The board meets the listed criteria
- Data unknown or cannot access the information

Information Accessibility

Figure NH1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure NH1*State-Wide Website Information Accessibility*

New Jersey

Processing time

Table NJ1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in New Jersey. Accounting, Cosmetology, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Accounting, Cosmetology, Massage Therapy, and Pharmacy Technician boards expedited military spouse applications.

The New Jersey Division of Consumer Affairs (DCA) offers one-on-one support and license transfer assistance to military spouses.

Table NJ1

New Jersey Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			▷
Cosmetology	•			▷
Dental Hygiene	▲			
Massage Therapy	•			▷
Pharmacy Technician	•		•	▷
Teacher (Education)				

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
■	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

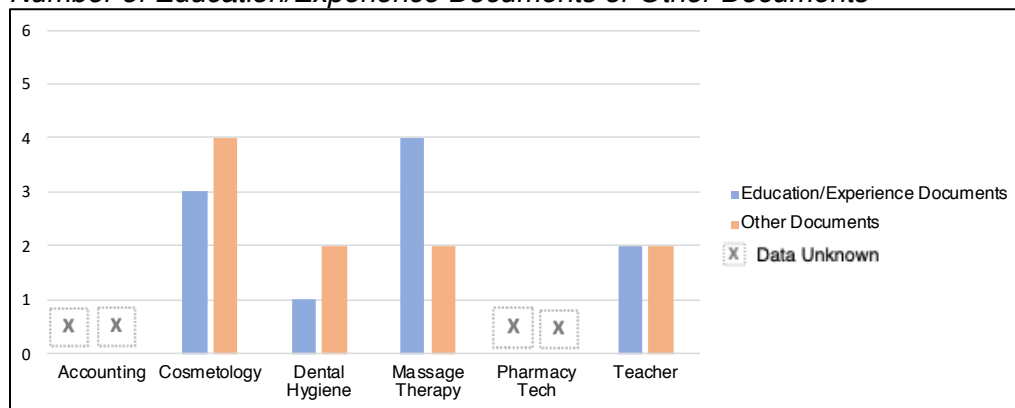
Tables NJ2 and NJ3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Most of the New Jersey boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Cosmetology applicants must submit nine documents, and Dental Hygiene and Teacher applicants are required to submit six each.

Table NJ2**New Jersey Documentation Requirements**

	Previous license	Background check	National exam results	State/Regional exam results
Accounting				
Cosmetology	•	N/A		•
Dental Hygiene	•	•	•	
Massage Therapy	•	•	•	
Pharmacy Technician		•		
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table NJ3**Number of Education/Experience Documents or Other Documents**

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table NJ4 presents key elements of the application process. Half of the examined boards in New Jersey defined the application process and provided clear instructions.

Table NJ4**New Jersey Application Process**

	Process was defined	Instructions were clear	Number of steps to complete
Accounting			
Cosmetology		•	4-6
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	more than 7
Pharmacy Technician			
Teacher (Education)	•		4-6

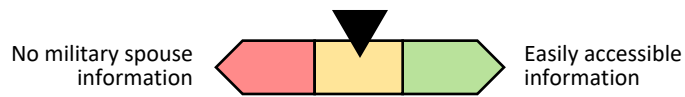
Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure NJ1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure NJ1

State-Wide Website Information Accessibility



New Mexico

Processing time

Table NM1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Cosmetology, Dental Hygiene, Massage Therapy, Pharmacy Technician, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. All of the examined boards expedited military spouse applications.

Table NM1

New Mexico Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting				▷
Cosmetology	•			▷
Dental Hygiene	•			▷
Massage Therapy	•		•	▷
Pharmacy Technician			•	▷
Teacher (Education)	•		•	▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables NM2 and NM3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Most of the New Mexico boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Cosmetology and Dental Hygiene applicants must submit 10 documents each, and Massage Therapy applicants are only required to submit four.

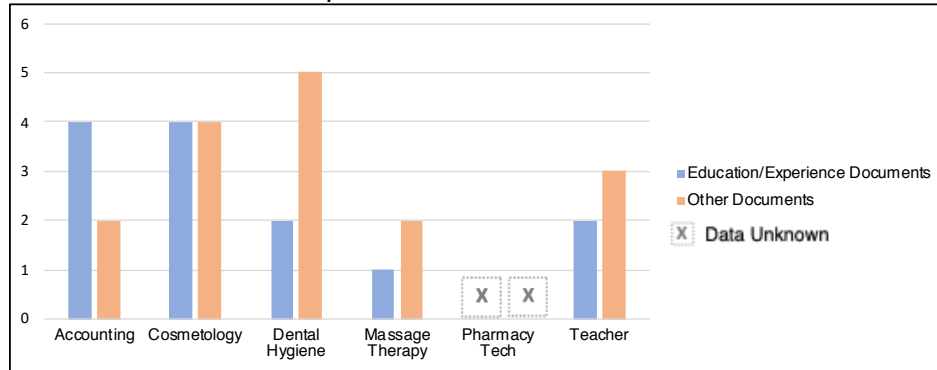
Table NM2

New Mexico Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•		•
Cosmetology		N/A	•	•
Dental Hygiene	•		•	•
Massage Therapy	•			
Pharmacy Technician			•	
Teacher (Education)	•	•	•	•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table NM3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table NM4 presents key elements of the application process. Most of the examined boards in New Mexico defined the application process, and the majority of the boards provided clear instructions.

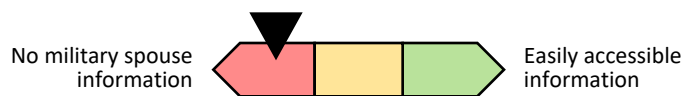
Table NM4*New Mexico Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	more than 7
Cosmetology	•	•	4-6
Dental Hygiene	•	•	more than 7
Massage Therapy	•	•	more than 7
Pharmacy Technician	•		
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure NM1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure NM1*State-Wide Website Information Accessibility*

New York

Processing time

Table NY1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Dental Hygiene, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. All of the examined boards expedited military spouse applications.

Table NY1

New York Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	▲		●	▷
Cosmetology	●			▷
Dental Hygiene	▲		●	▷
Massage Therapy				▷
Pharmacy Technician				▷
Teacher (Education)			●	▷

Legend	
●	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables NY2 and NY3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the New York boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit nine documents, and Cosmetology applicants are only required to submit two.

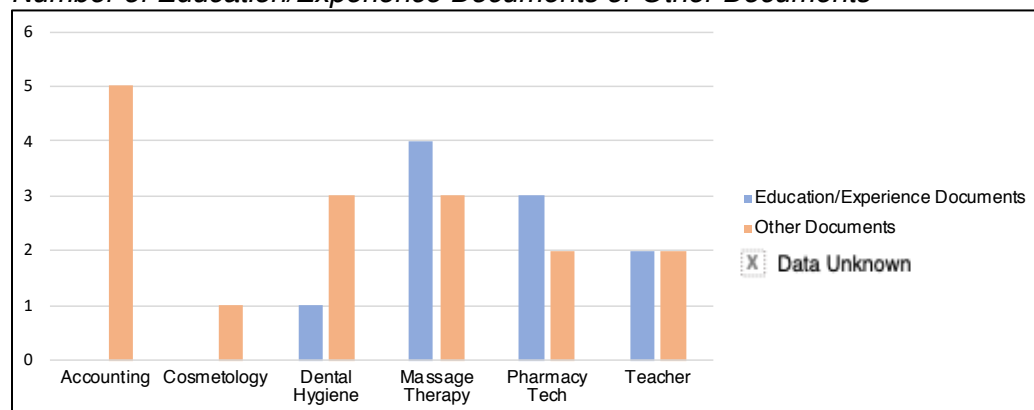
Table NY2

New York Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	●			●
Cosmetology	●	N/A		
Dental Hygiene	●		●	
Massage Therapy	●		●	
Pharmacy Technician	●			
Teacher (Education)	●	●		

Legend	
●	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table NY3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table NY4 presents key elements of the application process. All of the examined boards in New York defined the application process and provided clear instructions.

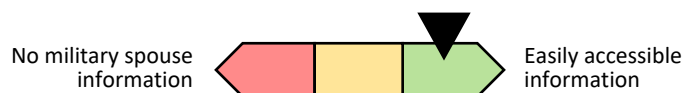
Table NY4*New York Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	more than 7
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure NY1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure NY1*State-Wide Website Information Accessibility*

North Carolina

Processing time

Table NC1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Accounting, Dental Hygiene, Pharmacy Technician, and Teacher (Education) boards expedited military spouse applications.

Table NC1

North Carolina Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•	•	▷
Cosmetology	•		
Dental Hygiene		•	▷
Massage Therapy	•		
Pharmacy Technician	•		▷
Teacher (Education)			▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables NC2 and NC3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All North Carolina boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit nine documents, and Cosmetology applicants are only required to submit two.

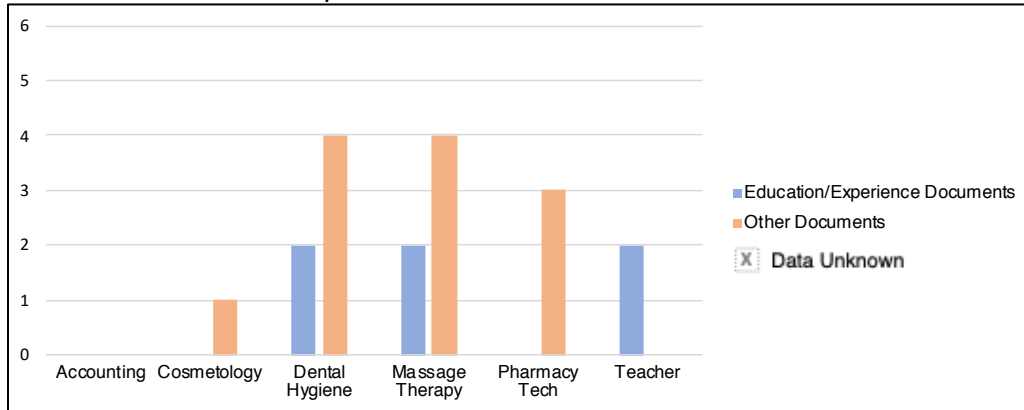
Table NC2

North Carolina Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	•
Cosmetology	•	N/A		
Dental Hygiene	•	•	•	
Massage Therapy	•	•		
Pharmacy Technician	•			
Teacher (Education)	•		•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table NC3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table NC4 presents key elements of the application process. All of the examined boards in North Carolina defined the application process and provided clear instructions.

Table NC4*North Carolina Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	more than 7
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure NC1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure NC1*State-Wide Website Information Accessibility*

North Dakota

Processing time

Table ND1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in North Dakota. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Accounting, Dental Hygiene, and Massage Therapy boards expedited military spouse applications.

Table ND1

North Dakota Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•		•	▷
Cosmetology	•			
Dental Hygiene	•		•	▷
Massage Therapy	•		• ✓	▷
Pharmacy Technician	•		•	
Teacher (Education)				

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables ND2 and ND3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All North Dakota boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 12 documents, and Accountants and Teachers are only required to submit four each.

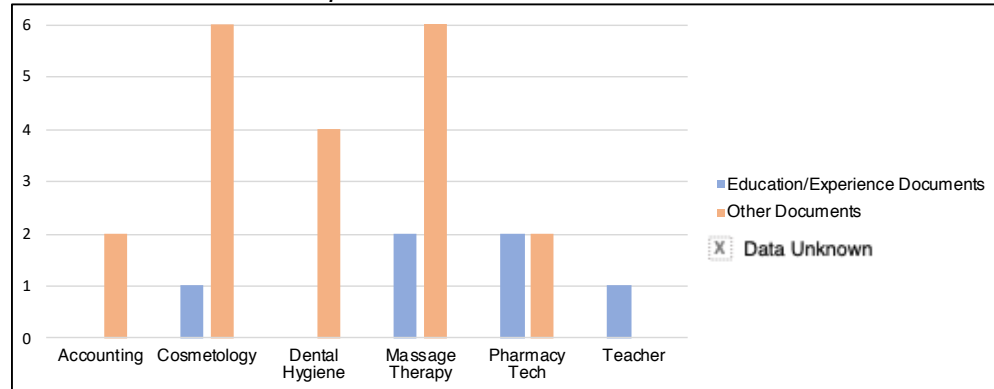
Table ND2

North Dakota Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•		
Cosmetology	•	N/A	•	•
Dental Hygiene	•	•		•
Massage Therapy	•	•	•	•
Pharmacy Technician	•			
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table ND3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table ND4 presents key elements of the application process. The majority of the examined boards in North Dakota defined the application process, and all of the boards provided clear instructions.

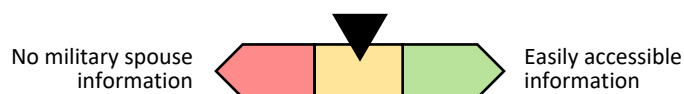
Table ND4*North Dakota Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	4-6
Teacher (Education)		•	

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure ND1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure ND1*State-Wide Website Information Accessibility*

Ohio

Processing time

Table OH1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. All of the examined boards in Ohio met the DoD's goal of granting a license within 30 days. Cosmetology, Dental Hygiene, and Pharmacy Technician boards expedited military spouse applications.

Table OH1

Ohio Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			
Cosmetology	•		•	▷
Dental Hygiene	•			▷
Massage Therapy	•			
Pharmacy Technician	•			▷
Teacher (Education)	•		•	

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables OH2 and OH3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Ohio boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit eight documents, and Cosmetology applicants are only required to submit four.

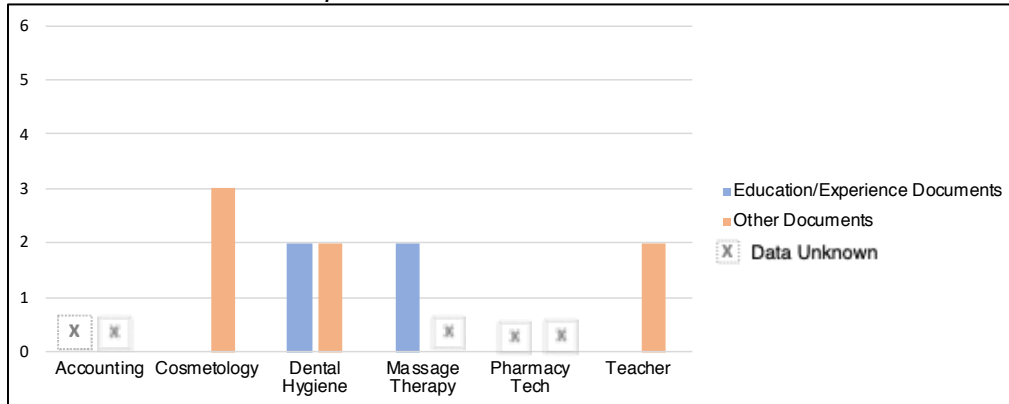
Table OH2

Ohio Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•	•	•
Cosmetology	•	N/A		
Dental Hygiene	•	•	•	•
Massage Therapy	•	•		
Pharmacy Technician	•			
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table OH3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card. Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table OH4 presents key elements of the application process. The majority of the examined boards in Ohio defined the application process, and half of the boards provided clear instructions.

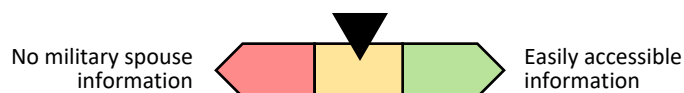
Table OH4*Ohio Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	
Cosmetology	•	•	1-3
Dental Hygiene	•		4-6
Massage Therapy	•		1-3
Pharmacy Technician			
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure OH1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure OH1*State-Wide Website Information Accessibility*

Oklahoma

Processing time

Table OK1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the examined boards in Oklahoma. Accounting, Dental Hygiene, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Accounting and Teacher (Education) boards expedited military spouse applications.

Table OK1

Oklahoma Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			▷
Cosmetology				
Dental Hygiene		- ✓	• ★	
Massage Therapy				
Pharmacy Technician	•			
Teacher (Education)		-		▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables OK2 and OK3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Most of the Oklahoma boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit nine documents, and Pharmacy Technicians are only required to submit two.

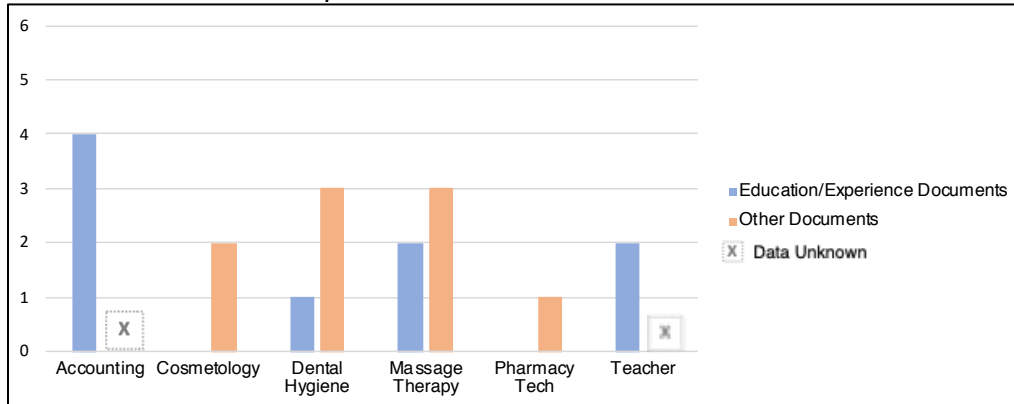
Table OK2

Oklahoma Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting			•	
Cosmetology	•	N/A		
Dental Hygiene	•		•	•
Massage Therapy	•	•	•	
Pharmacy Technician				•
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table OK3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table OK4 presents key elements of the application process. All of the examined boards in Oklahoma defined the application process and provided clear instructions.

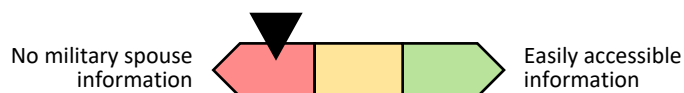
Table OK4*Oklahoma Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure OK1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure OK1*State-Wide Website Information Accessibility*

Oregon

Processing time

Table OR1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Massage Therapy, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Dental Hygiene, Massage Therapy, Pharmacy Technician, and Teacher (Education) boards expedited military spouse applications.

Table OR1

Oregon Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			
Cosmetology	•		•	
Dental Hygiene	▲			▷
Massage Therapy	•		•	▷
Pharmacy Technician	▲			▷
Teacher (Education)	▲		•	▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables OR2 and OR3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. The majority of Oregon boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit 13 documents, and Accountants are required to submit four.

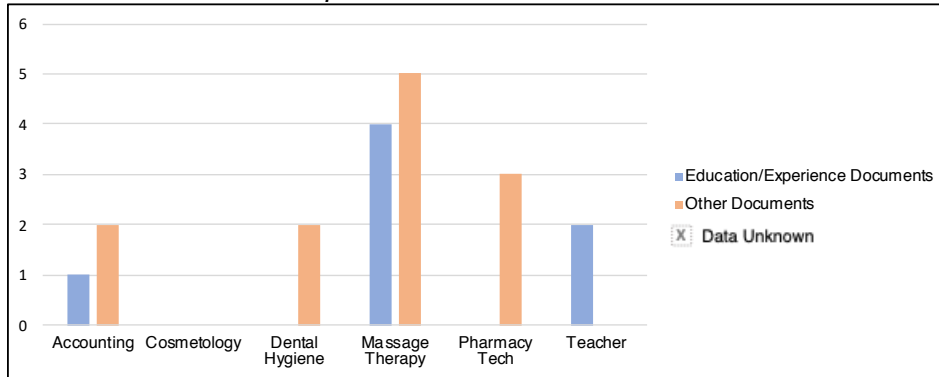
Table OR2

Oregon Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology	•	N/A		•
Dental Hygiene	•	•	•	•
Massage Therapy	•	•	•	•
Pharmacy Technician		•	•	
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table OR3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card. Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table OR4 presents key elements of the application process. All of the examined boards in Oregon defined the application process, and most of the boards provided clear instructions.

Table OR4*Oregon Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology	•	•	1-3
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	1-3
Pharmacy Technician	•		
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure OR1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure OR1*State-Wide Website Information Accessibility*

Pennsylvania

Processing time

Table PA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the examined boards in Pennsylvania. Accounting, Cosmetology, Dental Hygiene, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Teacher (Education) boards expedited military spouse applications. Pharmacy Technicians are not required to be licensed in Pennsylvania.

Table PA1

Pennsylvania Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		
Cosmetology	•		
Dental Hygiene		•	
Massage Therapy			
Pharmacy Technician	License not required		
Teacher (Education)	•		▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables PA2 and PA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Pennsylvania boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit 11 documents, and Cosmetology applicants are only required to submit three.

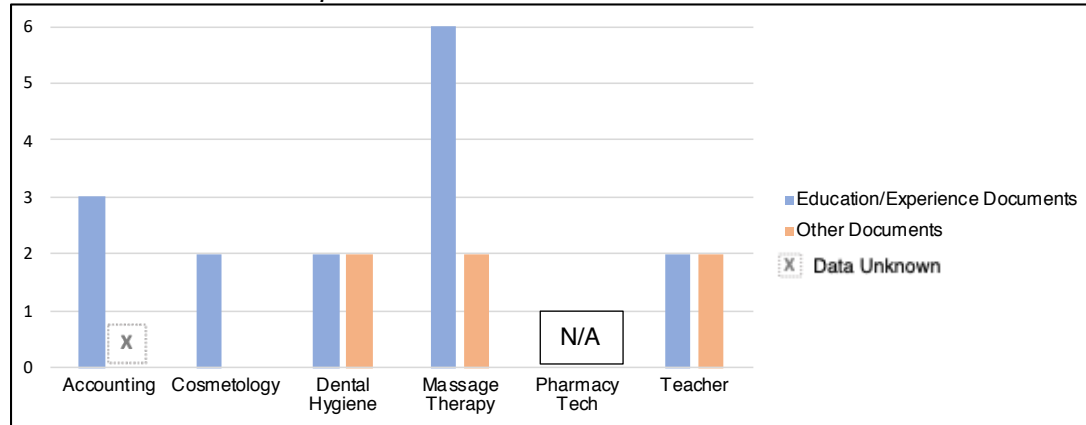
Table PA2

Pennsylvania Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•	•	
Cosmetology	•	N/A		
Dental Hygiene	•	•	•	•
Massage Therapy	•	•	•	
Pharmacy Technician	License not required			
Teacher (Education)	•			•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table PA3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table PA4 presents key elements of the application process. The majority of the examined boards in Pennsylvania defined the application process and provided clear instructions.

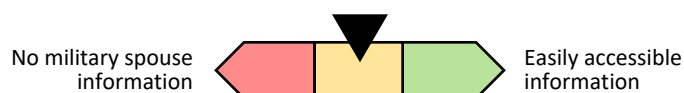
Table PA4*Pennsylvania Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•		
Cosmetology		•	1-3
Dental Hygiene	•	•	More than 7
Massage Therapy	•	•	4-6
Pharmacy Technician	License not required		
Teacher (Education)	•	•	More than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure PA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure PA1*State-Wide Website Information Accessibility*

Rhode Island

Processing time

Table RI1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in Rhode Island. Accounting, Cosmetology, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Accounting, Cosmetology, Massage Therapy, and Pharmacy Technician boards expedited military spouse applications.

Table RI1

Rhode Island Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•	- ✓		▷
Cosmetology			•	▷
Dental Hygiene				
Massage Therapy	•			▷
Pharmacy Technician			•	▷
Teacher (Education)	▲			

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables RI2 and RI3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All Rhode Island boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 11 documents, and Accountant and Cosmetology applicants are required to submit four each.

Table RI2

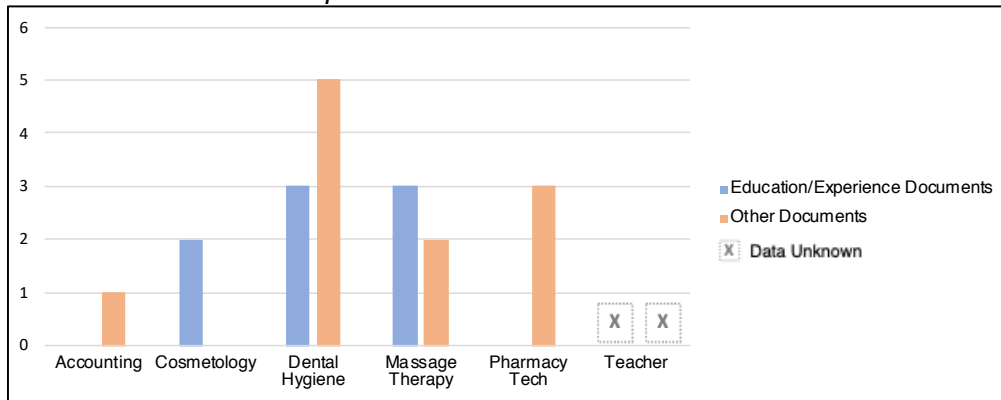
Rhode Island Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	•
Cosmetology	•	N/A	•	
Dental Hygiene	•		•	•
Massage Therapy	•	•	•	
Pharmacy Technician	•			•
Teacher (Education)	•			•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table RI3
Number of Education/Experience Documents or Other Documents



Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card. Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table RI4 presents key elements of the application process. All of the examined boards in Rhode Island defined the application process and provided clear instructions.

Table RI4
Rhode Island Application Process

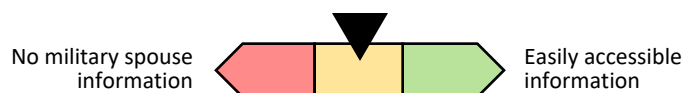
	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	more than 7
Pharmacy Technician	•	•	more than 7
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure RI1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure RI1
State-Wide Website Information Accessibility



South Carolina

Processing time

Table SC1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in South Carolina. Accounting and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Accounting, Cosmetology, Dental Hygiene, Pharmacy Technician, and Teacher (Education) boards expedited military spouse applications.

South Carolina provides military spouses with one-on-one licensing assistance and an Expedited license.

Table SC1

South Carolina Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting			•	▷
Cosmetology				▷
Dental Hygiene	▲			▷
Massage Therapy				
Pharmacy Technician				▷
Teacher (Education)	•			▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables SC2 and SC3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the South Carolina boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit eight documents, and Pharmacy Technicians are required to submit five.

Table SC2

South Carolina Documentation Requirements

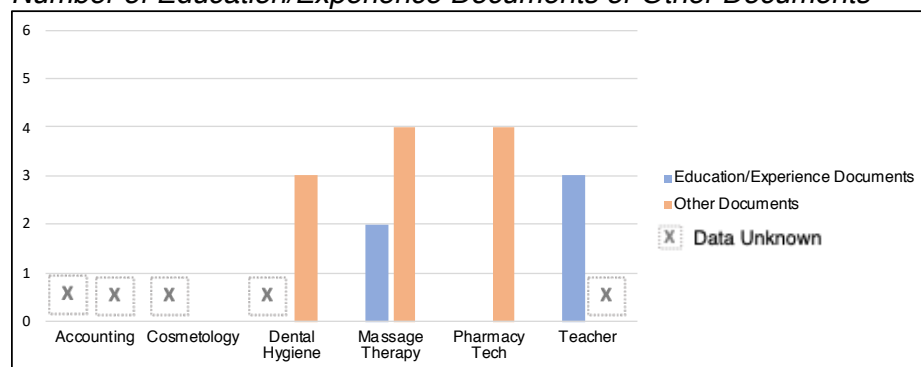
	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology	•	N/A		
Dental Hygiene	•	•		
Massage Therapy	•		•	
Pharmacy Technician	•			
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table SC3

Number of Education/Experience Documents or Other Documents



Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table SC4 presents key elements of the application process. All of the examined boards in South Carolina defined the application process and provided clear instructions.

Table SC4

South Carolina Application Process

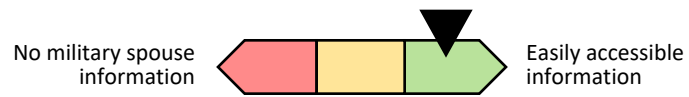
	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	
Cosmetology	•	•	1-3
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure SC1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure SC1
State-Wide Website Information Accessibility



South Dakota

Processing time

Table SD1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. All of the examined boards in South Dakota met the DoD's goal of granting a license within 30 days. Massage Therapy and Teacher (Education) boards expedited military spouse applications.

Table SD1

South Dakota Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			
Cosmetology			• ★	
Dental Hygiene	•		•	
Massage Therapy	•			▷
Pharmacy Technician	•			
Teacher (Education)			•	▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables SD2 and SD3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the South Dakota boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Massage Therapy applicants must submit 11 documents, and Accountants are not required to submit any documents.

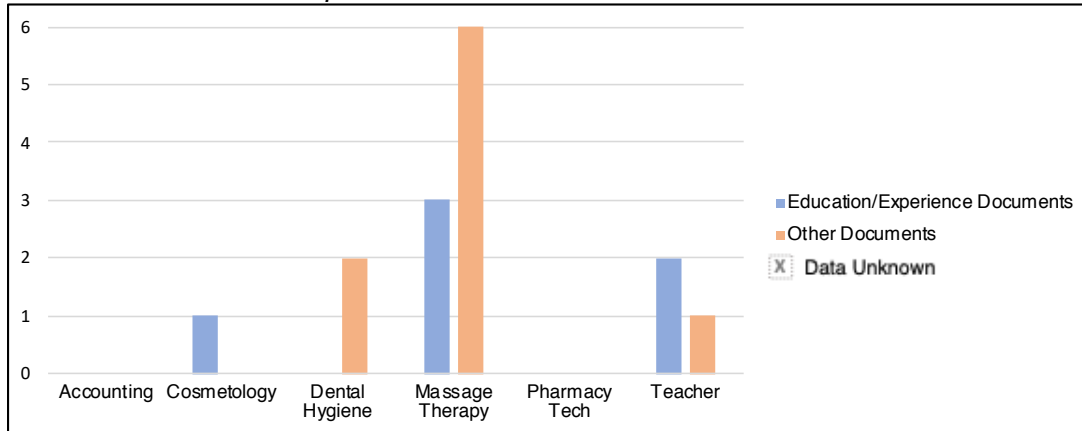
Table SD2

South Dakota Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting				
Cosmetology	•	N/A	•	•
Dental Hygiene	•			
Massage Therapy	•		•	
Pharmacy Technician	•			
Teacher (Education)	•		•	•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table SD3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table SD4 presents key elements of the application process. The majority of the examined boards in South Dakota defined the application process and provided clear instructions.

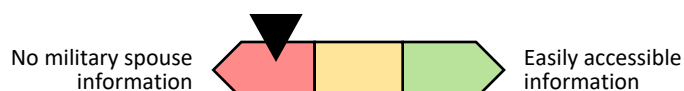
Table SD4*South Dakota Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•		
Cosmetology		•	4-6
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure SD1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure SD1*State-Wide Website Information Accessibility*

Tennessee

Processing time

Table TN1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Teacher (Education) boards met the DoD's goal of granting a license within 30 days. Cosmetology, Dental Hygiene, Massage Therapy, Pharmacy Technician, and Teacher (Education) boards expedited military spouse applications.

Table TN1
Tennessee Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•		•	
Cosmetology	•		•	▷
Dental Hygiene	•		•	▷
Massage Therapy	•			▷
Pharmacy Technician	▲			▷
Teacher (Education)	•			▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

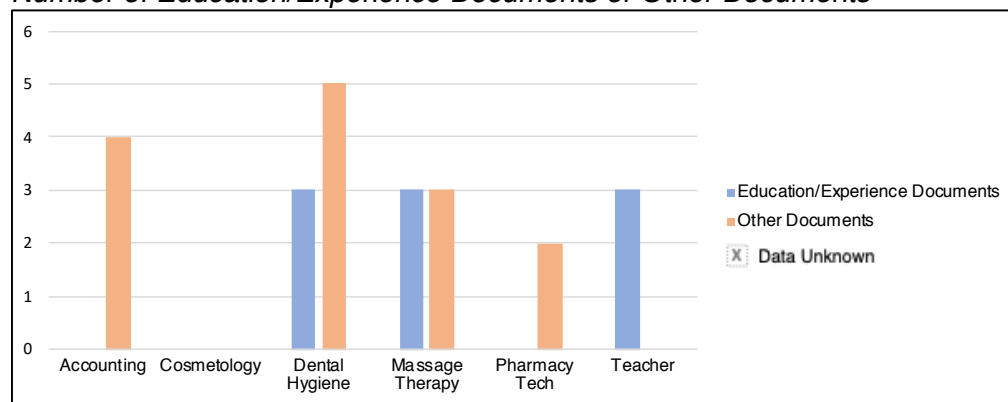
Tables TN2 and TN3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Tennessee boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 12 documents, and Cosmetologists are not required to submit any documents.

Table TN2
Tennessee Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology		N/A		•
Dental Hygiene	•	•	•	•
Massage Therapy	•	•	•	•
Pharmacy Technician	•	•		
Teacher (Education)	•		•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table TN3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table TN4 presents key elements of the application process. All of the examined boards in Tennessee defined the application process, and the majority of boards provided clear instructions.

Table TN4*Tennessee Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•		
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	more than 7
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure TN1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure TN1*State-Wide Website Information Accessibility*

Texas

Processing time

Table TX1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in Texas. Accounting, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Cosmetology, Massage Therapy, and Pharmacy Technician boards expedited military spouse applications.

Table TX1
Texas Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			
Cosmetology				▷
Dental Hygiene	•			
Massage Therapy	•		•	▷
Pharmacy Technician			•	▷
Teacher (Education)				

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

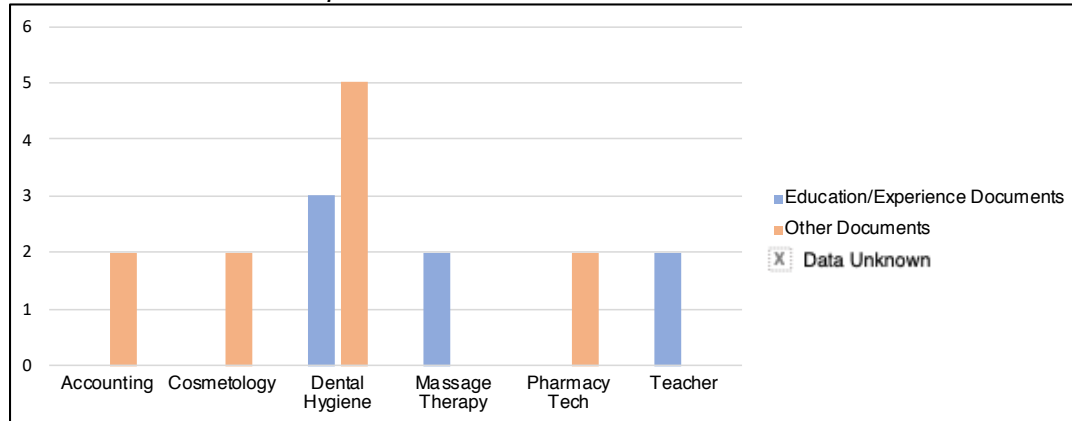
Tables TX2 and TX3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Texas boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit 12 documents, and Pharmacy Technicians are only required to submit three.

Table TX2
Texas Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•	•	•
Cosmetology	•	N/A		
Dental Hygiene	•	•	•	•
Massage Therapy	•	•	•	•
Pharmacy Technician	•			
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table TX3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table TX4 presents key elements of the application process. All of the examined boards in Texas defined the application process and provided clear instructions.

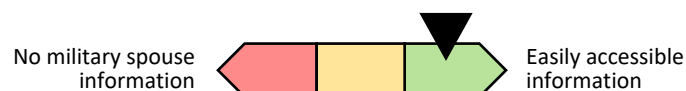
Table TX4*Texas Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology	•	•	1-3
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure TX1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure TX1*State-Wide Website Information Accessibility*

Utah

Processing time

Table UT1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. All of the examined boards in Utah met the DoD's goal of granting a license within 30 days. Teacher (Education) boards expedited military spouse applications.

Spouses of military Service members stationed in Utah are permitted to work in most professions in Utah, including the 80+ professions regulated by the Department of Commerce Division of Occupational & Professional Licensing (DOPL), without obtaining a Utah license if the individuals possess an active license from another state or territory of the United States.

Table UT1

Utah Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting			•	
Cosmetology			•	
Dental Hygiene			•	
Massage Therapy			•	
Pharmacy Technician			•	
Teacher (Education)	•			▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
■	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables UT2 and UT3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Teacher (Education) boards in Utah required proof that the applicant holds an occupational license in another state. Teacher (Education) boards were the only examined boards that required supporting documentation. Teachers must submit eight documents.

Table UT2

Utah Documentation Requirements

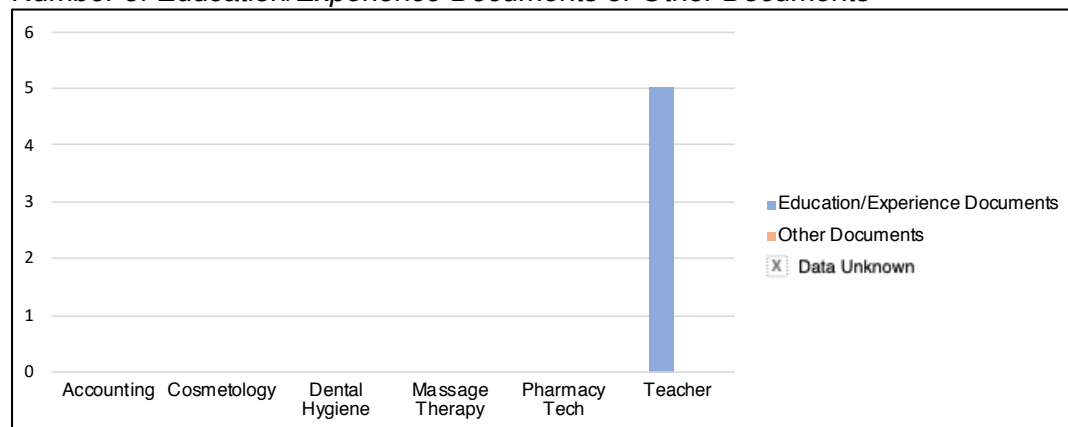
	Previous license	Background check	National exam results	State/Regional exam results
Accounting				
Cosmetology		N/A		
Dental Hygiene				
Massage Therapy				
Pharmacy Technician				
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
■	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table UT3

Number of Education/Experience Documents or Other Documents



Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card. Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table UT4 presents key elements of the application process. All of the examined boards in Utah defined the application process and provided clear instructions.

Table UT4

Utah Application Process

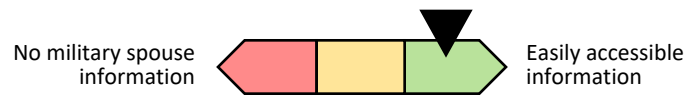
	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	0
Cosmetology	•	•	0
Dental Hygiene	•	•	0
Massage Therapy	•	•	0
Pharmacy Technician	•	•	0
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure UT1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure UT1
State-Wide Website Information Accessibility



Vermont

Processing time

Table VT1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. All of the examined boards in Vermont met the DoD's goal of granting a license within 30 days. Accounting and Massage Therapy boards expedited military spouse applications.

Table VT1

Vermont Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			▷
Cosmetology	•			
Dental Hygiene	•			
Massage Therapy	•		•	▷
Pharmacy Technician	•		•	
Teacher (Education)	•		• ★	

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables VT2 and VT3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Vermont boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teachers must submit four documents, and Pharmacy Technician applicants are not required to submit any documents.

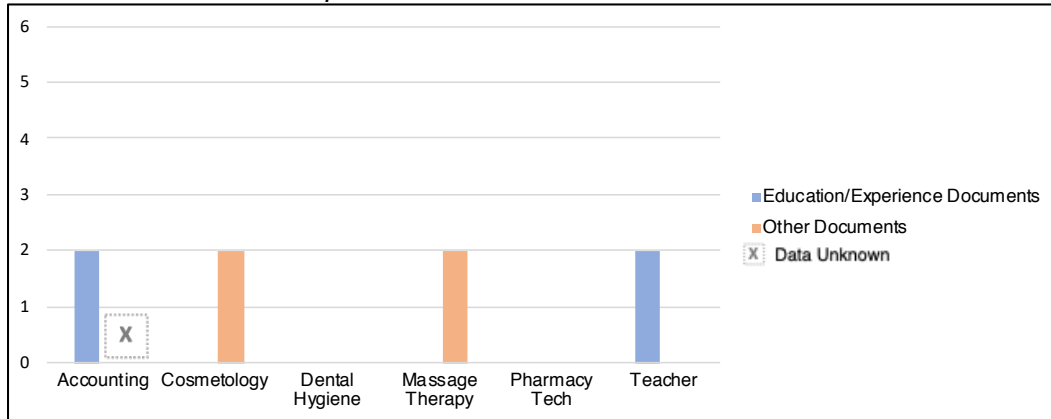
Table VT2

Vermont Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology	•	N/A		
Dental Hygiene	•			•
Massage Therapy	•			
Pharmacy Technician				
Teacher (Education)	•	•		

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table VT3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table VT4 presents key elements of the application process. All of the examined boards in Vermont defined the application process, and the majority of boards provided clear instructions.

Table VT4*Vermont Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	1-3
Pharmacy Technician	•		
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure VT1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure VT1*State-Wide Website Information Accessibility*

Virginia

Processing time

Table VA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting and Dental Hygiene boards met the DoD's goal of granting a license within 30 days. Accounting, Cosmetology, Dental Hygiene, Massage Therapy, and Pharmacy Technician boards expedited military spouse applications.

Table VA1

Virginia Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			▷
Cosmetology				▷
Dental Hygiene	•		•	▷
Massage Therapy	▲			▷
Pharmacy Technician				▷
Teacher (Education)	▲			

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables VA2 and VA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Virginia boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teachers must submit seven documents, and Accountants and Massage Therapists are only required to submit three each.

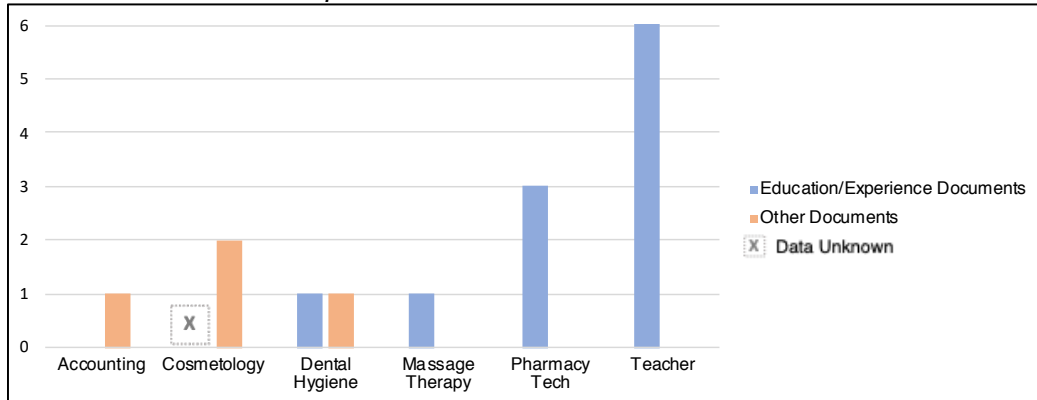
Table VA2

Virginia Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•		•	
Cosmetology	•	N/A		•
Dental Hygiene	•		•	
Massage Therapy	•	•	•	
Pharmacy Technician	•		•	
Teacher (Education)	•			

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table VA3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table VA4 presents key elements of the application process. All of the examined boards in Virginia defined the application process and provided clear instructions.

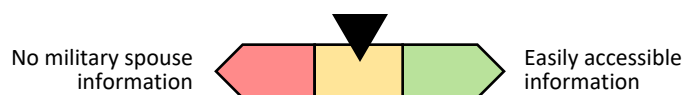
Table VA4*Virginia Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	1-3
Dental Hygiene	•	•	more than 7
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure VA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure VA1*State-Wide Website Information Accessibility*

Washington

Processing time

Table WA1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Accounting, Massage Therapy, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. All of the examined boards expedited military spouse applications.

Table WA1

Washington Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•			▷
Cosmetology				▷
Dental Hygiene				▷
Massage Therapy	•		•	▷
Pharmacy Technician	•		•	▷
Teacher (Education)				▷

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables WA2 and WA3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Washington boards that were examined, five required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Pharmacy Technician applicants must submit 10 documents, and Accountants are only required to submit one.

Table WA2

Washington Documentation Requirements

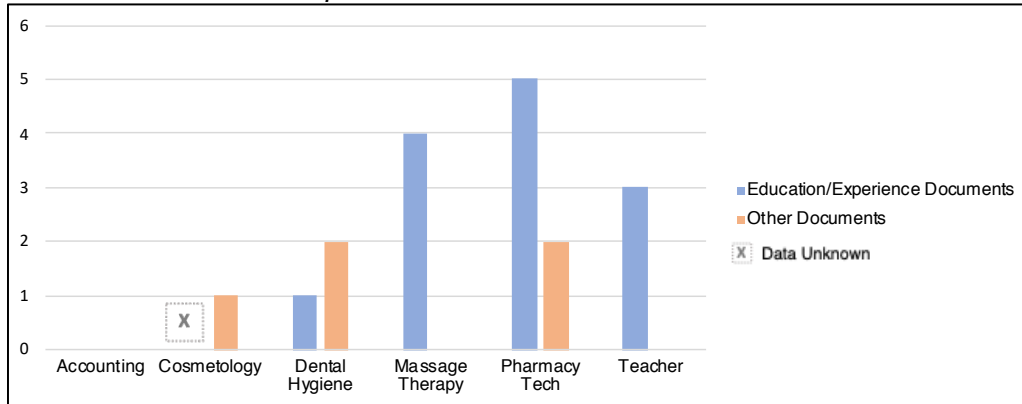
	Previous license	Background check	National exam results	State/Regional exam results
Accounting			•	
Cosmetology	•	N/A	•	
Dental Hygiene	•	•	•	•
Massage Therapy	•	•	•	•
Pharmacy Technician	•		•	•
Teacher (Education)	•	•		•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table WA3

Number of Education/Experience Documents or Other Documents



Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table WA4 presents key elements of the application process. The majority of the examined boards in Washington defined the application process, and all of the boards provided clear instructions.

Table WA4

Washington Application Process

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology		•	1-3
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	4-6
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure WA1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure WA1

State-Wide Website Information Accessibility



Washington D.C.

Processing time

Table DC1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for only one of the examined boards in Washington D.C. The Dental Hygiene board met the DoD's goal of granting a license within 30 days and expedited military spouse applications.

Table DC1

Washington D.C. Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting				
Cosmetology				
Dental Hygiene	•		•	▷
Massage Therapy				
Pharmacy Technician				
Teacher (Education)				

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables DC2 and DC3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Washington D.C. boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit eight documents, and Accountants are only required to submit three.

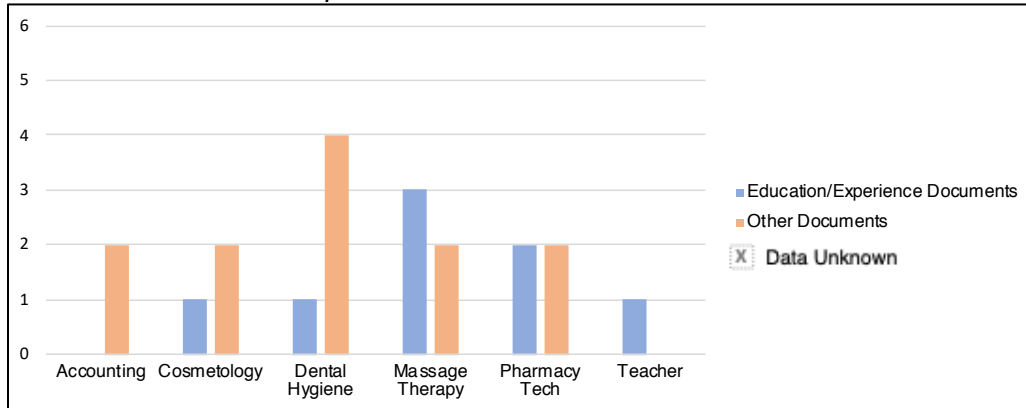
Table DC2

Washington D.C. Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•			
Cosmetology	•	N/A		
Dental Hygiene	•		•	•
Massage Therapy	•	•	•	
Pharmacy Technician	•	•		
Teacher (Education)	•	•	•	•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table DC3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table DC4 presents key elements of the application process. The majority of the examined boards in Washington D.C. defined the application process and provided clear instructions.

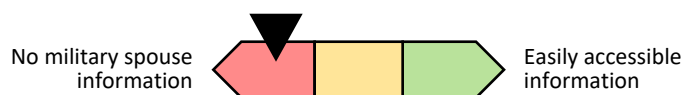
Table DC4*Washington D.C. Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology			
Dental Hygiene	•	•	4-6
Massage Therapy	•	•	4-6
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	1-3

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure DC1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure DC1*State-Wide Website Information Accessibility*

West Virginia

Processing time

Table WV1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. All of the examined boards in West Virginia met the DoD's goal of granting a license within 30 days. Accounting and Massage Therapy boards expedited military spouse applications.

Table WV1

West Virginia Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		▷
Cosmetology	▲	•	
Dental Hygiene	•		
Massage Therapy	•		▷
Pharmacy Technician	•		
Teacher (Education)	•	•	

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables WV2 and WV3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the West Virginia boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Dental Hygiene applicants must submit nine documents, and Massage Therapists and Teachers are required to submit five each.

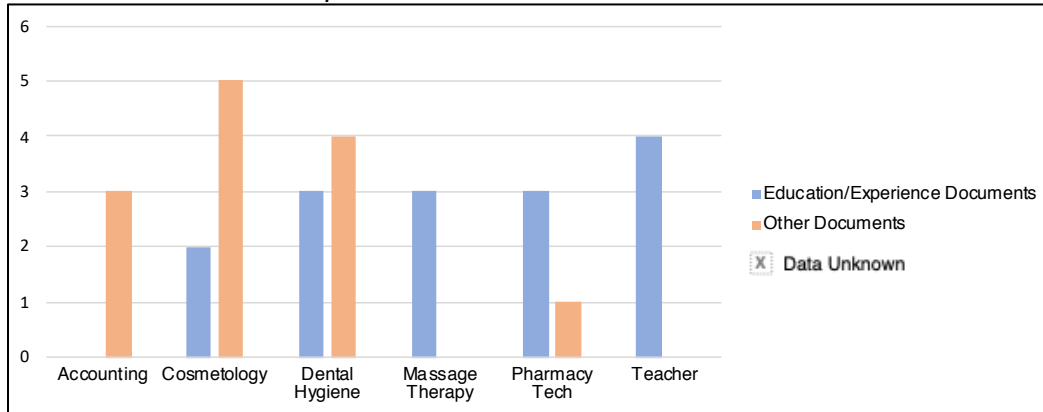
Table WV2

West Virginia Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•	•	
Cosmetology	•	N/A		
Dental Hygiene	•		•	
Massage Therapy	•		•	
Pharmacy Technician	•	•	•	
Teacher (Education)	•			

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table WV3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table WV4 presents key elements of the application process. All of the examined boards in West Virginia defined the application process, and the majority of the boards provided clear instructions.

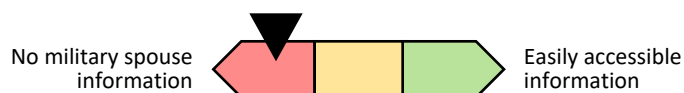
Table WV4*West Virginia Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	4-6
Cosmetology	•	•	4-6
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	1-3
Teacher (Education)	•		

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure WV1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure WV1*State-Wide Website Information Accessibility*

Wisconsin

Processing time

Table WI1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for five of the examined boards in Wisconsin. Accounting and Cosmetology boards met the DoD's goal of granting a license within 30 days. Accounting, Dental Hygiene, and Massage Therapy boards expedited military spouse applications.

Table WI1
Wisconsin Application Processing Times

	Processing time		Temporary/ Provisional	Expedited for military spouses
Accounting	•		•	▷
Cosmetology			•	
Dental Hygiene	▲			▷
Massage Therapy	▲			▷
Pharmacy Technician				
Teacher (Education)	▲			

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

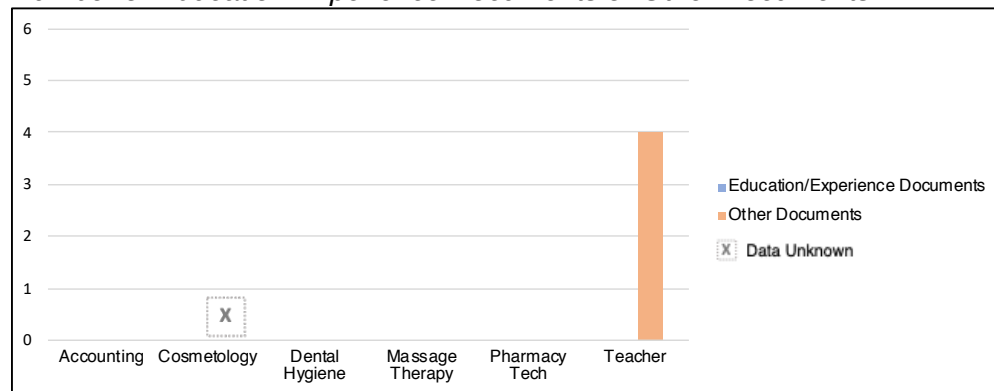
Tables WI2 and WI3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. Of the Wisconsin boards that were examined, three required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teachers must submit seven documents, and Cosmetology applicants are only required to submit one.

Table WI2
Wisconsin Documentation Requirements

	Previous license	Background check	National exam results	State/Regional exam results
Accounting	•	•		
Cosmetology	•	N/A		
Dental Hygiene				
Massage Therapy				
Pharmacy Technician				
Teacher (Education)	•	•	•	

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table WI3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table WI4 presents key elements of the application process. All of the examined boards in Wisconsin defined the application process and provided clear instructions.

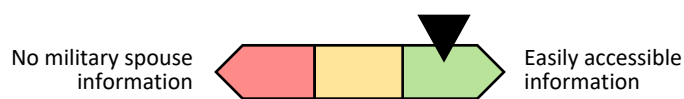
Table WI4*Wisconsin Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	1-3
Massage Therapy	•	•	1-3
Pharmacy Technician	•	•	1-3
Teacher (Education)	•	•	4-6

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure WI1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure WI1*State-Wide Website Information Accessibility*

Wyoming

Processing time

Table WY1 describes application processing times, portrays whether temporary or provisional licenses were granted, and lists if military spouse applications were expedited. Processing time information was available for four of the examined boards in Wyoming. Accounting, Cosmetology, and Pharmacy Technician boards met the DoD's goal of granting a license within 30 days. Massage Therapists are not required to be licensed in Wyoming.

Table WY1

Wyoming Application Processing Times

	Processing time	Temporary/ Provisional	Expedited for military spouses
Accounting	•		
Cosmetology	•		
Dental Hygiene			
Massage Therapy	License not required		
Pharmacy Technician	•	•	
Teacher (Education)	▲		

Legend	
•	Military spouses can work within 30 days
▲	License processing takes over 30 days
-	Variable processing time
✓	Board approves applications at board meetings
▷	Expedited for military spouses
★	Applicable if spouse has an employment offer
	Data unknown

Note: Temporary/Provisional column is marked when these licenses are issued by a board.

Documentation requirements

Tables WY2 and WY3 display the documents that are needed by each board and should be viewed together to determine a board's paperwork requirements. All of the Wyoming boards that were examined required proof that the applicant holds an occupational license in another state. The amount of documentation required by boards varies; for example, Teachers must submit eight documents, and Accountants are only required to submit three.

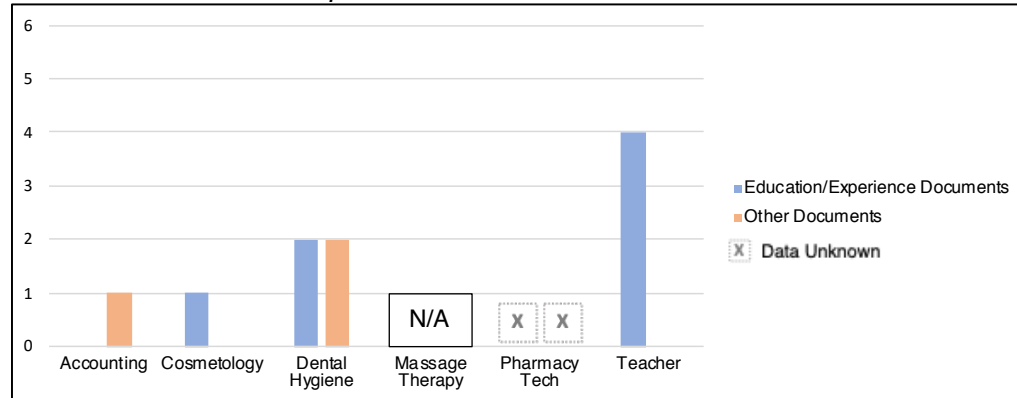
Table WY2

Wyoming Documentation Requirements

	Previous license	Background check	National exam results	State/Regio nal exam results
Accounting	•		•	
Cosmetology	•	N/A	•	•
Dental Hygiene	•		•	•
Massage Therapy	License not required			
Pharmacy Technician		•	•	
Teacher (Education)	•	•	•	•

Legend	
•	Documentation must be submitted with application
	Not required to be submitted
N/A	Not applicable
	Data unknown

Note: Cosmetology boards did not require applicants to submit background checks or clearance information, so these data were not collected.

Table WY3*Number of Education/Experience Documents or Other Documents*

Note: "Other documents" include documents such as a driver's license, marriage license, or military ID card.

Dental Hygiene "other documents" also include medical-related documents, such as CPR certification, radiation safety training, or a malpractice insurance letter; thus, these numbers may be higher than in other occupations.

Application Process

Table WY4 presents key elements of the application process. All of the examined boards in Wyoming defined the application process and provided clear instructions.

Table WY4*Wyoming Application Process*

	Process was defined	Instructions were clear	Number of steps to complete
Accounting	•	•	1-3
Cosmetology	•	•	4-6
Dental Hygiene	•	•	1-3
Massage Therapy	License not required		
Pharmacy Technician	•	•	
Teacher (Education)	•	•	more than 7

Legend	
•	The board meets the listed criteria
	Data unknown or cannot access the information

Information Accessibility

Figure WY1 illustrates how easily one can locate specific licensing information that pertained to military spouses on examined occupational board websites. See page 38 for information on how this result was determined.

Figure WY1*State-Wide Website Information Accessibility*