



2025  
**COUNSELING**  
REGULATORY BOARDS  
ANNUAL SUMMIT  
CCE ■ NBCC  
**AUSTIN, TEXAS**

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&  
Rick Masters***

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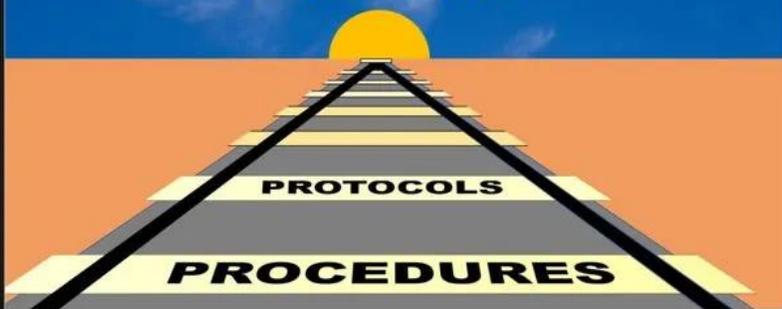
***Role of Regulators in Workforce Expansion:  
Bridging Tradition and Innovation for a  
Stronger Economy***

## GOVERNANCE GUARDRAILS



Good governance uses policies to set boundaries/ limits (e.g. on delegated authorities), and protocols to ensure efficiency, quality & compliance.

## GOVERNANCE GUIDERAILS

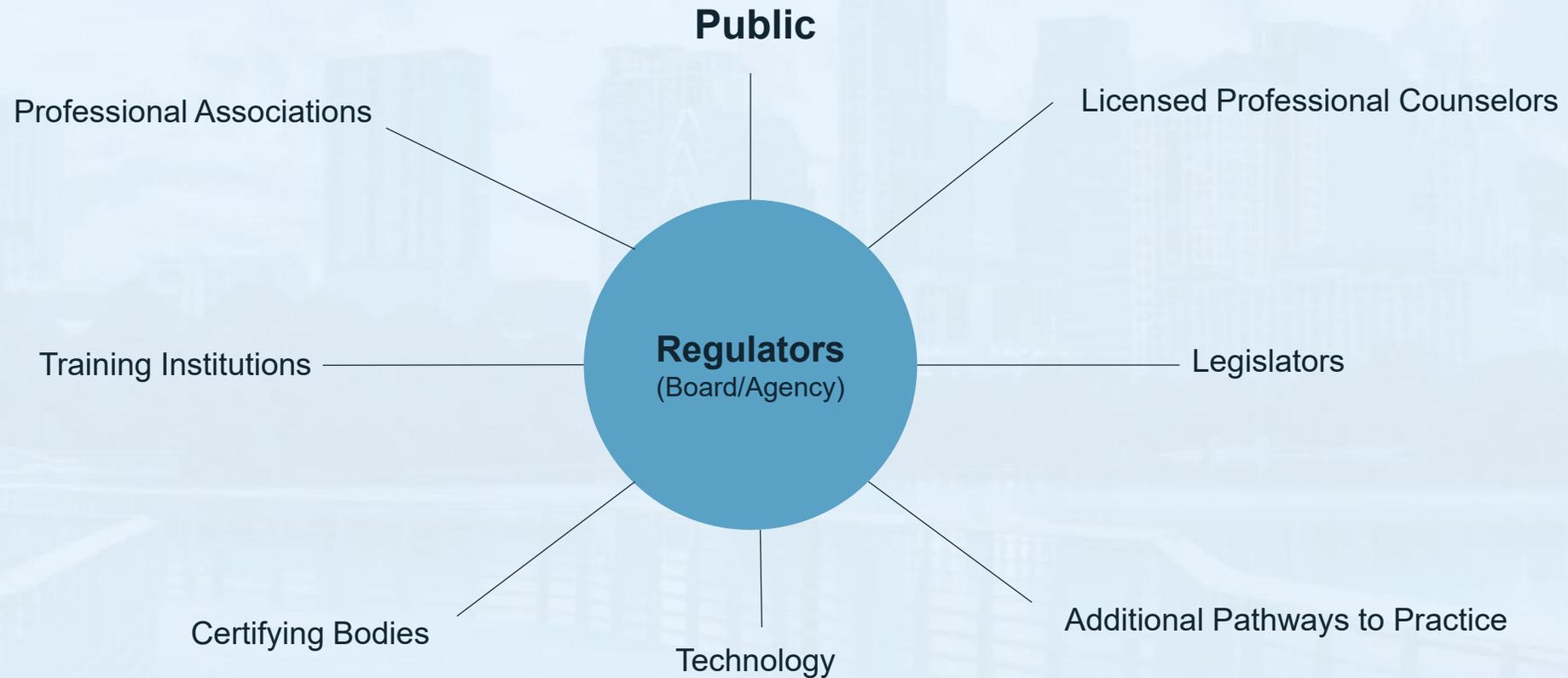


# Traditional Governance

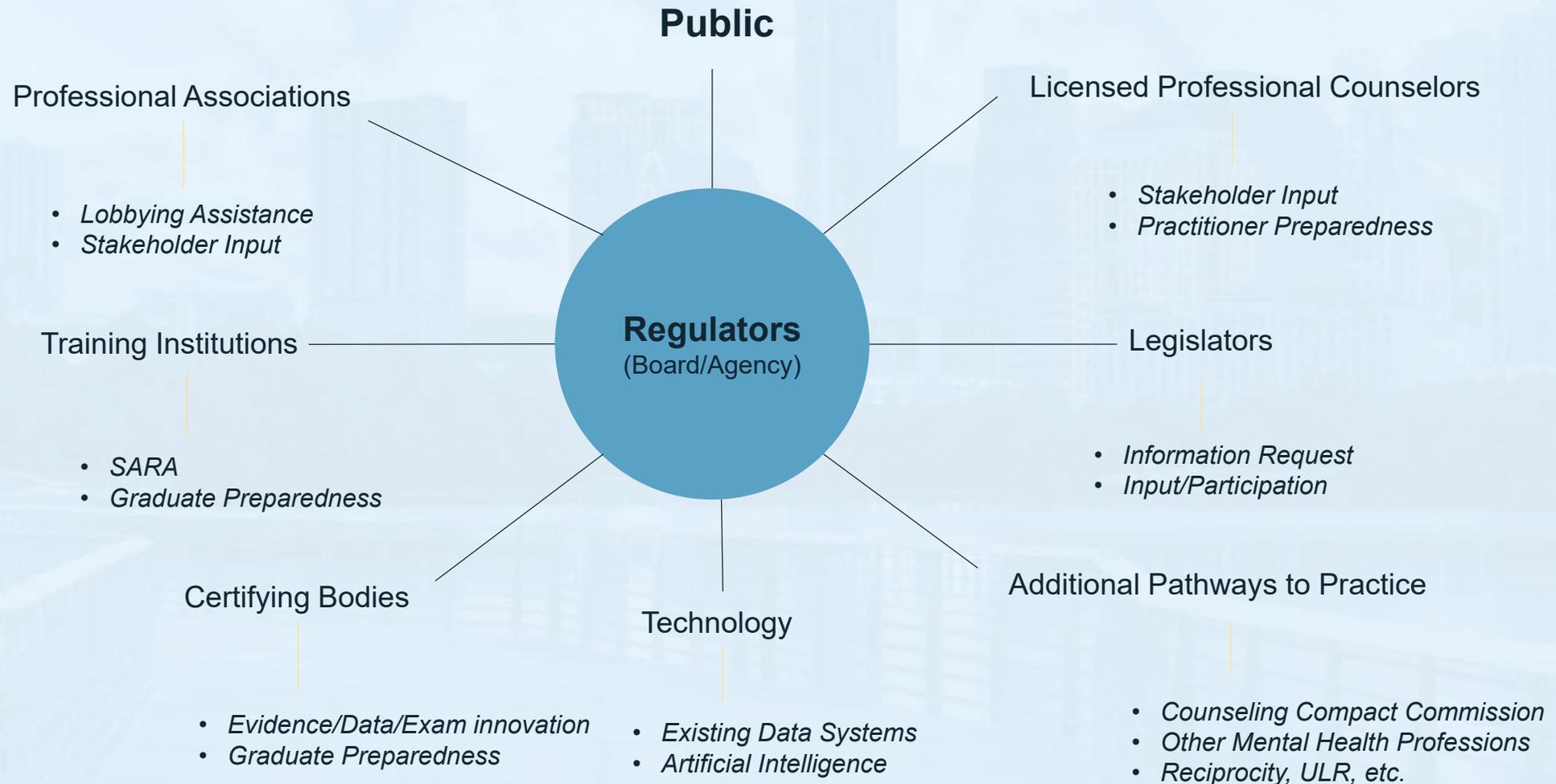
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# Intersection of Collaboration: Harnessing Resources

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# Intersection of Collaboration: Harnessing Resources



# Complementing Policies

- Interstate compacts
- Universal licensure laws
- Reciprocity laws for military families
- Bilateral and other reciprocity agreements

# CSG Survey of Universal License Recognition Laws



2021 survey of licensing boards and licensing departments in Arizona, Colorado, Idaho, Iowa, Missouri, Montana, Pennsylvania

[https://compacts.csg.org/wp-content/uploads/2022/06/2021\\_ULR\\_Report.pdf](https://compacts.csg.org/wp-content/uploads/2022/06/2021_ULR_Report.pdf)

## Survey Results – Identified Benefits

- 55% of respondents either agreed or strongly agreed that ULR positively contributed to the state's workforce.
- Cited improved efficiency and time to licensure
- ULR policies may achieve greater success for professions with a higher degree of standardization

# Swarm Behavior-learning from nature

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# Interstate Medical Licensure Compact Commission Data

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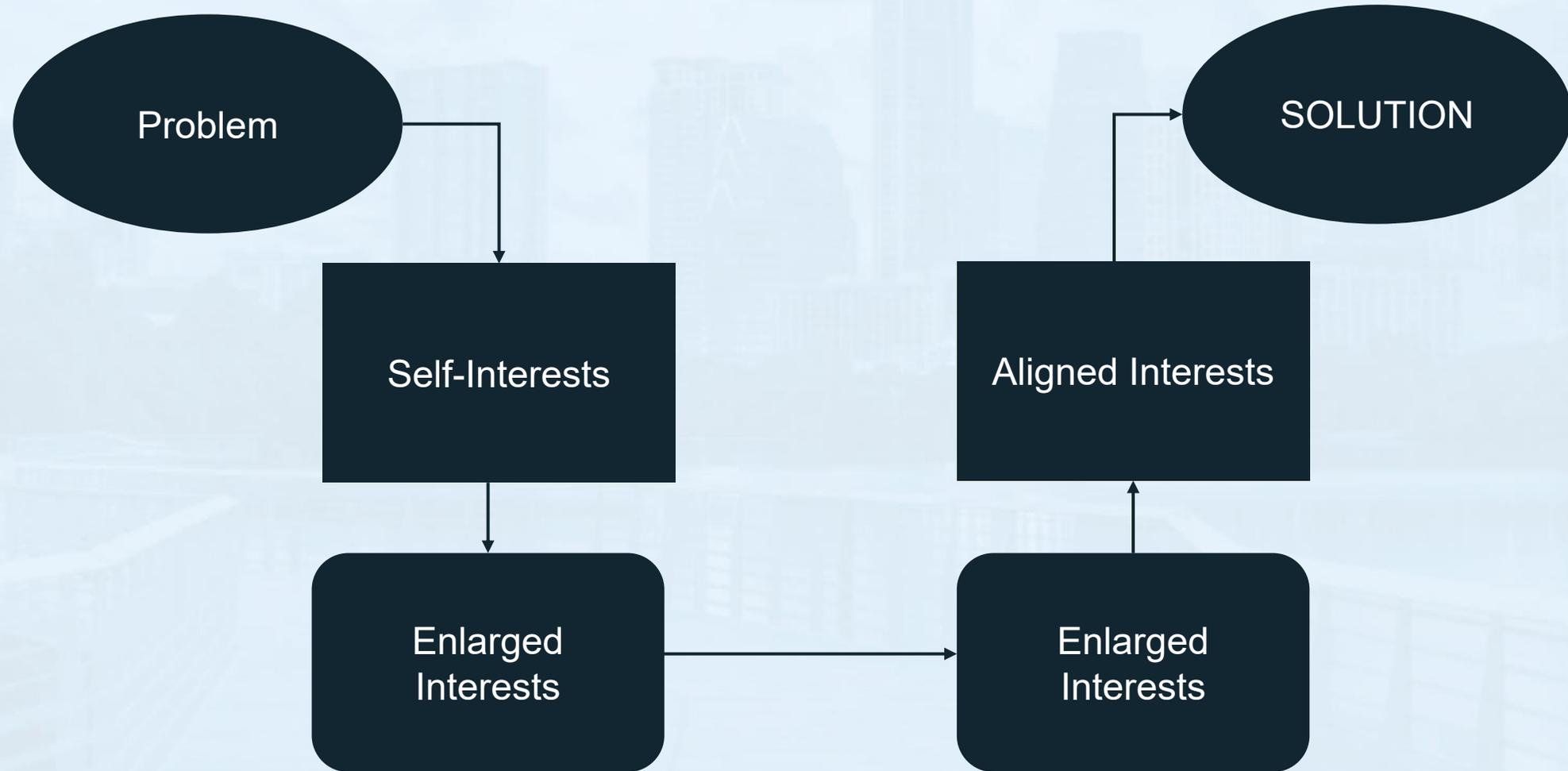
2025 

Since 2017 and as of May 31, 2025:

- ✓ **Issued 95,593 Letters of Qualification (LOQ)**  
*56 have been determined to be invalid after being issued*
- ✓ **42,034 physicians have participated and obtained 152,755 licenses**  
*82 of those physicians have been disciplined after being issued licenses*
- ✓ **In calendar year 2024:**  
*37.41% of new licenses issued by IMLCC member boards were via the IMLCC process*  
*104,646 licenses were issued*  
*39,151 were issued using the IMLCC process*  
*26.82% of new licenses issued by ALL boards were via the IMLCC process*  
*146,001 licenses issued (2023 there were 129,956 new licenses issued)*  
*39,151 were issued by the IMLCC process*

# Nurse Licensure Compact-The Steps of the “Walk in the Woods”

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# THANK YOU!

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