

Benefits for Military Families

The Basics

Military families are highly mobile and are reassigned to a new duty station every 2-3 years on average. This level of mobility creates barriers to employment and career development for military spouses in licensed professions.

"I've talked to people in different careers, and it's taken them sometimes two years to reenter the workforce."
– **Oklahoma Sen. Adam Pugh, Air Force Veteran**

To recruit and retain military personnel and maintain readiness, the Department of Defense (DoD) believes interstate compacts are the best solution for occupational license portability for military spouses.

The Department of Defense is committed to supporting military spouses as an essential component of supporting military families. DoD takes care of military families to ensure the retention of the force. Maintaining the retention of the force is essential for military readiness.

The Bottom Line for Military Spouses

The Social Work Licensure Compact allows active duty military personnel or their spouse to designate a Home State and keep that designation as long as the service member is on active duty.

1. If a military family gets assigned to a new duty station in a compact member state, the service member or their spouse can continue to work with their current compact license.
2. If the family gets assigned to a new duty station that is not in a compact member state, the service member or their spouse do not lose access to the compact but would need to get a single-state license in their new state if they wish to continue working in that state.

"The most frustrating part of getting multiple licenses over time is the process of having to obtain a number of verifications and documents from all states in which you were licensed previously. It's an incredible amount of time, money and coordination that often requires repeated steps as documents are lost in travel from state to state."

If there were already a compact, my husband and I wouldn't think twice about how we rank our duty stations and where we beg the detailer to assign us. It would be life changing for us in many ways."
– **Dr. Christine Hammer, licensed pediatric dentist and military spouse**
