

# WORKFORCE SOLUTIONS JAM

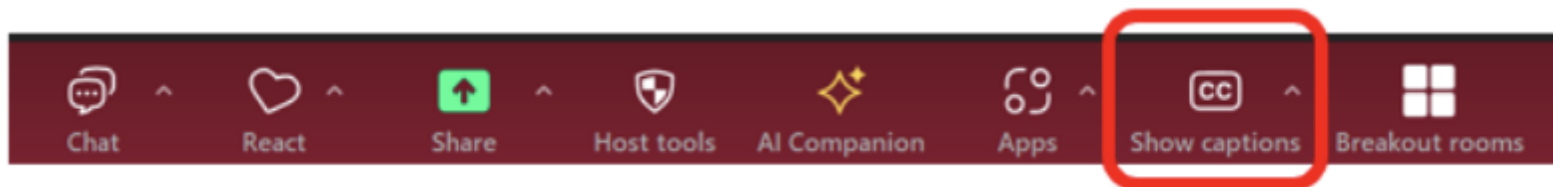
MARCH 18, 2025

Understanding Interstate Licensure and Its Impact on the Behavioral Health Workforce



# Housekeeping & Accessibility

- Please introduce yourself in chat: Name, location, organization
- Engagement is encouraged – please share resources and reflections in chat!
- A recording and slides will be emailed to you within 48 hours
- ASL interpretation is being provided at this event - the ASL interpreter will be spotlighted
- Live captioning is available – click the "show captions" button to see the transcript
- If you have technical difficulty, please chat "Hosts and Panelists" to try to troubleshoot





# What is the Workforce Solutions Jam?

## **A monthly webinar to build national momentum and encourage collaboration through The Workforce Solutions Partnership**

- Learn innovative new practices
- Stay informed about ongoing efforts
- Engage with subject matter experts
- Hear about new legislation
- Take action!





# Agenda

Welcome

Key Presentations

Panel Dialogue


Workforce Solutions Partnership Updates

Next Steps

## Poll – Let's hear from you!

*Which of the following best describes your status related to interstate licensure compact?*

- A. I am not a clinician but interested in learning
- B. I am licensed in one state only
- C. I am licensed through a compact in multiple states
- D. I am licensed in multiple states but not through a compact
- E. I am familiar with interstate compacts but not currently participating
- F. I am unfamiliar with interstate licensure compacts



today:

**Understanding Interstate  
Licensure and Its Impact  
on the Behavioral Health  
Workforce**

*Unlocking Opportunities for  
Expanded Workforce Mobility and  
Expanded Access to Care*

# Meet Our Speakers



**Janet Orwig, MBA, CAE**

Executive Director, Psychology Interjurisdictional Compact (PSYPACT)



**Greg Searls**

Executive Director, Counseling Compact Commission



**Jeff Shumway**

Director, Office of Professional Licensure Review, Utah Department of Commerce

The background of the slide is a dense field of 3D-rendered question marks in various shades of blue. The question marks are scattered across the frame, with some in sharp focus in the foreground and others blurred in the background, creating a sense of depth. The overall color palette is monochromatic, ranging from light sky blue to a darker, muted blue.

# Interstate Compacts and PSYPACT

Janet Orwig, MBA, CAE

March 18, 2025

What is a compact?



# So, What is an Interstate Compact

- Simple, versatile and proven tool
- Effective means to address common problems
- Contract between states
- Responds to national priorities with one voice
- Retains collective state sovereignty over issues belonging to the states
- Assist states in developing and enforcing standards while providing a structure that can evolve to meet new and increased demands as needed.

# So, What is an Interstate Compact Continued

- What it is:
  - It's a *body politic*
  - It's an *instrumentality of the state governments* which join the compact
  - It has rulemaking authority, and its rules have the effect of law in the member states
  - It is, therefore, a multi-state governmental rulemaking body
- What it is not:
  - It's **not** a nonprofit corporation
  - It's **not** a private "membership" organization
  - It's **not** a professional association

# Is there more to know about compacts?

- There are over 250 active compacts
- Each state is a member of at least one
- Typically, each state has been 20 to 40 Compacts
- Compacts used for:
  - Borders and land/Water Administration
  - Transportation
  - Other
- Best Known Compact?
- Since 2016, 290 separate pieces of licensure compact legislation have been enacted
- Health Care Compacts now make up 15% of all compacts Professions with Interstate Compacts for Occupational Licensure ([www.licensureproject.org](http://www.licensureproject.org))

# What are the Other Health Care Compacts

## Compact information for



Counseling



Dentistry



Dietitian



Emergency Medical Services



Medicine



Physician Assistants



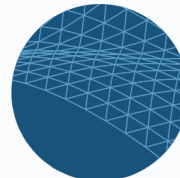
Nursing



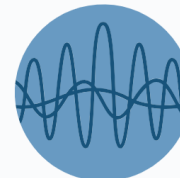
Advanced Practice  
Nursing



Occupational Therapy



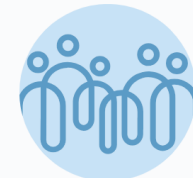
Physical Therapy



Psychology



School Psychologists

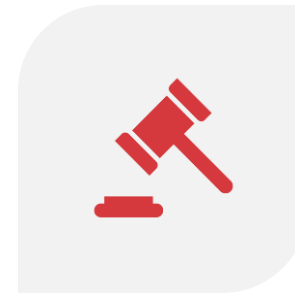


Social Work

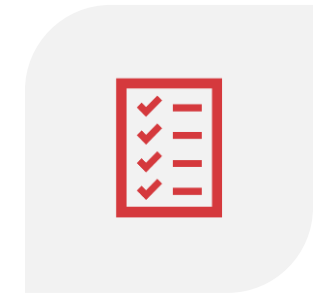
# Why a compact?



ADDRESS VARIATIONS IN  
LAWS AMONG JURISDICTIONS



ADDRESS DISCIPLINARY  
PROCESSES ACROSS  
JURISDICTION LINES



ADDRESS INCONSISTENCIES IN  
LICENSURE REQUIREMENTS  
FOR TELEPSYCHOLOGY

## What is PSYPACT?

- Psychology Interjurisdictional Compact
- Interstate Compact
- Designed to regulate telepsychology & temporary in-person, face-to-face practice of psychology
- Focuses on psychology and psychologist



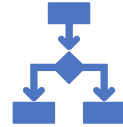
## Designed to regulate:

- The day-to-day practice of **telepsychology across state boundaries**  
and/or
- The **temporary in-person, face-to-face** practice of psychology for up to 30 days annually

# What are the benefits of PSYPACT?



Increases  
client/patient  
access to care



Facilitates  
continuity of care  
when  
client/patient  
relocates, etc.



Ability to readily  
know legal  
requirements



Promotes  
cooperation  
across PSYPACT  
states in the area  
of licensure and  
regulation



Offers a higher  
degree of  
consumer  
protection across  
state lines

## What was the PSYPACT: starting point?

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PSYPACT became operational when seven states enacted PSYPACT into law.

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The Commission, the governing body of PSYPACT, was formed.

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As new states enact they join the Commission.

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Each PSYPACT participating state has one representative.

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Bylaws and Rules need to be created by Commission.

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PSYPACT states communicate and exchange information including verification of licensure and disciplinary sanctions.

# What does the PSYPACT Commission Do?

Adopted  
Bylaws

Promulgated  
Rules

Policies and  
Procedures

Approved  
Annual  
Budget

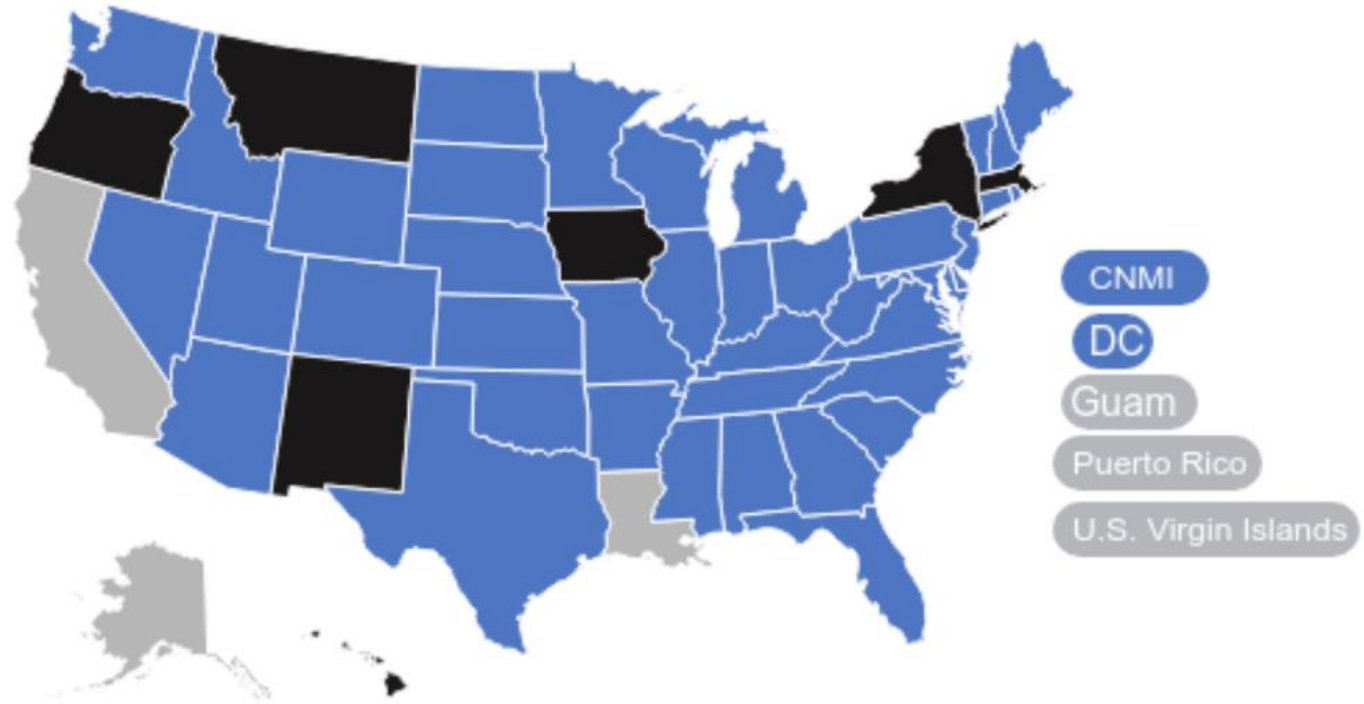
Elect  
Executive  
Board

Establish  
standing  
committees

## Current PSYPACT Status

For the most up-to-date list, please visit the PSYPACT website:

<https://psypact.org/page/psypactmap>



### Map Key

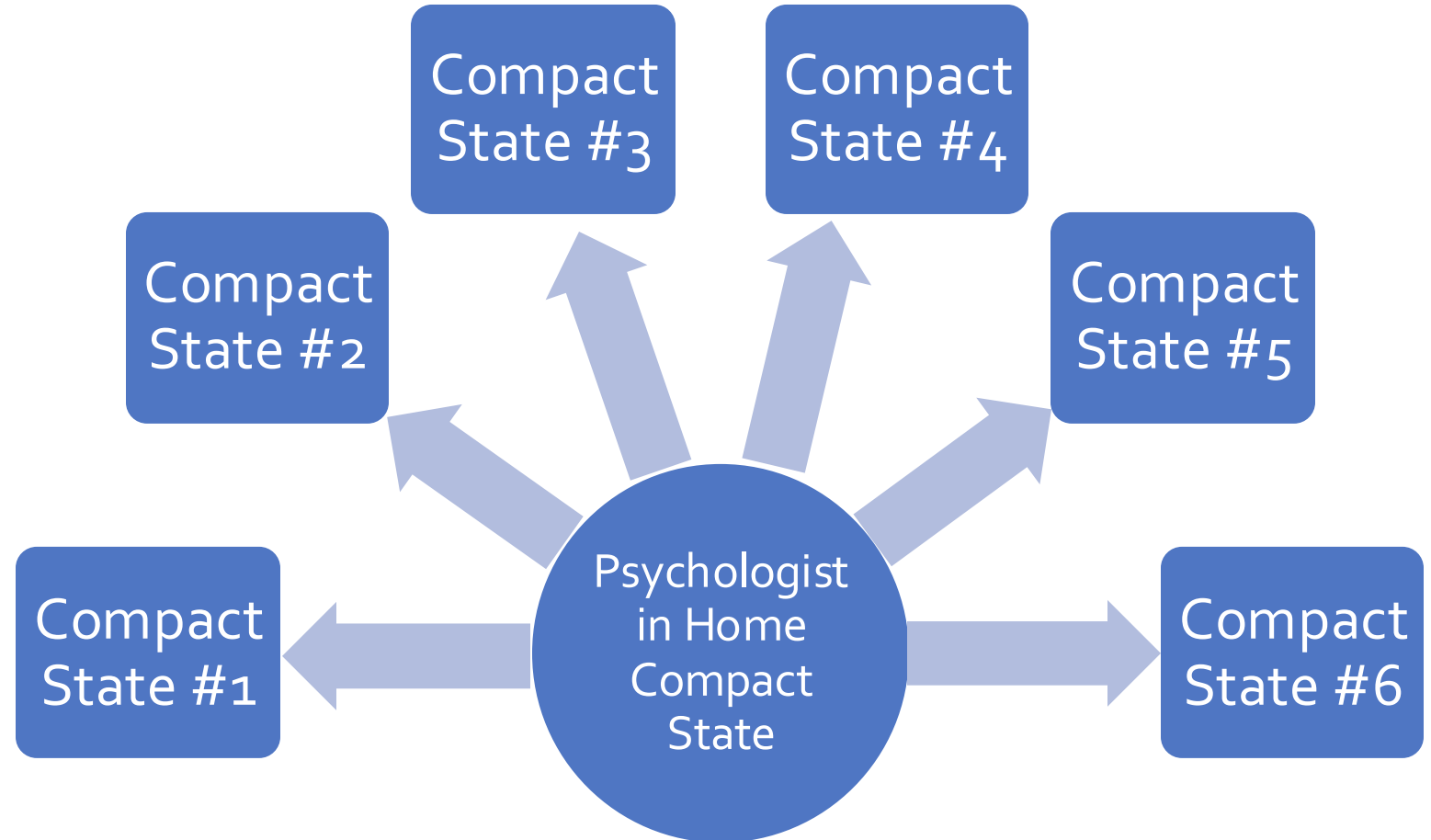
- |  |   |
|--|---|
|  PSYPACT Participating State  |  PSYPACT Legislation introduced            |
|  Enacted PSYPACT Legislation - practice under PSYPACT not permitted |  Non- PSYPACT State/ no active Legislation |

How many  
Authorization  
Holders are  
there?

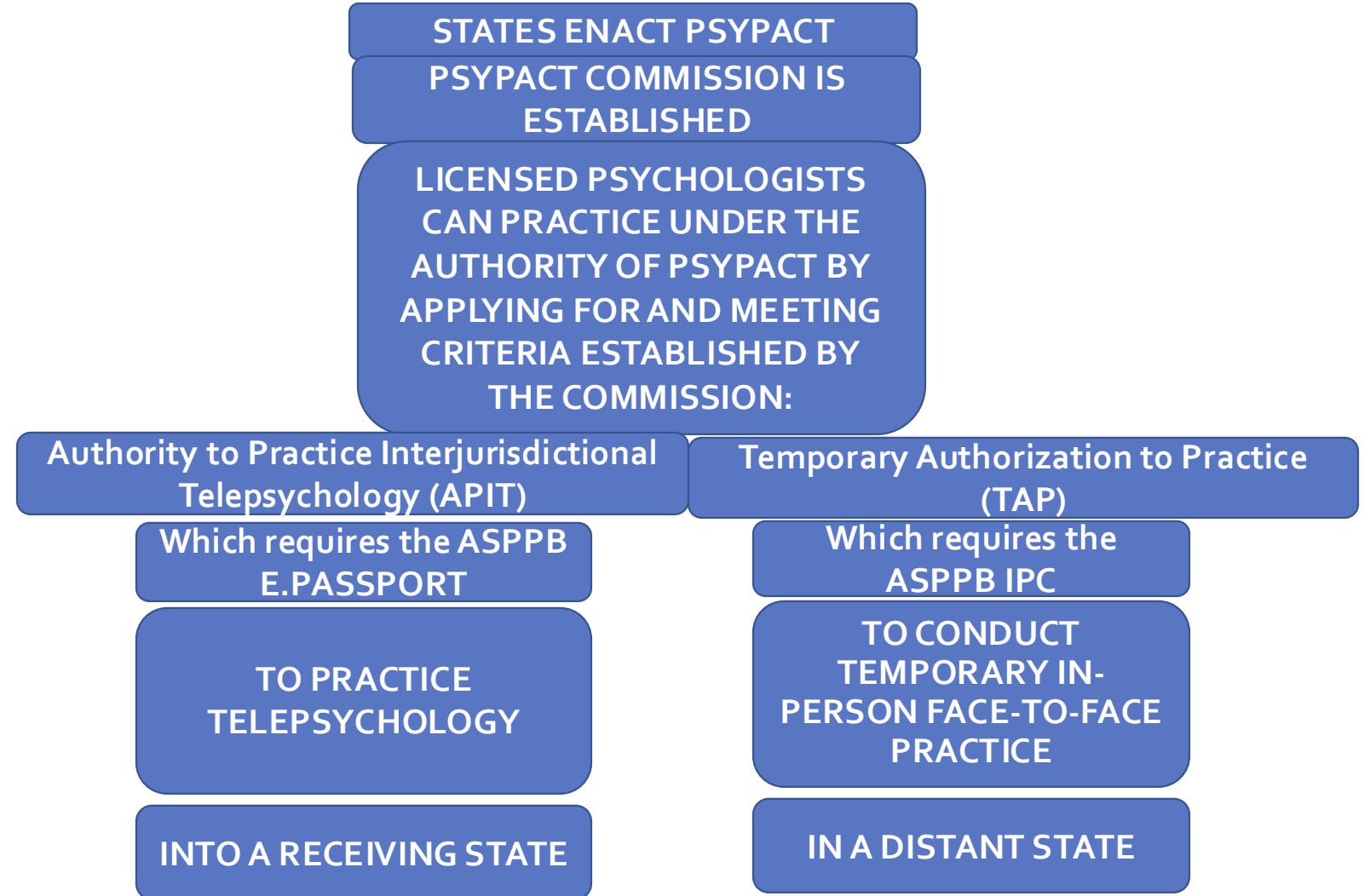
As of March 16, 2025:

- Authority to Practice Interjurisdictional Telepsychology (APIT): 15,811
- Temporary Authorization to Practice (TAP): 969

How does  
telepsychology  
practice work  
under  
PSYPACT?



# Overall, how does PSYPACT work?





## Verification of PSYPACT Authorizations

PSYPACT is an interstate compact that allows psychologists licensed in PSYPACT to practice telepsychology and/or practice temporarily into other PSYPACT participating states. In order to practice telepsychology under the authority of PSYPACT, a psychologist must have an active Authority to Practice Interjurisdictional Telepsychology (APIT) granted from the PSYPACT Commission. In order to practice temporarily under the authority of PSYPACT, a psychology must have an active Temporary Authorization to Practice (TAP) granted from the PSYPACT Commission. The PSYPACT Commission provides online primary source verification of these authorizations. To view all psychologists holding a current APIT or TAP, use the search by method below to get started. If you have any questions or need any additional information for PSYPACT verifications, contact us at [info@psypact.org](mailto:info@psypact.org).

Search by:

Show  entries

Psychologist Name	States where Licensed*	EPassport Issue Date	APIT Issue Date	EPassport Renewal Date	IPC Issue Date	TAP Issue Date	IPC Renewal Date	Mobility Number
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Can my authorization be verified?  
[verifypsympact.org](http://verifypsympact.org)

# Where can I find out more about PSYPACT?

Visit our Website:  
[www.psypact.org](http://www.psypact.org)



**PSYPACT: ADVANCING THE INTERJURISDICTIONAL PRACTICE OF PSYCHOLOGY®**

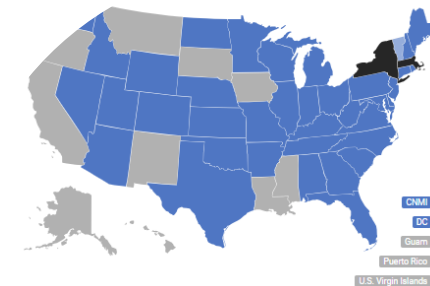
regulatory barriers. Increasing access to mental healthcare

**GET YOUR PSYPACT APPLICATION TODAY!**

APPLICATION TO PRACTICE TELEPSYCHOLOGY UNDER PSYPACT, OR

APPLICATION TO PRACTICE TEMPORARILY UNDER PSYPACT

Meeting	Location	Agenda
Commission	Zoom Teleconference	
Executive Board	Zoom Teleconference 1:00 PM to 4:00 PM Eastern Register <a href="#">HERE</a>	
Rules Committee	Zoom Teleconference 1:00 PM to 2:30 PM Eastern Register <a href="#">HERE</a>	
2023 Training and Public Relations Committee	Zoom Teleconference 10:30 AM to 12:30 PM Eastern Register <a href="#">HERE</a>	
20 2023 Requirements Review Committee	Zoom Teleconference 4:00 PM to 5:30 PM Eastern Register <a href="#">HERE</a>	
2023 Finance Committee	Zoom Teleconference 12:30 PM to 2:30 PM Eastern Register <a href="#">HERE</a>	Agenda
2023 Training and Public Relations Committee	Zoom Teleconference 10:30 AM to 12:30 PM Eastern	Agenda
2023 Elections Committee	Zoom Teleconference 1:00 PM to 2:00 PM Eastern	
2023 Requirements Review Committee	Zoom Teleconference 11:30 AM - 12:30 PM Eastern	Agenda
2023 Commission	Zoom Teleconference 11:00 AM - 4:00 PM Eastern	Agenda
2023 Planning Workgroup	Zoom Teleconference 10:00 AM to 11:00 AM Eastern	
2023 Public Board	Zoom Teleconference 11:00 AM - 4:00 PM Eastern	
2023 Committee	Zoom Teleconference 12:30 PM to 2:00 PM Eastern	
2023	Zoom Teleconference 12:30 PM to 2:00 PM Eastern	
2023	Zoom Teleconference 10:30 AM to 12:30 PM Eastern	



**Map Key**

- PSYPACT Participating State
- Enacted PSYPACT Legislation - practice under PSYPACT not permitted
- PSYPACT Legislation introduced

Interjurisdictional Compact (PSYPACT®) is an interstate compact designed to facilitate the practice of telepsychology, face-to-face practice of psychology across state boundaries.

The PSYPACT Commission is the governing body of PSYPACT responsible for creating and finalizing the Bylaws and Rules and Regulations. The Commission is also responsible for granting psychologists the authority to practice telepsychology and temporary in-person, face-to-face practice of psychology across state boundaries.

Telepractice in PSYPACT states, psychologists licensed in PSYPACT states only can apply to the PSYPACT Commission for an Authority to Practice Interjurisdictional Telepsychology (APIT). One required component of this authorization granted from the PSYPACT Commission is that psychologists must obtain an E.Passport Certificate from ASPPB. To learn more or to start an application, click [HERE](#).

Temporary Practice In order to conduct temporary practice in PSYPACT states, psychologists licensed in PSYPACT states only can apply to the PSYPACT Commission for a Temporary Authorization to Practice (TAP). One required component of this authorization granted from the PSYPACT Commission is that psychologists must apply for and obtain an Interjurisdictional Practice Certificate (IPC) from ASPPB. To learn more or to start an application, click [HERE](#).

*\*Providers are responsible for maintaining knowledge of and complying with each PSYPACT State's laws, rules, and regulations - for each PSYPACT state the provider is practicing into or out of.\**

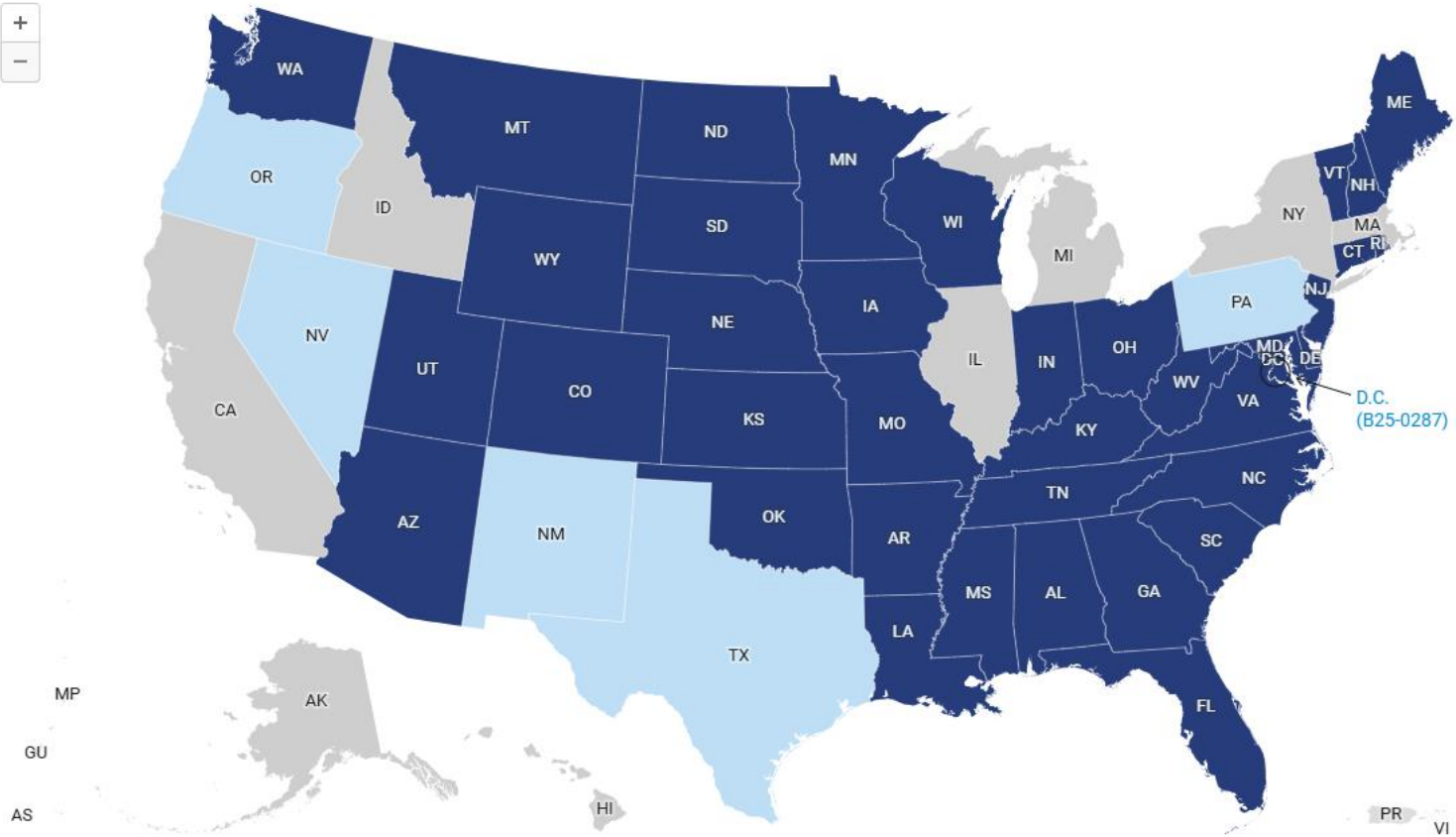
Thank you!

## For further information please contact:

- Janet Orwig ([jorwig@psypact.org](mailto:jorwig@psypact.org))
- Gina Polk ([gpolk@psypact.org](mailto:gpolk@psypact.org))
- Ashley Lucas ([alucas@psypact.org](mailto:alucas@psypact.org))
- These products are supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services under HIMRH24096 Licensure Portability Grant Program. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS, or the U.S. Government.

# COUNSELING COMPACT

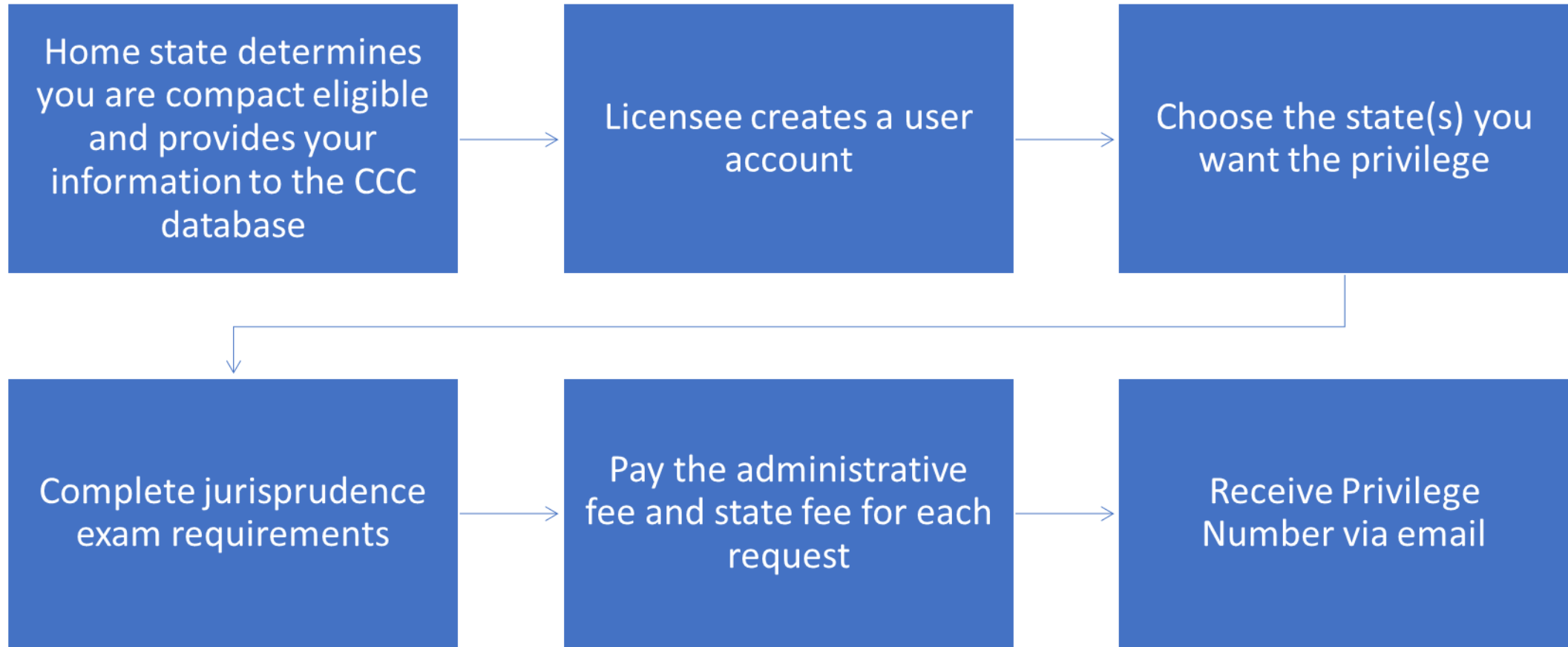
Enacted Legislation Filed No Active Legislation



# Methods of licensure

- Single State license
- Reciprocity
- Endorsement
- Universal Licensure
- Compacts
  - Multi-state license
  - Privilege to practice

# Steps to obtain a privilege





# Contact Information

**Greg Searls**

Executive Director

Counseling Compact Commission

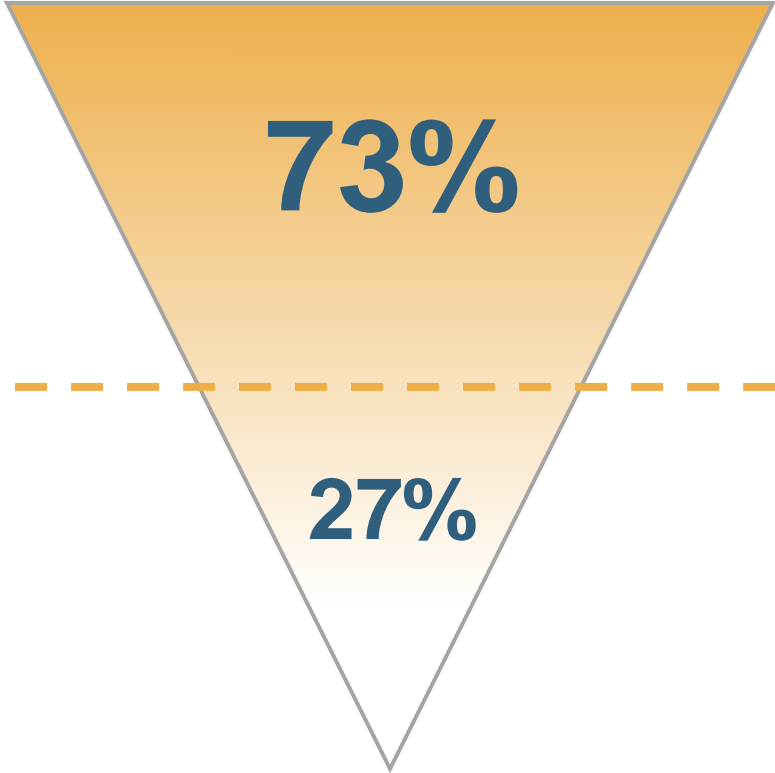
[info@counselingcompact.gov](mailto:info@counselingcompact.gov)

<https://counselingcompact.gov>

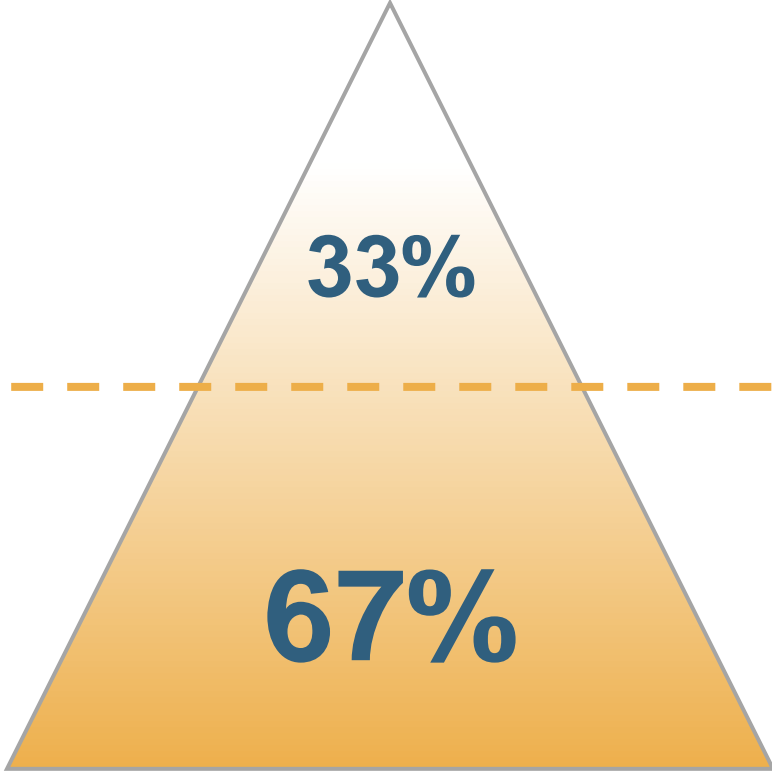
<https://compactconnect.org>

# Behavioral Health Care Lacks Extenders

Utah Behavioral Health Workforce  
(% of Active Licensees)

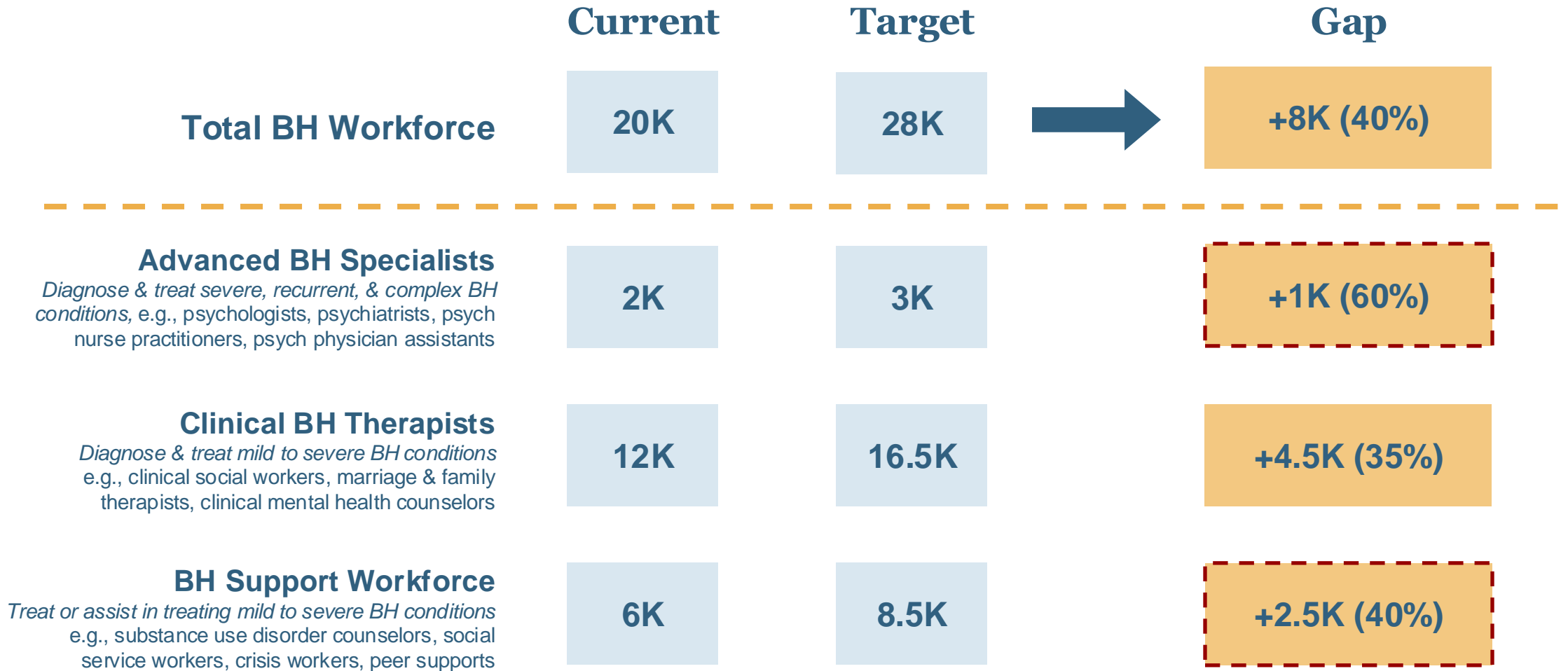


Utah Medical Field Workforce  
(% of Active Licensees)



Source: DOPL licensee data obtained from DOPL MLO report "Active License Count," accessed 2/28/2023; data on DHHS licensees provided to OPLR by DHHS administrators in July, 2022. The figures presented do not reflect members of the workforce who hold a private certification (e.g., CNAs) or no certification (e.g., psych techs).

# Utah Needs More Specialists & More Extenders



Values rounded to nearest 5% or to nearest 500. Target uses [IAPT](#) guideline of 10% advanced, 60% clinical, & 30% support. Workforce figures based on DOPL MLO report "Active License Count," accessed 2/28/2023; data on DHHS licensees provided to OPLR by DHHS administrators in July, 2022; data on advanced BH specialists from University of Michigan, Behavioral Health Workforce Research Center, 2018 – Mapping Supply of the U.S. Psychiatric Workforce; Unmet need figures based on [2020-2021 National Survey of Children's Health](#); [2018-2019 National Survey on Drug Use and Health](#).

# Fill Gaps in Careers & Care – Extender Roles

## Current

<u>Education</u>	<u>Psychology</u>	<u>Social Work</u>	<u>Counseling &amp; Therapy</u>	<u>Substance Counseling</u>
Doctorate + Supervision	Psychologist			
Masters + Supervision		LCSW	CMHC/MFT	
Bachelors		SSW		Advanced SUDC
Associates	<b>GAP</b>			SUDC*
Stand-alone Academic Certificate (1 yr)				
DHHS Certificate (1 week)	Case Manager, Crisis Worker		Peer Support	

## Future

<u>Education</u>	<u>Psychology</u>	<u>Social Work</u>	<u>Counseling &amp; Therapy</u>	<u>Substance Counseling</u>
Doctorate + Supervision	Psychologist			
Masters + Supervision		LCSW	CMHC/MFT	
Bachelors	<b>[Generalist Behavioral Health License]</b>  <b>Behavioral Health Technician</b>			
Associates				
Stand-alone Academic Certificate (1 yr)				
DHHS Certificate (1 week)	Case Manager, Crisis Worker		Peer Support	

Clinical licenses
  Existing sub-clinical licenses
  NEW sub-clinical licenses

\*There are ~280 Associate's-level SUDCs licensed in the state, as opposed to 7,000 clinical social workers, or 2,700 Clinical Mental Health Counselors;

# WORKFORCE LOUNGE



# PANEL

LET'S TALK

A red circular arrow graphic with a rounded top and bottom, pointing clockwise, framing the central text.

# **TAKEAWAYS & REFLECTION**

# WORKFORCE SOLUTIONS PARTNERSHIP UPDATES





# Call to Action

NATIONAL COUNCIL  
for Mental Wellbeing

HMA

The College for Behavioral  
Health Leadership

*Workforce Solutions Partnership:*  
**CALL TO ACTION TO BUILD A  
SUSTAINABLE BEHAVIORAL  
HEALTH WORKFORCE**

**Poll – Let's hear from you!**

*How likely are you to refer a colleague to a future session?*

# We want your feedback!



*Scan the QR code, or type this link into your browser:*

<https://www.surveymonkey.com/r/March18JamEval>

# Have a suggestion for a future presentation?



*Scan the QR code, or type this link into your browser:*

<https://www.surveymonkey.com/r/workforcesolutionsjam>

**JOIN US AT THE NEXT  
WORKFORCE SOLUTIONS JAM!**

*April 15, 2025*

*at 10:00am PT / 1:00pm ET*

**Strengthening Workforce Pathways:  
The Role of Higher Education in Training Future  
Behavioral Health Professionals**