

NURSE LICENSURE COMPACT (NLC) – HB4369 SPONSOR REPRESENTATIVE YOLONDA MORRIS



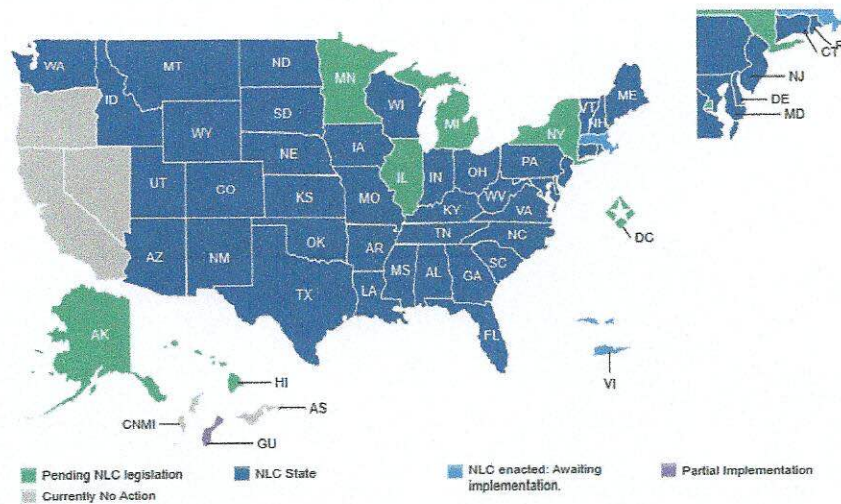
The NLC allows registered nurses (RNs) and licensed practical nurses (LPNs) to hold a single multistate license, enabling them to practice in person or electronically in both their primary state of residence and other NLC states.

ILLINOIS IS FALLING BEHIND

Illinois is now surrounded by states in the Nurse Licensure Compact, placing our workforce and healthcare system at a disadvantage.

- Neighboring compact states: Iowa, Missouri, Kentucky, Wisconsin, Indiana
- Illinois nurses cannot easily practice across state lines
- Employers increasingly favor compact states for hiring and expansion

Key Message: Illinois should not isolate its nursing workforce from the national system.



THE COMPACT PROTECTS ILLINOIS AUTHORITY

The NLC strengthens, not weakens, regulation.

- Illinois law governs all care delivered in Illinois
- Illinois retains full disciplinary authority
- States share real-time licensure and disciplinary data
- Federal-level background checks required

Key Message: The Compact expands mobility while preserving Illinois oversight.

ILLINOIS IS LOSING HEALTHCARE JOBS

Non-compact status is driving job losses in fast-growing sectors:

- Telehealth and remote care
- Nurse case management
- Utilization review and insurance roles

Employers require multi-state licensure and are relocating jobs to compact states.

Key Message: Illinois nurses are being excluded from modern healthcare jobs.

WORKFORCE TRENDS ARE CHANGING

The next generation of nurses prioritizes:

- Flexibility and remote work
- Interstate mobility
- Travel and hybrid roles

Without the Compact:

- Illinois risks losing new graduates
- Recruitment and retention decline

Key Message: Compact participation is now a workforce expectation.

THE COMPACT STRENGTHENS RECRUITMENT

Compact states benefit from:

- Larger candidate pools
- Faster hiring timelines
- Easier relocation for nurses
- Improved emergency response capacity

Key Message: The Compact makes Illinois more competitive for talent.

EDUCATION AND WORKFORCE PIPELINE AT RISK

Illinois has a strong nursing education system—but risks losing its graduates.

Without the Compact:

- Graduates relocate to compact states
- Schools lose competitiveness
- Clinical and telehealth opportunities shrink

Key Message: The Compact protects the value of an Illinois nursing degree.

SUPPORTS FACULTY AND TRAINING CAPACITY

The Compact enables:

- Interstate teaching and supervision
- Expanded faculty recruitment
- Increased program capacity

Key Message: The Compact helps address the nursing faculty shortage.

IMPROVES PUBLIC SAFETY

The NLC enhances transparency and enforcement:

- Shared disciplinary databases
- Real-time alerts across states
- Prevents unsafe practice migration

Key Message: The Compact strengthens patient protection nationwide.

The Nurse Licensure Compact keeps Illinois nurses competitive, protects patients through shared oversight, and ensures healthcare jobs and innovation stay in Illinois.

BOTTOM LINE-

Joining the Nurse Licensure Compact will:

- ✓ Protect patients through coordinated oversight
- ✓ Expand job opportunities for Illinois nurses
- ✓ Strengthen workforce recruitment and retention
- ✓ Support nursing education and faculty capacity
- ✓ Keep healthcare jobs and innovation in Illinois

Failing to act will result in:

- ✗ Continued workforce loss
- ✗ Job relocation to other states
- ✗ Reduced competitiveness
- ✗ Long-term strain on healthcare access

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