

The mission of the Board of Nursing is to assure the citizens of Kansas safe and competent practice by nurses and mental health technicians

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To: Contract Nursing Subcommittee
Representative Les Mason, Chair

From: Carol Moreland, MSN, RN
Executive Administrator
Kansas State Board of Nursing

Subject: Current Licensing Requirements for Nursing Licensure and Efforts of KSBN to Increase the Workforce

Thank you for the opportunity to provide feedback from Kansas State Board of Nursing (KSBN) on the requirements for nursing licensure in Kansas and the efforts of KSBN to increase the nursing workforce. Licensed Practical Nurses (LPNs) and Registered Nurses (RNs) in Kansas have the option of a single state or multi-state license. A single state license allows practice in Kansas only. A multi-state license allows practice in any member state of the Nurse Licensure Compact (NLC). Presently there are 41 member states in the NLC.

Licensure Requirements for single state LPN and RN

- Submit single state license application and fee (\$75 for LPN and \$100 for RN)
- Graduation from an approved PN or RN program – must submit transcript documenting completion of the program
- Submit to state and federal fingerprint based criminal background checks (fee \$48)
- Pass the NLCEX PN or RN (national licensure examination) – will not receive an initial license until successful passing. If licensed in another state it will be verified the applicant passed the NCLEX or predecessor exam.
- If legal history is documented on the criminal background report received from the KBI, the applicant must submit supporting documentation about the legal history
- Has a valid United States Social Security number
- If applicant has graduated from an international education program, the applicant's credentials must be verified by an independent credentials review agency
- If the applicant graduated from an international education program not taught in English or if English is not the individual's native language the applicant must pass an English proficiency examination
- Temporary permit is not available for initial LPN or RN applicants
- Temporary permit for 120 days is available for LPN and RN applicants who have a license in another state – licensure will be verified through the national nursing database, Nursys

Licensure Requirements for multi-state LPN and RN license

- Submit a multi-state license application and fee (\$125 for both LPN and RN)
- Must meet the following uniform licensure requirements before a multi-state license is issued
 - Meet the requirements for licensure in Kansas (home state of residency)
 - Has graduated from a board-approved education program; or has graduated from an international education program (approved by the authorized accrediting body in the applicable country and verified by an independent credentials review agency)
 - Has passed an English proficiency examination (applies to graduates of an international education program not taught in English or if English is not the individual's native language)
 - Has passed an NCLEX-PN or NCLEX-RN Examination or predecessor exam
 - Is eligible for or holds an active, unencumbered license (i.e. without active discipline)
 - Has submitted to state and federal fingerprint-based criminal background checks (fee \$48)
 - Has no state or federal felony conviction or found guilty, or has entered into an agreed disposition, of a felony offense under applicable state or federal criminal law
 - Has no misdemeanor convictions related to the practice of nursing (determine on a case-by-case basis)
 - Is not currently a participant in an alternative program
 - Is required to self-disclose current participation in an alternative program; and
 - Has a valid United State Social Security number
 - If legal history is documented on the criminal background report received from the KBI, the applicant must submit supporting documentation about the legal history
- A temporary permit is not an option for an applicant for a multi-state license

Application for licensure as an APRN

- Applicants can only obtain a single state license (enables practice only in Kansas) since Kansas is not a member of the APRN Compact
- APRNs are required to hold an active RN license to be licensed as an APRN in Kansas. The active RN license can be single-state or multi-state.
- Licensure requirements
 - Submit APRN license application and fee (\$50 for NP, CNS or CNM and \$75 for RNA)
 - Graduation from an approved graduate APRN program—must submit transcript documenting completion of the program
 - Submit to state and federal fingerprint based criminal background checks (fee \$48)
 - If legal history is documented on the criminal background report received from the KBI, the applicant must submit supporting documentation about the legal history
 - Has a valid United States Social Security number
 - Proof of malpractice insurance
 - Proof of national certification in the role and specialty of the application

Temporary permit is not available for initial applicants, but a temporary permit for 120 days is available if the applicant has been licensed as an APRN in another state - must have verification of licensure in another state

Renewal of LPN, RN and APRN license

Nursing licenses expire every two years at the end of the applicant's birth month and even or odd year based on if birth year was even or odd. Applicants must complete 30 hours of approved continuing education prior to the renewal of their license, submit a renewal application and fee (\$55 for APRNs, \$85 for LPN and RN, and \$85 for RNA) There is no grace period on renewal, if must be completed by the expiration date or the license is lapsed.

Reinstatement of a lapsed LPN, RN and APRN license

An applicant whose Kansas license has lapsed may, within five years of its expiration date, reinstate that license by submitting proof of successful completion of 30 hours of continuing nursing education within the preceding two years.

Efforts of KSBN to increase the nursing workforce

KSBN has contributed to increasing the nursing workforce at the state and national level. Our RN and LPN workforce with a multi-state license can be very mobile in 41 states without further licensure.

Efforts at the state level

1. KSBN will approve a request from a nursing program to increase the number of approved students to admit, if the program brings the request and has the resources to support the additional number of students requested
2. Since academic year 2018, KSBN has approved 18 requests to increase the student numbers in Kansas nursing programs for a total of 867 additional students, which includes:
 - a. 9 new nursing programs (2 PN and 7 RNs programs)
 - b. Adding more students from 9 existing nursing programs (3 PN and 6 RN programs)
1. KSBN revised undergraduate education regulations to include the following changes:
 - o simulation time can count <50% of clinical time in the program
 - o the use of preceptors in a PN program to aid the program to have more students when faculty number are low in the clinical setting.
2. KSBN revised IV Therapy regulations to include IV Therapy in the PN nursing curriculum, which makes the LPNs more competent upon graduation, rather than waiting to achieve the IV Therapy content after licensure
3. KSBN provided a vote of support at the March 22, 2023, Board meeting for nursing apprenticeship models to be utilized in Kansas and there is no need to revise or create new regulations to allow this to happen
4. KSBN encouraged the KU Nursing Workforce Center to connect with National Council of State Boards of Nursing (NCSBN) to obtain KSBN licensure data that is shared with Nursys (the national nursing database)
5. KSBN shares information about scholarship opportunities for nursing students in quarterly newsletters
6. KSBN provides many education opportunities related to multi-state licensure to stakeholders since multistate licensure makes it easier to bring LPNs or RNs into Kansas to practice than at any time before
7. KSBN is gathering information on any educational institutions that have an interest in providing Licensed Mental Health Technician (LMHT) education and utilize that education and licensure as an entry point for nurses
8. Full practice authority was granted for APRNs, in which more APRNs want to come to Kansas to practice
9. KSBN has approved curriculum changes presented from nursing programs that request to offer more hybrid types of content delivery

Efforts at a national level

1. Partner at a national level to understand the nursing workforce at the national level (since we are part of the NLC and there are 41 member states). There are three published workforce articles at the national level in which KSBN provided licensure and education data:

- a. Smiley, R., Allgeyer, R., Shobo, Y., Lyons, K., Letourneau, R., Zhong, E., Kaminski-Ozturk, N., & Alexander, M. (2023). The 2022 National Nursing Workforce Survey, *Journal of Nursing Regulation*, Vol 14, S1 – S48.
 - b. The NCSBN 2023 Environmental Scan: Nursing at a Crossroads – An Opportunity for Action, *Journal of Nursing Regulation*, Vol 13, S2-S48.
 - c. The NCSBN 2024 Environmental Scan: Every Moment Matters, Realizing Lasting Impact, *Journal of Nursing Regulation*, Vol 14, S2-S48.
2. KSBN Executive Administrator and Director of Operations serve on NCSBN Board of Directors and Committees and NLC Committees to understand the national trends and practices other Boards of Nursing have utilized to increase the nursing workforce shortage
 3. The licensure examination for LPNs and RNs (NCLEX) was revised to a new generation of the exam and implemented on April 1, 2023. This new version incorporates more critical thinking of the graduate. NCLEX pass rates for the Kansas programs on the average has increased since the implementation of the new version. This promotes more nurses being licensed.

Trend of Number of Licensees

Year	SS RN	MS RN	SS LPN	MS LPN	APRN	LMHT	Total
FY 2010	43,326		9,921		3,398	116	56,761
FY 2011	45,535		10,417		3,646	119	59,717
FY 2012	47,225		10,491		3,865	120	61,701
FY 2013	49,844		10,574		4,116	88	64,622
FY 2014	48,844		10,574		4,544	87	64,049
FY 2015	51,740		10,631		4,766	66	67,203
FY 2016	53,017		10,312		5,167	73	68,569
FY 2017	56,393		10,386		5,362	60	72,201
FY 2018	58,624		10,550		5,414	69	74,657
FY 2019	58,801		10,410		6,401	62	75,683
<i>The NLC was implemented on July 1, 2019 – it was projected we would lose licensees as there would be licensees who live outside of Kansas and have a multistate license from the state in which they reside. They would no longer need a Kansas license to practice in Kansas</i>							
FY 2020	51,844	5,864	9,824	591	6,956	63	75,142
<i>Executive Orders were issued which extended the nursing licenses expiration date from 4/9/2020 – 8/28/2021, so some licensees did not renew their licenses in the normal two-year renewal period.</i>							
FY 2021	50,912	9,711	10,036	1,090	7,798	70	79,617
FY 2022	39,169	13,617	7,738	1,655	8,247	57	70,483
<i>On 8/29/21 we started to see the impact of the loss of licenses due to Kansas licenses not being needed (due to multistate in another state) and the end of the license renewal expiration extension due to COVID</i>							
FY 2023	37,269	15,010	7,281	1,848	8,679	27	70,124

SS = Single state license MS = Multi-state license

Current Licensure Numbers

License Type	Total
Licensed Mental Health Technician	37
LPN Single state	6,910

LPN Multi-state	2,171
RN Single state	35,053
RN Multi-state	17,331
Clinical Nurse Specialist (ARPN)	342
Nurse Midwife	102
Nurse Practitioner	7,568
Registered Nurse Anesthetist	1,288
TOTAL	70,802

There are currently 509 foreign educated nurses licensed in Kansas.

Important to remember the number of LPN and RN licenses is not an accurate reflection of the numbers of LPNs and RNs that can practice in Kansas. Any LPN and RN with a multi-state license from another member state can come into Kansas and practice. They do not have to do anything with KSBN. It has never been easier to bring an LPN or RN into Kansas to work, if they have a multi-state license.