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Dear Members,

The Massachusetts Board of Registration in Nursing (BORN) has shared some exciting [updates](#) about the Nurse Licensure Compact (NLC) and what it means for our state. Once fully implemented, the NLC will allow nurses to work across participating states without needing separate licenses for each one—a big win for both nurses and providers!

Governor Maura Healey signed the NLC into law on November 20, 2024, marking an important step forward. While the groundwork has been laid, BORN estimates it will take about a year to get everything up and running. This includes important tasks like passing legislation for federal background checks, updating regulations, upgrading IT systems, and tweaking the application process so nurses can apply for a multistate license.

For now, nurses with multistate licenses from other NLC states cannot practice in Massachusetts until the compact is fully operational. But once it's ready, providers here will have a much easier time hiring talented nurses from across the country without the usual licensing delays.

Since it might take about 12 months for the NLC to go live, this is a great time to start thinking ahead. Assisted living communities should consider updating their recruitment strategies in the next 6-12 months. With the entire continuum gearing up to use this streamlined hiring process, staying ahead of the curve will help ensure you don't miss out on top talent. It's never too early to start preparing for the benefits it will bring to your team and your residents.

If you have any questions, please contact us at [Mass-ALA@mass-ala.org](mailto:Mass-ALA@mass-ala.org).

*This update is solely for general informational purposes. It is not intended to replace a full review of the cited regulations or guidance.*

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