

Region	States	Department	Street Address	PO Box	City	State	Zip	Phone Number	Fax Number	Website	Email	Supporting Documents
SREB	Alabama	Alabama Board of Medical Examiners & Medical Licensure Commission	848 Washington Avenue	887 ( Zip: 36101)	Montgomery	AL	36104	(334) 242-4153		<a href="https://www.albme.gov/">https://www.albme.gov/</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Alaska	Alaska State Medical Board	550 West 7th Ave, STE 1500	110806 (Zip: 99801) Juneau , AK	Anchorage	AK	99501	(907) 465-2781	(907) 465-2974	<a href="https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/StateMedicalBoard.aspx">https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/StateMedicalBoard.aspx</a>	medicalboard@alaska.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Arizona	Board of Homeopathic and Integrated Medicine Examiners	1740 W. Adams St		Phoenix	AZ	85007	(602) 542-8154		<a href="https://homeopath.az.gov/medical-assistants">https://homeopath.az.gov/medical-assistants</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Arkansas	American Association of Medical Assistants	20 North Wacker Dr. Ste. 1575		Chicago	IL	60606	(312) 899-1500		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	California	Medical Board of California	2005 Evergreen Street, Suite 1200		Sacramento	CA	95815	(800) 633-2322		<a href="https://www.mbc.ca.gov/Licensing/Physicians-and-Surgeons/Practice-Information/Medical-Assistants.aspx">https://www.mbc.ca.gov/Licensing/Physicians-and-Surgeons/Practice-Information/Medical-Assistants.aspx</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Colorado	Colorado Department of Regulatory Agencies	1560 Broadway, Suite 1350		Denver	CO	80202	(303) 894-7800	(303) 894-7693	<a href="https://dpo.colorado.gov/">https://dpo.colorado.gov/</a>	dora_dpo_licensing@state.co.us	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	Connecticut	Department of Public Health- Practitioner Licensing & Investigations Sections	410 Capitol Ave	340308	Hartford	CT	06134	(860) 509-7603		<a href="https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/MedicalAssistant/Medical-Assistant-Information">https://portal.ct.gov/DPH/Practitioner-Licensing--Investigations/MedicalAssistant/Medical-Assistant-Information</a>	opl.dph@ct.gov (Preferred)	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Delaware	Board of Medical Licensure and Discipline	861 Silver Lake Blvd.		Dover	DE	19904	(302) 744-4500	(302) 739-2711	<a href="https://dpr.delaware.gov/boards/medicalpractice/">https://dpr.delaware.gov/boards/medicalpractice/</a>	customerservice.dpr@delaware.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Florida	Florida Board of Nursing	4052 Bald Cypress Way, Bin C-02		Tallahassee	FL	32399	(850) 488-0595		<a href="https://floridasnursing.gov/help-center/how-do-i-become-a-medical-assistant-in-florida/">https://floridasnursing.gov/help-center/how-do-i-become-a-medical-assistant-in-florida/</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Georgia	Georgia Society of Medical Assistants				GA				<a href="http://www.gssma.net/joomla/">http://www.gssma.net/joomla/</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Hawaii	American Association of Medical Assistants	20 North Wacker Dr. Ste. 1575		Chicago	IL	60606	(312) 899-1500		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Idaho	American Association of Medical Assistants	21 North Wacker Dr. Ste. 1575		Chicago	IL	60607	(312) 899-1501		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Illinois	American Association of Medical Assistants	22 North Wacker Dr. Ste. 1575		Chicago	IL	60608	(312) 899-1502		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Indiana	American Association of Medical Assistants	23 North Wacker Dr. Ste. 1575		Chicago	IL	60609	(312) 899-1503		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Iowa	American Association of Medical Assistants	24 North Wacker Dr. Ste. 1575		Chicago	IL	60610	(312) 899-1504		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Kansas	The Kansas Board of Regents	1000 SW Jackson Street, Suite 520		Topeka	KS	66612	(785)430-4240		<a href="https://www.kansasregents.org/workforce_development/program-alignment/medical_assistant">https://www.kansasregents.org/workforce_development/program-alignment/medical_assistant</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Kentucky	American Association of Medical Assistants	20 North Wacker Dr. Ste. 1575		Chicago	KY	60606	(312) 899-1500	(312) 899-1259	<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Louisiana	Louisiana Department of Health	628 North 4th Street	629 (Zip: 70821)	Baton Rouge	LA	70802	(225) 342-9500	(225) 342- 5568	<a href="https://ldh.la.gov/">https://ldh.la.gov/</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	Maine	Maine Department of Health and Human Services	109 Capitol Street, 11 House Station		Augusta	ME	4333	(207) 287-3707	(207) 287-3005	<a href="https://www.maine.gov/dhhs/">https://www.maine.gov/dhhs/</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Maryland	American Association of Medical Assistants	20 North Wacker Dr. Ste. 1575		Chicago	IL	60606	(312) 899-1500		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	Massachusetts	American Medical Association	20 North Wacker Dr. Ste. 1575		Chicago	MA	60606	(312) 899-1500	(312) 899-1259	<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Michigan	Michigan Department of Licensing and Regulatory Affairs	611 West Ottawa	30004	Lansing	MI	48909	(517) 241-0199	517-241-9416	<a href="https://www.michigan.gov/lara/">https://www.michigan.gov/lara/</a>	bp1help@michigan.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	Minnesota	American Association of Medical Assistants	24 North Wacker Dr. Ste. 1575		Chicago	IL	60610	(312) 899-1504		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Mississippi	Mississippi State Board of Medical Licensure	1867 Crane Ridge Drive, Suite 200-B		Jackson	MS	39216	(601) 987-3079	(601) 987-4159	<a href="https://www.msbl.ms.gov/">https://www.msbl.ms.gov/</a>	mboard@msbl.ms.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Missouri	Missouri Board of Nursing	3605 Missouri Boulevard	656 (Zip: 65102)	Jefferson City	MO	65102	(573) 751-0293		<a href="https://pr.mo.gov/nursing-licensure-general.asp">https://pr.mo.gov/nursing-licensure-general.asp</a>	profreg@pr.mo.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Montana	Montana Department of Labor & Industry- Montana Board of Medical Examiners	301 South Park Avenue	200513	Helena	MT	59620	(406) 444-6880		<a href="https://boards.bsd.dli.mt.gov/medical-examiners/licensure-information/medical-assistant">https://boards.bsd.dli.mt.gov/medical-examiners/licensure-information/medical-assistant</a>	DLIBSDHELP@MT.GOV	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Nebraska	American Association of Medical Assistants	22 North Wacker Dr. Ste. 1575		Chicago	IL	60608	(312) 899-1502		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Nevada	American Association of Medical Assistants	22 North Wacker Dr. Ste. 1575		Chicago	IL	60608	(312) 899-1502		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	New Hampshire	New Hampshire Department of Health & Human Services	129 Pleasant Street		Concord	NH	03301	(603) 271-2152	(603) 271-5590	<a href="https://www.dhhs.nh.gov/index.htm">https://www.dhhs.nh.gov/index.htm</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	New Jersey	New Jersey State Board of Medical Examiners	140 East Front Street	183	Trenton	NJ	08625	(609) 826-7100		<a href="https://www.njconsumeraffairs.gov/">https://www.njconsumeraffairs.gov/</a>	bme@dca.lps.state.nj.us	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	New Mexico	New Mexico Medical Board	2055 South Pacheco Street		Santa Fe	NM	87505	(505) 476-7220	(505) 476-7237	<a href="https://www.nmmb.state.nm.us/in/dex.html">https://www.nmmb.state.nm.us/in/dex.html</a>	nmbme@state.nm.us	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	New York	NY State Education Department, Office of the Professions	89 Washington Avenue		Albany	NY	12234	(518) 474-3817	518-474-1449	<a href="http://www.op.nysed.gov/prof/med/medmedicalassistants.htm">http://www.op.nysed.gov/prof/med/medmedicalassistants.htm</a>	nursebd@nysed.gov or obs@health.state.ny.us	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	North Carolina	American Association of Medical Assistants	22 North Wacker Dr. Ste. 1575		Chicago	IL	60608	(312) 899-1502		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	North Dakota	North Dakota Board of Nursing	919 South 7th Street, Suite 504		Bismarck	ND	58504	(701) 328-9777	(701) 328-9785	<a href="https://www.ndbn.org/UAP-MAIII/Overview.asp">https://www.ndbn.org/UAP-MAIII/Overview.asp</a>	renewal@ndbn.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Ohio	State Medical Board of Ohio	30 East Broad Street		Columbus	OH	43215	(614) 466-3934		<a href="https://med.ohio.gov/">https://med.ohio.gov/</a>	license@med.ohio.gov or contact@med.ohio.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Oklahoma	Oklahoma Board of Medical Licensure and Supervision	101 NE 51st Street		Oklahoma	OK	73105	(405) 962-1400		<a href="https://www.okmedicalboard.org/">https://www.okmedicalboard.org/</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>

Region	States	Department	Street Address	PO Box	City	State	Zip	Phone Number	Fax Number	Website	Email	Supporting Documents
WICHE	Oregon	Oregon Medical Board	1500 SW 1st Ave., Suite 620		Portland	OR	97201	(971) 673-2700	971-673-2670	<a href="https://www.oregon.gov/omb/board/philosophy/Pages/Use-of-Unlicensed-Healthcare-Personnel.aspx">https://www.oregon.gov/omb/board/philosophy/Pages/Use-of-Unlicensed-Healthcare-Personnel.aspx</a>	info@omb.oregon.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Pennsylvania	American Association of Medical Assistants	22 North Wacker Dr. Ste. 1575		Chicago	IL	60608	(312) 899-1502		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	Rhode Island	American Association of Medical Assistants	22 North Wacker Dr. Ste. 1575		Chicago	IL	60608	(312) 899-1502		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	South Carolina	South Carolina Department of Labor Licensing Regulation	110 Centerview Dr.		Columbia	SC	29210	(803) 896-4300		<a href="https://llr.sc.gov/">https://llr.sc.gov/</a>	ContactLLR@llr.sc.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	South Dakota	South Dakota Department of Health- Professional Licensing Boards	600 East Capitol Avenue		Pierre	SD	57501	(605) 773-3361		<a href="https://doh.sd.gov/boards/">https://doh.sd.gov/boards/</a>	DOH.info@state.sd.us	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Tennessee	Tennessee Department of Education	710 James Robertson Parkway		Nashville	TN	37243	(615) 741-5158		<a href="https://www.tn.gov/content/dam/tn/education/ccte/hlth/cte_sic_health_CCMA.pdf">https://www.tn.gov/content/dam/tn/education/ccte/hlth/cte_sic_health_CCMA.pdf</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Texas	Texas Society of Medical Assistants			League City	TX	77573	(858) 837-1203		<a href="https://www.hhs.texas.gov/">https://www.hhs.texas.gov/</a>	president@mytsma.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Utah	American Association of Medical Assistants	22 North Wacker Dr. Ste. 1575		Chicago	IL	60608	(312) 899-1502		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
NEBHE	Vermont	Vermont Department of Health	108 Cherry Street		Burlington	VT	05402	(800) 464-4343	(802) 865-7754	<a href="https://www.healthvermont.gov/">https://www.healthvermont.gov/</a>		<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Virginia	Virginia Department of Health Professions	9960 Mayland Drive, Suite 300		Henrico	VA	23233	(804) 367-4400		<a href="https://www.dhp.virginia.gov/">https://www.dhp.virginia.gov/</a>	bhp@dhp.virginia.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Washington	Washington State Department of Health	111 Israel Rd. S.E.		Tumwater	WA	98501	(360) 236-4700	(360) 236-4818	<a href="https://www.doh.wa.gov/licensesPermitsandCertificates/ProfessionsNewReneworUpdate/MedicalAssistant">https://www.doh.wa.gov/licensesPermitsandCertificates/ProfessionsNewReneworUpdate/MedicalAssistant</a>	hsqa.csc@doh.wa.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	West Virginia	Department of Health- Office of Health Facility Licensure & Certification	408 Leon Sullivan Way		Charleston	WV	25301	(304) 558-0050	(204) 558- 2515	<a href="http://ohflac.wvdhhr.org/">http://ohflac.wvdhhr.org/</a>	DHHR.OHFLAC.NAP@wv.gov	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
MHEC	Wisconsin	American Association of Medical Assistants	24 North Wacker Dr. Ste. 1575		Chicago	IL	60610	(312) 899-1504		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
WICHE	Wyoming	American Association of Medical Assistants	20 North Wacker Dr. Ste. 1575		Chicago	WY	60606	(312) 899-1500		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>
SREB	Puerto Rico											
SREB	Virgin Islands											
SREB	District of Columbia	American Association of Medical Assistants	20 North Wacker Dr. Ste. 1575		Chicago	IL	60606	(312) 899-1500		<a href="https://www.aama-ntl.org/index">https://www.aama-ntl.org/index</a>	Certification@aama-ntl.org	<a href="https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope">https://www.aama-ntl.org/employers/state-scope-of-practice-laws#Scscope</a>