

Puerto Rico Enacts Universal Recognition of Occupational and Professional Licenses Act

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On August 1, 2025, the Governor of Puerto Rico signed into law Act No. 102-2025, known as the Puerto Rico Universal Recognition of Occupational and Professional Licenses Act (the “Act”). The Act creates a statutory framework for the recognition of occupational and professional licenses issued by other U.S. jurisdictions. Its objective is to reduce regulatory and administrative burdens for licensed professionals seeking to practice in Puerto Rico, as part of broader efforts to address workforce shortages in critical sectors.

The scope of the Act covers a broad range of licensed occupations and professions, including, but not limited, to physicians, nurses, engineers, architects, accountants, teachers, cosmetologists and trade professions, such as electricians, plumbers and refrigeration technicians. Notably, attorneys are expressly excluded from the Act.

Under the Act, professional licensing boards in Puerto Rico must issue a license to qualified applicants from other U.S. jurisdictions who: (i) hold a valid and active license in good standing, (ii) have held such license for at least one year, (iii) have practiced in the licensed field for three consecutive years immediately prior to applying, and (iv) meet education, examination, and/or experience standards that are substantially equivalent to those required in Puerto Rico. Applicants must also demonstrate the absence of a disqualifying criminal history, disciplinary proceedings, or past professional misconduct.

Under the Act, licensing boards must issue a final determination within thirty days of receiving a completed application. If the board fails to act within that period, the applicant is automatically granted a provisional license for an additional thirty days, during which the board must complete its review and make a final decision.

The Act also authorizes the Governor of Puerto Rico to provisionally recognize licenses issued in other U.S. jurisdictions or foreign countries during declared emergencies. Such emergency recognition allows qualified professionals to render services in Puerto Rico, either in person or remotely, for the duration of the emergency.

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The recognition authorized under the Act is limited to Puerto Rico. It does not establish reciprocal recognition of Puerto Rico-issued licenses in other jurisdictions unless separately provided by agreement or law.

The Act is effective immediately. However, agencies tasked with regulating occupations and professions are required to adopt or amend regulations necessary to implement its provisions within 180 days of the Act enactment.

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