DoD
Credentialing and Licensing Task Force

Military Affairs Task Force
National Conference of State Legislatures
April 8, 2013
“You see some 23-year-old who's leading a platoon in hugely dangerous circumstances, making decisions, operating complex technologies. These are folks who can perform. But, unfortunately, what we’re seeing is that a lot of these young veterans have a higher unemployment rate than people who didn’t serve. And that makes no sense.”
– President Barack Obama, July 6, 2011

“…our veterans … making sure that the certifications that they need for good jobs of the future are in place. You know, I was having lunch with some - a veteran in Minnesota who had been a medic dealing with the most extreme circumstances. When he came home and he wanted to become a nurse, he had to start from scratch. And what we've said is let's change those certifications.”
– President Barack Obama, October 22, 2012
Purpose and Objectives

• **Purpose:** DoD Credentialing and Licensing Task Force oversees coordination and execution of DoD and Service credentialing initiatives.

• **Objectives:** Within one year, the Task Force will:
  
  – Identify military specialties that readily transfer to high-demand jobs.
  
  – Work with key stakeholders and civilian credentialing and licensing agencies to address gaps between military training programs and credentialing and licensing requirements.
  
  – Provide service members with greater access to necessary certification and licensing exams.
Credentialing Overview

**Veterans Unemployment:** (Bureau of Labor Statistics, as of March, 2013)
- Unemployment rate for Post 9/11 Veterans is 9.2% vs. National unemployment rate (seasonally adjusted) of 7.6%.
- There are currently 783,000 unemployed Veterans; 207,000 are Post 9/11 Veterans.
- Unemployment rate for Veterans age 18-24 is 32.9%.
- In 2011, DoD paid $936,728,300 in unemployment compensation for Veterans.

**Challenges:**
- National, State, and local credentialing and licensing agencies do not always recognize equivalent military training, education, and experience
  - Unaccustomed to assessing military training, education, and experience
  - Lack access to information that would allow them to understand and evaluate military training, education, and experience
- Gaps between military training and civilian credentialing requirements
- Linking Veterans with prospective employers
Projected Participation

- **NDAA 2012 Pilots**
  - Total: 945
  - Aircraft Mx (AF/USN): 180
  - Auto Tech (USA): 45
  - CDL (USA/USMC): 110
  - Health Care – LPN/EMT (AF/USA/USN): 280
  - Supply/Log (All): 330*
    - Incl in WH Manufacturing

- **White House Pilots**
  - Total: 2,400
  - Manufacturing (All): 1,050*
  - CDL: Same group as NDAA
  - EMT – Same group as NDAA
  - Advance Medical: TBD
# Separating Service Member Demographics

## Conditions
- Data for one year (2011), focuses on the highest manned military specialties that relate to civilian occupations plus the infantry occupational area
- Not all-inclusive; this chart represents 2/3 of the ~240,000 personnel who left the service in 2011
- Includes Active, Reserve, National Guard, and demobilizations

<table>
<thead>
<tr>
<th>Occupational Area</th>
<th>Army</th>
<th>Navy</th>
<th>Air Force</th>
<th>Marines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infantry</td>
<td>21,910</td>
<td></td>
<td></td>
<td>10,842</td>
</tr>
<tr>
<td>Administrative</td>
<td></td>
<td>1,234</td>
<td>1,901</td>
<td></td>
</tr>
<tr>
<td>Aircraft Mechanics</td>
<td></td>
<td>1,608</td>
<td>7,984</td>
<td></td>
</tr>
<tr>
<td>Automotive Mechanics</td>
<td>7,831</td>
<td></td>
<td>1,672</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>3,637</td>
<td></td>
<td>1,384</td>
<td></td>
</tr>
<tr>
<td>Cooks/Food Preparation Workers</td>
<td>4,301</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricians</td>
<td></td>
<td>3,686</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emergency Medical Technicians</td>
<td>7,683</td>
<td>3,949</td>
<td>2,280</td>
<td></td>
</tr>
<tr>
<td>Explosives Workers</td>
<td></td>
<td>1,732</td>
<td>1,049</td>
<td></td>
</tr>
<tr>
<td>Human Resources Assistance</td>
<td>6,931</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information Technology</td>
<td>2,408</td>
<td>1,971</td>
<td>3,764</td>
<td>1,176</td>
</tr>
<tr>
<td>Law Enforcement</td>
<td>8,162</td>
<td>2,787</td>
<td>6,566</td>
<td>1,169</td>
</tr>
<tr>
<td>Machine Maintenance</td>
<td>2,959</td>
<td></td>
<td>1,244</td>
<td></td>
</tr>
<tr>
<td>Radio Dispatcher</td>
<td></td>
<td>1,718</td>
<td>2,151</td>
<td></td>
</tr>
<tr>
<td>Supply and Logistics</td>
<td>10,824</td>
<td>2,253</td>
<td>4,414</td>
<td>1,119</td>
</tr>
<tr>
<td>Truck Drivers</td>
<td>9,968</td>
<td></td>
<td>2,838</td>
<td></td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>83,665</strong></td>
<td><strong>22,663</strong></td>
<td><strong>28,535</strong></td>
<td><strong>24,252</strong></td>
</tr>
</tbody>
</table>
Veterans Licensing  2013 Proposed Legislation
Broad Licensing Legislation: Military Education, Experience and Training

Proposed Legislation Acknowledging Military Education, Experience and Training

- Enacted

[Map showing states with proposed legislation and those that have enacted it]
Veterans Licensing  2013 Proposed Legislation
Military Skills Test Waiver (Commercial Drivers Licensure)

- Proposed Legislation Adopting Military Skills Test Waiver
- Military Skills Test Waiver Adopted
- Not Currently Accepting Military Skills Test Waiver
Veterans Licensing 2013 Proposed Legislation
(EMS/EMT Licensure)

Connecticut
Rhode Island
Washington
Oregon
California
Nevada
Idaho
Utah
Arizona
Montana
Wyoming
Texas
New Mexico
Alaska
Hawaii
Colorado
South Dakota
Nebraska
Iowa
Minnesota
Wisconsin
Illinois
Indiana
Ohio
Pennsylvania
New York
New Jersey
Maryland
Delaware
Virginia
West Virginia
North Carolina
South Carolina
Georgia
Florida
New Hampshire
Massachusetts
Rhode Island
Connecticut

Notes:
1 State uses NREMT for Paramedic, but not for EMT
2 State uses NREMT for EMT, but not for Paramedic
3 State uses state-based exams for both EMT and Paramedic
4 State standards for licensure reciprocity may vary from initial licensure requirements
5 Kentucky adjourned; the legislation failed
Veterans Licensing 2013 Proposed Legislation (LPN Licensure)

Proposed Legislation Addressing LPN Licensure
Will Accept NCLEX-PN Certification for LPN Licensure
Will Recognize Military Education, Experience and Training to Sit for NCLEX-PN

Enacted
Advantages of Hiring Veterans

- Extensive technical skills in a variety of occupational areas
- Strong leadership skills
- Responsible and dependable
- Tolerant of and open to sudden operational changes
- Capable problem solvers
- Committed to “getting the job done right” the first time
- Citizens and workers with character and integrity
- Capable of responding constructively to training and leadership
- Loyal to organizations with which they are affiliated
- Highly qualified to conduct business in security-sensitive situations:
  - Security-sensitive material / information
  - Military-sensitive material / information
Way Ahead

• National outreach to key stakeholders and affinity groups, such as NCSL

• Identify and then recognize State best practices at eliminating barriers to Service member credentialing and licensing

• Meet with civilian credentialing and licensing agencies, academic institutions, and industry leaders to develop process to:
  – Work with States, academia, and industry to perform gap analysis between military training and requirements for credentialing and licensing
  – Equip State licensing boards with ability to better assess equivalency of military training and experience
  – Award credit for military training and experience

• Take action to address training gaps.

• Make credentialing and licensing options and information more available