DoD
Credentialing and Licensing Task Force

Military Affairs Task Force
National Conference of State Legislators
December 4, 2012
The Strategic Context and Challenge

“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 November 2, 2012)
  - Unemployment rate for Post 9/11 Veterans is 10% vs. National unemployment rate (seasonally adjusted) of 7.9%.
  - There are currently 689,000 unemployed Veterans; 210,000 are Post 9/11 Veterans.
  - 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
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
• Better qualified to conduct business in security-sensitive situations:
  – Security-sensitive material / information
  – Military-sensitive material / information
Congressional Legislation

• National Defense Authorization Act (NDAA) FY12:
  – **Section 551**: carry out programs to provide members of the armed forces job training and employment skills training.
  – **Section 558**: assess the feasibility of permitting Service members to obtain civilian credentialing for skills required for military occupational specialties.

• Military CDL Act of 2012:
  – States may waive the requirement for a domicile for members of the Armed Forces.

• Moving Ahead for Progress in the 21st Century Act (MAP–21):
  – **Section 32308**: Program to Assist Veterans to Acquire Commercial Driver’s Licenses. DOT study to assess Federal and State regulatory, economic, and administrative challenges faced by members and former members of the Armed Forces, who received safety training and operated qualifying motor vehicles during their service, in obtaining commercial driver’s licenses.
Analysis

Health Care

<table>
<thead>
<tr>
<th>Army</th>
<th>Navy</th>
<th>Air Force</th>
<th>Marine Corps</th>
</tr>
</thead>
<tbody>
<tr>
<td>68W Health Care Specialist</td>
<td>HM Hospital Corpsman</td>
<td>4N0X1 Aerospace Medical Service</td>
<td>None in Top 10</td>
</tr>
</tbody>
</table>

Credentials Analyzed:
- National Registry of Emergency Medical Technicians (NREMT), EMT-Basic and Advanced Emergency Medical Technician (AEMT)
- National Council of States Board of Nursing (NCSBN), National Council Licensure Exam for Licensed Practical Nurses (NCLEX-PN)

Truck Drivers

<table>
<thead>
<tr>
<th>Army</th>
<th>Navy</th>
<th>Air Force</th>
<th>Marine Corps</th>
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</thead>
<tbody>
<tr>
<td>88M Motor Transport Operator</td>
<td>None in Top 10</td>
<td>None in Top 10</td>
<td>3531 Motor Vehicle Operator</td>
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</tbody>
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Credential Analyzed:
Department of Transportation (DOT), Commercial Driver License (CDL) Medium/Heavy Minimum Standards for States
Challenges for Service Members
Earning EMT Licenses

• **Medics in the Army and Air Force** attain their EMT-Basic certification from the National Registry of EMTs upon completion of initial training

• **46 states recognize NREMT certification** for EMT-Basic state licensure; however, many states impose additional requirements that military medics must meet – some of which are quite rigorous

• **EMT is a relatively low paying occupation** but job openings are plentiful

• **Civilian sector academic credit** is often difficult to obtain based on military training. Military medics often are required to retake courses they completed previously while on Active Duty
Challenges for Service Members
Earning a CDL

Skills Test Waiver:
• 32 states waive driving Skills Test for Service members and Veterans
• 8 states are modifying their legislation to allow for waiver
• 10 states do not currently intend to waive the skills test

Domicile: Congress recently amended federal law to permit Service members to obtain a CDL in the state in which they are stationed, instead of being restricted to their state of domicile (legal residence). States will need to elect to waive state domicile requirements, which may require regulatory or legislative changes at the state level.

Acceptance of the safe driving experience: Partly overcome by use of the Skills Test Waiver Form; requires education and outreach - not every State will accept that written attestation of safe driving.

Designation of the military as a third party tester: Not every State currently provides for third party testing.
## Number of Service Members in Pilot Occupations

<table>
<thead>
<tr>
<th>Occupational Area</th>
<th>Number of MOCs</th>
<th>Number of Service Members</th>
<th></th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Active Duty Strength</td>
<td>Active Duty Separations</td>
<td>Guard and Reserve Strength</td>
<td>Guard and Reserve Separations</td>
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<tr>
<td>Healthcare Support</td>
<td>3</td>
<td>45,792</td>
<td>6,413</td>
<td>28,693</td>
<td>4,026</td>
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<tr>
<td>Truck Drivers</td>
<td>3</td>
<td>28,247</td>
<td>4,814</td>
<td>35,080</td>
<td>4,394</td>
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Way Ahead

DoD Credentialing and Licensing Task Force

- 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