MENU OF TECHNICAL ASSISTANCE RESOURCES

NGA Veterans’ Licensing & Certification Policy Academy

Jump to:

Occupation-Specific Resources .................................................................................................................. 2
  Bus and Truck Driver ................................................................................................................................. 2
  EMT/Paramedic .......................................................................................................................................... 3
  Law Enforcement ....................................................................................................................................... 4
  Licensed Practical Nurse/Registered Nurse ............................................................................................ 5
  Physical Therapy Assistant ....................................................................................................................... 6

Other Resources ........................................................................................................................................ 7
  Overview of Licensing and Certification .................................................................................................. 7
  Documentation of Service Members’ Training and Experience .............................................................. 7
  Academic Credit ......................................................................................................................................... 7
  DoD Studies on Licensing and Credentialing ........................................................................................... 8
  Meeting Materials ...................................................................................................................................... 8
  November 2013 Policy Academy Meeting ............................................................................................. 8
  Webinars and Conference Calls ............................................................................................................... 9

Appendix: Administrative Resources ....................................................................................................... Error! Bookmark not defined.
  Contracting and Logistical Information ................................................................................................. Error! Bookmark not defined.
  General Terms ........................................................................................................................................... Error! Bookmark not defined.
  Reimbursement Instructions ..................................................................................................................... Error! Bookmark not defined.
  NGA Contacts .......................................................................................................................................... Error! Bookmark not defined.
Occupation-Specific Resources

Bus and Truck Driver

General Resources

- One-page summary of military training and experience for Bus and Truck Drivers
- *Program to Assist Veterans to Acquire Commercial Driver’s Licenses Report to Congress: A Report Pursuant to Section 32308 of the Moving Ahead for Progress in the 21st Century Act (P.L. 112-141)* – this report describes military commercial motor vehicle drivers, the national CDL system, and initiatives to facilitate the ability of Service members and Veterans to attain CDLs. It also outlines recommendations for further action.
- Military Skills Test Waiver
  - Application for Military Skills Test Waiver – application form used by military truck drivers to document that they meet the criteria for the skills test waiver
  - Military Skills Test Waiver Map - map showing states that have adopted the military skills test waiver
- Army COOL provides information on additional related credentials veterans can obtain to enhance their employment opportunities.

Gap Analyses

- *Assessment of Gaps between Military Training and Civilian Credentialing Requirements* – Chapter 6: Truck Drivers – excerpt from a report summarizing the results of a study conducted under the oversight of the Veterans’ Employment Initiative (VEI) Task Force.

Bridge Programs

- *Addressing Barriers to Licensing and Certification – Military Truck Driver to Commercial Bus and Truck Driver* (Links to PDF of Virginia’s Troops to Trucks program)
  - Report: Virginia’s Troops to Trucks Program.
- Wisconsin has established a program similar to Troops to Trucks called MOVE-IT with information that will shortly be available on the DOT website.
- The following states also have Troops to Trucks initiatives: California, Georgia, and Tennessee
- Millis Training Institute Truck Driving Program for Veterans
EMT/Paramedic

General Resources

- One-page summary of military training and experience for EMTs and Paramedics
- NGA maintains a listserv for EMS professionals to share information such as curricula and technical questions about approaches to streamlining the licensure process for veterans; to join the listserv, please email your name, title and organization, state affiliation if applicable, and preferred email address to eshanbacker@nga.org. Once added to the listserv, participants can email the group at emsveterans@talk.nga.org.

Gap Analyses

- *Assessment of Gaps between Military Training and Civilian Credentialing Requirements* – *Chapter 4 – Health Care Support* – excerpt from a report summarizing the results of a study conducted under the oversight of the Veterans’ Employment Initiative (VEI) Task Force.
- *Skills Comparison Checklist*—provides information on the skills covered at the EMT, AEMT, Paramedic, and Army 68W levels; currently, there is no similar analysis for the cognitive elements of EMS training.
- NGA hosted an interactive webinar (link to recording) reviewing the equivalency and gaps between military medic training and civilian EMS professionals, as well as outlining potential promising practices for streamlining the process. Slides are available here.

Bridge Programs

- Lansing Community College in Michigan offers a military medic to civilian paramedic bridge program.
  - TA Memo on Lansing Community College Bridge Program
- Illinois Bridge Curricula (note IL does not use the current NREMT levels for EMS professionals):
  - Army Medics to Emergency Medical Technicians Intermediate (EMT-I) and Emergency Medical Technicians Paramedics (EMT-Paramedics) - The course addresses the differences in competencies between the 68W-10 Army Hospital Corpsman Program and those of a practical EMT program as delineated in the Emergency Medical Services Systems Act and Trauma Center Code. Upon course completion, students would need to have a skills check-off and pass the written competency exam. Army Medic - EMT-I & EMT-Paramedic Approved Assessment [Partial Equivalency] (PDF, 142 KB)
Air Force and Navy Military Medics to Emergency Medical Technicians Intermediate (EMT-B) - The course addresses the differences in competencies between the Navy Corpsman and Air Force Phase 1 Aerospace Program and those of a practical EMT program as delineated in the Emergency Medical Services Systems Act and Trauma Center Code. Upon course completion, students would need to have a skills check-off and pass the written competency exam. Air Force and Navy Military Medics - EMT-B Approved Assessment [Partial Equivalency] (PDF, 142KB)

- Side Note: Information on all of IL’s licensing and certification work can be accessed on the IDVA website.

- Military Medic to Civilian Paramedic EMS Bridge Programs (11-18-13): National Highway Traffic Safety Administration with National Association of State EMS Officials (NASEMSO) offered a webinar providing an overview of the issue and including presentations on bridge programs:
  - Military Medic to Paramedic Webinar – Link to audio and PowerPoints
  - Webinar Slides – Link to webinar slides in pdf format

Law Enforcement

General Resources

- One-page summary of military training and experience for Law Enforcement
- The International Association of Directors of Law Enforcement Standards and Training (IADLEST) maintains a web site devoted to Peace Officer Standards and Training (POST).

Gap Analyses

- Due to the variation in civilian standards, there is currently no standard gap assessment for police patrol officers.

Bridge programs

- Several states are streamlining the licensure process for military police through several approaches, including offering reciprocity and standing up distinct bridge programs:
  - TA Memo on Michigan’s Law Enforcement Bridge Program
  - TA Memo on Wisconsin’s Reciprocity Program
- Although most services do not have a policy to train to POST standards, the Army is running a pilot with the Missouri POST and has adapted its MP training curriculum to
align closely with MO Post requirements. MPs are now able to apply for a basic POST License upon completion of MP school at Ft Leonard Wood as a reciprocal agreement with MO POST. Missouri requires approximately 600 hours of training to gain licensure—about average for IADLEST POST requirements. States Basic Law Enforcement Academy Hours range from a low of 360 in LA to a high of over 1000 hours in AK and CA. The Army is in the process of entering into an agreement with IADLEST that would allow its reciprocity with MO to extend to all 50 states through their reciprocity with MO. If it proves viable, it could be a model for the other states and the other Services’ military police/law enforcement schools to model.

**Licensed Practical Nurse/Registered Nurse**

**General Resources**

- One-page summary of military training and experience for [LPNs and RNs](#)
- Webinar recording: [Military Medic to LPN/RN](#)

**Gap Analyses**

- [National Council of State Boards of Nursing (NCSBN) Gap Analysis](#) - NCSBN staff, with consultation from leading experts in the areas of nursing and military education, conducted an in-depth analysis of the health care specialist (medic), corpsman and airman curricula, and compared these with a standard LPN/VN curriculum. The standard LPN/VN curriculum developed for this project is comparable to the LPN/VN curricula approved by U.S. BONs. In addition, NCSBN staff reviewed the Army LPN program and compared it with the standard LPN/VN curriculum; this analysis is provided within this report, along with recommendations and legislative talking points.
- [Assessment of Gaps between Military Training and Civilian Credentialing Requirements – Chapter 4 – Health Care Support](#)

**LPN Bridge Training Programs**

- GateWay Community College (Phoenix, AZ) has a program in its first semester as of January 2014.
  - [Presentation](#) by Margi Schultz
  - [TA Memo on GateWay’s Program](#)
- Illinois has drafted a bridge curriculum for Air Force and Navy medics: [METC Corpsman - LPN Approved Assessment (Partial Equivalency) (PDF, 164 KB)](#) - The course addresses differences
in competencies between the METC Basic Medical Technician Corpsman Program and those of a practical nursing program as delineated in the Illinois Nurse Practice Act. Course components include didactic, clinical, and skills validation learning experiences. Upon course completion, students are eligible to sit for the PN-NCLEX. Information on all of IL’s licensing and certification work can be accessed on the IDVA website.

RN Bridge Training Programs
- Lansing Community College [RN via Medic to Paramedic]
- GateWay Community College (Phoenix, AZ) [RN via Medic to LPN]

Physical Therapy Assistant

General Resources
- One-page summary of military training and experience for Physical Therapy Assistants

Gap Analyses
- Federation of State Boards of Physical Therapy presentation by Dr. Adrien Leslie

Bridge Training Programs
- Arapahoe Community College, Army Career Degree Plan – Associate of Applied Science – Physical Therapist Assistant – Arapahoe Community College, in Littleton, Colorado, a member of the Servicemembers Opportunity Colleges (SOC) has an articulated degree plan that provides credit for Army training attained by Army MOS 68F – Physical Therapy Specialists.
- Federation of State Boards of Physical Therapy (FSBPT) – FSBT represents the national level interests of State Boards of Physical Therapy. FSBT administers the National Physical Therapy Examination (NPTE), promotes standards for laws and regulations governing Physical Therapy occupations, and promotes public and professional awareness of resources that support high standards of practice in the field.
- Policy Academy presentation - “Military PT Techs to Civilian PTAs”
- Lake Superior College in Minnesota offers an Associate of Applied Science degree for Physical Therapy Assistants that is accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE). The College has adapted this program to also offer a 20-credit, online degree-completion program for military-trained physical therapy personnel: Associate of Applied Science, Physical Therapist Assistant; Military Bridge Program.

Lake
Superior College is a member of the Servicemembers Opportunity Colleges (SOC) Consortium, which means that the College subscribes to military-friendly academic policies.

Other Resources

Overview of Licensing and Certification

- This read-ahead document was provided in advance of the EMT Gap Assessment webinar and contains basic information and considerations for streamlining licensure and certification for veterans across occupations.
- Lisa Lutz provided an Introduction to Licensing and Certification presentation at the November policy academy meeting.
- This NGA Federal Initiatives TA Memo provides information on federal efforts and ongoing programs related to veterans’ licensing and certification, with an emphasis on the selected occupations.

Documentation of Service Members’ Training and Experience

Service members and Veterans seeking licenses and certifications may need to document their military experience and training. There are several forms of official documentation available to these individuals.

- Joint Service Transcripts (JST) – applies to Army, Coast Guard, Marine Corps, and Navy
- Community College of the Air Force (CCAF) Transcripts – applies to Air Force
- Verification of Military Experience and Training (VMET) DD Form 2586 – applies to all services

Academic Credit

- Servicemembers Opportunity Colleges (SOC) – SOC is a consortium of colleges and universities that first came together in 1972 to promote postsecondary educational opportunities for military Service members. Current guidelines require colleges and universities to agree to the four SOC criteria to be members of the SOC Consortium:
  - Maximize transfer of credit among the participating colleges and universities;
  - Limit academic residency, typically to 25 percent of the degree requirements;
  - Award credit for military training and experience according to the credit recommendations issued by the American Council on Education (ACE); and
  - Award credit for non-traditional learning assessed by recognized testing programs.

The SOC Consortium is administered by the American Association of State Colleges and Universities under a contract with the Department of Defense. Today, the SOC Consortium
includes approximately 1,900 colleges and universities. A listing of SOC member colleges and universities can be identified by state. A subgroup of SOC member institutions, referred to as the Degree Network System (DNS), collaborates closely with the individual Services to deliver Associate and Bachelor’s degree programs specifically tailored to Service members’ needs. There are currently about 160 colleges and universities in the SOC DNS.

- American Council on Education (ACE) –
  - Military Students and Veterans Resources – provides information on a variety of academic related issues, including transcripts for military personnel and a toolkit for veteran friendly institutions.
  - ACE Military Guide – presents credit recommendations for formal courses and occupations offered by all branches of the military. Can be searched by course or by military occupation.

- Prior Learning Assessment (PLA)
  - State Policy Approaches to Support Prior Learning Assessment (Iris Palmer, 2012)
  - Prior Learning Assessment TA Memo by Iris Palmer

**DoD Studies on Licensing and Credentialing**

- Pilot Program: Civilian Credentialing for Military Occupational Specialties – A Report in Response to Section 558 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2012, P.L. 112-81, (As Amended by Section 543 of NDAA FY 2013, P.L. 112-239)
  - Volume 1 – Cross-Cutting Findings and Recommendations
  - Volume 2 – Technical Appendices

- Best Practices in Credentialing of Veterans – paper summarizing eight key best practices that have been identified for use by credentialing agencies and academic institutions to facilitate credentialing of Service members and Veterans.

- The Fast Track to Civilian Employment: Streamlining Credentialing and Licensing for Service Members, Veterans, and Their Spouses—White House report outlining licensing and credentialing efforts in the executive branch, providing an overview of common barriers to licensure in various occupations.

**Meeting Materials**

**November 2013 Policy Academy Meeting**

State teams convened in Washington, DC for the first Veterans’ Licensing and Certification Policy Academy meeting from November 19-21, 2013. State teams had the opportunity to (a) dialogue with federal officials from the Departments of Labor, Defense, Veterans’ Affairs, Transportation, and Health and Human Services, (b) share practices with other states, and (c) engage with experts in...
military training and leaders in implementing strategies for bridging gaps. The agenda, participant list, and presentations can be accessed at the following link: November Meeting Materials.

**Webinars and Conference Calls**
The Policy Academy includes a series of up to 6 webinars and up to 10 conference calls; access recordings here.

- **Webinar on Data Collection and Evaluation** (February 12, 2014): This webinar provides an overview of the policy academy goals and data approaches that states can use to track progress and measure costs.
- **Webinar on Gap Assessments for EMS Professionals** (April 17, 2014): This webinar reviews general equivalencies and gaps between military and civilian EMS training, presents a framework for conducting state-specific gap assessments, and outlines potential promising practices and bridge programs for streamlining the process.
- **Webinar on Gap Analysis and Bridge Programs for Nursing** (May 12, 2014): This webinar reviews general equivalencies and gaps between military and civilian LPN and RN training, presents a framework for conducting state-specific gap assessments, and outlines potential promising practices and bridge programs for streamlining the process.