National Conference of State Legislatures

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Why is Credentialing Good for the Military Services?

- Recruiting
- Professionalization of the Workforce
- Retention
- Transition To Civilian Employment
Institutionalizing Credentialing Strategy: Three Lines of Action

- Upon completion of initial skills training
- During career advancement
- During transition from military to civilian career

In a 2010 SHRM poll, 60% of employers cited translating military skills to civilian job experience as a challenge to hiring employees with military experience.

Veterans with credentials can demonstrate to employers that their skills are on par with their civilian trained counterparts.
Program to assist members in obtaining professional credentials

(a) Program Required.—The Secretary of Defense and the Secretary of Homeland Security, with respect to the Coast Guard when it is not operating as a service in the Navy, shall carry out a program to enable members of the armed forces to obtain, while serving in the armed forces, professional credentials related to military training and skills that—
   (1) are acquired during service in the armed forces; and
   (2) translate into civilian occupations.

(c) Quality Assurance of Certification Programs and Standards.—

(1) Commencing not later than three years after the date of the enactment of the National Defense Authorization Act for Fiscal Year 2016, each Secretary concerned shall ensure that any credentialing program used in connection with the program under subsection (a) that meets one of the requirements specified in paragraph (2).

(2) The requirements for credentialing program specified in this paragraph are that the credentialing program—
   (A) is accredited by a nationally-recognized, third-party personnel certification program accredits;
   (B) is sought or accepted by employers within the industry or sector involved as a recognized, preferred, or required credential for recruitment, screening, hiring, retention, or advancement purposes; and where appropriate, is endorsed by a nationally-recognized trade association or organization representing a significant part of the industry or sector;
   (C) grants licenses that are recognized by the Federal Government or a State Government;
   (D) meets credential standards of a Federal agency.
Engaging State and Local Officials

Wholesale and retail awareness-raising, education, and advocacy strategy to advance licensing and credentialing initiative.

Developed champions/advocates within Groups of State and Local Officials, creating military-focused task forces within:

- National Conference of State Legislatures (NCSL)
- Council of State Governments (CSG)
- National Governors Association (NGA) and national, regional governors organizations
- National Lieutenant Governors Association (NLGA)
- National Association of Counties (NACo)

Direct engagement and expertise invited in Arizona, Georgia, Kansas, Maryland, Texas, and Virginia to accelerate licensure legislative efforts.
Broad range of state laws currently recognize military education, training and experience toward professional licensure:

- **Pending in 2017**: 20 bills in 16 states
- **Enacted in 2017**: 8 bills in 7 states
- **Enacted in 2016**: 16 bills in 9 states
- **Enacted in 2015**: 11 bills in 10 states
- **Enacted in 2014**: 11 bills in 11 states
- **Enacted in 2013**: 44 bills in 29 states

- All 50 states and D.C. now waive skills test for military drivers toward CDL.
- Over 30 states now accept military education, training and experience toward Emergency Medical Technician (EMT) and Practical Nurse licensure.
- Ten states considering legislation to take the next step toward healthcare licensure and practice for military medics by: 1) allowing practice of clinical and emergency medicine under supervised conditions, similar to VA’s ICT program; 2) awarding credit toward specific healthcare licensure or technical academic credit; and 3) allowing to practice at paramedic level.
10 U.S. Code § 1143 – Employment Assistance

(e) Employment Skills Training.—

(1) The Secretary of a military department may carry out one or more programs to provide eligible members of the armed forces under the jurisdiction of the Secretary with job training and employment skills training, including apprenticeship programs, to help prepare such members for employment in the civilian sector.

(2) A member of the armed forces is an eligible member for purposes of a program under this subsection if the member—
   (A) has completed at least 180 days on active duty in the armed forces; and
   
   (B) is expected to be discharged or released from active duty in the armed forces within 180 days of the date of commencement of participation in such a program.

(3) Any program under this subsection shall be carried out in accordance with regulations prescribed by the Secretary of Defense.
U.S. Army SkillBridge Programs

Over 130 programs at 28 installations

93% job placement

Over 500 cohorts and 5,250 graduates

AR 600-81 Soldier for Life Transition Assistance Program   Unclassified

As 7 July 2017
Accelerates transition of separated Medics and Corpsmen to civilian allied healthcare professional positions:

- Separated Medics and Corpsmen can practice and hone their medical skills in healthcare employment under supervision of a physician.

- MMAC filling critical, high-demand healthcare positions in 6 participating Virginia hospitals.

- Not technically a licensure program – instead, supports separated Medics and Corpsmen as they pursue bridge or advanced skills education.

- MMAC aims to place more than 150 separated Medics and Corpsmen into participating Virginia healthcare systems by July 2018.

- Arizona, Louisiana, Kansas, North Carolina, Oregon, Pennsylvania considering similar Pathways legislation.

- **THE BOTTOM LINE**: Meaningful employment for highly skilled, separated service members.
The Cyber Operations Academy Course

- 980 hours of on keyboard learning (equates to 6 months)
- 9 power point slides
- Offense, Defense, Information Gathering concepts are weaved throughout the course
- Problem solving and critical thinking
- No set team hierarchy or rank structure
- Daily student stand up to update/discuss a challenge, or present a solution to a problem

- No Tactics, Techniques and Procedures
- No Standard Operating Procedures
- No authorities, law, or policy
- Unclassified content
- This is NOT a management course
- Fire team leads provide a path to success in cyber
The City Colleges of Chicago will codify the COAC framework with academic rigor for the educational environment.

Goal -
- Create highly qualified individuals for entry level positions that match civilian occupations in 9 months
- Serve as a transition partner
- Provide course academic validation
- Train the trainer (4 dedicated CCC instructors)
Wellness and Performance Enhancement Program Overview

• Selected mindfulness practices to enhance situational awareness and attention to detail
• Simple exercises to **first** enhance neurophysiological, **then** psycho-social resilience and overall brain-body wellness
• Techniques that can be seamlessly integrated into daily routines
• **Improved** cognitive performance, such as working memory, decision making, adaptable thinking and growth mindset
• Increased positive mood and emotional intelligence
• **Enhanced** recovery from acute and chronic stress
• Better sleep quality and willpower
Wellness and Performance Enhancement Differentiators

- Unlike standard resilience programs that focus exclusively on psycho-social aspects, program works directly with stress response and recovery systems in the brain and body to re-regulate the entire system after chronic and acute stress, resulting in improved wellness and performance.

- Programs adapted to each client population.
  - Not a one-size-fits-all approach

- Rather than follow the mindfulness-alone fad, this program includes fast-acting exercises to increase system regulation and heart-rate variability (HRV).
  - HRV is an undisputed indicator of inherent self-regulation capacity, adaptability, stress resilience, and cognitive performance
QUESTIONS?

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