Veterans Employment Update:
State Licensing and Credentialing Efforts

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Why is Licensing Good for the Military Services?

- Recruiting
- Professionalization of the Workforce
- Retention
- Transition To Civilian Employment
During transition from military to civilian career

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.

Attainment of credentials during military service contributes to the “profession of arms”
Significant Events in Credentialing 2010 to Present

Pilot, Development and Institutionalization of Service Credentialing:

- President establishes Veterans Employment Task Force (2011)
- DoD creates Credentialing and Licensing Task Force (2012)
  - Improves military to civilian skills crosswalk
  - Pilot studies (NDAA 12, Section 558)
  - DOL Demonstration Project with states (VOW, Section 237)
- Began Actively Engaging State and Local Officials (2012-13)
- Air Force and Marine Corps COOL launched (2014)
- Launching Joint COOL landing page

DoD SkillBridge implements Title 10, U.S.C. 1143(e)
PERSONNEL AND READINESS

Working with States - Successful Track Record

Broad range of state laws currently recognize military education, training and experience:

- **2013** - 44 bills enacted in 29 states
- **2014** - 11 Bills enacted in 11 states
- **2015** - 3 Bills enacted in 3 states so far; another 16 bills pending in 7 states

Over 30 states now accept military education, training and experience toward Emergency Medical Technician (EMT) and Practical Nurse licensure.

All 50 states now waive skills test for military drivers toward CDL.

Now working with states to implement/refine laws, raise awareness about eligibility for licensure and improve partnering with states and community colleges to aid transitioning Service Members.
Community colleges can play a critical role in preparing separated service members for smooth transition to EMT, Paramedic, Nursing careers.

- Community colleges can provide valuable bridge training to separated service members.
- Experiential credit programs for service members are important.
- More colleges need to implement veteran-specific training – most curricula now targeted at civilian students.
- Veteran-specific programs are expensive but schools can collaborate to reduce costs.
DoD SkillBridge Program

- New DoD SkillBridge authority allows Service Member participation in civilian training, apprenticeship, and internship programs – starting up to 6 months before separation
- Large number of SkillBridge employer training programs in various industries already participating
- Successful: Almost all participating Service Members have secured jobs
- SkillBridge allows participating businesses to gain access to highly skilled Service Members before they separate
- Service Members continue to receive military pay and benefits while participating; training provider does not pay the Service Member to participate – WIN, WIN
DoD SkillBridge Training Providers

- ABF Freight
- Amazon
- Archi’s Acres
- Bechtel
- Blackstone Group (AlliedBarton; Hilton; LaQuinta)
- Century 21 Real Estate
- Dynis Tower Solutions
- Flour Corp.
- General Motors
- Homes Builders Institute
- International Brotherhood of Teamsters
- International Union of Painters & Allied Trades
- Jacobs Engineering
- KBR, Inc.
- Microsoft
- National Center for Construction Education & Research (NCCER)
- Raytheon Corp.
- Troops to Truckers
- Turner Industries
- United Association of Journeymen and Apprentices of the Plumbing & Pipefitter Industry
Challenges to Licensing Veterans

- Broadly-written, well-intentioned state laws might provide too little guidance to professional licensing boards, agencies, and post-secondary institutions to aid with transition
- A wide skills/training gap exists between EMT and Paramedic, higher skilled Nursing professionals
- Partnering between states, community colleges and military needs to improve
- Lack of awareness about professional licensing eligibility among recently separated veterans
Further Institutionalizing Credentialing: Next Steps

• Continue implementing and building upon legislative authorities
• Collaborate with federal, state, and private sector partners
• Where practicable, make gap training available to Service members
• Utilize the Military Life Cycle to educate Service members on how their training translates to skills and certification in demand the civilian job market (NDAA 14, sec 542)
• Publish revised DoD policy guidance
Questions and Thank You