

Bus and Truck Drivers

1. Adopt the military skills test waiver;
2. Embed it in a targeted veterans outreach initiative;
3. Create formal partnerships with employers to hire veterans;
4. Provide bridge training to close skills gaps and remove CDL restrictions through community colleges, private providers, on-base testing, or employer-based training;
5. Create tools to help veterans prep for the knowledge test;
6. Track success by monitoring veterans' pass rates on the knowledge and skills tests, Skills Test Waiver uptake, and employment outcomes.

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1. Adopt the [military skills test waiver](#):
 - 48 states have adopted it;
 - Allows veterans to waive the road skills test within 90 days of separation (FMCSA considering increasing to one year);
 - May result in a restricted CDL due to skills gaps (manual transmission & air brakes);
 - Many veterans are not eligible;
 - All veterans must still pass the knowledge test.

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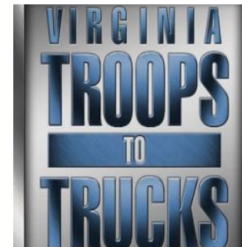
2. Embed waiver in a targeted veterans outreach initiative:

- Include supports like job matching and connections to employers;
- E.g. Virginia's Troops to Trucks or Wisconsin's MOVE-IT program.



MOVE-IT
encompasses four
pathways veterans can
use to obtain CDLs.

Troops to Trucks
surveys veterans to
match them with
employers.



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3. Create formal partnerships with employers to hire veterans:

- Virginia sends employment questionnaire information to the Virginia Trucking Association, Virginia Motorcoach Association, and Virginia Association for Pupil Transportation for their review and possible match with employment openings;
- Employers may also commit to providing bridge training.

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4. Provide bridge training to close skills gaps and remove CDL restrictions through community colleges, private providers, on-base testing, or employer-based training:

- [Wisconsin Job Center CDL Training Program](#) provides accelerated training at community colleges for both veterans and civilians;
- WI has also identified three employers that provide paid training to veterans with or without military experience;
- [Virginia](#) offers on-base testing; the military provides initial classroom instruction & behind-the-wheel training to Service members.

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5. Create tools to help veterans prep for the knowledge test:

- Wisconsin has created a [mobile app](#) to help veterans prepare for the knowledge test;
- Since creating the mobile app and beginning to collect data, the pass rate for veterans is now 77%-- compared to 47% for all applicants as measured prior to the creation of the mobile app.

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6. Track success by monitoring veterans' pass rates on the knowledge and skills tests, Skills Test Waiver uptake, and employment outcomes:

- Wisconsin tracks the passage rates for veterans and non-veterans on the knowledge test;
- Virginia tracks veterans and military members who use the skills test waiver or participate in on-base training & testing (164 and 73 respectively, as of December 2014);
- Virginia conducts a survey to track employment outcomes, but data is not yet available.