

Veterans' Licensing and Certification: Promising Directions for State Policy

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NCSL Military & Veterans Affairs Task Force

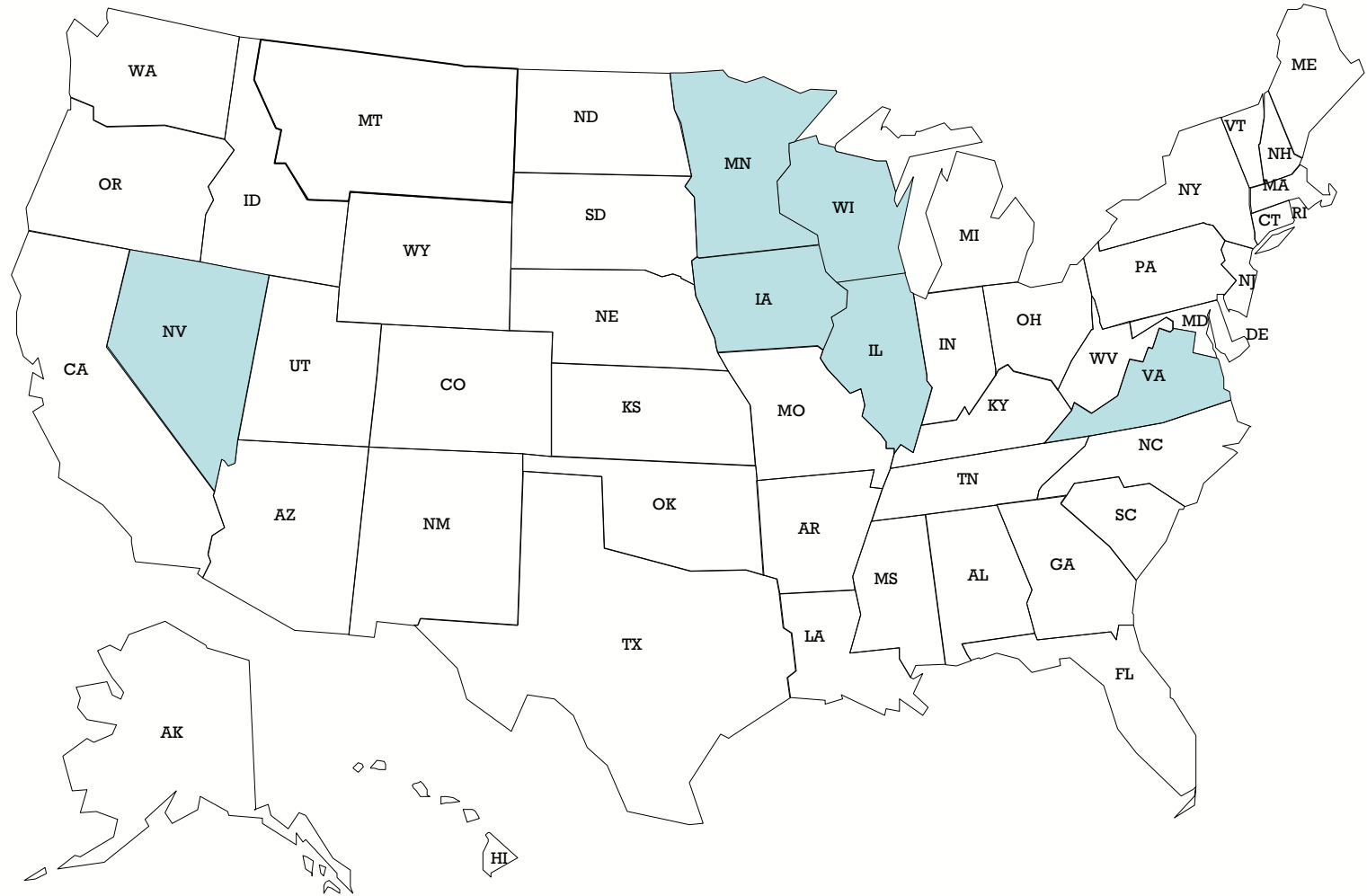
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NGA Veterans' Licensing and Certification Policy Academy

- Project with DOL under the VOW Act
- Working with six states to recognize relevant military training and experience towards licenses in several Military Occupational Specialties (MOS)
 - **Medic** (Army 68W, Navy Hospital Corpsman, Air Force 4N0X1)
 - **Police** (Army 31B, Navy Master-At-Arms, Air Force 3P0X1, Marine Corps 5811)
 - **Truck Driver** (Army 88M, Marine Corps 3531)
- May 2013 to May 2015

Policy Academy States



Bus and Truck Drivers

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

EMT & Paramedic

- Recognize NREMT certification and METC Basic Medical Training;
- Develop policies for veterans whose NREMT certification lapsed or who completed training but never certified;
- Partner with the postsecondary system to stand up bridge training programs to advance EMTs to the paramedic level;
 - Grant academic credit for military training and experience based on ACE credit recommendations or custom PLA;
- Explore the possibility of offering advanced standing to veterans in traditional civilian paramedic programs;
- Raise awareness that military medics may be eligible for state licensure;
- Consider adopting an equivalency policy at the AEMT level;
- Track success by monitoring the number of expedited EMS licenses awarded to veterans.

Licensed Practical Nurse

- Allow military medics to take the state CNA exam;
- Allow experienced LPNs to take the NCLEX-PN exam;
- Partner with the postsecondary system to stand up bridge programs:
 - Allow current LPNs to enroll as part of fulfilling their continuing ed;
 - Consider online options;
 - Offer the same certificate as civilian LPNs receive;
 - Grant academic credit for military training and experience based on ACE credit recommendations or custom PLA;
- Explore employer partnerships, for example with VA homes and hospitals, to create OJT opportunities and even apprenticeship options for veterans to “earn while they learn;”
- Explore the possibility of offering advanced standing to veterans in traditional civilian paramedic programs.

Law Enforcement

- Allow veterans who meet certain eligibility criteria to waive training and sit for a reciprocity exam;
- Educate employers about military training and explore options for filling smaller gaps through field training;
- Where demand permits, stand up bridge academies tailored to veterans' experience:
 - Use military POIs to identify training gaps;
 - This same approach may also be applicable to Infantrymen;
 - Offering advanced standing in regular BLEET programs may not be feasible due to the nature and sequencing of typical BLEET curriculum;
- Partner with IADLEST to explore national police bridge academy option.

Data & Evaluation

- Support interagency data sharing agreements, which agencies may be more comfortable doing with legislative authorization;
 - Data systems may need to be upgraded (\$\$);
- Explore partnership with the state's National Guard, which may have greater access to veterans' data;
- DMDC can provide aggregate data on the number of separating Service members with an address of record in the state, and their MOCs;
- Assess your state's UCX data capacity, which may be able to provide reports on the number of unemployed veteran claimants in each MOS;
- Utilize DMV data to locate veterans where possible.

Contact

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