Veterans’ Licensing and Certification: Promising Directions for State Policy

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NCSL Military & Veterans Affairs Task Force
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• 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
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 BLET programs may not be feasible due to the nature and sequencing of typical BLET 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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