Report to Congress Pilot Program: Civilian Credentialing for Military Occupations

Force Readiness & Training
Office, DASD (Readiness)
Office of the Secretary of Defense (Personnel & Readiness)

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Overview
Credentialing Pilot Occupational Areas

- Almost 3,500 Service members from 57 military occupational codes are participating in credentialing and licensing pilots.
- These MOCs represent many of the most populated occupations in the military.

<table>
<thead>
<tr>
<th>Congressional Pilots</th>
<th>White House Pilots</th>
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<tbody>
<tr>
<td>Aircraft mechanics</td>
<td>Manufacturing</td>
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<tr>
<td>Health care</td>
<td>Welding</td>
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<tr>
<td>Transportation</td>
<td>Machinist</td>
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<tr>
<td>Automotive mechanics</td>
<td>Maintenance</td>
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<td>Supply and logistics</td>
<td>Supply and logistics</td>
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Key Barriers to Credentialing

- Service members’ lack of awareness of credentialing requirements and resources available
- Gaps between military training and civilian credentialing requirements as well as access to and cost of programs to fill gaps
- Variation in state licensing requirements
- Credentialing boards unaware of equivalency of military training and education
- Lack of accreditation of civilian credentialing programs
Key Pilot Program Findings

1. Attaining Occupational Credentials Benefits Both the Service Member and the Services.
2. Barriers to Service Member Credentialing Exist, and Efforts are Underway to Address Many of Them.
3. Encouraging Enlisted Service Members to Obtain Civilian Credentials on a Voluntary Basis is Feasible, Desirable and Gaining Growing Institutional Support from the Services and DoD.
4. Bridge Training Programs can Facilitate Credentialing of Service Members when Gaps Exist Between Military Training and Civilian Credentialing Requirements.
5. Significant Numbers of Service Members Have Taken Advantage of Voluntary Credentialing Opportunities.
6. Participation in Credentialing by Guard and Reserve Members and Recovering Service Members can be Improved.
7. Opportunities Exist to Conduct Credentialing Pilot Initiatives in Other Occupational Areas.


9. Service Credentialing Policies and Tuition Assistance Programs Fund In-Service Credentialing Costs; Post 9/11 GI Bill is the Primary Funding Source for Post-Service Credentialing Costs.


11. Incurring Credentialing Costs In-Service Can Produce Post-Service Cost Avoidance.
Recommendations

• Continue and expand existing Pilot Program activities.

• Expand credentialing opportunities to other military occupational codes:
  – Law Enforcement (all Services)
  – Combat Arms (Army and Marine Corps)

• Expand to include greater participation by:
  – Guard and Reserve components
  – Recovering Service Members (All Services).
Way ahead

- Strong interest from White House, Congress and states continues
- Focus on institutionalizing lessons, expanding participation in existing pilots, expanding to additional occupational areas and identification of bridge training programs.
- Continue credentialing and licensing initiatives in manufacturing and IT.
- Continue White House working groups.
- Continue inter-agency support to VA, Transportation, Education, Health and Human Services and Labor.