DoD
Credentialing and Licensing Update
NGA Policy Academy

September 24, 2014

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Force Readiness & Training
Office DASD (Readiness)
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“We're also going to keep helping our troops transition to civilian life... If you could do a job in a warzone, if you're a medic in a warzone, you shouldn't have to go take nursing 101 to work in a hospital here in the United States. If you can handle million-dollar pieces of equipment in a warzone, that should count for something in getting certified back here at home. If you can do the kinds of jobs so many of you have done in the most extreme circumstances, I'm pretty confident you can do that job right here at home.”

– President Barack Obama, August 26, 2014
Institutionalizing Credentialing Strategy: Three Lines of Action

Upon completion of initial skills training

During career advancement

During transition from military to civilian career

Attainment of credentials during military service contributes to the “profession of arms”

Veterans with credentials can demonstrate to employers that their skills are on par with their civilian trained counterparts

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
DoD Credentialing Initiatives

- Legislative Mandates
- White House National Economic Council
- DoD VA VEI Task Force Credentialing Studies
- Interagency and Other Collaborations
- Service-Specific Credentialing Initiatives
Overview of Service 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.

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<th>NDAA</th>
<th>White House</th>
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<td>Health care</td>
<td>Manufacturing</td>
<td>Information Technology</td>
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<td>Transportation</td>
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<td>Automotive Mechanics</td>
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<td>Supply and Logistics</td>
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<td>Aircraft Maintenance (completed FY 13)</td>
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Note: Army CASCOM is working an additional 36 MOCs with approximately 14,000 enrollees
NDAA 2012, Sec 558 – Congressional Report

- Report focused on feasibility and advisability of credentialing Service members
- Key Findings:
  - Cost of credentialing is relatively low
  - Permitting enlisted Service members to obtain civilian credentials on a voluntary basis is desirable
  - Bridge training programs can facilitate credentialing of service members when gaps exist between military training and civilian credentialing requirements
### Number of Credentials Earned by Service Members Since 2012 as Part of Credentialing Pilots

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<th>Service</th>
<th>Credentials</th>
<th>Apprenticeships</th>
<th>Total</th>
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<tr>
<td>Army</td>
<td>10,987</td>
<td>92</td>
<td>11,079</td>
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<tr>
<td>Air Force</td>
<td>3,289</td>
<td>-</td>
<td>3,289</td>
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<tr>
<td>Navy</td>
<td>48,449</td>
<td>17,894</td>
<td>66,343</td>
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<tr>
<td>Marine Corps</td>
<td>2,718</td>
<td>1,805</td>
<td>4,523</td>
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<td><strong>TOTAL</strong></td>
<td><strong>65,443</strong></td>
<td><strong>19,791</strong></td>
<td><strong>85,234</strong></td>
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White House Roundtable: Advanced Medical Occupations Work Group

- The America Hospital Association (AHA) committee of this Work Group is preparing a guide to resources related to military medical personnel transitioning to employment in hospitals:
  - Those separating with certifications/licenses;
  - Those separating without certifications/licenses;
  - Strategies for retaining former military medical personnel once employed by hospitals.
- Occupational focus: Licensed Practical Nurse (LPN), Registered Nurse (RN), Physician Assistant (PA), Nurse Practitioner (NP).
- Guide will emphasize Veterans’ stories, occupational case studies and promising practices.
- Resource Guide expected to be complete by Veterans’ Day for distribution to hospitals and the general public.
The National Registry of Emergency Medical Technicians (NREMT) is coordinating a planned credentialing initiative with this Work Group:

- Army, Navy and Air Force will identify those Medics and Corpsmen who at the point of separation: a) hold a current EMT national certification; and, b) are “in good standing,” based on their record.
- NREMT will extend the EMT national certifications for those former Medics and Corpsmen for two years from their date of separation.
- Military education records for those former Medics and Corpsmen will be shared with NREMT following separation, and shared with states in response to a request by the state or by the Veteran.
- By clicking on a map at NREMT’s web site, any Service member or Veteran will be able to obtain the name of a contact person, along with application information, for each state’s EMS agency.
• As of June 27, all 50 states and the District of Columbia honor the Military Skills Test Waiver, which enables Service members and Veterans who have two years of safe driving experience operating military motor vehicles to obtain Commercial Driver’s Licenses (CDLs) for equivalent classes of commercial motor vehicles by:
  – Passing the required knowledge (written) exam,
  – Without having to take the skills (behind-the-wheel) exam.
• On July 8, the Federal Motor Carrier Safety Administration extended the application period for this waiver from 90 days to one year, so Veterans can exercise this option for up to one year following their separation from military service.
• A collaboration between the Army, the Teamsters Union and ABF Freight at Ft. Sill, OK complements the waiver by providing training in skills required in the civilian sector but not in the military.
NDAA 2014, Sec 542
Congressional Mandate

- **Information Dissemination** – “DoD and the Services should disseminate information to Service members throughout their careers on civilian licenses and certifications that match their military occupations, skills, and experience and this information should be consistent with Transition GPS.”

- **Access to Military Training Materials** – “DoD and the Services should provide credentialing agencies with access to military training materials to improve their ability to assess the equivalency of military training.”

Sec 542 specifically cites COOL web sites as a good means of disseminating credentialing information.
In FY 15, all four Services will have Credentialing Opportunities On-Line (COOL) programs
- Army and Navy COOL sites are live
- Air Force and USMC to go live in October 2014

Payment of Credential Fees
- Navy currently is the only Service to pay for credentialing exams and fees for all enlisted Service members
- Other Services will fund credentials in a targeted manner and are exploring broader funding

Proposed DoD/Services COOL Council
The new DoD SkillBridge initiative helps implement and promote the DoD’s civilian job training authority.

Twitter-based App:
- Companies post training opportunities
- SMs get immediate notification based on settings

www.dodskillbridge.com
Institutionalizing Credentialing in the Military: Next Steps

- Continue to meet with civilian credentialing and licensing agencies to address the gaps between military training and civilian credentials.
- Services, where practicable, make gap training available and accessible.
- Utilize the Military Life Cycle to educate Service members on how their training translates to skills and certification in demand the civilian job market.
- Identify civilian career fields for Service members in combat arms MOCs
- Continue interagency and academic and partnerships and share best practices across career fields.
- Continue state legislative outreach.
QUESTIONS?
Back-Up Slides
298,181 Service members separated from military service in FY13
In FY 13, over 235,000 Service members held combat arms military occupational specialties and approximately 48,000 combat arms Service members separated.

Army and Marine Corps are exploring several opportunities to facilitate combat arms job skills training:

- SkillBridge authority will offer numerous training opportunities open to combat arms as training opportunities are generally not MOC specific. Examples include:
  - Archie’s Acres provides training in sustainable agriculture techniques.
  - Veterans in Piping (VIP) retrains Service members in pipefitting and welding skills.
  - Federal Railroad Administration will provide training as locomotive engineers and conductors.

- Combat Arms Service members are uniquely qualified for several management certifications, such as: Project Management Institute (PMI) Project Management Professional and Certified Associate in Project Management certifications.

- Well defined soft skills inherent in Combat Arms MOCs are in high demand within the labor force (e.g., leadership, dependability, reliability, teamwork).