



VIRGINIA
Department of Health Professions



Military Credentialing Review, National Governors' Association Veterans' Licensure and Certification Policy Academy

Joint Commission on Health Care
Healthy Living/Health Services Subcommittee
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Overview

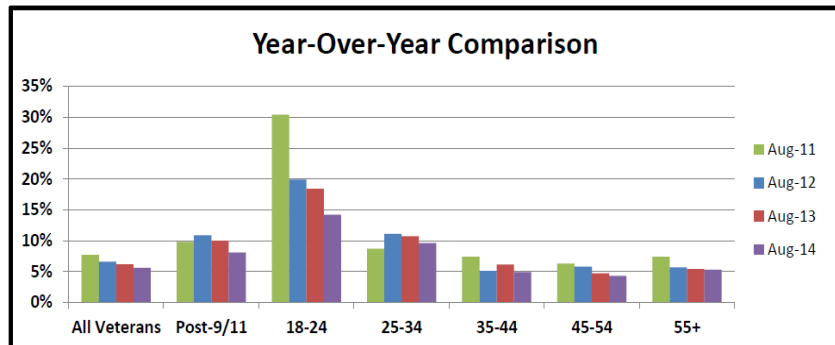
- Background on Key Issues
- DHP Military Credentialing Study 2012-13
- NGA Veterans' Licensure and Certification Demonstration Policy Academy

Key Background Issues

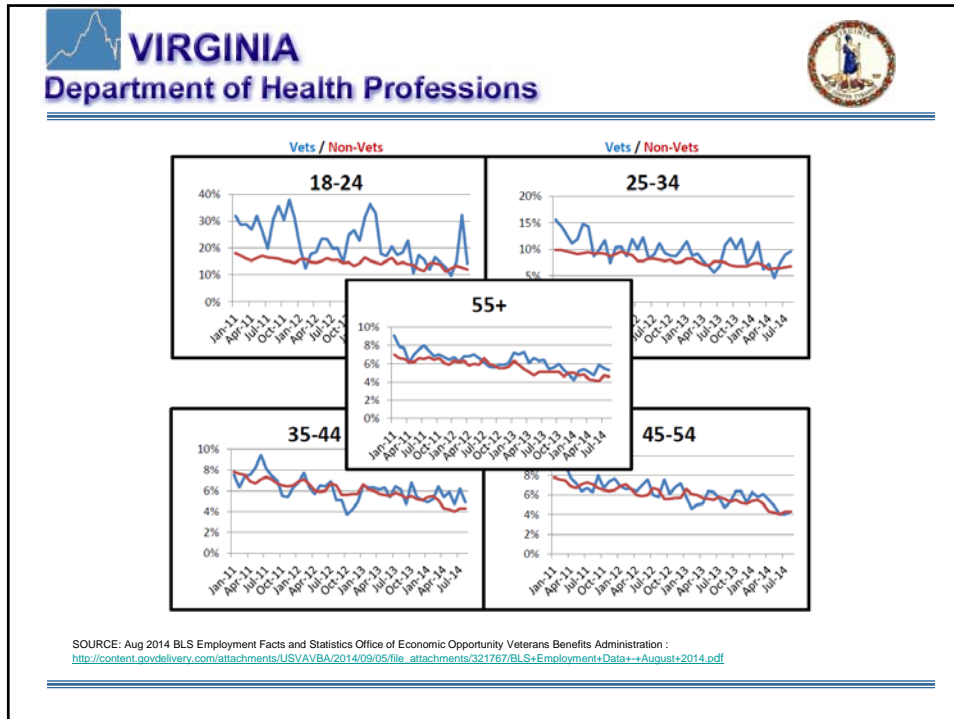
- Veterans' unemployment concerns post 2008, especially for Gulf War II and women vets*
- Looming drawdown of U.S. Armed Services personnel and some have valuable health-related knowledge, skills, and abilities
- Demand for health services likely to increase with growing and aging population and access to health insurance
- Problems are nationwide – state strategies, federal and private support needed

* http://www.bls.gov/opub/ted/2013/ted_20130322.htm

Veteran Unemployment Trends Youngest Hit Hardest




SOURCE: Aug 2014 BLS Employment Facts and Statistics Office of Economic Opportunity Veterans Benefits Administration : http://content.govdelivery.com/attachments/USVA/BA/2014/09/05/file_attachments/321767/BLS+Employment+Data++August+2014.pdf




Key Issues

- Everyone wants to help: Legislation has been passed and initiatives with state and federal agencies and others are working to support transitioning to civilian arena. As of last week, 49 states have taken action (Alaska is pending)
- “Virginia has been on the ‘cutting edge’ in support of military service members military spouses, and veterans” *
- **1 in 10** Virginians is a veteran or service member and all service branches have bases in the Commonwealth
- § 54.1-118 (2012) – “Substantially equivalent”
- § 54.1-119 (2012,2014) – Expedited licensure issuance for spouses

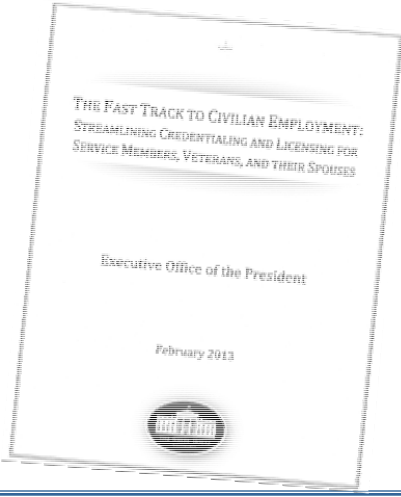
April 2013 Telephone Conference Call with Marion Cain, Associate Director Force Readiness & Training Office DASD (Readiness) USD (P&R)



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Federal Agencies and Programs




Department of Labor

- **Employment and Training Administration (ETA)**
 - The American Job Center Network
 - My Next Move For Veterans
 - The Enhanced Military to Civilian Crosswalk
 - The Enhanced Outreach and Employment Services (EOES) for Army UCX Claimants Initiative Grants
- **Veterans' Employment and Training Service (VETS)**
 - Local Veterans' Employment Representatives (LVERs) and Disabled Veterans' Outreach Program Specialists (DVOPS)
 - Transition Assistance Program (TAP) Employment Workshop
 - Compliance Assistance - Uniformed Services Employment and Reemployment Rights Act, Veterans' Preference, Federal Grants
 - Competitive Grants



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Department of Defense

- *Credentialing Opportunities-On-Line (COOL) Army & Navy*
- *The DoD Military Licensing and Credentialing Task Force*
- *The DoD State Liaison and Educational Opportunity office*

Department of Veterans Affairs

- *The Post 9/11 GI Bill*
- *The Montgomery GI Bill*
- *The Reserve Educational Assistance Program*
- *The Vocational Rehabilitation and Employment Program*
- *VetSuccess.gov*
- *The VetSuccess on Campus*

Department of Health and Human Services

- **Human Resources Services Administration (HRSA)**
 - The Veterans to Bachelors of Science in Nursing (VBSN) Program Funding Opportunity
 - HRSA helps the White House Task Force Advanced Medical Occupations Work Group

Department of Transportation

- **Federal Motor Carrier Safety Administration (FMCSA)**
 - The Moving Ahead for Progress in the 21st Century Act (MAP-21)
 - FMCSA helps the White House Task Force CDL Work Group
- **National Highway Traffic Safety Administration (NHTSA)**
 - NHTSA helps the White House Task Force EMT/Paramedic Work Group




How did DHP become so directly involved?

- **Feb 2012** – Council on Licensure, Enforcement and Regulation reached out to Virginia to attend the National Credentialing and Licensure Summit (American Legion & U.S. Chamber of Commerce)
- **Mar 2012** - Virginia Delegate Christopher Stolle's request to DHP for study
- **Mar 2012** – Following the Summit, federal task force on veterans employment staff requested DHP's assistance in states' partnership to address barriers identified at the Summit




Chief Barriers Learned about at the 2012 Summit

- Military service members' lack of awareness of civilian credentialing
- Gaps between military training and civilian credentialing and access to and costs associated with programs attempting to "bridge the gaps"
- Variation in states' licensure requirements
- Credentialing organizations and state licensing boards lack of awareness about military training and how to determine comparability



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DHP Study focus: *Translation to Licensure*

- Main impediment : Lack of objective, transparent, and standard mechanisms to translate between “military speak” and “civilian” to fairly and accurately compare
- Until recently, each military branch has had its own job structures, programs of instruction, and documentation format to demonstrate accomplishment – nothing tied to civilian occupations directly
- Good news! Push toward standardizing at least health education across the branches – Army (lead) - Medical Education and Training Campus Fort Sam Houston, TX

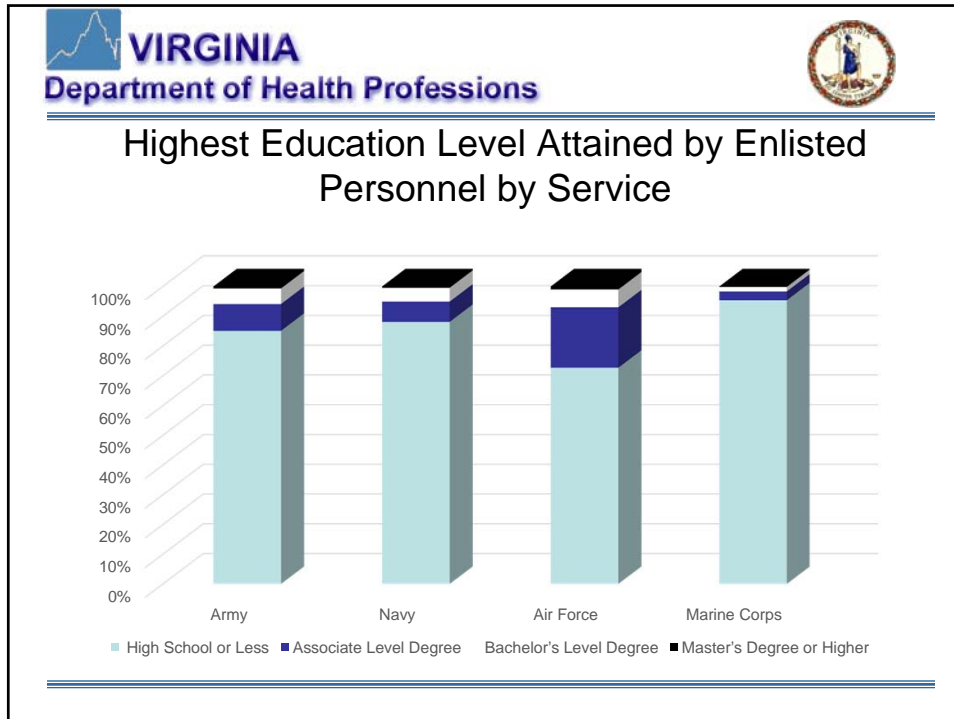


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Military Career Options

	Enlisted	Officer
Primary Duties	Carry out fundamental operations of the military	Warrant Officers – highly specialized experts and trainers Commissioned Officers – managers, leaders, problem solvers, planners
Percentage of Armed Forces	82%	18%
Education Level Upon Entry	High School Degree or Equivalent	College Degree
Pay Grades	E-1 to E-9	WO-1 TO WO-5 O-1 to O-10
Assessing Transferability of Skills	Can be difficult due to unique military job titles	Not too difficult due to job title similarities and degrees held



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DHP Military Credentialing Review
Health-Related Professions under Study 2012-2013

- **March 2012 until late 2013** -- State Partnership: CO, IL, MD, NY, VA, and WA – DoD telephone conference calls ~ every 6 weeks
- VA “Military Credentialing” website was created in late 2012: (<http://www.dhp.virginia.gov/About/MilitaryCredentialing.htm>)
- **Fall 2012**, agreed focus on: Clinical Laboratory Technicians*, Dental Assistant, Dental Hygienist, **Licensed Practical Nurse**, Pharmacy Technician, Physical Therapy Technician, Veterinary Technician
- By **November 2012**, service branches provided detailed educational materials for review – Cross-walk and initial gap analysis review in **July 2013** along with examination of the new Joint Services Transcript which has sections that look like college transcripts.

*Virginia does not regulate clinical laboratory technicians

Findings from July 2013

MILITARY CREDENTIALING REVIEW
JULY 2013 - COMPARISONS OF 6 HEALTH PROFESSIONS

CIVILIAN LICENSURE	ARMY	NAVY	AIR FORCE	POI RECEIVED	REVIEWED BY BOARD	COMMENTS
Dental Assistant	MOS Code: 68E MOC Title: Dental Specialist	MOC Code: 404A MOC Title: Hospital Corporal NEC Title: Dental Assistant	MOC Code: 4101L MOC Title: Dental Assistant Apprentice	✓	✓	Not comparable to Virginia's Dental Assistant II.
Dental Hygienist	MOS Code: 68E MOC Title: Dental Specialist AD: 23 AD Title: Preventative Dentistry Specialist	MOC Code: 404A MOC Title: Hospital Corporal Job: Dental Hygienist	MOC Code: 4102LH MOC Title: Dental Hygienist	✓	✓	The Navy and Air Force requirements are on par with Virginia Dental Hygienist licensure - graduation from an American Dental Association Commission on Dental Education (ACDCE) accredited college program and passage of the national Dental Hygienist examination. The Army's training modules reveal that the requirements are somewhere BETWEEN a dental assistant and dental hygienist - but are certainly below that of the Navy and Air Force candidates.
Licensed Practical Nurse*	MOS Code: 69W MOC Title: Health Care Specialist AD Code: 146 AD Title: Practical Nurse (NOTE: As of April 2013, 69W-00146 will convert to MOS-69C - PRACTICAL NURSING (SPECIALTY))	MOC Code: 404A MOC Title: Hospital Corporal	MOC Code: 4101L MOC Title: Aerospace Medical Service	✓	✓	*JOINT TRAINING - Navy and Air Force only. In late April, National Council of State Boards of Nursing released NCSBN ANALYSIS: A Comparison of Selected Military Health Care Occupation Curricula with a Standard Licensed Practical/Vocational Nurse Curriculum. This document provides an extensive identification of Licensed Practical Nurse/Licensed Vocational Nurse requirements across states and prepared cross-work and gap analyses for member state boards. (COPY ATTACHED)
Pharmacy Technician**	MOS Code: 69C MOC Title: Pharmacy Specialist	MOC Code: 404A MOC Title: Hospital Corporal	MOC Code: 4101L MOC Title: Pharmacy	✓	✓	**JOINT SERVICE TRAINING - all branches. This program is accredited by the American Society of Health-System Pharmacists beginning September 21, 2012 for six years. Individuals who complete this program earn 33 semester hours of college credit from the Community College of Air Force (CCAF)
Physical Therapy Assistant	MOS Code: 681 MOC Title: Health Care Specialist	MOC Code: 404A MOC Title: Hospital Corporal	MOC Code: 4802 MOC Title: Physical Medicine	✓	✓	The Federation of State Boards of Physical Therapy has been apprised of the study. They have developed a tool that they recommend regarding foreign graduates that may be of benefit.
Veterinary Technician	MOS Code: 68R MOC Title: Veterinary Food Inspection Specialist	N/A	N/A	✓	✓	This role is not the same as Licensed Veterinary Technician in Virginia, but closer in nature to Licensed Veterinary Food Inspection duties exclusively.

ASB-additional 2010 identifier
MOS-Military Occupation Specialist
MOC-Military Occupation Code

NEC-Navy Enlisted Classification
POI-Program of Instruction

Rosetta Stone Created in April 2013

BIGGEST STEP FORWARD IN "TRANSLATION"

- National Council of State Boards of Nursing professionally, objectively and transparently identified "gaps" and published *NCSBN: A Comparison of Selected Military Health Occupation Curricula with a Standard Licensed Practical/Vocational Nurse Curriculum**
- This approach provides a legally defensible basis for "bridge" coursework development to satisfy licensure requirements and serves as a model for other professions.

SOURCE: www.ncsbn.org/13_NCSBNAnalysis_MilitaryLPNVN_final_April2013.pdf



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NGA Veterans' Licensure and Certification Demonstration Policy Academy

- 15 mo. strategy development designed to reduce unemployment and costs with the help of six states
- Three professions selected by each state
- Guided with support from NGA, but requires coordination at the highest levels of state government and the support of multiple state agencies and private sector partners reaching across "silos"
- Leadership Team and Working Groups (Data, Education and Licensure, and Implementation)



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NGA Policy Academy

Virginia's Purpose Statement

To streamline credentialing and licensing by creating a model pathway from medic to EMT, AEMT, and Paramedic; LPN, and PTA as a means of decreasing unemployment among veterans and service members*

* "Veterans" includes National Guard and Reserve and "service members" those in transition to civilian service



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NGA Policy Academy

- Team Leadership
 - Secretaries of Health and Human Resources, Public Safety, Veterans and Defense Affairs
 - Commissioner of Health
 - Adjutant General of Virginia
 - Delegate Stolle & Senator Reeves
 - DHP Director (Team Leader)



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Organization

- Working Group Membership
 - Department of Health (VDH)
 - Department of Health Professions (DHP)
 - Department of Veterans Services (DVS)
 - Virginia National Guard (VNG)
 - Virginia Employment Commission (VEC)
 - Virginia Community College System (VCCS)
 - Private Sector (e.g., Virginia Hospital and Healthcare Association)



NGA Policy Academy

Interagency Working Groups (Primary Objectives)

- Data (Track Specific Data Across Agencies)
- Licensure & Education (Remove Barriers to Credentialing)
- Implementation (Inform Veterans and Service Members of Opportunities)



NGA Policy Academy - Guided Support

Ongoing support and feedback

- Two face-to-face multi-day policy academies (November and September)
- Quarterly written reports
- Monthly calls with NGA and among all participating states
- Periodic calls on Data issues
- NGA hosted webinars



NGA Policy Academy

- Chief barrier, to date: Obtaining data
 - Confidentiality concerns require development of new memoranda of understanding between state agencies and that takes TIME and coordination
 - NGA FOIA has been needed in some instances for some federal data



NGA Policy Academy

- Progress and status
 - √ Data – moving forward – results soon.
 - √ Licensure and Education
 - Implementation Committee –
 - Review Data findings & finalize outcomes tracking approach
 - Finalize Bridge programs' logistics
 - Communication strategy



Questions



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