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


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**Veteran Unemployment Trends**

Youngest Hit Hardest

![Year-Over-Year Comparison](http://content.govdelivery.com/attachments/USVAVBA/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"

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

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
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

### Military Career Options

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

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
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)

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
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)

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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