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| TRAINING AND EMPLOYMENT NOTICE | NO. 6-15 |
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TO: AMERICAN JOB CENTER DIRECTORS
 DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING REGIONAL ADMINISTRATORS
 DEPARTMENT OF LABOR VETERANS EMPLOYMENT AND TRAINING SERVICE REGIONAL ADMINISTRATORS
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FROM: PORTIA WU /s/
 Assistant Secretary
 Employment and Training Administration

TERESA GERTON
 Acting Assistant Secretary
 Veterans' Employment and Training Service

Subject: Release and Availability of an Interim Report, "*Veterans' Licensing and Certification Demonstration*"

1. **Purpose.** To announce the release and availability of an interim report, "*Veterans' Licensing and Certification Demonstration*;" and to provide an overview of a framework to help states accelerate licensing and certification into civilian occupations by veterans and transitioning military service members.
2. **References.**
 - 38 U.S.C. section 4114 (a), as amended by the Veterans' Opportunity to Work to Hire Heroes Act of 2011 (VOW Act), Section 237; Public Law (P.L.) 110-181
 - Consolidations Appropriations 2012, P.L. 112-74, Division F, Title 1, Department of Labor
3. **Background.** Section 237 of the VOW Act authorized the U.S. Department of Labor (DOL) to carry out a demonstration project on credentialing "for the purpose of facilitating the seamless transition of members of the Armed Forces from service on active duty to civilian

employment,” (38 U.S.C., section 4114 (a), as amended by the VOW Act, Section 237, P.L. 112-056). The intent of the demonstration was to reduce or eliminate any barriers to providing credentials, certifications, or licenses to veterans who acquire any skill, training, or experience within a select number of military occupational specialties that satisfy the Federal and State credential, certification, or license requirements.

In August 2013, the Employment and Training Administration (ETA) contracted with the National Governors Association (NGA) Center for Best Practices to conduct the demonstration. Initial discussions and planning involved representatives from Federal agencies and national veterans serving organizations to plan for the three distinct phases and activities of the project: outreach and research activities, policy academy activities, and data collection for the final report. A review of the credential landscape for veterans was conducted and shared with stakeholders during the outreach and research phase. DOL selected the following military occupational specialties for the demonstration project as a result of information learned during the outreach and research phase of the project:

- 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)

The selected military occupational specialties are among the top ten occupations across the Services and include skill sets relevant to high-demand civilian occupations, as detailed in the White House report, “*The Fast Track to Civilian Employment: Streamlining Credentialing and Licensing for Service Members, Veterans, and Their Spouses.*” Emergency medical technicians /paramedics, licensed practical nurses, police patrol officers, bus and truck drivers, registered nurses, and physical therapy assistants were identified as the six high-demand civilian occupations to consider for the study; and were also identified as potential matches for transition services with the selected military occupations during the outreach and research phase of the demonstration.

This interim report, “*Veterans’ Licensing and Certification Demonstration,*” describes the background and context for engaging states in the demonstration project and related Federal initiatives involved in reducing or eliminating any barriers to providing credentials, certifications, or licenses for veterans with military skills, training or experiences that satisfy civilian requirements. The report also provides a comprehensive overview of the goals and activities involved with the design and implementation of the demonstration; examines key interim findings related to state strategies created to address gaps and barriers to accelerate civilian credential attainment for veterans, and summarizes the next steps for the study.

4. Demonstration Design and Research Approach.

The *Veterans’ Licensing and Certification Demonstration* project was designed to engage states in a maximum of five military occupational specialties whose skill sets overlap with civilian occupations in industries with high demand or growth. Primary sources of information for this demonstration project included: Federal, state, and industry

representatives; state quarterly progress reports and action plans; telephone interviews; and site visits to each of the six states. The six participating demonstration states included: Illinois, Iowa, Minnesota, Nevada, Virginia, and Wisconsin.

The demonstration project maps the activities and strategies that each state follows to examine equivalencies and gaps between civilian and military occupations, identify an appropriate process for filling any state-or occupation-specific gaps, and equip veterans with professional credentials that are easily understood by civilian employers. States in the demonstration project required significant time to research and design strategies to accelerate licensing and certification of veterans. Each state proposed strategies in its application to join the NGA policy academy, but continuously revised its strategies, incorporating new ideas acquired from other states, national experts, and conversations with project teams and state stakeholders.

- 5. Interim Report Findings.** The report's key interim findings are structured to help other states anticipate and address some of the challenges encountered by policy academy states when developing their strategies. The interim report describes the framework that emerged and outlines the common steps the demonstration states took to design and implement strategies to accelerate the licensing and certification of veterans. These findings are described fully in the report as the state blueprint for accelerating veterans' licensing and certification. The state blueprint follows a framework that supports six actions in the strategy for design and two distinct paths to grant full or partial equivalency during the implementation process of the action plan.

The interim report analysis is descriptive and results do not support causal relationships. Other limitations are described in the report. The preliminary analysis and early findings will inform the cost study and final report of this evaluation.

- 6. Inquiries.** To view an abstract of this publication, as well as download the full report, visit the ETA Research Publication Database Website at:
<http://wdr.doleta.gov/research/keyword.cfm>.