

TRAINING AND EMPLOYMENT NOTICE	NO. 20-14
	DATE February 3, 2015

TO: STATE WORKFORCE AGENCIES
 STATE WORKFORCE LIAISONS
 STATE WORKFORCE ADMINISTRATORS
 STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
 STATE LABOR COMMISSIONERS
 AMERICAN JOB CENTERS

FROM: PORTIA WU /s/
 Assistant Secretary

SUBJECT: Release of a study to develop an enhanced military to civilian crosswalk

1. **Purpose.** To disseminate the final report of a study to develop an enhanced military to civilian occupational crosswalk under the provisions of Section 222 of the VOW to Hire Heroes Act and to alert the workforce system and its partners of the availability of the study and resulting enhanced crosswalk. The enhanced crosswalk is designed to help transitioning servicemembers and veterans expand their potential options to transfer military skills and training to civilian careers and employment.
2. **References.**
 - Section 222 of the VOW to Hire Heroes Act of 2011 (“VOW Act,” Title II of Pub. L. 112-56).
3. **Background.** Section 222 of the VOW to Hire Heroes Act of 2011 (Public Law 112-56) required the Secretary of Labor, in consultation with the Secretaries of Defense and Veterans Affairs, to “enter into a contract with a qualified organization to conduct a study to identify any equivalences between the skills developed by members of the Armed Forces through various military occupational code (MOC), successful completion of resident training courses, attaining various military ranks or rates, or other military experiences and the qualifications required for various positions of civilian employment in the private sector.” The completed study is available and the resulting enhanced crosswalk has been incorporated into a number of Federal online tools and is also available as a separate resource.
4. **Study Design.** The study began with the existing crosswalk from the Defense Manpower Data Center (DMDC) under the Department of Defense (DoD), which provides matches between military and civilian occupational classifications. That crosswalk is a key input in the Department of Labor’s online career exploration tools. The Department of Veterans Affairs, DoD, and other agencies utilize military to civilian crosswalk information for a variety of purposes related to recruitment, mobilization, and transition.

The enhanced crosswalk study, a pilot, identified additional civilian matches for 68 military occupations, which include the top 10 occupations with the greatest number of active duty members in each service branch and which together account for 57 percent of all enlisted servicemembers. These 68 MOCs also included 12 combat arms positions that did not previously match to any civilian occupations in the existing DMDC crosswalk. See Attachment 1 for a list of the 68 military occupations.

5. **Study Results**. The primary result of this pilot study was a more detailed analysis of the matches of military skills to civilian jobs. The study describes the methodology used to enhance the existing military to civilian crosswalk by analyzing each of the 68 MOCs for: (1) specific embedded skill sets; (2) related military training curricula; and (3) work experience associated with various pay grades or ranks, to identify a broader set of related civilian occupations.

The DMDC crosswalk mapped these 68 military occupations to 100 civilian occupations, an average of 1.5 civilian occupations per MOC. The enhanced crosswalk resulting from this study maps those same 68 MOCs to 962 civilian occupations - an average of 14 civilian occupations for each military occupation studied. The report of the study methodology and results is posted online at:

http://wdr.doleta.gov/research/keyword.cfm?fuseaction=dsp_resultDetails&pub_id=2550&mp=y.

This enhanced crosswalk not only increases the number of matches, it also provides enhanced information on the nature of the military to civilian matches by identifying several additional variables: (1) whether the MOC to civilian linkage is direct or skill-related; (2) the typical minimum military pay grade that would qualify for specific civilian occupations; and (3) the likelihood of transitioning to a given civilian occupation after a single term of service in the military occupation (Attainability rating). These variables are explained in further detail in the study report. Also see Attachment 2 for an example of how this information is displayed online. This additional information can be very useful for staff who support veterans in obtaining civilian employment and is also useful for transitioning servicemembers making decisions to attain civilian career goals.

6. **Availability and online implementation**. The enhanced crosswalk for these 68 MOCs is available as a file from the National Crosswalk Service Center at www.xwalkcenter.org. The enhanced crosswalk also has been incorporated into the following DOL-sponsored e-tools: [O*NET Online military crosswalk search](#), [My Next Move for Veterans](#), [CareerOneStop Veterans Employment portal](#), and [Business Center Civilian to Military Occupational Translator](#). This enhanced military to civilian crosswalk is also incorporated into the Veterans Employment Center (VEC) on the Department of Veterans Affairs eBenefits portal through use of web services. The VEC is the single authoritative Federal resource for veterans' employment and provides additional online services and resources to assist veterans at <https://www.ebenefits.va.gov/ebenefits/jobs>.

The O*NET system web services provide the full military crosswalk, which combines the DMDC crosswalk, and incorporates several enhancements, including the results of the subject study. To use these web services in other tools, applications, and websites, see O*NET Web Services at <https://services.onetcenter.org/about> and click on Military Search.

7. **Action Requested.** American Job Centers are encouraged to use the additional information available through the enhanced crosswalk by making use of the Veterans Employment Center and DOL's electronic tools.
8. **Inquiries.** All inquiries should be directed to the appropriate ETA regional office.
9. **Attachments.**
 - List of 68 military occupations with enhanced crosswalk
 - Sample presentation of enhanced crosswalk information for Army 92A