

Mass Workforce Issuance

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☐ Policy

☒ Information

To: Chief Elected Officials
Workforce Board Chairs
Workforce Board Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
Department of Career Services

Date: July 15, 2016

Subject: **Veterans' Licensing and Certification Demonstration - Release and Availability of a Final Report**

Purpose: To notify Local Workforce Boards, One-Stop Career Center Operators and other local workforce partners of the Department of Labor (DOL), Employment and Training Administration (ETA) Training and Employment Notice ([TEN](#)) No. 02-16, Release and Availability of a Final Report, released July 12, 2016, to announce: *Veterans' Licensing and Certification Demonstration – A Summary of State Experiences, Preliminary Findings, and Cost Estimates: Final Report; September 2015*; and to provide an overview of a framework to help states accelerate licensing and certification into civilian occupations by Veterans preliminary findings and relevant cost estimates.

Background: Section 237 of the VOW Act required the U. S. 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. 4114(a), as amended by the VOW Act, Section 237, P.L. 112-56). Pursuant to the authorizing statute, VETS was required to cooperate with other Federal, State, and industry officials 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 satisfied the Federal and State credential, certification, or license requirements.

In August 2015, (ETA) released an [interim report](#) that described a plan for the three distinct phases and activities of the demonstration project.

The final report, *Veterans' Licensing and Certification Demonstration – A Summary of State Experiences, Preliminary Findings, and Cost Estimates*, provides a summary of state experience and preliminary findings. The findings emerged from the policy academies, research and analysis, and technical assistance provided the National Governors Association Center for Best Practices. The report presents the context for the demonstration project and describes the intergovernmental efforts across Federal agencies to identify equivalencies between military and civilian occupations. Through these efforts, opportunities for service members to earn civilian credentials and licenses were identified that included military specialties that readily transferred to high-demand jobs. Funding this demonstration allowed six states to work with Federal partners and national associations to address the gaps between the military occupations identified and civilian occupational requirements selected for this project.

While the demonstration and cost study were limited to a set of specific high-demand occupations, the three types of barriers the demonstration and cost study identified are the same barriers commonly encountered by transitioning service members and Veterans more generally. In turn, the demonstration identified several strategies for states to accelerate the licensing and certification of Veterans based on the particular challenges. The strategies address:

- Equivalency challenges – states can assess the equivalency of military training courses and use official documentation to permit Veterans with fully or partially equivalent training and experience to sit for civilian licensure examinations or license Veterans by endorsement (officially recognize military training and experience to meet civilian requirements).
- Training gaps – states can work with education institutions to set up accelerated programs for Veterans that bridge gaps, provide Veterans advanced standing in existing programs, or offer bridge courses that prepare Veterans to enter existing programs.
- Administrative or process challenges – states can assess any non-skill related requirements that might disadvantage Veterans, such as fees or length of experience, or take steps to make civilian employment pathways friendlier to Veterans through concerted outreach to both Veterans and prospective employers.

To view an abstract of this publication, as well as download the full report, visit the [ETA Research Publication Database Website](#).

Action

Requested: Please share with managers, staff and partners as appropriate.