



Veteran & Military Affairs Subcommittee

Action Packet

**Tuesday, January 19, 2016
4:00 pm – 6:00 pm
12 HOB**

COMMITTEE MEETING REPORT
Veteran & Military Affairs Subcommittee
1/19/2016 4:00:00PM

Location: 12 HOB

Summary:

Veteran & Military Affairs Subcommittee

Tuesday January 19, 2016 04:00 pm

HB 429	Favorable With Committee Substitute	Yeas: 10	Nays: 0
	Amendment 096515 Adopted Without Objection		

HB 505	Favorable	Yeas: 10	Nays: 0
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Committee meeting was reported out: Tuesday, January 19, 2016 7:05:13PM

COMMITTEE MEETING REPORT
Veteran & Military Affairs Subcommittee

1/19/2016 4:00:00PM

Location: 12 HOB

Attendance:

	<i>Present</i>	<i>Absent</i>	<i>Excused</i>
Jimmie Smith (Chair)	X		
Doug Broxson	X		
Daniel Burgess, Jr.	X		
Daphne Campbell	X		
Gwyndolen Clarke-Reed	X		
Blaise Ingoglia	X		
Shevrin Jones			X
Kionne McGhee			X
Kathleen Passidomo	X		
Holly Raschein	X		
Daniel Raulerson	X		
Paul Renner	X		
Jay Trumbull	X		
Totals:	11	0	2

Committee meeting was reported out: Tuesday, January 19, 2016 7:05:13PM

COMMITTEE MEETING REPORT
Veteran & Military Affairs Subcommittee

1/19/2016 4:00:00PM

Location: 12 HOB

HB 429 : Military and Veterans Affairs

Favorable With Committee Substitute

	<i>Yea</i>	<i>Nay</i>	<i>No Vote</i>	<i>Absentee Yea</i>	<i>Absentee Nay</i>
Doug Broxson	X				
Daniel Burgess, Jr.	X				
Daphne Campbell	X				
Gwyndolen Clarke-Reed	X				
Blaise Ingoglia	X				
Shevrin Jones			X		
Kionne McGhee			X		
Kathleen Passidomo				X	
Holly Raschein	X				
Daniel Raulerson	X				
Paul Renner	X				
Jay Trumbull	X				
Jimmie Smith (Chair)	X				
Total Yeas: 10		Total Nays: 0			

HB 429 Amendments

Amendment 096515

Adopted Without Objection

Appearances:

Military and Veterans Affairs
 Colonel Prendergast, Mike (Lobbyist) (State Employee) - Proponent
 The Florida Department of Veterans' Affairs
 Executive Director
 The Capitol , Suite 2105
 Tallahassee Florida 32399
 Phone: (850) 487-1533

Committee meeting was reported out: Tuesday, January 19, 2016 7:05:13PM

COMMITTEE MEETING REPORT
Veteran & Military Affairs Subcommittee

1/19/2016 4:00:00PM

Location: 12 HOB

HB 505 : Voter Identification

Favorable

	<i>Yea</i>	<i>Nay</i>	<i>No Vote</i>	<i>Absentee Yea</i>	<i>Absentee Nay</i>
Doug Broxson	X				
Daniel Burgess, Jr.	X				
Daphne Campbell	X				
Gwyndolen Clarke-Reed	X				
Blaise Ingoglia	X				
Shevrin Jones			X		
Kionne McGhee			X		
Kathleen Passidomo				X	
Holly Raschein	X				
Daniel Raulerson	X				
Paul Renner	X				
Jay Trumbull	X				
Jimmie Smith (Chair)	X				
Total Yeas: 10		Total Nays: 0			

Appearances:

Voter Identification

Colonel Prendergast, Mike (Lobbyist) (State Employee) - Proponent

The Florida Department of Veterans' Affairs

Executive Director

The Capitol, Suite 2105

Tallahassee Florida 32399

Phone: (850) 487-1533

Committee meeting was reported out: Tuesday, January 19, 2016 7:05:13PM

COMMITTEE MEETING REPORT
Veteran & Military Affairs Subcommittee

1/19/2016 4:00:00PM

Location: 12 HOB

Presentation/Workshop/Other Business Appearances:

Veterans' Credentialing Programs

Racevskis, Laila, Ph.D. (State Employee) (At Request Of Chair) - Information Only
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Veterans' Credentialing Programs

Sutphin, Jr., Glenn W. (Lobbyist) (State Employee) (At Request Of Chair) - Information Only
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Veterans' Credentialing Programs

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Veterans' Credentialing Programs

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Committee meeting was reported out: Tuesday, January 19, 2016 7:05:13PM



Amendment No. 1

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED	___	(Y/N)
ADOPTED AS AMENDED	___	(Y/N)
ADOPTED W/O OBJECTION	<input checked="" type="checkbox"/>	(Y/N)
FAILED TO ADOPT	___	(Y/N)
WITHDRAWN	___	(Y/N)
OTHER	_____	

1 Committee/Subcommittee hearing bill: Veteran & Military Affairs
 2 Subcommittee

3 Representative Steube offered the following:

4 **Amendment (with title amendment)**

5 Remove everything after the enacting clause and insert:

6

7 Section 1. Present subsection (9) of section 322.08,
 8 Florida Statutes, is renumbered as subsection (10), and a new
 9 subsection (9) is added to that section, to read:

10 322.08 Application for license; requirements for license
 11 and identification card forms.-

12 (9) (a) To support the carrying out of the duties of the
 13 Department of Veterans' Affairs prescribed in s. 292.05 and to
 14 facilitate its outreach to veterans residing in this state, the
 15 application form for an original, a renewal, or a replacement
 16 driver license or identification card must include a voluntary
 17 checkoff authorizing a veteran of the United States Armed Forces

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Amendment No. 1

18 to request written or electronic information on federal, state,
19 and local benefits and services available to veterans. The
20 veteran may elect to receive requested information through
21 United States mail or by e-mail. The requested information shall
22 be delivered to the veteran by any third-party provider selected
23 by the Department of Veterans' Affairs to act on its behalf.

24 (b) The department shall collaborate with the Department
25 of Veterans' Affairs to administer this subsection. The
26 department shall report monthly to the Department of Veterans'
27 Affairs the name and mailing address or e-mail address of each
28 veteran who requests information as provided in paragraph (a).
29 Following receipt of the monthly report, the Department of
30 Veterans' Affairs shall disseminate the contact information for
31 each such veteran to the third-party provider acting on its
32 behalf. The third-party provider must be a nonprofit
33 organization with sufficient ability to communicate with
34 veterans residing throughout this state. For purposes of this
35 paragraph, the term "nonprofit organization" means an
36 organization exempt from the federal income tax under s. 501 of
37 the Internal Revenue Code of 1986 or any federal, state, or
38 local governmental entity.

39 (c) In addition to the requirements of paragraph (b), the
40 Department of Veterans' Affairs shall disseminate the contact
41 information for a veteran who selects the voluntary checkoff to
42 the appropriate county or city veteran service officer in order
43 to facilitate further outreach to veterans.

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Amendment No. 1

44 (d)1. The contact information of a veteran which is
45 obtained by a third-party provider pursuant to this subsection
46 may be used only as authorized by this subsection. The third-
47 party provider may not sell such contact information. Except as
48 otherwise provided, the third-party provider must maintain the
49 confidentiality of the contact information in accordance with
50 chapter 119 and the federal Driver's Privacy Protection Act of
51 1994, 18 U.S.C. ss. 2721 et seq.

52 2. A person who willfully and knowingly violates this
53 paragraph commits a misdemeanor of the first degree, punishable
54 as provided in s. 775.082 or s. 775.083.

55 Section 2. Military and Overseas Voting Assistance Task
56 Force.—The Military and Overseas Voting Assistance Task Force, a
57 task force as defined in s. 20.03, Florida Statutes, is created
58 within the Department of State. The task force is created for
59 the express purpose of studying issues involving the development
60 and implementation of an online voting system that allows absent
61 uniformed services voters who are overseas to electronically
62 submit voted ballots.

63 (1) The task force is composed of 11 members, as follows:

64 (a) The Secretary of State or his or her designee, who
65 shall serve as chair of the task force.

66 (b) The Adjutant General or his or her designee.

67 (c) The executive director of the Agency for State
68 Technology or his or her designee.



Amendment No. 1

69 (d) One member of the Senate appointed by the President of
70 the Senate.

71 (e) One member of the House of Representatives appointed
72 by the Speaker of the House of Representatives.

73 (f) Three supervisors of elections appointed by the
74 Florida State Association of Supervisors of Elections.

75 (g) Three individuals appointed by the Secretary of State,
76 with relevant expertise in computers, the Internet, or other
77 associated technologies.

78 (2) Members of the task force shall serve without
79 compensation, but are entitled to reimbursement for per diem and
80 travel expenses pursuant to s. 112.061, Florida Statutes.

81 (3) The task force, at a minimum, shall study and report
82 on the following issues:

83 (a) Any factor that limits the ability of absent uniformed
84 services voters who are overseas to request, receive, and return
85 absentee ballots within the current statutory time period for
86 casting absentee ballots.

87 (b) The costs associated with the development and
88 implementation of an online voting system.

89 (c) The feasibility of absent uniformed services voters
90 who are overseas using an online voting system to electronically
91 submit a voted ballot.

92 (d) The security of electronically submitting a voted
93 ballot through an online voting system.



Amendment No. 1

94 (e) Procedures adopted by other states to facilitate
95 greater electoral participation among absent uniformed services
96 voters who are overseas.

97 (4) The Secretary of State shall submit a report to the
98 Governor, the President of the Senate, and the Speaker of the
99 House of Representatives by July 1, 2017, containing the task
100 force's recommendation concerning whether the state should
101 pursue the development and implementation of an online voting
102 system that allows absent uniformed services voters who are
103 overseas to electronically submit voted ballots. If the task
104 force favorably recommends an online voting system, the report
105 must include recommended steps for developing and implementing
106 such a system. Upon submission of the report, the task force
07 shall expire.

108 (5) The Division of Elections of the Department of State
109 shall provide support staff for the task force. The Agency for
110 State Technology shall assist the task force upon request.

111 Section 3. Legislative findings and intent; continuing
112 education of veterans of the United States Armed Forces.—The
113 Legislature finds that many veterans of the United States Armed
114 Forces in this state have completed training and coursework
115 during their military service, including overseas deployments,
116 resulting in tangible and quantifiable strides in their pursuit
117 of a postsecondary degree. The Legislature further finds that
118 the State Board of Education and the Board of Governors of the
119 State University System must work together to ensure that

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Amendment No. 1

120 military training and coursework are granted academic credit in
121 order to assist veterans in continuing their education.

122 Therefore, it is the intent of the Legislature that the State
123 Board of Education and the Board of Governors work
124 collaboratively to:

125 (1) Align existing degree programs, including, but not
126 limited to, vocational and technical degrees, at each state
127 university and Florida College System institution with
128 applicable military training and experience to maximize academic
129 credit awarded for such training and experience.

130 (2) Appoint and train specific faculty within each degree
131 program at each state university and Florida College System
132 institution as liaisons and contacts for veterans.

133 (3) Incorporate outreach services tailored to disabled
134 veterans into existing disability services on the campus of each
135 state university and Florida College System institution to make
136 available to such veterans information on disability services
137 provided by the United States Department of Veterans Affairs,
138 other federal and state agencies, and private entities.

139 (4) Facilitate statewide meetings for personnel at state
140 universities and Florida College System institutions who provide
141 student services for veterans to discuss and develop best
142 practices, exchange ideas and experiences, and attend
143 presentations by individuals with expertise in the unique needs
144 of veterans.



Amendment No. 1

145 (5) Make every effort to provide veterans with sufficient
146 courses required for graduation, including, but not limited to,
147 giving priority registration to veterans.

148 Section 4. This act shall take effect July 1, 2016.

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T I T L E A M E N D M E N T

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Remove everything before the enacting clause and insert:
An act relating to military and veterans affairs; amending s.
322.08, F.S.; requiring the application form for an original,
renewal, or replacement driver license or identification card to
include a voluntary checkoff authorizing veterans to request
written or electronic information on federal, state, and local
benefits and services for veterans; requiring the requested
information to be delivered by a third-party provider; requiring
the Department of Highway Safety and Motor Vehicles to report
monthly to the Department of Veterans' Affairs the names and
mailing or e-mail addresses of veterans who request information;
requiring the Department of Veterans' Affairs to disseminate
veteran contact information to the third-party provider;
requiring that the third-party provider be a nonprofit
organization; defining the term "nonprofit organization";
requiring that the Department of Veterans' Affairs provide
veteran contact information to the appropriate county or city
veteran service officer; specifying that a third-party provider

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Amendment No. 1

171 may use veteran contact information only as authorized;
172 prohibiting a third-party provider from selling veteran contact
173 information; requiring a third-party provider to maintain
174 confidentiality of veteran contact information under specified
175 provisions; providing a penalty; creating the Military and
176 Overseas Voting Assistance Task Force within the Department of
177 State; specifying membership of the task force; authorizing
178 reimbursement for per diem and travel expenses; prescribing
179 duties of the task force; requiring submission of a report to
180 the Governor and the Legislature by a specified date; providing
181 for expiration of the task force; providing for staffing;
182 providing legislative findings and intent regarding continuing
183 education for veterans of the United States Armed Forces;
184 providing legislative intent to require collaboration between
185 the State Board of Education and the Board of Governors of the
186 State University System in achieving specified goals regarding
187 educational opportunities for veterans; providing an effective
188 date.

Veterans' Credentialing Programs

November 5, 2015

Summary

As directed by the Legislature, OPPAGA reviewed efforts to streamline occupational licensing requirements for separating service members entering the civilian workforce. The review examined

- current Florida credentialing efforts;
- other states' credentialing programs; and
- feasibility of adopting other states' credentialing models.

Background

Some occupations have specific professional and technical standards. The process of meeting these standards and obtaining official recognition of credentials—licenses, certifications, apprenticeships—is referred to as credentialing. Private and government entities establish licensing and credentialing standards. Credentials supply documented proof of an individual's ability to perform in a career field, help develop a skilled workforce, broaden professional development, and validate professional knowledge and skills. In general, individuals seeking certification or licensure must meet a number of requirements, including

- education and/or training from accredited or approved programs;
- relevant work experience;
- licensing/certification examinations; and
- continuing education requirements.

Credentialing is important to veterans for several reasons. First, licensing or certification may be required by law or by a prospective employer. Second, it can lead to higher pay and improved prospects for promotion. Finally, licensing and certification demonstrate to civilian employers that training and skills attained in the military are equivalent to those gained through traditional civilian pathways. The top 10 military occupations that require credentials for transition to civilian employment include mechanics, police officers, and truck drivers. (See Exhibit 1.)

Exhibit 1

The Top 10 Military Occupations that Require Credentials for Transition to Civilian Employment Include a Wide Range of Jobs

- Aircraft Mechanics
- Automotive Service Technicians and Mechanics
- Computer Support Specialist/Operators/Security Specialists
- Cooks/Food Preparation Workers
- Police/Security Guards
- Health Care Support Occupations
- Shipping, Receiving, and Traffic Clerks
- Stock Clerks/Order Filers
- Logisticians
- Truck Drivers

While these occupations may align well with civilian licensing/certification, the translation is challenging for many other jobs. There have been efforts to systematically crosswalk military occupation codes to civilian professions, but this process is complex and lengthy and has not been completed for every service branch. The success of such efforts is critical because veterans have identified transferring military skills to a civilian environment as a major hurdle. For example, a study of veterans’ employment challenges found that “One of the greatest challenges veterans report in finding a job is explaining how their military skills translate to the civilian workforce. Nearly all believe they have the skills needed to land their ideal job, but the majority express concerns about how to translate their skills to a business environment.”¹

Numerous federal programs are aimed at preparing veterans for civilian employment; program information is not available from a single source. At the federal level, several governmental entities provide education- and employment-related programs, benefits, and services for veterans. (See Exhibit 2.) For example, the U.S. Department of Veterans Affairs administers the Post-9/11 and Montgomery GI Bills, which provide financial support for education and housing to veterans that served during specific periods. Through a separate program, the department reimburses eligible applicants up to \$2,000 for the cost of licensing and certification examinations. In addition, the U.S. Department of Labor offers numerous services, including priority of service in training and My Next Move for Veterans, an online database that helps veterans identify civilian professions aligned with their military occupation. However, comprehensive information about these programs and services is not centrally collected and reported to veterans, which may make accessing these resources more difficult.

Exhibit 2

A Number of Federal Programs Help Veterans Seeking Civilian Employment¹

Program	Department	Description
Education/Training Services		
GI Bill	U.S. Department of Veterans Affairs	<ul style="list-style-type: none"> ▪ Post-9/11 GI Bill – Provides financial support for education and housing to individuals with at least 90 days of continuous service after September 10, 2001, or those discharged with a service-connected disability after 30 days of continuous service after September 10, 2001 ▪ Montgomery GI Bill – Provides education benefits for individuals who first entered active duty after June 30, 1985; some Vietnam Era veterans and certain veterans separated under special programs are also eligible
Post-9/11 GI Bill Apprenticeship Program	U.S. Department of Labor	Allows veterans to pursue training under an apprenticeship program and receive a monthly housing allowance in addition to their apprenticeship wages
Veterans Retraining Assistance Program ²	U.S. Department of Veterans Affairs	Supports participants pursuing an approved program of education offered by a community college or technical school that leads to an associate degree or a certificate; designed to provide training for high-demand occupations
Vocational Rehabilitation and Employment	U.S. Department of Veterans Affairs	Funds training, subsistence, and other expenses to support veterans with service connected disabilities pursuing an employment outcome or independent living course
Priority of Service in Training Program	U.S. Department of Labor	Provides priority of service for any U.S. Department of Labor funded training or employment service program that veterans are eligible for as members of the public
Veterans Upward Bound	U.S. Department of Education	Provides services such as tutoring and application assistance to aid veterans in preparing for a program of postsecondary education
Veterans Workforce Investment Program	U.S. Department of Labor	Provides competitive grants to public and nonprofit organizations to provide training and/or employment services to veterans
Licensing/Certification Services		
Licensing and Certification Test Reimbursement	U.S. Department of Veterans Affairs	Reimburses eligible applicants for the cost of licensing and certification examinations, not to exceed \$2,000 per test; examinations must be generally deemed necessary to pursue a trade or profession

¹ Veterans’ Employment Challenges: Perceptions and Experiences of Transitioning From Military to Civilian Life. Prudential. 2012.

Program	Department	Description
Employment Services		
Transition Assistance Program	U.S. Department of Labor	Provides employment instruction, information, and assistance to separating and retiring military personnel and their spouses by offering job search and other related services
My Next Move for Veterans	U.S. Department of Labor	Helps veterans identify civilian professions aligned with their military occupation through an online database that provides information on job outlook, average wages, and educational and licensing requirements on a state-by-state basis
Veterans Employment Center	U.S. Department of Veterans Affairs	Brings together public and private employers with job opportunities and provides transitioning service members with tools to translate military skills into plain language for the civilian workplace
VetSuccess.gov	U.S. Department of Defense U.S. Department of Veterans Affairs	Links veterans with employers through an online employment portal that includes access to military transcripts
Local Veterans Employment Representatives	U.S. Department of Labor	Funds state personnel positions that assist veterans in securing employment in their local area, including outreach to local employers and referral to training or education benefits
Disabled Veterans Outreach Program	U.S. Department of Labor	Funds state personnel positions that provide intensive employment services to disabled and other high-need veterans
Veteran-owned Business Assistance	U.S. Small Business Administration	Offers a variety of programs to assist veterans with developing and managing a small business, financing a small business, and acquiring federal contracts

¹ This list of federal programs may not be exhaustive.

² Program is no longer accepting applications.

Source: OPPAGA analysis of federal agency program materials.

Several federal initiatives focus on expediting the licensing/credentialing process for veterans. In addition to the many programs that the federal government offers to veterans seeking employment, there are activities focused specifically on facilitating the credentialing process to support veterans transitioning to the civilian workplace. These efforts include task forces, initiatives, and programs administered by agencies such as the U.S. Departments of Defense, Labor, and Veterans Affairs; some efforts also engage private sector entities, including civilian credentialing agencies and professional associations.

Military Licensing and Credentialing Task Force (U.S. Department of Defense)—Identifies and creates opportunities for service members to earn civilian occupational credentials and licenses. The task force identifies military specialties that readily transfer to high-demand jobs; works with civilian credentialing and licensing associations to address gaps between military training programs and credentialing and licensing requirements; and provides service members with greater access to necessary certification and licensing exams.

Veterans Employment Initiative (U.S. Departments of Defense, Veterans Affairs, Education, and Labor)— Focuses on three areas related to licensing and credentialing: (1) assessing service credentialing programs; (2) identifying gaps between military training and civilian credentialing requirements; and (3) studying methods to promote assessment of military training and experience by civilian credentialing agencies.

White House Forum on Military Credentialing and Licensing—Includes four ongoing work groups co-chaired by the U.S. Department of Defense in partnership with civilian agencies: (1) advanced medical occupations; (2) academic credit; (3) EMT/paramedic; and (4) commercial drivers’ licenses.

Civilian Credentialing for Military Occupational Specialties (U.S. Department of Defense)—Assesses the feasibility and advisability of permitting enlisted members of the armed forces to obtain civilian credentialing or licensing for skills required for military occupational specialties or qualification for duty specialty codes. Included five civilian occupational areas: (1) aircraft mechanics; (2) automotive mechanics; (3) health care support; (4) logistics and supply; and (5) truck drivers.

Credentialing Opportunities On-Line (U.S. Department of Defense)—Matches every military occupational code to relevant civilian jobs and credentials; provides the results of detailed gap analyses comparing military training to civilian credentialing requirements; and points service members to resources available to facilitate credentialing. The Army and Navy have operational sites and the Air Force and Marine Corps are establishing sites.

State Liaison and Educational Opportunity Office (U.S. Department of Defense)—Works with states to enact four types of legislation related to veterans’ licensing and certification: (1) giving credit towards awarding occupational licenses for military education, training, and experience that is essentially equivalent to civilian licensing requirements; (2) continuing licenses in good standing while on active duty; (3) supporting separating service members with an active license from another state through endorsement and temporary licensing; and (4) granting academic credits towards degree and certificate programs based on military training and experience.

Findings

Florida Provides Many Services for Veterans Transitioning to the Civilian Workforce; Recent Initiatives Utilized Several Best Practices

Florida offers a variety of services to facilitate veterans’ transition to civilian employment; in general, program information is not centralized. These programs include education and training services, expedited professional licensing, and job placement programs. (See Exhibit 3.) For example, members of the armed forces can earn college credit at state universities and colleges for training and education acquired in the military, and all honorably discharged veterans are eligible for in-state tuition at the same institutions. For veterans seeking professional licensure, the Departments of Business and Professional Regulation, Financial Services, and Health all waive the initial licensing, application, and unlicensed activity fees for various occupations. Similar to federal programs, information about state veterans’ services is not generally consolidated in one resource. However, the Department of Veterans’ Affairs and Florida Defense Support Task Force have attempted to provide service members and retirees one-stop resources through veteran and military guides. These documents are available in printed and online formats and contain many programs to assist veterans seeking employment.^{2, 3}

Exhibit 3

Florida Offers Numerous Programs Aimed at Helping Veterans Prepare for and Find Employment¹

Program	Department	Description
Education/Training Services		
Veterans Diplomas	State Board of Education	Awards a standard high school diploma to honorably discharged veterans who have not completed high school graduation requirements
College Credit for Military Training and Education Courses	State Board of Education	Allows members of the armed forces to earn college credit for college-level training and education acquired in the military
Priority Course Registration	State Board of Education	Requires Florida state colleges and universities offering priority course registration for students to provide priority course registration to veterans who are receiving GI Bill educational benefits
Congressman C.W. “Bill” Young Tuition Waiver	State Board of Education	Waives out-of-state tuition fees for all honorably discharged veterans
Special Category Tuition Waivers	State Board of Education	Requires state universities, community colleges, and state career and technical training facilities to waive undergraduate tuition for a recipient of a Purple Heart or other combat decoration superior in precedence that fulfills specified criteria

² *Florida Veterans’ Benefit Guide*. Florida Department of Veterans’ Affairs, 2015.

³ *Florida Military-Friendly Guide*. Florida Defense Support Task Force, 2015.

Program	Department	Description
National Guard Educational Dollars for Duty Program	Department of Military Affairs	Pays up to 100% of tuition and fees assessed on a per student credit hour basis at Florida's public vocational technical schools, public community colleges, and State University System institutions for courses in which eligible active Florida National Guard members register
Veterans Employment and Training Services Grants	Florida is for Veterans, Inc.	Meets businesses' workforce demands by facilitating veterans' access to training and education in high-demand fields through matching training grants of up to \$8,000 per employee trained
Licensing/Certification Services		
Veteran Fee Waiver for Professional Licensure	Department of Business and Professional Regulation ² Department of Financial Services ³ Department of Health ⁴	Waives the initial licensing, application, and unlicensed activity fees for military veterans who apply for a state professional license
Veterans Application for Licensure Online Response System	Department of Health	Offers expedited license processing to qualified veterans who apply six months before or six months after honorable discharge; there is no application fee, licensure fee, or unlicensed activity fee
Rear Admiral LeRoy Collins, Jr. Temporary Certificate for Practice in Areas of Critical Need	Department of Health	Provides that medical doctors may be issued a limited license to practice in Areas of Critical Need; physicians must have served as physicians in the armed forces for at least 10 years and received an honorable discharge
Troops to Teachers ⁵	Department of Education	Helps eligible military personnel transition to careers as public school teachers in "high-need" schools; provides participants with counseling and assistance regarding certification requirements, routes to state certification, and employment leads
Troops to Truckers ⁵	Department of Highway Safety and Motor Vehicles	Allows eligible active duty and recently separated service members that have experience driving large trucks in the military to obtain a Florida Commercial Driver License without retaking the skills tests normally required
Operation Dispatch	Department of Financial Services	Allows veterans to apply comparative experience-based training to fulfill state firefighter certification requirements
Surveyors and Mappers	Department of Agriculture and Consumer Services	Allows service members who are licensed surveyors/mappers to practice in the state without registering or paying dues/fees as long as they are on active duty and for a period of six months after discharge, provided they are not engaged in the practice in the private sector for profit
Testing at Domestic and Foreign Military Installations Equivalency of Training	Department of Business and Professional Regulation Department of Law Enforcement	Offers certain Florida professional licensure exams at various domestic and international military sites Allows exemptions from the full basic recruit academy for state officer certification for qualified veterans
Employment Services		
Employ Florida Vets	Department of Economic Opportunity CareerSource Florida, Inc. Regional Workforce Boards	Operates the state's online jobs portal that provides employment services to veterans
Veterans Employment Program Services	Department of Economic Opportunity CareerSource Florida, Inc. Regional Workforce Boards	Provides employment services for veterans, military members, and families through the Employ Florida network; services include interviewing, resume assistance, job referrals, job search and placement assistance, training referrals, career planning, and vocational guidance
Veterans' Preference in Florida	Department of Veterans' Affairs	Gives preference in state and private employment to veterans with compensable VA service-connected disabilities; veterans who served one day on active duty during a wartime period and were honorably discharged; and veterans who have served in a qualifying campaign or expedition for which a campaign badge has been authorized
Florida Veteran Business Enterprises	Department of Management Services Department of Veterans' Affairs	Promotes access for service-disabled and wartime veteran businesses to state contracts and encourages veterans to start businesses

¹ This list of state programs may not be exhaustive.

² Application must be submitted within 60 months after honorable discharge.

³ Application must be submitted within 24 months after honorable discharge.

⁴ Application must be submitted within 60 months after honorable discharge.

⁵ Federally authorized program implemented at the state level.

Source: OPPAGA analysis of Florida Statutes and state agency program materials.

Existing Florida programs may provide useful models for other agencies seeking to streamline veterans' licensing. Recently, several agencies have implemented programs to simplify licensing and help veterans enter the workforce more quickly. These initiatives include expedited licensing for medical professionals, a skills bridge program for firefighters, and a statewide effort to catalog professions that will easily translate from the military to the civilian workforce. The approaches used for these initiatives could help inform other licensing agencies as they consider programs for veterans.

The Department of Health's (DOH) Veterans Application for Licensure Online Response (VALOR) System offers expedited license processing to veterans in medical professions.⁴ VALOR applies to nearly all health care professions that DOH licenses, including medical doctors, registered nurses, and dentists. The new system expedites Florida licensing for veterans who hold active licenses in other states. For example, if a veteran licensed in Maryland wants to practice in Florida, the VALOR system accepts the existing license without imposing additional Florida requirements. Through the system, the department checks the existing license to ensure it is active and clear (i.e., no disciplinary actions within the five years preceding the application date); verifies the applicant received an honorable discharge within six months before or will receive one within six months after the application date; verifies the applicant actively practiced in the profession three years prior to the application date; and conducts a criminal background check if one is required for the profession. When these steps are completed, DOH issues the veteran a Florida license. Between July 1, 2014 and September 17, 2015, the department issued 135 licenses through the VALOR system.

OPERATION DISPATCH is the Department of Financial Services' (DFS) program designed to bridge the training gap for military firefighters interested in working as certified firefighters in Florida. The program reduces the costs associated with Florida-specific training and testing, granting credit for military experience and allowing participants to take the certification exam sooner than the regularly-scheduled quarterly administrations. Since the program's inception, approximately 15 veterans have participated in the training and 9 have become certified firefighters.

The 2014 Legislature created Veterans Florida, Inc., a non-profit corporation whose mission includes attracting and retaining veterans by connecting them to educational, training, and employment opportunities.⁵ The organization has recommended that the state take several actions to improve licensing and credentialing efforts, including

- creating an inventory of professional licenses and eliminating those that do not translate well between the military and civilian workforces;
- developing a list of requirements for licenses in the inventory;
- working with trade unions; and
- seeking approval for training for the areas with identified gaps between civilian and military licensing requirements.

The implementation of these programs provides useful lessons for other agencies considering similar initiatives. Studies have identified best practices for launching programs to facilitate veteran licensing and credentialing. These include coordinating with credentialing agency and industry stakeholders; providing mechanisms to fill training gaps; and disseminating credentialing information to service members. (See Exhibit 4.)

⁴ In order to qualify, veterans must apply for the license six months before or six months after honorable discharge; there are no application, licensure, or unlicensed activity fees for qualified veterans.

⁵ Veterans Florida, Inc. is the "doing business as" name of Florida is for Veterans.

Exhibit 4

Best Practices Help to Ensure the Success of Veterans’ Licensing/Credentialing Initiatives

Best Practice	Description
Coordinate with all relevant stakeholders	<ul style="list-style-type: none"> Engage stakeholders from state licensing agencies and related groups; federal agencies (U.S. Departments of Veterans Affairs, Labor, Transportation); national certification agencies; and industry representatives (unions and employers)
Assess Equivalency of Military Training	<ul style="list-style-type: none"> Review military training courses to assess extent to which they meet civilian credentialing requirements Use service documentation (e.g., service transcripts) to provide maximum recognition of military training and experience
Provide Aids to Assess Gaps	<ul style="list-style-type: none"> Compare military training learning objectives to credential exams to identify extent to which exam material is covered by military training Offer pre-credentialing assessment tools to assess gaps prior to taking exam Offer post-credentialing diagnostic tools to show areas of strengths and weaknesses
Maximize Credit for Military Training and Experience	<ul style="list-style-type: none"> Recognize third party program accreditation Use formal documentation of training and experience to provide maximum credit Develop and/or recognize bridge training programs Explicitly recognize military training and/or experience in eligibility requirements Provide multiple pathways to meeting credential eligibility requirements Allow use of military training for continuing education credits to maintain credential
Accommodate Military’s Unique Need	<ul style="list-style-type: none"> Recognize national certification or other national exams for state licensure Waive residency requirements Accommodate deployments Ensure exams are widely available
Ensure Quality/ Value	<ul style="list-style-type: none"> Attain third party accreditation Provide industry evaluation of value of certification Retain regional accreditation and inclusion on VA approved list for GI Bill
Facilitate Payment	<ul style="list-style-type: none"> Obtain GI approval for payment of credential exam fees or courses Accept pre-paid vouchers from military
Provide Clear Information	<ul style="list-style-type: none"> Make clear linkages between certification and specific civilian jobs Have military-specific sections of credentialing/licensing website Make exam preparation resources readily available
Convey Equivalency to Stakeholders	<ul style="list-style-type: none"> Promote to service members, industry, and employers the quality and transferability of military education, training, and experience

Source: U.S. Department of Defense and Solutions for Information Design.

Florida’s recent efforts illustrate the importance of these factors. For example, DOH and DFS collaborated with other state entities when planning and implementing their initiatives, including the Department of Veterans’ Affairs (DVA) and the Department of Military Affairs. At the federal level, DFS asked DVA to contact the U.S. Department of Defense on its behalf regarding trainee records from the military’s firefighting academy. In addition, both agencies actively promoted their new programs to veterans through press releases, media events, and websites. DOH even developed a formal communications plan to guide its activities; the plan included a SWOT analysis, communications audit, and recommended communication tactics.

To establish a baseline for its efforts, Veterans Florida conducted national research that included focus groups and surveys. The research helped identify service members’ concerns about separating from the military, as well as employers concerns about introducing former service members into their workforces; this information is necessary for the organization to begin assessing military equivalency and identifying gaps between military and civilian training. In particular, the service member survey found that active duty respondents identified “licensing/certification requirements” and “job skills translation to the real world” as significant needs, while recently separated veterans identified a need

for “job translation information.”⁶ Among employers, the research revealed obstacles related to limited understanding of skills learned in the service and difficulty interpreting military resumes.⁷

Other States Have Sought to Increase Veteran Employability by Facilitating Occupational Licensing and Certification; There Are Key Components for Successful Implementation

Most states have implemented legislative changes to facilitate occupational licensing and certification for veterans; the extent and types of changes vary across states. In recent years, many states have passed legislation to reduce barriers to occupational licensing and certification for veterans. Legislative changes in these states include

- granting in-state tuition for honorably discharged veterans;
- granting academic credits for military training and experience;
- allowing service members to maintain active professional licenses while on active duty;
- exempting service members from certain continuing education requirements while on active duty;
- offering endorsement of professional licenses in a new state upon separation from the military; and
- directing state licensing boards and agencies to accept military training and experience.

Each of these legislative changes has associated challenges. For example, directing licensing boards and agencies to consider military experience in occupational licenses and directing postsecondary institutions to grant academic credits for military experience require support and cooperation from licensing board and postsecondary education decision makers. In addition, directing boards and agencies to account for military training and experience for each occupation requires the translation of military to civilian skill sets, which is a time- and labor-intensive task. Such efforts also require data on the statewide demand for particular occupations, which many states have found difficult to identify and access.

States have addressed these challenges in different ways. Some states have passed legislation that covers multiple occupations and directs each licensing board and agency to establish rules by which to accept military training and experience for licensure or certification qualification. For example, Colorado passed a bill that requires each of its licensing boards to establish rules stating that the board must accept education, training, or service completed by a member of the military toward license or certification qualifications. Similar legislation was passed in Connecticut, Hawaii, Iowa, and Oklahoma. Other states have directed individual licensing boards and agencies to account for military training and experience in specific occupations. For example, Illinois has passed acts that require military training and experience to be recognized in licensure requirements for emergency medical technicians and police officers. Similarly, several states have passed legislation specific to occupations such as law enforcement (California, Minnesota), nursing (Arizona, Kansas), and skilled trades like plumbers and contractors (Georgia, Kentucky, Michigan). In addition, all 50 states have passed legislation specific to military training credit applied to commercial driver licenses.

(See Appendix A for descriptions of other states’ efforts to facilitate veterans’ licensing and certification.)

⁶ *Veterans Florida National Research*, Study Hall, July 2015.

⁷ *Veterans Florida Helping Military Veterans Gain Employment: Research with Hiring Agents in Florida*, Kerr & Downs Research, June 2015.

States that have made more progress in reducing barriers to licensure for veterans have engaged key stakeholders through a statewide initiative, task force, or other directive. More and more states continue to implement legislation and other programs related to streamlining occupational licensure and credentialing for veterans. (See Exhibit 5.) According to OPPAGA's literature review and interviews of state officials, the states that have made the most progress have engaged key stakeholders in the process (e.g., licensing boards, postsecondary educational institutions, state departments of veterans affairs, and state workforce agencies). States have done this in a variety of ways, such as forming a task force, public-private partnership, or workforce development board committee. For example, the Connecticut General Assembly created a task force to determine whether and how state licensing processes can be streamlined to better recognize prior military experience and to consider broader ways to help veterans transition to the civilian workplace. The task force's work resulted in legislation directing licensing boards and agencies to certify, waive, grant, or award certain licenses, registrations, examinations, training, or credit for veterans with military experience or qualifications similar to those otherwise required. Task force members that OPPAGA interviewed reported that these efforts have progressed because of cooperation and interaction among key stakeholders, including licensing agencies and veterans' groups. They also noted that an important part of the legislation is licensing agency reporting requirements, which will be used to measure performance.⁸

Other states that have developed streamlined licensing procedures for veterans participated in a pilot demonstration project with the National Governors Association (NGA), which provided them resources through the NGA, U.S. Department of Labor, and other organizations and agencies. For example, Illinois, one pilot state, has developed and passed legislation specific to licensing agencies and occupations. Virginia, another pilot state, has done a great deal of work to engage key stakeholders in the process and to convert military occupational specialties to civilian occupations. Virginia legislative staff that OPPAGA interviewed emphasized the importance of having partners for these initiatives, such as the Department of Veterans Services and the community college systems. They reported that these partners are key to collecting, categorizing, and verifying the data necessary to complete the military-civilian crosswalk.

The experiences of these states have yielded recommendations for other states to follow when developing accelerated pathways for veteran licensure and credentialing.

- Be as specific as possible with regard to occupations and licensing boards and agencies that are the focus of legislation.
- Work with multiple stakeholders to gather and develop data on the military training and experience of veterans in the state.
- Build stakeholder support, particularly from licensing boards and agencies and postsecondary education decision makers.

⁸ Beginning on January 1, 2016, each licensing authority must annually submit a report to the General Assembly that includes the number of service members who applied for a military training evaluation, a license, a certificate, a registration or an educational credit; number whose application was approved; number whose application was denied and reasons for any such denial; licensing authority processing time for applications submitted by service members and the average processing time for all applications; information on the licensing authority's efforts to inform and assist service members in accessing programs that provide the education and training necessary for meeting the requirements for licensure, certification, registration or educational credit; and information on whether existing law effectively addresses the challenges that service members face upon discharge from military service or relocating to the state.

**Exhibit 5
Several States Have Recently Implemented Programs to Help Veterans Transition to Civilian Employment Through Streamlined Occupational Licensing**

State	Program/Initiative
Connecticut	<p>Task Force to Study the Use of Military Occupational Specialty Training as a Substitute for State Licensing Requirements</p> <ul style="list-style-type: none"> ▪ Created to develop reforms to aid veterans in securing employment as they transition from the military to the workforce ▪ Directed by the General Assembly to determine whether and how state licensing processes can be streamlined to better recognize prior military experience and to consider broader ways to help veterans transition ▪ Created as a result of Executive Order 36 <ul style="list-style-type: none"> ○ Directed “all state departments that issue certifications and licenses to conduct a thorough review of policies and procedures and make such revisions as are necessary to ensure that relevant military education, skills, and training are given appropriate recognition in the certification and licensing process” ○ Required state agencies to “[i]dentify any state and federal laws or regulations that pose potential barriers” to that process ○ Mandated that “public institutions of higher education consider the unique knowledge and experience of military service as they evaluate and award academic credit” toward degrees and certifications ▪ Conducted a national survey of military credentialing initiatives and produced detailed studies of the occupations most relevant to Connecticut veterans. Also examined model legislation and executive initiatives from other states and sought feedback from state agencies, as well as advocates, researchers, and union representatives ▪ Resulted in legislation that requires state licensing authorities to accept military training and experience, where appropriate, as a substitute for additional training
<p>Illinois</p> <p>NGA Pilot State</p> <p>Pilot state in the President’s Veteran Employment Task Force, Subcommittee on Credentialing & Licensing</p>	<p>Law allowing military credit to count toward state licensure requirements across several occupations</p> <ul style="list-style-type: none"> ▪ Required that police applicants receive an education requirements waiver if they were honorably discharged ▪ Allowed military emergency medical training, clinical experience, and emergency medical curriculum completion to be considered for honorably discharged veterans who apply for EMT licensure <p>Discharged Servicemember Task Force</p> <ul style="list-style-type: none"> ▪ Created to investigate the re-entry process for service members who return to civilian life after active duty service; includes veteran advocates and community leaders to analyze major issue areas and develop actionable policy recommendations ▪ Task force policy recommendations implemented through executive order <ul style="list-style-type: none"> ○ Identify overlaps and gaps between military training and state licenses ○ Propose recommendations by which assessment processes can be implemented that allow such training to be considered for purposes of state licensure requirements ○ Follow timeline mandates to assess military training against state licensing requirements
Iowa	<p>Home Base Iowa Initiative</p> <ul style="list-style-type: none"> ▪ Public-private partnership that connects veterans and employers ▪ Required licensing boards to allow credit for military training and experience and to allow private-sector companies to favor veterans in hiring and promotion ▪ Businesses become “Home Base Iowa Businesses” if they pledge to hire a specific number of veterans, commit to posting their jobs on the initiative’s website, and join the Skilled Iowa initiative, a state program to help low-income Iowans receive job training certificates ▪ Counties designated as “Home Base Iowa Communities” have 10% of their businesses designated as “Home Base Iowa Businesses,” develop incentive packages for veterans, and work with local governing bodies to ensure support for the initiative <p>Uniform policy for community colleges granting automatic in-state tuition to veterans, their spouses, and their dependents</p>

State	Program/Initiative
<p>Maryland</p> <p>Recognized by White House as setting the national standard in state-level military credentialing legislation</p>	<p>Veterans' Full Employment Act</p> <ul style="list-style-type: none"> Streamlined more than 70 state licenses Required state licensing agencies to credit military education and training toward the qualifications of civilian job licenses Required state universities to give academic credit for military experience
<p>New York</p>	<p>Experience Counts Program</p> <ul style="list-style-type: none"> Included a series of regulatory reforms to ensure that state agencies recognize military experience when veterans transfer to the civilian workforce and higher education Reformed licensing and occupational training procedures. For example, the Department of Motor Vehicles waives licensing fees and road tests for Commercial Drivers Licenses for veterans Directed the Department of Public Health to allow military medic training to count toward certification for home health aide and nursing home aide licenses Created a free, on-site training program through which veterans can become licensed armed security guards and connect with potential employers <p>NYC Serves</p> <ul style="list-style-type: none"> Coordinated network of public, private, and nonprofit organizations working together to serve veterans and their families. Includes services such as job referrals and training
<p>Virginia</p> <p>NGA Pilot State</p>	<p>Workforce development board committee focused on military transition assistance, including reducing process and qualification barriers to training and employment services</p> <p>In the process of creating crosswalks and gap analyses for specific health care professions</p> <ul style="list-style-type: none"> Nursing Physical therapy Emergency medical services

Source: OPPAGA analysis of state laws and state program materials

To Further Enhance Veterans' Services, the Legislature Could Consider Several Options

In Florida, numerous state agencies are providing services to support veterans' training and employment. However, there has not been a unified effort to provide information from a single source and to develop meaningful crosswalks of military occupations to civilian jobs. Other states have pursued such initiatives. According to OPPAGA's literature review and interviews of state officials, the states that have made the most progress have used a task force, public-private partnership, or other collaborative initiative that engages and coordinates stakeholder efforts, ensures consistency and oversight of the process, and connects the right groups of stakeholders to conduct the work.

The Legislature could consider four options for improving the occupational licensing process for Florida's veterans. These options range from creating a single source of information for veterans seeking employment to requiring state licensing agencies and boards to independently determine equivalency of military training and identify gaps between military training and state license requirements. (See Exhibit 6.)

Exhibit 6

There Are Several Options for Further Expediting Veterans' Licensing; Considerations Vary by Option

Options	Considerations
<p>Develop a consolidated online resource for veterans' training, licensing, and employment information Direct a state level entity to create a website that includes descriptions and links to all veterans' training, licensing, and employment programs.</p>	<ul style="list-style-type: none"> ▪ Could direct Veterans Florida to create the website, as it is currently in the process of developing a website that will have a customer-facing side designed solely for veterans' services ▪ Would require collaboration between Veterans Florida; the Departments of Economic Opportunity, Military Affairs, and Veterans' Affairs; CareerSource Florida; and the Florida Defense Support Task Force ▪ Given the number of existing sites, to diminish confusion and encourage use, the website should be marketed to veterans and active military members who will be separating from service within six months ▪ Should not be labor intensive or cost prohibitive
<p>Rely on Veterans Florida's current efforts to examine veterans training equivalency and licensing issues Veterans Florida is in the process of creating an inventory of professional licenses and developing a list of requirements for licenses in the inventory.</p>	<ul style="list-style-type: none"> ▪ Effort to crosswalk military occupations to the state's professional licenses is already underway ▪ Would require Veterans Florida to collaborate with the Departments of Economic Opportunity, Education, Military Affairs, and Veterans' Affairs; CareerSource Florida; state licensing agencies and boards; federal agencies (e.g., U.S. Department of Defense); the Florida Defense Support Task Force; and private industry ▪ Veterans Florida does not have the authority to compel agencies to collaborate ▪ Veterans Florida's broader mission requires focus on additional activities (e.g., grant program), which could limit resources available for cross walking efforts
<p>Create a task force to examine veterans training equivalency and licensing issues Establish a task force to develop a model for the use of military occupational specialty training as a substitute for state occupational licensing requirements that require similar training and experience. Could direct the task force to focus on occupations that have been identified as having skills that are more easily transferred from the military to the civilian workforce (e.g., law enforcement, emergency medical technician).</p>	<ul style="list-style-type: none"> ▪ Would ensure that agency efforts are coordinated and monitored by a central group ▪ Would provide a forum for stakeholder discussion, including the military and business communities ▪ Could facilitate agency and private industry understanding of the transferability of military skills and experience and value of service members as employees ▪ Would require collaboration between Veterans Florida; CareerSource Florida; the Departments of Economic Opportunity, Education, Military Affairs, and Veterans' Affairs; state licensing agencies and boards; federal agencies (e.g., U.S. Department of Defense); the Florida Defense Support Task Force; and private industry ▪ Would require access to federal and state data necessary to crosswalk military and civilian occupations and assess occupational demand of separating service members ▪ May result in resistance from state agencies due to concerns about loss of agency authority and reduced public safety ▪ Should have no fiscal impact (based on experiences of other states)
<p>Require state agencies to implement veterans' licensing programs Direct all state licensing agencies to develop methods of determining equivalency of military training and to identify overlaps and gaps between military training and state license requirements</p>	<ul style="list-style-type: none"> ▪ Would require collaboration among state licensing agencies and boards; Veterans Florida; CareerSource Florida; the Departments of Economic Opportunity, Education, Military Affairs, and Veterans' Affairs; federal agencies (e.g., U.S. Department of Defense); the Florida Defense Support Task Force; and private industry ▪ Without a designated lead agency <ul style="list-style-type: none"> ○ efforts will be uncoordinated, which will diminish consistency and make oversight difficult; ○ access to leadership at the state's military installations may be limited; ○ gaining stakeholder support may be difficult; and ○ marketing efforts will be fragmented, which could decrease veteran and business participation ▪ Would require access to federal and state data necessary to crosswalk military and civilian occupations and assess occupational demand of separating service members ▪ May result in resistance from state agencies due to concerns about loss of agency authority and reduced public safety ▪ Should have minimal fiscal impact (based on experiences of other states)

Appendix A

Programs, Initiatives, and Actions Related to Veterans' Occupational Licensing and Credentialing in Other States

State and Program or Initiative	Legislative and Executive Actions
Alabama	<p>Military Service Academic Credit (AL H 338, 2013)</p> <ul style="list-style-type: none"> - Facilitates application of military experience to licensure and academic credit - Leaves licenses or certifications in good standing within first year following end of deployment
Alaska	<p>Military Training Credit and Licenses (AK H 84, 2014)</p> <ul style="list-style-type: none"> - Relates to applying military education, training, and service credit to occupational licensing, postsecondary education, and employment training requirements - Provides for temporary occupational license for qualified military service members
Arizona	<p>Waivers for Military Commercial Drivers and Nurses (AZ H 2076, 2013)</p> <ul style="list-style-type: none"> - Provides that military education, training or experience satisfy professional licensure, certification or registration requirements for any occupational or professional license, certificate, or registration, as determined by the regulating entity
Arkansas	<p>Professional Licensure (AR H 1723, 2015)</p> <ul style="list-style-type: none"> - Amends state law concerning the licensure, certification, or permitting of veterans
California	<p>Professions and Vocations: Licenses: Military (CA A 1057, 2014, 2013)</p> <ul style="list-style-type: none"> - Amends a law that provides for the licensure and regulation of various professions and vocations by boards within the Department of Consumer Affairs; requires each board to inquire in every application for licensure if the individual applying has served in the military <p>Veterans: Professional Licensing</p> <ul style="list-style-type: none"> - Requires licensing board within the Department of Consumer Affairs to expedite or assist with the licensure process for applicants with military experience - Authorizes the submission of military training experience to meet security officer licensure standards <p>Civil Service Examinations: Veterans' Preference (CA S 1563, 2012)</p> <ul style="list-style-type: none"> - Allows veterans who served as military law enforcement officers additional points for examinations for peace officer positions; Commission on Peace Officer Standards and Training determines what is acceptable training <p>Professions and Vocations: Reservist Licensees (CA A 1588, 2012)</p> <ul style="list-style-type: none"> - Waives fees and continuing education and other renewal requirements for military called to active duty <p>Armed Forces: Medical Personnel (CA A 2386, 2010)</p> <ul style="list-style-type: none"> - Authorizes hospitals to allow a physician, surgeon, physical assistant, or registered nurse to provide medical care if they hold a valid license from another state or territory, the medical care is part of training to promote combat readiness, and the agreement complies with federal law <p>Business and Professions: Licenses: Military Service (CA A 2500, 2010)</p> <ul style="list-style-type: none"> - Authorizes a licensee whose license expired while on active duty to reinstate license without exam or penalty if requirements are satisfied and licensing agency determines the applicant has actively engaged in the professional practice while on active duty
Colorado	<p>Veteran License Certificate Registration (CO S 208, 2014)</p> <ul style="list-style-type: none"> - Concerns reinstatement of the authority for a veteran to practice professionally, relates to licenses, certificates, and registrations that are expired <p>Registration of Active Military Personnel (CO H 1183, 2014)</p> <ul style="list-style-type: none"> - Requires the reinstatement of expired license, certificate, or registration of any active military personnel <p>Military Spouse Practice Occupation Profession (CO H 1059, 2012)</p> <ul style="list-style-type: none"> - Directs agencies to exempt active duty military personnel from fees and continuing education licensure and certification requirements - Exempts a service member or spouse who is an emergency medical provider certified or licensed in another state from certification <p>Active Duty Military Personnel (CO H 1013, 2011)</p> <ul style="list-style-type: none"> - Concerns exemptions from professional regulation and licensing requirements for active duty military personnel, exempts such personnel from fees, continuing education, or professional competency requirements within period of service or within six months following completion of service <p>Act Concerning the Consideration of Military Experience Towards Qualification for Professional Licensure and Certification (CO H 1100, 2011)</p> <ul style="list-style-type: none"> - Directs examining and licensing boards to accept military education, training, or service toward qualifications to receive a license or certification

State and Program or Initiative	Legislative and Executive Actions
<p>Connecticut</p> <p>2013 Task Force to Study the Use of MOS Specialty Training as a Substitute for State Licensing Requirements</p>	<p>Revisions to the Higher Education Statutes (CT H 5028, 2014)</p> <ul style="list-style-type: none"> - Relates to military training matriculating for educational credit <p>Military Occupational Specialty Task Force (CT H 5299, 2014)</p> <ul style="list-style-type: none"> - Concerns the findings of the military occupational specialty task force; requires state licensing authorities to accept military training and experience, where appropriate, as a substitute for additional training - Mandates that public institutions of higher education consider military experience in evaluating and awarding academic credit <p>Military Occupational Specialty Training (CT H 5387, 2013)</p> <ul style="list-style-type: none"> - Establishes a task force to study the use of military occupational specialty training as a substitute for any state occupational licensing requirements that require similar training and experience and to determine which training and experience obtained by veterans equates to training or experience necessary to obtain certain state licenses <p>Executive Order No. 36 (2013)</p> <ul style="list-style-type: none"> - Directs state licensing agencies to conduct a review of policies and procedures to ensure military training and experience are given recognition in certification and licensing - Directs higher educational institutions to review policies to identify military education and training that should qualify for licensing and for academic credit <p>Military Training (CT H 5350, 2010)</p> <ul style="list-style-type: none"> - Provides that a state agency or board that issues licenses or certificates shall provide credits or exemptions for applicable military training, schooling, or experience
<p>Delaware</p>	<p>Licenses and Permits (DE H 296, 2014)</p> <ul style="list-style-type: none"> - Allows professional licensing boards to recognize military education, training, and experience when reviewing credentials and issuing licenses - Allows boards to issue service personnel temporary licenses when he or she holds a valid license from another state
<p>Georgia</p> <p>Returning Veterans Task Force</p>	<p>Military Professional Licenses (GA H 188, 2014)</p> <ul style="list-style-type: none"> - Provides that military certifications shall entitle persons to obtain certain professional licenses relates to Electrical Contractor Class I, Journeyman Plumber, Conditioned Air Contractor Class I, or Utility Foreman
<p>Hawaii</p>	<p>Physical Therapist Assistants (HI S 1074, 2014)</p> <ul style="list-style-type: none"> - Provides for physical therapist assistants licensed in other states and in the military <p>Physical Therapist Renewals (HI S 1075, 2014)</p> <ul style="list-style-type: none"> - Provides exemptions from continuing education requirements for those in military service <p>Military Service Member Licensure (HI H 1381, 2014)</p> <ul style="list-style-type: none"> - Permits professional and vocational licensing authorities to license military veterans and the spouses of service members by endorsement or reciprocity, provided that the veteran or nonresident spouse has obtained the equivalent of or exceeded the requirements of the licensing authority <p>Occupational Therapy (HI S 2472, 2014)</p> <ul style="list-style-type: none"> - Establishes an occupational therapy program and licensing requirements relating to military service <p>Military and Professional and Vocational Licensing (HI H 2258, 2012)</p> <ul style="list-style-type: none"> - Requires licensing boards to consider military education, training, and service, specifies that military training or experience satisfies a licensing authority's training or experience requirements unless it is determined that it is not substantially equivalent to the standards of the state
<p>Illinois</p> <p>NGA Demonstration State</p> <p>Illinois Discharged Servicemember Task Force</p>	<p>Regulatory Sunset Act for Veterinary Medicine (IL H 2517, 2014)</p> <ul style="list-style-type: none"> - Provides for extension of veterinary licenses during active military duty <p>Emergency Medical Services Systems Act (IL H 3186, 2014)</p> <ul style="list-style-type: none"> - Amends the Emergency Medical Services Systems Act, provides that in prescribing EMT licensure testing requirements for honorably discharged members of the Armed Forces of the U.S., the Department of Public Health shall ensure that a candidate's military emergency medical training, emergency medical curriculum completed, and clinical experience are recognized, relates to required continuing education for specified EMT licensure <p>Fire Protection District Act (IL H 4741, 2014)</p> <ul style="list-style-type: none"> - Amends the Fire Protection District Act, provides that an individual who turned 35 while serving as a member of the active or reserve components of any of the branches of the Armed Forces of the U.S. or the National Guard of any state, whose service was characterized as honorable or under honorable, and is currently under the age of 40 is eligible to take an examination for a position as a firefighter <p>Municipal Code (IL S 1908)</p> <ul style="list-style-type: none"> - Amends the Municipal Code, relates to examination of applications for a position in the police department of a municipality, provides that a police applicant must not have been dishonorably discharged from duty in the Armed Force of the U.S. or under circumstances other than honorable in order to receive a waiver of the requirement that he or she possess a bachelor's or associate's degree <p>Various Acts (IL H 3040, 2014, 2013)</p> <ul style="list-style-type: none"> - Amends various Acts, provides that a service member or veteran satisfies professional licensure qualifications if he or she provides the licensing department with documentation that he or she has had substantially equivalent training or experience from his or her military service

State and Program or Initiative	Legislative and Executive Actions
	<p>Licensing of Service Members and Spouses (IL S 275, 2012)</p> <ul style="list-style-type: none"> - Provides that each director of a department that issues an occupational or professional license is authorized to and shall issue an expedited temporary occupational or professional license to certain service members and spouses of service members, amends the School Code, provides that a service member or spouse of a service member may obtain a Professional Educator License with Stipulations, and a provisional educator endorsement in a specific content area or areas, if he or she meets certain requirements <p>State Police Act (IL S 1587, 2012)</p> <ul style="list-style-type: none"> - Amends the State Police Act, provides that a requirement that a State Police applicant have certain collegiate educational requirements is deemed to be satisfied if the applicant has been honorably discharged and has been awarded an Afghan or Iraqi campaign medal by one of the U.S. Armed Forces <p>Natural Resources Law (IL H 4983, 2012)</p> <ul style="list-style-type: none"> - Amends the Department of Natural Resources Law of the Civil Administrative Code, provides that the requirement that a Conservation Police Officer have certain collegiate educational requirements is deemed to be satisfied if the applicant has been honorably discharged and has been awarded any one of the specified awards by one of the U.S. Armed Forces, provides the military related experience and award requirements for sworn law enforcement positions or a position with arrest authority <p>State Police Act (IL S 1587, 2011)</p> <ul style="list-style-type: none"> - Provides that a requirement that a state police applicant have certain collegiate educational requirements be deemed satisfied if the applicant has been honorably discharged and has been awarded an Afghan or Iraqi campaign medal by one of the U.S. Armed Forces
Indiana	<p>Veterans Second Service Program (IN S 331, 2014)</p> <ul style="list-style-type: none"> - Requires a state educational institution to adopt a policy to award educational credit to a veteran who completes certain required courses <p>Military Trained Emergency Medical Providers (IN S 290, 2013)</p> <ul style="list-style-type: none"> - Provides that the emergency medical services commission shall issue a license or a certificate to a military service applicant who meets certain requirements, allows the commission to issue a temporary practice certificate or provisional license while the military service applicant is satisfying certain requirements as determined by the commission
Iowa	<p>Home Base Iowa Act (IA S 303, 2014)</p>
NGA Demonstration State	<ul style="list-style-type: none"> - Authorizes licensing boards to adopt rules allowing credit for military training and experience in the licensing process - Law requires rules to expedite licensing of a veteran licensed in another state
Home Base Iowa Initiative	<p>HVAC and Plumbing Contractor Licensing (IA H 392, 2012)</p> <ul style="list-style-type: none"> - Makes changes concerning certain military service waivers for plumbing license applications
Kansas	<p>Veterans' and Military Members' Benefits (IA S 2318, 2010)</p> <ul style="list-style-type: none"> - Relates to substitution of military training for licensing requirements in workforce shortage areas <p>Licensing Boards Credits (KS H 2078, 2014)</p> <ul style="list-style-type: none"> - Relates to authorizing certain licensing boards to accept education, training, or experience completed in the military towards licensure in the state
Kentucky	<p>Military Experience and HVAC (KY H 337, 2014)</p> <ul style="list-style-type: none"> - Relates to the application of military experience; can apply military experience towards licensing of heating, ventilation, and air conditioning professionals
Kentucky Wounded or Disabled Veterans Program	<ul style="list-style-type: none"> - Requires recognition of military training and experience towards application for a master heating, ventilation, and air conditioning contractor's or journeyman heating, ventilation, and air conditioning mechanic's licenses <p>Military Professional Licensure and Certification Fees (KY H 301, 2011)</p> <ul style="list-style-type: none"> - Specifies that any active duty military personnel shall have any professional license or certificate renewed without payment or fees or obtaining continuing education as long as they are an active duty member of the Armed Forces and are performing the licensed or certified occupation as part of his or her military duties
Louisiana	<p>Military Affairs (LA H 312, 2013)</p> <ul style="list-style-type: none"> - Increases the length of time a servicemember has to renew a government-issued or professional license after return from duty, provides for exemption from compliance with continuing education requirements <p>Pharmacist Licenses (LA S 218, 2012)</p> <ul style="list-style-type: none"> - Authorizes the State Board of Pharmacy to waive certain annual renewal requirements for pharmacist licenses and technical certifications for individuals serving in active duty in the military service <p>Military Licensing (LA H 732, 2012)</p> <ul style="list-style-type: none"> - Provides for licensure of individuals with military training, allows a military applicant to be licensed by a licensing board if they satisfy specified conditions, provides that a professional licensing board shall issue a license to a military-trained applicant if the applicant holds a current license from another jurisdiction with substantially equivalent requirements

State and Program or Initiative	Legislative and Executive Actions
Maine	<p>Marine Resources Licenses (ME S 530, 2014)</p> <ul style="list-style-type: none"> - Provides ways in which a person who is in the U.S. Armed Forces or Coast Guard to be awarded a commercial fishing license <p>Veteran Access to Employment and Education (ME H 802, 2014)</p> <ul style="list-style-type: none"> - Requires each board, commission, and agency of the Department of Professional and Financial Regulation to adopt a process to facilitate qualified returning military veterans to qualify for professional licenses, provides for acceptance of military credentials, provides for licenses from another state <p>Veteran Assistance (ME S 645, 2012)</p> <ul style="list-style-type: none"> - Authorizes the Commissioner of Professional and Financial Regulation to recommend legislation or other measures to the Governor and the Legislature to assist current and former members of the U.S. Armed Forces in obtaining professional licenses in Maine related to the service members' relevant training and experience
Maryland	<p>Veterans' Full Employment Act of 2013 (MD H 225, 2013)</p> <ul style="list-style-type: none"> - Requires licensing units to consider and give credit for an individual's relevant military experience in licensure requirements - Requires state universities to give academic credit for military experience - Requires licensing units to expedite licensing for veterans
Massachusetts Massachusetts Servicemember Post-Deployment Council	<p>Veterans' Access, Livelihood, Opportunity and Resources Act (VALOR Act) and VALOR Act II</p> <ul style="list-style-type: none"> - Requires the Division of Professional Licensure's 28 boards of registration to accept military education, training and service toward licensure requirements - Provides that the license of a service member who is on active duty will remain valid while on active duty and 90 days thereafter <p>Veteran Access and Opportunities (MA S 2254, 2012)</p> <ul style="list-style-type: none"> - Requires public institutions of higher education to award academic credit for military training and experience
Michigan	<p>Emergency Medical Technician Licensure (MI H 4605, 2014)</p> <ul style="list-style-type: none"> - Authorizes the use of qualified military experience as the basis for licensure as a medical first responder, EMT, emergency medical technician specialist, paramedic, or emergency medical services instructor-coordinator <p>Firefighter Examination Waiver (MI H 4731, 2014)</p> <ul style="list-style-type: none"> - Allows waiver of firefighter examination requirements based on related military training that meets the standards for firefighter I and II <p>Stationary Steam Engineers (MI H 4752, 2014)</p> <ul style="list-style-type: none"> - Authorizes use of qualified military experience as the basis for registration for stationary steam engineers and boiler operators <p>Mechanical Contractors (MI H 4754, 2014)</p> <ul style="list-style-type: none"> - Authorizes use of qualified military experience as the basis for licensure for mechanical contractors <p>Military Experience (MI H 4756, 2014)</p> <ul style="list-style-type: none"> - Authorizes use of qualified military experience as the basis for licensure as a residential builder or residential maintenance and alteration contractor
Minnesota NGA Demonstration State	<p>Peace Officers (MN H 1915, 2014)</p> <ul style="list-style-type: none"> - Relates to peace officers, provides for reciprocity examination based on relevant military experience - Lowers active duty experience requirement from five to four years to qualify to take a policy officer reciprocity exam - Lowers active duty experience requirement for veterans with two-year college degrees from three to two years to qualify to take a policy officer reciprocity exam
Mississippi	<p>Occupational Licensing for Military Applicants (MS S 2419, 2013)</p> <ul style="list-style-type: none"> - Provides that Occupational Licensing Boards shall issue a license, certification, or registration to a military-trained applicant to allow the applicant to lawfully practice in the state if the applicant satisfies certain conditions
Missouri	<p>Veteran Educational Credits (MO S 106, 2013)</p> <ul style="list-style-type: none"> - Requires institutions of higher education to award academic credit for military training and experience - Requires the Departments of Health and Senior Services and Department of Insurance, Financial Institutions and Professional Registration to require every health-related professional licensing board to allow licenses for active duty military to remain in good standing and waive continuing education requirements while on active duty
Montana	<p>Study of Military Training Applicability (MT SJR 24, 2013)</p> <ul style="list-style-type: none"> - Requests an interim study of military training applicability to civilian jobs <p>Licensing Laws Regarding Military Service Experience (MT S 183, 2013)</p> <ul style="list-style-type: none"> - Requires the Department of Labor and Industry and each licensing board attached to the department to accept evidence of military training and experience to satisfy licensing and certification requirements <p>Military Training (MT H 259, 2013)</p> <ul style="list-style-type: none"> - Requires professional and occupational licensing boards and programs to apply military training and experience to qualifications for licensure or certification

State and Program or Initiative	Legislative and Executive Actions
Nevada	<p>Providing Reciprocity for Military Members and Veterans Seeking Licensure in this State (Executive Order 2014-11)</p> <ul style="list-style-type: none"> - Directs and orders licensure bodies overseeing emergency medical services, licensed practical nurses, and law enforcement professional to develop specific bridge and reciprocity programs
NGA Demonstration State New Hampshire	<p>Military Service and Occupational Training (NH H 234, 2014)</p> <ul style="list-style-type: none"> - Requires licensing boards and commissions to give credit for military training and experience to grant inactive status during active military service
New Jersey	<p>Veteran Professional Licensure (NJ A 2882, 2013)</p> <ul style="list-style-type: none"> - Requires professional boards to give credit towards licensure or certification for military training and experience
	<p>EMT and Paramedic Certification for Veterans (NJ A 2891, 2013)</p> <ul style="list-style-type: none"> - Provides for EMT and Mobile Intensive Care Paramedic certification for certain veterans
	<p>VE Teach Pilot Program (NJ S 1026, 2012)</p> <p>Established VE Teach Pilot Program in Department of Education to facilitate teacher certification of veterans</p>
New Mexico	<p>Occupational and Professional Licensure (NM H 180, 2013)</p> <ul style="list-style-type: none"> - Allows expedited licensing of military service members and recently discharged veterans who are licensed in another jurisdiction
	<p>Law Enforcement and College Credits (NM S 476, 2011)</p> <ul style="list-style-type: none"> - Supplements the requirement for college credits as a qualification to be a member of the New Mexico State Police with two years of military service
New York	<p>Experience Counts (Governor's Initiative, 2011)</p> <ul style="list-style-type: none"> - Directs certain qualified state agencies and license professions to grant credit toward those credentials for military experience; occupations include bookkeeping, accounting and auditing clerks, certified nursing assistants, computer support specialists
	<ul style="list-style-type: none"> - Provides free online training program to become a licensed armed security guard - Implements regulatory reforms to ensure recognition of military experience in higher education
North Carolina	<p>Veterinary Licensure (NC H 194, 2014)</p> <ul style="list-style-type: none"> - Allows the State Veterinary Board to accept a program for the assessment of veterinary education equivalence to meet licensure requirements
Governor's Working Group on Veterans, Service Members and Their Families	<p>Occupational Licensing of Military Service Members (NC S 761, 2014)</p> <ul style="list-style-type: none"> - Enhances effectiveness of licensing of veterans, directs institutions of higher education to grant academic credit for military experience and training
	<p>Military Personnel and Military Spouse Licensure (NC H 799, 2012)</p> <ul style="list-style-type: none"> - Provides that an occupational license board shall issue a license to a military-trained applicant and may issue temporary practice permit to a military-trained applicant licensed in another jurisdiction
Ohio	<p>Occupational Licensing of Veterans and Service Members (OH H 98, 2014)</p> <ul style="list-style-type: none"> - Revises the Occupational Licensing Law regarding use of training and experience of military service members and veterans towards licensure
Oklahoma	<p>State Architectural and Registered Interior Designers (OK S 1724, 2014)</p> <ul style="list-style-type: none"> - Provides equivalent standards to determine competency for education, training, testing, and licensing for military personnel
	<p>Professional Licenses (OK S 1863, 2012)</p> <ul style="list-style-type: none"> - Creates the Post-Military Service Occupation, Education and Credentialing Act - Authorizes institutions of higher education and career and technology centers to apply academic credit for military training and experience - Authorizes certain license and certification extensions
Oregon	<p>Military Training (OR H 4057, 2014)</p> <ul style="list-style-type: none"> - Requires new requirements to accept military training and experience for licensure and certification requirements; provides for teacher licensure, polygraph examiners, private investigators, land surveying, psychologists, occupational therapist, physician assistants, nurses, dentists, athletic trainers, pharmacists, morticians, and medical imaging
State agencies required to partner with Military Department to provide reintegration services	<p>Professional Licensing (OR H 4063, 2012)</p> <ul style="list-style-type: none"> - Requires specified professional licensing agencies to accept applicant's military training or experience for requirements towards licensure, certification, or registration

State and Program or Initiative	Legislative and Executive Actions
<p>Rhode Island</p> <p>Veterans Services Strategic Plan Advisory Committee</p> <p>Veterans' Transition Team</p>	<p>Veteran State Certifications or Professional Licensure (RI S 628, 2014)</p> <ul style="list-style-type: none"> - Requests the Rhode Island Department of Labor and Training to study expedited state certifications or professional licensure in conjunction with the Departments of Business Regulation and Health <p>Military Service Members and Licensure (RI S 629, 2014)</p> <ul style="list-style-type: none"> - Amends provisions to make it easier for military service members to obtain certification and licenses <p>Military Service Training Credit (RI S 2539, 2014) and Military Service Apprenticeship Qualifications (RI H 7927, 2014)</p> <ul style="list-style-type: none"> - Allows honorably discharged military personnel to use military experience and training to fulfill requirements for apprenticeship and journey persons for the skilled trades of electricians, blasters, plumbers and irrigators, hoisting engineers, and mechanical trades <p>Business and Professions (RI H 5712, 2014)</p> <ul style="list-style-type: none"> - Provides that examining and licensing boards shall accept military training and experience towards qualifications for licensure or certification
<p>South Carolina</p>	<p>Military Service Occupation, Education, and Credentialing Act (SC S 417, 2014)</p> <ul style="list-style-type: none"> - Provides that institutions of higher education may award credit for military training and experience
<p>South Dakota</p>	<p>Veterans Military Training Credit (SD H 1180, 2013)</p> <ul style="list-style-type: none"> - Authorizes any professional or occupational board or commission to credit military training and experience towards the licensing requirements
<p>Tennessee</p>	<p>Expedited Issuance of Licenses for Veterans (TN S 493, 2014)</p> <ul style="list-style-type: none"> - Establishes requirements for the expedited issuance of licenses, permits, and certificates; provides for the temporary extension of certain licenses and the granting of renewal credit for service members called to active duty; includes health-related licenses
<p>Texas</p> <p>Legislative commission to address veterans' and military affairs issues</p>	<p>Occupational Licensure (TX S 162, 2013)</p> <ul style="list-style-type: none"> - Requires state agencies that issue occupational licenses to recognize licenses issued by other jurisdictions and provide expedited licensure for veterans within one year of separation from the military - Provides a waiver from some law enforcement certification requirements for "special forces" veterans <p>Certain Occupational Licenses Eligibility Requirements (TX S 242, 2013)</p> <ul style="list-style-type: none"> - Requires Texas Department of Licensing and Regulation to credit military training and experience towards licensing requirements for all occupational licenses <p>Emergency Medical Services Personnel (TX H 1960, 2013)</p> <ul style="list-style-type: none"> - Provides statutory basis for state Health and Human Services Commission to issue Texas EMS certification if the veteran has military combat medic training or military EMS certification <p>Eligibility Requirements for Plumbing Licenses (TX H 2028, 2013)</p> <ul style="list-style-type: none"> - Provides statutory support for the Texas State Board of Plumbing Examiners to credit military experience for veterans applying for a plumbing license <p>Eligibility Requirements for Electrician Licenses (TX H 2029, 2013)</p> <ul style="list-style-type: none"> - Directs the Texas Department of Licensing and Regulation to credit military training and experience toward requirements to obtain electrician's license <p>Private Security Credentials (TX H 2135, 2013)</p> <ul style="list-style-type: none"> - Requires Texas Private Security Board to credit military experience toward a license <p>Apprenticeship Requirements for Occupational Licenses (TX H 2254, 2013)</p> <ul style="list-style-type: none"> - Requires state agencies to adopt rules to provide credit towards occupational licenses that require an apprenticeship in fields relevant to a service members' training and experience in a military occupational specialty <p>Utah</p> <p>State Licensure of Veterans (UT H 384, 2011)</p> <ul style="list-style-type: none"> - Allows the Department of Health to take military training and experience into consideration when licensing persons under the Emergency Medical Services System - Adds military education and training programs to the licensing programs of the Division of Occupational and Professional Licensure

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<p>Virginia</p> <p>NGA Demonstration State</p> <p>Board of Workforce Development's military transition assistance committee</p>	<p>National Guard Member Information Sharing (VA S 399, 2015)</p> <ul style="list-style-type: none"> - Requires the Department of Military Affairs, upon request of a member of the Virginia National Guard undergoing discharge, separation, or release from the Virginia National Guard, to provide information on the member to the Virginia Employment Commission regarding education and training <p>Workforce Development (VA H 1009, 2015)</p> <ul style="list-style-type: none"> - Requires the Board of Workforce Development to create new committees with one to focus on military transition assistance and reducing barriers to training and employment <p>Values Veterans Program (VA H 1641, 2015)</p> <ul style="list-style-type: none"> - Requires all Executive Branch agencies and all public institutions of higher education to be certified as employers participating with an objective of setting measurable goals for hiring and retaining veterans, authorizes such agencies or institutions to request a certification waiver if the agencies and institutions can demonstrate the certification is in conflict with policy and each has an alternative program <p>Executive Order Number Twenty Three—Establishing the New Virginia Economy Workforce Initiative (E.O. 23, 2014)</p> <ul style="list-style-type: none"> - Directs the Secretary of Commerce and Trade, in consultation with Virginia's Workforce System; the Secretary of Education; the Secretary of Veterans and Defense Affairs; the Department of Veterans Services; and each of the education and workforce development agencies to present a plan that will outline how Virginia will convert military experience and training into academic or workforce credentials, simplify and accelerate the education and workforce credentialing process <p>Department of Veterans Services (VA H 1906, 2013)</p> <ul style="list-style-type: none"> - Provides for the Department of Veterans Services to develop a comprehensive program to reduce unemployment among veterans by assisting businesses to attract, hire, train, and retain veterans, includes a workforce assessment and training program and a certification process <p>Professions and Occupations (VA H 938, 2012)</p> <ul style="list-style-type: none"> - Relates to professions and occupations, qualifications for licensure, and substantially equivalent military training and education; includes health professions, relates to osteopathic medicine, dentists, and maxillofacial surgeons
<p>Washington</p>	<p>Military Training for Civilian Licensure (WA H 1418, 2012)</p> <ul style="list-style-type: none"> - Requires the Department of Licensing to develop a process to evaluate military training and experience that may be applied to training and educational requirements for architects, cosmetology-related professions, engineers, land surveyors, security guards, auctioneers, funeral professions, real estate sales, architects, appraisers, court reporters, private investigators, bail bond agents, designers, geologists, home inspectors, notaries, and driving instructors <p>Military Training (WA S 5307, 2012)</p> <ul style="list-style-type: none"> - Concerns evaluating military training and experience towards meeting licensing requirements in specified medical professions <p>Career Pathway for Medical Assistants (WA S 6237, 2012)</p> <ul style="list-style-type: none"> - Provides for military experience for medical assistants
<p>West Virginia</p>	<p>Military Members and Spouses (WV H 4151, 2014)</p> <ul style="list-style-type: none"> - Requires certain boards to consider military education, training and experience upon application for licensure, certification, or registration; provides for licensure renewal during time of active duty without meeting continuing education requirements <p>Members of the Armed Forces (WV H 4037, 2012)</p> <ul style="list-style-type: none"> - Provides that all licensure boards shall accept military education, training, or experience as part of the evaluation process toward licensure or certification
<p>Wisconsin</p> <p>NGA Demonstration State</p>	<p>Military Education (WI S 357, 2012)</p> <ul style="list-style-type: none"> - Provides that military training and experience satisfy requirements for a professional credential or license; relates to public librarians, child care centers, group homes, shelters, and nursing homes <p>Professional or Occupational Licensure Renewal (WI S 550, 2012)</p> <ul style="list-style-type: none"> - Relates to license renewal requirements for active duty service members
<p>Wyoming</p>	<p>Professions and Occupations (WY S 130, 2013)</p> <ul style="list-style-type: none"> - Provides for the consideration of military training and experience in licensure <p>Licensure Requirements for Active Duty Military (WY H 124, 2011)</p> <ul style="list-style-type: none"> - Exempts licensure requirements for active duty National Guard members and provides that any member of the state National Guard may practice under a license or credentials from another state

Source: OPPAGA analysis of state laws and state program materials.