



LICENSURE AND ACADEMIC CREDIT FOR SEPARATING SERVICE MEMBER BEST PRACTICES

SUBJECT:

Separating service members often experience delays in getting post-service employment even though they have applicable military education, training and experience, which will qualify them for licenses or provide academic credit toward degree requirements.

PRINCIPLES:

States can support separating service members through statute or regulation that will provide the following:

- Allow them to obtain credit toward occupational licenses based on their military education, training and experience, which is essentially equivalent to licensing requirements, including emergency medical services and practical nursing as part of a specific veterans employment initiative
- Allow them to transfer a current license by endorsement or obtain a temporary license when separating in a state other than the state that approved their current license
- Allow de-activating Reserve Component service members to practice in the state of origin for a temporary period with a license that would have otherwise expired while they were on active duty
- Facilitate service members to receive academic credit toward degree and certificate requirements for education, training and experience gained in the military

Best practices examples

- Supporting separating service members in qualifying for occupational licenses based on their military education, training and experience:
 - For states that can cover multiple occupations within one statutory statement, Colorado House Bill 1100 (2011)¹ requires the director and each of the licensing boards to establish rules:
 - *The director and each of the examining and licensing boards shall, upon presentation of satisfactory evidence by an applicant for certification or licensure, accept education, training, or service completed by an individual as a member of the armed forces or Reserve Components of the United States, the National Guard of any state, the military reserves of any state or the Naval Militia of any state toward the qualifications to receive the license or certification. The director and each appropriate examining and licensing board shall promulgate rules to implement this section.*
 - For states that require separate statements for each occupation covered by the change, Washington House Bill 1418 (2011)² modifies the statutory chapters of 21 commercial occupations, and Senate Bill 5307 (2011)³ modifies the statutory

¹Colorado General Assembly, HB 1100, <http://www.leg.state.co.us>.

²State of Washington, House Bill 1418, <http://lawfilesexext.leg.wa.gov>.

³Washington State Legislature, Senate Bill 5307, <http://app.leg.wa.gov>.

chapters of 14 health care-related occupations. Each chapter features a new section that reads as follows:

- *An applicant with military training or experience satisfies the training or experience requirements of this chapter unless the secretary determines that the military training or experience is not substantially equivalent to the standards of the state.*
- When defining the text, either as an overall statement or as a statement directed to each occupational board, the citations for the boards should include those portions of the statute covering emergency medical services and practical nursing. For example, Maryland House Bill 225 provides citations for:
 - *Emergency medical services: By repealing and re-enacting, without amendments, Article – Education, Section 10–101(c) and 13–501(f), Annotated Code of Maryland (2008 Replacement Volume and 2012 Supplement).*
 - *Practical nursing: By adding to Article – Health Occupations, Section 1–701 through 1–706 to be under the new subtitle “Subtitle 7. Service Members, Veterans, and Military Spouses –Licensing,” Annotated Code of Maryland (2009 Replacement Volume and 2012 Supplement)*
- Supporting separating service members in transferring a current license by endorsement or obtain a temporary license when separating in a state other than the state that approved the current license:
 - Tennessee House Bill 968 (2011)⁴ mandates expedited endorsement for military spouse applicants who hold a valid license from another state and provides a temporary license as an option in the event the applicant does not meet all Tennessee requirements. This same language could easily be made applicable for separating military members by modifying sections 1(B) (C) (D) to identify members who are remaining in that state after completing military service:
 - *Notwithstanding any other law to the contrary, each health related board shall establish a procedure to expedite the issuance of a license, certification or permit to perform professional services regulated by each such board to a person:*
 - (A) Who is certified or licensed in another state to perform professional services in a state other than Tennessee;*
 - (B) Whose spouse is a member of the armed forces of the United States;*
 - (C) Whose spouse is the subject of a military transfer to Tennessee; and*
 - (D) Who left employment to accompany the person’s spouse to Tennessee.*
 - *(2) The procedure shall include:*
 - (A) Issuing the person a license, certificate or permit, if, in the opinion of the board, the requirements for certification or licensure of such other state are substantially equivalent to that required in this state; or*
 - (B) Developing a method to authorize the person to perform professional services regulated by the board in this state by issuing the person a temporary permit for a limited period of time to allow the person to perform professional services while completing any specific requirements*

⁴Tennessee House Bill 968, <http://wapp.capitol.tn.gov>.

that may be required in this state that were not required in the state in which the person was licensed or certified.

- Supporting de-activating Reserve Component service members to practice in the state of origin for a temporary period with a license that would have otherwise expired while they were on active duty:
 - Kentucky House Bill 301 (2011)⁵ provides for an automatic extension until de-activation plus a period of time after service is completed:
 - *Notwithstanding any other statute to the contrary, any member of the Armed Forces of the United States on active duty who, at the time of activation, was:*
 - (A) A member in good standing with any administrative body of the state; and*
 - (B) Was duly licensed or certified to engage in his or her profession or vocation in the Commonwealth, shall be kept in good standing by the administrative body with which he or she is licensed or certified.*
 - *(2) While a licensee or certificate holder is an active duty member of the U.S. Armed Forces, the license or certificate referenced in subsection (1) of this section shall be renewed without:*
 - (A) The payment of dues or fees;*
 - (B) Obtaining continuing education credits when:*
 - 1. Circumstances associated with military duty prevent obtaining training and a waiver request has been submitted to the appropriate administrative body; or*
 - 2. The active duty military member performs the licensed or certified occupation as part of his or her military duties as annotated in Defense Department form 214 (DD 214); or*
 - (C) Performing any other act typically required for the renewal of the license or certificate.*
 - *(3) The license or certificate issued under this section shall be continued as long as the licensee or certificate holder is a member of the U.S. Armed Forces on active duty and for a period of at least six (6) months after discharge from active duty.*
 - Louisiana House Bill 500 (2011)⁶ directs state academic institutions to write policies to award educational credits:
 - *In addition to any other power, duty, or function authorized by this Section, each board shall adopt, by not later than January 1, 2012, a policy requiring each institution under the board's supervision and management to award educational credits to a student enrolled in the institution, who is also a veteran, for courses that are part of the student's military training or service and that meet the standards of the American Council on Education or equivalent standards for awarding academic*

⁵ Kentucky House Bill 301, <http://www.lrc.ky.gov>.

⁶ Louisiana State Legislature, House Bill 500, <http://www.legis.state.la.us/>.

credit if the award of educational credit is based upon the institution's admission standards and its role, scope, and mission.

- *(2) Each board shall adopt necessary rules, regulations, and procedures to implement the provisions of this Subsection, effective beginning with the 2012-2013 academic year and continuing thereafter.*
- Washington Senate Bill 6357 (2010)⁷ directs representatives from:
 - *The state board for community and technical colleges, the higher education coordinating board, workforce education and training, and two-year and four-year faculty, private career schools, and business and labor, to develop policies for awarding academic credit for learning from work and military experience, military and law enforcement training, and other training.*
 - *(2) The policies shall address, but are not limited to, issues regarding verification, accreditation, transfer of academic credit, licensing and profession recognition, and financial aid. To the greatest extent possible, the policies shall provide for consistent application by all institutions of higher education and basis for accurate and complete academic counseling.*
 - *(3) Policies developed by the state board for community and technical colleges along with recommendations shall be submitted to the appropriate committees of the legislature by Dec. 31, 2010.*

⁷Washington State Legislature, Senate Bill 6357, <http://app.leg.wa.gov>.