

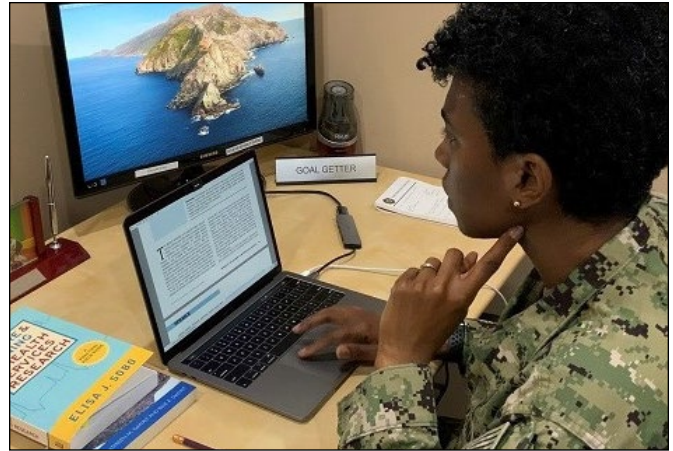


Licensure and Academic Credit for Separating Service Members

Separating service members are frequently delayed while pursuing post-service employment even though they have applicable military training and experience which can provide them potential academic credit toward degree requirements.

KEY MESSAGE:

Separating service members leave the military with documented training and experience that can prepare them for civilian employment. However, this documentation is not always used by state entities to provide an important bridge that can fill in gaps separating service members may need to translate their training and experience into recognized qualifications for professional and technical occupations.



DISCUSSION POINTS:

- The Department of Defense is enhancing its existing processes to assist service members with their professional development and with their transition to civilian jobs. However, these will not by themselves overcome some of the inherent disconnects in converting military training and experience.
 - The military services provide service members opportunities while on active duty to determine certifications and other credentials that they may need when they transition to civilian occupations.
 - The Department of Defense and the military services provide each service member a transcript of their experience and training; however, these transcripts are not always adequate for civilian institutions to assess for possible academic credit.
- Academic institutions in many states use the American Council on Education (ACE) criteria to determine the applicability of military training and experience in order to grant academic credit for degree requirements as well as electives. ACE provides a mechanism, but not a requirement, for academic institutions to accept military training and experience.
- Through statute and regulation, states can require academic institutions to consider, and where appropriate, grant separating service members credit toward degree and certificate requirements for training and experience gained in the military.

“The growing confidence on the part of veterans and employers means veteran employment is moving in the right direction, but gaps remain in veteran retention among employers, translating military skills to civilian ones, and credentialing. Increased emphasis in these areas will not only help veterans find employment, but will help employers retain the veteran talent they work hard to recruit.”¹

¹Monster/Military.com, “Veterans Talent Index: Insights and Analysis from Veterans, Recruiters and Hiring Manager,” 8th Edition, July 2015, page 5