



Building a 21st Century Federal Workforce

***Workcred and Government Credentialing Network
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**Selden Fritschner
Commercial Drivers License Division**



Success in Creating Credentialing Programs **Best Practices and Lessons Learned**

Presumptions

- FMCSA's main mission is highway safety. It has authority set by Congress only over the Commercial Driver's License (CDL);
- The driver's license is, in this case, is not defined as a credential, but a license;
- The Federal government sets minimal regulations on the issuance and maintenance of a CDL; and
- States may toughen those regulations.



Congressionally Mandated Study

- § 4135 of SAFETEA-LU directed DOT to convene a task force to study impediments and foreseeable challenges to the CDL program;
- Task Force members included State motor vehicle administrators, government agencies and officials, judicial conference, trucking industry, labor, safety advocates, and other stakeholders;
- Task Force offered FMCSA an opportunity to use its safety partnerships and work cooperatively to improve the CDL program; and
- Task Force recommendations included:
#12 - Prepare Department of Defense drivers for CDL.
The FMCSA should work with the Department of Defense to establish a driver training and testing program for military personnel that includes as a minimum knowledge and skills requirements comparable to those expected of civilian commercial drivers.



Original Goal

- Equate military training and experience to civilian licensing requirement;
- Evaluate military training – on site with AAMVA and FMCSA;
- Educate State Driver Licensing Agencies (SDLAs) of the strength of military training;
- Provide process to transition – Military Skills Test Waiver; and
- Develop waiver process in cooperation with AAMVA and DOD.



Initiatives That Followed

- National Defense Authorization Act (2012)
- White House Initiative on Credentialing – Joining Forces
- US Chamber of Commerce – Hiring our Heroes
- International Brotherhood of Teamsters – Helmets to Hardhats
- State Driver Licensing Bureau active participation



Obstacles

- Independence of States; Opportunity for each SDLA to embellish their own testing/ licensing on top of Federal requirements;
- Differences between military training and licensing environments;
- Lack of centralized military systems able to track military member, training and military license;
- Bureaucracy of creating process working with DOT / DOD / AAMVA; and
- States slow to adapt, in many cases required to wait for State legislators.



Successes

- Military Skills Test Waiver introduced – May, 2012;
- To date, more than 15,000 military personnel have taken advantage of the waiver reducing wait time for licensing from months to 14 days;
- All 51 SDLAs (States and DC) offer the waiver;
- Waiver promoted by all military branches at time of separation; some service branches more so than others – Army, Air Force, Navy, Marines, National Guard and Reserve components; and
- Success of waiver has led to other workforce development and transition efforts.



Subsequent DOT Efforts

- Petition to immediately equate military licensing for some MOS (military occupations) to a CDL;
- Additional Congressional mandates to ease transition and accept military training as comparable to CDL;
- Stakeholder groups have come to partner with DOT / FMCSA to benefit military; and
- Cooperation has increased within DOT to pursue like efforts in other modes, especially MARAD (Maritime Administration).



Skills Test Waiver - Military CDL I Rule

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- To date, more than 15,200 military personnel have taken advantage of the waiver reducing wait time for licensing from months to 14 days;
- Waiver promoted by all military branches at time of separation; some service branches more so than others; and
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Military CDL II Rule

- Missouri State Driver Licensing Agency (SDLA) applied for an exemption to the rules requiring applicants to take both the knowledge and skills tests for military personnel with designated MOS;
- Application requests an 'even trade' for specific MOS's to go directly to a CDL (*while still complying with other requirements (residency and medical exam)*);
- Application by Missouri was extended to be available to all States at their choice; and
- CDL Rule II will make the Missouri petition permanent (*optional to States*)



USAF Adopts AAMVA Testing Model

- USAF has adopted the AAMVA 2014 knowledge and skills testing for all USAF 2T1 students. Move will save USAF curriculum development and updating resources. Ultimate move will be to equate USAF 2T1 license to civilian CDL.



Other Efforts to Assist Military

- FAST Act requires DOT to develop process for VA doctors to perform CDL medicals;
- Additional effort to compare DOD exit physical to CDL physical to eliminate need to take another physical when applying for a CDL;
- Assure the CDL and military medical exams are comparable; and
- For truck/bus employers – need to compile and translate military driving experiences – vehicle miles traveled (VMT), hours driven, types of vehicle qualified to English; and
- Continue to partner with stakeholders such as Soldier for Life to assist in overcoming transition issues.



Partnerships are the Key



F M C S A
Federal Motor Carrier Safety Administration



U.S. AIR FORCE



American Association of Motor Vehicle Administrators





For More Information

Selden Fritschner

T: 202.366.0677

Selden.Fritschner@dot.gov