



# February 22, 2012

- Dr. Roy Swift, Senior Director, Personnel Certification Accreditation Program, American National Standards Institute (ANSI)
- Ms. Lisa Lutz, President/CEO, SOLID, LLC

# Setting the Stage

- Credentialing Overview and Trends
- Importance of Credentialing for Service Members and Veterans
- Applicability of Credentials to Military Occupations
- Barriers to Credentialing Encountered by Service Members and Veterans



Topic 1:

# **CREDENTIALING OVERVIEW AND TRENDS**

# What is credentialing?

## ■ Types of Credentials:

- Licensure
- Certification
- Apprenticeship

Project Management  
Professional (PMP)

Licensed Practical  
Nurse

FAA Airframe and  
Powerplant Mechanic

Certified Electronics  
Technician

Certified Protection  
Professional

Certified Master Chef

Cisco Certified Network  
Administrator (CCNA)

Medical Laboratory  
Technician

# What are the typical requirements associated with credentials?

- Education
- Training
- Work Experience
- Examination(s)

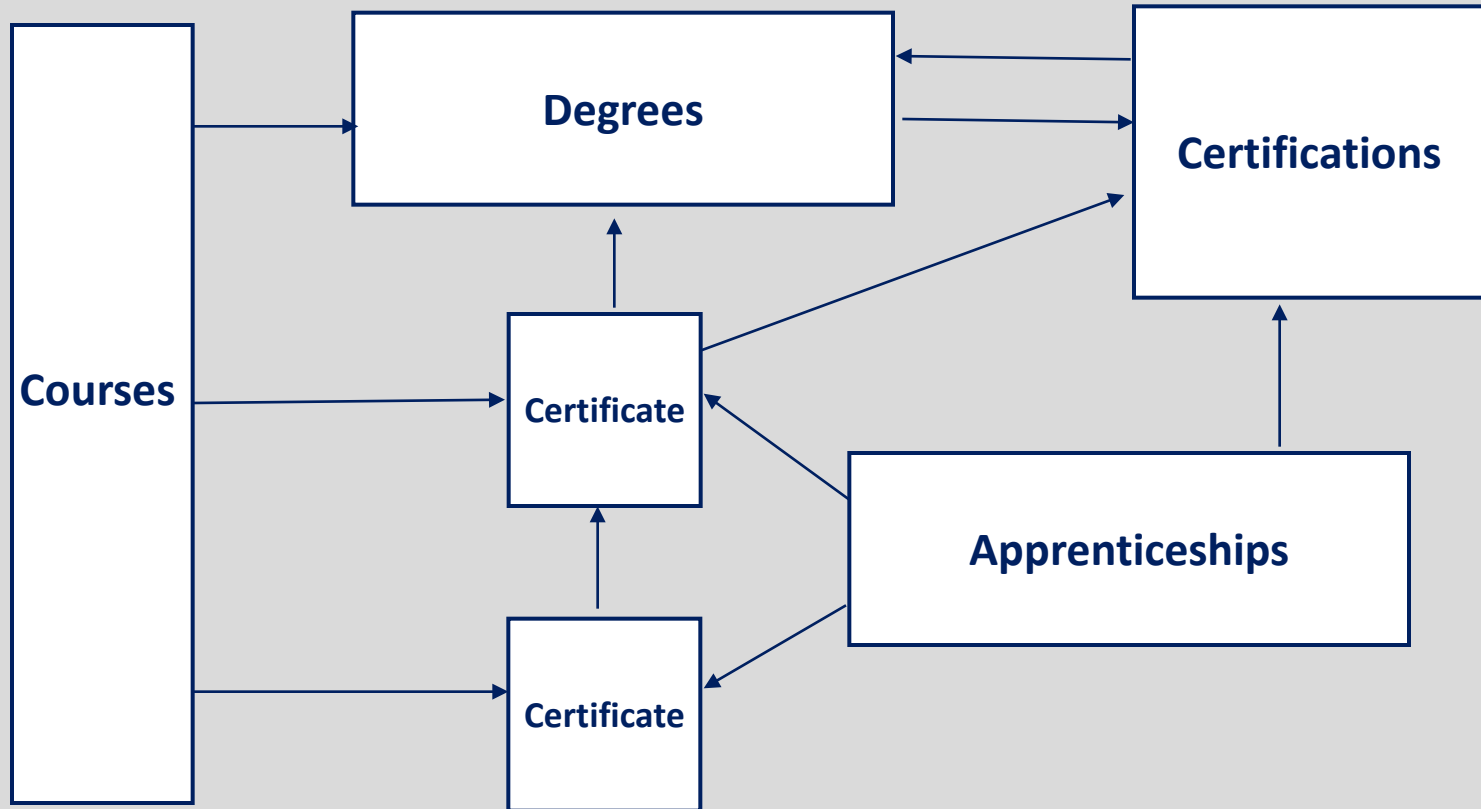


# What costs are associated with credentialing?

- There are two primary costs associated with credentialing:
  - Credentialing board fees. May include:
    - ❑ Application fees
    - ❑ Exam fees
    - ❑ Membership Fees
    - ❑ Renewal Fees
  - Supplemental education/training, which may be needed to qualify for the credential

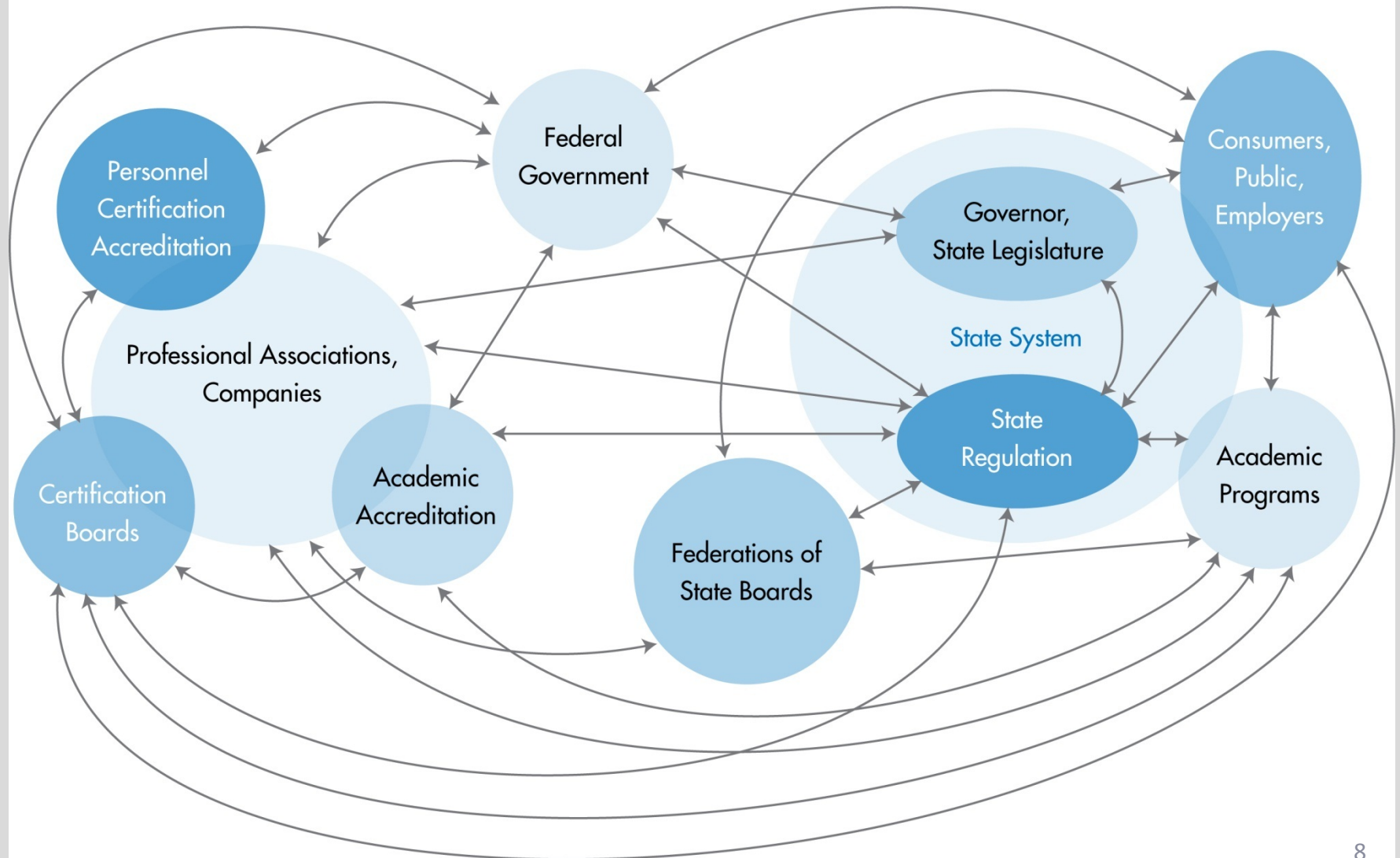


# Relationship Among Degrees, Certificates, Certifications and Apprenticeships



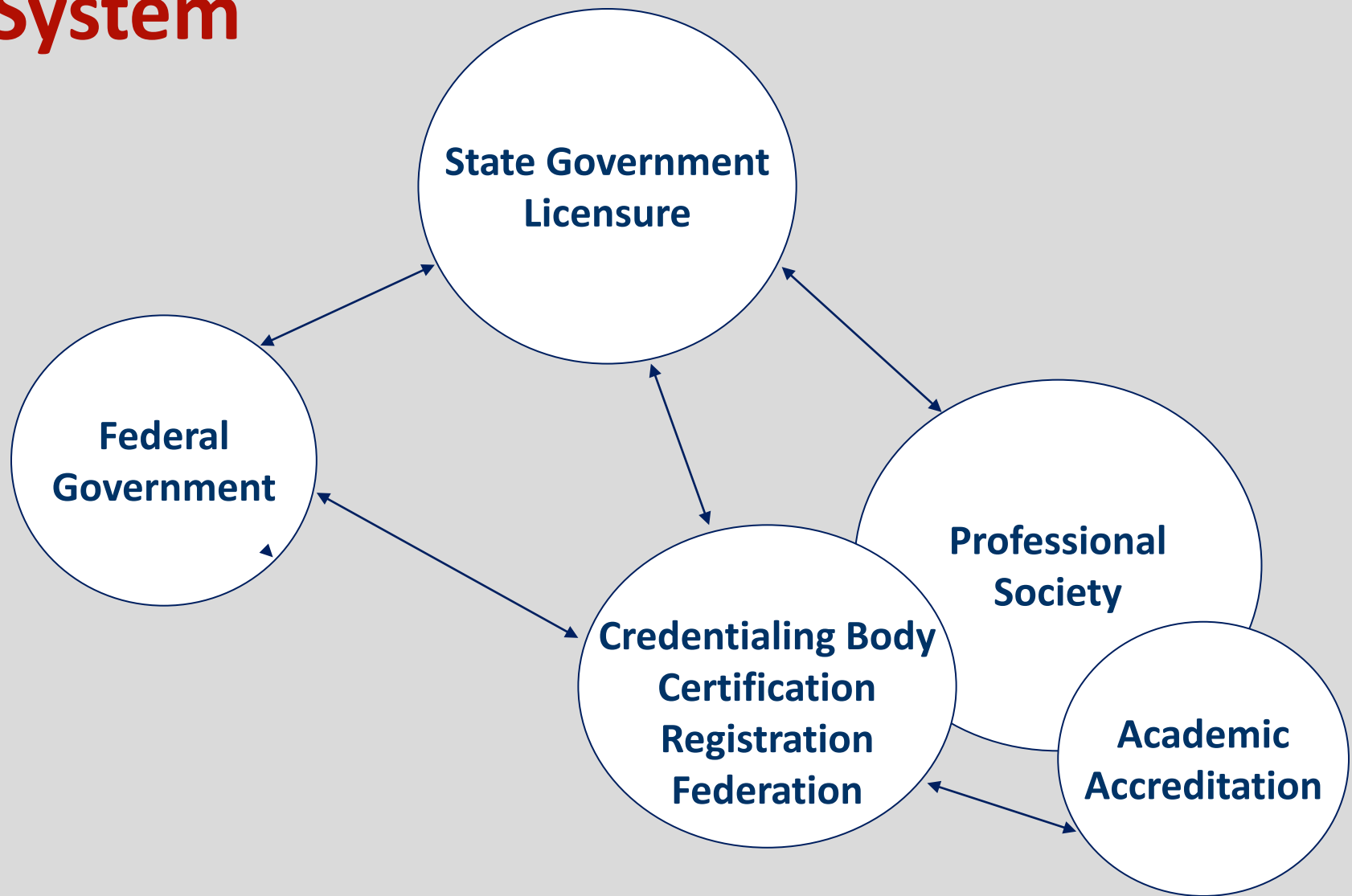
Above concept known as “stacked certificates”

# Credentialing System in the United States





# Major Components of a Credentialing System





Topic 2:

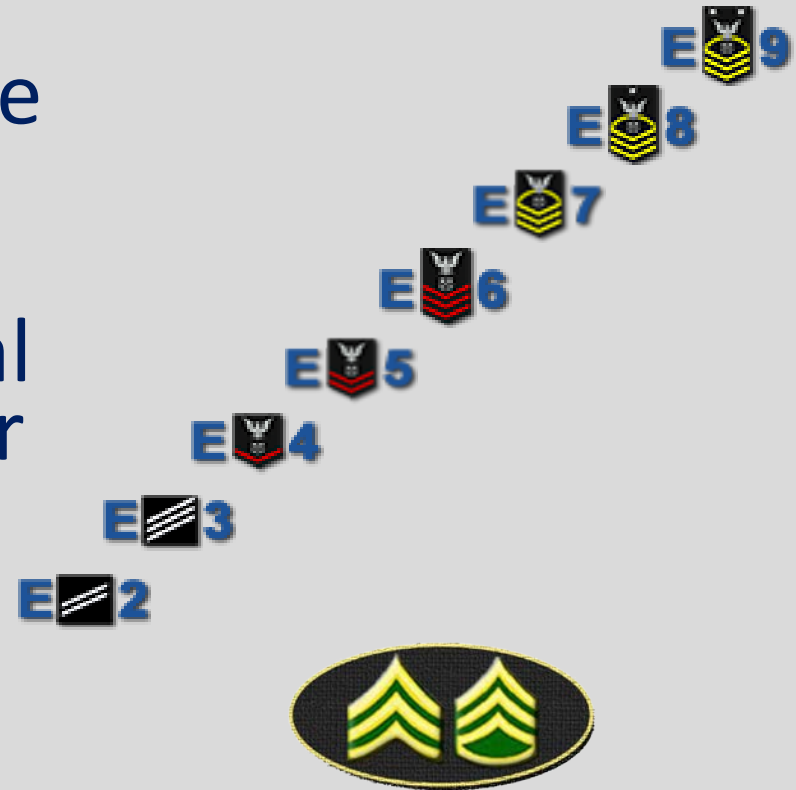
# **IMPORTANCE OF CREDENTIALING TO SERVICE MEMBERS AND VETERANS**

# Credentialing Trends in the Military

- **Initial concerns** about potential negative effect on retention have been **alleviated**
- Services have **mandatory requirements for credentials in select occupational areas** (e.g., Information Technology, Medical)
- **Some services offer voluntary credentialing** to augment in-service training in other areas
- **Payment of credentialing fees:**
  - National Defense Authorization Act of 2006
  - USD(P&R) Credentialing Authorization
  - GI Bill – 2002 (active); 2006 (Guard and Reserve)
  - Post 9/11 GI Bill

# Importance of Credentialing: In Service

- May be required for the military occupation
- Contributes to personal and professional career development
- Enhances promotion potential



# Importance of Credentialing: Transition and Post Service

- May be **required by law or employer** for entry into employment
- Can lead to **higher pay** or improve prospects for **promotion**
- Demonstrates to civilian employers that **training and skills attained in the military are on par with those gained through traditional civilian pathways**

In a 2010 SHRM poll, **60% of employers cited translating military skills to civilian job experience** as a challenge to hiring employees with military experience



# Service Incentives to Promote Credentialing?

- Recruiting
- Professionalization of the workforce
- Retention
- Transition





Topic 3:

# **APPLICABILITY OF CREDENTIALS TO MILITARY OCCUPATIONS**



# Types of Credentials Related to Military Occupations

- Directly Related Credentials
- Skill Related Credentials
- Advanced/Specialized/Other Credentials

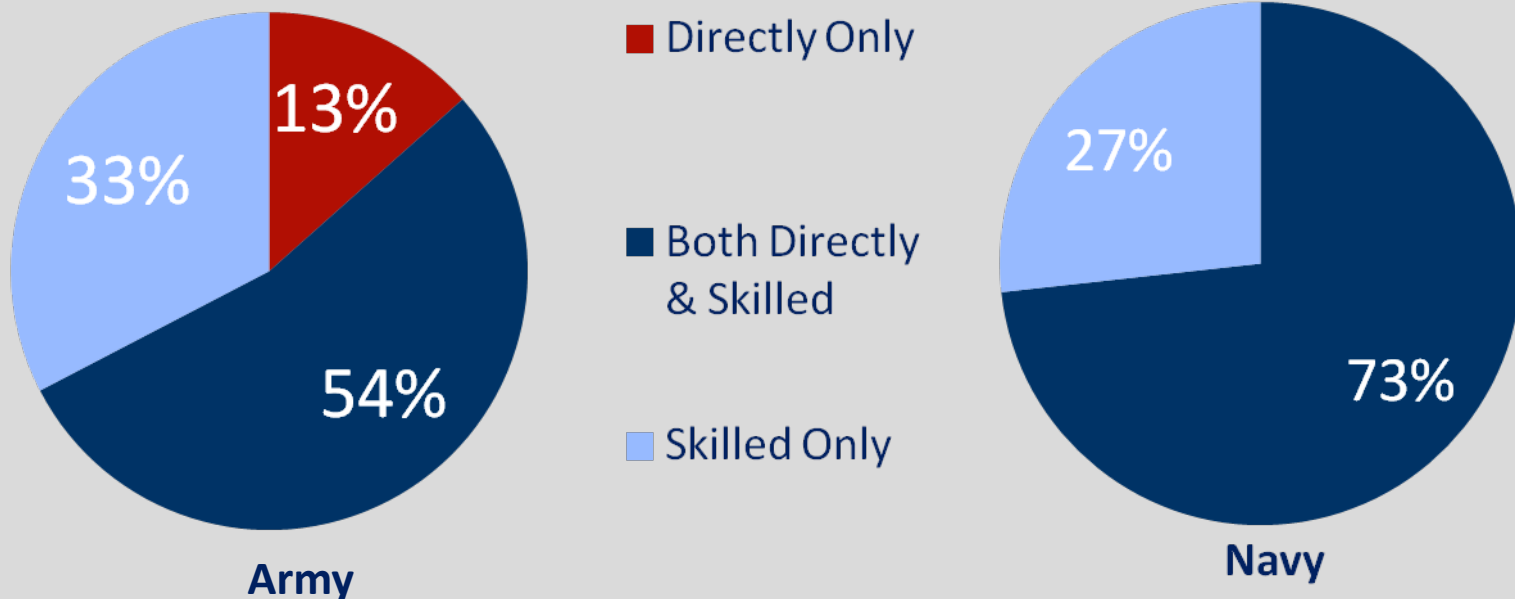




# Relationship Between Military Occupations and Credential Types

- In both the Army and the Navy, every enlisted Soldier and Sailor is in a military occupation has at least one directly related or skill related credential

Percentage of Service Members in Military Occupations by Type(s) of Related Credentials





Topic 4:

# **BARRIERS TO CREDENTIALING**

# Five Key Barriers to Credentialing

1. Service members' lack of awareness of credentialing requirements and resources available
2. Gaps between military training and civilian credentialing requirements as well as access to and cost of programs to fill gaps
3. Variation in state licensing requirements
4. Credentialing boards unaware of equivalency of military training and education
5. Lack of accreditation of civilian credentialing programs

# U.S. Chamber/American Legion National Credentialing Summit: Paving the Way Ahead

## Summit Objective:

- To bring together **key stakeholders** to identify ways to **improve credentialing opportunities** for transitioning service members and veterans and to **develop a sustainable plan** to promote the transferability of military skills and experience through increased credentialing.

## Assembled Stakeholders:

- Military
- Government – Federal and State
- Education and Training Providers
- Veteran Service Organizations
- Credentialing Organizations
- Employers and Labor Unions



# Contact Information

- Lisa Lutz  
President/CEO  
SOLID, LLC  
Phone: (703) 239-9698  
e-mail: [lisa.lutz@solidinfodesign.com](mailto:lisa.lutz@solidinfodesign.com)
- Dr. Roy A. Swift  
Senior Director  
Personnel Certification Accreditation Program  
American National Standards Institute (ANSI)  
Phone: (202) 331-3617  
e-mail: [rswift@ansi.org](mailto:rswift@ansi.org)

