

2021

**REPORT ON THE
TRANSITION FROM
MILITARY SERVICE TO
EMPLOYMENT**

**TEXAS WORKFORCE
COMMISSION**

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House Bill 257 Introduction

House Bill (HB) 257, passed by the 85th Texas Legislature, Regular Session (2017), amended the Texas Labor Code, Chapter 302, Division of Workforce Development, Section 302.020, to require the Texas Workforce Commission (TWC), no later than September 1 of each year, to submit to the governor, lieutenant governor, speaker of the house of representatives, and chairs of the legislative committees with appropriate jurisdiction, a report that,

- identifies:
 - the five most common military occupational specialties of service members who are transitioning from military service to employment;
 - the five occupations for which the most common military occupational specialties best offer transferable skills that meet the needs of employers; and
 - any industry-based certifications that align with the military occupational specialties identified; and
- includes any other data or other information identified by TWC in administering the College Credit for Heroes program as useful for supporting the transition of service members and veterans into the occupations identified.

This report was developed with data provided by the Department of the Army Soldier for Life Transition Assistance Program Office in Washington D.C. To fulfill the requirements set forth by HB 257, the Texas Veterans Leadership Program (TVLP) has identified the top five transitioning military occupational specialties by matching across all branches of the military. The data was then cross-matched with data compiled by CEB TalentNeuron, a source of global talent analytics, to derive the corresponding Standard Occupational Codes (SOC) used in the civilian and private sectors. This data allowed TVLP to develop a comprehensive list of related certifications and occupations.

The COVID-19 pandemic had a major impact on service delivery by the Texas workforce system and the military's Transition Assistance Program (TAP) to transitioning service members (TSMs). As with the Texas workforce system, during the pandemic, military installations restricted access and closed in-person, on-base services. To adapt to the changing circumstances, the Texas workforce system and the military TAPs switched to providing services and mandatory training virtually to TSMs.

Texas Workforce Commission and Community Partners

TWC oversees a service delivery system comprising 28 Local Workforce Development Boards (Boards) that administer services in more than 186 Texas Workforce Solutions Offices across the state. TWC provides employment assistance, education, and training to individuals who are seeking employment. TWC collaborates with community and technical colleges and trains providers across the state to train veterans and other eligible individuals in target and in-demand occupations. Although services are available to the public, TWC operates under specific statutory direction to provide priority of service to veterans. This priority of service requirement is established in both federal and state law.

The Texas Veterans Commission (TVC) also employs 174 Veterans Employment Representatives operating at 89 locations, including Workforce Solutions Offices, Veterans Administration (VA) centers, American GI Forum programs, military installations, and statewide institutions of higher education (IHEs). TWC, TVC, and the Boards work collaboratively to coordinate and deliver employment and other support services to veteran job seekers and their families.

The Texas Workforce Commission's Commitment to Serving Veterans

Texas is home to more than 1.4 million veterans. Yearly, between 22,000 to 27,000 military service members return to Texas or remain in Texas upon exiting military service. These numbers include Active Duty, Reserve, National Guard, and US Coast Guard TSMs. As part of the commitment to serve veterans, TWC provides employment and training services to veterans to help them become gainfully employed.

Veteran Unemployment

The figure below compares the unemployment rates for veterans and nonveterans, including the rates for veterans of Gulf Wars I and II. The comparison shows that over the last three years, veterans in Texas have consistently had lower unemployment rates than that of nonveterans, with the exception of Gulf War II veterans. There is also a notable contrast between the unemployment rate for Gulf War I veterans when compared to the more recent war in the Gulf. A likely cause is the longer time frame that Gulf War I veterans have had to work and gain experience, when compared to that of their Gulf War II counterparts. Veterans unemployment was greatly impacted by the COVID-19 pandemic, as seen in the chart below.

The unemployment rate for Gulf War I veterans in Texas in May 2020 was 3 percent, compared to 4.4 percent in May 2021. The Rolling Unemployment Rate Average during the past 12 months of the COVID-19 pandemic is 3.5 percent for Gulf War I Era Veterans.

The unemployment rate for Gulf War II Veterans in Texas in May 2020 was 5.3 percent, compared to 6.5 percent in May 2021. The Rolling Unemployment Rate Average during the past 12 months of the COVID-19 pandemic is 6.6 percent for Gulf War II Era Veterans.

The unemployment rate for Veterans from Other Eras in Texas in May 2020 was 3 percent, compared to 6.2 percent in May 2021. The Rolling Unemployment Rate Average during the past 12 months of the COVID-19 pandemic is 4.8 percent for Veterans from Other Eras.

The unemployment rate for Total Veterans in Texas in May 2020 was 4 percent, compared to 5.8 percent in May 2021. The Rolling Unemployment Rate Average during the past 12 months of the COVID-19 pandemic is 5.2 percent for Veterans.

The unemployment rate for Non-Veterans in Texas in May 2020 was 5 percent, compared to 7.4 percent in May 2021. The Rolling Unemployment Rate Average during the past 12 months of the COVID-19 pandemic is 7.1 percent for Non-Veterans.

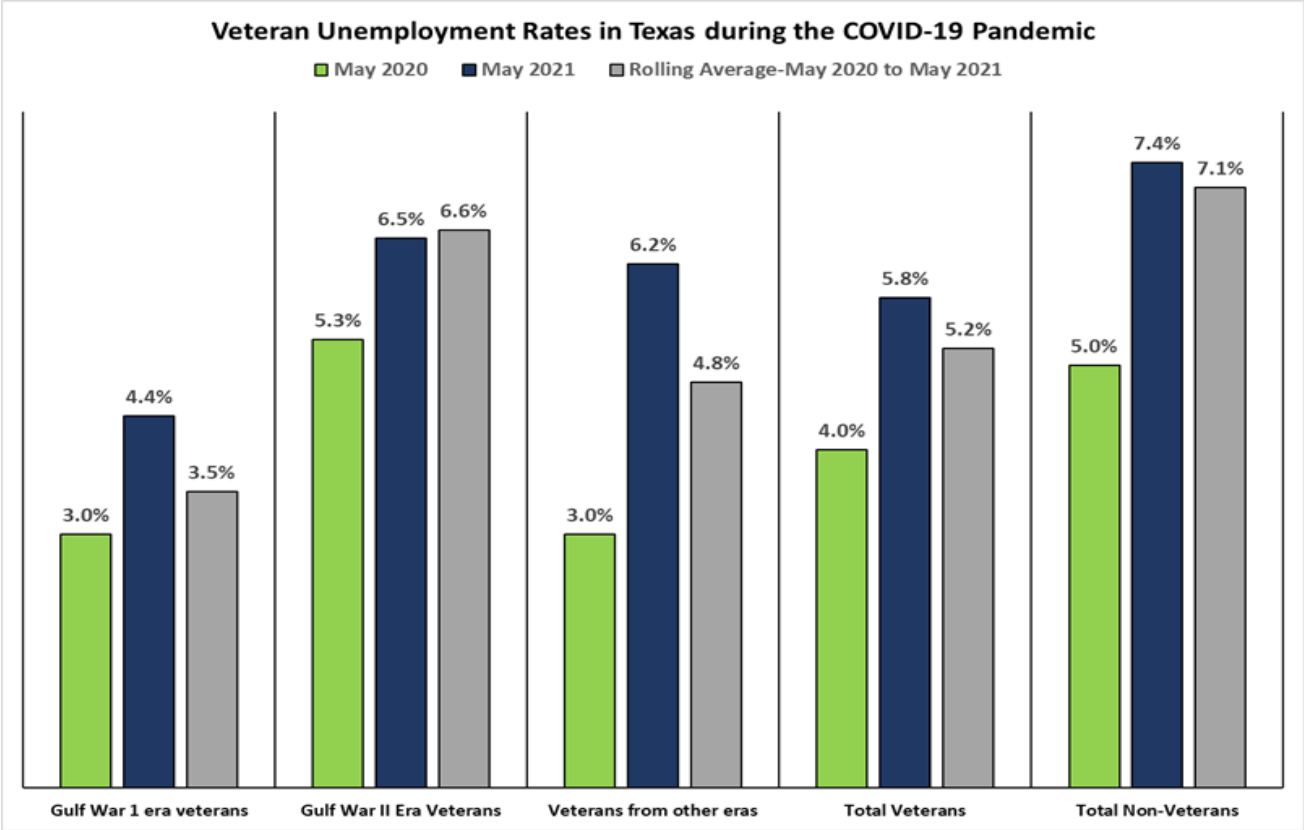


Figure 1: Data compiled from Current Population Survey.

Unemployment Rate for Gulf War-era II Veterans

By Presence and Degree of Service-Connected Disability, 2009-2020

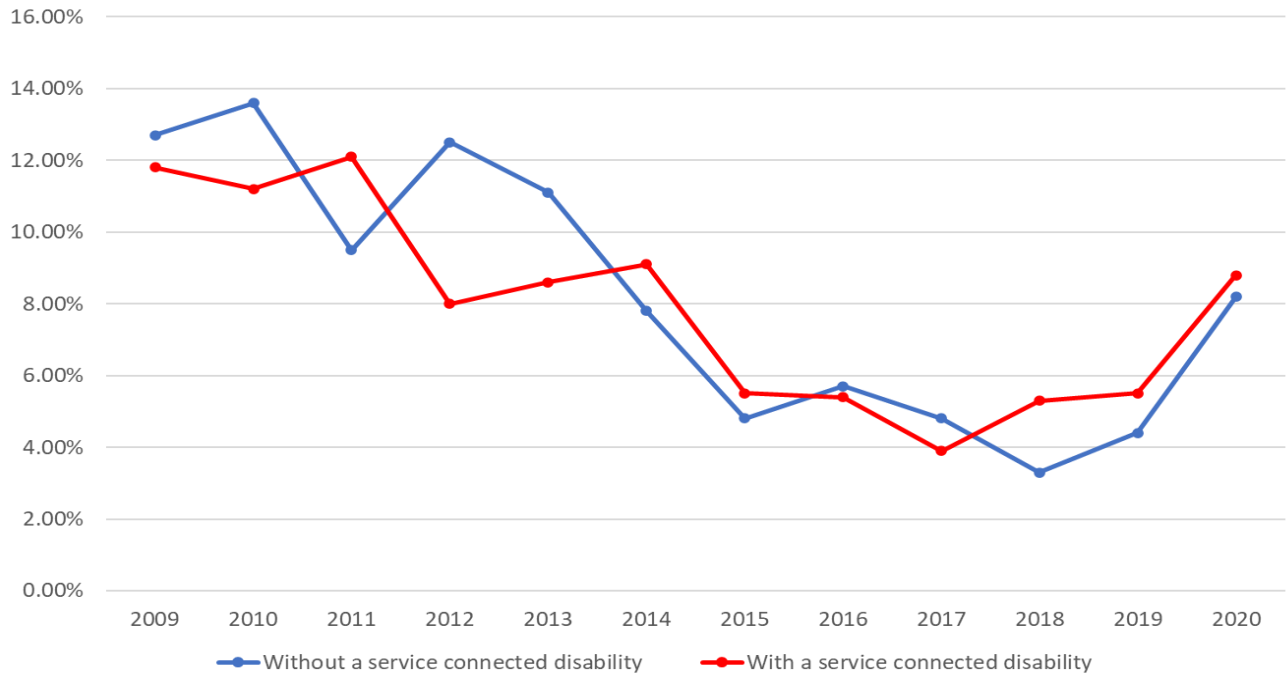


Figure 2: Unemployment Rate for Gulf Era II Veterans.

Data compiled from the BLS database.

Figure 2 represents the unemployment rate of Gulf War II veterans over an 11 year time period. This has been a priority population over the past decade.

Texas Veterans Leadership Program

TVLP, established in 2008, is a resource and referral network for veterans from Iraq and Afghanistan (OEF/OIF/OND/OFS/OIR/ORS/CJTF HOA) who are transitioning back into civilian life.

- **OEF**—Operation Enduring Freedom (Afghanistan)
- **OIF**—Operation Iraqi Freedom (Iraq)
- **OND**—Operation New Dawn (Iraq)
- **OFS**—Operation Freedom’s Sentinel (Afghanistan)
- **OIR**—Operation Inherent Resolve (Syria and Iraq)
- **ORS**—Operation Resolute Support (Afghanistan)
- **CJTF HOA**—Combined Joint Task Force Horn of Africa
- **OSS**—Operation Spartan Shield

TVLP employs 17 Veterans Resource and Referral Specialists (VRRSs) across the state, in addition to three who work at the transition centers on military installations. VRRSs outreach to veterans and TSMs to ensure that they are directed to the help they need in order to obtain

employment. This program emphasizes serving individuals facing specific or complex challenges as they reintegrate into the workforce.

All VRRSs were Iraq or Afghanistan service members and understand the unique needs of these individuals. Since July 2008, TVLP has contacted 39,735 veterans and has provided services to 35,336 veterans. Although not the primary focus, TVLP also assists non-OEF/OIF/OND/OFS/OIR/ORS/CJTF HOA veterans, if assistance is requested. The total number of Texas veterans assisted since its inception is 37,343. TVLP provides and coordinates various employment services and events for veterans, including virtual career fairs.

During the COVID-19 pandemic, TWC partnered with the national office of the American Legion and TVC to conduct three virtual statewide career fairs for veterans. The career fairs were held in September 2020, February 2021, and June 2021 and were free to all employers, TSMs, National Guard service members, reservists, veterans, and their families.

On average, 270 employers and 600 veterans, military spouses, veterans' family members, TSMs, and National Guard and reserve component service members participated in the three career fairs.

Texas Operation Welcome Home

On March 7, 2016, Governor Greg Abbott established the Tri-Agency Workforce Initiative to assess local economic activities, examine workforce challenges and opportunities, and consider innovative approaches to meeting the state's workforce goals. Included in the Tri-Agency's charge was an evaluation of the gaps in services to Texas veterans.

The Texas Operation Welcome Home program was developed by the Tri-Agency Workforce Initiative, in conjunction with the Boards, TVC, and state military installations, including nine active duty service members, two reserve service members, and one National Guard service member. The program is designed to better meet the education, training, and employment needs of TSMs, recently separated veterans, and military spouses in Texas.

Welcome Home Texas Transition Alliance

The Welcome Home Texas Transition Alliance is a group of stakeholders who meet on a quarterly basis to discuss best practices, cross-train on one another's programs, collaborate on addressing the needs of TSMs, and facilitate ongoing coordination to improve employment outcomes. The Welcome Home Texas Transition Alliance stakeholders include TWC, TVLP, TVC, military transition centers, garrison/base commanders, employers, employer associations, designated Boards, and Workforce Solutions Offices.

The alliance has met seven times since its inception in 2017. As a best practice set forth by the alliance, military installations now conduct needs assessments of TSMs and military spouses. The needs assessments aid in highlighting the types of training, certifications, and licensures that TSMs and military spouses are seeking. Such assessments also identify gaps in services provided by the Texas workforce system.

We Hire Vets Campaign

We Hire Vets, sponsored by TWC and TVC, is an employer recognition program that recognizes Texas employers for their commitment to hiring veterans. Employers whose workforces are composed of at least 10 percent military veterans are eligible to receive a “We Hire Vets” decal to display on their storefronts and an electronic decal to display on their websites. Employers that qualify for the We Hire Vets program also receive a letter signed by the Chair of TWC’s three-member Commission and the Chair of TVC. TWC and TVC are constantly outreaching employers to hire veterans. The efforts put forward by We Hire Vets employers helps to inspire other employers to hire veterans as well.

Since 2017, We Hire Vets has issued **712** decals and letters to Texas employers. Commissioner Representing Employers Aaron Demerson recognizes all employers at local Texas business conferences throughout the state that participate in the We Hire Vets program. The program is continuing to email digital and mail physical decals to employers, but due to the COVID-19 pandemic, there has been a decrease in employer participation. As Texas reopens, it is predicted that more employers will participate in the program. Below is a list of employers that are currently participating in the We Hire Vets program:

- Airbus Helicopters, Inc.
- Bell Textron Inc.
- Bullock Investigations
- City of Harker Heights
- City of Killeen
- Crosshairs Texas LLC
- Department of the Army—III Armored Corps & Fort Hood
- Dynamic Advancement, LLC
- OP2 Labs, LLC
- Suburban Propane
- Texas Department of Information Resources
- Travis County ESD Number 2

Skills for Transition Program

The Skills for Transition Program funds the training component of Operation Welcome Home. Funds are made available through the Skills Development Fund and are awarded to local community colleges that work in partnership with local Workforce Solutions Offices and local military installations. Characteristics of this program include the following:

- Eligible participants can engage in training that pays employers up to \$2,750 per trainee.
- Training programs focus on high-demand and in-demand occupations that have been identified and verified by the Board.
- The goal of the program is to ensure the attainment of short-term certificates or licensures for participants.
- Funding can be used to pay for a certification exam of a participant who has successfully completed training or has acquired the necessary knowledge and skills, through military experience, for the certification.

As of April 30, 2021, there have been 858 TSMs who have enrolled in the Skills for Transition Program. Below is a list of the most common certifications pursued by program participants:

- Computer Network Support Specialist
- Network Computer Systems Administrator
- Project Management Professional
- Lean Six Sigma Practitioner
- Automotive Body and Repair Technician
- Automotive Service Technician
- Emergency Medical Technician
- Law Enforcement Officer
- Heating, AC, and Refrigeration Mechanics and Installer
- Welder, Cutter, Solder, and Brazer
- Human Resource Specialist
- Registered Nurse
- Electrician
- Pharmacy Technician
- Management Analyst

Over the years, TWC and the Boards have worked with local communities to develop quality certification programs for TSMs. For example, TWC, the Central Texas Workforce Development Board, Central Texas College, Fort Hood, and Ford Motor Company partnered to create the Ford Technicians of Tomorrow career skills program. This program represents an example of collaboration using the Texas Industry Partnership program, which leverages matching contributions of cash or qualifying expenditures for occupational funding.

The Ford Technicians program has had two cohorts of 22 TSMs. The third cohort of 17 TSMs started the third week of May 2021. The Skills for Transition funding covers the cost of the training.

The Skills for Transition program closed at the end of June 2021. The Central Texas Workforce Development Board has submitted its grant proposal for a Service Member Dislocated Worker Grant to the Department of Labor (DOL). If approved, the Service Member Dislocated Worker Grant will allow for greater flexibility in training costs as well as support services for TSMs and military spouses who qualify as dislocated workers in accordance with WIOA.

Military Family Support Program

The Military Family Support Program provides military spouses with enhanced job search assistance, assessment of skills, labor market information, résumé writing, and interview skills. If funding is available, military spouses can receive certification or licensure training in targeted occupations.

The Military Family Support Program has been funded for three years with a \$1 million - allocation per fiscal year. Currently, there are eight military installations throughout the state that have signed memoranda of understanding (MOUs) with their respective Board to participate in the program. The Military Family Support Program has connected more than 600 military spouses to local business leaders, peers, and career development support programs.

Military Family Support Program Highlights:

Completed Program Year	2018	2019	2020	Total
Number of Military Spouses Outreached	394	350	397	1,141
Number of Military Spouses Assisted in the MFSP/ Registered in WIT	186	230	337	753
Number of Military Spouses Receiving Credentials	34	38	9	81
Number of Employers Targeted to Hire Military Spouses	76	156	28	423
Number of Military Spouses Hired	72	74	17	163

COVID-19 had a large impact on the Military Family Support Program. Through most of 2020, there was limited access to military installations and workforce development programs. In March 2020, the Department of Defense (DoD) issued a stop-movement order, effectively halting the relocation of military families and restricting access to all military installations. The order was lifted in late June 2020; however, military installations around the world posted restrictions based on the local COVID-19 policies. As of January 2021, only 37 percent of US military installations were open for unrestricted travel or access. From April 2020 to March 2021, the majority of the military spouse employment workshops and Transition Assistance Programs were conducted virtually.

College Credit for Heroes

The College Credit for Heroes (CCH) program seeks to maximize college credits awarded to veterans and service members for their military experience to expedite their transition into the Texas workforce. The program's goal is to eliminate obstacles to attaining licensing, certification, accreditation, and degrees awarded at state and national levels so veterans may transition more quickly from college classrooms to the workforce.

Since 2011, CCH has focused on three major components: the development of an accelerated curricula, the evaluation of credit, and the development of a network of dedicated partner

schools. To date, 18 Texas colleges and universities have been awarded 39 grants, resulting in the creation of 91 accelerated curricula courses in fields such as emergency medical services, surgical technology, respiratory therapy, health information technology, nursing, cybersecurity, information technology, advanced manufacturing, logistics, and business. TWC and the Texas Higher Education Coordinating Board (THECB) continue to explore ways in which the program can continue to grow and better serve veterans and TSMs.

The Evaluation of Credit

In 2017, HB 493, passed by the 85th Texas Legislature, Regular Session, required TWC, in consultation with THECB, to report the number of academic credit hours that were awarded under the program and were applied toward a degree or certification program at an IHE during the most recent academic year. The new reporting elements listed in HB 493, which went into effect January 1, 2018, are included in this report.

As of 2020, CCH is a growing network of schools with a majority relying on localized evaluation and credit programs. All of the 14 institutions providing HB 493 survey data follow localized evaluation processes. These institutions recognize the value of military experience and remain committed to supporting veterans as they enter and complete postsecondary education.

Some IHEs have partnered with the American Council on Education (ACE) and are using the ACE online guide to evaluate military courses for academic credit. The guide lists recommended credit units in academic disciplines as well as required learning outcomes, topics of instruction, and related competencies. Exhibits within the ACE guide support credit recommendations for different subject areas and give specific guidance to registrars, deans, and other school officials looking to apply military courses to their institutions' degree requirements.

In addition to the use of the ACE guide, CCH-participating institutions continue to rely on local policies and processes for the evaluation and awarding of credit. It is during these evaluations that IHEs use innovative methods to measure the depth of knowledge and skills and award credit accordingly. IHEs report that they use methods such as prior learning assessments (PLAs), credit by exam, and interviews.

Average Credit Hours per Veteran: CCH Grantees and CCH Partner Schools

The data gathered through the 2019 HB 493 study showed a significant reduction in the average credit hours per veteran awarded and transferred by both CCH grantees and CCH partner schools from the previous academic year. The average credit hours awarded per veteran dropped from 14.3 in 2018 to 5.2 in 2019.

Comparison of Average Credit Hour per Veteran for Academic Years 2017 through 2019

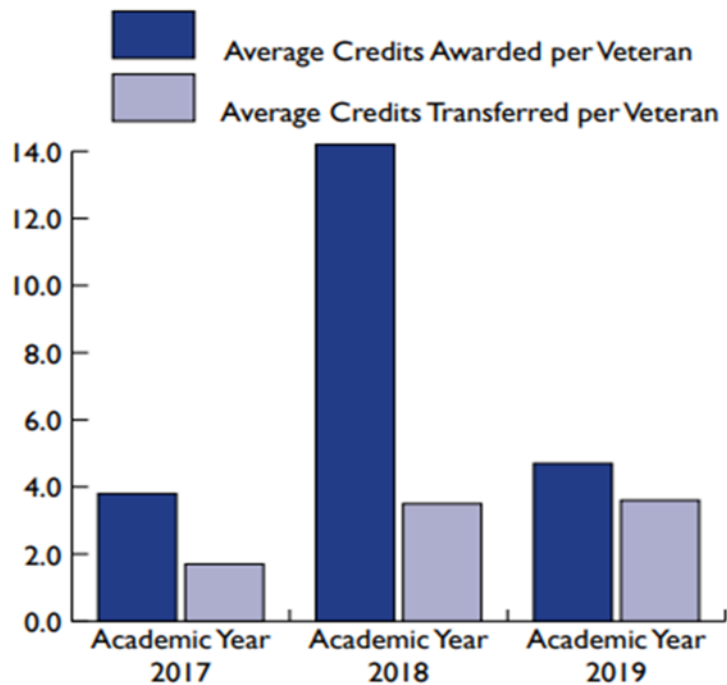


Figure 2: Data compiled by THECB based on data provided by participating schools.

When considering the decrease in awarded credits, it is important to point out that there were some extenuating factors in collecting and verifying CCH data in spring 2020.

- Some IHEs did not separate CCH HB 493 reporting data from the VA education reporting data. IHEs are no longer required to report prior credit to the VA. Rather, the VA now reviews credit evaluations through compliance surveys. Some IHEs failed to differentiate between the CCH and VA programs and, as a result, did not adhere to the specifications of the HB 493 data request.
- For the 2019 report, 14 CCH partner schools reported HB 493 data. In comparison, 26 IHEs provided data for the 2018 report.
- Due to constraints created by COVID-19, it is reasonable to assume that some CCH partner schools were not able to place a high priority on providing CCH data. It is likely that the lower priority led to low and/or inaccurate reporting.

These factors had an adverse effect on the amount and accuracy of CCH data received for the 2019 HB 493 report. For the remainder of this program year, TWC staff will connect with CCH contacts at IHEs, discuss data collection efforts, and provide technical assistance as needed.

Average Credit Hours per Veteran: CCH Grantees vs. Non-CCH Grantees

The data is much more promising when looking only at those IHEs that operated as CCH grantees throughout 2019 and that met the reporting requirements established in their CCH grants. When analyzing the credit hour data by tracking CCH grantees versus non-CCH grantees separately, the benefits to veterans at CCH grantee institutions becomes easier to discern.

A veteran who attended an IHE that participated in a CCH grant program was awarded an average of 15 credit hours. In comparison, a veteran who attended an IHE that did not participate in a CCH grant program was awarded an average of four credit hours. There was also a significant difference between the number of credits transferred in by CCH grantee schools compared to non-CCH grantee schools.

Comparison of Average Credit Hour per Veteran for Academic Year 2019

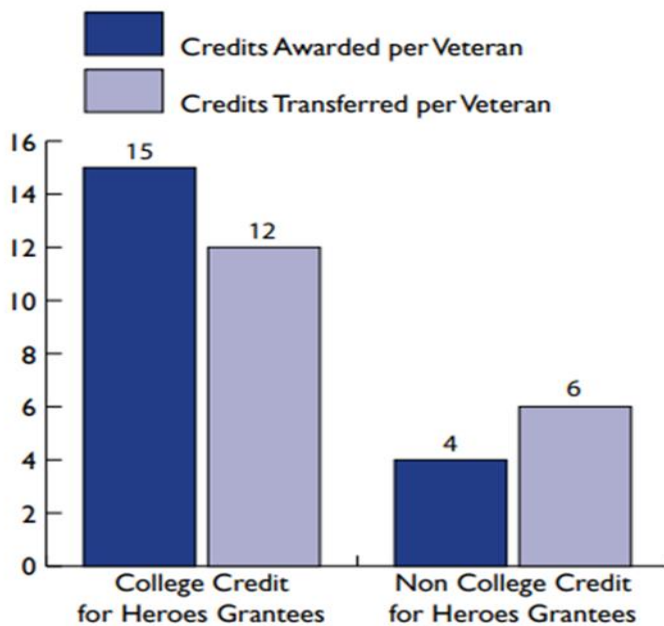


Figure 3: Data compiled by THECB based on data provided by participating schools.

CCH Phase 8 Capacity Building Program

On February 20, 2020, TWC issued a Request for Applications from eligible applicants to participate in the CCH Phase 8 Capacity Building Program, which allows IHEs to develop or improve upon their military evaluation processes through the use of a fully integrated system to identify and track student veterans participating in the CCH program. TWC awarded \$757,271 to four IHEs for the CCH Phase 8 Capacity Building Grant.

The CCH Phase 8 Capacity Building Program is a two-year grant. The first 12-month period is dedicated to planning, while the second 12-month period is dedicated to the implementation of a pilot period. The four primary goals for the program are the following:

1. Develop and document a pilot military transcript evaluation process that ensures academic credit will be awarded consistently to all veterans and service members.
2. Develop a sustainable tracking system for students participating in the program that accurately gauges the benefits students receive and confirm that processes and policies are being implemented consistently across the institution.
3. Recruit program champions from the current students, alumni, and faculty members who are or have participated in the CCH program to act as advocates and resources regarding the program.
4. Integrate CCH program information into veteran or active duty service member resources.

TWC and the Texas Higher Education Coordinating Board (THECB) are working together to identify resources that could be used to potentially develop a website site that would lists the course equivalencies that are available for veterans and service members. Equivalencies and academic programs submitted to meet legislative requirements would be listed on the webpage. The goal of the completed webpage would be to allow Texas CCH partnering institutions to add or modify equivalencies and applicable academic programs. This would allow service members and veterans to compare multiple institutions and determine their best option for enrolling in a postsecondary degree program.

Top Five Military Occupation Specialties for 2021

The top five military occupational specialties in Texas for 2021 are as follows:

1. Infantryman / Rifleman
2. Automated Logistical Specialist / Material Management / Logistics Specialist Supply Basic / Maintenance Management Specialist Quartermaster / Logistics Officer / Acquisition
3. Wheeled-Vehicle Mechanic
4. Health Care Specialist / Hospital Corpsman / Aerospace Medical Services
5. Communications Specialist

Details on the military occupational specialties and related occupations and industry -based certifications are included on the following pages.

1. Infantryman / Rifleman

SOC	55-3016
Description	Supervises, leads, or serves as a member of an infantry activity in support of combat operations. Responsible for the use, maintenance, and accountability of weapons, vehicles, and equipment. Develops and leads training for daily tasks. Grants access to secured areas. Operates and maintains communication equipment.
Certifications	<p>Law Enforcement Officer Texas Peace Officer License Associate Safety Professional (ASP) Certified Construction Manager (CCM) Certified Ethical Hacker (CEH) Certified Associate in Project Management (CAPM) Project Management Professional (PMP) Certified Professional in Learning and Performance (CPLP)</p>
Occupations	<p>33-3051 Police and Sheriff's Patrol Officers 33-9093 Transportation Security 11-9199 Loss Prevention Managers 11-3131 Training and Development Managers 43-1011 First-Line Supervisors of Office and Administrative Support Workers 47-1011 First-Line Supervisors of Construction Trades and Extraction Workers</p>

2. Automated Logistical Specialist / Material Management / Logistics Specialist Supply Basic / Maintenance Management Specialist Quartermaster / Logistics Officer / Acquisition

SOC	11-3071
Description	Manages, administers, and operates supply systems and activities for daily operations. Receives, inspects, stores, issues, and delivers supplies and equipment. Plans and schedules material storage and distribution activities. Establishes and maintains stock records and other documents such as inventory, material control, and supply reports. Constructs bins, shelving, and other storage aids.
Certifications	Certified in Production and Inventory Management (CPIM) Certified Logistics Technician (CLT) Certified Supply Chain Professional (CSCP) Certified in Logistics and Distribution (CLTD) Certified Professional in Supply Management (CPSM) Certified Federal Contract Manager (CFCM) Senior Professional in Supply Management
Occupations	11-3061 Purchasing Managers 11-3071 Transportation Managers 11-3071 Logistics Managers—Green 13-1023 Purchasing Agents, except Wholesale, Retail, and Farm Products 13-1081 Logistics Analysts 43-5061 Production, Planning, & Expediting Clerks 43-3061 Procurement Clerks

3. Wheeled-Vehicle Mechanic

SOC	49-3023
Description	Supervises and performs maintenance and recovery operations on wheeled vehicles and associated items as well as heavy-wheeled vehicles and select armored vehicles. Services automotive electrical systems including wiring harness and starting and charging systems. Inspects, tests, and services material-handling equipment systems, subsystems, and components.
Certifications	Certified Hazardous Material Manager (CHMM) Engine Machinist Technician Cylinder Head Specialist (Gas or Diesel) Automobile Technician: Automatic Transmission/Transaxle Automobile Technician: Manual Drive Train and Axles Automobile Technician: Electrical/Electronic Systems Medium/Heavy Truck Brakes (T4) Medium/Heavy Truck Suspension and Steering (T5) Medium/Heavy Truck Heating, Ventilation and Air Conditioning (HVAC) Systems (T7)
Occupations	49-3023.01 Automotive Master Mechanics 49-3023.02 Automotive Specialty Technicians 49-1011.00 First-Line Supervisors of Mechanics, Installers, and Repairers 49-3031.00 Bus and Truck Mechanics and Diesel Engine Specialists

4. Health Care Specialist / Hospital Corpsman Aerospace Medical Service

SOC	31-9092
Description	Assists with outpatient and inpatient care and treatment, instructs first-responder training, and maintains medical supplies and equipment. Performs emergency medical and dental treatment in remote locations. Helps administer medications, including immunizations and intravenous fluids. Maintains patient treatment records, conducts research, and performs clinical tests.
Certifications	Certified Nursing Assistant (CNA) Advanced Emergency Medical Technician (AEMT) Registered Medical Assistant (RMA) Emergency Medical Technician (EMT) Certified Clinical Medical Assistant (CMA)
Related Occupations	31-9092 Medical Assistants 29-2071 Medical Records and Health Information Technicians 29-1122 Occupational Therapists 29-1123 Physical Therapists 29-1141 Clinical Nurse Specialists 29-1171 Nurse Practitioners

Notes: The US Army has the 68W (Health Care Specialist) and the US Air Force has the 4N0X1 as their respective services' "medics." It is a condition of employment for both the 68W and the 4N0X1 to maintain certification from the National Registry of Emergency Medical Technicians (NREMT) to stay in the military as a medic. The use of the NREMT is to verify cognitive and psychomotor competencies at a national level.

Navy corpsmen do not have this requirement, which has left many corpsmen without the ability to gain civilian employment upon leaving military service. Currently, corpsmen graduate from an approved EMT course while attending their "A" school or initial job-specific training in Joint Base San Antonio. This training meets the entry requirement for national certification, but the Navy does not require sailors to test at that time. Historically, Navy corpsmen have problems paying for their certifications, but a Department of Navy program may change that issue. The Navy COOL, or Credentialing Opportunities On-Line, offers a funding stream for active and reserve (less inactive ready reserve) service members to gain their NREMT certification without cost.

5. Communications Specialist

SOC	15-1142
Description	Maintains, processes, and troubleshoots computer systems and operations. Maintains cable communications systems, communication security devices and other associated equipment. Reports security incidents and takes corrective action. Plans, designs, and tests computer systems. Provides technical assistance and training for local area networks.
Certifications	Certified System Administrator Certified System Programmer Certified Network Associate CompTIA Network + CompTIA Security+ CompTIA Server+ Routing and Switching Certification
Related Occupations	15-1121 Computer Systems Analysts 15-1132 Software Developers 15-1141 Database Administrators 15-1143 Computer Network Architects 15-1199 Computer Systems Engineers/Architects