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**STATE OF MAINE
128th LEGISLATURE
SECOND REGULAR SESSION**

**Commission To Streamline Veterans' Licensing
and Certification**

January 2018

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Members:

**Sen. Ronald F. Collins, Chair
Rep. Jared F. Golden, Chair
Sen. Everett Brownie Carson
Rep. Bradlee Thomas Farrin
Rep. Louis J. Luchini
Bryan Cutchen
Nina Fisher
Susan Wasserott
Monika Bissell
Matthew Jabaut**



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Executive Summary

The 128th Maine Legislature established the Commission to Streamline Veterans' Licensing and Certification (referred to in this report as the "commission") with the passage of Resolve 2017, chapter 27. Pursuant to the resolve, ten members were appointed to the commission by the Speaker of the House and the President of the Senate with the Commissioners of the Department of Professional and Financial Regulation, the Department of Labor and the Department of Defense, Veterans and Emergency Management invited to participate or to send designees to participate as the final three voting members of the commission.

The resolve set forth the following duties for the commission:

- Identify workforce needs in the State that could be met by the recruitment of veterans and service members who are transitioning out of the military;
- Identify similarities and differences between military occupational specialty training and state licensing and certification requirements for those fields of work identified by the commission;
- Address barriers commonly encountered by transitioning service members and veterans by:
 - Assisting civilian licensing boards in recognizing the military documentation of veterans' training and experience;
 - Developing strategies to prevent duplicative training requirements for attaining relevant licensure or certification; and
 - Streamlining the administrative rules and processes within civilian licensing and certification systems that create barriers for veterans to obtain licensure or certification; and
- Develop strategies to accelerate veterans' licensure and certification by:
 - Assessing the equivalency of military training courses and using official documentation to permit veterans with fully or partially equivalent training and experience either to sit for civilian licensure examinations or to be licensed by endorsement;
 - Addressing training gaps by working with educational institutions to set up accelerated programs for veterans that bridge training gaps, provide veterans advanced standing in existing programs or offer bridge courses that prepare veterans to enter existing programs;
 - Addressing administrative or process challenges by assessing any non-skill-related licensing or certification requirements that might place veterans at a disadvantage, such as fees or length of experience; and
 - Taking steps to make civilian employment pathways friendlier to veterans through concerted outreach to both veterans and prospective employers.

Over the course of two meetings, the commission reviewed information on the variety of occupational licenses issued in Maine, Maine laws governing licensure and veterans and a survey

of laws and programs in other states. The commission also received presentations from stakeholders and engaged in discussions on the barriers faced by veterans and service members transitioning to the civilian workforce as well as possible strategies to address those barriers.

After discussing the information they received from presenters, including the perspectives of commission members with military experience, the commission developed recommendations to assist veterans and service members transitioning to the civilian workforce with obtaining licensure in the State. The commission developed the following five recommendations:

1. Adopt the California model for licensure of military medics/corpsmen as Licensed Practical Nurses;
2. Waive all license, certification and examination fees specifically for veterans and service members transitioning out of the military;
3. Encourage passage of the amended version of LD 1327, An Act To Allow Former Military Medical Personnel To Perform Certain Medical Services;
4. Consider whether a specific position should be created within State government (or redesign the duties of an existing position) to assist veterans and service members transitioning out of the military with navigating the professional licensing process; and
5. Consider whether the State should adopt the North Carolina model for licensure of veterans and service members transitioning out of the military for all occupations requiring professional licensure.

In making its recommendations, the commission focused on recommendations that were feasible to achieve in the short-term while having the maximum effect on addressing issues faced by veterans and individuals newly separated from military service when entering or reentering the civilian workforce.

I. INTRODUCTION

The Commission to Streamline Veterans' Licensing and Certification was established by Resolve 2017, chapter 27 (Appendix A). Pursuant to the resolve, the commission was comprised of 13 members, appointed as follows:

- two members of the Senate appointed by the President of the Senate who are veterans of military service or who are members of either the Joint Standing Committee on Labor, Commerce, Research and Economic Development or the Joint Standing Committee on Veterans and Legal Affairs;
- three members of the House of Representatives appointed by the Speaker of the House of Representatives who are veterans of military service or who are members of either the Joint Standing Committee on Labor, Commerce, Research and Economic Development or the Joint Standing Committee on Veterans and Legal Affairs;
- the Commissioner of Defense, Veterans and Emergency Management or the commissioner's designee;
- the Commissioner of Professional and Financial Regulation or the commissioner's designee;
- the Commissioner of Labor or the commissioner's designee;
- three members appointed by the President of the Senate with experience in: membership on a licensing or certification board; work at an educational institution with programming that results in licensing or certification; work in the field of human resources; or prior or current service in the military; and
- two members appointed by the Speaker of the House of Representatives with experience in: membership on a licensing or certification board; work at an educational institution with programming that results in licensing or certification; work in the field of human resources; or prior or current service in the military.

The Departments of Defense, Veterans and Emergency Management, Professional and Financial Regulation, and Labor did not participate in the commission process. A list of participating commission members can be found in Appendix B.

The duties of the commission are set forth in Resolve 2017, chapter 27 (Appendix A). The commission's duties are as follows:

- Identify workforce needs in the State that could be met by the recruitment of veterans and service members who are transitioning out of the military;
- Identify similarities and differences between military occupational specialty training and state licensing and certification requirements for those fields of work identified by the commission;
- Address barriers commonly encountered by transitioning service members and veterans by:

- Assisting civilian licensing boards in recognizing the military documentation of veterans' training and experience;
- Developing strategies to prevent duplicative training requirements for attaining relevant licensure or certification; and
- Streamlining the administrative rules and processes within civilian licensing and certification systems that create barriers for veterans to obtain licensure or certification; and
- Develop strategies to accelerate veterans' licensure and certification by:
 - Assessing the equivalency of military training courses and using official documentation to permit veterans with fully or partially equivalent training and experience either to sit for civilian licensure examinations or to be licensed by endorsement;
 - Addressing training gaps by working with educational institutions to set up accelerated programs for veterans that bridge training gaps, provide veterans advanced standing in existing programs or offer bridge courses that prepare veterans to enter existing programs;
 - Addressing administrative or process challenges by assessing any non-skill-related licensing or certification requirements that might place veterans at a disadvantage, such as fees or length of experience; and
 - Taking steps to make civilian employment pathways friendlier to veterans through concerted outreach to both veterans and prospective employers.

The commission held two meetings, which are discussed in more detail in Section II of this report.

The resolve directed the commission to submit a report, with findings and recommendations, including suggested legislation, to both the Joint Standing Committee on Labor, Commerce, Research and Economic Development and the Joint Standing Committee on Veterans and Legal Affairs by January 15, 2018. The resolve grants each committee the authority to report out a bill to the Second Regular Session of the 128th Legislature based upon the report.

In accordance with Resolve 2017, chapter 27, the Commission to Streamline Veterans' Licensing and Certification submits its final report and provides recommendations to make civilian employment pathways more direct for veterans and service members transitioning to the civilian workforce. Recommendations and a detailed discussion of those recommendations are included in Section III.

II. COMMISSION PROCESS

The commission held two meetings on December 19, 2017, and January 12, 2018. Both meetings were open to the public and broadcast on the internet.

At the first meeting on December 19, the commission reviewed information on the variety of occupational licenses issued in Maine, Maine laws governing licensure and veterans and a survey

of laws and programs in other states. The Commission also received presentations from the following:

- Matt Leonard, Military Talent Source, LLC; and
- Representative Bradlee Farrin, House District 111.

Matt Leonard provided the commission with an overview of his extensive background in health care-related jobs within the United States Navy as well as his current business, which involves transitioning veterans into civilian positions around the country. Mr. Leonard identified the following four barriers to veterans and transitioning service members as they seek to obtain civilian employment in a timely manner in Maine:

1. Military experience is not recognized, thus veterans and transitioning service members are often required to complete duplicative training;
2. Veterans must contend with unwarranted stigma: employers mistakenly believe that veterans suffer from difficult issues including post-traumatic stress disorder at a higher rate than the general population and may require special and potentially expensive accommodations in the workplace;
3. Maine is a National-Guard-centric state with decreasing numbers of veterans and lower than average participation in the Armed Forces, which has limited the State's impetus for undertaking serious efforts to streamline licensing and certification; and
4. Although short-sighted, the desire to protect the status quo makes people less likely to push for change, especially when that change may require investment of government resources.

Mr. Leonard provided examples of how other states have made licensing easier for veterans and service members who are transitioning to civilian life. In particular, he stated that North Carolina, where more than 70,000 active duty troops separate from service yearly, has taken a very aggressive approach toward recognizing military experience and training as part of the occupational licensure process. For example, North Carolina law requires all occupational licensing boards, except the North Carolina Medical Board, to issue a license to a military-trained applicant if the applicant (1) provides a DD Form 214 form¹ stating his or her military occupation and experience and (2) passes a proficiency examination offered to military-trained applicants (this examination may be either an exam that is routinely offered by the board or, if the board does not offer an exam, a newly designed examination for military applicants).² The law also allows an applicant to be licensed based on military training, completed testing or equivalent training and experience, and performance in the field "substantially equivalent" to licensure requirements.³

¹ DD Form 214 is a report of separation from military service and includes the condition of discharge, as well as information including but not limited to military job specialty and military education.

² N.C. Gen. Stat. §93B-15.1.

³ N.C. Gen. Stat. §93B-15.1.

During his presentation to the commission, Mr. Leonard also provided information about California's licensing requirements for licensed vocational nurses.⁴ California law provides that:

any person who has served on active duty in the medical corps of any of the armed forces, in which no less than an aggregate of 12 months was spent in rendering bedside patient care, and who has completed the basic course of instruction in nursing required by his or her particular branch of the armed forces, and whose service in the armed forces has been under honorable conditions, or whose general discharge has been under honorable conditions, shall be granted a license upon proof that he or she possesses the necessary qualifications of this section, as set forth in his or her service records, and upon his or her passing an examination.⁵

Mr. Leonard suggested that Maine adopt this model, not only to attract veterans to the State, but also to address Maine's dire nursing shortage. He indicated that Maine needs to recognize that making changes that encourage the hiring of veterans and transitioning service members through more simplified licensing processes and by recognizing the experience they gained in the service will make the State more competitive in attracting hardworking, talented people who can contribute positively to the Maine economy.

Representative Farrin provided information to the commission regarding a bill that he sponsored in the First Regular Session of the 128th Legislature: LD 1327, An Act To Allow Former Military Medical Personnel To Perform Certain Medical Services. In its original form, this bill would have allowed honorably discharged United States Army medics, United States Air Force medical technicians, United States Navy corpsmen and United States Coast Guard health services technicians to perform medical services that reflect their medical training and experience without formal licensure provided that the veterans worked under the supervision of osteopathic physicians, allopathic physicians or podiatrists pursuant to written medical practice agreements approved by the appropriate licensing boards.

The Joint Standing Committee on Labor, Commerce, Research and Economic Development conducted a public hearing on the bill in April 2017, at which health care professionals and licensing boards expressed support for the concept of assisting military veterans with medical training in entering the healthcare workforce but nevertheless expressed concern over the bill in part because creating exceptions to the relevant physician and podiatrist licensing statutes was not viewed as the best way to protect the public while achieving this goal. The committee carried the bill over to the Second Regular Session of the 128th Legislature, and Representative Farrin worked throughout the interim with a team of individuals representing licensing boards, post-secondary education institutions and affected veterans to develop a new approach that would both facilitate recognition of military medics' training and experience and address the concerns raised during the public hearing.

Representative Farrin shared the new approach this informal working group developed for LD 1327: directly assisting the approximately 400 veterans living in Maine who have military

⁴ In Maine, the equivalent of a vocational nurse is a licensed practical nurse (LPN).

⁵ Cal. Bus. & Prof. Code §2873.5.

healthcare training to transition to civilian healthcare employment in local hospitals, assisted living facilities and other healthcare facilities. Specifically, under his proposed amendment to LD 1327 the Department of Labor will be tasked with creating a “crosswalk” that identifies the training and experience veterans with different military health care occupations have obtained in comparison to the education and training requirements for similar Maine civilian health care occupations and licenses. This type of crosswalk has been successfully created in Washington State and can be used to identify the gaps in veterans’ military training and experience that must be filled before veterans obtain licensure or employment. Representative Farrin’s proposed amendment to LD 1327 also directs the department to collaborate with post-secondary education institutions in the State to assist individual Maine veterans in obtaining credit for their past training while they work to fill these educational gaps. The department will concurrently work to match individual veterans with tailored apprenticeships to continue their training while they pursue required educational programs. Representative Farrin indicated that the Department of Labor reports that it is able to dedicate a full-time position to this endeavor using existing funding resources, eliminating the possibility of a fiscal note to his proposed amendment to LD 1327. Representative Farrin shared an electronic copy of the latest working draft of the proposed amendment with commission members after the meeting for their review and consideration.

Representative Farrin also mentioned some of the recent steps the state of Ohio has taken to make licensure of veterans and military personnel transitioning to the civilian workforce a more expeditious process. For example, a recent amendment to the Ohio Revised Code allows military personnel from the Ohio National Guard, Air Force Reserve and the United States Air Force who possess an aerospace medical technician skill set of level 5 and who have completed a practical nurse education program approved by the United States Air Force to apply to the Ohio Board of Nursing to take the practical nurse examination (NCLEX-PN) and become a licensed practical nurse in Ohio.⁶ Prior to this legislative change, only medically trained military personnel from the United State Army could apply to be a licensed practical nurse in this expeditious manner.

Additionally, in Ohio, nursing education programs are required to award students credit for any military education or skills training they possess that is substantially similar to the curriculum established in rule.⁷ Currently, Maine does not require educational institutions to award credit for military education or skills training, although commission members reported that some post-secondary institutions do work with veterans to assess their prior learning.

After the presentations, the commission engaged in discussions about what steps to take next. Those commission members present spoke about their top priorities in relation to the commission’s duties. Those identified priorities became the foundation of the commission’s recommendations.

At its second meeting, the commission received a presentation from Lisa Harvey-McPherson, Vice President of Government Relations at Eastern Maine Healthcare Systems. Ms. McPherson provided the commission with information on the regional differences and dire situation facing Maine’s nursing workforce. Specifically, nurses in Maine are older than nurses nationally, and

⁶ Ohio Rev. Code § 4723.09 (C)(2)(c).

⁷ Ohio Admin. Code 4723-5-12.

in order to avoid a critical shortage by 2025, Maine needs to license an additional 400 registered nurses every year beyond current levels and attract or recruit an additional 265 registered nurses from other states to work in Maine. Currently, nearly half of the registered nurses are over the age of 55 in two regions of the state (these regions include the counties of Sagadahoc, Lincoln, Knox, Waldo, Hancock and Washington). In the counties of York, Cumberland, Piscataquis and Penobscot, the shortage in registered nurses will be particularly felt in the areas of long-term and home-based care because of an aging population. Many of the long-term care and home-based care positions could be filled by licensed practical nurses, but there are currently no training programs in Maine designed to lead to this level of licensure.

The commission also discussed and finalized its draft report and recommendations at its second and final meeting on January 12, 2018. All of the recommendations included in this report were unanimously supported by those commission members in attendance.

III. RECOMMENDATIONS

In forming its recommendations, the commission chose to focus on actions that could be achieved in a short amount of time; that would have the maximum impact on streamlining the licensing process for veterans and individuals transitioning from military service to the civilian workforce; and that would address Maine's workforce needs, specifically its critical shortage of licensed nurses. All participating commission members unanimously support the following five recommendations.

Recommendation 1: Adopt the California model for licensure of military medics/corpsmen as Licensed Practical Nurses.

As discussed in section II, the state of California has adopted a streamlined process for the licensure of vocational nurses (known as licensed practical nurses in Maine) for those individuals who served on active duty in the medical corps of any of the United States Armed Forces. Although a license obtained in this manner may not be recognized nationally at this time for purposes of state-to-state reciprocal licensure, the commission nevertheless recommends that the State create a licensing model that mirrors California law in order to recognize the training of Maine's current medically trained veterans, attract more veterans to the State, and increase the number of critically needed licensed practical nurses in the State. This potential influx of licensed practical nurses could temper those effects of the nursing shortage in Maine, particularly in healthcare facilities such as assisted living facilities.

Recommendation 2: Waive all license, certification and examination fees specifically for veterans and service members transitioning out of the military.

Current law grants the Director of the Office of Professional and Occupational Regulation (OPOR) discretion to waive examination fees and licensing fees for self-identified veterans.⁸ The commission feels this law is insufficient for several reasons. First, because these waivers are discretionary there is no guarantee a fee will be waived and decisions involving the granting of waivers may be inconsistent between occupations or over time, especially if the person in the

⁸ 10 M.R.S. §8003(2-A)(N).

position of Director changes. Second, veterans want predictability when applying for licenses and this uncertainty may discourage veterans from other states from considering Maine as an option for relocation after the completion of military service. Third, this statute is only applicable to licensing examinations and license application fees that are regulated by the OPOR within the Department of Professional and Financial Regulation (DPFR). Other licensing boards, including many medical boards that are not within OPOR, are not governed by the provisions of this statute. The commission believes that mandatory waiver of fees for examination, license and certification for veterans and service members transitioning out of the military should apply to all professional licenses required in Maine as a matter of equity and as a tool to make Maine more attractive to individuals deciding where to relocate after completing military service.

Recommendation 3: Encourage passage of the amended version of LD 1327, An Act To Allow Former Military Medical Personnel To Perform Certain Medical Services.

As described in Section II, a working group has developed a new, proposed amendment to LD 1327, An Act To Allow Former Military Medical Personnel to Perform Certain Medical Services. This amendment directs the Department of Labor to create a “crosswalk” that identifies the training and experience veterans with different military health care occupations have obtained in comparison to the education and training requirements for similar Maine civilian health care occupations and licenses. It also seeks to provide individuals with the ability to obtain credit from post-secondary institutions for past military training. Furthermore, the amendment not only requires the Department of Labor to provide direct assistance to veterans to help them navigate their way through the licensing process, but it also provides for one-on-one support in matching individual veterans with tailored apprenticeships to continue their training while they pursue educational requirements needed for licensure.

The commission noted in its discussion that even if recommendation 1 is adopted and a streamlined approach is created for licensed practical nurses, LD 1327 is important for other healthcare positions and for those that may not meet the necessary criteria for an LPN license under that recommendation.

The commission supports the proposed amendment to LD 1327 because it represents a targeted state program to guide military veterans to existing and future employment opportunities using an apprenticeship model, it provides veterans with immediate paid employment while they obtain additional education and training, it sets into motion a more comprehensive review of what military training and experience can be used to substitute for certain educational requirements and it provides these individuals with licenses that can be recognized nationally.

Recommendation 4: Consider whether a specific position should be created within State government (or redesign the duties of an existing position) to assist veterans and service members transitioning out of the military with navigating the professional licensing process.

While not discussed in depth at the first meeting, commission members felt this recommendation was important to include in this report because while the State has some programs to assist

veterans and service members transitioning out of the military to the civilian workforce—such as Public Law 2015, Chapter 438 which provides a preference for qualified veterans who apply for vacancies in classified State service by ensuring that they are offered an interview; the Maine Hire-A-Vet Program; and the DFPR policy to process any applications for temporary or permanent licenses received from veterans as a priority before those of other applicants—there is no single place that veterans can go for assistance in navigating the myriad processes for obtaining professional licensure in the State or to assist veterans and licensing boards in determining what military experience and training can be substituted for occupational license educational requirements. LD 1327 contemplates a position that is similar in nature to what is imagined under this recommendation, but that position would be focused solely on health care careers. Commission members felt strongly that Maine should either create a new position to address all occupational fields or should redesign the duties of an existing position to undertake this important work.

Recommendation 5: Consider whether the State should adopt the North Carolina model for licensure of veterans and service members transitioning out of the military for all occupations requiring professional licensure.

Like recommendation 4, the commission is making this recommendation to encourage the Legislature to consider improvements beyond the health care related occupations addressed in recommendations 1 through 3. North Carolina has taken an interesting and impressive approach to easing the licensing process for veterans and service members transitioning out of the military to all areas of the civilian workforce. If adopted in Maine, this progressive approach would provide even more opportunities to veterans in their search to obtain licensure and find employment in the State workforce.

As discussed in Section II, North Carolina law requires that all occupational licensing boards, with the exception of the North Carolina Medical Board, issue a license to a military-trained applicant if the applicant:

1. Provides a DD Form 214 stating his or her military occupation and experience; and
2. Passes a proficiency examination offered to military-trained applicants, which may either be an exam that is routinely offered by the board or, if the board does not offer an exam, a newly designed examination specifically for military applicants.⁹

Alternatively, an applicant for professional licensure in North Carolina may be licensed based on military training, completed testing or equivalent training and experience and performance in the field “substantially equivalent” to licensure requirements.¹⁰

Additionally, N.C. Session Law 2014-761 requires all occupational licensing boards to describe which licensing criteria can be satisfied by military training and experience and to contact military training offices to assist in determining applicability of military training and experience to state requirements for licensure.

⁹ N.C. Gen. Stat. §93B-15.1.

¹⁰ N.C. Gen. Stat. §93B-15.1.

In terms of higher education, North Carolina law required the Board of Governors of the University of North Carolina and State Board of Community Colleges to develop a plan by January 1, 2015 for a uniform system of granting course credits based on students' military training and experience.¹¹ It also required those same entities to work with relevant state and federal agencies to develop programs that provide maximum credit for military training or experience toward licensing and to develop short-term training programs for veterans in high employment technical career fields.

The commission supports considering the North Carolina approach because it represents a holistic uniform approach to nearly all occupations. It also addresses obstacles related to educational requirements that could delay veterans and service members transitioning to the civilian workforce from finding employment outside of the military. If Maine eventually chooses to implement similar legislation, it will demonstrate the State's sincere desire to welcome veterans to the State and to accept the contributions of these talented individuals to the State's economy.

IV. CONCLUSION

The commission recognizes and appreciates the efforts the State has already made in addressing barriers faced by veterans and service members transitioning to the civilian workforce when they attempt to find employment outside of the military but feels more can be accomplished through a consistent, proactive and efficient approach. The commission believes its recommendations represent a way to not only to deal with Maine's nursing shortage, but also to provide avenues for veterans and service members transitioning to the civilian workforce to find employment in Maine. These recommendations, if adopted, can also be a valuable tool in retaining qualified workers in Maine and attracting qualified workers to Maine. With its aging population, Maine faces the danger of experiencing workforce shortages in many fields akin to the shortage currently experienced in the field of nursing. The State should take any and all responsible steps it can to attract veterans and individuals separating from military service to Maine as they begin their careers in the civilian workforce. The results of these efforts are certain to benefit the Maine economy.

¹¹ N.C. Session Law 2014-67.

APPENDIX A
Authorizing Resolve

Resolve, To Establish the Commission To Streamline Veterans' Licensing and Certification

Emergency preamble. Whereas, acts and resolves of the Legislature do not become effective until 90 days after adjournment unless enacted as emergencies; and

Whereas, this resolve establishes the Commission To Streamline Veterans' Licensing and Certification to identify ways to streamline licensing and certification requirements for veterans; and

Whereas, the study must be initiated before the 90-day period expires in order that the study may be completed and a report submitted in time for submission to the next legislative session; and

Whereas, in the judgment of the Legislature, these facts create an emergency within the meaning of the Constitution of Maine and require the following legislation as immediately necessary for the preservation of the public peace, health and safety; now, therefore, be it

Sec. 1 Commission To Streamline Veterans' Licensing and Certification.

Resolved: That, notwithstanding Joint Rule 353, the Commission To Streamline Veterans' Licensing and Certification, referred to in this resolve as "the commission," is established; and be it further

Sec. 2 Commission membership. Resolved: That the commission consists of 13 members appointed as follows:

1. Two members of the Senate appointed by the President of the Senate who are veterans of military service or who are members of either the Joint Standing Committee on Labor, Commerce, Research and Economic Development or the Joint Standing Committee on Veterans and Legal Affairs;

2. Three members of the House of Representatives appointed by the Speaker of the House of Representatives who are veterans of military service or who are members of either the Joint Standing Committee on Labor, Commerce, Research and Economic Development or the Joint Standing Committee on Veterans and Legal Affairs;

3. The Commissioner of Defense, Veterans and Emergency Management or the commissioner's designee;

4. The Commissioner of Professional and Financial Regulation or the commissioner's designee;

5. The Commissioner of Labor or the commissioner's designee;

6. Three members appointed by the President of the Senate with experience in:

A. Membership on a licensing or certification board;

B. Work at an educational institution with programming that results in licensing or certification;

C. Work in the field of human resources; or

D. Prior or current service in the military; and

7. Two members appointed by the Speaker of the House of Representatives with experience in:

A. Membership on a licensing or certification board;

B. Work at an educational institution with programming that results in licensing or certification;

C. Work in the field of human resources; or

D. Prior or current service in the military; and be it further

Sec. 3 Chairs. Resolved: That the first appointed Senate member is the Senate chair and the first appointed House of Representatives member is the House chair of the commission; and be it further

Sec. 4 Appointments; convening of commission. Resolved: That all appointments must be made no later than 30 days following the effective date of this resolve. The appointing authorities shall notify the Executive Director of the Legislative Council once all appointments have been completed. After appointment of all members, the chairs shall call and convene the first meeting of the commission. If 30 days or more after the effective date of this resolve a majority of but not all appointments have been made, the chairs may request authority and the Legislative Council may grant authority for the commission to meet and conduct its business; and be it further

Sec. 5 Duties. Resolved: That the commission shall:

1. Identify workforce needs in the State that could be met by the recruitment of veterans and service members who are transitioning out of the military;

2. Identify similarities and differences between military occupational specialty training and state licensing and certification requirements for those fields of work identified by the commission;

3. Address barriers commonly encountered by transitioning service members and veterans by:

A. Assisting civilian licensing boards in recognizing the military documentation of veterans' training and experience;

B. Developing strategies to prevent duplicative training requirements for attaining relevant licensure or certification; and

C. Streamlining the administrative rules and processes within civilian licensing and certification systems that create barriers for veterans to obtain licensure or certification; and

4. Develop strategies to accelerate veterans' licensure and certification by:

A. Assessing the equivalency of military training courses and using official documentation to permit veterans with fully or partially equivalent training and experience either to sit for civilian licensure examinations or to be licensed by endorsement;

B. Addressing training gaps by working with educational institutions to set up accelerated programs for veterans that bridge training gaps, provide veterans advanced standing in

existing programs or offer bridge courses that prepare veterans to enter existing programs;

C. Addressing administrative or process challenges by assessing any non-skill-related licensing or certification requirements that might place veterans at a disadvantage, such as fees or length of experience; and

D. Taking steps to make civilian employment pathways friendlier to veterans through concerted outreach to both veterans and prospective employers; and be it further

Sec. 6 Staff assistance. Resolved: That the Legislative Council shall provide necessary staffing services to the commission; and be it further

Sec. 7 Report. Resolved: That, no later than January 15, 2018, the commission shall submit a report that includes its findings and recommendations, including suggested legislation, to both the Joint Standing Committee on Labor, Commerce, Research and Economic Development and the Joint Standing Committee on Veterans and Legal Affairs. The Joint Standing Committee on Labor, Commerce, Research and Economic Development and the Joint Standing Committee on Veterans and Legal Affairs may report out a bill to the Second Regular Session of the 128th Legislature based upon the report.

Emergency clause. In view of the emergency cited in the preamble, this legislation takes effect when approved.

APPENDIX B

Membership list, Commission To Streamline Veterans' Licensing and Certification

COMMISSION TO STREAMLINE VETERANS' LICENSING AND CERTIFICATION
Resolve 2017, chapter 27

Appointments by the President of the Senate:

Sen. Ronald F. Collins - Chair	Veterans of military service or members of LCRED or VLA Committees
Sen. Everett Brownie Carson	Veterans of military service or members of LCRED or VLA Committees
Bryan Cutchen	Individual with prior service in the military
Nina Fisher¹	Individual working at an educational institution with programming that results in licensing or certification
Susan Wasserott	Individual working in the field of human resources

Appointments by the Speaker of the House:

Rep. Jared F. Golden - Chair	Veterans of military service or members of LCRED or VLA committees
Rep. Bradlee Thomas Farrin	Veterans of military service or members of LCRED or VLA committees
Rep. Louis J. Luchini	Veterans of military service or members of LCRED or VLA committees
Monika Bissell	Individual working at an educational institution with programming that results in licensing or certification
Matthew Jabaut	Individual with prior service in the military

**Staff: Deirdre Schneider
Janet Stocco**

¹ Derek P. Langhauser was originally appointed to the commission, but due to scheduling conflicts his appointment was revoked and Nina Fisher was appointed in his place.