



**2022**  
**Report on the Transition**  
**from Military Service to**  
**Employment**

**TEXAS WORKFORCE**  
**COMMISSION**



## Table of Contents

House Bill 257 Introduction.....	2
Texas Workforce Commission and Community Partners .....	2
The Texas Workforce Commission’s Commitment to Serving Veterans .....	3
Veteran Unemployment .....	3
Texas Veterans Leadership Program .....	4
Texas Operation Welcome Home .....	5
Welcome Home Texas Transition Alliance .....	5
We Hire Vets Campaign .....	6
Skills for Transition Program.....	6
Military Family Support Program.....	7
Other Programs Initiated Locally.....	8
College Credit for Heroes .....	8
The Evaluation of Credit.....	9
Average Credit Hours per Veteran for Academic Years 2017 through 2020.....	9
CCH Phase 8 Capacity Building Program .....	10
Top Five Military Occupation Specialties for 2022 .....	11
1. Infantryman / Rifleman.....	11
2. Automated Logistical Specialist / Material Management / Logistics Specialist Supply Basic / Maintenance Management Specialist Quartermaster / Logistics Officer / Acquisition .....	12
3. Health Care Specialist / Hospital Corpsman / Aerospace Medical Service.....	13
4. Wheeled Vehicle Mechanic / Mission Generation Vehicular Equipment Maintenance Helper / Construction Mechanic .....	13
5. Computer Network Support Specialist / Communications—Computer Systems Programming / Information Systems Technician .....	14

## House Bill 257 Introduction

House Bill (HB) 257, passed by the 85th Texas Legislature, Regular Session (2017), amended Texas Labor Code, Chapter 302, Division of Workforce Development, §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 information provided by the United States Army's Soldier for Life Analytics and Research team. The team prepared the Soldier for Life Transition Overview Packet 2021. 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 the occupations 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.

Military installations across Texas are continuing to adjust how they train Transitioning Service Members (TSMs) to meet the mandatory Career Readiness Standards in one of the following four tracks: Employment, Vocational Training, Education, and Entrepreneurship. Military transition centers are offering this mandatory training in-person or through a virtual platform. The military installations have also started hosting in-person job fairs and other events. TWC, the 28 Local Workforce Development Boards (Boards), TVLP, and the Texas Veterans Commission (TVC) are continuing to work with the military installations and TSMs to provide in-person and virtual services. The Texas workforce system will continue to adapt to the changing COVID-19 environment to ensure that the best services possible are provided to TSMs.

## Texas Workforce Commission and Community Partners

TWC oversees a service delivery system comprising 28 Local Workforce Development Boards (Boards), which administer services in more than 176 Texas Workforce Solutions Offices across the state. TWC provides employment assistance, education, and training to individuals who are seeking employment. Additionally, 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 also 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.

Additionally, TVC 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 support services to veteran job seekers and their families.

## **The Texas Workforce Commission's Commitment to Serving Veterans**

Texas is home to more than 1.5 million veterans. Yearly, between 22,000 and 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 chart below compares the unemployment rates for veterans and non-veterans, including the rates for veterans of Gulf Wars I and II. The comparison shows that while veteran unemployment was lower than that of non-veterans in April 2021, it is now higher than that of non-veterans, with the exception of Gulf War I veterans.

The unemployment rate for Gulf War I veterans in Texas in April 2021 was 4.3 percent, compared to 4.0 percent in April 2022. The Rolling Unemployment Rate Average during the past 12 months is 4.4 percent for Gulf War I–Era Veterans.

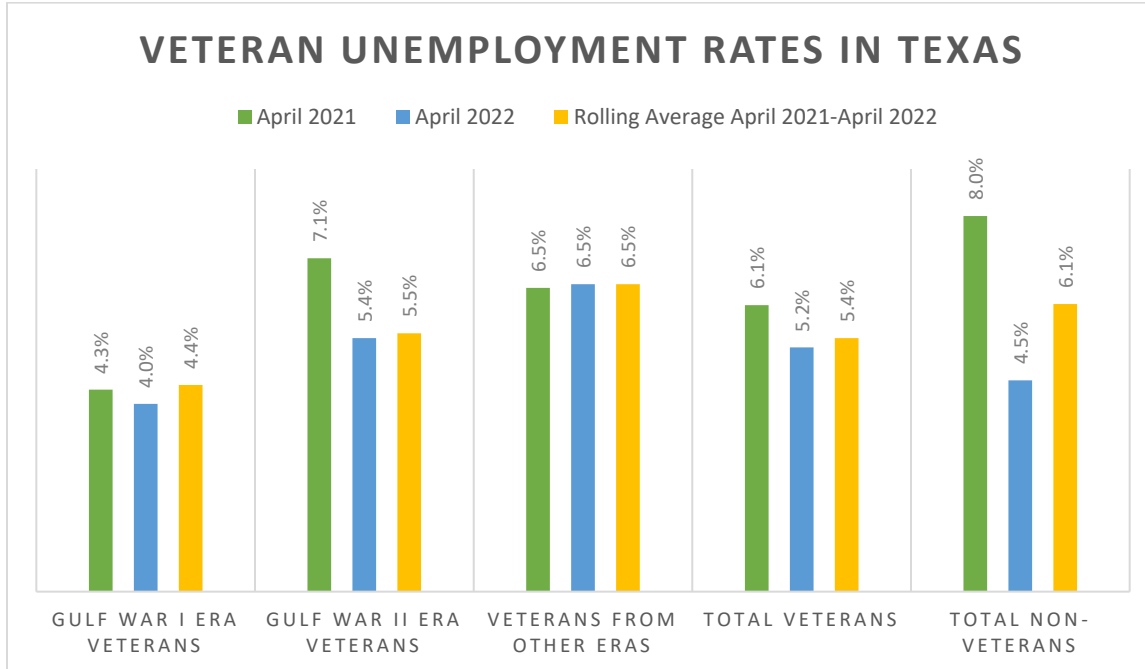
The unemployment rate for Gulf War II Veterans in Texas in April 2021 was 7.1 percent, compared to 5.4 percent in April 2022. The Rolling Unemployment Rate Average during the past 12 months is 5.5 percent for Gulf War II–Era Veterans.

The unemployment rate for Veterans from Other Eras in Texas in April 2021 was 6.5 percent, compared to 6.5 percent in April 2022. The Rolling Unemployment Rate Average during the past 12 months is 6.5 percent for Veterans from Other Eras.

The unemployment rate for Total Veterans in Texas in April 2021 was 6.1 percent, compared to 5.2 percent in April 2022. The Rolling Unemployment Rate Average during the past 12 months is 5.4 percent for veterans.

The unemployment rate for Non-Veterans in Texas in April 2021 was 8 percent, compared to 4.5 percent in April 2022. The Rolling Unemployment Rate Average during the past 12 months is 6.1 percent for Non-Veterans. See Figure 1 below.

Figure 1: Veteran Unemployment Rates in Texas



Source: Data compiled from Current Population Survey.

## Texas Veterans Leadership Program

TVLP, established in 2008, is a resource and referral network for veterans from Iraq and Afghanistan who are transitioning back into civilian life. Acronyms for specific campaigns are the following:

- **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 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 transitioning individuals. Since July 2008, TVLP has contacted 46,771 veterans and has provided services to 38,245 veterans. Although not the primary focus, TVLP also helps non-

OEF/OIF/OND/OFS/OIR/ORS/CJTF HOA/OSS veterans if assistance is requested. Since its inception, TVLP has assisted a total of 43,761 Texas veterans. TVLP provides and coordinates various employment services and events for veterans, including virtual career fairs.

TVLP staff members participate in veteran treatment courts and serve on homeless veteran committees, veteran suicide prevention committees, and the Department of Veteran Affairs' community veterans engagement boards across the state.

Starting in September 2020, TVLP has partnered with the national and state offices of the American Legion and TVC in hosting four virtual job fairs and one hybrid (virtual and in-person) veteran job fair. The five job fairs averaged 250 employers and approximately 300 job seekers. Participants included TSMs from military bases in Germany and Japan, as well as sailors underway at sea.

The American Legion's Veterans Employment and Education Commission chairman recognized a staff member from each of the TVLP and TVC staffs for their superb performance in conducting multiple workshops before each job fair to train employers and job seekers on how to use the Premier Virtual platform. The national office of the American Legion was impressed by the success of the job fairs and, as a result, the organization renewed its license with Premier Virtual for two additional years.

The presence of TVLP staff on Fort Hood Army installation has been instrumental in showcasing employment opportunities. In March 2022, Tesla hiring managers from across the country spoke with 93 TSMs and military spouses. As a result, Tesla hired 14 TSMs.

## **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 for veterans. 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.

As a best practice set forth by the alliance, military installations now conduct needs assessments of TSMs and military spouses. The needs assessments help highlight 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 outreach and encourage employers to hire veterans. The efforts put forward by We Hire Vets employers help to inspire other employers to hire veterans as well.

Since 2017, We Hire Vets has issued 833 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. Below is a list of several new employers that are currently participating in the We Hire Vets program:

- Amigo Power Equipment
- BNSF Logistics International Inc.
- BP Aero Engine Services
- Consolidated Nuclear Security, LLC (Pantex)
- Cooper Tire and Rubber Company
- Instrument Repair & Calibration, Inc.
- King Aerospace, Inc.
- Lake Worth Police Department
- McLane Intelligent Solutions
- Tokyo Electron America, Inc.
- Troop Industrial
- 5x5 Brewing Company

### **Skills for Transition Program**

The Skills for Transition Program ended in the fall of 2021. Approximately 1,000 TSMs received short-term training in in-demand occupations. A few of these occupations are listed below:

- Project Management Professional
- Lean Six Sigma Practitioner
- Automotive Body and Repair Technician
- Law Enforcement Officer
- Pharmacy Technician
- Network Computer Systems Administrator

## 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 target 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 Boards to participate in the program, which has connected more than 875 military spouses to local business leaders, peers, and career development support programs.

The following Boards currently participate in the Military Family Support Program:

- Alamo—Joint Base San Antonio
- Central Texas—US Army, Fort Hood
- Borderplex—US Army, Fort Bliss
- West Central Texas—Dyess Air Force Base
- Concho Valley—Goodfellow Air Force Base
- North Texas—Sheppard Air Force Base
- Middle Rio Grande—Laughlin Air Force Base
- Tarrant County—Joint Reserve Base Fort Worth
- Coastal Bend—Kingsville and Corpus Christi Naval Air Stations

### Military Family Support Program Highlights

Completed Program Year	2018	2019	2020	2021	Total
Number of Military Spouses Outreached	394	350	397	708	1,849
Number of Military Spouses Assisted in the MFSP/ Registered in WIT	186	230	337	479	1,232
Number of Military Spouses Receiving Credentials	34	38	9	100	181
Number of Employers Targeted to Hire Military Spouses	76	156	28	147	407
Number of Military Spouses Hired	72	74	17	51	214

COVID-19 continues to have a major impact on military base operations. In the fall of 2021, military installations began hosting a limited number of community events such as job fairs, résumé preparation classes, and newcomer welcome briefings. However, it was not until spring of 2022, that military installations started hosting regular, in-person events and job fairs.

The Military Family Support Program saw several success stories, including the following:

- A military spouse undergoing training gained employment in the nursing profession, earning \$23.16 an hour.



- An employer created an internship opportunity for a military spouse, which allowed her to complete a 200-hour social work program which led to her gaining a license as a social worker.
- A military spouse worked with a Military Family Support Liaison and obtained employment as a legal assistant, with a starting salary of \$52,000 a year.

### **Other Programs Initiated Locally**

TWC, Workforce Solutions of Central Texas, Central Texas College, Fort Hood, and Ford Motor Company partnered to create the Ford Technicians Career Skills Program. The program is an excellent example of collaboration using the Texas Industry Partnership program, which leverages matching contributions of cash or qualifying expenditures for occupational job training.

Additionally, the Ford Technicians of Tomorrow Program trained 58 TSMs during 2021. Fifty-five out of the 58 TSMs gained employment with Ford dealerships throughout the state.

In January 2022, TWC and Workforce Solutions of Central Texas were awarded a \$7.8 million US Department of Labor Dislocated Worker Grant to retrain military members and their spouses as they transition to civilian employment. As of May 2022, 340 TSMs and military spouses have been enrolled in the program and received training and support services.

### **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.

Texas institutions value student veterans on their campuses and work on their behalf to award academic credit for their military experience, education, and training. In November 2019, TWC partnered with CCH Texas institutions to create a cohesive CCH network. In February 2020, TWC announced a new grant for the College Credit for Heroes Capacity Building Program. The grant is designed to help Texas institutions develop or improve an integrated system for evaluating military transcripts.

Throughout the life of the CCH program, a total of 43 grants have been awarded. The grants are divided into two types: Acceleration Curricula (from 2011 through 2018) and Capacity Building (from 2019 to present). To date, 18 Texas colleges and universities have been awarded the 43 grants, resulting in the creation of 91 acceleration curricula courses in fields such as emergency medical services, surgical technology, respiratory therapy, health information technology, nursing, cybersecurity, information technology, advanced manufacturing, and logistics.

## **The Evaluation of Credit**

In 2017, HB 493, passed by the 85th Texas Legislature, Regular Session, required TWC, in consultation with the Texas Higher Education Coordinating Board (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 on January 1, 2018, are included in this report.

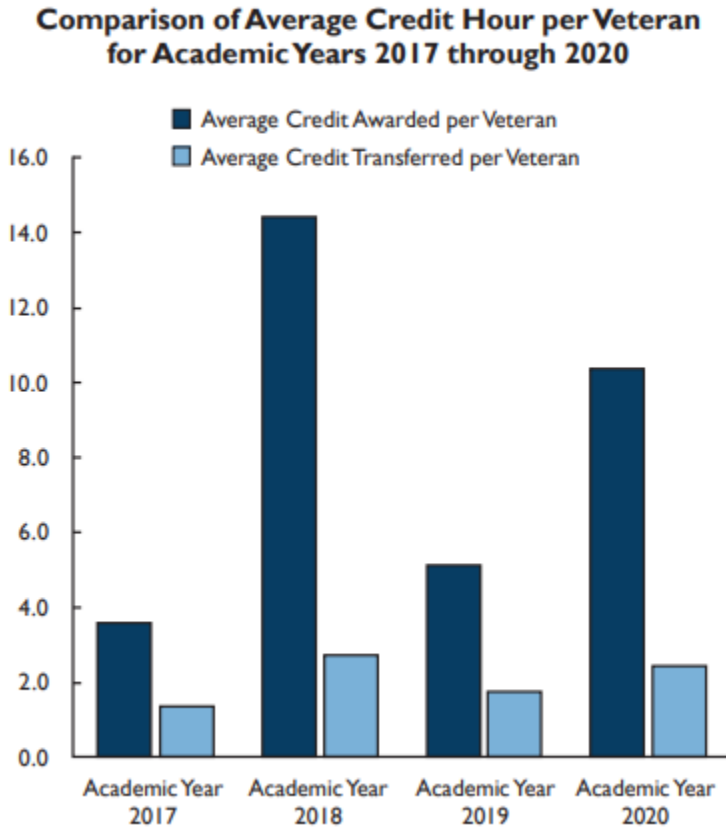
As of 2021, the CCH program is a growing network of schools, and the majority of schools rely on localized evaluation and credit programs. Of the 11 institutions providing HB 493 survey data for this reporting period, all 11 followed localized evaluation processes. The institutions participating in the HB 493 survey recognize the value of military experience and remain committed to supporting veterans as they enter and complete postsecondary education. 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 for Academic Years 2017 through 2020**

Data gathered through the House Bill (HB) 493 study for 2020 showed an increase 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 doubled in 2020 to 10.4 credit hours. In comparison, an average of 5.2 credit hours was reported in 2019. The following graph provides detail on the average credit hours awarded over the last four years of the CCH program. .

**Figure 3: Comparison of Average Credit Hour per Veteran for Academic Years 2017 through 2020**



Source: Data was 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. In August 2020, 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 was dedicated to planning, with the second 12-month period being 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 that 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 that 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 THECB are working together to identify resources that could be used to potentially develop a web page that lists the course equivalencies that are available for veterans and service members. Academic programs submitted to meet legislative requirements would also be listed on the web page. The goal of the completed web page is 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 2022

The top five military occupational specialties in Texas for 2022 are as follows:

1. Infantryman / Rifleman
2. Automated Logistical Specialist / Material Management / Logistics Specialist Supply Basic / Maintenance Management Specialist Quartermaster / Logistics Officer / Acquisition
3. Health Care Specialist / Hospital Corpsman Aerospace Medical Services
4. Wheeled Vehicle Mechanic / Mission Generation Vehicular Equipment Maintenance Helper / Construction Mechanic
5. Information Technology Specialist / Communications—Computer Systems Programming / Information Systems Technician

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

### 1. Infantryman / Rifleman

<b>SOC</b>	<b>55-3016</b>
<b>Description</b>	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.
<b>Certifications</b>	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)
<b>Occupations</b>	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

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

<b>SOC</b>	<b>11-3071</b>
<b>Description</b>	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.
<b>Certifications</b>	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
<b>Occupations</b>	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
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### 3. Health Care Specialist / Hospital Corpsman / Aerospace Medical Service

<b>SOC</b>	<b>31-9092</b>
<b>Description</b>	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.
<b>Certifications</b>	Certified Nursing Assistant (CNA) Advanced Emergency Medical Technician (AEMT) Registered Medical Assistant (RMA) Emergency Medical Technician (EMT) Clinical Medical Assistant (CMA)
<b>Related Occupations</b>	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

### 4. Wheeled Vehicle Mechanic / Mission Generation Vehicular Equipment Maintenance Helper / Construction Mechanic

<b>SOC</b>	<b>31-9092</b>
<b>Description</b>	Supervises and performs maintenance and recovery operations on wheeled vehicles and associated items as well as heavy-wheeled vehicles and select armored vehicles.
<b>Certifications</b>	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
<b>Related Occupations</b>	49-3023.01 Automotive Master Mechanics 49-3023.02 Automotive Specialty Technicians

## 5. Computer Network Support Specialist / Communications—Computer Systems Programming / Information Systems Technician

<b>SOC</b>	<b>15-1231</b>
<b>Description</b>	Analyzes, tests, troubleshoots, and evaluates existing network systems, such as local area networks, wide area networks, cloud networks, servers, and other data communications networks. Performs network maintenance to ensure that networks operate correctly with minimal interruption.
<b>Certifications</b>	Certified System Administrator Certified System Programmer Certified Network Associate Routing and Switching Certification
<b>Related Occupations</b>	15-1121 Computer Systems Analysts 15-1132 Software Developers 15-1141 Database Administrators 15-1143 Computer Network Architects 15-1199 Computer Systems Engineers/Architects

**Notes:** The US Army has the 68W (Health Care Specialist), and the US Air Force has the 4NOX1 (Aerospace Medical Service) serving as their respective services' medics. It is a condition of employment for both the 68W and the 4NOX1 to maintain certification from the National Registry of Emergency Medical Technicians (NREMT) to remain 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 had problems paying for their certifications, but a US Department of Navy program may resolve that issue. The Navy COOL program (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.