



STATE OF MARYLAND

DHMH

Maryland Department of Health and Mental Hygiene

201 W. Preston Street • Baltimore, Maryland 21201

Martin O'Malley, Governor – Anthony G. Brown, Lt. Governor – Laura Herrera Scott, M.D. M.P.H. Acting Secretary

January 20, 2015

The Honorable Martin O'Malley
Governor
100 State Circle
Annapolis, MD 21401-1925

The Honorable Thomas V. Mike Miller, Jr.
President of the Senate
H-107 State House
Annapolis, MD 21401-1991

The Honorable Michael E. Busch
Speaker of the House of Delegates
H- 101 State House
Annapolis, MD 21401-1991

Re: **HB 225 (Chapter 155 of the Acts of 2013) Veterans Full Employment Act**

Dear Governor O'Malley, President Miller and Speaker Busch:

Enclosed please find the final report pursuant to HB 225- Veterans Full Employment Act which passed during the 2013 General Assembly. The report addresses the efforts of the Department of Health and Mental Hygiene, the Department of Labor and Licensing and Regulation, the Department of Education, the Maryland Higher Education Commission and the Maryland Institute for Emergency Medical Services Systems to implement the requirements of the Act to help facilitate employment opportunities for Veterans in Maryland.

If you have any questions or need more information on this subject, please contact Ms. Allison Taylor, Director of Governmental Affairs at (410) 767-6481.

Sincerely,

Laura Herrera Scott, M.D., M.P.H.
Acting Secretary

Enclosure:

cc: Leonard J. Howie, III Esq., Secretary Department of Labor, Licensing and Regulation
Lillian M. Lowery, State Superintendent of Schools
Kevin Seaman, M.D., Executive Director Maryland Institute for Emergency Medical System Services
Catherine M. Schultz, Esq., Acting Secretary of Higher Education Commission
Allison Taylor, M.P.P., J.D, Director, Office of Governmental Affairs

A Final Report to Governor Martin O'Malley
Regarding
The Veterans Full Employment Act of 2013

December 2014

Report submitted on behalf of participating agencies:

Maryland Department of Labor, Licensing and Regulation
Maryland Department of Health and Mental Hygiene
Maryland Institute for Emergency Medical Services Systems
Maryland Higher Education Commission
Maryland State Department of Education

“There is no progress without jobs. Throughout our country, there is a dichotomy between the fact that too many of our fellow citizens are still without work, while at the same time too many of our businesses cannot find workers who possess the requisite skills. Together with our leaders in the General Assembly, we passed the Veterans Full Employment Act because all too often, veterans face barriers by their state’s own bureaucracy, for themselves or for their spouses. With the support of First Lady Obama and Dr. Biden, we are making sure our veterans receive the jobs they need and the full credit they deserve for their military training, education, and experience from licensing boards, and from our colleges and universities.”

*Governor Martin O’Malley
Veterans Full Employment Act bill signing, April 17, 2013*

Executive Summary

The Maryland General Assembly passed the Maryland Veterans Full Employment Act (VFEA) of 2013 with bipartisan support with a goal to assist veterans, current service members and military spouses obtain occupational and professional licenses. Several state agencies were charged with implementing the law: Maryland Department of Labor, Licensing and Regulation (DLLR), Maryland Department of Health and Mental Hygiene (DHMH), Maryland Institute for Emergency Medical Services Systems (MIEMSS), Maryland Higher Education Commission (MHEC) and the Maryland State Department of Education (MSDE).

Military families are especially affected by state occupational licensing requirements as their frequent relocation and duty assignments may present administrative and financial challenges. For example, military spouses often move across state lines for relatively brief periods of time with their active duty spouses. According to research conducted by the Department of the Treasury and the Department of Defense, military spouses are frequently unable to find work because of the time it takes to be licensed in the new state.

The Maryland Veterans Full Employment Act of 2013 is designed to assist veterans, current service members and military spouses obtain occupational and professional licenses. VFEA requires occupational licensing units in DLLR, as well as the DHMH, the MIESMSS, MHEC and MSDE, to give credit for former service members for relevant military training, education and experience in connection with the issuance of occupational and professional licenses. Its core features requires state agencies to conduct the following activities:

- Give credit for relevant military training, education and experience; and
- Expedite licensing procedures for veterans, service members and military spouses who are actively licensed and relocate to Maryland

Accomplishments

2013

- Maryland's Department of Health and Mental Hygiene requires DHMH Boards to expedite a license for a qualifying service member/veteran/spouse within 15 days from receipt of completed application.
- DHMH Boards renew an expired license if a service member is deployed outside US by facilitating expedited online renewal services.
- DHMH Boards provide expedited review and issuance of credit for military service toward license where applicable.
- Maryland's Institute for Emergency Medical Services Systems (MIEMSS) accepts registration with the National Registry of Emergency Medical Technicians (NREMT)¹ as the equivalent of licensure/ certification by another state which significantly expedites obtaining Maryland licensure / certification.
- On July 17th, DLLR's Division of Occupational and Professional Licensing issued the first expedited license - a Master Electrician's license - to a military spouse. The license was issued within five business days.
- In October, DHMH's Board of Chiropractic and Massage Therapy Examiners issued an expedited Massage Therapy license to a military spouse. The license was issued within 35 business days.
- On December 13th, DLLR's Division of Financial Regulation issued an expedited Mortgage Loan Originator License to an Army veteran. The license was issue within five business days.

2014

- From the time of the release of the December 2013 preliminary report there continues to be a been a number of documented applicants for occupational and professional licensure.
- The Health Occupations Boards have licensed over 100 identified military veterans or spouses. The following Boards reported licensing these individuals:
 - Board Of Chiropractic Examiners and Massage Therapists
 - Board Of Dental Examiners
 - Board of Nursing
 - Board of Pharmacy
 - Board of Physicians
 - Board of Social Work Examiners
- The Maryland Department of Labor, Licensing and Regulation issued 12 licenses to veterans or military spouses.
- DLLR's' Office of Financial Regulation issued 2 mortgage loan originator licenses. DLLR's Division of Occupational & Professional Licensing has issued 10 licenses. Among those issued were 3 for Master Electricians, 2 MHIC Contractors, 3 Cosmetologists and 1 Professional Engineer.
- The Maryland Institute for Emergency Medical Systems Services (MIEMSS)

¹National Registry of Emergency Medical Technicians (NREMT) is an independent, nongovernment organization that provides standardized national testing and registration for emergency medical technicians based on national training standards.

reported that a veteran assisted through the Veteran's Full Employment Act completed the refresher course for reciprocity. MIEMSS assisted this individual in getting reinstated for his National Registry for Emergency Medical Technicians certification which made him eligible for reciprocity into Maryland and an EMT. He is now halfway through his paramedic program.

- The Maryland Department of Education reports that between January 1, 2014 and December 22, 2014 the Certification Branch has assisted 424 veterans and their spouses seeking certification.

Background on the Veterans Full Employment Act

In 2012, First Lady Michelle Obama and Dr. Jill Biden, as part of the Joining Forces Initiative, released a report from the Departments of Defense and Treasury outlining opportunities and best practices for states to better support military spouses serving in professions with state licensure and certification requirement.² The joint report found that military spouses are especially affected by state occupational licensing requirements as they accompany their service member spouse on assignment to military bases around the country and overseas. In addition, as a result of the frequent moves associated with military life and because licenses from one state do not always easily transfer to another state, spouses serving in professions that require state licenses bear disproportionately high financial and administrative burdens.

The White House asked states to address efficient ways for military spouses and returning veterans to fulfill state and professional licensing and certification requirements. In remarks to the National Governor's Association, the First Lady issued a call to action to our Nation's governors for all 50 states to take executive or legislative action to streamline state licensing for service members, veterans, and their spouses by the end of 2015.³ By the summer of 2012, 11 states had adopted legislative language that supported military spouse license portability, including: Alaska, Arizona, Colorado, Florida, Kentucky, Missouri, Montana, Tennessee, Texas, Utah, and Washington. In addition, 13 states, including Colorado, had proposed legislation that would positively impact military spouses if signed into law: Colorado, Delaware, Hawaii, Indiana, Kansas, Nebraska, New York, North Carolina, Ohio, Oklahoma, South Carolina, Virginia, and West Virginia.

During the 2013 General Assembly session, Maryland's Lt. Governor led the administration's effort to move a license portability bill through the legislative process. Although Maryland's occupational and professional licensing boards recognized military experience, the Veterans Full Employment Act codified the practice and strengthened the boards' statutory authority to award credit to service members or veterans for substantially equivalent experiences gained in the military. The law also established that an active duty

²See Departments of Treasury and Defense Report, *Supporting Our Military Families: Best Practices for Streamlining Occupational Licenses Across State Lines*, February 2012; http://www.defense.gov/home/pdf/Occupational_Licensing_and_Military_Spouses_Report_vFINAL.PDF

³Remarks by the First Lady and Dr. Jill Biden to the National Governor's Association, February 25, 2013; <http://www.whitehouse.gov/the-press-office/2013/02/25/remarks-first-lady-and-dr-jill-biden-national-governors-association>

service member, veteran, or military spouse who holds a substantially equivalent license in another State may be given a temporary license to ensure that person can enter the workforce as quickly as possible upon relocation to Maryland.

Service members face many challenges when returning to civilian life; thus, state agencies advised its staff and licensing boards to give every possible consideration under the law to service members or military spouses who apply for a State occupational or professional license. The Veterans Full Employment Act enhances the state's ability to provide efficient service to these applicants while maintaining Maryland's standards for competence and safety, and also allows state boards to surmount unnecessary bureaucracy so that service members and military spouses who meet Maryland's licensing standards may enter their respective profession or trade as quickly as possible.

In April 2013, Maryland joined 12 states that answered the First Lady's call by passing legislation that streamlines the ability for service members and veterans to obtain civilian certification and licensure, and also joined seven states that, since February, have passed legislation that expedites professional licenses or certifications for military spouses when they move to a new state. On April 17, Mrs. Obama traveled to Maryland to join Governor O'Malley as he signed the Veterans Full Employment Act of 2013 into law. Maryland's bill sets a national standard for state legislation as it covers five out of the Administration's seven best practices, including accepting military training and experience towards licensing requirements for over 70 state licenses and certifications, and requiring public universities to translate military service into academic credit so that veterans can earn their degree more quickly.

Implementation

Veterans Full Employment Act of 2013 – Summary

I. Veterans and Service Members – Credit for Professional and Occupational Licenses

- Requires licensing units to consider an individual's relevant military experience when calculating the individual's years of practice in an occupation or profession.
- Requires licensing units to give an individual credit for relevant military training and education when determining whether an individual meets training and education requirements for state licensure.
- These measures will facilitate the process by which service members and veterans receive licensure credit for relevant military education, training, and experience, thereby eliminating some of the regulatory hurdles that individuals face when transitioning from military service to the civilian workforce.
- The bill's license credentialing provisions cover:
 1. the occupational & professional boards in the Department of Labor,

- Licensing, and Regulation;
2. the health occupations boards in the Department of Health and Mental Hygiene; and
 3. the MD Institute for Emergency Medical Services Systems (licenses EMS providers).

II. Veterans and Service Members – Academic Credit

- Requires each public institution of higher education in the State to adopt and implement policies governing the awarding of academic credit for an individual's military training, coursework, and education.
- These measures will reduce the time to degree as well as the cost of earning a degree or certificate, and will make it easier for veterans to acquire the academic credentials they need to remain competitive in the civilian work force.

III. Military Spouses, Veterans, and Service Members – License Portability

- Requires licensing units in the State to expedite licensing for military spouses, service members, and recently-discharged veterans.
- These measures will allow working members of military households to get back to work in a shorter period of time, thereby reducing the financial burden on military families that relocate to Maryland.
- The expedited licensure provisions apply to:
 1. educator/teacher certificates issued by the Maryland State Department of Education;
 2. licenses issued by the occupational & professional boards in the Department of Labor, Licensing, and Regulation; and
 3. licenses issued by the health occupations boards in the Department of Health and Mental Hygiene.

Maryland Department of Labor, Licensing and Regulation

Maryland is dedicated to assisting veterans and spouses of currently serving members of the United States Armed Forces, including active duty reservists and members of the National Guard obtain occupational and professional licenses in Maryland.

The Veterans Full Employment Act (Chapters 154 and 155 of 2013) facilitates professional licensing for active military personnel, veterans, and their spouses through the expedited issuance of specified licenses, registrations, and certificates. DLLR's Division of Occupational and Professional Licensing formed a workgroup and held a series of meetings so that the Department would be prepared to implement the Act and respond to public

inquiries. In addition, the Division created a rapid, responsive application process to share information on the new legislation and its implementation in order to ensure that it was prepared to respond to inquiries and issue temporary license applications as quickly as possible. The Division continues to evaluate procedures (“road testing”) so that services may be improved.

To this end, the Division has:

- created a link on the main DLLR website that takes interested parties to a dedicated veterans licensing page and clearly states information related to the Act (using EARN Maryland as a prototype);
- posted a temporary expedited license application on the DLLR website; established simple and effective internal response procedures to ensure that inquiries are addressed quickly and accurately;
- established an internal protocol to direct all inquiries and applications received through the Commissioner’s Office so that responsibilities can be effectively delegated and the status of public inquiries and applications can be closely monitored;
- begun working effectively with licensing agencies in other states so that an applicant’s credentials are verified expeditiously;
- reviewed specific procedures and requirements of each program to determine relevant qualifications; and
- notified program managers and staff of the Act’s requirements and the Division’s expectations.

In addition, the Division has plans to expand its e-licensing system and post program specific information on its website. Once the Division has established its general procedures to ensure rapid and effective processing of applications and public inquiries, the Division plans to enhance its services to veterans, service members, and military spouses under the Act in several ways, including:

- upgrading the Division’s E-Licensing system to allow individuals to file a temporary expedited license application online; and
- posting information on each board’s or commission’s website relating specifically to applicants with a military background.

VFEA facilitates DLLR’s Division of Financial Regulation’s professional licensing for active military personnel, veterans, and their spouses through

the expedited issuance of Mortgage Loan Originator and Affiliated Insurance Producer-Mortgage Loan Originator licenses. The Division will continuously review its procedures and processes to determine areas where expedited licensing processes can be implemented and to ensure compliance with the law. The Office of the Commissioner of Financial Regulation has implemented the following course of action to ensure the public is aware of the benefits granted by the law to qualified individuals:

- added a link on the Division's main website that takes interested parties to a dedicated veterans licensing page that outlines the benefits listed below;
- issued a Mortgage Licensing Update to all licensees informing them about the law's benefits;
- amended the NMLS⁴ Mortgage Loan Originator Checklist by adding a section noting the law's benefits; and
- to ensure proper attention is granted to each application, the Division has designated the Director of Licensing as the main contact for veterans and other qualified individuals to contact once the application is submitted and/or if any questions arise.

In 2014, DLLR's focused on improving outreach to potential licensees to let veterans and military spouses know that the law exists and to increase awareness among Maryland colleges and students attending those colleges so they know which academic programs and occupational/professional careers lead to expedited licensing.

DLLR does not receive a large number of applications for expedited licenses under VFEA. However, DLLR uses national certification requirements to ease issuance of occupational and professional licenses issued by the Office of Financial Regulation (Fin Reg) and the Division of Occupational and Professional Licensing (O&P). In addition, DLLR accepts education and training, as well as military experience for veterans and out of state experience for military spouses when determining whether an applicant is eligible for an expedited license under VFEA. Also, VFEA requests are directed to Fin Reg's Director of Licensing and O&P's Acting Commissioner to ensure that applicants receive prompt review of their applications. To date, most applications are processed within a month, usually within a couple of weeks. Fin Reg and O&P maintain electronic databases that track inquiries, applications, licenses issued (and those that are pending) in order to comply with VFEA. DLLR's Office of the Secretary also monitors VFEA compliance and updates a matrix monthly that includes the number of licenses, the type of license and whether the applicant was a veteran, military spouse, or service member.

⁴ NMLS is a mortgage licensing website mandated by the SAFE Act that is utilized by all State licensing agencies and licensees.

Maryland Department of Health and Mental Hygiene

The Veterans Full Employment Act facilitates expedited licensing and certification for active military personnel, veterans, and their spouses for certain professional licenses and certifications. The law helps facilitate the process for qualified veteran and military spouses who are actively licensed in other states to obtain certain licenses in Maryland. The Department displays information about the law and the process for expedited licensure on its main website and on the websites of its Health Occupation Licensing Boards.

In July of 2014, the Health Occupations Boards added information about the number of veterans and military spouses licensed as part of the monthly State Stat reports.

Requirements for DHMH Boards:

- Boards must ask for service member/veteran/spouse status on initial application
Qualifying service member/veteran/spouse must receive an expedited licensure - 15 days from receipt of completed application.
- Boards renew expired license if service member is deployed outside US by facilitating expedited online renewal services.
- Boards assign advisors to assist service member/veteran/spouse with application
Board advisors assist service member/veteran/spouse if not qualified by offering information on how to obtain training, experience or relevant education.
- Boards provide expedited review and issuance of credit for military service toward license where applicable

Maryland Institute for Emergency Medical Services Systems

The Maryland Institute for Emergency Medical Services Systems is an independent state agency responsible for coordination and oversight of the State's emergency medical services (EMS) system under the direction of the State EMS Board appointed by the Governor. The State EMS Board, through MIEMSS, licenses/certifies EMS providers in Maryland, including Emergency Medical Dispatchers, Emergency Medical Technicians, Cardiac Rescue Technicians, and Paramedics.

Historically, MIEMSS has facilitated the entry of returning service members into the practice of EMS in Maryland. The procedures used by the agency are summarized in the accompanying document. The passage of the Veterans Full Employment Act provides the opportunity to formalize and promote our efforts and to integrate them with similar efforts in other state agencies. Moving forward, MIEMSS has undertaken the following to complete implementation of the law:

Webpage Modifications: MIEMSS has implemented a tab on its website for returning service members that will make it easier to locate information on obtaining EMS licensure/certification in Maryland.

Modification of COMAR Regulations: MIEMSS modified its COMAR regulations regarding licensure and certification of EMS personnel that will reflect the passage of the law.

Template for EMS Teaching Agencies: MIEMSS developed a template for EMS teaching agencies that will assist them to develop individualized educational plans for coursework for service members who require further training to meet State requirements. MIEMSS currently works closely with these agencies to identify the individual educational needs for returning service members, as well as for other health care professionals, e.g., nurses, who wish to become licensed/certified as EMS providers in Maryland.

Licensure / Certification Management Software: MIEMSS is in the process of developing a new program for better management of provider information regarding licensure, certification, continuing education and jurisdictional affiliation. MIEMSS will include in the program a method for identifying applications from service members that will allow the agency to better track agency response and application processing times for these personnel. This change will assist the agency in complying with the reporting requirements of VFEA.

Maryland Higher Education Commission

The Maryland Higher Education Commission is Maryland's postsecondary education coordinating board responsible for the management of statewide financial aid programs, and the establishment of statewide policies for public and private colleges and career schools to support students' postsecondary pursuits. One of MHEC's critical roles is to serve as the official State Approving Agency (SAA) in partnership with the U.S. Department of Veterans Affairs. In this capacity, MHEC approves and supervises postsecondary institutions that wish to accept Veterans Education Benefits for their students. The SAA's mission is three-fold:

- To promote and safeguard quality education and training programs for all Veterans and other eligible persons.
- To increase the awareness of every Veteran, Service Member and/or eligible dependent concerning the full range of both educational and training opportunities available in the State of Maryland.
- To protect the GI Bill resources available for those programs.

The passage of the Veterans Full Employment Act of 2013 provided MHEC, in collaboration with the public institutions of higher education, the opportunity to determine best practices and establish corresponding guidelines for the effective and efficient awarding of academic credit for a student's military training, coursework, and education. While individual institutions already have policies in place for the awarding of academic credit for prior learning, the guidelines for military credit have created a more uniform and

consistent approach to these practices across Maryland’s public colleges and universities. Additionally, information regarding VFEA has been prominently featured and promoted on MHEC’s website.

The following deliverables and deadlines were established for the development and implementation of these best practices and guidelines for the VFEA:

MHEC Deliverable	Target Date for Completion	Current Status
Survey existing policies and practices for awarding college credit for military-related experience at Maryland public colleges and universities	October 2013	Completed
Research and compile summary of best practices nationwide for awarding college credit for military-related experience	November 2013	Completed
Submit preliminary report on VFEA implementation to the Governor and General Assembly, in collaboration with other agencies	December 2013	Completed
Adopt proposed amendments to COMAR to expand opportunities for undergraduate credit awarded through Competency-Based Education (CBE), including credit for prior learning	February 2014	Completed
Appoint members of statewide workgroup with representation from all public higher education segments to develop VFEA guidelines	February 2014	Completed
Convene workgroup to begin drafting VFEA guidelines	March 2014	Completed
Develop working draft of VFEA guidelines; disseminate to public institutions for comments and feedback	April 2014	Completed
Reconvene workgroup to finalize VFEA guidelines	April 2014 May 2014	Completed
Commission to adopt final VFEA guidelines	May 2014	Completed
MHEC to publish and disseminate final VFEA guidelines	June 2014	Completed
Public institutions to develop and approve policies (or revise existing policies to align with new guidelines) for the awarding of credit for military training, coursework, or	During 2014 Fall Semester	Completed

MHEC Deliverable	Target Date for Completion	Current Status
education.		
Public institutions submit CBE and VFEA policies to MHEC for review and approval.	December 2014 January 2014	In Progress

Awarding of College Credit for Military Experience

All public two-year and four-year institutions in Maryland are currently approved by the Department of Veterans Affairs (VA) to accept veterans’ education benefits for students enrolled in their institutions. The VA already requires all VA-approved institutions to have policies to evaluate, award, and offset or waive the cost of courses accepted towards their program of study. MHEC staff analysis revealed that for the most part, Maryland colleges and universities are already utilizing similar types of evaluation methods and assessment tools to determine credit for prior learning. These methods include, but are not limited to, the following:

- American Council on Education (ACE) College Credit Recommendation Service
- American Council on Education (ACE) Military Guide
- College Level Examination Program (CLEP)
- DANTES Subject Standardized Test (DSST) Program
- Joint Services Transcripts (JST)
- Advanced Placement (AP) Program of the College Board
- International Baccalaureate (IB) Exams
- Departmental Exams and Institutional Assessments
- Portfolio Development and Assessment
- Course Challenge Programs

Historically, such methods of credit accumulation could comprise no more than half of an undergraduate associate’s degree or bachelor’s degree in Maryland. Regulatory changes in COMAR adopted by the Commission in June 2014 resulted in the lifting of this credit cap to support institutional initiatives in competency-based education, and to expand student opportunities to earn college credit for prior learning and experience.

In ensuring a consistent approach across institutions to maximize the number of credits for military experience that veterans are able to earn towards their degrees, the guidelines addressed the following areas:

- Inventory of applicable evaluation and assessment methods and approaches for awarding college credit for military-related experience.
- Full disclosure and promotion of institutional policies and processes for evaluating, assessing, and awarding credit for military training, education, and experience.

- Designated point of contact for the military credit evaluation process and other VFEA related services at each public institution.
- Formal student notification processes for credits evaluated and awarded.
- Incorporation of an appeal process related to credit determinations.
- Alignment with COMAR 13B.02.02.16.H, which contains regulations for the awarding of credit for competency-based education requiring the review of written policies and procedures by MHEC.

MHEC is currently engaged in the process of reviewing institutions submitted CBE and VFEA policies for compliance with established best practices and COMAR. Additionally, MHEC, as a result of upgrades to the Maryland Annual Collection (MAC), will be able to begin reporting data on the number of academic credits students are receiving for US Armed Forces service and training experiences. Moreover, this will enable MHEC to identify veterans that have received credit for their military service and training. Data for the 2013-2014 academic year will be available for reporting in Spring 2015 and annually thereafter.

Maryland State Department of Education

The Maryland State Department of Education credentials educators who are required to hold a certificate to teach in Maryland Public Schools, Non-Public Special Education Schools under COMAR 13A.09.10 and other state agencies that have educational components. The Veterans Full Employment Act of 2013, effective July 1, 2013 expedites credentialing for U.S. Armed Forces service members and their spouses seeking employment as educators in these entities.

MSDE fully supports this act and has implemented the following to assist these educators in the educational settings described above:

- A “conditional“ certification allows employers to request a teaching credential and for the educator to complete the Maryland requirements after the conditional certificate is awarded
- Meetings and print direction for all entities required to employ credentialed educators
- Webpage modification: The MSDE Certification Branch menu of certification routes now includes expedited processing for U.S. Armed Forces service members and their spouses who are employed with the entities required to hold certification

Service Members and their spouses who seek Maryland Educator Credentials should work with their employers to secure “conditional “certification when necessary. The Educator

Information System [EIS], an online application site, at www.mdcert.org also provides guidance on this process for those who are relocating to the Maryland area.

Historically, MSDE has given priority in assuring the active and retired members of the armed forces, and their families are supported in accessing the educational environment in Maryland. This has included becoming employed in Maryland public schools and enrolling their children in schools across the state. This was an MSDE initiative during the BRAC impetus for the past several years. The passage of the law provides the opportunity to promote our efforts and to renew our commitment to those in service to our country. MSDE fully supports this act and has implemented the following to support educators employed the education setting described above. Veterans and their spouses receive priority service when applying for certification.

MSDE is using the following strategies to support the VFEA:

Conditional certification – Maryland has had a temporary teaching credential that allows employers to expedite the hiring process for over twenty years. This credential allows the educator to complete the Maryland requirements after the conditional certificate is awarded. Conditional” Certification is currently available which allows employers to request a teaching credential on a time limited basis and provides two years for the educator to complete Maryland requirements after the conditional certificate is awarded.

Communication Activities – Local school systems, non-public special education facilities and State Institutions all have received print information. Print materials are also sent to all entities that require certification every June to remind them of this law as they entered the hiring season for the next school year. Technical assistance regarding the Conditional Certificate is available to all employers who require certification as needed.

Webpage modification – The MSDE Certification Branch menu of certification routes now includes information related to the expedited processing for U.S. Armed Forces service members and their spouses

A Program Approval Specialist provides presentations on how to become a teacher through alternative routes offered in Maryland. Presentations at Aberdeen Proving Ground, the National Security Agency and other military installations are provided on a yearly basis. The specialist also works directly with candidates and offers one to one assistance to veterans and their spouses.

This year between January 1,2014 and December 22,2014 the Certification Branch has assisted 424 veterans and their spouses seeking certification.

APPENDICES

Appendix A:	Veterans Full Employment Act of 2013
Appendix B:	Veterans Full Employment Act List of Covered Licenses/Certificates
Appendix C:	Veterans Full Employment Act – Agencies’ Implementation Timeline
Appendix D:	Veterans Full Employment Act Implementation Details
Appendix E:	MHEC Guidelines For Awarding Academic Credit For Military Training, Education, and Coursework

Chapter 155

(House Bill 225)

AN ACT concerning

Veterans Full Employment Act of 2013

FOR the purpose of requiring certain licensing units and boards to give credit to certain former service members for relevant military training, education, and experience in connection with the issuance of certain occupational and professional licenses, certificates, and registrations; repealing and recodifying certain provisions of law regarding the renewal of certain occupational or professional licenses and the completion of continuing education or continuing competency requirements for certain members of an armed force deployed outside the State; requiring certain licensing units and boards to issue a temporary expedited license, certification, or registration to certain individuals under certain circumstances; authorizing certain licensing units and boards to issue a temporary license under certain circumstances; ~~authorizing certain health occupations boards to apply to the Secretary of Health and Mental Hygiene for consideration of an alternate process of expedited licensing, certification, or registration under certain circumstances~~ requiring certain health occupations boards to develop certain procedures by which an applicant for a license, certificate, or registration can provide certain notice to the board; requiring each health occupations board to expedite the licensing, certification, or registration process for certain applicants and issue a license, certificate, or registration within a certain number of days under certain circumstances; requiring each health occupations board to assign to certain applicants a certain advisor; requiring each health occupations board to provide certain assistance to certain persons under certain circumstances; requiring the State Superintendent of Schools to expedite educator certification under certain circumstances; authorizing the State Superintendent of Schools to issue a temporary educator certificate under certain circumstances; requiring certain licensing units and boards and the State Department of Education to publish certain information on a certain Web site; authorizing certain licensing units and boards, the Commissioner of Financial Regulation, and the State Board of Education to adopt certain regulations; requiring the Maryland Higher Education Commission to develop and adopt certain guidelines regarding the awarding of academic credit for military training, coursework, and education; requiring public institutions of higher education to develop and implement certain policies in accordance with the guidelines adopted by the Commission; requiring that certain reports on the implementation of this Act be submitted to the Governor and the General Assembly on or before ~~a certain date~~ dates; and generally relating to occupational and professional licensing requirements and

the crediting, for certain purposes, of certain training, experience, and education of service members, veterans, and military spouses.

BY repealing

Article – Business Regulation
Section 2–111
Annotated Code of Maryland
(2010 Replacement Volume and 2012 Supplement)

BY adding to

Article – Business Regulation
Section 2.5–101 through 2.5–108 to be under the new title “Title 2.5. Service
Members, Veterans, and Military Spouses – Licensing”
Annotated Code of Maryland
(2010 Replacement Volume and 2012 Supplement)

BY adding to

Article – Education
Section 6–101.1, 13–516(b–1), and 15–113
Annotated Code of Maryland
(2008 Replacement Volume and 2012 Supplement)

BY repealing and reenacting, without amendments,

Article – Education
Section 10–101(c) and 13–501(f)
Annotated Code of Maryland
(2008 Replacement Volume and 2012 Supplement)

BY adding to

Article – Financial Institutions
Section 11–612.2
Annotated Code of Maryland
(2011 Replacement Volume and 2012 Supplement)

BY adding to

Article – Health Occupations
Section 1–701 through 1–706 to be under the new subtitle “Subtitle 7. Service
Members, Veterans, and Military Spouses – Licensing”
Annotated Code of Maryland
(2009 Replacement Volume and 2012 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That Section(s) 2–111 of Article – Business Regulation of the Annotated Code of Maryland be repealed.

SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read as follows:

Article – Business Regulation

TITLE 2.5. SERVICE MEMBERS, VETERANS, AND MILITARY SPOUSES – LICENSING.

2.5–101.

(A) IN THIS TITLE THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(B) (1) “LICENSE” MEANS ANY GRANT OF AUTHORITY TO AN INDIVIDUAL TO PRACTICE AN OCCUPATION OR PROFESSION.

(2) “LICENSE” INCLUDES A CERTIFICATE, PERMIT, OR REGISTRATION.

(C) (1) “MILITARY SPOUSE” MEANS THE SPOUSE OF A SERVICE MEMBER OR VETERAN.

(2) “MILITARY SPOUSE” INCLUDES A SURVIVING SPOUSE OF:

(I) A VETERAN; OR

(II) A SERVICE MEMBER WHO DIED WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE APPLICATION FOR A LICENSE IS SUBMITTED.

(D) “SERVICE MEMBER” MEANS AN INDIVIDUAL WHO IS AN ACTIVE DUTY MEMBER OF:

(1) THE ARMED FORCES OF THE UNITED STATES;

(2) A RESERVE COMPONENT OF THE ARMED FORCES OF THE UNITED STATES; OR

(3) THE NATIONAL GUARD OF ANY STATE.

(E) “UNIT” MEANS A UNIT IN THE DEPARTMENT THAT IS AUTHORIZED TO ISSUE A LICENSE.

(F) (1) “VETERAN” MEANS A FORMER SERVICE MEMBER WHO WAS ~~HONORABLY DISCHARGED FROM ACTIVE DUTY~~ DISCHARGED FROM ACTIVE

DUTY UNDER CIRCUMSTANCES OTHER THAN DISHONORABLE WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE APPLICATION FOR A LICENSE IS SUBMITTED.

(2) “VETERAN” DOES NOT INCLUDE AN INDIVIDUAL WHO HAS COMPLETED ACTIVE DUTY AND HAS BEEN DISCHARGED FOR MORE THAN 1 YEAR BEFORE THE APPLICATION FOR A LICENSE IS SUBMITTED.

2.5-102.

THIS TITLE DOES NOT APPLY TO LICENSES ISSUED UNDER TITLE 11, SUBTITLE 5 OR SUBTITLE 6 OF THE FINANCIAL INSTITUTIONS ARTICLE.

2.5-103.

A UNIT MAY ALLOW AN INDIVIDUAL LICENSEE WHO IS A MEMBER OF AN ARMED FORCE DEPLOYED OUTSIDE THE STATE TO:

(1) RENEW THE LICENSE AFTER THE EXPIRATION OF THE RENEWAL PERIOD WITHOUT PAYMENT OF A PENALTY OR REINSTATEMENT FEE IF THE LATE RENEWAL IS A DIRECT RESULT OF THE DEPLOYMENT; AND

(2) COMPLETE ANY CONTINUING EDUCATION OR CONTINUING COMPETENCY REQUIREMENTS FOR RENEWAL WITHIN A REASONABLE TIME AFTER RENEWING THE LICENSE.

2.5-104.

(A) IN CALCULATING AN INDIVIDUAL’S YEARS OF PRACTICE IN AN OCCUPATION OR A PROFESSION, EACH UNIT SHALL GIVE CREDIT TO THE INDIVIDUAL FOR ALL RELEVANT EXPERIENCE AS A SERVICE MEMBER.

(B) EACH UNIT SHALL CREDIT ANY TRAINING AND EDUCATION PROVIDED BY THE MILITARY AND COMPLETED BY A SERVICE MEMBER TOWARD ANY TRAINING OR EDUCATION REQUIREMENTS FOR LICENSURE IF THE TRAINING OR EDUCATION IS DETERMINED BY THE UNIT TO BE:

(1) SUBSTANTIALLY EQUIVALENT TO THE TRAINING OR EDUCATION REQUIRED BY THE UNIT; AND

(2) NOT OTHERWISE CONTRARY TO ANY OTHER LICENSING REQUIREMENT.

2.5-105.

(A) EACH UNIT SHALL ISSUE AN EXPEDITED TEMPORARY LICENSE TO A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE WHO MEETS THE REQUIREMENTS OF THIS SECTION.

(B) A TEMPORARY LICENSE ISSUED UNDER THIS SECTION IS VALID UNTIL THE EARLIER OF:

(1) 6 MONTHS AFTER THE DATE OF ISSUANCE; OR

(2) THE DATE ON WHICH A LICENSE IS GRANTED OR A NOTICE TO DENY A LICENSE IS ISSUED BY THE UNIT.

(C) AN APPLICATION FOR A TEMPORARY LICENSE SHALL INCLUDE THE FOLLOWING, IN THE FORM AND MANNER REQUIRED BY THE UNIT:

(1) PROOF THAT THE APPLICANT IS A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE;

(2) PROOF THAT THE APPLICANT HOLDS A VALID LICENSE IN GOOD STANDING ISSUED IN ANOTHER STATE;

(3) IF THE APPLICANT IS A SERVICE MEMBER OR VETERAN, PROOF THAT THE APPLICANT IS ASSIGNED TO A DUTY STATION IN THE STATE OR HAS ESTABLISHED LEGAL RESIDENCE IN THE STATE;

(4) IF THE APPLICANT IS A MILITARY SPOUSE, PROOF THAT THE APPLICANT'S SPOUSE IS ASSIGNED TO A DUTY STATION IN THE STATE OR HAS ESTABLISHED LEGAL RESIDENCE IN THE STATE;

(5) IF A CRIMINAL BACKGROUND CHECK IS REQUIRED BY THE UNIT FOR LICENSURE, PROOF OF APPLICATION FOR A CRIMINAL BACKGROUND CHECK;

(6) PROOF THAT THE APPLICANT HAS SUBMITTED THE FULL APPLICATION FOR LICENSURE; AND

(7) PAYMENT OF ANY APPLICATION FEE REQUIRED BY THE UNIT.

(D) BEFORE ISSUING A TEMPORARY LICENSE UNDER THIS SECTION, THE UNIT SHALL DETERMINE THAT THE REQUIREMENTS FOR LICENSURE IN THE OTHER STATE ARE SUBSTANTIALLY EQUIVALENT TO, OR EXCEED THE REQUIREMENTS FOR, LICENSURE IN THIS STATE.

2.5-106.

(A) SUBJECT TO SUBSECTIONS (B) AND (C) OF THIS SECTION, A UNIT MAY ISSUE A TEMPORARY LICENSE TO A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE WHO HOLDS A VALID LICENSE IN GOOD STANDING ISSUED IN ANOTHER STATE FOR WHICH THE REQUIREMENTS FOR LICENSURE ARE NOT SUBSTANTIALLY EQUIVALENT TO THE REQUIREMENTS FOR LICENSURE IN THIS STATE.

(B) A TEMPORARY LICENSE ISSUED UNDER THIS SECTION AUTHORIZES THE SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE, FOR A LIMITED PERIOD OF TIME, AS DETERMINED BY THE UNIT, TO PERFORM SERVICES REGULATED BY THE UNIT WHILE THE SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE COMPLETES ADDITIONAL REQUIREMENTS FOR LICENSURE IN THIS STATE.

(C) A UNIT MAY NOT ISSUE A LICENSE UNDER THIS SECTION IF ISSUANCE OF THE LICENSE WOULD POSE A RISK TO PUBLIC HEALTH, WELFARE, OR SAFETY.

2.5-107.

EACH UNIT SHALL PUBLISH PROMINENTLY ON ITS WEB SITE:

(1) THE PROCESS FOR OBTAINING A TEMPORARY LICENSE UNDER § 2.5-105 OF THIS TITLE AND, IF APPLICABLE, § 2.5-106 OF THIS TITLE; AND

(2) THE PROCESS FOR APPLYING FOR A PERMANENT LICENSE FROM THE UNIT.

2.5-108.

EACH UNIT MAY ADOPT REGULATIONS TO CARRY OUT THIS TITLE.

Article - Education

6-101.1.

(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(2) (1) “MILITARY SPOUSE” MEANS THE SPOUSE OF A SERVICE MEMBER OR VETERAN.

(II) "MILITARY SPOUSE" INCLUDES A SURVIVING SPOUSE OF:

1. A VETERAN; OR
2. A SERVICE MEMBER WHO DIED WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE APPLICATION FOR AN EDUCATOR CERTIFICATE IS SUBMITTED.

(3) "SERVICE MEMBER" MEANS AN INDIVIDUAL WHO IS AN ACTIVE DUTY MEMBER OF:

- (I) THE ARMED FORCES OF THE UNITED STATES;
- (II) A RESERVE COMPONENT OF THE ARMED FORCES OF THE UNITED STATES; OR
- (III) THE NATIONAL GUARD OF ANY STATE.

(4) (I) "VETERAN" MEANS A FORMER SERVICE MEMBER WHO WAS ~~HONORABLY DISCHARGED FROM ACTIVE DUTY~~ DISCHARGED FROM ACTIVE DUTY UNDER CIRCUMSTANCES OTHER THAN DISHONORABLE WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE APPLICATION FOR AN EDUCATOR CERTIFICATE IS SUBMITTED.

(II) "VETERAN" DOES NOT INCLUDE AN INDIVIDUAL WHO HAS COMPLETED ACTIVE DUTY AND HAS BEEN DISCHARGED FOR MORE THAN 1 YEAR BEFORE THE APPLICATION FOR AN EDUCATOR CERTIFICATE IS SUBMITTED.

(B) THE STATE SUPERINTENDENT SHALL EXPEDITE EDUCATOR CERTIFICATION FOR A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE.

(C) TO QUALIFY FOR EXPEDITED EDUCATOR CERTIFICATION UNDER THIS SECTION, A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE SHALL:

- (1) SUBMIT AN APPLICATION FOR EDUCATOR CERTIFICATION;
- (2) HOLD A VALID EDUCATOR LICENSE OR CERTIFICATE IN GOOD STANDING ISSUED IN ANOTHER STATE;
- (3) MEET THE APPLICABLE QUALIFICATIONS FOR CERTIFICATION IN COMAR 13A.12.01.04 AND.05; AND

(4) PAY THE APPLICABLE CERTIFICATION FEE.

(D) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, THE STATE SUPERINTENDENT, AT THE REQUEST OF A LOCAL SCHOOL SYSTEM, MAY ISSUE A TEMPORARY EDUCATOR CERTIFICATE TO A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE WHO HOLDS A VALID EDUCATOR CERTIFICATE OR LICENSE IN GOOD STANDING ISSUED IN ANOTHER STATE BUT WHO DOES NOT MEET THE QUALIFICATIONS FOR EDUCATOR CERTIFICATION IN THIS STATE.

(2) A TEMPORARY EDUCATOR CERTIFICATE ISSUED UNDER THIS SUBSECTION AUTHORIZES THE SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE, FOR A LIMITED PERIOD OF TIME, AS DETERMINED BY THE STATE SUPERINTENDENT, TO BE EMPLOYED AS AN EDUCATOR IN THE STATE WHILE THE SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE COMPLETES ADDITIONAL REQUIREMENTS FOR CERTIFICATION IN THIS STATE.

(E) THE DEPARTMENT SHALL PUBLISH PROMINENTLY ON ITS WEB SITE THE PROCESS FOR OBTAINING EXPEDITED EDUCATOR CERTIFICATION UNDER THIS SECTION.

(F) THE STATE BOARD MAY ADOPT REGULATIONS TO CARRY OUT THIS SECTION.

10-101.

(c) “Commission” means the Maryland Higher Education Commission.

13-501.

(f) “EMS Board” means the State Emergency Medical Services Board.

13-516.

(B-1) (1) IN THIS SUBSECTION, “SERVICE MEMBER” MEANS AN INDIVIDUAL WHO IS AN ACTIVE DUTY MEMBER OF:

(I) THE ARMED FORCES OF THE UNITED STATES;

(II) A RESERVE COMPONENT OF THE ARMED FORCES OF THE UNITED STATES; OR

(III) THE NATIONAL GUARD OF ANY STATE.

(2) (I) IN CALCULATING AN INDIVIDUAL'S YEARS OF EXPERIENCE IN AN OCCUPATION OR PROFESSION, THE EMS BOARD SHALL GIVE CREDIT TO THE INDIVIDUAL FOR ALL RELEVANT EXPERIENCE AS A SERVICE MEMBER.

(II) THE EMS BOARD SHALL CREDIT ANY TRAINING AND EDUCATION PROVIDED BY THE MILITARY AND COMPLETED BY A SERVICE MEMBER TOWARD ANY TRAINING OR EDUCATION REQUIREMENTS FOR LICENSURE OR CERTIFICATION IF THE TRAINING OR EDUCATION IS DETERMINED BY THE EMS BOARD TO BE:

1. SUBSTANTIALLY EQUIVALENT TO THE TRAINING OR EDUCATION REQUIRED BY THE EMS BOARD; AND

2. NOT OTHERWISE CONTRARY TO ANY OTHER LICENSING REQUIREMENT.

15-113.

(A) THE COMMISSION, IN CONSULTATION WITH THE PUBLIC INSTITUTIONS OF HIGHER EDUCATION IN THE STATE, SHALL DEVELOP AND ADOPT GUIDELINES ON AWARDING ACADEMIC CREDIT FOR A STUDENT'S MILITARY TRAINING, COURSEWORK, AND EDUCATION.

(B) IN ACCORDANCE WITH THE GUIDELINES DEVELOPED BY THE COMMISSION UNDER SUBSECTION (A) OF THIS SECTION, THE GOVERNING BODY OF EACH PUBLIC INSTITUTION OF HIGHER EDUCATION IN THE STATE SHALL DEVELOP AND IMPLEMENT POLICIES GOVERNING THE AWARDING OF ACADEMIC CREDIT FOR A STUDENT'S MILITARY TRAINING, COURSEWORK, AND EDUCATION.

Article - Financial Institutions

11-612.2.

(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(2) (I) "MILITARY SPOUSE" MEANS THE SPOUSE OF A SERVICE MEMBER OR VETERAN.

(II) "MILITARY SPOUSE" INCLUDES A SURVIVING SPOUSE
OF:

1. A VETERAN; OR

2. A SERVICE MEMBER WHO DIED WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE LICENSE APPLICATION, RENEWAL, OR CHANGE OF STATUS IS SUBMITTED.

(3) “SERVICE MEMBER” MEANS AN INDIVIDUAL WHO IS AN ACTIVE DUTY MEMBER OF:

(I) THE ARMED FORCES OF THE UNITED STATES;

(II) A RESERVE COMPONENT OF THE ARMED FORCES OF THE UNITED STATES; OR

(III) THE NATIONAL GUARD OF ANY STATE.

(4) (I) “VETERAN” MEANS A FORMER SERVICE MEMBER WHO WAS ~~HONORABLY DISCHARGED FROM ACTIVE DUTY~~ DISCHARGED FROM ACTIVE DUTY UNDER CIRCUMSTANCES OTHER THAN DISHONORABLE WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE LICENSE APPLICATION, RENEWAL, OR CHANGE OF STATUS IS SUBMITTED.

(II) “VETERAN” DOES NOT INCLUDE AN INDIVIDUAL WHO HAS COMPLETED ACTIVE DUTY AND HAS BEEN DISCHARGED FOR MORE THAN 1 YEAR BEFORE THE LICENSE APPLICATION, RENEWAL, OR CHANGE OF STATUS IS SUBMITTED.

(B) TO EXPEDITE THE RENEWAL OR CHANGE OF STATUS OF A LICENSE FOR A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE, THE COMMISSIONER:

(1) SHALL WAIVE, AS APPLICABLE, THE STATE CRIMINAL HISTORY RECORDS CHECK; AND

(2) MAY WAIVE OR SUSPEND ANY OTHER LICENSING REQUIREMENTS TO THE EXTENT THAT THE WAIVER OR SUSPENSION DOES NOT RESULT IN THE FAILURE TO MEET THE MINIMUM LICENSING STANDARDS SET FORTH IN 12 U.S.C. CHAPTER 51 AND THE REGULATIONS ADOPTED UNDER IT.

(C) TO EXPEDITE THE ISSUANCE OF A LICENSE TO A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE WHO HOLDS A VALID MORTGAGE LOAN ORIGINATOR LICENSE IN ANOTHER STATE, THE COMMISSIONER:

(1) SHALL WAIVE THE STATE CRIMINAL HISTORY RECORDS CHECK; AND

(2) MAY WAIVE OR SUSPEND ANY OTHER LICENSING REQUIREMENTS TO THE EXTENT THAT THE WAIVER OR SUSPENSION DOES NOT RESULT IN THE FAILURE TO MEET THE MINIMUM LICENSING STANDARDS SET FORTH IN 12 U.S.C. CHAPTER 51 AND THE REGULATIONS ADOPTED UNDER IT.

(D) THE COMMISSIONER SHALL PUBLISH PROMINENTLY ON THE COMMISSIONER'S WEB SITE, OR HAVE PUBLISHED ON A THIRD-PARTY WEB SITE USED FOR LICENSING MORTGAGE LOAN ORIGINATORS IN THE STATE, THE EXPEDITED PROCESSES FOR THE ISSUANCE, RENEWAL, OR CHANGE OF STATUS OF A LICENSE UNDER THIS SECTION.

(E) THE COMMISSIONER MAY ADOPT REGULATIONS TO CARRY OUT THIS SECTION.

Article – Health Occupations

SUBTITLE 7. SERVICE MEMBERS, VETERANS, AND MILITARY SPOUSES – LICENSING.

1-701.

(A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(B) “HEALTH OCCUPATIONS BOARD” MEANS A BOARD AUTHORIZED TO ISSUE A LICENSE, CERTIFICATE, OR REGISTRATION UNDER THIS ARTICLE.

(C) (1) “MILITARY SPOUSE” MEANS THE SPOUSE OF A SERVICE MEMBER OR VETERAN.

(2) “MILITARY SPOUSE” INCLUDES A SURVIVING SPOUSE OF:

(I) A VETERAN; OR

(II) A SERVICE MEMBER WHO DIED WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE APPLICATION FOR A LICENSE, CERTIFICATE, OR REGISTRATION IS SUBMITTED.

(D) “SERVICE MEMBER” MEANS AN INDIVIDUAL WHO IS AN ACTIVE DUTY MEMBER OF:

(1) THE ARMED FORCES OF THE UNITED STATES;

(2) A RESERVE COMPONENT OF THE ARMED FORCES OF THE UNITED STATES; OR

(3) THE NATIONAL GUARD OF ANY STATE.

(E) (1) “VETERAN” MEANS A FORMER SERVICE MEMBER WHO WAS ~~HONORABLY DISCHARGED FROM ACTIVE DUTY~~ DISCHARGED FROM ACTIVE DUTY UNDER CIRCUMSTANCES OTHER THAN DISHONORABLE WITHIN 1 YEAR BEFORE THE DATE ON WHICH THE APPLICATION FOR A LICENSE, CERTIFICATE, OR REGISTRATION IS SUBMITTED.

(2) “VETERAN” DOES NOT INCLUDE AN INDIVIDUAL WHO HAS COMPLETED ACTIVE DUTY AND HAS BEEN DISCHARGED FOR MORE THAN 1 YEAR BEFORE THE APPLICATION FOR A LICENSE, CERTIFICATE, OR REGISTRATION IS SUBMITTED.

~~1-702.~~

(A) IN CALCULATING AN INDIVIDUAL’S YEARS OF PRACTICE IN A HEALTH OCCUPATION, EACH HEALTH OCCUPATIONS BOARD SHALL GIVE CREDIT TO THE INDIVIDUAL FOR ALL RELEVANT EXPERIENCE AS A SERVICE MEMBER.

(B) EACH HEALTH OCCUPATIONS BOARD SHALL CREDIT ANY TRAINING AND EDUCATION PROVIDED BY THE MILITARY AND COMPLETED BY A SERVICE MEMBER TOWARD ANY TRAINING OR EDUCATION REQUIREMENTS FOR LICENSURE, CERTIFICATION, OR REGISTRATION IF THE TRAINING OR EDUCATION IS DETERMINED BY THE HEALTH OCCUPATIONS BOARD TO BE:

(1) SUBSTANTIALLY EQUIVALENT TO THE TRAINING OR EDUCATION REQUIRED BY THE HEALTH OCCUPATIONS BOARD; AND

(2) NOT OTHERWISE CONTRARY TO ANY OTHER LICENSING REQUIREMENT.

~~1-703.~~

~~(A) (1) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, EACH HEALTH OCCUPATIONS BOARD SHALL ISSUE AN EXPEDITED TEMPORARY LICENSE, CERTIFICATE, OR REGISTRATION TO A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE WHO MEETS THE REQUIREMENTS OF THIS SUBSECTION.~~

~~(2) A TEMPORARY LICENSE, CERTIFICATE, OR REGISTRATION ISSUED UNDER THIS SUBSECTION IS VALID UNTIL THE EARLIER OF:~~

~~(I) 6 MONTHS AFTER THE DATE OF ISSUANCE; OR~~

~~(II) THE DATE ON WHICH A LICENSE, CERTIFICATE, OR REGISTRATION IS GRANTED OR A NOTICE TO DENY A LICENSE, CERTIFICATE, OR REGISTRATION IS ISSUED BY THE HEALTH OCCUPATIONS BOARD;~~

~~(3) AN APPLICATION FOR A TEMPORARY LICENSE, CERTIFICATE, OR REGISTRATION TO PRACTICE A HEALTH OCCUPATION UNDER THIS SUBSECTION SHALL INCLUDE THE FOLLOWING, IN THE FORM AND MANNER REQUIRED BY THE HEALTH OCCUPATIONS BOARD:~~

~~(I) PROOF THAT THE APPLICANT IS A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE;~~

~~(II) PROOF THAT THE APPLICANT HOLDS A VALID LICENSE, CERTIFICATE, OR REGISTRATION IN GOOD STANDING ISSUED IN ANOTHER STATE;~~

~~(III) IF THE APPLICANT IS A SERVICE MEMBER OR VETERAN, PROOF THAT THE APPLICANT IS ASSIGNED TO A DUTY STATION IN THE STATE OR HAS ESTABLISHED LEGAL RESIDENCE IN THE STATE;~~

~~(IV) IF THE APPLICANT IS A MILITARY SPOUSE, PROOF THAT THE APPLICANT'S SPOUSE IS ASSIGNED TO A DUTY STATION IN THE STATE OR HAS ESTABLISHED LEGAL RESIDENCE IN THE STATE;~~

~~(V) IF A CRIMINAL BACKGROUND CHECK IS REQUIRED BY THE HEALTH OCCUPATIONS BOARD FOR LICENSURE, CERTIFICATION, OR REGISTRATION, PROOF OF APPLICATION FOR A CRIMINAL BACKGROUND CHECK;~~

~~(VI) PROOF THAT THE APPLICANT HAS SUBMITTED THE FULL APPLICATION FOR LICENSURE, CERTIFICATION, OR REGISTRATION; AND~~

~~(VII) PAYMENT OF ANY APPLICATION FEE REQUIRED BY THE HEALTH OCCUPATIONS BOARD;~~

~~(4) BEFORE ISSUING A TEMPORARY LICENSE UNDER THIS SUBSECTION, THE HEALTH OCCUPATIONS BOARD SHALL DETERMINE THAT THE REQUIREMENTS FOR LICENSURE, CERTIFICATION, OR REGISTRATION IN THE OTHER STATE ARE SUBSTANTIALLY EQUIVALENT TO, OR EXCEED THE REQUIREMENTS FOR, LICENSURE, CERTIFICATION, OR REGISTRATION IN THIS STATE.~~

~~(B) (1) A HEALTH OCCUPATIONS BOARD MAY APPLY TO THE SECRETARY FOR CONSIDERATION OF A PROCESS FOR LICENSURE, CERTIFICATION, OR REGISTRATION THAT DOES NOT MEET THE REQUIREMENTS OF SUBSECTION (A) OF THIS SECTION, BUT THAT ALLOWS SERVICE MEMBERS, VETERANS, AND MILITARY SPOUSES TO OBTAIN A LICENSE, CERTIFICATE, OR REGISTRATION UNDER THIS ARTICLE IN AN EXPEDITED MANNER THAT MEETS THE GOALS OF SUBSECTION (A) OF THIS SECTION.~~

~~(2) IF THE SECRETARY APPROVES AN ALTERNATIVE PROCESS FOR LICENSURE, CERTIFICATION, OR REGISTRATION UNDER PARAGRAPH (1) OF THIS SUBSECTION, THEN THE HEALTH OCCUPATIONS BOARD SHALL BE CONSIDERED TO HAVE FULFILLED THE REQUIREMENTS OF SUBSECTION (A) OF THIS SECTION.~~

~~1-704.~~

~~(A) SUBJECT TO SUBSECTIONS (B) AND (C) OF THIS SECTION, A HEALTH OCCUPATIONS BOARD MAY ISSUE A TEMPORARY LICENSE, CERTIFICATE, OR REGISTRATION TO A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE WHO HOLDS A VALID LICENSE, CERTIFICATE, OR REGISTRATION IN GOOD STANDING ISSUED IN ANOTHER STATE FOR WHICH THE REQUIREMENTS FOR LICENSURE, CERTIFICATION, OR REGISTRATION ARE NOT SUBSTANTIALLY EQUIVALENT TO THE REQUIREMENTS IN THIS STATE.~~

~~(B) A TEMPORARY LICENSE, CERTIFICATE, OR REGISTRATION ISSUED UNDER THIS SECTION AUTHORIZES THE SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE, FOR A LIMITED PERIOD OF TIME, TO PERFORM SERVICES REGULATED BY THE HEALTH OCCUPATIONS BOARD WHILE THE SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE COMPLETES ADDITIONAL REQUIREMENTS FOR LICENSURE, CERTIFICATION, OR REGISTRATION IN THIS STATE.~~

~~(C) A HEALTH OCCUPATIONS BOARD MAY NOT ISSUE A LICENSE, CERTIFICATE, OR REGISTRATION UNDER THIS SECTION IF ISSUANCE OF THE LICENSE, CERTIFICATE, OR REGISTRATION WOULD POSE A RISK TO PUBLIC HEALTH, WELFARE, OR SAFETY.~~

~~1-705.~~

~~EACH HEALTH OCCUPATIONS BOARD SHALL PUBLISH PROMINENTLY ON ITS WEB SITE:~~

~~(1) THE PROCESS FOR OBTAINING A TEMPORARY LICENSE, CERTIFICATE, OR REGISTRATION UNDER § 1-703 OF THIS SUBTITLE AND, IF APPLICABLE, § 1-704 OF THIS SUBTITLE; AND~~

~~(2) THE PROCESS FOR APPLYING FOR A PERMANENT LICENSE, CERTIFICATE, OR REGISTRATION FROM THE HEALTH OCCUPATIONS BOARD.~~

1-703.

A HEALTH OCCUPATIONS BOARD MAY ALLOW A LICENSEE OR CERTIFICATE HOLDER WHO IS A MEMBER OF AN ARMED FORCE DEPLOYED OUTSIDE THE UNITED STATES OR ITS TERRITORIES TO:

(1) RENEW THE LICENSE OR CERTIFICATE AFTER THE EXPIRATION OF THE RENEWAL PERIOD WITHOUT PAYMENT OF A PENALTY OR REINSTATEMENT FEE IF THE LATE RENEWAL IS A DIRECT RESULT OF THE DEPLOYMENT; AND

(2) COMPLETE ANY CONTINUING EDUCATION OR CONTINUING COMPETENCY REQUIREMENTS OR CRIMINAL HISTORY RECORDS CHECK REQUIRED FOR RENEWAL WITHIN A REASONABLE TIME AFTER RENEWING THE LICENSE OR CERTIFICATE.

1-704.

(A) (1) EACH HEALTH OCCUPATIONS BOARD SHALL DEVELOP A PROCEDURE BY WHICH AN INDIVIDUAL WHO APPLIES FOR A LICENSE, CERTIFICATE, OR REGISTRATION CAN NOTIFY THE BOARD THAT THE INDIVIDUAL IS A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE.

(2) A HEALTH OCCUPATIONS BOARD MAY SATISFY THE REQUIREMENT OF PARAGRAPH (1) OF THIS SUBSECTION BY INCLUDING A CHECK-OFF BOX ON A LICENSE, CERTIFICATE, OR REGISTRATION APPLICATION FORM.

(B) FOR EACH APPLICANT WHO IS A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE, A HEALTH OCCUPATIONS BOARD SHALL ASSIGN TO THE APPLICANT AN ADVISOR TO ASSIST THE INDIVIDUAL WITH THE APPLICATION PROCESS.

(C) (1) EACH HEALTH OCCUPATIONS BOARD SHALL EXPEDITE THE PROCESS FOR THE LICENSURE, CERTIFICATION, OR REGISTRATION OF A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE.

(2) IF A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE MEETS THE REQUIREMENTS FOR LICENSURE, CERTIFICATION, OR REGISTRATION, A HEALTH OCCUPATIONS BOARD SHALL ISSUE THE LICENSE, CERTIFICATE, OR REGISTRATION WITHIN 15 BUSINESS DAYS AFTER RECEIVING A COMPLETED APPLICATION.

(D) IF A HEALTH OCCUPATIONS BOARD DETERMINES THAT A SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE DOES NOT MEET THE EDUCATION, TRAINING, OR EXPERIENCE REQUIREMENTS FOR LICENSURE, CERTIFICATION, OR REGISTRATION, A REPRESENTATIVE OF THE BOARD SHALL ASSIST THE SERVICE MEMBER, VETERAN, OR MILITARY SPOUSE IN IDENTIFYING:

(1) PROGRAMS THAT OFFER RELEVANT EDUCATION OR TRAINING; OR

(2) WAYS OF OBTAINING NEEDED EXPERIENCE.

1-705.

EACH HEALTH OCCUPATIONS BOARD SHALL PUBLISH PROMINENTLY ON ITS WEB SITE INFORMATION ON:

(1) THE EXPEDITED LICENSING PROCESS AVAILABLE TO SERVICE MEMBERS, VETERANS, AND MILITARY SPOUSES UNDER § 1-704 OF THIS SUBTITLE; AND

(2) ANY ASSISTANCE AND SERVICES RELATED TO LICENSURE, CERTIFICATION, OR REGISTRATION PROVIDED BY THE BOARD TO SERVICE MEMBERS, VETERANS, AND MILITARY SPOUSES.

1-706.

EACH HEALTH OCCUPATIONS BOARD MAY ADOPT REGULATIONS TO CARRY OUT THIS SUBTITLE.

SECTION 3. AND BE IT FURTHER ENACTED, That ~~en~~:

(a) On or before January 1, 2014, the Department of Health and Mental Hygiene, the Department of Labor, Licensing, and Regulation, the State Department of Education, the Maryland Institute for Emergency Medical Services Systems, and the Maryland Higher Education Commission shall submit a preliminary report to the Governor and, in accordance with § 2-1246 of the State Government Article, the General Assembly on the implementation of this Act.

(b) On or before January 1, 2015, the Department of Health and Mental Hygiene, the Department of Labor, Licensing, and Regulation, the State Department of Education, the Maryland Institute for Emergency Medical Services Systems, and the Maryland Higher Education Commission shall submit a final report to the Governor and, in accordance with § 2-1246 of the State Government Article, the General Assembly on the implementation of this Act.

(c) The reports required under subsections (a) and (b) of this section shall, for each licensing unit, include:

(1) the number of applicants who identified themselves as service members, veterans, or military spouses;

(2) the number of service members, veterans, or military spouses whose applications for a license, certificate, or registration were approved;

(3) the number of service members, veterans, or military spouses whose applications for a license, certificate, or registration were denied, including data on the reasons for denial;

(4) data on the licensing unit's application processing times for service members, veterans, and military spouses;

(5) information on the licensing unit's efforts to assist service members, veterans, and military spouses in identifying programs that offer education and training needed to meet the requirements for licensure, certification, or registration;

(6) information on whether the applicable provisions of this Act effectively address the challenges that service members, veterans, and military spouses face when applying for an occupational or professional license, certificate, or registration on discharge from military service or after relocating to the State; and

(7) recommendations on ways to improve the licensing unit's ability to meet the needs of service members, veterans, and military spouses, including recommendations on whether issuing temporary or provisional licenses, certificates, or registrations would allow the licensing unit to more effectively address the challenges that service members, veterans, and military spouses face when applying for an occupational or professional license, certificate, or registration.

SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2013.

Approved by the Governor, April 17, 2013.

Veterans Full Employment Act of 2013 – Covered Licenses / Certificates

<p><u>Dept. of Labor, Licensing, and Regulation</u></p> <ul style="list-style-type: none"> *Affiliated Insurance Producer – Mortgage Loan Originators Athlete Agents Athletic Commission <ul style="list-style-type: none"> Contestants, managers, matchmakers, promoters, judges, etc. (Boxing, Kickboxing, Wrestling & MMA) Barbers Cemetery Oversight Cosmetologists Architects Certified Interior Designers Landscape Architects Professional Land Surveyors Professional Engineers Elevator Mechanics & Contractors Foresters HVACR Contractors Home Improvement Contractors Individual Tax Preparers Locksmiths Master Electricians Pilots Plumbers Public Accountants Real Estate Agents Real Estate Appraisers and Home Inspectors Secondhand Prec. Metal Obj. Dealers & Pawnbrokers Stationary Engineers *Mortgage Loan Originators 	<p><u>Department of Health & Mental Hygiene</u></p> <ul style="list-style-type: none"> Acupuncturists Audiologists and Speech Pathologists, Hearing Aid Dispensers Chiropractors, Chiropractic Assistants and Massage Therapists Dentists, Dental Hygienists, & Dental Radiation Technologists Dietitians & Licensed Nutritionists Environmental Health Specialists Nursing Home Administrators Morticians & Funeral Directors Nursing, Board of <ul style="list-style-type: none"> registered nurses licensed practical nurses nurse anesthetists nurse midwives nurse practitioners nursing assistants (CNA, GNA) medication technicians and electrologists Nursing Home Administrators (duplicate) Occupational Therapists and Occupational Therapist Assistants Optometrists Pharmacists, Pharmacy Technicians Physical Therapists & Physical Therapist Assistants Physicians (physicians; physician assistants; respiratory care practitioners; radiation therapists, radiologists; radiologist assistants; athletic trainers; perfusionists; etc.) Psychologists Podiatrists Professional Counselors and Therapists Residential Child Care Administrators Social Workers
<p><u>Maryland Institute of Emergency Medical Services Systems</u></p> <ul style="list-style-type: none"> **Emergency Medical Dispatchers **Emergency Medical Responders **Emergency Medical Technicians **Cardiac Rescue Technicians **Paramedics 	<p><u>Maryland State Department of Education</u></p> <ul style="list-style-type: none"> *Teachers *Teaching Specialists *Administrators

* License portability provisions only
 ** Service member credentialing only

Veterans Full Employment Act – Implementation Details and Timeline

Participating Agency	Lead staff contact	Implementation Details and Timeline
Dept. of Labor, Licensing and Regulation (DLLR)	Donni Turner Director of Policy	Expedited occupational licenses avail 7/1; Added a link to DLLR website to dedicated veterans licensing pages that outlines benefits 7/1; Posted temp expedited license application 7/1; Posted contact persons for O & P and Fin Reg online 7/1; Additional info included in attached memos
Maryland State Department of Education (MSDE)	Jean E. Satterfield Assistant State Superintendent for Educator Effectiveness Penelope Thornton Talley Chief Performance Officer	“Conditional” Certification is currently available ; Print material has been provided for all entities that require a certificate for employment; Hiring practices were discussed with the HR directors in the 24 local school systems at their annual conference [MASPA]; The current webpage will be modified to include direction to veterans and their spouses seeking employment
Maryland Institute for Emergency Medical Services Systems (MIEMSS)	Pat Gainer Deputy Director	VFEA procedures in place 7/1; Webpage modifications 9/1; Teaching agency template 10/1; COMAR regulations 11/1; New licensing software 1/14. Additional info in memos.
Maryland Department of Health and Mental Hygiene (DHMH)	Shauna Donahue Director, Maryland's Commitment to Veterans	Implementation completed or in progress (by Fall 2013) by most DHMH boards – Additional info in attached table
Maryland Higher Education Commission (MHEC)	Greg Fitzgerald Chief of Staff to Sec. Howard	Adopt final guidelines, regs and update website – 2014 Additional info attached



OFFICE OF THE SECRETARY
500 N. Calvert Street, 4th Floor
Baltimore, MD 21202

DEPARTMENT OF LABOR, LICENSING AND REGULATION

Department of Labor, Licensing and Regulation
Division of Occupational and Professional Licensing

Veterans Full Employment Act

The Veterans Full Employment Act (Chapters 154 and 155 of 2013) facilitates professional licensing for active military personnel, veterans, and their spouses through the expedited issuance of specified licenses, registrations, and certificates. For additional information or to apply, please visit <http://www.dllr.state.md.us/license/opvetlic.shtml>. For inquiries regarding temporary or expedited licenses, please contact Deborah Irvin-Cromwell at (410) 230-6231 or dirvin@dllr.state.md.us.

Sharing Information and Creating a Rapid, Responsive Application Process

O&P will respond to inquiries and issue temporary license applications as quickly as possible. To this end, the Division has:

- created a link on the main DLLR website that takes interested parties to a dedicated veterans licensing page and clearly states information related to the Act;
- posted a temporary expedited license application on the DLLR website;
- established simple and effective internal response procedures to ensure that inquiries are addressed quickly and accurately;
- established an internal protocol to direct all inquiries and applications received through the Commissioner's Office so that responsibilities can be effectively delegated and the status of public inquiries and applications can be closely monitored;
- begun working effectively with licensing agencies in other states so that an applicant's credentials are verified expeditiously;
- reviewed specific procedures and requirements of each program to determine relevant qualifications; and
- notified program managers and staff of the Act's requirements and the Division's expectations.

O&P continues to evaluate procedures ("road testing") so that services may be improved.

Enhancement of E-Licensing System and Posting of Program Specific Information

In addition to ensuring rapid and effective processing of applications and public inquiries, the Division plans to enhance its services to veterans, service members, and military spouses under the Act in several ways, including:

- upgrading the Division's E-Licensing system to allow individuals to file a temporary expedited license application online; and
- posting information on each board's or commission's website relating specifically to applicants with a military background.

PHONE: 410-230-6020 • Fax: 410-333-0853 • INTERNET: www.dllr.maryland.gov



OFFICE OF THE SECRETARY
500 N. Calvert Street, 4th Floor
Baltimore, MD 21202

DEPARTMENT OF LABOR, LICENSING AND REGULATION

Department of Labor, Licensing and Regulation
Division of Financial Regulation

Veterans Full Employment Act

The Veterans Full Employment Act (Chapters 154 and 155 of 2013) ("VFEA") facilitates professional licensing for active military personnel, veterans, and their spouses through the expedited issuance of Mortgage Loan Originator and Affiliated Insurance Producer-Mortgage Loan Originator licenses. For additional information, please visit <http://wv.rw.clllr.state.md.us/license/opvetlic.shtml>. For inquiries regarding an expedited license, please contact Juan M. Sempertegui, Director of Licensing, at (410) 230-6102 or j_sempertegui@d_llr.state.md.us.

The Office of the Commissioner of Financial Regulation ("FinReg") has instituted the following course of action in order to implement VFEA:

Public Information/Advertising

To ensure the public is aware of the benefits granted by VFEA to qualified individuals, FinReg has:

- added a link on the main DLLR FinReg website that takes interested parties to a dedicated veterans licensing page that outlines the benefits listed below;
- issued a Mortgage Licensing Update to all licensees informing them about the VFEA benefits;
- amended the NMLS¹ Mortgage Loan Originator Checklist by adding a section noting the VFEA benefits; and
- to ensure proper attention is granted to each application, FinReg has designated Juan Sempertegui, the Director of Licensing, as the main contact for veterans and other qualified individuals to contact once the application is submitted and/or if any questions arise.

Depending on the volume and demand of applications, FinReg will continuously review its processes to ensure compliance with VFEA.

¹ NMLS is a mortgage licensing website mandated by the SAFE Act that is utilized by all State licensing agencies and licensees.



STATE OF MARYLAND

DHMH

Maryland Department of Health and Mental Hygiene

201 W. Preston Street • Baltimore, Maryland 21201

Martin O'Malley, Governor – Anthony G. Brown, Lt. Governor – Joshua M. Sharfstein, M.D., Secretary

MEMO

To: Maryland's One Stop Career Centers

From: Shauna Donahue, Director, Maryland's Commitment to Veterans (DHMH)

Re: Implementation of the Veterans Full Employment Act

The Veterans Full Employment Act (Chapters 154 and 155 of 2013) establishes an expedited licensing process for active military personnel (service member), veterans, and their spouses.

For inquiries regarding DHMH expedited licenses for veterans or military spouses, please contact *Paula Hollinger at (410) 764-4682 or paula.hollinger@maryland.gov.*

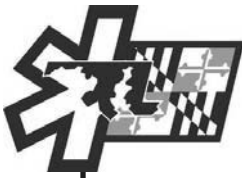
DHMH Health Occupations Boards licenses covered under the act include all licenses and certifications issued by Health Occupations Boards including:

Acupuncturists, Audiologists and Speech Pathologists, Hearing Aid Dispensers, Chiropractors, Chiropractic Assistants and Massage Therapists, Dentists, Dental Hygienists, & Dental Radiation Technologists, Dietitians & Licensed Nutritionists, Environmental Health Specialists, Nursing Home Administrators, Morticians & Funeral Directors, registered nurses, licensed practical nurses, nurse anesthetists, nurse midwives, nurse practitioners, nursing assistants (CNA, GNA), medication technicians, and electrologists, Occupational Therapists and Occupational Therapist Assistants. Optometrists, Pharmacists, Pharmacy Technicians, Physical Therapists & Physical Therapist Assistants, Physicians (physicians; physician assistants; respiratory care practitioners; radiation therapists, radiologists; radiologist assistants; athletic trainers; perfusionists; etc.) , Psychologists, Podiatrists, Professional Counselors and Therapists, Marriage and Family Therapists, Alcohol and Drug Counselors, Art Therapists, Residential Child Care Administrators, Social Workers

Requirements for DHMH Boards:

- Boards must ask for service member/veteran/spouse status on initial application
- Qualifying service member/veteran/spouse must receive an expedited licensure - 15 days from receipt of completed application
- Boards renew expired license if service member is deployed outside US by facilitating expedited online renewal services
- Boards assign advisors to assist service member/veteran/spouse with application
- Board advisors assist service member/veteran/spouse if not qualified by offering information on how to obtain training, experience or relevant education
- Boards provide expedited review and issuance of credit for military service toward license where applicable
- Boards must display process for expedited licensure on Board website

**Veteran defined by this act as: “former service member who was discharged from active duty under circumstances other than dishonorable within one year before the date on which the application for a license is submitted.” It does not include: “...an individual who has completed active duty and has been discharged for more than one year before the application for a license is submitted.”



The Maryland Institute for Emergency Medical Services Systems Implementation of the Veterans Full Employment Act July 2013

State of Maryland

**Maryland
Institute for
Emergency Medical
Services Systems**

653 West Pratt Street
Baltimore, Maryland
21201-1536

Martin O'Malley
Governor

Donald L. DeVries, Jr., Esq.
Chairman
Emergency Medical
Services Board

Robert R. Bass, MD
Executive Director
410-706-5074
FAX 410-706-4768

The Maryland Institute for Emergency Medical Services Systems (MIEMSS) is an independent state agency responsible for coordination and oversight of the State's emergency medical services (EMS) system under the direction of the State EMS Board that is appointed by the Governor. The State EMS Board, through MIEMSS, licenses / certifies EMS providers in Maryland, including Emergency Medical Dispatchers (EMDs), Emergency Medical Technicians (EMTs), Cardiac Rescue Technicians (CRTs) and Paramedics. EMS providers in Maryland and most states practice under physician supervision.¹

The Veterans Full Employment Act of 2013, effective July 1, 2013, expedites licensing for U.S. Armed Forces service members seeking Maryland licensure or certification.

- MIEMSS has implemented procedures to credit appropriate training and education for service members who are seeking Maryland licensure / certification as EMTs, CRTs, or Paramedics and to expedite licensure / certification as below.
- MIEMSS accepts registration with the National Registry of Emergency Medical Technicians (NREMT)² as the equivalent of licensure / certification by another state which significantly expedites obtaining Maryland licensure / certification. The U.S. Army and U.S. Air Force require their medics to be NREMT-registered. Individuals who have previously attained NREMT registration, but whose NREMT has expired, may be eligible for NREMT reinstatement.
- Procedures for an active duty service member of the U.S. Armed Forces, a reserve component of the U.S. Armed Forces, or the National Guard of any state who seeks Maryland licensure or certification are:
 - For EMT certification:
 - Submit an application to MIEMSS along with a copy of their current NREMT registration or certification as an

¹ The necessary physician supervision over the treatment delegated to EMS providers requires that EMS providers render care either according to approved statewide written protocols or through "medical control," i.e., radio or telephone linkage with a physician while care is being rendered. Physician supervision is also provided by the EMS Operational Program that each EMS provider must be affiliated with; each of those Programs has a Medical Director. The Medical Director and Program together credential (authorize) the EMS provider to practice.

² National Registry of Emergency Medical Technicians (NREMT) is an independent, nongovernment organization that provides standardized national testing and registration for emergency medical technicians based on national training standards.

- EMT, Cardiac Rescue Technician or Paramedic in another state;
 - Be affiliated with an EMS Operational Program;
 - Successfully complete a 12-hour skills refresher program or a protocol and system orientation that includes a skills check-off by the EMS Operational Program.
 - For Cardiac Rescue Technician (CRT) licensure:
 - Submit an application to MIEMSS along with a copy of current NREMT registration as an EMT-I/99³;
 - Be affiliated with an EMS Operational Program; and
 - Successfully complete a Maryland protocol review session and pass a written protocol exam (which may be taken at one of MIEMSS' regional offices or at MIEMSS headquarters).
 - For Paramedic licensure:
 - Submit an application to MIEMSS along with copy of current NREMT registration as a Paramedic;
 - Be affiliated with an EMS Operational Program
 - Successfully complete a Maryland protocol review session and pass a written protocol exam (which may be taken at one of MIEMSS' regional offices or at MIEMSS headquarters).
- Certain service members may not be NREMT-registered, e.g., U.S. Navy corpsmen. For these individuals, MIEMSS: (1) identifies creditable training that they have already completed, (2) determines which training requirements the individual is able to “test-out,” and (3) only requires further training where previous training has been insufficient to meet State standards. This process allows these personnel to meet the State requirement of completing an EMS course without having to take a full course and then to qualify to test for State licensure/ certification.
- Emergency Medical Dispatchers are also not NREMT-registered. For these service members, MIEMSS: (1) identifies creditable experience and training they have already received / completed, (2) determines any further training / experience needed, (3) requires successful completion of a written EMD examination and, within the previous 18 months, a CPR course.

Service members who seek Maryland licensure / certification as an EMD, EMT, CRT or Paramedic, and who have never been NREMT-registered, or whose NREMT registration has expired, should contact:

Rae Oliveira, MIEMSS Director, Licensure & Certification
 Telephone: (410)-706-3666 or (800) 762-7157
 Email: roliveira@miemss.org

³ “EMT-I/99” is the national equivalent to the Maryland CRT. After December 31, 2013, NREMT will no longer provide national certification for this level of EMS Provider.



MHEC

Creating a *state* of achievement

Martin O'Malley
Governor

Anthony G. Brown
Lt. Governor

Anwer Hasan
Chairperson

Danette G. Howard
Secretary

MEMORANDUM

DATE: July 19, 2013

TO: Veterans Full Employment Act Implementation Group

FROM: Gregory P. FitzGerald
Chief of Staff
Maryland Higher Education Commission (MHEC)

SUBJECT: MHEC Implementation of the Veterans Full Employment Act

MHEC is the State of Maryland's higher education coordinating board responsible for establishing statewide policies for Maryland's public and private colleges and universities and for-profit career schools. One of MHEC's critical roles is to serve as the official State Approving Agency (SAA) for the U. S. Department of Veterans Affairs. In this capacity, MHEC approves and supervises post-secondary institutions that wish to accept Veterans Education Benefits for their students. The SAA's mission is three-fold:

- To promote and safeguard quality education and training programs for all Veterans and other eligible persons.
- To increase the awareness of every Veteran, Service Member and/or eligible dependent concerning the full range of both educational and training opportunities available in the State of Maryland.
- To protect the GI Bill resources available for those programs.

The passage of the Veterans Full Employment Act (VFEA) provides MHEC with the opportunity to determine best practices and establish corresponding guidelines for effective and efficient awarding of academic credit for a student's military training, coursework, and education. MHEC will undertake the following steps to complete its implementation duties outlined in the VFEA:

Survey existing policies - MHEC will compile and analyze existing policies of each public institution of higher education in the state regarding awarding of academic credit for military training, coursework, and education. *Anticipated completion date: October 2013.*

Research best practices nationwide - MHEC will review existing policies across all 50 states for awarding academic credit for a student's military training, coursework, and education and determine best practices. *Anticipated completion date: November 2013.*

Convene workgroup, begin drafting guidelines - MHEC will convene a workgroup of key personnel from the public institutions of higher education in the State. This workgroup will review best practices and draft preliminary guidelines regarding awarding credit for a student's military training, coursework, and education. *Anticipated completion date: December 2013.*

Submit Preliminary Report to the Governor and the General Assembly on the status of the implementation of this Act. *Completion date: On or before January 1, 2014*

Adopt final guidelines, modifying COMAR as needed- MHEC staff will put forth the developed guidelines and any requisite COMAR modifications to Commission for approval. Once adopted, MHEC will initiate the regulatory revision process. *Anticipated completion date: April 2014.*

Publish and disseminate guidelines. Following the adoption of guidelines and any corresponding regulations, MHEC will notify all institutions of higher education of the new guidelines. MHEC will implement a new, prominent section of its website for returning service members that will make it easier for them to locate information on obtaining credit for military training, coursework, and education at public institutions of higher education in Maryland. *Anticipated completion date: June 2014.*

Submit Final Report to the Governor and the General Assembly on the implementation of this Act. *Completion date: On or before January 1, 2015*

C: Danette G. Howard, Ph.D., Secretary, MHEC
Lauren M. Jones-Lush, Ph.D., Director of Academic Affairs, MHEC
Trish Gordon-McCown, Veterans Affairs Coordinator/SAA Director, MHEC



200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD

October 1, 2013

The Maryland State Department of Education Implementation of the Veterans Full Employment Act of 2013

The Maryland State Department of Education [MSDE] credentials educators who are required to hold a certificate to teach in Maryland Public Schools, Non-Public Special Education Schools under COMAR 13A.09.10 and other state agencies.

The Veterans Full Employment Act of 2013, effective July 1, 2013 expedites credentialing for U.S. Armed Forces service members and their spouses seeking employment as educators in these entities.

MSDE fully supports this act and has implemented the following to assist these educators in the educational settings described above:

- A “conditional“ certification allows employers to request a teaching credential and for the educator to complete the Maryland requirements after the conditional certificate is awarded
- Meetings and print direction for all entities required to employ credentialed educators
- Webpage modification: The MSDE Certification Branch menu of certification routes will include expedited processing for U.S. Armed Forces service members and their spouses who are employed with the entities required to hold certification

Service Members and their spouses who seek Maryland Educator Credentials should work with their employers to secure “conditional“ certification when necessary. Documents required are listed below.

General documents to determine eligibility

	Veteran	Current Service Member	Spouse	Surviving Spouse
DD FORM 214, With Discharge Under Circumstances Other Than Dishonorable	x		(if spouse of veteran) x	x
Military Orders Assigning Duty Station		x	(if spouse on active duty) x	
Marriage Certificate			x	x
Death Certificate				x
Proof of Residence	x	x	x	x

The Educator Information System [EIS], an online application site, at www.mdcert.org also provides guidance on this process for those who are relocating to the Maryland area.

For more information contact: Jean E. Satterfield, Assistant State Superintendent, Division of Educator Effectiveness, at jsatterfield@msde.state.md.us or call 410-767-0386.

MARYLAND HIGHER EDUCATION COMMISSION
OFFICE OF ACADEMIC AFFAIRS

GUIDELINES
FOR
AWARDING ACADEMIC CREDIT FOR MILITARY TRAINING,
EDUCATION, AND COURSEWORK
VETERANS FULL EMPLOYMENT ACT

APPROVED: May 28, 2014

MARYLAND HIGHER EDUCATION COMMISSION

Guidelines for Awarding Academic Credit for Military Training, Education, and Coursework

Veterans Full Employment Act

- (1) In accordance with §15-113 of the Education Article of the Annotated Code of Maryland, the governing board of each public institution of higher education in the State shall develop and implement a policy in accordance with these guidelines to go into effect during the 2014-2015 academic year.
 - (a) The policy shall be designed to maximize the awarding of academic credit to service member populations for their military training, education, and coursework.
 - (b) The policy shall govern the following groups of students:
 - i. Member of the United States Armed Forces;
 - ii. A Reserve Component of the Armed Forces of the United States;
 - iii. The National Guard of any state; or
 - iv. Veteran of the above services (i) – (iii).
- (2) If the VFEA credit policy is incorporated as a sub-section of the institution's general competency-based education policy applicable to all students or a stand alone policy, it shall be submitted to MHEC for approval in accordance with COMAR 13B.02.02.16.H, which contains regulations for the awarding of credit for competency-based education.
- (3) Institutional Disclosure for Faculty/Staff and Prospective/Current Students
 - (a) Each Institution shall conduct the following activities:
 - i. Publish the policy and point of contact information for the availability of all faculty/staff and prospective/current students on the institution's website.
 - ii. Provide clear and accessible policies, practices, and procedures.
 - iii. Promote the policy and processes through methods such as campus events, promotional materials, websites, school catalog, social media, and networking in collaboration with internal and external stakeholders.
- (4) Academic/Financial Aid Advising and Resources
 - (a) Each Institution shall conduct the following activities:
 - i. Ensure advisors or other appropriate employees have proper training and knowledge for awarding credit and other VFEA-related services.
 - ii. Provide students timely formal notification of acceptance or denial of external credit (credit awarded and/or waived).
 - iii. Maximize, to the extent possible, the awarding of appropriate credit and course equivalencies toward the student's major requirements.
 - iv. Disclose all fees associated with the awarding of such credit as well as the use of benefits to cover those fees.

- (5) In alignment with existing academic appeal processes for students, each Institution shall incorporate an appeal process related to credit determinations as part of their written policy.
- (6) Institutions shall utilize at least one of the following assessment methods in their policy for the awarding of credit for a student's military training, coursework, or education.
- (a) Nationally accepted assessment methods:
 - i. American Council on Education (ACE) College Credit Recommendation Service
 - ii. American Council on Education (ACE) Military Guide
 - iii. College Level Examination Program (CLEP)
 - iv. DANTES Subject Standardized Test (DSST) Program
 - v. Joint Services Transcripts (JST)
 - vi. Advanced Placement (AP) Program of the College Board
 - vii. International Baccalaureate (IB) Exams
 - viii. Another nationally accepted assessment method included in the institution's policy approved by MHEC.
 - (b) Institutionally developed assessment methods:
 - i. Departmental Exams and Assessments
 - ii. Portfolio Development and Assessments
 - iii. Course Challenge Programs
 - iv. Another institutionally developed assessment method included in the institution's policy approved by MHEC.

Veterans Full Employment Act of 2013
Education Article §15-113.

(A).

THE COMMISSION, IN CONSULTATION WITH THE PUBLIC INSTITUTIONS OF HIGHER EDUCATION IN THE STATE, SHALL DEVELOP AND ADOPT GUIDELINES ON AWARDING ACADEMIC CREDIT FOR A STUDENT'S MILITARY TRAINING, COURSEWORK, AND EDUCATION.

(B).

IN ACCORDANCE WITH THE GUIDELINES DEVELOPED BY THE COMMISSION UNDER SUBSECTION (A) OF THIS SECTION, THE GOVERNING BODY OF EACH PUBLIC INSTITUTION OF HIGHER EDUCATION IN THE STATE SHALL DEVELOP AND IMPLEMENT POLICIES GOVERNING THE AWARDING OF ACADEMIC CREDIT FOR A STUDENT'S MILITARY TRAINING, COURSEWORK, AND EDUCATION.

TITLE 13B MARYLAND HIGHER EDUCATION COMMISSION

SUBTITLE 02 ACADEMIC REGULATIONS

CHAPTER 02 MINIMUM REQUIREMENTS FOR IN-STATE DEGREE-GRANTING INSTITUTIONS

.16 Graduation Requirements.

H. Credit for Competency-Based Education.

(1) An institution may award credit hours for competency-based education, such as credit for prior learning or demonstration of skills and knowledge in specific areas, based on:

(a) Successful completion of an acceptable standardized examination such as the College Level Examination Program;

(b) An examination developed by the institution;

(c) A portfolio assessment; or

(d) Another assessment method approved by the Secretary to demonstrate competencies.

(2) An institution that awards credit for competency-based education shall follow nationally accepted standards for the notation of such credit on a student's transcript.

(3) Institutional policy.

(a) An institution that awards credit for competency-based education shall submit to the Secretary a written policy that articulates standards for the assessment and awarding of credit hours to students.

(b) The institution shall:

(i) Develop and approve the policy through appropriate governance channels, including seeking input from students and faculty;

(ii) Submit the policy to the Secretary for approval;

(iii) Review and update the policy no less than every three years to ensure that it reflects current practice; and

(iv) Resubmit the policy to the Secretary for approval when changes are made.

(c) The Secretary shall:

- (i) Review the institution's policy;
 - (ii) Approve the policy if the Secretary determines that the policy is complete and that all assessment methods will be effective for assessing students' competencies; and
 - (iii) Maintain the written policy on file at the Commission.
- (d) An institution may not implement its policy until it receives the Secretary's written approval.
- (4) Faculty of the institution in the appropriate discipline shall conduct each assessment.
- (5) Maintenance of copies.
- (a) An institution shall maintain copies of all examinations, test results, portfolios, portfolio assessment reviews, and other methods approved by the Secretary to assess learning for the award of credit hours for competency-based education.
 - (b) The copies shall be maintained for one year after a student graduates or for 5 years after a student was last enrolled, as applicable.
- (6) Report to Secretary.
- (a) Where graduates of an institution earn more than half of the credit hours toward their degree or certificate program through competency-based education, the institution shall submit an annual report to the Secretary.
 - (b) The report shall be:
 - (i) In the form required by the Secretary; and
 - (ii) Submitted by October 1st of each year for the prior academic year.
 - (c) The report shall detail:
 - (i) The number of degrees and certificates awarded in this manner;
 - (ii) The number of credits for competency-based education granted per degree or certificate awarded; and
 - (iii) The methods used for assessing and awarding credit for competency-based education.