Military Medical Education & Training: Setting Up Service Members and Veterans for Success

16 February 2016

Presented to the Annual Symposium for the Council of College and Military Educators

“Medically Ready Force...Ready Medical Force”
Shared Goals and the Example of Allied Health Professions

- Common goal for Military and Civilian Educators: the best possible educational and credentialing pathways for Service members and Veterans

- The Allied Health Care Career fields are a leading example of partnership between the military and civilian institutions
  - One of the largest career fields across all the Services
  - JBSA creates over 20,000 health professionals annually
  - JBSA is the largest producer of allied health professionals in the world

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For the Transitioning Service Member, It’s All About Credentials

• In medicine, the credential determines whether you can work or not

• Today, the link between degrees and the credential is much greater than the past or in other career fields

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Big Take Away Message

- Well-developed *degree bridging partnerships* between the DoD and civilian educational institutions are an essential *pathway to credentialing* for Service members and Veterans
  - Will get Service members, Reservists, and Veterans into the workplace faster with less time and effort

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Credentialing is Important to DoD

- NDAA 2012; White House & DoD Credentialing Initiatives
- Credentialing as an objective measure of Readiness

“...we recognize the value of professional credentials as clear, objective evidence of an individual's competence that contributes to improved capabilities and readiness in our military force.” —John M. McHugh, Secretary of the Army

- Readiness is the capability to perform the mission and is directly linked to individual competence

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Comparing Civilian and Military Requirements

- Sometimes there is no civilian equivalent credential for a military occupational specialty
- Some career fields do not require credentials
- Some career fields cover multiple civilian credentials
- Military mission requirements do not always require civilian certifications

Where there is significant overlap between civilian and military requirements, credentialing is a desired end state for both the Services and educational partners

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Many educational institutions do not recognize (i.e., articulate) the maximum appropriate credit for military education and training in a degree pathway (i.e., with “advance standing”) leading to a credential in the shortest amount of time in the Service member’s or Veteran’s military career field.

“The Problem

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Why?

- Difficult for schools to quantify military education, training, and experience
- Disparity between levels of experience/competence for individual Service members and Veterans
- Lack of detailed information on military education
- Perceived lack of programmatic accreditation for many military career fields

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METC as an Example of What Services Do for Credentialing

• In 2010, the Services combined the majority of the Allied Health training for the enlisted into the Medical Education & Training Campus (METC)
• Opened new opportunities for coordinating with civilian educational institutions on degree pathways
• https://www.youtube.com/watch?v=G_F9ZTZp3w4

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Where Does METC Fit in the Military Health System?

- Chairman, Joint Chiefs of Staff
  - Uniformed Services University of the Health Sciences
  - Combat Support Agency Responsibilities
    - DHA E&T
    - Medical Education & Training Campus
    - National Capital Region (NCR) Medical Directorate MTFs

- USD (P&R)
- ASD (HA)

- Secretary of Defense
  - Secretary Army
  - Secretary Navy
  - Secretary Air Force

- DHA
  - Army Surgeon General
  - Navy Surgeon General
  - Air Force Surgeon General

- Army Medical Command
- Navy Bureau of Medicine and Surgery
- Air Force Major Commands

- Service Military Treatment Facilities (MTFs)
Education and Training Directorate

Vision and Mission

Vision
Train for the Mission and Educate for a Lifetime of Service

Mission
World-Class Education and Training for a Ready Medical Force

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METC Academic Programs

Total Programs: 48

- Consolidated Programs: 37
  (14 new METC consolidations)
  - USA, USN, USAF: 20
  - USA, USN: 5
  - USA, USAF: 5
  - USN, USAF: 7

- Single Service Programs: 11
  - USA: 3
  - USN: 2
  - USAF: 6

- Five programs train USCG students
- Behavioral Health Technician program trains USMC
- Maintain strong relationship with the AMEDD C&S International Military Student Office (IMSO) to train numerous international students annually

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METC Programs by Name

CONSOLIDATED
- Advanced Field Medical Support Systems (A/N/AF)
- Advanced Porcelain Techniques (A/N/AF)

Basic Medical Technician/Corpsman
- Behavioral Health (A/N/AF)

Biomedical Medical Equipment Tech
- Cardiovascular (A/N)
- Computed Tomography (A/N/AF)
- Computer Based Medical Systems (A/N/AF)
- Dental Laboratory Basic (A/N/AF)
- Diagnostic Ultrasound (N/AF)
- Fixed Prosthodontics (N/AF)
- Histopathology (N/AF)

Medical Laboratory
- Medical Logistics (A/AF)
- Neurodiagnostic Technician (N/AF)

Nuclear Medicine
- Occupational Therapy (A/N)
- Ophthalmic (A/AF)
- Orthopedic (A/N/AF)
- Otolaryngology (A/AF)

Pharmacy Assistant

Physical Therapist (A/N/AF/CG)
- Preventive Medicine (A/N/CG)
- Radiographer Acceptance Procedures (A/N/AF)
- Radiographer/Fluoroscopic Imaging Systems (A/N/AF)
- Removable Prosthodontics (N/AF)
- Respiratory Therapy (A/N)

Radiography
- Ultrasound Imaging Systems (A/N/AF)
- Urology (N/AF)

Surgical Technology
- Cytotechnologist (A)

Healthcare Specialist/Combat Medic
- NAVY/COASTGUARD
- Dental Assistant (N/CG)
- Dental Laboratory Advanced (N)

Dental Assistant
- Cardiopulmonary (AF)
- Cardiac Assist Technicians (AF)
- Medical Laboratory (AF)
- Medical Materiel Supervisor (AF)

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METC Scope

- 48 programs of instruction
- ~6000 students (all services) on any given day
- ~17,000 annual student throughput
- ~1200 staff/faculty billets (all services)
- Primary entry portal for Army, Navy, USAF enlisted medical trainees
- Largest producer of allied health professionals in the country
- The largest educational consolidation in US military history

Because METC has phase II clinical students in nearly all 50 states, 48 programs, and nearly 100,000 Service member Guard, Reserve and Veteran alumni, the scope and scale of the training is at the national level.

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• National Institutional Accreditation
  – Council on Occupational Education (COE)

• Regional Institutional Affiliation
  – Community College of the Air Force (CCAF)

• American Council on Education (ACE)

• Programmatic Accreditation
  – 19 Programs

• Certification/Licensure Opportunities

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### Programmatic Accreditation

<table>
<thead>
<tr>
<th>Program</th>
<th>External Agency</th>
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</thead>
<tbody>
<tr>
<td>Cardiopulmonary Technician (USAF)</td>
<td>CoARC (Commission on Accreditation for Respiratory Care)</td>
</tr>
<tr>
<td>Cardiovascular Technician (USA)</td>
<td>CAAHEP (Commission on Accreditation of Allied Health Education Programs)</td>
</tr>
<tr>
<td>Cytotechnologist (USA)</td>
<td>CAAHEP (Commission on Accreditation of Allied Health Education Programs)</td>
</tr>
<tr>
<td>Dental Assistant (USAF)</td>
<td>CODA (Commission on Dental Accreditation)</td>
</tr>
<tr>
<td>Dental Basic Lab Tech (USAF, USN, USA)</td>
<td>CODA (Commission on Dental Accreditation)</td>
</tr>
<tr>
<td>Histotechnician (USAF, USN)</td>
<td>NAACLS (National Accrediting Agency for Clinical Laboratory Sciences)</td>
</tr>
<tr>
<td>Medical Laboratory Technician (USAF)</td>
<td>NAACLS (National Accrediting Agency for Clinical Laboratory Sciences)</td>
</tr>
<tr>
<td>Medical Laboratory Technician (USA, USN)</td>
<td>NAACLS (National Accrediting Agency for Clinical Laboratory Sciences)</td>
</tr>
<tr>
<td>Neurodiagnostic Technologist (USAF, USN)</td>
<td>CAAHEP (Commission on Accreditation of Allied Health Education Programs)</td>
</tr>
<tr>
<td>Occupational Therapy Assistant (USA, USN)</td>
<td>ACOTE (Accreditation Council for Occupational Therapy Education)</td>
</tr>
<tr>
<td>Ophthalmic Technician (USA, USAF)</td>
<td>ACOE CoA-OMP (Comm. on Accreditation of Ophthalmic Med. Programs); JCAHPO</td>
</tr>
<tr>
<td>Pharmacy Technician (USA, USAF, USN, USCG)</td>
<td>ASHP (American Society of Health Systems Pharmacists)</td>
</tr>
<tr>
<td>Physical Therapist Assistant (USA, USAF, USN, USCG)</td>
<td>CAPTE (Commission on Accreditation in Physical Therapy Education)</td>
</tr>
<tr>
<td>Radiologic Technician (USA, USAF, USN, USCG)</td>
<td>JRCERT (Joint Review Committee on Education Radiologic Technology)</td>
</tr>
<tr>
<td>Respiratory Therapy Technician (USA, USN)</td>
<td>CoARC (Commission on Accreditation for Respiratory Care)</td>
</tr>
<tr>
<td>Surgical Technician (USA, USAF, USN)</td>
<td>CAAHEP (Commission on Accreditation of Allied Health Education Programs)</td>
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**“Medically Ready Force...Ready Medical Force”**
Mapping to a Credentialing Solution

The Problem: Many colleges and universities do not recognize (articulate) the maximum military education and training in a degree pathway (advanced standing) leading to a credential related to the Service member’s military career field.

**THE ENDS**
- Increased Credentialing for Service Members (as one objective measure of readiness)

**THE WAYS**
- Maintain/Increase Programmatic Accreditation at METC based on Service requirements (as a key enabler of credentialing)
- Facilitate Military Career Field-related Associate Degrees (as a key enabler of credentialing)

**THE MEANS**
- Degree Bridge Partnerships (maximize credit for military education and training)
- Affiliations (credit bearing and degree granting)

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 Credentialing: Rising to Meet the Need

- **Past:** Service members and Veterans independently trying to find educational partners who recognize their military training and provide general education classes to complete degree/obtain credentials
- **Past and Current support:** SOC Consortium, JST, DOD MOU, ACE, DSST, ESOs, etc.
- **METC Support:** In collaboration with DOD-approved schools, DHA/METC is collaborating to build allied health degree completion plans with dozens of colleges and universities across the nation that articulates **maximum credit in a career pathway** for Service members and Veterans, saving time and money.

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DHA/METC Recognition for Credentialing

- Department of Defense ‘Spotlight’ Award from the Office of the President of the United States
- 2011 Institute for Credentialing Excellence (ICE) President’s Award
  - For METC’s significant contributions in Military workforce development
  - The METC consolidated Pharmacy Technician Program was recognized as the most advanced training program in the entire country
- 2013 American Association of Colleges of Nursing Innovation Award
- Appointment of METC personnel to the White House Roundtable for Veteran Credentialing and Licensing
- National Governors Association Policy Academy
- California Governor’s Interagency Council on Veterans
- Texas Workforce Commission’s College Credit for Heroes initiative

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DOD, the Services, Partner government organizations, and the civilian sector have many initiatives to support degrees and credentialing for Service members

- OSD Personnel and Readiness Vol Ed and Credentialing Initiatives
- Army LOI schools; Air Force CCAF and ABC; Navy NCP-DLP
- Service credentialing initiatives and COOL funding
- Educational Service Officers
- Servicemembers Opportunity Colleges (SOC)
- American Council on Education
- HHS and the VA
What METC and Schools Can Do Together

• **METC**: Share our curriculum & demonstrate technical equivalency (accreditation & credentialing)

• **Schools**: Award technical equivalency credits leading to the degree and credential

• **Together**: Collaborate to build articulation agreements
  ◦ Review the curriculum
  ◦ Correlate/compare curriculum
  ◦ Validate programmatic accreditation
  ◦ Develop transitional/gap courses
  ◦ Make it public

• **Together**: Partner with SOC and ESOs

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Service members follow non-traditional education pathways similar to your existing non-traditional pathways.

Service Members need associate degrees in the military career field:
- Virtually 0 semester hours of general education taught at METC.

Service members seek to build on first associate degree toward baccalaureate.

Consider similarities of core requirements:
- Ethics, citizenship, service, communication, information literacy, critical thinking and reasoning . . . more alike than different?
We Need Your Help

- Service members become veterans in your community
  - Nearly 50% within 4 years or less!
  - Highly qualified & experienced
  - Largely unrecognized & underutilized

- We can’t fix it alone
- We need your help

“Medically Ready Force...Ready Medical Force”
Before, During & After Serving...

...our Nation’s youth are our best investment. “Train for the mission... Educate for a lifetime”

“Medically Ready Force...Ready Medical Force”