



STATE VETERANS PLA INITIATIVE

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THEC

Addressing the Needs of Student Veterans



Standardize basic success approaches to serving student veterans



Create **consistent processes** for admission, enrollment, and **prior learning assessment** for student veterans.



Grow the educational attainment rate for veterans in Tennessee.

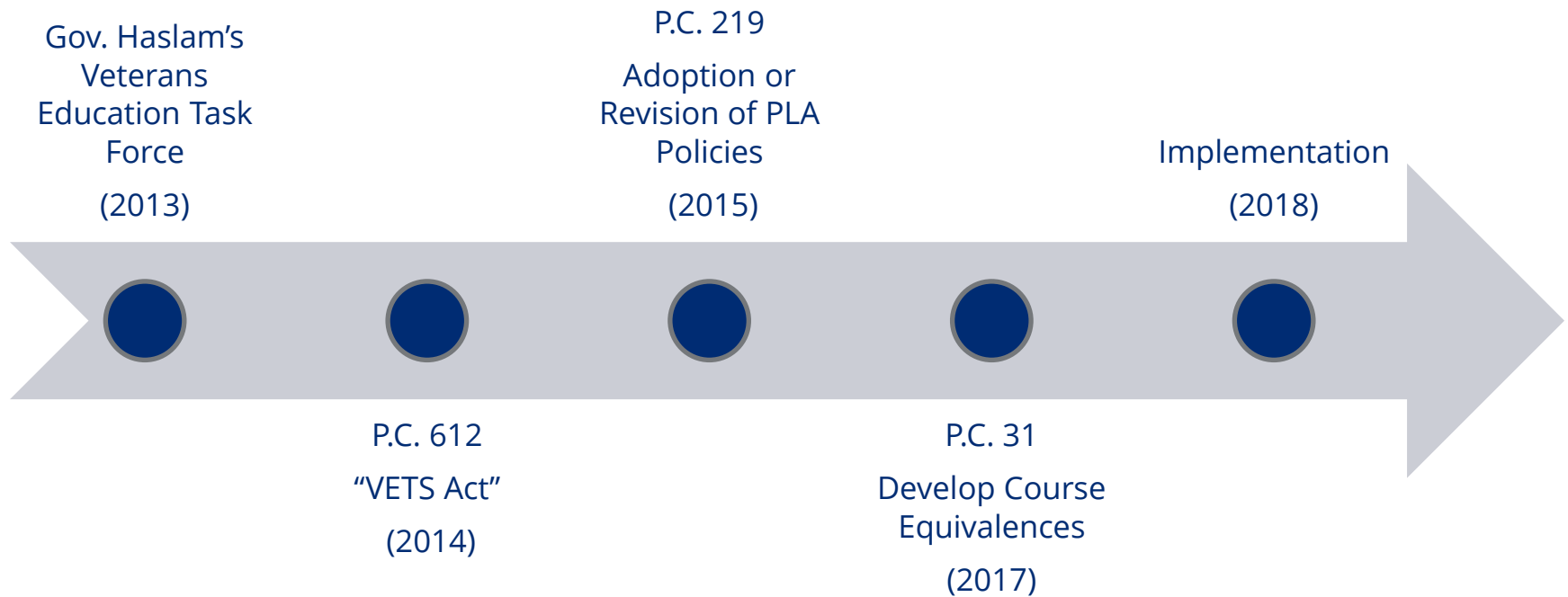


Recruit local policy champions and facilitate **buy-in from campus faculty and staff** to create change necessary to support student veterans.



Develop a suite of statewide policies to demonstrate multi-level commitment to veteran education attainment and employment.

Legislative History



P.C. 31

Requirements

- State institutions of higher education shall develop and implement uniform procedures for awarding academic credit, in the form of course credit equivalencies, applicable toward a degree or credential for military education, training, experience, and occupational specialties in the form of course credit equivalencies.

-TCA Section 49-7-1309

P.C. 31

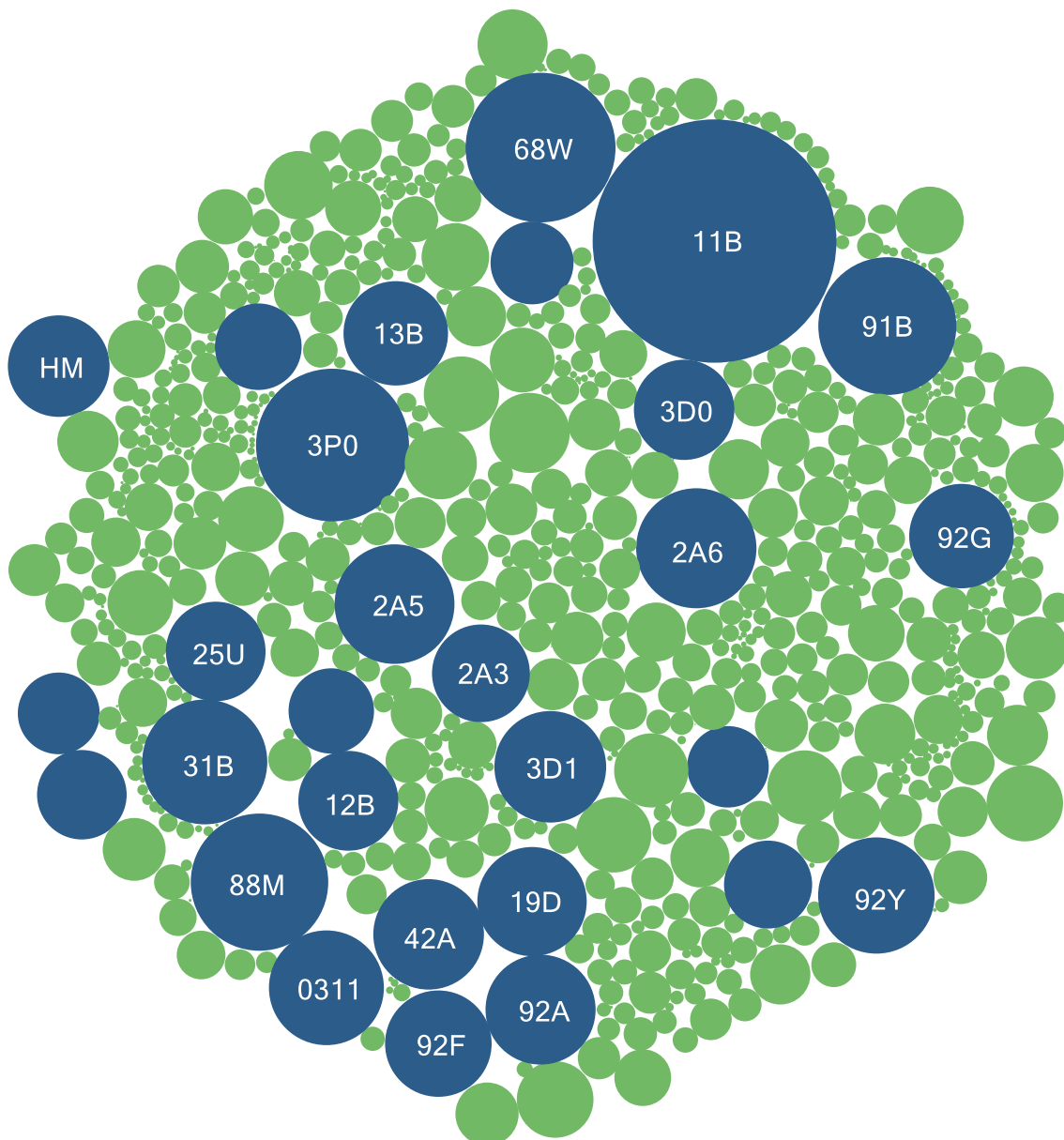
Requirements

- Must be consistent with the standards of the American Council on Education (ACE)
- Based on Military Occupation Specialties (MOS) prescribed by THEC
- In format prescribed by THEC
- Submitted by **December 15, 2018** for inclusion in a statewide database and publicly available website

Recommended Process

- Set up the Evaluation Activities that includes:
 - Registrar
 - Faculty
 - Professionals with knowledge of student veterans
 - Guidebook, p. 24
 - Link to guidebook: <https://tinyurl.com/vetspla-guide>
- Reference the American Council on Education Military Guide
- Record equivalencies of learning that occurs as part of military training and education
 - Relate to course credit

Use the top 25 occupation specialties



Use the top 25 occupation specialties

	Military Occupational Specialty (3 digit code)	Branch	Occupational Specialty	Service Members*
1	11B	Army	Infantry	55844
2	3P0X	Air Force	Security Forces	21990
3	68W	Army	Health Care Specialist	21113
4	91B	Army	Wheeled Vehicle Mechanic	17896
5	88M	Army	Motor Transport Operator	17756
6	31B	Army	Military Police	14693
7	2A6	Air Force	Aerospace Propulsion	13586
8	2A5	Air Force	Aircraft Maintenance	13490
9	92Y	Army	Unit Supply Specialist	12745
10	0311	Marine Corps	Rifleman	12413
11	3D1	Air Force	Cyberspace Support	11729
12	42A	Army	Human Resources Specialist	11505
13	92A	Army	Automated Logistical Specialist	11385
14	19D	Army	Cavalry Scout	11233
15	92F	Army	Petroleum Supply Specialist	10672
16	92G	Army	Food Service Specialist	10288
17	13B	Army	Cannon Crewmember	10267
18	HM	Navy	Hospital Corpsmen	9721
19	3D0	Air Force	Cyberspace Support	9476
20	12B	Army	Combat Engineer	9394
21	25U	Army	Signal Support Systems Specialist	9338
22	2A3	Air Force	Aerospace Maintenance	8988
23	MM	Navy	Machinist Mate	7542
24	74D	Army	Chemical Operations Specialist	7287
25	25B	Army	Information Systems Operator Analyst	7060

MOS Evaluations

- 11B-Infantry
- 12B-Combat Engineer
- 13B-Cannon Crewmember
- 19D-Calvary Scout
- 225B-Air Defense Artillery*
- 25B-Information Technology Spc.
- 25U-Signal Support Systems Spc.
- 31B-Military Police
- 42A-Human Resources Spc.
- 68W-Health Care Spc.
- 74D-Chemical Ops Spc./CBRNE
- 88M-Motor Transport Operator
- 91B-Wheeled Vehicle Mechanic
- 92A-Automated Logistical Spc.
- 92F-Petroleum Supply Spc.
- 92G-Food Service Operations
- 92Y-Unit Supply Spc.
- 15T-UH-60 Helicopter Repair
- 15U-CH-47 Helicopter Repair
- 35F-Intelligence Analyst
- 15P-Aviation Operations Spc.
- 15R-AH-64 Helicopter Repair
- 92W-Water Treatment Spc.

Enlisted Paths of Progression

Enlisted Level	Army		Marine Corps	Navy	Coast Guard	Air Force
	Rank	Occupation Skill Level	Rank	Rank	Rank	Rank
E-1	Private (PV1)	Skill level 10	Private (PVT)	Seaman Recruit (SR) Seaman Recruit (SR) Fireman Recruit (FR) Airman Recruit (AR) Construction Recruit (CR) Hospital Recruit (HR)	Seaman Recruit (SR)	Airman Basic (AB)
E-2	Private (PV2)	Skill level 10	Private First Class (PFC)	Seaman Apprentice (SA) Seaman Apprentice (SA) Hospital Apprentice (HA) Fireman Apprentice (FA) Airman Apprentice (AA) Construction Apprentice (CA)	Seaman Apprentice (SA)	Airman (Amn)
E-3	Private First Class (PFC)	Skill level 10	Lance Corporal (LCpl)	Seaman (SN) Seaman (SN) Hospitalman (HN) Fireman (FN) Airman (AN) Constructionman (CN)	Seaman (SN)	Airman First Class (A1C)
E-4	Corporal (CPL) or Specialist (SPC)	Skill level 10	Corporal (Cpl)	Petty Officer Third Class (PO3)	Petty Officer Third Class (PO3)	Senior Airman (SRA)
E-5	Sergeant (SGT)	Skill level 20	Sergeant (Sgt)	Petty Office Second Class (PO2)	Petty Office Second Class (PO2)	Staff Sergeant (SSgt)
E-6	Staff Sergeant (SSG)	Skill level 30	Staff Sergeant (SSgt)	Petty Officer First Class (PO1)	Petty Officer First Class (PO1)	Technical Sergeant (TSgt)
E-7	Sergeant First Class (SFC)	Skill level 40	Gunnery Sergeant (GySgt)	Chief Petty Officer (CPO)	Chief Petty Officer (CPO)	Master Sergeant (MSgt)
E-8	Master Sergeant (MSG) or First Sergeant (1SG)	Skill level 50	Master Sergeant (MSgt) or First Sergeant (1stSgt)	Senior Chief Petty Officer (SCPO)	Senior Chief Petty Officer (SCPO)	Senior Master Sergeant (SMSgt)
E-9	Sergeant Major (SGM) or Command Sergeant Major (CSM)	Skill level 50 Skill level 60* (*For some fields, not all.)	Master Gunnery Sergeant (MGySgt) or Sergeant Major (SgtMaj)	Master Chief Petty Officer (MCPO)	Master Chief Petty Officer (MCPO)	Chief Master Sergeant (CMSgt)

ACE Guide

GUIDE TO THE EVALUATION OF EDUCATIONAL EXPERIENCES IN THE ARMED SERVICES

Occupation Exhibit

[Back to Results](#) [Print Page](#)

MOS-11B-007

Title: INFANTRYMAN
11B30
11B40

Exhibit Dates: 6/15–Present.

Career Management Field: Infantry.

Description

Summary: Supervises, leads, or serves as a member of an infantry activity that employs individual small arms weapons or heavy anti-armor crew served weapons, either vehicle or dismounted in support of offensive and defensive combat operations. **Skill Level 30:** Supervises a small team of individuals (7-9) in performance of complex tasks. Provides performance counseling and prepares evaluations for subordinates. Motivates and develops subordinates to perform as part of a team. Receives and issues orders. Ensures collection and proper reporting of intelligence data to unit. Prepares, maintains, and operates supplies, equipment, and vehicles. Provides tactical and technical guidance to subordinates and professional support to both subordinates and superiors in the accomplishment of their duties. Assesses audience and uses appropriate communication skills in small and large group settings. **Skill Level 40:** Able to perform the duties required for Skill Level 30; leads and manages activities of larger team (30-40 individuals). Mentors 4-6 subordinates, peers, and supervisors. Performs management functions (planning, organizing, directing, coordinating, controlling) in diverse settings. Receives, issues, and implements orders. Assists in dissemination of intelligence information to unit and staff sections. Performs training and development functions for diverse groups.

Related Competencies

Human relations topics include collaboration, critical thinking, cultural diversity, interpersonal communications, listening, professionalism, and verbal and nonverbal communications. **Introduction to communications** topics include active listening, counseling, intercultural communications, interpersonal communications, oral communications, and written communications. **Supervision** topics include developing subordinates, evaluation and performance appraisal, management concepts, motivation, team building, and time management. **Public speaking** topics include audience analysis, communications, organizing presentations, planning, presentation delivery, research, and speech preparation. **Management** topics include controlling, coordinating, decision-making, directing, organizing, performance management, planning, and problem solving. **Leadership** topics include cultural awareness, leadership styles, mentoring, motivation concepts, needs assessment, situational leadership, and training and development.

Recommendation, Skill Level 30

In the lower-division baccalaureate/associate degree category, 3 semester hours in human relations, 3 in introduction to communications, 3 in supervision, and 3 in public speaking (11/15)(11/15).

Recommendation, Skill Level 40

In the lower-division baccalaureate/associate degree category, 3 semester hours in human relations, 3 in introduction to communications, 3 in supervision, and 3 in public speaking. In the upper-division baccalaureate degree category, 3 semester hours in management and 3 in leadership (11/15)(11/15).

THIS PAGE WAS LAST UPDATED ON 12/21/2015

ACE occupation reviews are conducted by faculty currently teaching at appropriately accredited colleges and universities. Faculty teams analyze the official occupation standards and validate the duties and requirements through service member interviews to determine if the content, scope, and rigor of the experiential learning align to current postsecondary curricula. A minimum of 3 faculty evaluators must achieve consensus on credit recommendations. Please see [Faculty Evaluators - Home Page](#) for more information.

performs training and development functions for diverse groups.

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Recommendation, Skill Level 30

In the lower-division baccalaureate/associate degree category, 3 semester hours in human relations, 3 in introduction to communications, 3 in supervision, and 3 in public speaking (11/15)(11/15).

Recommendation, Skill Level 40

In the lower-division baccalaureate/associate degree category, 3 semester hours in human relations, 3 in introduction to communications, 3 in supervision, and 3 in public speaking. In the upper-division baccalaureate degree category, 3 semester hours in management and 3 in leadership (11/15)(11/15).

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Resources provided: Articulation worksheet

Occupation Code: MOS-92W-001
Occupation Title: Water Treatment Specialist
Relevant date: 04/03 - 04/14
Source: <http://www2.acenet.edu/militaryguide/ShowAceOccupations.cfm?ACEID=MOS-92W-001>

Before completing this worksheet reference the American Council on Education military guide site listed above. There are instructions for completing this form available <http://www2.acenet.edu/militaryguide/ShowAceOccupations.cfm?ACEID=MOS-92W-001>. This site also contains instructions for understanding military occupations and the ACE evaluation process.

Credit Recommendation:
☐ **Yes, credit recommendation:** Learning is equivalent to specific course(s) at my institution.
☐ **No credit recommendation; not enough information** available to determine if credit is equivalent to coursework at my institution.
☐ **No credit recommendation; does not meet minimal standard** for awarding credit towards a course at my institution.

Credit mapping worksheet: The below credit recommendations in the far left column are from the American Council on Education guide. They are advisory only and are not meant to reflect a suggestion from THEC of what courses may be equivalent to military experience at a postsecondary institution. Please list any equivalent credits available at your institution in the columns on the right. Indicate the skill levels that the credit applies to by placing a mark in the final columns.

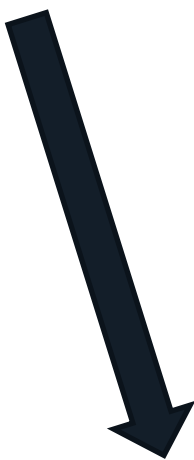
American Council on Education Recommendation		Your Institution's Determination						
Credit	Skill Level	Course	Hours	Applies to Skill Level				
				10	20	30	40	50
3 semester hours in human relations	30+							
3 in introduction to communications	30+							
3 in supervision	30+							
3 in public speaking	30+							
3 semester hours in management	30+							
3 in leadership	50+							

Recommendation, Skill Level 30

In the lower-division baccalaureate/associate degree category, 3 semester hours in human relations, 3 in introduction to communications, 3 in supervision, and 3 in public speaking (11/15)(11/15).

Recommendation, Skill Level 40

In the lower-division baccalaureate/associate degree category, 3 semester hours in human relations, 3 in introduction to communications, 3 in supervision, and 3 in public speaking. In the upper-division baccalaureate degree category, 3 semester hours in management and 3 in leadership (11/15)(11/15).



American Council on Education Recommendation					
Area	Number of Credits by Skill Level				
	10	20	30	40	50
human relations			3	3	3
introduction to communications			3	3	3
supervision			3	3	3
public speaking (11/15)(11/15).			3	3	3
public speaking.				3	3
management and leadership (11/15)(11/15).				3	3

Your institution's Determination					
Course	Number of Credits applied to Skill Level				
	10	20	30	40	50

Resources provided: Reporting Template

Service	Occupational Specialty	Branch	Occupational Specialty (2 digit code)	Service
2584	Infantry	Army	11B	1
2190	Security Forces	Air Force	3P0X	2
2113	Health Care Specialist	Army	68W	3
1786	Wheeled Vehicle Mechanic	Army	91B	4
1756	Motor Transport Operator	Army	88M	5
1463	Military Police	Army	31B	6
1386	Aerospace Provision	Air Force	2A6	7
1340	Aircraft Maintenance	Air Force	2A5	8
1345	Unit Supply Specialist	Army	93Y	9
12413	Rifleman	Marine Corps	0311	10
11759	Cyberpace Support	Air Force	301	11
11505	Human Resources Specialist	Army	43A	12
11385	Automated Logistics Specialist	Army	93A	13
11333	Cavalry Scout	Army	19D	14
10675	Petroleum Supply Specialist	Army	95F	15
10588	Food Service Specialist	Army	95G	16
10567	Cannon Crewmember	Army	13B	17
9721	Hospital Cookman	Navy	HM	18
9476	Cyberpace Support	Air Force	300	19
9394	Combat Engineer	Army	13B	20
9338	Signal Support Systems Specialist	Army	32U	21
8988	Aerospace Maintenance	Air Force	2A3	22
7545	Machinist Mate	Navy	MM	23
7587	Chemical Operations Specialist	Army	14D	24
7060	Information Systems Operator Analyst	Army	25B	25



ACE Occupation al Specialties	Rank Grade or Skill Level	Occupation_Specialty_Name	Recommendation_Text	Equivalent_Course_1	Equivalent_Hours_1
MOS-11B-004	30	Infantryman	In the vocational certificate cat		
MOS-11B-004	40	Infantryman	In the vocational certificate cat		
MOS-11B-004	50	Infantryman	In the vocational certificate cat		

Recommended Process

- Submit equivalencies to THEC using a standardized reporting template
 - <https://tinyurl.com/vetspla>
- Retain equivalencies
- Sustain process for individual evaluations
- Program of study

Veterans PLA Reporting Template v.5 [Read-Only] - Microsoft Excel

ACE Credit Recommendation Reference_url									
ACE Occupational Specialties ID	Rank Grade or Skill Level	Occupation Specialty Name	Branch of Service	Training Date start	Training Date end	ACE Credit Recommendation Reference_url	Recommendation Text	Equivalent Course 1	Equivalent Hours 1
MOS-11B-004	30	Infantryman	Army	03/81	02/95	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-004	40	Infantryman	Army	03/81	02/95	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-004	50	Infantryman	Army	03/81	02/95	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-005	30	Infantryman	Army	03/95	08/04	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-005	40	Infantryman	Army	03/95	08/04	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-005	50	Infantryman	Army	03/95	08/04	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-006	30	Infantryman	Army	09/04	12/14	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-006	40	Infantryman	Army	09/04	12/14	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-006	50	Infantryman	Army	09/04	12/14	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in mechanical maintenance		
MOS-11B-007	30	Infantryman	Army	06/15	Pres	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-11B-007	40	Infantryman	Army	06/15	Pres	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-11B-007	50	Infantryman	Army	06/15	Pres	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-12B-004	30	Combat Engineer	Army	06/91	09/04	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in construction site preparation		
MOS-12B-004	40	Combat Engineer	Army	06/91	09/04	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in construction site preparation		
MOS-12B-004	50	Combat Engineer	Army	06/91	09/04	http://www2.acenet.edu	In the vocational certificate category, 3 semester hours in construction site preparation		
MOS-12B-005	30	Combat Engineer	Army	10/10	12/14	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-12B-005	40	Combat Engineer	Army	10/10	12/14	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-12B-005	50	Combat Engineer	Army	10/10	12/14	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-13B-003	30	Cannon Crewmember	Army	06/89	04/99	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 2 semester hours		
MOS-13B-003	40	Cannon Crewmember	Army	06/89	04/99	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 2 semester hours		
MOS-13B-003	50	Cannon Crewmember	Army	06/89	04/99	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 2 semester hours		
MOS-13B-004	30	Cannon Crewmember	Army	05/99	02/09	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 2 semester hours		
MOS-13B-004	40	Cannon Crewmember	Army	05/99	02/09	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 2 semester hours		
MOS-13B-004	50	Cannon Crewmember	Army	05/99	02/09	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 2 semester hours		
MOS-13B-005	30	Cannon Crewmember	Army	04/16	Pres	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-13B-005	40	Cannon Crewmember	Army	04/16	Pres	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		
MOS-13B-005	50	Cannon Crewmember	Army	04/16	Pres	http://www2.acenet.edu	In the lower-division baccalaureate/associate degree category, 3 semester hours		

Original Reporting Template Revised Reporting Template

Count: 126 100%

Standard Reporting Tool-Example

[illegible]

Revised Reporting Template

A	B	C	D	E	F	G	H
Step 1. Select your Institution >	University of Tennessee, Knoxville						
Step 2. Select the Military Specialty in Column A (or key in manually if not present in list)		Step 3. Select from Recommended Course Area (if applicable)	Step 4. Enter the Course Equivalency Information		Step 5. Enter the Course Credits given for all Skill Levels that apply		
Military Specialty	Training Start-End (auto-populates)	Recommended Course Area	CourseID	Institution Course Name	Level 30	Level 40	Level 50
MOS_11B_004__Infantryman	Mar 1981 - Feb 1995	field experience in management	mgmt201	Management in Practice	0	3	3
MOS_11B_004__Infantryman	Mar 1981 - Feb 1995	first aid	hlth200	General First Aid	3	3	3
MOS_11B_004__Infantryman	Mar 1981 - Feb 1995	introduction to management	mgmt101	Intro to Management	0	3	3
MOS_12B_004__Combat_Engineer	Jun 1991 - Sep 2004	map reading	geog131	Land Mapping and Topography	2	2	2
MOS_12B_004__Combat_Engineer	Jun 1991 - Sep 2004	demolitions	demo220	Demolition Concepts	2	2	2
MOS_25B_001__Information_Technology_Specialist	Jan 2005 - Jun 2007	advanced computer operations	cptr111	Intro to Computer Operations	0	3	3
MOS_999_100__Secret Agent Man			Esp100	Principles in Espionage	0	3	3
<div> Add New Specialty MOS_11B_004__Infantryman MOS_11B_005__Infantryman MOS_11B_006__Infantryman MOS_11B_007__Infantryman MOS_12B_004__Combat_Engineer MOS_12B_005__Combat_Engineer MOS_13B_003__Cannon_Crewmember </div>							

Field List Original Reporting Template Revised Reporting Template Add Lookups

Ready

Website

- Tool for veterans to find transfer credit Military training
- Currently in development
 - Multi-phase approach
 - MOS to courses
 - Course to program of study
 - Based on Fayetteville Technical Community College; Minnesota; Kansas
- Start with first 25
 - Expand to other MOS
 - Continued process
 - Add other courses over time
- Include TCAT

Tennessee Veterans Credit Search Tool

To find the credits that apply to YOU select your service branch, occupations held, pay grade, plus add any additional military schools attended! If you have had various occupations throughout your service, you can select as many occupations as needed. You can also choose to search for your occupation, or select from the list in the drop-down menu.

1 Select: Air Force Army Coast Guard Marine Corps Navy

2 Occupation:

3 Pay Grade:

BACK TO TOP

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To find the credits that apply to YOU select your service branch, occupations held, pay grade, plus add any additional military schools attended! If you have had various occupations throughout your service, you can select as many occupations as needed. You can also choose to search for your occupation, or select from the list in the drop-down menu.

1 Select: Air Force Army Coast Guard Marine Corps Navy

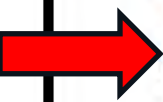
2 Occupation: Select

Pay Grade: Select

↑
BACK TO
TOP

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- 1 **Select:**
- 2 **Occupation:**
- 3 **Pay Grade:**

Tennessee Veterans Credit Search Tool

To find the credits that apply to YOU select your service branch, occupations held, pay grade, plus add any additional military schools attended! If you have had various occupations throughout your service, you can select as many occupations as needed. You can also choose to search for your occupation, or select from the list in the drop-down menu.

1 Select: ☐ Air Force ☒ Army ☐ Coast Guard ☐ Marine Corps ☐ Navy


2 Occupation:

3 Pay Grade:



Search

Search Results

Army 11B Infantryman E6 

Courses Awarded:

CJC 193 Select topics in Criminal Justice

HEA 112 First Aid and CPR

PED 110 Fit and Well for Life

PED 172 Outdoor Living

GEO 110 Introduction to Geography

OST 184 Records Management

PED 169 Orienteering

Total Hours Awarded: 16 

Tennessee Veterans Credit Search Tool

To find the credits that apply to YOU select your service branch, occupations held, pay grade, plus add any additional military schools attended! If you have had various occupations throughout your service, you can select as many occupations as needed. You can also choose to search for your occupation, or select from the list in the drop-down menu.



Army MOS 11B E5(skill level 30)

Courses Awarded:

LDR 100 (3 hours)

ENTR 101 (2 hours)

Use these credits towards degree in: General Studies, Entrepreneurship, Business, and more.

Contact Ken@sampleuniversity.edu to determine how these courses may apply toward a degree at Sample University

Submit to:
VeteransPLA.THEC@tn.gov

December 15, 2018