A GI Bill 2.0: Minnesota State’s Model to Support Veterans and Service Members

September 27, 2017
Minnesota State
Veteran and Service Member Headcount

45% increase since FY2008

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Headcount</td>
<td>6,900</td>
<td>8,006</td>
<td>9,886</td>
<td>10,644</td>
<td>10,644</td>
<td>11,483</td>
<td>11,130</td>
<td>10,578</td>
<td>10,032</td>
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<tr>
<td>% of Total Headcount</td>
<td>2.8%</td>
<td>3.1%</td>
<td>3.6%</td>
<td>3.8%</td>
<td>3.9%</td>
<td>4.2%</td>
<td>4.2%</td>
<td>4.1%</td>
<td>3.9%</td>
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</tbody>
</table>
Board of Trustees Approach to Serving Veterans and Service Members

- Saw need to serve Veterans and Service Members
- 3000+ MN National Guard Soldiers deployed 2005-2007
- Needed support structures and resources
Veterans, Service Members and Families

Thank you for your Service to our Country!
Fort Minnesota

Grand Portage National Monument
Partnerships

- MN Department of Veterans Affairs
- MN Department of Employment and Economic Development
- MN National Guard
- Reserve Units
- Multi-State Collaborative on Military Credit (MCMC)
Beyond the Yellow Ribbon

Minnesota State supports these events for the MN National Guard:

- Recruit Sustainment Program
- Family Preparation Academies
- Mobilization
- Family Readiness Academies
- De-mobilization
- 30-day reintegration
- 60-day reintegration
- Other military branches

Minnesota State is the education provider of choice
Creating Infrastructure - 2006

- Veteran Friendly Policies
  - Academic
    - Admissions
    - Deployment Policy
    - Credit for Prior Learning
  - Campus Veterans Centers
  - Finance Policies
    - Deferrals
    - Residency Tuition
In the Beginning...2008

• Education on...
  – WHY ARE WE DOING THIS?
  – State Statutes
  – Minnesota State Policies and Procedures
  – Military Transcripts
  – Military Branches
    • Military Liaison Officer
  – ACE Evaluation Process

It's a vision, not a plan.
*Change agent*
experience bank

Course(s) + experience + supplemental info
= ????
State Statute and Minnesota State Procedure

• Original language from 2006:
  Recognize courses and award credit for military training based on ACE recommendations.

• 2013 Legislative session:
  In recognizing courses and awarding educational credits, consideration must be given to academic skills developed in all aspects of the training or service course curriculum, and may not be limited solely to the physical fitness or activity components of the course.
Military Transcripts

- Air Force – Community College of the Air Force
- Army, Navy, Marine Corps, Coast Guard – JST – Joint Services Transcript
College Credit for Military Service

Military Guide

Guide to the Evaluation of Educational Experiences in the Armed Services

ACE's Military Guide presents credit recommendations for formal courses and occupations offered by all branches of the military. These credit recommendations appear on the service member's Joint Services Transcript (JST).

All recommendations are based on ACE reviews conducted by college and university faculty members who are actively teaching in the areas they review.

Until October 1, 2012, the American Council on Education (ACE) evaluated training courses and recommended credit for courses offered by Department of Defense (DoD) schools. After October 1, 2012, the DoD schools were not included in the Military Evaluation Program Contract, because the mission of the program is to support the evaluation of military-centric training and occupations.

ACE works closely with a variety of stakeholders who use the Military Guide to enhance the utility of the data. Here are some examples of recent changes:

RELATED CONTENT

> Military Guide Home
> How to use the Military Guide
> Frequently Asked Questions
> The Academic Review Task Force

Search Courses

Course exhibits begin with a two-letter code.

Search Occupations

Occupation exhibits begin with a three-letter code.

More stories on College Credit for Military Service
Course Exhibit

AR-1406-0252 V3

Human Resources Specialist

Course Number: 500-42A10.

Location: Adjutant General School, Fort Jackson, SC.

Length: 9 weeks (465 hours).

Exhibit Dates: 10/11–Present.

Learning Outcomes: Upon completion of the course, the student will be able to perform basic personnel duties including computer applications and office administration management; manage human resources systems and functions including benefits and database management; and employ communications skills necessary to support Human Resources systems and Brigade Combat Team.

Instruction: Methods of instruction include case studies, classroom exercises, computer-based training, discussion, learner presentations, lecture, and practical exercises. General course topics include communications, records management, computer applications, personnel management, payroll data management, and office administration.

Related Competencies: Computer applications topics include basic computer skills, briefing, database management, file maintenance, file management, memoranda preparation, MS Word, and report writing. Office administration topics include document management, forms processing, information systems management, mail processing, and time management. Personnel management topics include benefit administration, compensation administration, data analysis, data management, data manipulation, information management, job analysis, and staffing.

Credit Recommendation: In the lower-division baccalaureate/associate degree category, 3 semester hours in computer applications, 3 in office administration, and 3 in personnel management (4/12)(10/14).
Dr. Annette Parker
President
Beyond the Yellow Ribbon Institution

- Veterans and Service Member Increased 56.6% since FY2008
- College Credit for Military Experience
  - 102 Courses and 1582 Occupations in VETS
  - MnAMP crosswalks for manufacturing core
- Vets Resource Center on Campus
- Personalized Information and Support
  - Two individuals dedicated to serving veteran learners
- South Central College Veterans Club
  - For veterans, military family members
- Veterans’ Benefits
  - No application fee
  - Free transcripts
  - Priority registration
  - Tuition deferred
MN Advanced Manufacturing Partnership

- U.S. Department of Labor – $15M TAACCCT
- 12 MN Colleges and 2 Centers of Excellence
- Three Manufacturing Disciplines
- Veterans are Priority Participants
- Credit for Prior Learning in Manufacturing
  - 12 colleges offer MSSC Certified Production Technician crosswalk
- Salute Southern Minnesota Steering Committee
  - Networking for Veterans, Employers & Educators
  - Southern MN Career Fair
Veterans to Agriculture

- Funded by the Minnesota Legislature
- Two Quick-start Agriculture Programs for Veterans
  - AgSPARK Agronomy
  - AgSPARK Farm Business Management
- Connected with over 1,300 Veterans
- Multiple Partnerships
  - Military Stand Down Events
  - County Veteran Services Offices
  - AgWARRIORS
Review of Military Transcripts
- 2008 to 2012

1. Display “one-by-one decisions” made in the regular transfer process

2. Complete “military occupation reviews” in partnership with the Minnesota National Guard and college faculty in related programs
   - 31B - Military Police
   - 42A - Human Resource Specialist
   - 63B - Light Wheel Vehicle Mechanic
   - 68W - Health Care Specialist

3. Trigger an “occupational evaluation request” based on inquiries from Servicemembers and Veterans
SIMILAR MILITARY OCCUPATIONS

USMC 2510
US Navy HR NEC
US Army 42A

Accelerated Process began in 2012

3 Credits
Human Resource Management

Worksheet
Faculty Review
Credit/No Credit Decision
How can we speed this up?

NUMBER OF ARTICULATED MILITARY OCCUPATIONS

<table>
<thead>
<tr>
<th>Time</th>
<th>Number</th>
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<tbody>
<tr>
<td>Jun-11</td>
<td>351</td>
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<tr>
<td>Jul-11</td>
<td></td>
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<tr>
<td>Aug-11</td>
<td>462</td>
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<tr>
<td>Sep-11</td>
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<td>Oct-11</td>
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<td>Nov-11</td>
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<td>Dec-11</td>
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<tr>
<td>Jan-12</td>
<td></td>
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<tr>
<td>Feb-12</td>
<td>556</td>
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<td>Mar-12</td>
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<td>Apr-12</td>
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<tr>
<td>May-12</td>
<td>886</td>
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<td>Jun-12</td>
<td>951</td>
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<td>Jul-12</td>
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<tr>
<td>Sep-12</td>
<td></td>
</tr>
<tr>
<td>Oct-12</td>
<td>1008</td>
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</table>
Veterans Education Transfer System

Number of Evaluated Military Occupations as of July 2017
Welcome to VETS®, the Veterans Education Transfer System. Created by the Minnesota State Colleges and Universities, VETS is an online application that helps past, present and future servicemen and servicewomen determine how their military training can count for credit at Minnesota State Colleges and Universities institutions.

VETS is a product of the Veterans Re-Entry Education Program. Funds for the Veterans Re-Entry Education Program were provided from a 2008 (P116Z080296) and a 2009 (P116Z090310) congressionally-directed grant award.
Veterans Education Transfer System (VETS)

Click Credit Amount to see how the credits apply to the program. To receive credit, you will need to submit an official military transcript when you enroll. If these program matches do not align with your plans, you can view other programs that may award credit or Connect with an Advisor about other options.

<table>
<thead>
<tr>
<th>Transfer Credits</th>
<th>Program Title</th>
<th>Awards</th>
<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>Human Resources</td>
<td>AAS</td>
<td>Minnesota State Community and Technical College</td>
</tr>
<tr>
<td>24</td>
<td>Individualized Studies</td>
<td>AS</td>
<td>Minnesota State College - Southeast Technical</td>
</tr>
<tr>
<td>20</td>
<td>Administrative Assistant</td>
<td>AAS</td>
<td>Minnesota State Community and Technical College</td>
</tr>
<tr>
<td>20</td>
<td>Business Foundations</td>
<td>CERT</td>
<td>Northwest Technical College</td>
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<tr>
<td>20</td>
<td>Individualized Studies</td>
<td>AS</td>
<td>Northwest Technical College</td>
</tr>
<tr>
<td>20</td>
<td>Individualized Studies</td>
<td>DIP</td>
<td>Northwest Technical College</td>
</tr>
<tr>
<td>20</td>
<td>Industrial Maintenance</td>
<td>AAS</td>
<td>Northwest Technical College</td>
</tr>
<tr>
<td>20</td>
<td>Sales and Marketing</td>
<td>DIP</td>
<td>Northwest Technical College</td>
</tr>
<tr>
<td>18</td>
<td>Accounting</td>
<td>DIP</td>
<td>Riverland Community College</td>
</tr>
<tr>
<td>18</td>
<td>Accounting Clerk</td>
<td>DIP</td>
<td>Riverland Community College</td>
</tr>
<tr>
<td>18</td>
<td>Administrative Assistant</td>
<td>AAS</td>
<td>Riverland Community College</td>
</tr>
<tr>
<td>18</td>
<td>Advanced Office Specialist</td>
<td>DIP</td>
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<tr>
<td>18</td>
<td>Automotive Service Technology</td>
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<tr>
<td>18</td>
<td>Collision Repair Technology</td>
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<tr>
<td>18</td>
<td>Construction</td>
<td>DIP</td>
<td>Riverland Community College</td>
</tr>
</tbody>
</table>
Veterans Education Transfer System (VETS)

Human Resources
at Minnesota State Community and Technical College

Program Details
Award: Associate in Applied Science

Credits: 60 [25 transfer credits*] View Credit Transfer Report
Delivery: Offered entirely online with face-to-face options available for some/all sections.

WIA Certified

*Note: Transfer credits may or may not apply to the selected program. View the Credit Transfer Report for specific information.

About this Program
Human Resources programs prepare students to provide support to companies, and to individual employees, in the area of human resources. AAS and AS graduates may assume duties in the following areas: communication with employees, employee data recordkeeping, policies and administration, employee and labor relations, employment process, training and development, wage and salary, and benefit administration. The AS program is designed for more efficient course transfer to partner universities for students wishing to continue with additional education.

View more program details

Program Locations
Minnesota State Community and Technical College, Moorhead 56560

Labor Market Information

College Business Teachers
Median wage: $70,897/year-Well above the median
Employment outlook: Average

Training and Development Specialists
Median wage: $27.40/hour-Above the median
Employment outlook: Above statewide average

Human Resources Managers
Median wage: $47.62/hour-Well above the median
Employment outlook: Above statewide average

Compensation, Benefits, and Job Analysis Specialists
Median wage: $30.35/hour-Well above the median
Employment outlook: Average

Compensation and Benefits Managers
Median wage: $54.67/hour-Well above the median
Veterans Education Transfer System (VETS)

Human Resources AAS Technical Courses

1) Word Processing
   S16  ADMS1110  3.00 TP  MOS-42A-001L30
   AREN: MOS-42A-001L30

2) Business Communications I
   S16  ADMS1116  2.00 TP  MOS-42A-001L30
   AREN: MOS-42A-001L30

3) Records/Database Management
   S16  ADMS1128  2.00 TP  MOS-42A-001L30
   AREN: MOS-42A-001L30

4) Intro to Computer Technology
   S16  CPTR1104  3.00 TP  MOS-42A-001L30
   AREN: MOS-42A-001L30

5) Human Resource Management
   S16  HRES1122  3.00 TP  MOS-42A-001L30
   AREN: MOS-42A-001L30

6) Employee Processes
   S16  HRES1126  3.00 TP  MOS-42A-001L30
   AREN: MOS-42A-001L30

7) Benefits Administration
   NEEDS: 1 COURSE
   COURSE LIST->HRES1130

8) Training & Development
   NEEDS: 1 COURSE
   COURSE LIST->HRES1134

9) Policy Administration
   NEEDS: 1 COURSE
   COURSE LIST->HRES2204
Veterans Education Transfer System (VETS)

Connect with an Advisor

Military support services
Our support staff provides assistance with questions about admissions, transfer, military benefits, support services, courses, programs and degrees.

Online services are available 24/7 and personal assistance is available by telephone, Web chat and E-mail 7 days a week.

Support services website

Telephone assistance:
Toll-free number: 1-800-456-8519
International: +1-651-555-0596
TTY: (651) 282-2660

Hours of operation:
Monday - Friday: 7 a.m. - 9 p.m. CST
Saturday: 10 a.m. - 4 p.m. CST
Sunday: 9:30 a.m. - 3:30 p.m. CST
Closed holidays
Credits Awarded

Number of Credits Awarded for Military Courses and Occupations as of July 2017

Total: 175,252 credits awarded since FY2009

$33.2 million saved

7.1 million hours saved
Lessons Learned Since 2008

• If I knew then what I know now...
• Find Champions
  – Become an ACE evaluator
• It takes TIME
• Military Evaluations 1\textsuperscript{st} – then other areas of PLA
Outreach and Sharing
Q & A
Contact Information

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