

# The Certification Outlook

*Connecting you to credentialing resources*

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## Certification Spotlight

### Master Sergeant Schlandria Edwards, United States Army

Certification plays a key role in fostering collaboration between the Military Services and private industry by providing a common language and assessing experience in or out of a uniform. As an Army “Training with Industry (TWI) Program” partner with the HR Certification Institute (HRCI), Master Sergeant Schlandria Edwards explains the importance of military experience and training for the civilian sector.



Master Sergeant Schlandria Edwards,  
United States Army

#### **How long have you been in the Army? Can you describe your current role?**

I've been in the Army for 17 years. Currently, I am in the “Training with Industry Program” with the United States Army, serving as a liaison between the HRCI and military personnel. Often when military personnel contact HRCI, they are unsure of what certifications to pursue. I help Service members and veterans identify and better understand what credentials will be best for them based on their desired career path. In turn, HRCI and I work together to match a candidate's skills, experience and current/past job descriptions to best suit their future career goals for certification. Military members are accustomed to various roles and responsibilities. This can be a challenge for Service members to capture the vital experiences in their career and convey how they align with the certification requirements.

#### **Can you describe the “Training with Industry Program”?**

The Army's main objective with the TWI Program is to provide Soldiers with exposure to managerial techniques and procedures via a work-experience program in corporate America.

Following the TWI participant's tenure in the industry, they are placed in a validated utilization assignment where they can use their experience to interact and conduct business with partnering civilian organizations.

#### **During your time in uniform, have you noticed a change in how credentials are emphasized in the Army?**

Yes, I have noticed a change within the Army, especially when it comes to education. In October 2019, the U.S. Army introduced “The Army People Strategy”, which mentions the importance of continually developing Soldiers and civilians. The goal is not only to place Soldiers in positions of greater responsibility, but to ensure their fluency with emerging technology and to put them on the pathway to educate, train and earn credentials. Throughout my years of service, the U.S. Army has always valued education and the development of Soldiers. The Army Credentialing Assistance (CA) Program can pay for courses and exams that lead to industry-recognized civilian credentials in an occupational area of their choice.

## Certification Spotlight

### **As an HR professional, can you speak to the value of certification in developing a highly skilled workforce and why that would be beneficial to the Army and DoD?**

Certifications are an assessment of knowledge, skills and ability (KSA), thereby helping Service members to effectively communicate with future employers. For example, it was while studying for the Professional in Human Resources® (PHR®) certification that I became aware of the rules and regulatory guidance of a union, FMLA or OSHA. Certification, along with education, provides a competitive advantage while serving and while seeking employment upon transition, and as a leader I understand the importance of that.

### **Are there any particular skills developed in the military that could be used for working in human resources upon transition?**

In the military, we often must lead others early on in our career and bear a great deal of responsibility. Through our daily experiences, we are given the opportunity to offer advice; encouraged to be free thinkers; and able to work independently and with

others on and off the battlefield. Additionally, from the beginning of our military careers we learn to appreciate diversity and seek education to better our careers and future. These traits and experiences can make military personnel excellent candidates to work in human resources.

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**Invest in yourself and take advantage of the programs you have earned during your tenure of service to position yourself for success.**

– Schlandria Edwards

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### **What steps should transitioning Service members or recently discharged veterans take to start their civilian career?**

Obtain and read resources, pertinent regulations and installation procedures that you must follow to transition. Estimate your monthly living expenses and build 3-6 months of savings to support yourself and your family. Create a timeline by outlining major decisions you will need to make to stay on course for your transition. Where will you live? What do you want to do after you retire? Will your spouse work? These are all questions you should ask yourself before transitioning. Service members should also take advantage of the Tuition Assistance and Credential Assistance Program before leaving service. Ultimately, I urge you to invest in yourself and take advantage of the programs you have earned during your tenure of service to position yourself for success.

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## Certification program updates

The following certification programs are now available CONUS and OCONUS at Pearson VUE test centers on U.S. military bases (indicated by 🏠). Some testing programs are only available at Education Centers (indicated by 🏫).



**California Board of Behavioral Sciences:** The California Board of Behavioral Sciences enforces a safe and competent standard for mental health practice in California. California Board of Behavioral Sciences exams are now available at select base-sponsored Pearson VUE test centers, both within and outside the state of California. Visit <https://home.pearsonvue.com/cabbs> for more information or to register for an exam. 🏫



**CrossFit:** The Certified CrossFit Trainer (CCFT) credential is for an experienced individual who wants to demonstrate a higher level of CrossFit coaching knowledge and ability. The purpose of the CCFT is to ensure that an individual possesses the knowledge and competency required to train clients safely and effectively. Visit <https://home.pearsonvue.com/crossfit> for more information or to register for an exam. 🏠



**National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA):** The Certified Registered Nurse Anesthetists certification ensures that those who secure the CRNA credential have the necessary knowledge and skills to practice anesthesia safely and effectively. Visit <https://home.pearsonvue.com/nbcrna> for more information or to register for an exam. 🏠



**NIGP:** The NIGP Certified Procurement Professional (NIGP-CPP) is a competency-based certification that assesses how mid- to senior-level leaders deliver success to their organizations. The exam covers procurement techniques as well as strategy, business principles and operations and leadership. Visit <https://home.pearsonvue.com/nigp> for more information or to register for an exam. 🏠



**UiPath:** UiPath certifications demonstrate that an individual has strong foundational technical knowledge and skills in robotics processing automation (RPA). The UiPath Certified RPA Associate (UiRPA) program is suitable for professionals who want to build and assess their knowledge and skills, while the UiPath Certified Advanced RPA Developer (UiARD) assesses deeper-level RPA expertise building complex and efficient solutions independently. Visit <https://home.pearsonvue.com/uipath> for more information or to register for an exam. 🏠

\* For a full list of available certifications, visit [PearsonVUE.com/Military/Exams](https://PearsonVUE.com/Military/Exams).

76%

*of survey respondents said they completely or mostly accomplished their personal objectives for becoming certified.*



## Online testing available via OnVUE

Many certifications are now available for Service members to take online via Pearson VUE's online proctoring platform, OnVUE.

If your test center is at capacity or you're unable to deliver a requested exam, please consider directing Service members to OnVUE as an alternative option. Although not all exams are available via OnVUE at this time, for select certifications, OnVUE allows Service members to continue with their training and certification process without interruption.



OnVUE allows candidates to take their exams from their home or office, provided the area is free from noise, people and distractions. Candidates must have a functioning home computer with a webcam and strong internet connection. A system check is necessary to ensure their computer is compatible with the software. Candidates will be required to take and upload photos of their government-issued ID and their testing environment prior to starting the check-in process. A live room scan may also be required. All exams must be scheduled in advance.

Learn more about OnVUE by visiting [PearsonVUE.com/OnVUE-Testing](https://PearsonVUE.com/OnVUE-Testing)

See a complete list of exams that are available for online delivery at [PearsonVUE.com/OnVUE-Exams](https://PearsonVUE.com/OnVUE-Exams)

# 66%

*of survey respondents said they purchased their exam and training together.*



2018 Pearson VUE Value of Certification Survey (Government sector).

## Don't forget

**COOL:** Service members in all branches can find information on training, credentials and licenses related to their military and civilian careers. Credentialing Opportunities On-Line (COOL) and the Army's Credentialing Assistance program help identify training gaps and define the paths needed to earn civilian and federal positions. Additionally, each COOL website features key information about funding, accreditations and in-demand credentials.

Visit [PearsonVUE.com/military/funding](https://PearsonVUE.com/military/funding) to learn more about how COOL works in your branch.

**mindhub™:** Service members and government employees can receive 25% off training materials through mindhub, Pearson VUE's certification prep store. mindhub offers a wide variety of learning products designed to help test-takers prepare for industry-recognized certifications. Simply apply coupon code GOV25 to your shopping cart at checkout to receive the discount. Visit [mindhub.com/service-members](https://mindhub.com/service-members) for more information.

## The Certification Outlook:

If you are interested in opening a Pearson VUE test center on your base, contact [DoD@Pearson.com](mailto:DoD@Pearson.com).

