

MILITARY PERSONNEL AND SPOUSES RELOCATING TO MARYLAND



A Guide to Healthcare Occupations in Maryland

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TABLE OF CONTENTS

SECTION 1: WELCOME TO MARYLAND	
Living in Maryland.....	3
The Different Regions of Maryland.....	5
Working in Maryland.....	8
SECTION 2: INFORMATION ON HEALTHCARE OCCUPATIONS	
Wage Information.....	9
Types of work available.....	9
SECTION 3: EDUCATION AND TRAINING ASSISTANCE	
Local Hospital's Educational Assistance Programs.....	11
SECTION 4: GOVERNMENT PROGRAMS	
Maryland State Grants and Scholarships.....	13
PROVet.....	13
Montgomery GI Bill.....	13
Veterans' Educational Assistance Program.....	14
Veterans' Affairs Education Benefits.....	15
Top Up.....	15
Tuition Assistance.....	16
SECTION 5: INFORMATION FOR SPOUSES	
Navy Services.....	17
Army Services.....	17
SECTION 6: INFORMATION ON SPECIFIC OCCUPATIONS	
Nursing.....	19
Radiologic Technologist.....	22
Respiratory Therapist.....	23
SECTION 7: CONTACT INFORMATION	
Military Education Centers.....	25
Maryland Job Service One-Stop Career Centers.....	25
Contact Your Local Veterans Employment Representative for More Information.....	26
SECTION 8: USEFUL WEBSITES	
Certification Websites.....	27
Military Tuition Assistance Websites.....	27
Family Support Services.....	27
General Maryland Information.....	27

GOVERNOR OF THE STATE OF MARYLAND



A Message From The Governor:

Welcome to Maryland! This guide provides a brief look into Maryland and the exciting career opportunities available in our healthcare industry. I hope you find the time to explore the many diverse regions of Maryland and, when beginning the next chapter of your life, choose to make Maryland your home!

A handwritten signature in black ink that reads "Robert L. Ehrlich, Jr." The signature is written in a cursive, flowing style.

Robert L. Ehrlich, Jr.

WELCOME TO MARYLAND

This information packet was designed for military service members and their spouses interested in pursuing a medical career. If you were recently reassigned to Maryland or are exploring your options after separation, the information before you will help you take advantage of various medical career opportunities in Maryland. In addition to an overview of several professions, this packet contains information on education assistance, certification requirements, living in Maryland, and a special section for spouses.

Development of this guide is a collaborative effort being undertaken by the Maryland Governor's Workforce Investment Board; Maryland Department of Labor, Licensing and Regulation; U.S. Department of Labor, Veterans' Employment and Training Services; U.S. Department of Defense, Office of the Under Secretary of Defense for Personnel and Readiness; U.S. Department of Veteran Affairs, Office of the Under Secretary for Benefits; and other government and industry partners. As the project expands, the content of this guide will be regularly updated to include information on other healthcare professions in Maryland.

SECTION 1: WELCOME TO MARYLAND

Living in Maryland

Maryland: A Great Place to Live

Maryland lies at the heart of cultural, educational and recreational activities on the Atlantic seaboard. The term "variety" captures the essence of our special state, from Maryland's geography to its economy to its distinct communities. Maryland offers the broadest range of recreational, intellectual and cultural activities in one of the most convenient areas of the United States. In short, the breadth of America can be experienced within a 200-mile Maryland trip.

Maryland has a moderate climate. The average temperature is 55.1° F. July is the warmest month with temperatures in the 80s and 90s. The coldest month is January with temperatures averaging in the 20s. The average rainfall is 40.76 inches and snowfall 20.6 inches. The blizzard of 2003 dumped 49 inches in Western Maryland and about two feet in other parts of the state.

Maryland is naturally endowed with the surf and sand of Atlantic beaches, a sailing paradise on the Chesapeake Bay, and the adventurous mountain terrain of Western Maryland. The Chesapeake Bay attracts one of the largest recreational fleets in the United States. One of the main attractions is the delicious seafood from the region, such as Maryland crabs, steamed clams and rockfish. Ocean City is a summertime favorite for Marylanders and visitors alike.

Sports lovers have much to experience: football's the Baltimore Ravens, women's football's the Baltimore Burn, baseball's the Baltimore Orioles, major league lacrosse's the Baltimore Bayhawks, and soccer's the Baltimore Blast; the Maryland Preakness Stakes (the second leg of horse racing's storied Triple Crown) and other thoroughbred racing; sailing regattas; premier golf and professional tennis events; and a host of collegiate athletics. Annapolis, the state capital, has twice hosted sailing's Volvo Around the World Race, most recently in the spring of 2002.

In Baltimore and in nearby Washington, DC, there are two prominent symphony orchestras, award-winning ballet troupes, acclaimed opera companies and theatrical groups offering performances ranging from the classics to alternative forms of artistic expression. Nature's beauty can be experienced at popular attractions such as the National Aquarium in Baltimore's Inner Harbor, the Baltimore Zoo north of downtown, and The National Zoo in nearby Washington, DC. Scores of museums and galleries offer an unparalleled collection of art, history, and technology. In addition to Baltimore's Walters Gallery and the Baltimore Museum of Art, area residents have access to institutions such as Washington's Smithsonian Institution, Corcoran Gallery of Art, and the Phillips Collection. Legacies of our nation's past are also found at historic sites such as Fort McHenry in Baltimore and Antietam National Battlefield in the rolling hills of Western Maryland.

Baltimore, our largest city, earned fame in the early 1980s when it was transformed from an industrial town into a waterfront showpiece. The redeveloped Inner Harbor is home to the acclaimed National Aquarium in Baltimore, the Maryland Science Center, the first ESPN Zone Restaurant and the Port Discovery children's museum. Harborplace boasts an endless array of restaurants and shops, and Oriole Park at Camden Yards is just paces away. But you haven't really been to Baltimore if you only visit the Inner Harbor. You have to get out and explore the city's unique neighborhoods, too. Smell the garlic as you stroll through Little Italy, experience the cultural charms of Mount Vernon or see the maritime community of Fell's Point.

For a completely different type of city, visit Annapolis, Maryland's capital. This is a true colonial town that brims with history. Long before Washington, DC became the nation's capital, Annapolis briefly held that title. Tag along on a walking tour of the historic district or visit homes belonging to signers of the Declaration of Independence. Dine at pubs that have been serving patrons since George Washington's times or enroll in a sailing class and find out why this place is dubbed "The Sailing Capital of the United States."

Maryland has often been referred to as "America in Miniature," and with so much to do, so close together, residents enjoy a broad range of lifestyles and activities in convenient reach of the metropolitan areas. Each region of the state presents distinctly different styles and histories. With everything from mountains to seashores, big cities to quaint villages, rolling horse farms to waterside villages, Maryland covers it all. And the best part is that nothing is more than a 3-hour drive from our biggest city, Baltimore. For more information, visit www.mdifun.org.

The Different Regions of Maryland

Western Region



- Garret County
- Allegany County
- Washington County

This is mountain country, and it's perfect for anyone with a passion for the Great Outdoors. State parks pepper the region and offer an abundance of opportunities for hiking, biking, fishing, bird watching, and boating. Swing by Washington Monument State Park in Washington County to see the first-ever monument erected to George Washington. Travel to Cumberland and Allegany County to hop aboard the historic Western Maryland Scenic Railroad. The old steam engine navigates the hills and valleys of this beautiful region. Garrett County is the home of Deep Creek Lake, Maryland's largest freshwater lake and a four-season getaway for outdoor enthusiasts.

The rolling Appalachian mountains of Western Maryland are fresh-air havens for hiking, hunting, camping, skiing and fishing. You can climb Maryland's highest mountain, swim in numerous lakes, hike the Appalachian Trail, brave whitewater rapids or enjoy all kinds of winter sports from skiing to ice fishing. The three counties of Western Maryland, where fall foliage arrives first and winter usually stays the longest, were Maryland's last frontier. This part of the state is in the Appalachian Mountain region, where apples, peaches, maple syrup, honey and lumber are abundant.

Capital Region

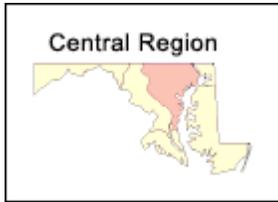


- Frederick County
- Montgomery County
- Prince George's County

Maryland's Capital Region is the area that directly surrounds Washington, D.C. The Capital Region's history spans three centuries of Maryland and American life, from the earliest colonists to the pioneers in space flight. Here you'll find peaceful farmland as well as bustling cities and suburbs. In 1791, Maryland donated land from Montgomery and Prince George's counties to be used for the nation's new capital city, Washington, D.C.

This region is where Francis Scott Key practiced law before earning fame as the writer of the Star-Spangled Banner. It is also home to the National Museum of Civil War Medicine, a one-of-a-kind facility that documents medical advancements during that tumultuous time in American history. You can hike through fabulous state or national parks, spend some time antiques shopping, or visit Antietam National Battlefield, site of the bloodiest single-day battle in American history. You can also simulate flight at a new museum on the grounds of the oldest airport in the United States (it's where the Wright brothers taught others how to fly!) or admire the beautiful artwork on a bridge that has become the focus of national attention. Once an important farming area, the Capital Region is known today for its many high-tech industries and research centers in the fields of telecommunications, electronics, computers, health and medicine.

Central Region



- Anne Arundel County
- Baltimore City
- Baltimore County
- Carroll County
- Harford County
- Howard County

The area surrounding the cities of Baltimore and Annapolis is called Central Maryland. The area varies from the state's historic capital, Annapolis, to its largest city, Baltimore, from waterfront villages and mill towns to the gently rolling hills of horse country and the waters of the Chesapeake Bay. Horse farms dot the landscape, and old mill towns like Ellicott City and Savage have been transformed into meccas for antiques lovers. This is wine country, too. When in Baltimore County, drive along the stretches of pasture surrounded by white fences and see where thoroughbred horses are raised. In Howard County, stop by the historic Ellicott City B&O Railroad Station Museum to learn more about the railroad made famous by the Monopoly board game, or simply stroll that town's Main Street, taking in the array of merchandise in the boutiques or eyeing down the perfect donut at the neighborhood bakery.

In the Central Region, you can visit Fort McHenry, birthplace of the "Star-Spangled Banner," or take in a ballgame at the world-famous Oriole Park at Camden Yards. In Annapolis, you can take sailing lessons, walk along the history-packed streets of this "museum without walls" or get a little misty-eyed when the Naval Academy band strikes up "Anchors Aweigh."

This area is part of two geographic regions, the Atlantic Coastal Plain and the Piedmont Plateau, so the variety of industries in this area ranges from mining marble, granite and other stones to harvesting fish and seafood. This is where some of the most important events in state and national history took place and where people are still making history.

Southern Region



- St. Mary's County
- Calvert County
- Charles County

People sometimes forget that the Chesapeake Bay has a *western* shore, too. That's why Southern Maryland is one of the state's best-kept secrets. In Calvert County, you can tour a lighthouse, take a boat cruise or organize a fossil-hunting expedition at a nearby beach. Charles County is a fisherman's paradise; many anglers swear that they've never seen waters more bountiful than those of the Potomac River. Neighboring St. Mary's County is home to the state's original capital. Historic St. Mary's City is now a living history museum at which costumed interpreters demonstrate the 17th-century way of life. Maryland was one of the 13 original U.S. colonies and a visit to this region gives you a glimpse into the lives of its first settlers.

In St. Mary's, Calvert and Charles counties, there are landmarks that help you learn about earlier - even prehistoric - times. These three counties are located in the Atlantic Coastal Plain and are easy to reach by water. Many of the people who live there still farm tobacco, corn, wheat and soybeans, and harvest fish and shellfish from the waters of the Chesapeake Bay and the Potomac and Patuxent rivers.

Eastern Region



- Kent County
- Queen Anne's County
- Talbot County
- Caroline County
- Cecil County
- Dorchester County
- Wicomico County
- Somerset County
- Worcester County

Maryland's Eastern Shore is nearly separated from the rest of the state by the expansive Chesapeake Bay. Historic villages like Chesapeake City, Chestertown and St. Michaels combine colonial charm with waterside wonders on the Upper Shore, while such Lower Shore towns as Cambridge and Crisfield provide colorful glimpses into the life of Chesapeake Bay watermen. Wicomico County on the lower shore is home to the Salisbury Zoo, one of the finest small zoos in the country, and to the Ward Museum of Wildfowl Art, a showcase for the fine art of decoy carving. Crabs are prevalent, as you'll certainly find, but this area is also a haven for birds of all kinds. Visit the Blackwater National Wildlife Refuge or canoe along the Pocomoke River to catch glimpses of creatures you'd never see elsewhere.

The Eastern Shore is in the Atlantic Coastal Plain region, between the Chesapeake Bay and the Atlantic Ocean and is part of the Delmarva Peninsula. It is mostly flat farmland where wheat, corn, tomatoes and other crops grow, and where poultry and cattle are raised. If you head all the way down the Eastern Shore, you'll end up in Ocean City, Maryland's beach resort, where sand and sun combine for vacation fun. Or you can hop on a ferry boat and head for a remote island whose inhabitants still speak with a slight Elizabethan accent, or drive to nearby Assateague Island National Seashore and spend some time with the famous wild ponies there.

Working in Maryland

Maryland: A Great Place to Work

Maryland's workers are some of the Nation's highest paid workers. Maryland's top income rankings include:

- One of the highest median household incomes in the nation at \$53,530 for 2001, which is 27 percent above the national average.
- A 2002 per capita personal income of \$36,121, ranking fourth among the 50 states, and topping the national average by 17 percent.
- From 1992 to 2002, Maryland's per capita personal income increased by nearly 50 percent.

Income levels vary from region to region within the state, with higher incomes concentrated in the urbanized counties of the Baltimore-Washington corridor. Top ranking counties for per capita personal income in 2001 include:

- Montgomery County, ranking first in the state at \$50,919.
- Howard County, ranking second at \$43,191.

The Washington-Baltimore metropolitan area, which includes 90 percent of Maryland's population, is one of the wealthiest in the Nation. Among US metros, it ranks:

- Fourth in effective buying income, with \$185 billion.
- Fifth in retail sales, with combined sales of \$98 billion.

In addition to its high income levels, Maryland also has one of the lowest poverty rates in the Nation. Only 7.2 percent (2001) of the state's residents live below the poverty level, compared with 11.7 percent for the United States as a whole.

SECTION 2: INFORMATION ON HEALTHCARE OCCUPATIONS

Wage Information

- Averages weekly wages for Maryland's health services were higher than Maryland's private sector wages in 1997 & 2002 (reports for 1997 and 2002 available from the Maryland Department of Labor, Licensing and Regulation website, www.dllr.state.md.us).
- Average weekly wages for Maryland's health services rose 15% from 1997-2002.
- Maryland's employment in health services expected to grow 24% from 2000 –2010.

Types of Work Available

There are various types of work available in Maryland healthcare sector, depending on educational background and practical experience. Maryland is experiencing a workforce shortage in several occupations, such as Nursing, Radiology, and Respiratory Therapy. This packet contains information to help you transition to a career in one of those professions. As this project expands, the guide will include information on other occupations available in Maryland.

SECTION 3: EDUCATION AND TRAINING ASSISTANCE

Local Hospitals' Educational Assistance Programs

Different hospitals offer a variety of tuition reimbursement programs. Program requirements vary depending on hospital regulations.

The table below provides a sample of benefits offered by major local hospitals. Please contact the hospital to gather more information. The Maryland Hospital Association's website <http://www.mdhospitals.org> has contact information for all local hospitals.

Hospital Name	Benefits
Calvert Memorial Hospital	<p>Tuition reimbursement</p> <ul style="list-style-type: none"> • Must have been employed at least six (6) months • Undergraduate work – up to \$1,000 reimbursed per calendar year • Graduate work – up to \$3,000 reimbursed per calendar year • Only two (2) classes per semester • The hospital pays 50% of cost at time of enrollment in the class <p>Calvert Memorial Hospital Foundation Healthcare scholarships</p> <ul style="list-style-type: none"> • Open to all local residents studying healthcare • Must be accepted as full-time student • Must lead to licensure as a healthcare professional <p>Calvert Memorial Hospital scholarships</p> <ul style="list-style-type: none"> • Same as above, except required repayment or employment with Calvert Memorial Hospital
Johns Hopkins Hospital	<p>Tuition Assistance</p> <ul style="list-style-type: none"> • Must have been employed for at least 60 days • Employment of 40 hr/week - 100% tuition reimbursement • Employment of 30-39 hr/week - 75% reimbursement • Employment of 20-29 hr/week - 50% reimbursement • Up to 18 credits per academic year will be reimbursed • Course work must lead to licensure, degree, and/or meet the criteria of business necessity or operational necessity <p>Tuition advance</p> <ul style="list-style-type: none"> • All bargaining unit represented employees • All non-represented employees earning less than \$25,000 • All advancements must be re-paid <p>Clinical Advancement Program. A unique program that gives you the chance to sharpen your clinical expertise at the same time that your progress is rewarded financially.</p> <p>More info: http://www.hopkinsnursing.org/edu-oppo/tuition-nurse.html</p>

St. Mary's Hospital	<p>Tuition Assistance</p> <ul style="list-style-type: none"> • Must have been employed for at least 1,040 hours, at least 32 hours per pay period. • Up to \$1,000 reimbursed per calendar year • Reimbursed upon successful course completion • Reimburse costs of certification exams • Offer full scholarship for nursing and other critical positions (x-ray, respiratory therapists, physical therapists, and coders)
Northwest Hospital Center	<p>Tuition Assistance</p> <ul style="list-style-type: none"> • Must have been employed for at least 30 days • Full-time employees – up to \$2,500 reimbursed per year • Full-time employees pursuing Nursing, Radiology, and other positions considered critically short – up to \$4,000 reimbursed per year • Part-time employees are eligible for one-half of the above annual amounts • Over 3 years of service - tuition paid at the start of the course • Less than 3 years of service - reimbursement upon successful course completion (C or better) • Veterans will be reimbursed only costs not covered by the Montgomery GI Bill benefits • Minimum commitment of 6 months of employment following completion of the course for which reimbursement was paid <p>Scholarship Fund Advance tuition monies to employees with at least one full year of employment and working at least 32 hours per pay period pursuing education or training in preparation for advancement in a critically short position.</p>
Sinai Hospital	<p>Tuition Assistance</p> <ul style="list-style-type: none"> • Full-time employee – up to \$2,500 in a 12-month backward rolling period • Part-time employees – the above amount is pro-rated • Over 1 year of service - tuition paid directly to school • Less than 1 year of service - reimbursement upon successful course completion (C or better) • RN, BSN, or MSN courses - minimum 12 months employment over 20 hr/wk following course completion • Non RN, BSN, or MSN courses - minimum 6 months employment over 20 hr/wk following course completion <p>Sinai offers a number of educational programs, from basic tuition reimbursement available to all full time employees to educational grants of up to \$10,000 for targeted specialties.</p>

SECTION 4: GOVERNMENT PROGRAMS

There are several government education assistance programs available to current and separating military service members. Below is some basic information on four programs: Montgomery GI Bill, Top Up, VEAP and the Department of Defense Tuition Assistance program (see page 25 for contact information). The best source of information regarding all of these programs is a local Education Center. Specialists at these centers work with service members to develop an education assistance program that meets individual needs.

1. Maryland State Grants and Scholarships

Each year the state of Maryland awards a multitude of scholarships and grants to residents in efforts to improve affordable access to higher education and the achievement of education goals. Financial based programs specifically designed to meet the needs of the growing number of non-traditional students have become an important focus for statewide imperatives regarding degree-granting institutions. A free on-line scholarship search is available at www.mhec.state.md.us to identify the Maryland State financial assistance programs based on eligibility.

A number of Grants or Scholarships that may be available to health care professionals include the State Nursing Scholarship and Living Expenses Grant; Professional School Scholarship; Health Manpower Shortage Program; and the Health Shortage Incentive Grant Program. Maryland's Loan Assistance Repayment Program repays college loans to graduates from fields of employment where a shortage of practitioners caring for the underserved exists.

For additional information on these and other healthcare related Scholarship and Grant Programs visit the Maryland Board of Nursing's Education Link at www.mbon.org.

2. PROVet

PROVet (Promoting Reemployment Opportunities for Veterans) Health Care is a Department of Labor pilot program in Maryland and is designed for:

- Veterans separating from active duty;
- Active duty military personnel;
- Veterans separated in the last six months.

PROVet Health Care offers the following services:

- Referrals to employment;
- Assessment of military training for State licensing and/or certification;
- Help in obtaining funds for training, licensure or certification costs.

3. Montgomery GI Bill

The Montgomery GI Bill - Active Duty, called "MGIB" for short, provides up to 36 months of education benefits to eligible veterans for:

- College, Business
- Technical or Vocational Courses
- Correspondence Courses
- Apprenticeship/Job Training
- Flight Training
- Licensing and Certification Fees

Who is Eligible?

An eligible veteran got an Honorable Discharge, AND has a High School Diploma or GED or, in some cases 12 hours of college credit, AND meets the requirements of one of the categories below:

CATEGORY I

- Entered active duty for the first time after June 30, 1985;
- Had military pay reduced by \$100 a month for first 12 months;
- Continuously served for 3 years;
- OR 2 years if that is what you first enlisted for;
- OR 2 years for persons who entered Selected Reserve within a year of leaving active duty and served 4 years ("2 by 4" Program).

CATEGORY II

- Entered active duty before January 1, 1977;
- Served at least 1 day between 10/19/84 and 6/30/85, and stayed on active duty through 6/30/88, (or 6/30/87 for persons who entered Selected Reserve within 1 year of leaving active duty and served 4 years);
- On 12/31/89, had entitlement left from Vietnam Era GI Bill.

CATEGORY III

- Not eligible for MGIB under Category I or II;
- On active duty on 9/30/90 AND separated involuntarily after 2/2/91;
- OR involuntarily separated on or after 11/30/93;
- OR voluntarily separated under either the Voluntary Separation Incentive (VSI) or Special Separation Benefit (SSB) program;
- Before separation, had military pay reduced by \$1200.

4. Veterans' Educational Assistance Program (VEAP)

VEAP is available to veterans and active service members who elected to make contributions from their military pay to participate in this education benefit program. The Government matches contributions on a \$2 for \$1 basis. These benefits may be used for degree, certificate, correspondence, apprenticeship/on-the-job training programs, and vocational flight training programs. In certain circumstances, remedial, deficiency, and refresher training may also be available.

Benefit entitlement is 1 to 36 months depending on the number of monthly contributions. VEAP benefits are available for 10 years from the date of release from Active Duty. If there is entitlement not used after the 10-year period, individual portion remaining in the fund will be automatically refunded.

Who is Eligible?

Qualifying veterans and active service members must meet the following requirements:

- Entered service for the first time between January 1, 1977 and June 30, 1985;
- Opened a contribution account before April 1, 1987;
- Voluntarily contributed from \$25 to \$2,700;
- Completed the first period of service; and
- Were discharged or released from service under conditions other than dishonorable.

To receive VEAP benefits while on Active Duty, at least 3 months of contributions must be available.

5. Veterans' Affairs Education Benefits

Expanded education benefits provided by the U.S. Department of Labor cover test fees for certification or licensure. Veterans may be reimbursed for actual costs up to \$2,000 per test. Veterans' Affairs (VA), will rely on its existing partnerships with state agencies that certify education programs for Montgomery GI Bill benefits to determine which test will be approved for reimbursement.

Participants must be eligible for the Montgomery GI Bill or the Veterans' Educational Assistance Program (VEAP.)

There is no "Official" application for this benefit. Send a copy of test results with a note requesting reimbursement to apply for reimbursement of a test. The note should include the following information:

- Name and social security number;
- Name of the test you took and the test date;
- Name and address of the organization issuing the license or certificate (not necessarily the organization that administered the test);
- Cost of the test. Remember, registration fees, preparation guides, processing fees, etc. will not be reimbursed;
- The following statement: "I authorize release of my test information to VA."

Each state has a VA office that processes reimbursement requests for that state. The VA's website on test reimbursement benefits contains a sample of reimbursement request and contact information for VA offices in each state. It can be found at <http://www.gibill.va.gov/education/LCweb.htm>. Alternatively, call the VA at 888-442-4551 for assistance.

6. Top Up

On October 30, 2000, the President signed into law an amendment to the Montgomery GI Bill (MGIB) - Active Duty education program that permits VA to pay a Tuition Assistance Top Up benefit. The amount of the benefit can be equal to the difference between the total cost of a college course and the amount of DoD Tuition Assistance that is paid by the military for the course.

Who is eligible?

A person must be approved for DoD Tuition Assistance by a military department and be eligible for MGIB-Active Duty benefits. To be eligible for MGIB benefits, the person must be an MGIB - Active Duty participant and must have served at least 2 full years on Active Duty.

The amount of the benefit is limited to the amount that the person would receive for the same course if regular MGIB benefits were being paid.

The benefit is available for all courses that began on or after October 30, 2000. A copy of the Tuition Assistance Authorization form for the course that has been signed by an authorized military official will be required. People who have not requested MGIB benefits before should submit a VA Form 22-1990 to establish eligibility.

The Top Up program is not available at this time to persons who are eligible for the MGIB Selected Reserve program.

7. Tuition Assistance

Tuition Assistance (TA) Department of Defense Program is a program open to active duty military personnel and active National Guard and Reserve military personnel to pay for tuition and fees for college and university courses.

TA application can be picked up at the service member's unit and approved by the unit and the service member. Early application is encouraged, as TA funds may run out before your application is processed. The following forms are used as TA applications:

- **Army** - DA Form 2117
- **Navy** - 1560 Form

Students must submit properly filled out and unit approved TA authorization forms at the beginning of each term to the Auburn University (AU) Bursar's Office, Third Party Billing, at the Quad Center.

Tuition and fees information necessary to complete the cost section of the TA form, can be obtained from www.auburn.edu, click on administration, Bursar's Office, tuition rates.

Course grades will be submitted to DANTES for course completion verification. ***If a student does not pass courses or does not complete the courses for which TA funds were used, DANTES will require the student to reimburse the Government for the expenses paid to the University.***

It takes 10-12 weeks from the time DANTES receives the TA forms and grades/invoices from the school to ARNG, USAR and AFRC. Students can contact their unit education offices or AU's Bursar's Office for assistance.

Contact Points:

1. Auburn University Bursar's Office, Third Party Billing, at the Quad Center - 334-844-3769
2. DoD TA Program Manager's Office - 850-452-1082, FAX, 850-452-1160

SECTION 5: INFORMATION FOR SPOUSES

There are several programs available to support the dependents of active duty and retired veterans. These services include most of employment and career resources that are available to veterans. Many of the healthcare careers in Maryland are great for the military spouse who is looking for a profession that will easily transition with a move to a new location. Spouses are encouraged to use the contact sheet found in section 7 of this booklet and submit it to Mr. Ray Staten to be put in contact with a Local Veterans Employment Representative.

Information on some additional services is provided below.

Navy Services:

The Navy Fleet & Family Support (<http://ndw.navy.mil/FFSC/Default.htm>) recognizes the unique lifestyle challenges that come with being "Navy" or "Marine." They offer several programs that can assist and enhance the lives of Active Duty and their dependents, retirees, and DoD civilians. Some of the services they offer include:

- Information and Referral (I&R)
- Counseling Services
- Education and Training
- Family Advocacy Program (FAP)
- Employment and Career Resources
- Relocation Assistance
- Navy Family Ombudsman Program
- Deployment Support
- Sexual Assault Victim Intervention (SAVI) Program
- Transition Assistance Management Program (TAMP)
- Retired Affairs Office (RAO)
- Veteran Administration
- New Parent Support Program
- Financial Management
- Spouse Employment Assistance Program (SEAM)

All services are available to single and married active duty members and their families, and retired service members and their families. Department of Defense employees are eligible for the following services: Employment Assistance Program, Relocation Assistance Program, and education and training workshops and seminars on a space available basis.

Army Services:

The Army Community Service (<http://www.armycommunityservice.org>) provides valuable informational resources in support of several aspects of army living, including relocation and employment. The Employment Readiness Program was developed specifically to assist family members of Active Duty members find secure and meaningful employment.

This program offers comprehensive employment services and job search skills training to active duty personnel, their family members, Department of Army Civilians (both APF and NAF), Reserve/National Guard members and their families, and military retirees and their family members. The program provides services in the following areas:

- Network and Job Search Opportunities;
- Resume Writing;

-
- Interview Preparation;
 - Assistance identifying training and educational needs;
 - Guidance in Federal Employment Process;
 - Support throughout the job search process.

These services can be accessed through the Walter Reed Medical Family Assistance Center (MEDFAC) at (202) 782-2071 or toll free 1-866-546-1310, BLDG. 2, Third Floor, Room 3E01. You can also contact Walter Reed Community Service Center at WRAMC main post in Building 17, Lower Level or call (202) 782-3412.

SECTION 6: INFORMATION ON SPECIFIC OCCUPATIONS

Nursing

An individual can start a career in nursing as a Certified Nursing Assistant (CNA) and then pursue educational requirements for Licensed Practical Nurses (LPN) or a Registered Nurses (RN). Army and Navy offer nursing training that meets civilian training requirements for different levels of nursing practice. Necessary academic credentials can be obtained while in the military or after separation by using various educational assistance programs offered by the government and by local hospitals.

Nursing Aides, Orderlies, and Attendants:

Occupational code: 31-1012

Average Wage in Maryland: \$23,280 (\$11.20 an hour)

National Average Wage: \$20,540 (\$9.86 an hour)

Licensed Practical Nurse/Licensed Vocational Nurse:

Occupational code: 29-2061

Average Wage in Maryland: \$38,050 (\$18.30 an hour)

National Average Wage: \$32,300 (\$15.53 an hour)

Registered Nurse:

Occupational code: 29-1111

Average Wage in Maryland: \$57,610 (\$27.70 an hour)

National Average Wage: \$49,840 (\$23.96 an hour)

The 16 institutions listed below offer variety of training in Nursing. Please check with individual schools to learn more about their programs.

Maryland institutions offering programs in Nursing:

Associate Degree Programs -

Allegany College of Maryland, Anne Arundel Community College, Baltimore City Community College, Carroll Community College, Cecil Community College, Chesapeake College, College of Southern Maryland, Community College of Baltimore County, Frederick Community College, Garrett College, Harford Community College, Hagerstown Community College, Howard Community College, Montgomery College, Prince George's Community College, and Wor-Wic Community College

Private Career School (PCS) Certificate Programs -

Adventist HealthCare: Health Careers Training Center, American Red Cross: Central Maryland Chapter, and Americare School of Allied Health: Silver Spring

Bachelor's Degree Programs -

Bowie State University, College of Notre Dame, Coppin State College, Johns Hopkins University, Towson University, Villa Julie College, University of Maryland Baltimore, Columbia Union College, and Salisbury University

Master's Degree Programs -

Bowie State University, Coppin State College, Johns Hopkins University, Towson University, University of Maryland Baltimore, and Salisbury University

Certified Nursing Assistant

All nursing assistants must be certified to work in Maryland. The certified nursing assistant certification must be completed prior to or in conjunction with any additional certifications. The following are additional certifications that are specific to State regulation and may appear on the CNA certification card: Geriatric Nursing Assistant (GNA); Home Health Aid (HHA); School Health Aid (SHA); Certified Medicine Aid (CMA); and Dialysis Technician (DT).

Only those persons completing a Board approved training program or its equivalent may be certified as a nursing assistant and use the title Certified Nursing Assistant or the initials CNA after their names. For a listing of the Maryland Board Approved Nursing Assistant Training Programs visit the Education Department page at www.mbon.org.

Equivalent Military Training:

ARMY: MOS 91B - Medical Specialist OR
MOS 91W – Health Care Specialist

NAVY: HN/NER-HN-002 – Hospitalman OR
008HM3 HM - Hospital Corpsman OR
B-300-0010 or NV-0703 - Basic Hospital Corpsman

Must be certified to work in Maryland

Licensed Practical Nurse

Community colleges provide thirteen of the fourteen practical nursing programs in Maryland. These programs are designed to be one year in length once prerequisite courses are completed. Two of the programs are designed to be completed in a total of twelve months.

Equivalent Military Training:

ARMY: MOS 91W (ASI M 6) – Practical Nurse

Candidates that completed this Army training are qualified to take Practical Nursing exam (NCLEX-PN). Practical nursing licensure issued upon successful completion of exam.

NAVY: Basic Hospital Corpsman Class A OR
Advanced Hospital Corpsman-Independent Duty Technician Class C;

In addition to this Navy training, candidates must successfully complete obstetric and pediatric nursing courses in an approved school of practical nursing to qualify to take the Practical Nurse exam (NCLEX – PN). Practical nursing licensure issued upon successful completion of exam.

Must be licensed to work in Maryland

Registered Nurse

Associate Degree – The fourteen associate degree nursing education programs in Maryland are conducted in community colleges. These programs can be completed in three years and graduates are eligible to take the registered nurse licensing examination (NCLEX). Associate Degree Registered Nurses are prepared to function as care givers in a variety of settings and to work with other health care professionals in planning and implementing comprehensive health care. Academic credits acquired through Associate Degree programs may be transferred to a baccalaureate completion program for Registered Nurses.

Baccalaureate Degree – Eight four-year Colleges and Universities in Maryland offer a baccalaureate degree in nursing. These programs are usually four years in length and provide a Bachelor of Science in Nursing (BSN) or a Bachelor of Science (BS) degree with a major in nursing upon completion. Graduates are eligible to take the registered nurse licensing examination and, as registered nurses, are prepared to assume positions of leadership and responsibility in a variety of practice settings and to enter graduate school for specialized study.

Articulation Information – A Maryland statewide nursing education articulation agreement exists among all public and some private nursing programs. Under the Maryland Nursing Articulation Model, credits are awarded for transferable nursing and non-nursing courses at the college level. The LPN to RN model awards qualified Practical Nurses a maximum of one year of nursing courses in the program they are entering. The RN to BSN model awards qualified Registered Nurses a minimum of thirty- (30) upper division nursing credits in the program they are entering.

Multistate Licensure Compact

Multistate Licensure Compact allows a registered nurse or licensed practical nurse who is a resident of and licensed in a compact state to practice across in another compact state without having to obtain a license in the other state. Those states that have implemented the compact include Arizona, Arkansas, Delaware, Idaho, Indiana, Iowa, Maine, Maryland, Mississippi, Nebraska, North Carolina, North Dakota, South Dakota, Tennessee, Texas, Utah, and Wisconsin. Nurses must have licenses in all non-compact states where they work.

Credentialing Body: Maryland Board of Nursing
4140 Patterson Avenue
Baltimore, MD 21215
410-585-1990
www.mbon.org

Credentialing fees are covered by the Montgomery GI Bill.

Radiologic Technologist

Occupational code: 29-2034

Average Wage in Maryland: \$46,530 (\$22.40 an hour)

National Average Wage: \$40,150 (\$19.30 an hour)

The 14 institutions listed below offer variety of training in Radiologic Technology. Please check with individual schools to learn more about their programs.

Maryland institutions offering programs Radiologic Technology:

Private Career School (PCS) Certificate Programs -

Greater Baltimore Medical Center, Holy Cross Hospital School of Radiologic Technology, Maryland General Hospital School of Radiologic Technology, The Johns Hopkins Hospital Schools of Medical Imaging, and Washington Adventist Hospital School of Radiography.

Associate Degree Programs -

Allegany College of Maryland, Anne Arundel Community College, Chesapeake College, Community College of Baltimore County, Hagerstown Community College, Montgomery College, Prince George's Community College, and Wor-Wic Community College.

Bachelor's Degree Program -

College of Notre Dame of Maryland

Equivalent Military Training:

ARMY: MOS 91P - Radiology Specialist OR Radiologic Technologist

MOS 91P AIT (both Phase I and Phase II) Training is accredited by the Joint Review Committee on Education (JRCERT) and enables the student to apply for certification as a Registered Technologist (RT) by The American Registry of Radiologic Technologists (ARRT). MOS 91 P AIT training covers all exam topics. Exam sites in Maryland can be found at www.arrt.org.

NAVY: HM-8452 - Advanced Radiographer

Satisfactory completion of this course indicates the student has met the requirements as an Advanced Radiographer (HM-8452) and fulfills the standards set forth by the Joint Review Committee on Education in Radiologic Technology (JRCERT). Course completion (1 year) enables the student to apply for certification as a Registered Technologist (RT) by The American Registry of Radiologic Technologists (ARRT).

Must be licensed to work in Maryland.

Credentialing Body: The American Registry of Radiologic Technologists

1255 Northland Drive

St. Paul, Minnesota 55120-1155 USA

Phone (651) 687-0048

www.arrt.org

Licensing Body: Maryland Board of Physicians

P. O. Box 37217

Baltimore, MD 21297

410-764-4777, 1-800-492-6836

www.mbp.state.md.us

Credentialing and Licensure fees are covered by the Montgomery GI Bill

Respiratory Therapist

Occupational code: 29-1126

Average Wage in Maryland: \$48,220 (\$23.20 an hour)

National Average Wage: \$40,700 (\$19.57 an hour)

The 14 institutions listed below offer variety of training in Radiologic Technology. Please check with individual schools to learn more about their programs.

Maryland institutions offering programs in Respiratory Therapy:

Associate Degree Programs -

Allegany College of Maryland, Baltimore City Community College, Columbia Union College (Prince George's County), Community Colleges of Baltimore Country, Frederick Community College, Prince George's Community College

Bachelor's Degree Programs-

Columbia Union College and Salisbury University

Equivalent Military Training:

ARMY: MOS 91V AIT (enrollment prior to 2002) - Respiratory Specialist

Additional requirements for post - 2002 enrollment

MOS 91V AIT is supported by CoARC and accredited by CAAHEP (if enrolled prior to 2002). Post-2002 must meet additional education requirements. Individuals enrolled in the Respiratory Education Programs after January 1, 2002 must have a minimum of an Associates Degree from an accredited respiratory education program.

NAVY: HM-8541 - Respiratory Therapy Technician

Navy personnel attend the Army program and is supported by CoARC and accredited by CAAHEP (if enrolled prior to 2002). Post - 2002 must meet additional education requirements. Individuals enrolled in the Respiratory Education Programs after January 1, 2002 must have a minimum of an Associates Degree from an accredited respiratory education program.

Must be licensed to work in Maryland.

Credentialing Body: National Board for Respiratory Care

8310 Nieman Road

Lenexa, KS 66214 - 1579

913-599-4200

www.nbrc.org

Licensing Body: Maryland Board of Physicians

P. O. Box 37217

Baltimore, MD 21297

410-764-4777, 1-800-492-6836

www.mbp.state.md.us

Credentialing and Licensure fees are covered by the Montgomery GI Bill.

SECTION 7: CONTACT INFORMATION

Military Education Centers

One of the best resources available to veterans interested in continuing their educations are Military Education Centers. At these centers you will have the opportunity to work with a specialist that will help you develop an education assistance program that is best for you.

Bethesda:

Navy College Office
NNMC Bethesda, MD
8901 Wisconsin Avenue
Building 12, Room 120
Bethesda, MD 20889-5600
Phone: 301-295-5417
DSN: 295-5417

Walter Reed:

Walter Reed Army Medical Center
Building 11, 3rd Floor

Hours of Operation:

Monday-Thursday 0630-1600

Friday 0630-1200

<http://www.wramc.amedd.army.mil/departments/aces/>

Maryland Job Service One-Stop Career Centers

Another valuable source of information on career advancement and education is a local One-Stop Career Center. These centers are part of a nationwide system that provides information and services to job seekers and employers. Various electronic tools are used to help people seeking jobs with local employers.

Maryland Job Service One-Stop Career Centers are located in each of Maryland's 23 counties and Baltimore City. Contact information for centers in each county can be found at <http://www.dllr.state.md.us/county/>.

Contact Your Local Veterans Employment Representative for More Information

The form below contains the information you will need to have when you contact your local veteran employment representative to get more information about healthcare and other jobs in Maryland. Contact Ray Staten at 410-767-2015 or at rstaten@dldr.state.md.us. Mr. Staten will then assist you in contacting your local Veteran Employment Representative.

PROVet Referral for Job Assistance

Date of Referral:	*Spouse Only (Check)
*Name of Veteran/Spouse:	
*SSN:	*DOB:
*Home Address:	
*Telephone Number:	
*Tap Site:	
Branch of Service:	
Military Occupation:	Experience Level:
Military Occupational Code:	
Anticipated Date of Discharge or Retirement:	
*Spouse Occupation:	*Experience Level:
*Type of Military Training:	
*Type of License or Certification:	
*Availability For Employment:	
*Name of LVER/DVOP:	*Telephone Number:

***Applies Only If Spouse Is Not Active Or Prior Military.**

SECTION 8: USEFUL WEBSITES

Certification Websites:

1. Maryland Board of Nursing - www.mbon.org
2. Maryland Board of Physicians - www.mbp.state.md.us
3. National Board for Respiratory Care - www.nbrc.org

Military Tuition Assistance Websites:

1. Auburn University - www.auburn.edu
2. DANTES - www.dantes.doded.mil
3. Montgomery GI Bill - www.gibill.va.gov

Family Support Services:

1. Navy Fleet & Family Support – <http://nas.nawcad.navy.mil/qol/ffsc>
2. Army Community Service – www.armycommunityservice.org/home.asp

General Maryland Information:

1. Maryland Hospital Association - www.MDHospitals.org
2. Maryland Health Careers - <http://www.marylandhealthcareers.org>
3. Maryland Tourism – <http://www.mdifun.org>
4. Maryland Higher Education Commission - <http://www.mhec.state.md.us>
5. Maryland Job Service One-Stop Career Centers - <http://www.dlr.state.md.us/county/>



Charting New Directions

Governor's Workforce Investment Board
Department of Labor, Licensing and Regulation
1100 N. Eutaw Street, Room 108
Baltimore, Maryland 21201
410-767-2408
www.mdworkforce.com