

# Kaiser Permanente Georgia

## Military Medic and Corpsmen (MMAC) Program

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# Virginia's MMAC Program



Virginia's program mission:

*“Offer career and credentialing pathways for veterans and military spouses seeking employment in Virginia's healthcare system.”*

# Virginia Enabling Legislation

Per 2.2.-2001.4 of the Code of Virginia:

*“The Department of Veterans Services, in collaboration with the Department of Health Professions, shall establish a program in which military medical personnel may practice and perform certain delegated acts that constitute the practice of medicine or nursing under the supervision of a physician or podiatrist or Registered Nurse who holds an active, unrestricted license in Virginia. Such activities shall reflect the level of training and experience of the military medical personnel. The supervising physician shall retain responsibility for the care of the patient.”*

# Three Employment Pathways

## **Path One: MMAC Qualified**

Aimed at veterans or transitioning combat medic/68W, corpsman or medical technician/4N0X with less than a 12-month gap in clinical care practice. Only in Virginia can these individuals continue to practice clinical skills without required civilian healthcare credentials – while they work to get those credentials.

## **Path Two: No Veteran Left Behind**

This program transitions non-clinical retired military into non-clinical healthcare positions. In Virginia, this program also helps retired military members find jobs outside of the healthcare industry.

## **Path Three: Healthcare Leadership**

Aimed at experienced leaders with clinical operations, management experience or individuals with an advanced degree.

# Qualifications

In Virginia, the MMAC program requires individuals to be an honorably/generally discharged medic, corpsmen, or medical technician.

Scope of practice skills must have been performed within 12-months to apply. The legislation allows military medics, corpsmen, and medical technicians to utilize general-scope-of-practice skills without civilian credentials.

If an individual falls outside the 12-month window, that individual is eligible for the no veteran left behind program which focuses on non-clinical roles.

Healthcare leadership path exists for honorably/generally discharged military members after command or senior leader role. These individuals have clinical operations or management experience and/or advanced degrees.

# Process

**Recruit:** veterans, and transitioning service members with healthcare experience wishing to apply their military experience in a healthcare career.

**Review:** application and general scope of practice reviewed to determine if an individual is qualified.

**Refer:** healthcare employers partner with the state to identify the general scope of practice for providers needed to fill workforce shortage. Resumes and general scope of practice can be shared with HR point of contact at healthcare entities. In Virginia, a memorandum of understanding is created between the veteran services department and a healthcare organization. Veteran services does the initial vetting of the individual and assists in establishing scope of practice.

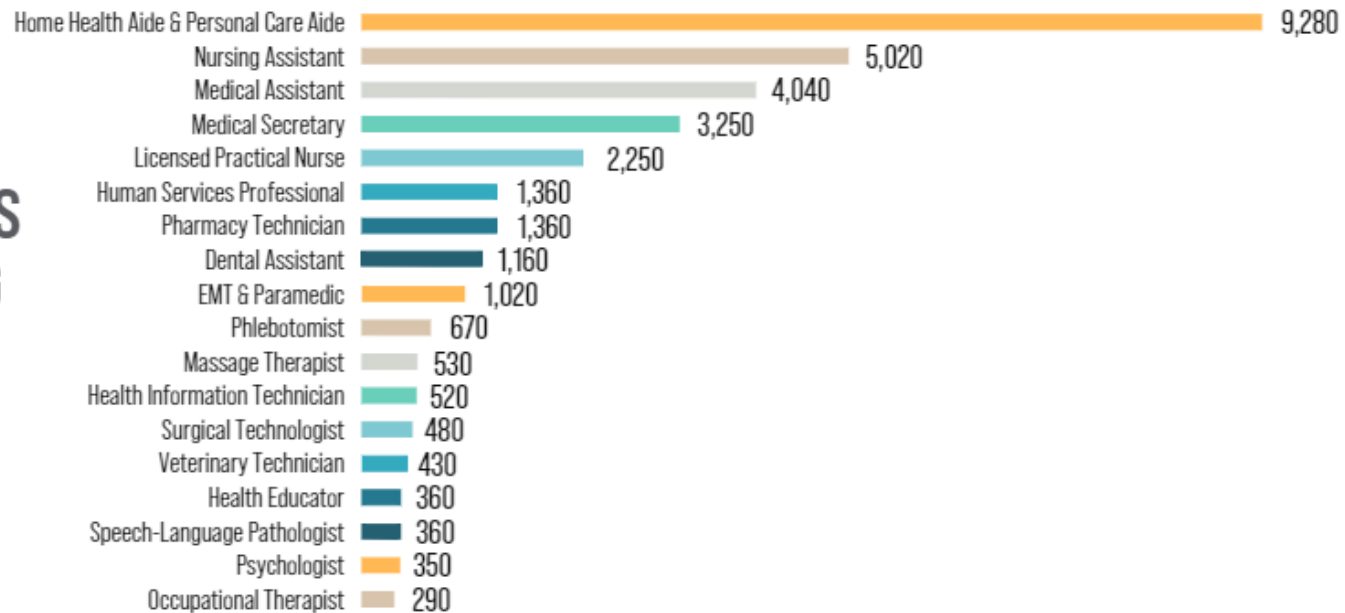
# Healthcare Positions

- Emergency care techs
- Clinical care techs
- Intermediate care techs
- Certified nurse assistant
- Medical assistants
- Pharmacy techs
- Phlebotomists
- Medical HR
- Medical coding and billing
- Radiology techs

# Future Healthcare Need in Georgia

## GEORGIA'S GROWING HEALTH CAREERS

### PROJECTED ANNUAL JOB OPENINGS TO 2028



Adapted from the Georgia Department of Labor's HQT Careers to 2028 ([dol.georgia.gov/get-occupational-trends](https://dol.georgia.gov/get-occupational-trends)) and Labor Market Explorer ([explorer.gdol.ga.gov](https://explorer.gdol.ga.gov)).



# Outcomes

- Virginia first hired retired military members in February 2017.
- From February 2017 to April 2023, 564 veterans have been hired.

# Questions

Helpful links:

Skill requirements for the program:

[MMAC-REQUIRED-SKILLS-OVERVIEW-2.pdf \(virginia.gov\)](#)

Virginia Department of Veterans Services Military Medics and Corpsmen Program overview  
[Military Medics and Corpsmen \(MMAC\) Program - Virginia Department of Veterans Services](#)