



VALOR HEALTHCARE RECRUITING, LLC

HONORING SERVICE. BUILDING FUTURES.

68W COMBAT MEDIC — TO — CIVILIAN EMT LICENSE

Complete Step-by-Step Licensure Guide

Most 68W medics complete this in 2–8 weeks

All Valor transition support is 100% free to candidates

This guide walks you through every step of converting your Army 68W Combat Medic training into a civilian EMT — or Advanced EMT — license in your target state. Valor Healthcare Recruiting provides **free, white-glove support** throughout the entire process. Most 68W medics are fully licensed and marketable within **2–8 weeks** of starting.

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STEP 1: VERIFY YOUR NATIONAL NREMT CERTIFICATION

- Log into your NREMT account at **nremt.org** and check your certification status.
- Confirm your **EMT-Basic (or higher)** certification is active or recently expired.
- If expired or expiring soon, complete required CE hours and renew — fee is typically **\$75–\$110**.
- Print or save your current NREMT card — this is the foundation for every state license application.
- Unsure of your status? Your Valor Transition Specialist can help you locate your records.

TIMELINE

1–7 days

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STEP 2: CHOOSE YOUR TARGET STATE(S) & RESEARCH REQUIREMENTS

- Choose your **top 1–3 preferred states** based on where you plan to live and work.
- Visit each state's official EMS or Department of Health website (search "[State] EMT licensure").
- Look for **veteran, military, or expedited licensing pathways** — many states fast-track 68W medics.
- Note the application fee, required documents, background check process, and processing time.
- Factor in cost of living, average EMT/AEMT salary, and clinic density when deciding.



PRO TIP

Texas, Florida, North Carolina, Georgia, Arizona, and Tennessee currently offer some of the most veteran-friendly and expedited EMT licensing processes in the country.

TIMELINE

1–2 days

3

STEP 3: GATHER ALL REQUIRED DOCUMENTS

- **Current or renewed NREMT certification** card or printout
- **DD-214 (Member 4 copy)** or Statement of Service if still on active duty
- **68W training certificate / AIT diploma** — Valor can help translate your MOS documentation
- **High school diploma or GED**
- **Government-issued photo ID** — driver's license or U.S. passport
- **Proof of residency** in target state if required (utility bill, lease agreement)
- **Additional certifications** if held: ACLS, BLS, PALS, ITLS/PHTLS, TCCC, etc.

- Make **clear digital scans** — most states accept uploads via their online portal.

TIMELINE 1–3 days

4 STEP 4: SUBMIT YOUR STATE EMT LICENSURE APPLICATION

- Create an account on the **state EMS online portal**.
- **Clearly identify yourself as a transitioning 68W Combat Medic** — this triggers expedited review in many states.
- Upload all required documents from Step 3.
- Pay the application fee — typically **\$50–\$150** depending on state.
- Complete any required **fingerprinting or background check** (many states use IdentoGO or similar).
- Save your confirmation number and submission receipt for your records.

TIMELINE Submission: 1 day · State processing: 2–6 weeks

5 STEP 5: COMPLETE ADDITIONAL STATE-SPECIFIC REQUIREMENTS

- Take any required online **jurisprudence exam** — typically short, open-book, and free.
- Complete any mandatory **state training modules** — most states waive these for qualified 68W medics.
- If required, schedule and pass a **practical skills verification** — rare for experienced 68Ws.
- Monitor your portal for any requests for additional information or documentation.

TIMELINE 3–14 days

6 STEP 6: RECEIVE & ACTIVATE YOUR STATE EMT LICENSE

- Monitor your application status online — most portals send email notifications at each stage.
- Once approved, **download and print your official state EMT license card**.
- Update your **resume** with your NREMT certification and new state license — Valor assists with civilian translation.
- Update your **LinkedIn profile** — civilian hiring managers actively search licensure.
- **Notify your Valor Transition Specialist immediately** — we begin employer matching the moment you are licensed.

TIMELINE Immediate once approved



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STEP 7: MAINTAIN & ADVANCE YOUR LICENSE (ONGOING)

- Renew your **NREMT certification** every 2–3 years via continuing education.
- Renew your **state license** per the state's schedule — typically every 2–4 years.
- Complete all required **continuing education hours** (requirements vary by state and NREMT).
- Consider advancing to **AEMT or Paramedic** — Valor partners actively sponsor paramedic school for qualified candidates.
- Add high-value certifications (ACLS, PALS, ITLS) to increase market value and compensation.

TIMELINE

Ongoing

TYPICAL OVERALL TIMELINE FOR A 68W MEDIC

Phase	Timeframe	Key Actions
Weeks 1–2	Verify & Gather	Confirm NREMT · Collect all required documents
Weeks 2–3	Apply	Submit state application · Pay fee · Fingerprinting
Weeks 3–8	Under Review	State processes background check · Application review
Weeks 6–10	Licensed & Hired	Receive license · Valor begins active employer matching

VALOR HEALTHCARE RECRUITING — YOUR FREE TRANSITION SUPPORT TEAM

From the moment you contact us, Valor's team works alongside you to manage every step of your transition — at **no cost to candidates, ever**. Here is exactly what we provide:



Document Review & Translation

We review every document before submission and translate your 68W MOS credentials into clear civilian language so reviewers immediately recognise your qualifications.



Multi-State Licensing Support

Guadalupe Fajardo-Davalos, our Credentialing lead, manages your state licensing pipeline end-to-end — tracking deadlines, flagging issues, and ensuring you are interview-ready before your first employer call.



Civilian Resume & LinkedIn Build

We convert your MOS codes, unit history, and Army medical achievements into a polished civilian resume and optimised LinkedIn profile that civilian hiring managers understand and value.



Direct Employer Matching

Once licensed, we connect you directly with clinics, urgent care centres, EMS agencies, and hospital systems in our active hiring network — with priority access to roles specifically seeking veteran medics.



Interview Coaching

We prepare you for civilian healthcare interviews — presenting military experience, handling salary negotiations, and translating combat medicine into language that resonates with civilian employers.



Timeline Tracking & Active Follow-Up

We track every application milestone and actively follow up with state agencies on your behalf. You receive proactive updates at every stage so nothing falls through the cracks.



Meet Your Transition Team

Joshua P. Huchingson

CEO / Recruiting Team Lead

Founder of Valor and prior active-duty Army healthcare recruiter with direct line-of-sight to transitioning medical talent across every Army installation. Joshua brings firsthand knowledge of military medicine, the separation process, and what civilian employers look for in veteran candidates.

Nathaniel Dutton

COO / Outreach & Employer Relations

Nathaniel leads day-to-day operations and manages all outreach to civilian clinics, hospital systems, and rural health networks nationwide — matching every candidate to a role that fits their experience, geography, and career goals.

Guadalupe Fajardo-Davalos

Compliance, Credentialing & Licensing

Guadalupe leads Valor's multi-state licensing pipeline, ensuring every candidate is fully interview-ready on day one. She specializes in translating military medical experience into civilian-ready documentation and managing state board requirements so you never navigate that process alone.



Ready to Start Your Transition?

Contact your Valor Transition Specialist as soon as you complete Step 1.
The earlier you reach out, the faster we move — together.

contact@valorhealthcarerecruiting.com
valorhealthcarerecruiting.com/candidates

Honoring Service. Building Futures.

This guide is provided for informational purposes only. Licensing requirements, fees, and timelines vary by state and are subject to change. Always verify current requirements directly with your state's EMS authority or Department of Health. Valor Healthcare Recruiting's transition support services are provided free of charge to all candidates.