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December 17, 2025

Mr. Scott Cheney
Chief Executive Officer
Credential Engine
2021 L Street, NW Suite 101-342
Washington, DC 20036

Dear Mr. Cheney:

Thank you again for testifying at the December 10, 2025, House Committee on Education and Workforce, Subcommittee on Higher Education and Workforce Development hearing titled "Building A Talent Marketplace: How LERs Empower Workers and Expand Opportunity." Enclosed are additional questions submitted by a Subcommittee Member following the hearing. Please provide a written response no later than January 20, 2025, for inclusion in the hearing record. Responses should be sent to Maren Emmerson (maren.emmerson@mail.house.gov) of the Committee staff; she can also be contacted at (771) 215-9865.

We appreciate your contribution to the work of the Committee.

Sincerely,

A handwritten signature in dark ink, appearing to read "B. Owens", with a long, sweeping horizontal line extending to the right.

Burgess Owens
Chairman
Subcommittee on Higher Education and Workforce Development

Representative Mark Takano (D-CA)

1. In my role as the Ranking Member of the House Veterans' Affairs Committee, the question of how to ensure that credentials, skills, and competencies are recognized has been a longstanding issue. Millions of American workers are veterans, yet one of the greatest challenges facing veterans as potential employees is matching military experience to civilian job requirements.

Veterans who complete specialized training during their military service need a clear way to demonstrate those skills to employers in the civilian world.

- a. Mr. Cheney, how can learning and employment records (LERs) smooth the transition for military members entering the private labor market after separation from the service?
- b. How would a LERs system better help employers understand and interpret skills and competencies that veterans bring to the table, particularly soft skills? How have you been engaging with employers on this issue?
- c. Has Credential Engine focused on servicemembers or veterans when conducting studies on how LERs can be implemented?
- d. What steps can policymakers take to mitigate the risk of letting nontraditional qualifications slip through the cracks?