

**Army Credentialing & Continuing Education Services for Soldiers
(ACCESS)
Credentialing Overview Brief**

Date Prepared: 11 FEB 2020; update 02 APR 2020.

Questions or feedback on this briefing? Please email:
usarmy.knox.hrc.mbx.tagd-aces-credentialing-program@mail.mil

1. SCOPE

During this one-hour lesson the student will understand the basics of the Credentialing program. The briefing includes what benefits the Soldier has, eligibility/rules, where to find credentialing opportunities, how to navigate the Army Credentialing Opportunities On-Line (COOL), Self-Directed/Institutionally Delivered Credentialing program and The United Services Military Apprenticeship Program (USMAP) websites.

2. LEARNING OBJECTIVE

At the end of the lesson the Soldier should understand the following six things:

1. \$4000 Tuition Assistance (TA)/Credentialing Assistance (CA) combined annually
2. Basic introduction to Army Credentialing Opportunities On-Line (COOL)
3. Aware of the Self Directed Credentialing program
4. Local Education Center or Office has resources to advise Soldiers
5. Aware of the Institutionally Delivered Credentialing program
6. Aware of the United Services Military Apprenticeship Program

3. INSTRUCTOR PREPERATION

1. Familiarize yourself with the Army Credentialing Opportunities On-Line (COOL) and The United Services Military Apprenticeship Program (USMAP) websites.
2. Contact your local Education Center or Office and go over the program with an Education Service Officer. (ESO/ESS)
3. If possible coordinate to have a representative from your local Education Center or Office attend the briefing.
4. Rehearse with your first line supervisor.

4. TRAINING AIDS

1. Credentialing Overview power point presentation
2. (Optimal) Computer with internet connection and the ability to project

Slide 1 :

Introduce yourself, assistant instructor and anyone else (ESO) that will be assisting you.



Virtually Everywhere You Are.

Credentialing Overview
Army Credentialing and Continuing Education Services for
Soldiers ACCESS ArmyU

The next two slides contain the **Concrete Experience**.

The **concrete experience**, or CE, serves as a trigger of past experience and knowledge, a focusing mechanism for the lesson that follows, and a support for the teaching of **new content**. The CE's role as a trigger is essential as it forces the student to connect the topic at hand with his or her understanding of it. This understanding is the result of experience, previous knowledge, and reflection on their intersection.

Secondly, the CE brings the topic into focus for the entire group. More importantly, the CE is the first opportunity to appeal to the student's affective domain behavior of "valuing," which is essential if the lesson content is to be internalized or learned.

We have provided two CEs to choose from. Pick the one you feel will best resonate with your audience.....

Slide 2:

The intent of this CE is to get the Soldiers thinking about how credentials can increase their pay if they transition out of military service or how the credential will make them more value added to their unit, enhancing readiness.

Let the Soldiers take a moment and look at the slide.
Ask the group “What do you think of when you see or hear the word credential?” From there help lead the discussion towards how credentials will benefit the Soldier. Perhaps ask if anyone has a family member who has a professional credential (Electrician, EMT, and ECT). You may also ask if any Soldiers have professional credentials.

Credential

Slide 3:

The intent of this CE is to get the Soldiers thinking about wasting money or losing money. This is twofold: 1. Not using the \$4000 annual TA/CA benefit and not receiving credentials that enhance readiness and increased income if they transition. Ask the group “How does this make you feel?” or “What are you looking at?” Try to get the conversation focused on wasting money. Ask the question “How much money can each one of you spend a year on Tuition Assistance (TA)/Credentialing Assistance (CA)?” \$4000 Tuition Assistance



Slide 4:

Give the Soldiers a moment to read, ask for any questions....



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SOLDIERS AND LEADERS - OUR ASYMMETRIC ADVANTAGE

Army Credentialing Program

Agenda

- Benefits
- Eligibility/Rules
- Tuition Assistance (TA)/Credentialing Assistance (CA)
- Where to Start
- Army Credentialing Opportunities On-Line (COOL)
- Self Directed Credentials (SDC)
- Institutionally Delivered Credential (IDC)
- The United Services Military Apprenticeship Program (USMAP)

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Slide 5:

Highlight one or two based on your audience. Ask if anyone has ideas of other benefits....guide a brief discussion....



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Army Credentialing Program

Credentialing Benefits

- Provides credit for military technical schools, training, and experience
- Soldiers receive Industry/Nationally recognized credentials
- Provides a clear and objective picture of a Soldier's competence
- Capitalizes on training and development opportunities throughout their military careers
- Enhances MOS proficiency
- Enables Soldiers to transition into the civilian workforce "Career Ready"

Slide 6:

Highlight one or two based on your audience. Ask for questions. This would be an ideal slide for the ESO to brief/answer questions if present. If there is a question you cannot answer let the audience know you will get with the ESO for answers....



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Army Credentialing Program

Eligibility/Rules

- Credentialing Assistance is available for **voluntary, off-duty training**
- Soldiers who are flagged under provisions of AR 600-8-2 are not eligible for CA
- Soldiers will be subject to reimbursing the Army for CA if they
 - fail or withdraw from a course of instruction
 - fail an exam
 - fail to sit for the exam in the timeframe required to earn the credential, and do not have an approved military withdrawal

Contact your local Education Service Center/Office
for more information

Slide 7:

“\$4000 Tuition Assistance (TA)/Credentialing Assistance (CA) combined annually.”
Soldiers will use ARMY COOL to search for credentials much like how they use GO Army Ed for educational degrees (Associates, Bachelors).
Emphasize everyone has \$4000 to spend a year on TA/CA and you can use both TA/and CA at the SAME TIME.

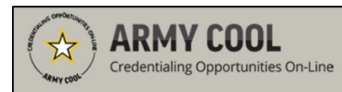


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Army Credentialing Program

Tuition Assistance

Credentialing Assistance



Tuition Assistance & GI Bill
Eligible

Credentialing Assistance &
GI Bill Eligible



\$4,000 a year (Combined TA&CA)

You can use TA&CA at the same time!!

Slide 8:

Two places to start learning about the Credentialing program.

- 1. Local Ed Center/Office
- 2. Army COOL

You will see we emphasize the Ed Centers and Offices...they have the expertise to help.

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Army Credentialing Program

Where to Start

Your Local Education Center or Office



Army Credentialing Opportunities On-Line (COOL)



<https://www.cool.osd.mil/army/index.htm>

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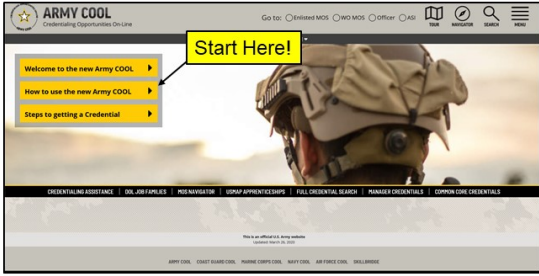
Slide 9:

If you have internet and can project, give a brief demo of Army Cool. If your audience is smaller, you may also choose to have Soldiers use their smart phones and follow along. We recommend a MOS search.

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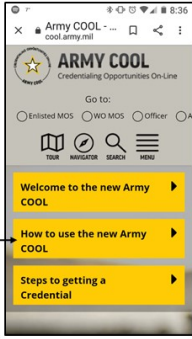
Army COOL

Full Site



<https://www.cool.osd.mil/army/index.htm>

Mobile Version



You are not required to pursue credentials aligned with your MOS. You may pursue any credential in COOL you are eligible for!!

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Slide 10:

A full credential search can be done by name if you want to look for a specific credential.

We will demonstrate an MOS credential Search.


The screenshot shows the Army COOL homepage. At the top left is the US Army logo and the text "US Army Combined Arms Center" and "SOLDIERS AND LEADERS - OUR ASYMMETRIC ADVANTAGE". To the right is the "Army COOL" header. Below the header is a navigation bar with "Go to:" followed by radio buttons for "Enlisted MOS", "WO MOS", "Officer", and "ASI". There are also icons for "TOUR", "NAVIGATOR", "SEARCH", and "MENU". A large banner image of a soldier in a helmet is in the background. On the left side of the banner, there are three yellow buttons: "Welcome to the new Army COOL", "How to use the new Army COOL", and "Steps to getting a Credential". Below the banner is a horizontal menu with links: "CREDENTIALING ASSISTANCE", "DOL JOB FAMILIES", "PROG NAVIGATOR", "USMAP APPRENTICESHIPS", "FULL CREDENTIAL SEARCH", "MANAGER CREDENTIALS", and "COMMON CORE CREDENTIALS". At the bottom of the page, there is a footer with "This is an official U.S. Army website" and "Updated March 26, 2023". A blue callout box labeled "MOS Search" points to the "FULL CREDENTIAL SEARCH" link in the menu. Another blue callout box labeled "Full Credential Search" points to the "FULL CREDENTIAL SEARCH" link in the menu.

Slide 11:

We recommend 68W for the example since it will provide a complete example.

The screenshot shows the Army COOL Navigator page. At the top left is the US Army logo and the text "US Army Combined Arms Center" and "SOLDIERS AND LEADERS - OUR ASYMMETRIC ADVANTAGE". To the right is the "Army COOL" header. Below the header is a navigation bar with "Go to:" followed by radio buttons for "Enlisted MOS", "WO MOS", "Officer", and "ASI". There are also icons for "TOUR", "NAVIGATOR", "SEARCH", and "MENU". The main content area is titled "NAVIGATOR" and has a search input field with "68W" entered. Below the search field is a list of MOS codes and titles: "00Z - Normative Command Sergeant Major/Sergeant Major", "09L - Interpreter/Translator", "11B - Infantryman", "11C - Indirect Fire Infantryman", "11Z - Infantry Senior Sergeant", "12A - Engineer Senior Sergeant", and "12B - Combat Engineer". There are "GO BACK" and "NEXT" buttons. Below the list is a horizontal menu with links: "Credentialing Assistance Info", "DOL Job Families", "PROG Navigator", "USMAP Apprenticeships", "Full Credential Search", "Manager Credentials", and "Common Core Credentials". A blue callout box labeled "MOS Search" points to the search input field. Another blue callout box labeled "Full Credential Search" points to the "Full Credential Search" link in the menu.

Slide 12:
Go over what the icons in COOL represent.



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Army COOL

ARMY COOL
Credentialing Opportunities Online

Go to: Jobboard MOS WO MOS Officer CAS

MOS 68W Combat Medic Specialist

NATIONAL CERTIFICATIONS | MANDATED CERTIFICATIONS | STATE LICENSES

Select One

Specialized information for...

Select One


The following civilian credentials are related to MOS 68W. These credentials may require additional education, training or experience. For more information about these credentials, click on the credential site below.


For supervisory and managerial credentials, please refer to the [Supervisory and Managerial Credentials](#) page.


Search Filters: Search


Showing 1 to 10 of 58 entries


Organization	Agency	Address	State	Accreditation	Prevention	Star	GI Bill	Accreditation
Advanced Education Medical Technicians (AEMT)	National Registry of Emergency Medical Technicians (NREMT)							
National Registered Paramedics (NRP)	National Registry of Emergency Medical Technicians (NREMT)							
Emergency Medical Technician (EMT)	National Registry of Emergency Medical Technicians (NREMT)							


 Credential in High Demand


 Credential is worth promotion points


 Credential is GI Bill eligible


 How the credential is related to your MOS


 Skill level associated with the credential

 Credential is accredited

 You may use CA for this credential


 Star indicated the credential is MOS enhancing, "M" credential is mandatory to hold the MOS

 How easy it is to obtain the credential

 Credential can be earned in the institution

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Slide 13:
Transition to examples.




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Self Directed Credentialing

Army Credentialing Examples




ARMY CREDENTIALING ASSISTANCE



Master Fitness Course

➔



Certified Personal Fitness Trainer

Slide 14:
Emphasize the Soldier going to the Education Center!

Self Directed Credentialing Examples



- SGT Scott Turner, 12B**
- Passion for physical fitness and clean eating
 - Contacts his local Education Office after initial research on ArmyCOOL
 - Applies for CA to become a Certified Personal Trainer (ACE-CPT)
 - **In Demand, CA Eligible, Accredited**
 - Completes credential and applies for CA to gain a Health Coach Certification

These credentials will help SGT Turner's unit's physical fitness program and his chance of civilian employment if he decides to transition.

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Slide 15:
Emphasize the Soldier going to the Education Center!

-Example shows Soldier earning two credentials at the same time.

Self Directed Credentialing Examples



- SFC Jacob Jones, 11B**
- Plans to retire in the next 18-24 months
 - Will return to the family farm in Wisconsin to start taking over operations
 - Contacts his local Education Office after initial research on ArmyCOOL
 - Applies for CA and obtains a credential as a Certified Manager of Animal Resources
 - SFC Jones also applied for CA to become a Certified Landscape Water Manager

Both these credentials will provide SFC Jones the skills to make the family farm more efficient, resulting in higher profit for the family.


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Slide 16:

-Chili peppers represent those credentials needed in the workforce as identified by the Department of Labor


-Most:-MOS enhancing

-Some Credentials award Promotion Points











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Self Directed Credentialing Examples



This certification is considered in demand. The U.S. Department of Labor sponsored analysis indicates the certification is frequently mentioned in online job postings

- Working on earning more points for promotion
- Adds to his skillset within his MOS
- Contacts his local Education Office after initial research on ArmyCOOL
- Chooses to pursue **CompTIA Network+ ce** credential due to the "High Demand" of the credential, the "Most" as it relates to his MOS and the promotion points he will earn

Credential	Agency	Related As	CA Eligible	Attainability	Promotion Points	Skill Level	Star	Gap Analysis	GI Bill*
CompTIA Network+ ce	Computing Technology Industry Association (CompTIA)								


This credential will not only give him the promotion points that he seeks, but it also gives him additional knowledge and experience within his current MOS.

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Slide 17:


-Most:-MOS enhancing

-Rated easily achievable









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Self Directed Credentialing Examples



- Plans to transition after her 3 year Enlistment
- Desires to own her own rig and work for major transportation companies
- Contacts her local Education Office after initial research on ArmyCOOL
- Chooses to pursue a **Commercial Driver's License (CDL)** credential due to the "Most" as it relates to her MOS and the promotion points she will earn

With this credential, PFC Taylor is giving herself a bright outlook of opportunity as a Heavy and Tractor-Trailer Driver.

Credential	Agency	Related As	CA Eligible	Attainability	Promotion Points	Skill Level	Star	Gap Analysis	GI Bill*
Commercial Driver's License (CDL)	United States Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA)								

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Slide 18:
Transition Slide.



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Army Credentialing Program

Institutionally Delivered Credentials (IDC)



Slide 19:
While attending PME you may be able to take a credential that is partially taught in your PME course, these are provided at no cost to the Soldier!

Does not come out the \$4000 annual TA/CA benefit.



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Institutionally Delivered Credentials

Institutionally Delivered Credentials (IDC)

Credential requirements embedded in MOS training
Credential partially taught as part of PME

**Paid for by the Schoolhouse...not from your
annual \$4000 TA/CA benefit**



Contact your Schoolhouse POC
before you attend any PME for
IDC opportunities!!

https://www.cool.osd.mil/army/costs_and_funding/army_proponent_funding.htm

Slide 20:
-Some Credentials award
Promotion Points



- SPC Joseph Blackwell, 31E**
- Is attending BLC in a few months.
 - Learned the MP Schoolhouse offers the Certified Corrections Officer (CCO) credential
 - Plans to contact the IDC POC for more information before attending BLC
 - Paid for by the Schoolhouse...not from his annual \$4000 TA/CA benefit

This credential will give SPC Blackwell additional knowledge in his MOS as well as promotion points.

Certified Corrections
Officer (CCO)

American
Correctional
Association (ACA)



Slide 21:
Transition Slide.

The United Services Military Apprenticeship Program (USMAP)



Slide 22:
Emphasize:
1. Credit for what you are already doing
2. No cost to the Soldier!!
3. Nationally recognized certificates



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The United Services Military Apprenticeship Program (USMAP)

The United Services Military Apprenticeship Program (USMAP)



- Free to the Soldier.
- Must be in your MOS
- Soldier pursues completely while on duty, hourly credit for executing your MOS duties
- Does not require use of Soldier benefits or funds
- Minimum of one year left on current enlistment
- National recognition in the form of a Department of Labor Certificate of Completion lasts for a lifetime and never needs to be renewed

Follow site steps to register!

Step 1
Select a Trade

Select an apprenticeship trade that is related to your current military occupational and primary duties.
Select an Apprenticeship Trade

Step 2
Enroll

Review the program requirements and enroll in USMAP.
Learn how to enroll

Step 3
Work & Record Hours

Complete trade/instruction hours and submit signed progress/status reports.
Learn how to report progress

Step 4
Complete Apprenticeship

Complete your formal instruction and trade PDU hours, then submit a signed progress/status report. Once approved and processed, you will receive your official Department of Labor Completion Certificate.
Learn how to submit signed report and get certificate

<https://usmap.netc.navy.mil/usmapss/static/index.htm>

Slide 23:
Example shows how you can use CA to earn a credential while logging hours for a DOL Certification.



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Apprenticeship Example






- Plans to transition in the next 18 months
- Desires a job as a Chef within the Hotel and Restaurant Industry
- Has already taken advantage of the Army Credentialing program and is a **Certified Culinarian**
- Learned about The United Services Military Apprenticeship Program (USMAP) at his local Education Center
- Enrolled in the **Cook (Hotel and Restaurant) apprenticeship** and will log the required 1000 hours before leaving the service, resulting in a **DOL Certification of Completion**

The combination of a credential and the DOL Certification will give SSG Davis a leg up on the competition when applying for jobs.

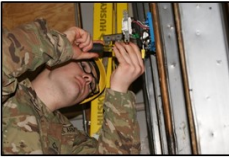


Slide 24:
Value of certificates!



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The United Services Military Apprenticeship Program (USMAP)

Value of a DOL Certificate



JOB CATEGORY OF WORK	WITHOUT CERTIFICATE	WITH CERTIFICATE
Security and Protective Services	\$35,000	\$60,000
Installation, Maintenance, or Repair Worker	\$40,000	\$55,000
Manager, Executive, or Official	\$54,000	\$65,000
Food Preparation or Service	\$18,000	\$25,000
Transportation Worker	\$45,000	\$54,000
Legal	\$53,000	\$60,000
Healthcare	\$30,000	\$35,000

Slide 25:
It is an opportunity for students to reflect on what they have learned and communicate the value they found in it. Some may respond that what they just learned will not have any value in the future; such a response is acceptable, but encourage those individuals to listen to other responses in case there are some that generate a different perspective. The base questions the facilitator should ask are “How will you use this information in the future?” or “What value does this information have to you?” It is an opportunity for student-focused critical and creative thinking.




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Army Credentialing Program

How will you use this information in the future?




Slide 26:

Ask questions to ensure the Soldiers take away the Learning Objectives.

1. \$4000 Tuition Assistance (TA)/Credentialing Assistance (CA) combined annually

2. Basic introduction to Army Credentialing Opportunities On Line (COOL)

3. Aware of the Self Directed Credentialing program

4. Local Education Center or Office has resources to advise Soldiers

5. Aware of the Institutionally Delivered Credentialing program

6. Aware of the United Services Military Apprenticeship Program

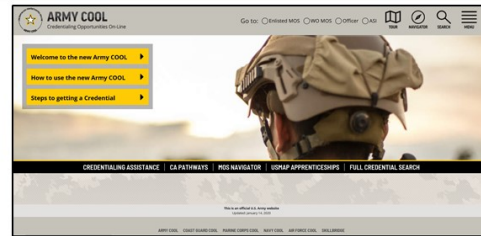


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Army Credentialing Program

Check on Learning

Your Local
Education Center
or Office











Self Directed Credentialing

Institutionally Delivered Credentialing Program



\$4,000 a year (Combined TA&CA)

Slide 27:

	 US Army Combined Arms Center <small>SOLDIERS AND LEADERS - OUR ASYMMETRIC ADVANTAGE</small>	<i>Useful Links</i>
	 Army University https://www.armyuniversity.edu/	
	 Joint Service Transcript https://jst.doded.mil/	
	 Credentiaing Opportunities Online https://www.cool.osd.mil	
	 GO ARMY ED TA/CA Portal https://www.goarmyed.com/	
	 United Services Military Apprenticeship Program https://usmap.netc.navy.mil/	
	 Army Career Tracker https://actnow.army.mil/	
 O*NET OnLine https://www.onetonline.org/		

Slide 28:

This would be an ideal slide for the ESO to answer questions if present. If there is a question you cannot answer let the audience know you will get with the ESO for answers....

	 US Army Combined Arms Center <small>SOLDIERS AND LEADERS - OUR ASYMMETRIC ADVANTAGE</small>	<i>Army Credentialing Program</i>
	<h1>Questions?</h1>	
		
	<p>Virtually Everywhere You Are.</p> <p>Credentialing Overview Army Credentialing and Continuing Education Services for Soldiers ACCESS ArmyU</p>	