

(UNCLASSIFIED)

INFORMATION PAPER

ATZL-AUA
19 April 2021

SUBJECT: Institutionally Delivered Credentialing Program (IDC)

1. Purpose: To provide information on IDC.

2. Facts:

a. The IDC Program is an Army-specific Credentialing Program that identifies and documents non-academic credit towards a Soldiers' attainment of nationally recognized credentials earned through Army Institutional learning. The program provides opportunities for Soldiers to pursue the remainder of these credentials while still at the Army Institutional School. IDC credentials are at no cost to the Soldier, provide 10 promotion points per credential for enlisted (50 max points) and do not detract from any other benefit. Soldiers' voluntary pursuit of IDC occurs primarily on duty in the institutional learning domain, but may extend into the operational domain when additional time and experience are required. This program is available to Enlisted, Warrant Officers and Officers from all Components and supports Total Force readiness by broadening a Soldier's knowledge, skills, behaviors and preferences (KSB-Ps) beyond those developed through training, education and assignments and without the need for course growth. Additionally, the program enhances a Soldier's ability to secure meaningful employment after transitioning from service as credential recertification is funded throughout the Soldier's Career.

b. The ACCESS, ArmyU Office at Fort Leavenworth provides decentralized management of IDC technical certification and license programs conducted at the Army Institutional and Proponent-level for eligible Soldiers as part of institutional training. This program applies when professional voluntary credentials align to programs of instruction, are sponsored and facilitated by an Army Institutional school, or when the credential is mandatory and required to graduate from a course or hold a Military Occupational Specialty (MOS). The ACCESS, ArmyU IDC office provides annual guidance to Army Institutions for funding, forecasting, reporting, Army Credentialing Opportunities On-line (COOL) updates, marketing and program management. ACCESS, ArmyU IDC funds proponent-related credentials based on the Commandant's priorities and submits consolidated reports of expenditures and credential attempts and or awards to the Assistant Secretary of the Army- Manpower and Reserve Affairs (ASA M&RA) office on a semi-annual and annual basis per published Office of the Secretary of Defense (OSD)-level guidance.

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c. Army training institutions conduct localized program management, resourcing and reporting requirements through the ACCESS, ArmyU IDC office in accordance with the National Defense Authorization Act (NDAA 15) and updated credentialing program guidance. Training Institutions perform the following tasks:

- Identify relevant, high quality credentials which relate to an Military Occupational Specialties (MOS) Additional Skill Identifiers (ASI) and Functional Areas (FA) and further align to training and Programs of Instruction (POI)
- Conduct comparability analysis of credential requirements and POI standards in order to determine potential gaps which may be addressed to the betterment of the Army
- Develop a strategy to bridge identified gaps through means other than course growth.
- Develop credentialing pathways for each MOS or ASI
- Identify credentials that are either institutionally delivered or recommended as part of professional development
- Conduct analysis of credentialing terminology to bridge the gap between civilian sector, professional and military language
- Develop and maintain Memorandums of Agreement (MOA) or Memorandums of Understanding (MOU) contracts with credentialing authorities
- Provide periodic updates to account for POI changes and to reflect changes in industry standards
- Consolidate and centralize oversight of MOAs, MOUs, and or contracts to prevent duplicative effort and facilitate sharing of opportunities and best practices across proponents
- Collaborate with credentialing agencies, in specialized areas, where opportunities may exist for the military to partner with a credentialing agency in order to better document the knowledge, skills, and abilities that exist within a Career Management Field (CMF), MOS, ASI or FA in relation to civilian industry
- Encourage credentialing as a professional development activity
- Inform Soldiers about credentialing opportunities through the use of Army COOL and provide counseling and mentorship through the Army career tracker and related professional development models
- Conduct analysis of remaining MOS, Areas of Concentration (AOC) or functional areas within Proponent AOC that are not currently represented within the Centers of Excellence or Proponent Program for professional/technical credentialing opportunities, considerations and cost
- Facilitate review of credentialing programs by servicing Staff Judge Advocate (SJA) and United States Army Training and Doctrine Command (TRADOC) Quality Assurance Office (QAO) Army Enterprise Services (AES) Standards

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- Identify headquarters-level policy, strategic implementation, or resourcing issues through the ACCESS, ArmyU IDC office for consideration by the Army Learning Coordination Council (ALCC) Working Group and or Principles (i.e., for guidance and/or decision).

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Approved by: COL Charles R. Rambo