



The Army Credentialing Assistance Program

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Agenda



- Overview of Credentialing Assistance (CA)
- Eligibility criteria
- CA Options
- Supplemental SF 182
- Implementation guidance during Limited User Test (LUT)
- Frequently Asked Questions



Overview of CA



Purpose: An effective CA Program directly contributes to improving Total Army readiness, supporting Soldiers' professional development, retaining quality Soldiers, and preparing Soldiers for meaningful employment upon transition from military service.

A credential is an occupational license or certification obtained through successful completion of a systemic review process used by an organization to assess and confirm that a credential seeker is competent and qualified to work in a designated field.

- CA is available for voluntary, off-duty training
- Limited User Test (LUT)- Fort Hood, TX ARNG, TX USAR: Counseling will begin on 6 Sep 18, funding will begin after 1 Oct 18
- Soldier For Life will be the Office of Primary Responsibility (OPR) during the LUT
- HRC ACES will be the OPR for Army-wide implementation
- Manual invoice process until GoArmyEd modernization in 2020
- A list of eligible credentials will be maintained on Army COOL (selected credentials for LUT)



Overview of CA cont.



- CA is authorized for the payment of credentialing expenses for classroom, hands-on, online/blended training (and associated materials), manuals, study guides and materials, text books, processing fees, test fees, and related fees for continuing education requirements and recertification of credentials.
- CA is not authorized for credentials associated with doctor's degrees as defined by the U.S. Department of Education.
- CA will not be authorized for any course for which a Soldier receives reimbursement in whole or in part from any other Federal source, including veterans' education benefits and Service-funded programs (ROTC scholarship, education-related incentive or bonus, and advanced civil schooling) when the CA payment duplicates the reimbursement.
- CA is subject to the same funding ceiling as TA. A Soldier may use both TA and CA; however, the combined use by any Soldier will not exceed the fiscal year TA limit (\$4000).



Overview of CA cont.



- Soldiers may not use CA to repeat successfully completed preparatory portions of a credential, other than for those areas required for renewal of the credential.
- Soldiers will be subject to reimbursing the Army for CA if they fail or withdraw from a course of instruction, or fail to sit for an exam in the timeframe required to earn the credential, and do not have an approved military withdrawal. (Army-wide implementation only)
- Soldiers will authorized to complete 2 pathways (1 per tier)
- CA is available to commissioned officers. Officers may use CA for training only if the officer agrees to serve a Military Service Obligation (MSO) in accordance with current TA requirements.
- Officers using CA for testing or recertification of a credential will not incur a service obligation. Testing or recertification funding cap for officers in their last year of service is \$2,000, provided the officer has not completed their second credential pathway.
- Institutionally Delivered Credentials. Army training institutions and career management field proponents are authorized to pay for institutionally delivered credentials. Payment of institutionally delivered credentials does not count toward the Soldier's fiscal year TA/CA limit.



Credentialing Options



There are 3 distinct credentialing options:

- (1) Branch, MOS, or Additional Skill Identifier Option
- (2) Academic Option
- (3) Vocation-Related Option (will be broken down into pathways):
 - a. Credentials aligned to a civilian career field. Supporting credentials may be stackable, sequential, or progressive within the career field.
 - b. Do not need to be directly related to Soldier's MOS, ASI, or assigned duties. Must be listed within Army COOL.



Supplemental SF 182



- Invoicing must be completed manually until GoArmyEd modernization
- SF 182 is a mandatory form for invoice process
- Supplemental created to mirror original SF 182 and able to edit prior to purchases
- Vetting required for training providers



LUT Implementation



Upon implementation of the LUT at Ft Hood, key tasks are as follows:

- Education counselors / ESS are trained and capable of informing Soldiers of the credentialing opportunities offered through CA
- TX NG counseling available through Camp Mabry
- USAR counseling available through 88th RSC
- HRC ACES will complete invoicing/vetting
- G1 will publish STRATCOM



LUT Implementation



- All Soldiers must meet the basic requirements outlined in the CA policy
- Active Component Soldiers must be stationed at Fort Hood, TX. Soldiers PCSing or deploying are eligible, but must complete their use of CA funding prior to out-processing Fort Hood
- Texas National Guard Soldiers assigned to a unit in Texas are eligible (this includes traditional drilling Soldiers as well as Title 10 and 32 AGR Soldiers)
- USAR Soldiers assigned to units based in Texas are eligible
- Soldiers participating in the LUT will not be restricted to one pathway



Frequently Asked Questions



- ***Does a vendor have to be listed in GoArmyEd to receive CA?***

A: No. Upon receipt of a Soldier's CA Request, HQ ACES will determine if a non-GoArmyEd vendor is eligible to receive CA via a standardized vetting process.

- ***How will an Army Education Counselor determine how much TA and CA a Soldier has remaining?***

A: Due to current GoArmyEd functionality, Counselors have no visibility on a Soldier's CA/TA balance. HQ ACES will determine the balance and provide the amount to the Soldier and Army Education Counselor in the CA Request helpdesk case.

- ***What if a Soldier is pursuing a Masters degree but wants to take undergraduate courses for a credential?***

A: They can use CA and TA at the same time. Does not matter if it is an undergraduate course.

- ***How will we know the Soldier has completed the course or credential?***

A: HRC ACES will track Soldiers who are requesting CA.

- ***What if the credential a Soldier wants to pursue is not listed in Army COOL?***

A: At this time, they will not be able to pursue anything outside of Army COOL. However, credentials can be added.

- ***How will Soldiers be notified of these changes?***

A: HRC ACES will notify all Soldiers through a variety of media and methods, including targeted broadcast messaging through GoArmyEd, MILPER message, press releases through Army public affairs, and installation education center / office local efforts.



Frequently Asked Questions



- ***Will Soldiers recouped?***

A: During the LUT Soldiers will not be recouped. Soldiers will be recouped for Army-wide implementation.

- ***What is a credential?***

A: For the purpose of the Army CA program, a credential is an occupational license or certification obtained through successful completion of a systemic review process used by an organization to assess and confirm that a credential seeker is competent and qualified to work in a designated field. See slide on differences between certificate and credential. The next slide will give some additional differences between a certificate and credential.



Questions?