Voluntary Education Program
Readiness (Force Education & Training)

Voluntary Education Update

Dr. Jonathan Woods,
Associate Director, DoD Voluntary Education
July 2018
Agenda

- Voluntary Education (VolEd) Overview

- Fiscal Year 2017 (FY17) VolEd Review
  - Promote Quality Educational Opportunities
  - Ensure Readiness and Success
  - Enable a Viable VolEd Community
  - Cultivate a Culture of Organizational Effectiveness

- What’s Next

- Discussion
VolEd Overview
(Where We Are)

Assistant Secretary of Defense for Readiness

Deputy Assistant Secretary of Defense for Force Education and Training

Military Training and Ranges
Joint and Integrated Operations Training
Voluntary Education
Financial Readiness

Professional Military Education
SecDef Executive Fellows
Advanced Distributed Learning
Defense Language and National Security Education

Voluntary Education = Service Member Education Investment Programs
Enable off-duty, education opportunities for Service members and adult family members.

Programs & Services:
- Professional Education Counseling
- High School Completion/Diploma Programs
- Academic Skills Program
- *Apprenticeships (Executive Order)
- College Credit Examination Program
- Military Evaluation Program/Joint Service Transcript
- *DoD SkillBridge (10 U.S.C. §1143e)
- Troops to Teachers (TTT) (10 U.S.C. §1154)

*New to VolEd portfolio.
2,700+ academic institutions participate in VolEd programs through a signed DoD VolEd Partnership Memorandum of Understanding (MOU).

DoD supported over 800K “voluntary” credentialing opportunities in Fiscal Year 2017 (FY17):

- 256K Service members enrolled in more than 726K college courses; earning 49K degrees or certificates using TA.
- Service members completed 17K certifications and licenses through C&L programs.
- United Services Military Apprenticeship Program (USMAP) supported 93K active participants with 12K completions.
- Over 2K transitioning Service members participated in DoD SkillBridge programs in their last six months of service.
- Over 4K transitioning Service members and veterans received assistance through TTT with over 270 bonuses paid.
VolEd Overview
(Why We Do It)

2015-2020 VolEd Strategic Plan

Vision Statement
“Shaping quality voluntary educational experiences to foster better service members, better citizens”

Mission Statement
“Champion policies, programs, and partnerships that enable access to quality postsecondary voluntary educational opportunities, empower informed service member decision-making, shape meaningful personal and professional pathways, and drive military student success in higher voluntary education.”

Focus Area One
Promote Quality Educational Opportunities

Focus Area Two
Ensure Military Student Readiness and Success

Focus Area Three
Enable a Viable VolEd Community

Focus Area Four
Cultivate a Culture of Organizational Effectiveness
**Vision Statement**

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**Focus Area One**

Promote Quality Educational Opportunities

**Focus Area Two**

Ensure Military Student Readiness and Success

**Focus Area Three**

Enable a Viable VolEd Community

**Focus Area Four**

Cultivate a Culture of Organizational Effectiveness
FY17 VolEd Review
(Quality Opportunities)

- Credentialing
- Institutional Compliance Program
- Servicemembers Opportunity Colleges Modernization
- Decision Support Tools
DoD recognizes the important role that credentials can play in professionalizing the Force and in enhancing the Service member’s ability to transition to the civilian workforce upon completion of military service.

DoD defines “credential” as any tangible evidence of knowledge, skill, or ability possessed by an individual person. In usage,

- Academic credential – degrees or certificates.
- Industry-recognized credential – professional licenses, certifications, or apprenticeships.
- Other – a “badge” denoting a particular skill or competency.

Enhance DoD policies to support a comprehensive approach to the attainment of civilian credentials.

In FY17, DoD supported over 800K “voluntary” credentialing opportunities.
FY17 was the inaugural year for DoD’s new ICP or third party review of educational institutions.

The Methodology:
- Incorporates “Best Practices” from government and industry.
- Wider selection of educational institutions; two tiers of review.
- Less burdensome on Service Components, DoD Installations, and educational institutions.
- More comprehensive.
- Fully transparent process and assessment outcomes.
- Work together to resolve findings.
- Annual cycle; collect lessons learned and implement process improvements.
- Cultivate a “Culture of Compliance.”
FY17 VolEd Review
(FY17 ICP Process)

- Completed review of 250 educational institutions (200 random selection and 50 risk factor evaluation).

- FY17 ICP reports issued to participating institutions with:
  - Finding(s) and recommendation(s).
  - Requirement for a Corrective Action Plan to address finding(s).

- An aggregate FY17 ICP report will be available shortly. In general,
  - All educational institutions had at least one finding.
  - Educational institutions had seven (7) findings on average.
  - Most findings related to “financial matters” and/or “recruiting, advertising, & marketing.”

- Next steps:
  - Applying lessons learned to improve the overall process.
  - Preparing to execute FY18 ICP cycle with announcement letters to 250 selected educational institutions.
SOC Modernization Effort:
- Reenvisioned networks.
- Focus on high-growth career pathways.
- Promotes stackable credentials.
- Industry vetting and value.

www.gosoced.org
Tools designed to enable better informed decision making.

We heard from Service members and VolEd counselors that there are just too many data sources spread across multiple websites.

Wouldn’t it be nice if they were organized into a single, easy to use decision support tool...
FY17 VolEd Review
(Career Path DECIDE Prototype)

- The Path to Career Path DECIDE...
  - Result of several years of planning and research.
  - Assist Service members and VolEd counselors to use and understand Government Data that is currently spread out.
  - Design a decision support tool to enable informed decisions about how to improve marketability for civilian jobs.
**FY17 VolEd Review**

(Better Informed Credentialing Decisions)

**Computer Systems Analysts**

CURRENT QUALIFICATION FOR THIS OCCUPATION: 82%

**SAFETY**

$87,220.00/year
or ($41.93/hr)

**STATE**
National

**NEXT STEPS**

To improve your chances of getting this job, there are a few things you need to do:

**TOP PRIORITY:**
- Get a Bachelor's Degree
  (33% of people in this field have this education level)
- Get a Certificate

**TIME TO GET READY**

3 years of preparation

**LOW PRIORITY:**
- Acquire additional Hot Skills
- Acquire extra Soft Skills

**WHAT WOULD I DO**

Analyze science, engineering, business, and other data processing problems

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**BACHELOR DEGREES**

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**Soft Launch Planned for April 2018**
**Vision Statement**

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**Focus Area One**

Promote Quality Educational Opportunities

**Focus Area Two**

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**Focus Area Three**

Enable a Viable VolEd Community

**Focus Area Four**

Cultivate a Culture of Organizational Effectiveness

**2015-2020 VolEd Strategic Plan**

FY17 VolEd Review

(Focus Area Two)

Minor Revisions
FY17 VolEd Review
(Readiness & Success)

- Credentialing
- Certification & Licensure
- Apprenticeships
- DoD SkillBridge
- Troops To Teachers
DoD’s Certification & Licensure (C&L) program:

- Assists Service members with mapping their education, training, experience, and competencies to industry/civilian-recognized credentials and occupational equivalents.
- DoD’s credentialing program is part of a Joint-Service initiative administered through the Military Services’ Credentialing Opportunities On Line (COOL) programs.

Over **1,700** unique C&Ls have been mapped to enlisted military occupations through comparison of military job duties against the competencies covered by the civilian credential.

In FY17, DoD **$12.6M** to support the attainment of nearly **17K** voluntary C&Ls for Service members.
A registered apprenticeship is a formalized, structured training program that:

- Combines on-the-job training and related technical instruction in which the apprentice receives practical and technical training.
- Typically requires in excess of 4K work hours to complete.

DoD administers a formal apprenticeship program called the United Services Military Apprenticeship Program (USMAP):

- Currently available to Sea Services (Marines, Navy and Coast Guard)
- U.S. Department of Labor (DOL) provides the nationally recognized “Certificate of Completion” upon program completion.

In FY17, USMAP supported 93K active participants with 12K completions.

DoD SkillBridge is a Joint-Service initiative:

- Overseen by OSD and administered through the Military Services.
- For credentials that are not related to the military occupation but may be desired for employment post-service.

Approved SkillBridge providers can sponsor a Service member to participate in civilian training, apprenticeship, and internship programs, starting up to six months before separation.

While DoD does not pay for the training or experience itself, Service members continue to receive military pay and benefits.

In FY17,

- More than 100 SkillBridge programs were available at over 45 installations across the Military Services.
- Over 2K Service members participated with 90 percent receiving employment through the program.
Since 1994, Troops to Teachers (TTT) has placed over 20K teachers in classrooms.

Assist transitioning Service members and veterans into a second career in teaching within the public education system.

TTT provides financial assistance in the form of a stipend or bonus to incentivize teaching in high-need schools and as science, mathematics, foreign language, or special education teachers.

TTT state grants provide counseling to meet educational and certification requirements for teaching in a state and job placement assistance.

In FY 17, over 4K transitioning Service members received assistance through TTT.
What’s Next
(FY18 Priorities)

- DoD Policy Review and Development:
  - DoDD 1322.08E, DoDI 1322.25, & DoDI 1322.19 (consolidate)
  - DoDI Troops to Teachers (new)

- Integrate/Institutionalize Programs and Services:
  - Certification, Licensure, and Apprenticeships
  - DoD SkillBridge
  - Institutional Compliance Program

- Continue Research and Analytics Agenda (i.e., Joint Services Transcript, program trends, and career pathways)

- Initiate Data Analytics, Enterprise Information, and Data Environment Reforms (i.e., case management, enterprise architecture, and career mapping)
Resources
(Service Member Education)

Department of Defense Websites:
- http://www.militaryonesource.mil/web/mos/for-service-members
- http://www.dodmou.com

Military Service Websites:
- https://www.goarmyed.com/
- https://www.navycollege.navy.mil/
- http://www.marforres.marines.mil/General-Special-Staff/Marine-Corps-Community-Services/Marine-Family-Services/Voluntary-Education-Program/Tuition-Assistance/
- https://www.airforce.com/education
...Better Service Members, Better Citizens.

DoD Policy & MOU Compliance Inquiries:
osd.pentagon.ousd-p-r.mbx.vol-edu-compliance@mail.mil