

UNCLAS

HQDA EXORD 163-18 CREDENTIALING ASSISTANCE IMPLEMENTATION
HQDA EXORD 163-18 Annex A - Limited User Test.docx
HQDA EXORD 163-18 App 1 - LUT Credential List to Annex A .xlsx
HQDA EXORD 163-18 App 2 - Metric Collection to Annex A.xlsx
HQDA EXORD 163-18 Annex B - Strategic Communications Plan.docx
HQDA EXORD 163-18 App 1 - Credentialing Assistance (CA) Talking Points to Annex B.docx
HQDA EXORD 163-18 App 2 - Credentialing Assistance (CA) Talking Points (Soldier for Life) to Annex B.docx

Originator: DA WASHINGTON DC

DTG: 111655Z Sep 18 Precedence: P DAC: General

To: HQDA ASA MRA WASHINGTON DC, HQDA DCS G-1 WASHINGTON DC, HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC, HQDA SURG GEN WASHINGTON DC, SURGEON GEN FALLS CHURCH VA, CDRUSAMEDCOM FT SAM HOUSTON TX, MEDCOM HQ EOC FT SAM HOUSTON TX, ARNG NGB COMOPS ARLINGTON VA, ARNG NGB J3 JOC WASHINGTON DC, ARNGRC ARLINGTON VA, ARNGRC WATCH ARLINGTON VA, USAR AROC FT BRAGG NC, USAR CMD GRP FT BRAGG NC, USAR DCS G33 OPERATIONS FT BRAGG NC, CDR FORSCOM DCS G3 CENTRAL TASKING DIV FT BRAGG NC, CDR FORSCOM DCS G3 CURRENT OPS FT BRAGG NC, CDR FORSCOM DCS G3 WATCH OFFICER FT BRAGG NC, CDR TRADOC CG FT EUSTIS VA, CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA, HQ IMCOM FT SAM HOUSTON TX, HQDA IMCOM OPS DIV WASHINGTON DC, CDRHRC G3 DCSOPS FT KNOX KY, CDR USAREUR CG WIESBADEN GE, CDR USAREUR G357 WIESBADEN GE, CDRUSARPAC CG FT SHAFTER HI, CDRUSARPAC FT SHAFTER HI, USARPAC COMMAND CENTER FT SHAFTER HI

CC: HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC, HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC, HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC

UNCLASSIFIED//

SUBJECT: HQDA EXORD 163-18 CREDENTIALING ASSISTANCE IMPLEMENTATION//

(U) REFERENCES.

REF//A/ (U) DOD INSTRUCTION (DODI) 1322.25 DOD VOLUNTARY EDUCATION PROGRAM, 07 JULY 2014//

REF//B/ (U) ARMY REGULATION (AR) 350-1 ARMY TRAINING AND LEADER DEVELOPMENT, 19 AUGUST 2014//

REF//C/ (U) AR 621-5 ARMY CONTINUING EDUCATION SYSTEM, 06 SEPTEMBER 2009//

REF//D/ (U) ARMY DIRECTIVE (AD) 2015-12 IMPLEMENTATION GUIDANCE FOR CREDENTIALING PROGRAM AND CAREER SKILLS PROGRAM, 11 MARCH 2015//

REF//E/ (U) AD 2018-08 ARMY CREDENTIALING ASSISTANCE (CA) PROGRAM, 06 JUNE 2018//

REF//F/ (U) DEPARTMENT OF THE ARMY PAMPHLET (DA PAM) 600-3 COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT AND CAREER MANAGEMENT, 03 DECEMBER 2014//

REF//G/ (U) DA PAM 600-25 U.S. ARMY NONCOMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT GUIDE, 28 JULY 2008//

REF//H/ (U) DA PAM 611-21 MILITARY OCCUPATION CLASSIFICATION AND STRUCTURE, 22 JANUARY 2007//

1. (U) SITUATION.

1.A. (U) THE EXPANDED ARMY CREDENTIALING PROGRAM NOW AUTHORIZES SOLDIERS TO USE APPROPRIATED FUNDS FOR THE PURSUIT OF CREDENTIALS. SIMILAR TO TUITION ASSISTANCE, THE CREDENTIALING ASSISTANCE POLICY APPROVED ON 06 JUNE 2018 BY THE SECRETARY OF THE ARMY (SECARMY)

AUTHORIZES SOLDIERS DURING THEIR OFF-DUTY TIME TO PURSUE TRAINING TOWARDS A RECOGNIZED CREDENTIAL.

1.B. (U) THE POLICY IS EFFECTIVE NINETY (90) DAYS AFTER APPROVAL BY THE SECARMY. DURING THAT TIME STAKEHOLDERS WILL BE ABLE TO ESTABLISH THEIR PROCESSES AND PROCEDURES. IN DECEMBER 2017, THE UNDER SECRETARY OF THE ARMY (USA), AT THE REQUEST OF THE SERGEANT MAJOR OF THE ARMY (SMA), DIRECTED A LIMITED TEST OF THE CREDENTIALING ASSISTANCE POLICY. THE HQDA DCS G-1, AS THE OFFICE OF PRIMARY RESPONSIBILITY (OPR) FOR ARMY CREDENTIALING, BEGAN A PLANNING EFFORT WITH THE ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS (ASA(M&RA)), SOLDIER FOR LIFE, U.S. ARMY HUMAN RESOURCES COMMAND (HRC), U.S. ARMY TRAINING AND DOCTRINE COMMAND (TRADOC), U.S. ARMY INSTALLATION MANAGEMENT COMMAND (IMCOM), ARMY NATIONAL GUARD (ARNG) AND UNITED STATES ARMY RESERVE (USAR).

2. (U) MISSION. EFFECTIVE IMMEDIATELY, THE ARMY IMPLEMENTS THE CREDENTIALING ASSISTANCE PROGRAM UNDER THE AUTHORITY OF ARMY DIRECTIVE 2018-08 ARMY CREDENTIALING ASSISTANCE (CA) PROGRAM BEGINNING IN 3QFY18 FOR ALL SOLDIERS (ACTIVE, GUARD, AND RESERVE).

3. (U) EXECUTION.

3.A. (U) INTENT. EXPANSION OF THE ARMY'S EXISTING CREDENTIALING PROGRAM REINFORCES THE PROFESSIONALIZATION AND READINESS OF THE TOTAL FORCE. THESE EFFORTS MUST COMPLEMENT THE DISTINCT PHASES OF THE SOLDIER LIFE CYCLE WITH INCREASED CREDENTIALING OPPORTUNITIES WITHIN EACH OF THE LEARNING DOMAINS TO BOLSTER MILITARY-TECHNICAL COMPETENCE. BY EXPANDED CREDENTIALING OPPORTUNITIES INTO SELF-DIRECTED AND INSTITUTIONALLY DELIVERED DOMAINS, THE ARMY REINFORCES ITS COMMITMENT TO HAVE THE MOST EDUCATED AND WELL-TRAINED SOLDIERS IN THE WORLD. INSTITUTIONALLY DELIVERED CREDENTIALS ARE CREDENTIALS THE ARMY TRAINING INSTITUTIONS AND PROPONENTS IDENTIFY THAT DIRECTLY SUPPORT IMPROVEMENT OF SOLDIER READINESS. ARMY SCHOOLS MEET SOME PORTION OF THE CREDENTIAL REQUIREMENT AS PART OF THE SOLDIER'S MILITARY OCCUPATIONAL SPECIALTIES (MOS) TRAINING QUALIFICATION. SELF-DIRECTED CREDENTIALING IS A VOLUNTARY, SELF-INITIATED ACTIVITY DELIVERED AS PART OF THE ARMY CONTINUING EDUCATION SYSTEM. FOR SOLDIERS IN SOME SPECIALTIES, SELF-DIRECTED OPPORTUNITIES BUILD UPON INSTITUTIONALLY DELIVERED CREDENTIALING, AND FOR ALL OTHER SOLDIERS IT BUILDS UPON THEIR RELATED MILITARY TRAINING AND SKILLS WHICH MAY BE ASSOCIATED WITH ADDITIONAL, FUNCTIONAL, AND/OR COLLATERAL DUTIES. SELF-DIRECTED ALSO INCLUDES THOSE CREDENTIALING ACTIVITIES WHICH MAY TAKE PLACE DURING THE TRANSITION PHASE OF THE SOLDIER LIFE CYCLE.

3.B. (U) CONCEPT OF THE OPERATION.

3.B.1 (U) KEY TASKS.

3.B.1.A. (U) KEY TASK 1: SELF-DIRECTED CREDENTIALING: DESIGN, DEVELOP, AND IMPLEMENT SELF-DIRECTED CREDENTIALING.

3.B.1.B. (U) KEY TASK 2: DOCUMENT PROCESS AND PROCEDURE. MODIFY EXISTING SYSTEMS AND PROCESSES WHICH CURRENTLY SUPPORT ARMY EDUCATION AND TRAINING TO INCLUDE CREDENTIALING EFFORTS.

3.B.1.C. (U) KEY TASK 3: DATA COLLECTION. THROUGHOUT THIS PROCESS DATA WILL BE COLLECTED IN ORDER TO FURTHER EVALUATE THE PROGRAM, PREPARE REPORTS FOR OTHER AGENCIES (HQDA, OFFICE OF THE SECRETARY OF DEFENSE (OSD), AND/OR CONGRESSIONAL), AND CAPTURE RETURN ON INVESTMENT FOR SENIOR ARMY LEADERS.

3.B.1.D. (U) KEY TASK 4: INSTITUTIONALLY DELIVERED CREDENTIALING. DESIGN, DEVELOP, AND IMPLEMENT INSTITUTIONALLY DELIVERED CREDENTIALING.

3.B.2. (U) END STATE: THE ARMY OFFERS THE ABILITY TO CREDENTIAL SOLDIERS THROUGHOUT THE SOLDIER LIFE CYCLE. DURING INITIAL IMPLEMENTATION, THE ARMY IMPLEMENTS A SUCCESSFUL LIMITED USER TEST IN ORDER TO IMPLEMENT CREDENTIALING ASSISTANCE ARMY WIDE AND AN ENTERPRISE CREDENTIALING SYSTEM IS FULLY IMPLEMENTED AND RESOURCED AS AN ENDURING EFFORT IN SUPPORT OF THE TOTAL FORCE.

3.B.2.A. (U) PHASE 1: LIMITED USER TEST (LUT). THE LIMITED USER TEST FOR CREDENTIALING ASSISTANCE WILL BEGIN UPON APPROVAL OF REFERENCE E (THE CREDENTIALING ASSISTANCE PROGRAM) AND END NO EARLIER THAN (NET) 3QFY19. QUARTERLY UPDATES WILL BE PRESENTED TO THE HQDA DCS G-1. ON ORDER, THE HQDA DCS G-1 WILL AUTHORIZE THE EXPANSION OF THE CA LUT FROM FT HOOD, TX TO OTHER INSTALLATIONS AND STATES. SEE ANNEX A FOR DETAILS ON THE LIMITED USER TEST.

3.B.2.B. (U) PHASE 2: EXPANSION. THE DECISION TO EXPAND THE LUT TO OTHER INSTALLATIONS AND STATES WILL BE MADE BY THE HQDA DCS G-1 DURING QUARTERLY UPDATES BY ALL STAKEHOLDERS. DETAILS OF THE EXPANSION WILL BE INCLUDED IN FUTURE FRAGOS.

3.B.2.C. (U) PHASE 3: ARMY WIDE IMPLEMENTATION. FULL ARMY IMPLEMENTATION OF THE CA PROGRAM WILL BEGIN UPON SUCCESSFUL COMPLETION OF THE LUT BUT NLT FY20. THIS PHASE WILL INCLUDE PUBLICATION OF REGULATORY AND POLICY CHANGES RESULTING FROM THE LUT. DETAILS WILL BE PUBLISHED IN FUTURE FRAGOS.

3.C. (U) TASKS TO THE ARMY STAFF, SUBORDINATE UNITS, AND REQUESTS FOR SUPPORT.

3.C.1. (U) ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS (ASA(M&RA)). REQUEST ASA(M&RA) CONDUCT ASSESSMENT OF POLICIES AND REGULATIONS WHICH REQUIRE REVISIONS TO CODIFY THE ARMY CREDENTIAL EFFORTS.

3.C.2. (U) HQDA DCS G-1.

3.C.2.A. (U) U.S. ARMY HUMAN RESOURCES COMMAND (HRC).

3.C.2.A.1. (U) THE U.S. ARMY HUMAN RESOURCES COMMAND (HRC) IS IDENTIFIED AS THE POLICY PROPONENT FOR THE ARMY CREDENTIALING ASSISTANCE PROGRAM AND THE OPR FOR THE ARMY CREDENTIALING PROGRAM (ACP) AND IS RESPONSIBLE FOR THE EXPANSION OF THE EXISTING ARMY CREDENTIALING PROGRAM.

3.C.2.A.2. (U) NOT LATER THAN (NLT) 01 FEBRUARY 2019, CONDUCT ASSESSMENT OF POLICIES AND REGULATIONS WHICH REQUIRE REVISIONS TO CODIFY THE ARMY CREDENTIALING PROCESS. AT A MINIMUM REVIEW AR 621-5 AND AR 600-81.

3.C.2.A.3. (U) DEVELOP AND IMPLEMENT SELF-DIRECTED CREDENTIALING AS PART OF THE ARMY CONTINUING EDUCATION SYSTEM.

3.C.2.A.4. (U) ESTABLISH PROCESSES AND SYSTEMS NECESSARY TO IMPLEMENT THE ARMY CREDENTIALING PROGRAM USING INITIAL GUIDANCE PROVIDED IN THE ARMY CREDENTIALING PROGRAM STRATEGY.

3.C.2.A.5. (U) PROVIDE SUPPORT THROUGH GOARMYED IN THE DELIVERY OF ALL EXAMINATIONS FOR CERTIFICATION, LICENSURE, AND RE-CERTIFICATION.

3.C.2.A.6. (U) DEVELOP AND IMPLEMENT SELF-DIRECTED CREDENTIALING AS PART OF THE ARMY CONTINUING EDUCATION SYSTEM.

3.C.2.A.7. (U) ESTABLISH AN INTERIM ENROLLMENT AND INVOICING FUNCTION FOR SELF-DIRECTED CREDENTIALING UNTIL SUCH TIME THAT GOARMYED MODIFICATIONS ARE COMPLETE AND PREPARED TO ASSUME THESE FUNCTIONS.

3.C.2.A.8. (U) LINK ARMY COOL AND GOARMYED PROCESSES AND SYSTEMS IN ORDER TO FACILITATE THE SOLDIER'S ABILITY TO MAKE SELF-DIRECTED CREDENTIALING DECISIONS WHICH RESULT IN ENROLLMENT, INVOICING, COMPLETION, DOCUMENTATION, AND SUSTAINMENT OF CERTIFICATION/LICENSURE. USE EXISTING SYSTEMS TO ENABLE SOLDIERS TO PURSUE CREDENTIALING ACROSS THE SOLDIER LIFE CYCLE, REGARDLESS OF UNIT OF ASSIGNMENT.

3.C.2.A.9. (U) PUBLISH BUSINESS RULES FOR THE ARMY CREDENTIALING PROGRAM NLT SIXTY (60) DAYS AFTER THE CA POLICY IS PUBLISHED.

3.C.2.A.10. (U) UNTIL FURTHER GUIDANCE IS ISSUED BY THE OFFICE OF SECRETARY OF DEFENSE THE FOLLOWING GUIDELINES WILL BE USED FOR VETTING TRAINING PROVIDERS. TRAINING PROVIDERS DO NOT NEED TO MEET ALL CRITERIA IN ORDER TO BE APPROVED.

3.C.2.A.10.A. (U) APPROVED DEPARTMENT OF DEFENSE (DOD) MEMORANDUM OF UNDERSTANDING (MOU) AND IN GOOD STANDING.

3.C.2.A.10.B. (U) APPROVED FOR OTHER STATE OR FEDERAL WORKFORCE DEVELOPMENT FUNDS (GRANTS OR CONTRACTS).

3.C.2.A.10.C. (U) ALREADY AN EXISTING DOD CONTRACTED TRAINING PROVIDER.

3.C.2.A.10.D. (U) REGIONALLY OR NATIONALLY ACCREDITED INSTITUTE OF HIGHER LEARNING.

3.C.2.A.10.E. (U) APPROVED FOR OTHER FEDERAL FUNDING (GI BILL, DEPARTMENT OF LABOR GRANT, VETERANS ADMINISTRATION (VA) VOCATIONAL REHAB, DEPARTMENT OF EDUCATION GRANT).

3.C.2.A.10.F. (U) OTHER CRITERIA APPROVED BY CHIEF, HUMAN RESOURCES COMMAND, ARMY CONTINUING EDUCATION DIVISION (HRC-ACED).

3.C.2.A.11. (U) PUBLISH LIST OF APPROVED TRAINING PROVIDERS.

3.C.2.B. (U) DIRECTOR, MILITARY PERSONNEL MANAGEMENT. U.S. ARMY SOLDIER FOR LIFE PROGRAM OFFICE.

3.C.2.B.1. (U) SERVE AS AN OFFICE OF COORDINATING RESPONSIBILITY (OCR).

3.C.2.B.2. (U) COORDINATE ACROSS ARMY STAFF TO ENABLE DECISION MAKING RELATED TO EXPAND LIMITED USER TEST THROUGHOUT FY19.

3.C.2.B.3. (U) SERVE AS OPR FOR THIS EXORD TO PUBLISH REFINEMENTS AND FRAGOS NECESSARY TO EXPAND LIMITED USER TEST.

3.C.2.C. (U) NO LATER THAN 01 OCTOBER 2019, REVIEW AND IMPLEMENT CHANGES TO AR 600-8-19 (ENLISTED PROMOTIONS AND REDUCTIONS). DETERMINE EQUITABLE PROMOTION POINT SCALE USING A TIERED APPROACH TO RECOGNIZE HIGH PAYOFF CREDENTIALS TO THE ARMY.

3.C.3. (U) HQDA DCS G-3/5/7.

3.C.3.A. (U) ENCOURAGE CREDENTIALING AS A PROFESSIONAL DEVELOPMENT ACTIVITY. INFORM SOLDIERS ABOUT CREDENTIALING OPPORTUNITIES AVAILABLE AND PROVIDE COUNSELING AND MENTORSHIP THROUGH THE ARMY CAREER TRACKER AND RELATED PROFESSIONAL DEVELOPMENT MODELS.

3.C.3.B. (U) NLT 01 OCTOBER 2019, CONDUCT ASSESSMENT OF POLICIES AND REGULATIONS WHICH REQUIRE REVISIONS TO CODIFY THE ARMY CREDENTIALING PROCESS. AT A MINIMUM REVIEW AR 350-1.

3.C.4 (U) OFFICE OF THE SURGEON GENERAL (OTSG)/COMMANDER, U.S. ARMY MEDICAL COMMAND (MEDCOM).

3.C.4.A. (U) SERVE AS AN OCR.

3.C.4.B. (U) ENCOURAGE CREDENTIALING AS A PROFESSIONAL DEVELOPMENT ACTIVITY. INFORM SOLDIERS ABOUT CREDENTIALING OPPORTUNITIES AVAILABLE AND PROVIDE COUNSELING AND MENTORSHIP THROUGH THE ARMY CAREER TRACKER AND RELATED PROFESSIONAL DEVELOPMENT MODELS.

3.C.5. (U) DIRECTOR, ARMY NATIONAL GUARD (ARNG).

3.C.5.A. (U) SERVE AS AN OCR.

3.C.5.B. (U) COORDINATE WITH APPLICABLE STATES (AS DETERMINED BY HQDA DCS G-1) TO PARTICIPATE IN THE LUT.

3.C.5.C. (U) MONITOR PARTICIPATING STATES IMPLEMENTATION OF THE CA POLICY WITH SPECIAL EMPHASIS ON THE FOLLOWING AREAS:

3.C.5.C.1. (U) ARMY NATIONAL GUARD SOLDIERS ARE MADE AWARE OF THE CA POLICY AND THE VARIOUS CREDENTIALING OPPORTUNITIES AVAILABLE.

3.C.5.C.2. (U) ARNG SOLDIERS RECEIVE GUIDANCE, COUNSELING, AND MENTORSHIP ON AVAILABLE CA OPPORTUNITIES AND ARE USING, ARMY CAREER TRACKER AND OTHER RELATED PROFESSIONAL DEVELOPMENT MODELS AS REQUIRED.

3.C.5.C.3. (U) REQUESTS FOR CA ARE PROCESSED IN A TIMELY AND ACCURATE MANNER.

3.C.5.D. (U) PARTICIPATE IN THE QUARTERLY UPDATES CHAIRED BY THE HQDA DCS G-1 REGARDING ISSUES, CONCERNS, AND RECOMMENDATIONS TO CONTINUALLY IMPROVE UPON THE ARMY CREDENTIALING PROGRAM, AS NECESSARY.

3.C.5.E. (U) STATE ADJUTANT'S GENERAL WILL ENSURE THE FOLLOWING:

3.C.5.E.1. (U) 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.

3.C.5.E.2. (U) PROVIDE GUIDANCE COUNSELING TO SOLDIERS IN SUPPORT OF CREDENTIALING OBJECTIVES.

3.C.5.E.3. (U) ICW HQDA DCS G-1 AND HRC-ACED, DEVELOP AND IMPLEMENT SELF-DIRECTED CREDENTIALING AS PART OF THE ARMY CONTINUING EDUCATION SYSTEM.

3.C.5.E.4. (U) ICW HQDA DCS G-1, LINK ARMY COOL AND GOARMYED PROCESSES AND SYSTEMS IN ORDER TO FACILITATE THE SOLDIER'S ABILITY TO MAKE SELF-DIRECTED CREDENTIALING DECISIONS WHICH RESULT IN ENROLLMENT, INVOICING, COMPLETION, DOCUMENTATION, AND SUSTAINMENT OF CERTIFICATION/LICENSURE. USE EXISTING SYSTEMS TO ENABLE SOLDIERS TO PURSUE CREDENTIALING ACROSS THE SOLDIER LIFE CYCLE, REGARDLESS OF UNIT OF ASSIGNMENT.

3.C.6. (U) OFFICE OF THE CHIEF, ARMY RESERVE (OCAR).

3.C.6.A. (U) SERVE AS AN OCR.

3.C.6.B. (U) INFORM ELIGIBLE ARMY RESERVE SOLDIERS ABOUT THE OPPORTUNITY TO USE CREDENTIALING ASSISTANCE.

3.C.6.C. (U) ICW HQDA DCS G-1, LINK ARMY COOL AND GOARMYED PROCESSES AND SYSTEMS IN ORDER TO FACILITATE THE SOLDIER'S ABILITY TO MAKE SELF-DIRECTED CREDENTIALING DECISIONS WHICH RESULT IN ENROLLMENT, INVOICING, COMPLETION, DOCUMENTATION, AND SUSTAINMENT OF CERTIFICATION/LICENSURE. USE EXISTING SYSTEMS TO ENABLE SOLDIERS TO PURSUE CREDENTIALING ACROSS THE SOLDIER LIFE CYCLE, REGARDLESS OF UNIT OF ASSIGNMENT.

3.C.6.D. (U) PARTICIPATE IN THE QUARTERLY UPDATES CHAIRED BY THE HQDA DCS G-1 REGARDING ISSUES, CONCERNS, AND RECOMMENDATIONS TO CONTINUALLY IMPROVE UPON THE ARMY CREDENTIALING PROGRAM, AS NECESSARY.

3.C.6.E. (U) 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.

3.C.6.F. (U) PROVIDE GUIDANCE COUNSELING TO SOLDIERS IN SUPPORT OF CREDENTIALING OBJECTIVES.

3.C.6.G. (U) ICW HQDA DCS G-1 AND HRC-ACED, DEVELOP AND IMPLEMENT SELF-DIRECTED CREDENTIALING AS PART OF THE ARMY CONTINUING EDUCATION SYSTEM.

3.C.7. (U) COMMANDER, U.S. ARMY FORCES COMMAND (FORSCOM).

3.C.7.A. (U) SERVE AS AN OCR.

3.C.7.B. (U) ENSURE III CORPS AND FORT HOOD, TEXAS SOLDIERS ARE AWARE OF THEIR OPPORTUNITIES TO UTILIZE CREDENTIALING ASSISTANCE.

3.C.7.C. (U) 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.

3.C.7.D. (U) PARTICIPATE IN THE QUARTERLY UPDATES CHAIRED BY THE HQDA DCS G-1 REGARDING ISSUES, CONCERNS, AND RECOMMENDATIONS TO CONTINUALLY IMPROVE UPON THE ARMY CREDENTIALING PROGRAM, AS NECESSARY.

3.C.8. (U) COMMANDER, U.S. ARMY TRAINING AND DOCTRINE COMMAND (TRADOC).

3.C.8.A. (U) SERVE AS AN OPR FOR INSTITUTION DIRECTED CREDENTIALS.

3.C.8.B. (U) SERVE AS AN OCR FOR SELF-DIRECTED CREDENTIALS.

3.C.8.C. (U) SUSTAIN AND MANAGE THE VOCATIONAL CREDENTIALING PROGRAM FOCUSED ON THOSE INSTITUTIONALLY DELIVERED AND SELF-DIRECTED CREDENTIALS EMBEDDED IN MILITARY TRAINING, EDUCATION, AND EXPERIENCE.

3.C.8.D. (U) 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.

3.C.8.E. (U) DEVELOP CREDENTIALING PATHWAYS FOR EACH MOS/ADDITIONAL SKILL IDENTIFIER (ASI). PRIORITIZE CREDENTIALS IN ORDER TO IDENTIFY CREDENTIALS THAT ARE EITHER INSTITUTIONALLY DELIVERED OR RECOMMENDED AS PART OF SELF-DIRECTED CREDENTIALING. ICW HRC, UPDATE CREDENTIALING PATHWAYS ON ARMY COOL.

3.C.8.F. (U) MAINTAIN LINES OF COMMUNICATION WITH ALL INSTITUTIONALLY DELIVERED AND SELF-DIRECTED CREDENTIALING STAKEHOLDERS AND SHARE BEST PRACTICES ACROSS THE COMMUNITY OF INTEREST.

3.C.8.G. (U) ASSIST IN SYNCHRONIZING VOCATIONAL CREDENTIALING POLICY, GOVERNANCE, AND FUNDING MECHANISMS.

3.C.9. (U) COMMANDER, U.S. ARMY INSTALLATION MANAGEMENT COMMAND (IMCOM).

3.C.9.A. (U) SERVE AS AN OCR.

3.C.9.B. (U) NLT 01 OCTOBER 2018, CONDUCT ASSESSMENT OF INTERNAL POLICIES AND REGULATIONS WHICH REQUIRE REVISIONS TO CODIFY THE ARMY CREDENTIALING PROCESS.

3.C.9.C. (U) 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.

3.C.9.D. (U) PROVIDE GUIDANCE COUNSELING TO SOLDIERS IN SUPPORT OF CREDENTIALING OBJECTIVES.

3.C.9.F. (U) ICW HQDA DCS G-1 AND HRC-ACED, DEVELOP AND IMPLEMENT SELF-DIRECTED CREDENTIALING AS PART OF THE ARMY CONTINUING EDUCATION SYSTEM.

3.C.9.G. (U) ICW HQDA DCS G-1, LINK ARMY COOL AND GOARMYED PROCESSES AND SYSTEMS IN ORDER TO FACILITATE THE SOLDIER'S ABILITY TO MAKE SELF-DIRECTED CREDENTIALING DECISIONS WHICH RESULT IN ENROLLMENT, INVOICING, COMPLETION, DOCUMENTATION, AND SUSTAINMENT OF CERTIFICATION/LICENSURE. USE EXISTING SYSTEMS TO ENABLE SOLDIERS TO PURSUE CREDENTIALING ACROSS THE SOLDIER LIFE CYCLE, REGARDLESS OF UNIT OF ASSIGNMENT.

3.C.9.H. (U) ICW HQDA DCS G-1, PUBLISH BUSINESS RULES FOR THE ARMY CREDENTIALING PROGRAM NLT SIXTY (60) DAYS AFTER THE CA POLICY IS PUBLISHED.

3.C.10. (U) COMMANDER, U.S. ARMY PACIFIC (USARPAC).

3.C.10.A. (U) SERVE AS AN OCR.

3.C.10.B. (U) 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.

3.C.10.C. (U) PARTICIPATE IN THE QUARTERLY UPDATES CHAIRED BY THE HQDA DCS G-1 REGARDING ISSUES, CONCERNS, AND RECOMMENDATIONS TO CONTINUALLY IMPROVE UPON THE ARMY CREDENTIALING PROGRAM, AS NECESSARY.

3.C.11. (U) COMMANDER, U.S. ARMY EUROPE (USAREUR).

3.C.11.A. (U) SERVE AS AN OCR.

3.C.11.B. (U) 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.

3.C.11.C. (U) PARTICIPATE IN THE QUARTERLY UPDATES CHAIRED BY THE HQDA DCS G-1 REGARDING ISSUES, CONCERNS, AND RECOMMENDATIONS TO CONTINUALLY IMPROVE UPON THE ARMY CREDENTIALING PROGRAM, AS NECESSARY.

3.D. (U) COORDINATING INSTRUCTIONS.

3.D.1. (U) ALL COMMANDS REQUIRING ADDITIONAL FUNDING FOR FY18 AND FY19 EXECUTION OF THE LIMITED USER TEST WILL SUBMIT REQUESTS THROUGH THE OPR TO HQDA DCS G-1 PLANS AND RESOURCES AS SOON AS IDENTIFIED. COMMANDS WILL WORK WITH THEIR APPROPRIATE RESOURCE MANAGERS TO UPDATE THEIR FUTURE PROGRAM OBJECTIVE MEMORANDUM (POM) REQUESTS TO INCLUDE COSTS FOR THE CA PROGRAM.

3.D.2. (U) ALL TASKED ORGANIZATIONS WILL PROVIDE PROGRESS UPDATES TO HQDA DCS G-1 EVERY THREE (3) MONTHS, UNTIL TASK COMPLETION.

3.D.3. (U) CREDENTIALING ASSISTANCE DOES NOT APPLY TO THE ARMY CIVILIAN CORPS AS THEY ARE COVERED UNDER THE CIVILIAN PERSONNEL MANAGEMENT SYSTEM

4. (U) SUSTAINMENT.

4.A. (U) PERSONNEL. SUBORDINATE ORGANIZATIONS MUST CONDUCT THEIR

OWN MANPOWER ASSESSMENTS, AND MAKE NECESSARY RESOURCE AND ORGANIZATIONAL CHANGES, AS APPROPRIATE.

4.B. (U) CONTRACTS. HRC IS THE ONLY AUTHORIZED COMMAND TO ENTER INTO A CONTRACT/MOU/MOA WITH A TRAINING PROVIDER OR CREDENTIALING AGENCY FOR THE PURPOSE OF USING CA FUNDING. TRADOC AND MEDCOM MAY ENTER INTO AGREEMENTS FOR THE PURPOSE OF INSTITUTIONAL TRAINING. ALL MOA/MOUS WILL BE ROUTED THROUGH HRC-ACED FOR REVIEW PRIOR TO APPROVAL.

4.B.1. (U) DIRECT LIAISON AUTHORIZED (DIRLAUTH) WITH CREDENTIALING AGENCIES IS NOT AUTHORIZED UNLESS PRIOR COORDINATION WITH HRC-ACED IS MADE.

5. (U) COMMAND AND SIGNAL.

5.A. (U) COMMAND. HQDA DCS G-1 IS THE OPR FOR THE ARMY CREDENTIALING PROGRAM AND DELEGATES RESPONSIBILITY FOR EACH LINE OF EFFORT TO THE RESPECTIVE OCRS.

5.B. (U) SIGNAL.

5.B.1. (U) ARMY COOL REMAINS THE PRIMARY REPOSITORY FOR CREDENTIALING INFORMATION AT:

<https://www.cool.army.mil/>

5.B.2. (U) THE HQDA POINT OF CONTACT FOR THIS ORDER IS MAJ SEAN MCEWEN, SOLDIER FOR LIFE EDUCATION/TRAINING DIRECTOR, COMM: 703-545-4642, EMAIL: SEAN.L.MCEWEN.MIL@MAIL.MIL.

6. (U) THE EXPIRATION DATE OF THIS MESSAGE IS 01 OCTOBER 2021.

ATTACHMENTS:

ANNEX A - LIMITED USER TEST.

APPENDIX 1 - LUT CREDENTIAL LIST

APPENDIX 2 - METRIC COLLECTION

ANNEX B - STRATEGIC COMMUNICATIONS PLAN.

APPENDIX 1 - CREDENTIALING ASSISTANCE (CA) TALKING POINTS.

APPENDIX 2 - CREDENTIALING ASSISTANCE (CA) TALKING POINTS (SOLDIER FOR LIFE).

BT

#3604