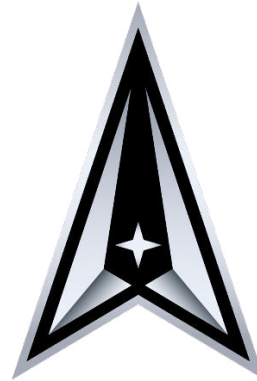


COMMUNITY COLLEGE OF THE AIR FORCE



2024

AIR FORCE CREDENTIALING OPPORTUNITIES ON-LINE (AFCOOL)

HANDBOOK

VERSION 2.0

Forward

The Community College of the Air Force (CCAF) is a dynamic organization serving more than 295,000 registered students. As the DoD leader in voluntary education, the college is your greatest resource towards fulfilling your professional development goals. Additionally, you have many other resources, such as career counselors, education counselors, and mentors in and outside of your Air Force Specialty. They can help you develop an individualized career pathway that aligns with your personal values, benefits your career, and prepares you for an exciting occupation when you separate from the Service. The Air Force Credentialing Opportunities On-Line (AFCOOL) program has been designed to be an integral part of that pathway.

Consider that a welder is not work ready until they have passed an American Welding Society (AWS) certification, a person with a Bachelor of Science in Nursing is not a Registered Nurse until they pass their National Council Licensure Examination (NCLEX) exam, and a person with a Juris Doctorate is not a lawyer until they have passed their state's bar exam. The concept of certification and licensure is not new and has been an essential part of work readiness for centuries.

When you develop your career pathway you can blend both academic and professional industry recognized credentials into a tailored workforce solution. AFCOOL is your source for obtaining and funding voluntary industry recognized credentials, certifications, and licensures.

This handbook is written to provide clear guidance on how to access and use your AFCOOL benefits, in compliance with DODI 1322.33, *DOD CREDENTIALING PROGRAMS* (published 13 October 2021), and DODI 1322.33_DAFI 36-2683, *DEPARTMENT OF THE AIR FORCE VOLUNTARY CREDENTIALING PROGRAMS* (published 28 February 2024), while serving in the Armed Forces. It also outlines the roles played by various entities as well as clearly defining the roles of unit leadership, individual supervisors, and you as the member.

The AFCOOL staff continues to work very hard to respond to member's concerns and to remain engaged in continuous process improvement to increase program efficacy and customer service.

This handbook is meant to be an essential guide in assisting you in fulfilling your professional development goals. Best of luck in this worthy endeavor!

JASON M. SMITH, EdS, GS-13, DAF
Associate Dean, Workforce Development Division
Community College of the Air Force

Air Force Credentialing Opportunities On-Line (AFCOOL)

Summary of Changes

The following substantive changes were implemented for this version (v2.0, published 1 March 2024) from the original AFCOOL Handbook (v1.0, published 28 September 2022) and its interim change (v1.5, published 4 August 2023).

1. The rank restriction for members to pursue a leadership/management credential has been removed.
2. The requirement for members within 180 days of separation or retirement to self-pay for credentials and be reimbursed has been eliminated.
3. The reimbursement process has been added.
4. The DOD Credentialing Standards Attestation was updated to the January 2024 version.
5. The Exception to Policy process is explained in greater detail.
6. Members separating or retiring must have their funding requests approved by AFCOOL at least 60 days prior to their DOS.
7. The Private Pilot License – Airplane Single Engine (ASE) credential is no longer available as a non-PAFSC (Primary Air Force Specialty Code) education goal.

Air Force Credentialing Opportunities On-Line (AFCOOL)

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Air Force Credentialing Opportunities On-Line (AFCOOL)

Section 1: Introduction

- 1.1. Introduction.** The Air Force Voluntary Credentialing Program enables eligible and authorized Air Force and Space Force Professionals to obtain and maintain professional certifications that will enhance their career opportunities while serving in the military as well as increasing their competitiveness in advancing their post-military civilian careers. Participation in a voluntary credentialing program improves force readiness and provides members with expanded professional skills and competencies.

Participation in the voluntary credentialing program is self-initiated. Participation is reviewed and authorized by an approval authority designated by the member's chain of command (i.e., Service-level reviewing official).

The Air Force Credentialing Opportunities On-Line Credentialing Program Office (CPO) provides information and management of the Air Force Voluntary Credentialing Program. The term "certification" refers to a formal indication of an individual's ability to perform a task to required standards.

- 1.2. End Notes.** Throughout this handbook you will notice an occasional Roman numeral, in superscript, right at the end of a sentence. This is a link to a corresponding end note in section "[5.8. End Notes](#)" giving you a paragraph reference to DODI 1322.33_DAFI 36-2683, *DEPARTMENT OF THE AIR FORCE VOLUNTARY CREDENTIALING PROGRAMS*. We encourage you to gain a better understanding of the program if your goal is to know the sources in DAF policy for the process in this handbook.
- 1.3. Rules of Engagement.** We recommend that members who are interested in pursuing an AFCOOL funded certification thoroughly read Section 3, "How AFCOOL Works". To accelerate their learning curve, we are providing some rules of engagement on the basics of the AFCOOL program.
- A. The only approved policy instructions governing the AFCOOL program are DODI 1322.33, DOD CREDENTIALING PROGRAMS and DODI 1322.33_DAFI 36-2683, DEPARTMENT OF THE AIR FORCE VOLUNTARY CREDENTIALING PROGRAMS. Additionally, DAFI 36-2683, Para. 2.5.c.(1) states that members are to "Follow procedures outlined in the AFCOOL Handbook". Members submitting Exception to Policy (ETP) requests and citing any source other than the three just mentioned will likely have their ETP returned to them due to insufficient support. For guidance on submitting ETPs please read section "[4.3. Exceptions to Policy](#)".
- B. Member's must keep their AFCOOL Virtual Benefits training current. If a year has elapsed since the last time the member has accomplished this training, they need to reaccomplish it to allow the education goal process to be enabled.
- C. Members may only pursue one certification at a time. Members who fail their certification exam will reimburse the government for the total amount funded for the education goal to include funds issued for the exam(s) as well as all expenses related to a preparatory course, study materials, and fees. ¹ Once reimbursement is complete, they are free to pursue another education goal. Once they have completed a certification, they may pursue additional certifications up to their \$4,500 lifetime cap.

D. Members are responsible for completing their certification. “Completed” means the member has submitted their credentialing license (temporary is acceptable), successful exam results (or score reports), prep course completion certificate, and a copy of the certification, within 120 days of the start date on their funding request(s), and the results are updated in Air Force Automated Education Management System (AFAEMS) (submit these documents to AFCOOL via the Air Force Virtual Education Center, AFVEC, messenger). Members who fail to report their completion results by the end of their 120-day funding request window will reimburse the AFCOOL program. This includes all funds issued for the exam(s) to include all expenses related to a preparatory course, study materials, and fees related to the education goal. Submitting documentation showing preparatory course completion does not meet this criterion. ^{II}

- 1) Members who fail an exam or fail to complete a voluntary certification exam will not receive payments for subsequent attempts for the same certification exam unless funds were reimbursed for the failed certification exam. ^{III}
- 2) Failure of voluntary certification exams will not exclude members from receiving funding for other approved voluntary certifications. ^{IV}
- 3) Members who fail an exam, and wish to avoid reimbursement action, are encouraged to use the AFVEC messenger system to inform the AFCOOL Program Managers of the members intention to self-fund a second exam with evidence of the self-funded exam attached.

Note: Members must still adhere to the original deadlines associated with the funding request(s) unless granted an exception to policy.

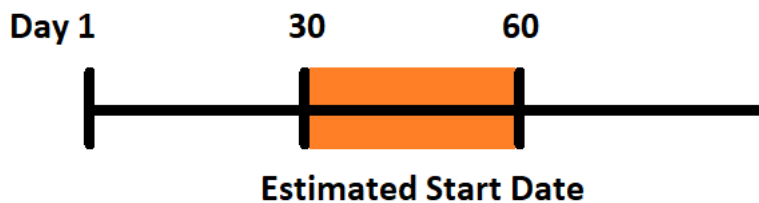
E. Members may pursue one certification unrelated to their Primary Air Force Specialty Code (PAFSC), with supervisor’s approval, in their career. Members are restricted to only one leadership credential and may not use their non-PAFSC goal as a second leadership goal. ^V

F. Members may pursue one certification related to any awarded academic degree, with supervisor’s approval, in their career. ^{VI}

G. Members may pursue one leadership credential (designated in AFVEC as “AF COOL Leadership”), with supervisor’s approval, in their career. ^{VII}

H. Members may not begin a preparatory course and/or exam without a funding request(s) approved by the AFCOOL CPO. It’s important to remember that AFCOOL must approve and pay the funding request(s) prior to the start of the member’s preparatory course and/or exam. Members will be liable for all expenses incurred prior to AFCOOL approval. ^{VIII}

I. Members must submit funding requests no later than 30 days and no earlier than 60 days from the start of the credentialing goal. ^{IX}



Note: The orange area denotes the 30-day date range where the estimated start date must fall. This means that you must submit your supervisor-approved funding requests at least 30 days prior to the estimated start date but no longer than 60 days prior.

- J. Members must understand the training vendor's policies prior to requesting funds. ^x
- K. Members should communicate with the AFCOOL Program Office concerning any change in their program parameters ASAP using the Air Force Virtual Education Center (AFVEC) Messenger system. Messages and Exceptions to Policy (ETP) requests (such as exam grade due date extensions, reimbursement suspensions, and debt forgiveness) are worked on a first come, first served basis by the CPO. Multiple messages concerning the same subject will not improve response time for your query. For guidance on submitting ETPs please read section "[4.3. Exceptions to Policy](#)". ^{xI}
- L. Air National Guard and Air Force Reserve are encouraged to take advantage of their AFCOOL benefit. To do so, the member must comply with [Section 2.2.2.](#) of this handbook. The member should refer to [Section 3.2. How to Generate and Education Goal](#) and [Section 3.3. How to Generate a Funding Request](#) to have their education goal funded/vendors paid. ^{xII}

Air Force Credentialing Opportunities On-Line (AFCOOL)

Section 2: General Information

2.1. Governing Regulations and Guidance.

- A. DODI 1322.33, *DoD Credentialing Programs*
- B. DODI 1322.33_DAFI36-2683, *Department of the Air Force Voluntary Credentialing Programs*
- C. *Air Force Credentialing Opportunities On-Line (AFCOOL) Handbook*, version 2.0 (this handbook)
- D. *CCAF Advisor Handbook 2022-2024*

2.2. General Eligibility.

2.2.1. General Eligibility Requirements for Enlisted DAF (to include USAF, USSF, Air National Guard, and Air Force Reserve) Members.

- A. Possess at least a 5-skill level in their PAFSC (Primary Air Force Specialty Code) to which the certification is mapped. ^{XIII}
- B. Must not have an Unfavorable Information File, a failed or overdue physical fitness test, a Referral Enlisted Performance Board and/or be on a Control Roster at the time of application for AFCOOL Program funding. ^{XIV}
- C. Have a record in the Air Force Automated Education Management System (AFAEMS)/Air Force Virtual Education Center (AFVEC) with an approved education goal and updated personal information. ^{XV}
- D. Must be on active duty or on active-duty orders for the completion of the entire certification. ^{XVI}
- E. The AFCOOL Program will not fund enlisted members who have separated, retired, or commissioned. ^{XVII} Members enrolled in certification programs at the time any of the events occur (e.g., the member has separated, retired, or commissioned), their funding will immediately cease, their remaining cap will be deleted, and they will be liable for the reimbursement of any funds paid on their behalf. ^{XVIII}

2.2.2 Additional Guidance for Air National Guard and Air Force Reserve Members.

- A. Regular Air Force (RegAF) enlisted members and Air Reserve Component (ARC) enlisted members on Title 10 or Title 32 orders are eligible to receive AFCOOL funding for the duration of the approved credential goal. ^{XIX}
- B. For Reserve Component members, a copy of the orders must be loaded to the member's Student Documents folder in the Air Force Automated Education Management System (members will comply with this by imputing their documents into AFVEC). ^{XX}
- C. Reserve component members must be on active-duty orders when their funding requests are approved and funded by the AFCOOL Program Office. ^{XXI}

Note: Members must have a Date of Separation in the future and an activated end date in the future.

- D. Grades must be submitted within 30 days after termination of orders to active duty. ^{XXII}
- E. Members on Title 32 orders must be eligible for Title 10 benefits or operating under Title 10 authority. ^{XXIII}

- F. Failure to provide grades will require the member to reimburse the government for all funding associated with the education goal. ^{XXIV}

2.3. Authorized / Unauthorized Uses.

2.3.1. Authorized Uses.

- A. Funding requests are processed and approved based on term start date and order of receipt. Funding requests will not be advanced in priority for processing/approval to satisfy requirements for Senior Rater Endorsement, Enlisted Performance Reports, award packages, etc. ^{XXV}
- B. Members may choose to pursue multiple credentials from the approved list on the AFCOOL website for their Primary Air Force Specialty Code or Space Force equivalent (“approved” certifications means those certifications identified in AFVEC “AFCOOL Explore Credentials” as “AF COOL Eligible” or “AF COOL Leadership”). Members may only pursue one Education Goal at a time. Multiple credentials will not be bundled under one credential goal.” ^{XXVI}
- C. Funding will only include the initial credentialing exam (or series of exams if the selected credential has more than one exam), coursework, preparatory courses that are not academic in nature or related to a degree, other credentialing expenses and related exam fees. ^{XXVII}
- D. Funding for study materials is limited to a maximum of \$500 per credential goal provided the member maintains eligibility and does not exceed the \$4,500 lifetime cap. ^{XXVIII}
- E. Members may receive funding for periodic recertification for previously funded AFCOOL credentials if they maintain eligibility and have not reached the \$4,500 lifetime cap. Recertification funding will not be approved to pay for additional courses or late fees. ^{XXIX}
- F. Members may pursue only one credential related to their awarded academic degree, in their career ^{XXX}

Note: This certification must be AFCOOL approved and align with the member's degree as updated on their AFVEC record or proven through submission, via AFVEC message, of nonofficial transcripts showing a conferred degree.

- G. Members may pursue only one credential unrelated to their primary specialty code that does not qualify as a degree related or leadership/management credential, in their career. ^{XXXI}

Note: An exception to this policy is the Private Pilot License – Airplane Single Engine (ASE) which will ONLY be funded as an AFSC related credential.

- H. Members may pursue only one Leadership/Management credential (as identified in AFVEC as “AF COOL Leadership”), in their career. ^{XXXII}
- J. Certification agencies require payment upon application.
 - 1) AFCOOL will pay on behalf of members. ^{XXXIII}
 - 2) Members whose funding requests exceed their cap will pay the exceeded amount prior to AFCOOL paying the remainder of the credentialing cost. ^{XXXIV}

2.3.2. Unauthorized Uses.

- A. Obtaining or renewing certifications that are prerequisite for appointment in the Department of the Air Force or required to hold a military occupation, duty position, or a specialty-coded billet will not be approved by the CPO. Functionally required credentials will be funded via the Career Field instead of AFCOOL. ^{XXXV}
- B. Hardware items such as laptops, tool kits, network server kits, equipment rental, fuel, personal protective equipment, etc. Members will be responsible for funding those items if required for

certification completion. Additionally, AFCOOL will not fund prerequisite type fees required for the professional certification or license such as drug testing, physicals, etc. ^{XXXVI}

- C. Academic degrees and fees for membership in non-mandatory professional societies or associations. ^{XXXVII}
- D. Failed Exams. Members who fail an examination must seek other funding (or self-funding) methods for re-examination fees. ^{XXXVIII}
- E. Funding for the accumulation of continuing education units, professional education units, and professional development units will not be approved. ^{XXXIX}
- F. Funding to attend conferences, workshops, etc., required to maintain a credential or for the recertification/renewal of credentials will not be approved. ^{XL}
- G. Funding for travel, hotel expenses, per diem, airfare, etc. will not be approved. ^{XLI}

2.4. Roles and Responsibilities.

2.4.1. Supervisor.

Supervisors are key to the success of the AFCOOL program. Their involvement is critical to the development of their subordinates. By focusing on the following areas, they increase the potential for subordinate success in the program.

- A. The AFCOOL program is a voluntary benefit with a limited lifetime cap of \$4,500. Supervisors should ensure subordinates are not pressured or persuaded to utilize this benefit for the purpose of DAF mission needs unless the choice is completely voluntary. ^{XLII}
- B. Approve or disapprove all credentialing requests and will deny requests if they believe any of the following circumstances will impede a member's successful completion of the requested credential: upgrade training, temporary duty, permanent change of station, professional military education, college courses, or any other factor that could affect the member's ability to successfully complete the exam(s). ^{XLIII}

Note: Supervisors should utilize the resource page on the AFCOOL Program website to mentor and advise members prior to taking initial credential exams(s).

- C. Become knowledgeable about academic and professional certifications that apply to your career field (<https://afvec.us.af.mil/afvec/af-cool/search>) (<https://www.onetonline.org/crosswalk/MOC/>).
- D. Work with your subordinates to develop a career pathway plan ([Career Pathways](#)).
- E. Encourage subordinates to pursue their developmental goals.
- F. Ensure members requesting funding for credentialing exams and other credentialing expenses follow the authorities outlined in DoDI 1322.33, *DoD Credentialing Programs*, DoDI 1322.33_DAFI36-2683, *Department of the Air Force Voluntary Credentialing Programs*, and this handbook. **Caution your subordinates against registering, taking, participating in, scheduling, or otherwise obligating the government to pay for a credentialing expense without first obtaining approval for funding from the AFCOOL CPO.** ^{XLIV}

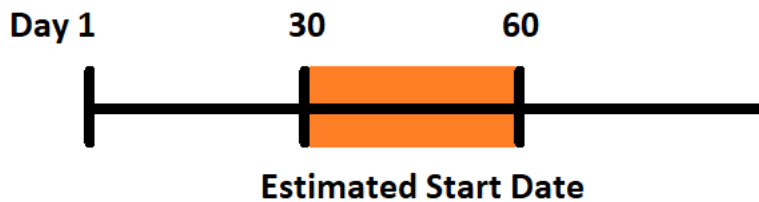
2.4.2. Member.

- A. Review *DoD Credentialing Programs*, DoDI 1322.33_DAFI36-2683, *Department of the Air Force Voluntary Credentialing Programs*, and this handbook.
- B. Follow the program procedures outlined in this handbook. ^{XLV}

- C. Update your personal email, contact number, and address as well as the supervisor’s email and phone number prior to submitting an educational goal or funding request within AFVEC.
- D. Review vendor’s refund policy prior to submitting funding request and requesting refund(s) from vendors for resources not pursued. Members receiving a vendor refund must alert the AFCOOL Program Office via an AFVEC message giving the specifics of the refund before it can be processed. ^{XLVI}

Note: Members are responsible for initiating vendor refunds and are liable to AFCOOL for any remaining balance should the vendor not provide a full refund.

- E. Ensure funding is approved before taking any actions that would obligate the expenditure of funds, to include registering for, scheduling or participating in an exam or other certification expense. Failure to obtain advance approval will result in the member being personally liable for all expenses. ^{XLVII}
- F. AFCOOL funding requests will be denied if the member has a pending reimbursement action for either Military Tuition Assistance actions associated with incomplete or failed educational courses or other approved AFCOOL funding requests. The reimbursement action must be resolved prior to any new funding requests being approved. ^{XLVIII}
- G. Submit the completed AFCOOL Program funding request(s) ensuring all required information and endorsements are submitted no later than 30 days and no earlier than 60 days from the start of the preparatory course and/or exam. ^{XLIX}



Note: The orange area denotes the 30-day date range where the estimated start date must fall. This means that you must submit your supervisor-approved funding requests at least 30 days prior to the estimated start date but no longer than 60 days prior.

- 1) Submission of requests greater than 60 days or less than 30 days prior to the exam date will be denied and the member will be instructed to resubmit the request within the timeframe described. ^L
 - 2) Requests submitted after registering, taking, participating in, scheduling, or otherwise obligating the government to pay for a certification expense will be rejected, and the member will be held personally liable for all expenses. ^{LI}
- G. Failure to submit the required documents (prep course certificate, official exam results, and certification or license) by the exam end date for the requested certification will result in recoupment action.** ^{LII}
- H. Members should notify the AFCOOL Program Office of any changes in their program parameters ASAP (e.g., credentialing exam(s) testing dates and/or locations approved and accepted by the member) prior to the change occurring, using the AFVEC Messenger. Failure to do so will result in a financial obligation on behalf of the member. ^{LIII}
 - I. **Note:** Members must provide the credentialing license (temporary is acceptable), exam score report(s), and copy of certification to the AFCOOL Program Office no later than 60 days after

the funding request end date. Members will be ineligible to further participate in the AFCOOL Program until results are received. Members out-processing for retirement or separation must provide proof of satisfactory completion 30 days prior to the final base out-processing date. ^{LIV}

Note: Notifying the AFCOOL Program Office of changes does not mean the member has been granted an extension. If the member needs an extension to their exam funding request end date, they need to submit an [exception to policy request](#).

- J. Members should notify the AFCOOL Program Office if unable to enroll in or complete the credentialing exam and/or when there is a change in the member's service obligation. Failure to do so will result in forfeiture of future funding and reimbursement of AFCOOL funds. ^{LIV}
- K. Exceptions to Policy (ETP) (such as exam grade due date extensions, reimbursement suspensions, and debt forgiveness) are worked on a first come, first served basis by the CPO. For guidance on submitting ETPs please read the "[Section 4.3. Exceptions to Policy](#)".

Note: Members must provide the credentialing license (temporary is acceptable), exam score report, and copy of certification to the AFCOOL Program Office no later than 60 days after the funding request end date. Members will be ineligible to further participate in the AFCOOL Program until results are received. Members out-processing for retirement or separation must provide proof of satisfactory completion 30 days prior to their retirement/separation date.

- L. Members who attend a preparatory course as part of their credentialing goal, must submit evidence of course completion to the AFCOOL Program Office upon course completion. ^{LVI}

Note: Completion of a prep course does not constitute earning the certification and will not satisfy the requirement to close the education goal. AFCOOL funding for prep courses is intended as a refresher before the member completes the official credentialing exam. AFCOOL funding for prep courses is not intended to provide the member the required training, CEUs or PDUs to qualify for an exam.

- M. All AFCOOL participants that are nearing separation or retirement must ensure submitted credentialing goals meet required timelines which include submitting the credentialing goal at least 30 days prior to the start date and providing proof of completion at least 30 days prior to the retirement/separation dates (Requests should be sent at least 60 days prior to DOS to meet timeline requirements). **Members should plan accordingly and ensure they have sufficient time to meet these deadlines which includes time for routing the credentialing goal to the supervisor for review/approval and processing time by the CPO.** Members who cannot provide required documentation within these timelines will be denied for any submitted credentialing goals. Reminder: All grades and evidence of certification are due to the AFCOOL office NLT 30 days prior to separation or retirement. If these documents are not provided, recoupment of the funding expended for the credentialing goal will be required.

2.4.3. Education Office.

- A. Education Office AFCOOL Responsibilities.
 - 1) Read and understand all governing regulations and guidance mentioned in this handbook to include the AFCOOL website.
 - 2) Assist members with career planning to include professional certifications that will benefit them in their current PAFSC and/or their chosen future occupation when they transition to civilian life. Utilize career planning tools such as MilGears to help guide the member through their decision making process.

- 3) Help members understand which professional certification in AFVEC are AFCOOL funded for their PAFSC, which are funded for other PAFSCs and can be pursued by them, which are AFCOOL Leadership certifications, and how AFCOOL funded certifications can be pursued in connection with their awarded academic degree.
- 4) Upon issuance of a CCAF degree-applicable credential, submit a CCAF Student Action Request to have credentialing credit applied to the member's CCAF student record. Refer to the *CCAF Advisor Handbook* for specific guidance.
- 5) Encourage members to generate their own Education Goal and Funding Request(s) using the "[How to Generate an Education Goal](#)" (section 3.2) and "[How to Generate a Funding Request](#)" (section 3.3). Contact the Credentialing Program Office (CPO) in the AFVEC message system with any issues or system errors.
- 6) Make every attempt to resolve the member's issues utilizing this handbook. For those areas not addressed in the handbook please message the CPO.
- 7) Encourage the member to utilize "[Developing Individualized Career Pathways](#)" as they decide which academic and industry recognized credentials to pursue.
- 8) Assist member with constructing effective Exception to Policy requests in AFVEC to include appropriate references to applicable policy and substantiating documentation.

B. When to Defer to the AFCOOL Program Office (CPO).

Note: Assist members with basic questions pertaining to the AFCOOL program including the areas addressed in this handbook. Please have the member message AFCOOL Program Office for nuanced questions which include some of the issues listed below.

- 1) The member receives messages regarding reimbursement actions due to failed or missing grades. The CPO reviews the entire record, including messages, prior to any reimbursement action being taken against the member's pay record. It is not required for you to input grades or expedite their receipt to the CPO unless the DOS or some other administrative action is a factor.
- 2) The system is blocking the member from generating an Education Goal or Funding Request. The system parameters have been set to comply with DoD and DAF policies. If you feel the block is in error, please send the CPO an Air Force Automated Education Management System (AFAEMS) message.
- 3) An Education Goal or Funding Request is no longer required. Please do not delete these. Forward your request to the CPO via an AFAEMS message and the CPO will see that they are closed out properly.
- 4) The dates in a funding request need to be modified. These dates relate to the member's financial responsibility and the CPO needs to closely monitor each member's progress and coordinate each member's Exception to Policy request with the AFCOOL Director IAW the DoDI, DAFI, and AFCOOL Handbook. Forward your request to the CPO via an AFAEMS message and the CPO will see that it is addressed.

C. Base Out-Processing. The following criteria applies to each member as they attempt to out-process your Education Office.

- 1) Members PCSing to another assignment are cleared to out-process their current assignment with an open education goal and funding request(s).

- 2) Members who have an open Education Goal and Funding Request(s) that have been funded by AFCOOL are required to resolve the education goal prior to final out-processing the base. This means either submitting the required documentation (prep course certificate, official exam results, and certification or license), initiating reimbursement action to the government, or receiving an approved Exception to Policy (ETP). For guidance on submitting ETPs please read the "[Section 4.3. Exceptions to Policy](#)".

Note: AFCOOL education goals must not be closed to allow a member to out-process unless the CPO has validated the request. Please message the AFCOOL CPO for assistance.

- 3) Education Offices will notify the AFCOOL Program Office, via AFAEMS messenger, of member entering SkillBridge with counseling note that verifies member understands responsibility to provide completion documentation at least 30 days prior to final separation/retirement date.

D. Contacting AFCOOL.

Note: Please send the CPO an AFAEMS message. We will address your question or concern.

Air Force Credentialing Opportunities On-Line (AFCOOL)

Section 3: How AFCOOL Works

3.1. AFCOOL Step-By-Step

- A. The member reviews <https://afvec.us.af.mil/afvec/af-cool/how-to-apply> prior to applying for funding. ^{LVII}
- B. Research available certifications on <https://afvec.us.af.mil/afvec/af-cool/search>, select an approved AFCOOL certification, and then submit the Education Goal for approval by the supervisor.

Note: Filter the AFCOOL website certifications by AFSC, credential name, or AFCOOL approved certifications.

- C. Review this handbook to ensure you use the resources the DAF has made available to you.
- D. Select the desired training vendor and upload the required supporting documents in AFVEC under the Education Goal.

Note: The supporting documents assist the CPO in verifying your eligibility and they are necessary for the Purchasing Agent to make the payment on your behalf.

Note: [Section 3.4. "Supporting Documents"](#) is provided to assist with some of the frequently pursued certifications. However, with over 1,700 available certifications, that list is not all inclusive. Please consider what you would need if you were making a payment on behalf of another individual (in other words put yourself in the Purchasing Agent's place).

- 1) If the payment will be made in the member's account, the username and password must be uploaded onto a PDF document with the cart screenshot showing exactly what is being requested.
- 2) If a vendor invoice or quote is provided, **the member must not make any attempt to pay that invoice or quote**. The Purchasing Agent will complete the payment when the funding request is approved by the CPO. ^{LVIII}

Note: Here are some possible scenarios to guide your funding request submission.

Scenario 1: The vendor quote shows one total amount (\$3950.00) and includes a prep course, study materials, and an exam(s). The service member will create one exam funding request for \$3950.00.

Scenario 2: The vendor quote shows itemized amounts for a prep course (\$3000.00), study materials (\$50.00), and an exam(s) (\$900.00). The service member will create a funding request for each item with the matching amount.

Scenario 3: The vendor quote only shows a prep course (\$3000.00) and does not include an exam. The service member will create the prep course funding request at this time but will be required to create an exam funding request before the prep course funding request expires.

Note: Each credentialing goal must have an exam funding request attached to it. The member must take and pass the official certification exam, or they will owe the government for all funds provided for the education goal. Upload all the required documents to AFVEC under the Credentialing Goal, Supporting Documentation.

Note: The AFCOOL CPO does not endorse any vendor or assist members with selecting a vendor.

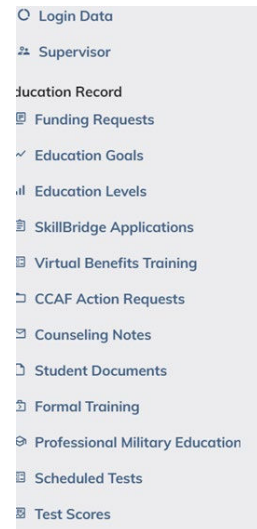
- E. Apply for funding (preparatory course, study materials, exam fees, taxes, administrative or processing fees) then click "Issue Funding". It is possible to have up to three different types of funding requests.

Note: The exam, preparatory course, and study materials cannot be bundled into one type of funding request. Each education goal must have an exam funding request.

- F. The supervisor reviews and signs the funding request(s), if approved by the supervisor the request will go to the AFCOOL CPO for review and processing. If the supervisor rejects the funding request, it is automatically canceled. Also, if the supervisor does not sign all applicable funding requests within 7-days of creation, the system will auto-delete the requests.
- G. The CPO reviews the funding request(s) and, if approved, the request(s) moves to the AFCOOL Purchasing Agent for payment on the member's behalf. Once the payment is made on the approved request, the member will receive a notification in AFVEC. At that point, the member needs to contact the vendor or access their account (if applicable) to begin the requested course work or schedule the exam. The Purchasing Agent will provide exam voucher information (if applicable) via email and AFVEC messaging. (e.g., voucher code, or how to schedule the course or exam).
- H. If the CPO defers the request, additional information is required. The correspondence will be sent through the AFVEC Messenger and is located in Student Messages. In these scenarios, the CPO will provide a suspense date and if the requested information is not provided by that date, the request will be disapproved.
- I. If the CPO disapproves, the message will state the reason.
- J. Provide the prep course certificate, official exam results, and certification or license to the CPO by the end of the 120-day funding request window. Failure to provide the required documentation to the CPO within this timeframe or before separation/retirement (if applicable) will result in recoupment actions for all expenses relating to the education goal. ^{LIX} Exam grade due date extensions, through the Exception to Policy (ETP) program, are reviewed upon request, with proper documentation from the certification agency showing they will continue to work with the member should the ETP be approved. If approved, members can be extended up to 60 days from the grade due date identified on the funding request. For guidance on submitting ETPs please read the "[Exceptions to Policy](#)".

3.2. How to Generate an Education Goal. The member completes the following steps.

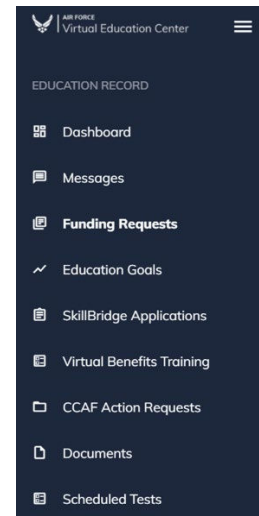
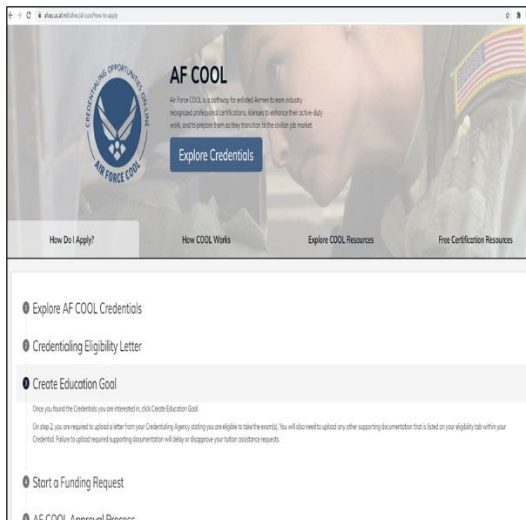
A. Virtual Benefits Training (“Virtual Benefits Training” is located in the menu on the right).



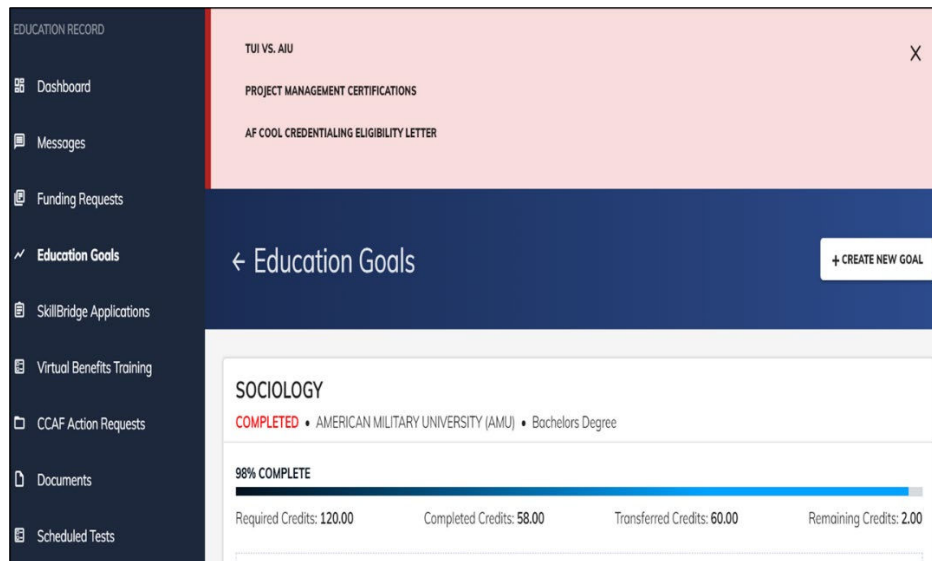
Title	Created	Completed
Virtual Active Duty MILTA Benefits Training	05/03/2018	
AF COOL Virtual Training, FY21	10/05/2020	04/20/2021

2 total

B. In AFVEC, select “Education Goals”.



C. Click “Create New Goal”.



D. Select the type of AFCOOL education goal.

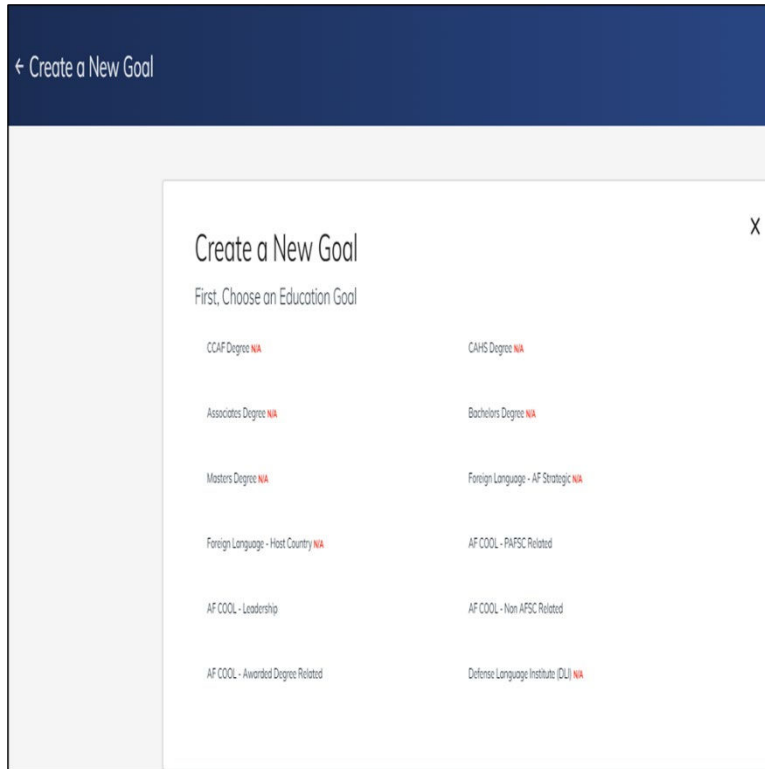
- 1) AFCOOL – PAFSC Related: Credential is related to the student’s PAFSC.
- 2) AFCOOL – Leadership: Labeled as “AF COOL Leadership” in AFVEC.
- 3) AFCOOL – Awarded Degree Related: Credential is related to an already obtained academic degree

Note: The degree must either be updated on the service member's AFVEC record or the member may provide unofficial transcripts, via AFVEC message, showing a conferred degree.

- 4) AFCOOL – Non PAFSC Related: Credential is unrelated to the student’s Primary Air Force Specialty Code (PAFSC).

Note: The non-PAFSC related goal cannot be one that is labeled in AFVEC as “AF COOL Leadership” or base on an Awarded Degree.

- A) The credential must be approved in AFVEC as AFCOOL eligible for another AFSC.
- B) If the goal being pursued is marked as “N/A”, click on the title and it will state the reason the member is unable to submit an Education Goal. Once complete with the listed requirement(s), proceed with submitting the Education Goal.



E. Verify the supervisor's information.

Note: If the information requires updating, click the pencil icon to edit the information.

F. Select desired certification. The member may use the keyword search to filter certifications.

← Create a New Goal: AF COOL - Leadership

1 Credential 2 Supporting Documentation

What credential will you be pursuing?

Credential that you will be pursuing

Keyword

Credential	Leadership
Associate Professional in Human Resources (aPHR)	✓
Certified Associate in Project Management (CAPM)	✓
Certified Association Executive (CAE)	✓
Certified Change Management Professional (CCMP)	✓
Certified Information Privacy Manager (CIPM)	✓

0/ total 1 2 3 4 5 >

NEXT CANCEL GOAL

← Create a New Goal: AF COOL - PAFSC Related

1 Credential 2 Supporting Documentation

What credential will the student be pursuing?

Credential that the student will be pursuing

Senior Professional in Human Resources (SPHR) ↻

NEXT CANCEL GOAL

- G. Upload the vendor's bill/invoice/quote. The member should contact the vendor for assistance. Screenshots pasted to a PDF document are acceptable and must include the account login information if the Purchasing Agent will need to login into the member's account to make payment.

The screenshot shows a web form titled "Create a New Goal: AF COOL - PAFSC Related". The form has two main sections: "Credential" and "Supporting Documentation". Under "Credential", there is a text input field and a "CHOOSE FILE" button. Below this is a "Drop files here" area with a "Supported file types are: .xlsx, .xls, .docx, .doc, .pdf" note. The "Supporting Documentation" section also has a "CHOOSE FILE" button and a "Drop files here" area with the same supported file types note. At the bottom of the form are three buttons: "PREVIOUS STEP", "SUBMIT GOAL", and "CANCEL GOAL".

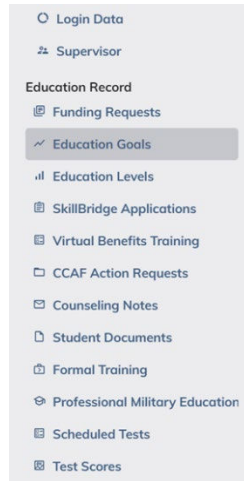
- H. Upload any additional supporting documentation ([Section 3.4. Supporting Documents](#)).
- I. Click "Submit Goal".

The screenshot shows a web form titled "Create a New Goal: AF COOL - Leadership". The form is identical in structure to the previous one, with "Credential" and "Supporting Documentation" sections. However, a modal dialog box titled "Submit Education Goal" is overlaid on the form. The dialog asks "Are you sure you want to submit this goal?" and has "YES" and "NO" buttons. The "SUBMIT GOAL" button on the form is highlighted in black, indicating it has been clicked.

J. The member's supervisor then approves the education goal. This allows the member to generate funding requests.

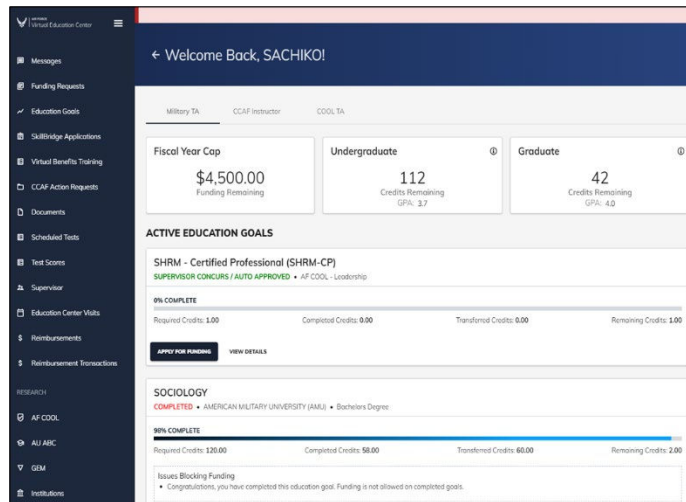
3.3. How to Generate a Funding Request. The member completes the following steps.

A. Click "Education Goal" in AFVEC.



B. Select the approved AFCOOL certification.

Note: Review of this handbook to ensure you use the resources the DAF has made available to you.



C. Click "Apply for Funding" to generate funding requests.

D. Verify the supervisor's information.

Note: If the information requires updating, click the pencil icon to edit the information.

The screenshot shows a web form titled "Create Funding Request". It is divided into two main sections: "Supervisor Information" and "Contact Information".

Supervisor Information: This section includes a note: "Supervisor information is required for approval of most funding request types. Having someone other than your supervisor approve your funding request will be considered fraudulent and punishable under the UCMJ. Exception: If the immediate supervisor will not be available to approve your funding request then you must obtain approval from a member of your chain of command (i.e. flight/section chief, superintendent, first sergeant or squadron commander)." Below the note are fields for: First Name (CCAF), Last Name (Perez), Email (CCAF@US.AF.MIL), Alternate Email (CCAF@US.AF.MIL), and Phone Number (7495048).

Contact Information: This section includes fields for: Email (AFCOOL1@us.af.mil), Personal Email (AFCOOL@us.af.mil), Work Phone (2283769441), Mobile Phone (1210863111), and Address. The address fields are: Street 1 (500 Fisher St, Bldg 701), Street 2, City (Biloxi), State, and Zip (39531).

At the bottom of the form are two buttons: "VERIFY AND PROCEED" and "CANCEL".

E. Click "Verify and Proceed".

F. Read and agree to the User Agreement.

The screenshot shows a web form titled "Create Funding Request: SHRM - Certified Professional (SHRM-CP)". It displays the "User Agreement" section.

User Agreement: This section begins with the text: "In order to simplify the application process, you should be aware of or have the following information:" followed by a bulleted list of requirements. Below this is a section titled "You must agree to all conditions in order to submit this application for approval:" which includes three sub-sections: "ACADEMIC", "FINANCIAL", and "PRIVACY ACT STATEMENT".

ACADEMIC: Contains two checkboxes: "I (AFI 36-2671, I understand it is my responsibility to ensure my grades are updated in the AF official system of record (AFABMS/AFVEC). Funding requests with no grades 60 days past exam end date are considered overdue and will require reimbursement of government costs, to include study material costs, if applicable." and "I acknowledge the release of my grades to the AF COOL office per Public Law 93-568."

FINANCIAL: Contains three checkboxes: "I acknowledge if government funding is used for study material, then I'm required to apply for funding towards an exam within 60 days of study material end date. Failure to do so will result in government costs associated to study material being reimbursed.", "I agree that no changes will be made to this funding request without the approval of the AF COOL office. Any increase over the approved amount will be incurred by you.", and "I understand that the Air Force will pay 100% of exams, prep courses, and fees; and up to \$500 in books up to the \$4,500 lifetime".

PRIVACY ACT STATEMENT: Includes text about "AUTHORITY: 10 U.S.C. 8013 and EO 9397", "PRINCIPAL PURPOSE: To process an individual's request for Air Force tuition assistance. Use of SSN is necessary to make positive identification of the individual and records.", "ROUTINE USES: Records may be disclosed to civilian schools for the purposes of ensuring correct enrollment and billing information.", and "DISCLOSURE IS VOLUNTARY: Disclosure of SSN is voluntary; however, failure to provide the information required may result in disapproval of the individual's request for tuition assistance."

At the bottom of the form are two buttons: "I AGREE, CONTINUE" and "CANCEL".

G. Indicate if applying from a deployed location.

← Create Funding Request: SHRM - Certified Professional (SHRM-CP)

1 Demographic 2 Exam Center

Are you applying for funding from a deployed location?

Yes No

NEXT CANCEL

H. Under "Exam Center" enter the training vendor's name exactly as they are listed on our AFCOOL webpage.

Note: The training vendor will be providing training services and/or will be the agency proctoring the exam and this is who receives AFCOOL funding on your behalf. You will not enter the actual testing center or testing location where the exam will be completed."

Example: If the CPO purchases an exam voucher from CompTIA on your behalf, you will enter "CompTIA" in the exam center field as they are the vendor receiving funding.

Note: If the vendor's name is not in the system send AFCOOL an AFVEC message requesting vendor registration materials that you may pass on to the prospective AFCOOL vendor allowing them to register in the AI Portal.

← Create Funding Request: SHRM - Certified Professional (SHRM-CP)

1 Demographic 2 Exam Center 3 Dates

What is your Exam Center?

Due to the numerous testing providers, not all may be listed. If you are attempting to test at an exam center not listed, please forward information to the AFCOOL office via AFVEC messaging and provide the following information: testing provider name, physical mailing address, phone number, and website address.

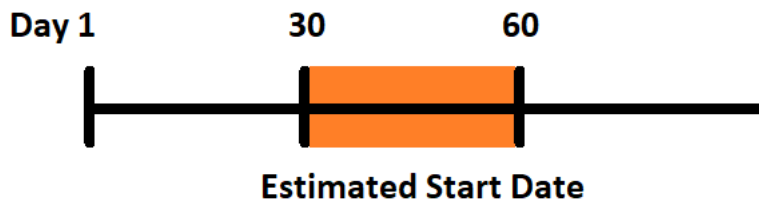
Exam Center

Campus

BACK NEXT CANCEL

- I. Under “Campus” select the training vendor’s name and “Main Campus”.
- J. Use the calendar icon to select the anticipated start date of the certification, preparatory course, or exam if he/she is only requesting funding for an exam.

Note: Ensure funding requests are submitted to the CPO not later than 30 days and not earlier than 60 days prior to the anticipated exam or training start date. A funding request has not been submitted to the CPO until it has been approved by the member’s supervisor. ^{LX}



Note: The orange area denotes the 30-day date range where the estimated start date must fall. This means that you must submit your supervisor-approved funding requests at least 30 days prior to the estimated start date but no longer than 60 days prior.

← Create Funding Request: SHRM - Certified Professional (SHRM-CP)

Demographic Exam Center Dates Exam

What are your estimated start and end dates?

You have up to 120 days to prepare for your exam. Within the 120 days, you are required to apply for funding for your exam(s). If you do not apply for funding for your exam, you will be required to reimburse the government for the costs associated to your study material. If your preparation takes longer than 120 days, please forward information to the AF COOL office via AFVEC messaging

Estimated Start Date

Estimated End Date

BACK NEXT CANCEL

K. Generate funding requests, in the following order, using the invoice as a source document.

- 1) "Study Materials"
- 2) "Prep Course"
- 3) "Exam"

Note: Each education goal has credits assigned to it based on how many exams are required. Once the exam funding request is created, the system shows those credits as "used" and the education goal will have a message on it stating the goal does not have enough remaining credits to issue funding. This will prevent the member from creating any additional funding requests. Please create your desired funding requests in the order mentioned above to avoid any issues.

Note: Funding requests submitted must align with the supporting document provided. Funding requests are processed based on the start date of the request, not the date submitted by the member in AFVEC.

← Create Funding Request: Project Management Professional (PMP)

Demographic — Exam Center — Dates — **4 Exam**

What do you need funding for?

EXAM STUDY MATERIAL PREP COURSE

BACK SUBMIT CANCEL

L. The member's supervisor approves or disapproves the funding request(s).

- M. The CPO processes the funding request(s). The member must check their AFVEC account and messages daily to see if additional documentation or information is needed.
- N. The Purchasing Agent makes the required payment either by contacting the vendor direct or logging into the member's account (all dependent on the supporting documentation that was provided and validated by the CPO). Please note that the total amount of the funding request may need to be adjusted by the Purchasing Agent due to any additional processing fees, price changes or shipping charges.

3.4. Supporting Documents.

- A. General Requirements. All education goals require supporting documentation, but the type of certification and the vendor chosen will dictate which documentation will be needed. Please consider what the Purchasing Agent will need to make the payment on your behalf and provide either a detailed invoice that includes the vendor contact info with payment instructions or a cart screenshot with your account login information. As necessary, provide detailed instructions that will assist the Purchasing Agent with navigating the website and making the payment.
- B. Please understand that, with over 1,700+ certifications in the AFCOOL portfolio, this list is not all inclusive. The CPO will communicate with you via AFVEC messaging when your education goal requires additional supporting documentation.

3.4.1. Supporting Documents Table.

In addition to the documentation identified for each industry recognized credential below, many also require login information if the Purchasing Agent is required to login to your account to pay for the item(s) in your cart.

Certification	Certification Agency	Invoice	Approval to Test	PearsonVue Login	Agency Login	Medical Clearance	Additional Questions
Associate Professional in Human Resources (aPHR)	Human Resource Certification Institute (HRCI)	X			X		
Associate Safety Professional (ASP)	Board of Certified Safety Professionals (BCSP)	X					X
AWS Certified Cloud Practitioner	Amazon Web Services (AWS)	X					
Certified Associate in Project Management (CAPM)	Project Management Institute (PMI)	X	X	X	X		
Certified Cloud Security Professional (CCSP)	International Information Systems Security Certification Consortium, Inc. (ISC)131	X					X
Certified Dental Technician- Ceramics	National Board for Certification in Dental Laboratory Technology (NBC)	X					X
Certified Dental Technician- Crown and Bridge	National Board for Certification in Dental Laboratory Technology (NBC)	X					X
Certified Ethical Hacker (CEH)	International Council of Electronic Commerce Consultants (EC-Council)	X					
Certified Federal Contract Manager (CFCM)	National Contract Management Association (NCMA)	X					
Certified Information Security Manager (CISM)	ISACA	X					

Certification	Certification Agency	Invoice	Approval to Test	PearsonVue Login	Agency Login	Medical Clearance	Additional Questions
Certified Information Systems Security Professional (CISSP)	International Information Systems Security Certification Consortium, Inc. (ISC) ²	X					X
Certified Lean Six Sigma Green Belt (ICGB)	International Association for Six Sigma Certification (IASSC)	X					
Certified Logistics Associate (CLA)	Manufacturing Skill Standards Council (MSSC)	X					
Certified Logistics Technician (CLT)	Manufacturing Skill Standards Council (MSSC)	X					
Certified Manager (CM)	Institute of Certified Professional Managers (ICPM)	X					
Certified Personal Fitness Trainer (CPFT-NESTA)	National Exercise and Sports Trainers Association (NESTA)	X			X		
Certified Personal Trainer (NASM-CPT)	National Academy of Sports Medicine (NASM)	X					
Certified Safety Professional (CSP)	Board of Certified Safety Professionals (BCSP)	X					X
Cisco Certified CyberOps Associate	Cisco Systems, Inc.	X					
Cisco Certified Network Associate (CCNA)	Cisco Systems, Inc.	X					
Cisco Certified Network Professional (CCNP) Security	Cisco Systems, Inc.	X					
Commercial Driver's License (CDL)	United States Department of Transportation, Federal Motor Carrier Safety Administration (FMCSA)	X					

Certification	Certification Agency	Invoice	Approval to Test	PearsonVue Login	Agency Login	Medical Clearance	Additional Questions
CompTIA A+	Computing Technology Industry Association (CompTIA)	X					
CompTIA A+ ce	Computing Technology Industry Association (CompTIA)	X					
CompTIA Advanced Security Practitioner (CASP+)	Computing Technology Industry Association (CompTIA)	X					
CompTIA Cybersecurity Analyst (CySA+)	Computing Technology Industry Association (CompTIA)	X					
CompTIA Network+	Computing Technology Industry Association (CompTIA)	X					
CompTIA Network+ ce	Computing Technology Industry Association (CompTIA)	X					
CompTIA PenTest+	Computing Technology Industry Association (CompTIA)	X					
CompTIA Project+	Computing Technology Industry Association (CompTIA)	X					
CompTIA Security+	Computing Technology Industry Association (CompTIA)	X					
CompTIA Security+ ce	Computing Technology Industry Association (CompTIA)	X					
Emergency Medical Technician (EMT)	National Registry of Emergency Medical Technicians (NREMT)	X					
General Radiotelephone Operator License (PG)	Federal Communications Commission (FCC)	X					

Certification	Certification Agency	Invoice	Approval to Test	PearsonVue Login	Agency Login	Medical Clearance	Additional Questions
GIAC Certified Penetration Tester (GPEN)	Global Information Assurance Certification (GIAC)	X			X		
GIAC Information Security Fundamentals (GISF)	Global Information Assurance Certification (GIAC)	X			X		
GIAC Security Essentials Certification (GSEC)	Global Information Assurance Certification (GIAC)	X			X		
GIAC Security Essentials Certification (GSEC)	Global Information Assurance Certification (GIAC)	X			X		
GMDSS Radio Maintainer License (DM)	Federal Communications Commission (FCC)	X					
Mechanic (Airframe & Powerplant)	Federal Aviation Administration (FAA)	X	X				
Microsoft 365 Certified: Enterprise Administrator Expert	Microsoft Corporation	X					
Microsoft 365 Certified: Security Administrator Associate	Microsoft Corporation	X					
National Certified Medical Assistant (NCMA)	National Center for Competency Testing (NCCT)	X					
National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN)	National Council of State Boards of Nursing, Inc. (NCSBN)	X		X			X
NCATT Aircraft Electronics Technician (AET)	ASTM International	X					
Nursing Assistant Certification (NAC)	American Medical Certification Association (AMCA)	X			X		X
PMI Agile Certified Practitioner (PMI-ACP)	Project Management Institute (PMI)	X			X		

Certification	Certification Agency	Invoice	Approval to Test	PearsonVue Login	Agency Login	Medical Clearance	Additional Questions
Private Pilot, Airplane Single Engine (ASE) Rating	Federal Aviation Administration (FAA)	X				X	
Professional in Human Resources (PHR)	Human Resource Certification Institute (HRCI)	X			X		
Project Management Professional (PMP)	Project Management Institute (PMI)	X	X	X	X		
Resilience-Building Leadership Professional (RBLP)	Resilience-Building Leader Program	X					
Resilience-Building Leadership Professional Trainer (RBLP-T)	Resilience-Building Leader Program	X					
Senior Professional in Human Resources (SPHR)	Human Resource Certification Institute (HRCI)	X			X		
SHRM - Certified Professional (SHRM-CP)	Society for Human Resource Management (SHRM)	X			X		X
SHRM - Senior Certified Professional (SHRM-SCP)	Society for Human Resource Management (SHRM)	X			X		X

3.5. Submitting Documents Upon Completion.

- A. Submitting your required certification documents (required are the prep course certificate – if applicable, official exam results, and certification or license) is very simple and either way requires you to message the CPO in AFVEC, so we know to retrieve the documents and update your record:

- 1) Attach the documents to a message in AFVEC or....
- 2) Upload them to the supporting documents of your education goal.

Note: Some education goals may require additional documents in order to update the grade and mark the education goal complete. Please follow the CPO's guidance if additional documents are requested.

Example: The Airframe & Powerplant Mechanic education goal requires the member to provide the written knowledge test reports and the completed 8610-2 in addition to the prep course certificate and the A&P license.

3.6. Submitting a Recertification Funding Request.

- A. If applying for a recertification funding request, please follow the guidance stated on your closed education goal for submitting a recertification funding request. Do not create a new education goal as that will be disapproved.

- 1) Upload a supporting document to your previously completed education goal and select "Recertification" for the document type.
- 2) You can now click on the "Issue Funding" button on your previously completed education goal and create a "Recertification" funding request. Please ensure it aligns with the supporting document you provided.

Note: The supporting document you upload must either be a vendor invoice or a cart screenshot with your account login information included.

3.7. The AFVEC Messaging System.

- A. All communication with the AFCOOL Program Office must occur through the AFVEC student messaging system. This ensures that the member's record will reflect all guidance and information provided which can be beneficial during any audits, exception to policy reviews, or similar actions. Please note that the member should not make attempts to contact the CPO via email, phone call, or in-person.
- B. The CPO reviews messages based on the order in which they are received. When the CPO responds to a message it must be marked "resolved" which closes the message and removes that message from the pending queue. This means the member will need to create a new message if additional questions or concerns need to be addressed.
- C. While your message is pending in our queue, please do not reply to your own message or it will move your original message to the date of your reply thus pushing you further down the line in our queue.
- D. It is the member's responsibility to monitor AFVEC messaging daily and to review all AFVEC message traffic which will include automated messages. Every message generated is of value and should not be ignored.
- E. Please note that the CPO makes every effort to respond to messages as quickly as possible, with the goal of a 24-48 hour response time. However, each member that submits a message must do so with the understanding that at any given point, there

could be a backlog which could delay a CPO response to greater than 30 days. Please plan accordingly for these potential delays and be proactive in sending messages.

Air Force Credentialing Opportunities On-Line (AFCOOL)

Section 4: Miscellaneous Information

4.1. PMI Program Guidance (e.g., CAPM and PMP).

Published 10 June 2021

- A. Department of the Air Force members are required to submit the following documents when pursuing the Certified Associate in Project Management (CAPM) or Project Management Professional (PMP) certification.
- 1) An itemized invoice for your prep course.
 - 2) Your Project Management Institute (PMI) username and password for AFCOOL Purchasing Agents to purchase your exam and any additional study materials or prep course items requested directly through PMI.
 - 3) Your PMI approval to test, which is the PMI Dashboard screenshot that must include your name, eligibility dates, and the pay for exam button - application approval.

Note: The CPO adheres to guidance from the Air Force Audit Agency for required documentation, for all credentials that require agency approval authorization or approval to test (e.g., PMP, FAA A&P, LPN, etc.). The approval to test assures that the government verifies the member's qualifications and is qualified to test. Unless you have approval from PMI to take the exam, the CPO will not release AFCOOL funds to support anything related (study material, prep course, or exam) to the applicable education goal.

Note: AFCOOL funds cannot be used to pay for a prep course to provide the member the required training, CEUs or PDUs to qualify for an exam. AFCOOL funding for a prep course is intended to provide the member a refresher before they complete the required credentialing exam. Please consider that there are several free resources to gain the hours needed to take the PMI related exam (see Resource link of AF COOL webpage).

- B. Please review the criteria below to determine if the CAPM or PMP is the appropriate certification for you.

The following graphic is taken from the PMI Content Outlines for CAPM and PMP

Educational Background	Project Management Experience	Project Management Education	CAPM/PMP
Secondary diploma (high school diploma/global equivalent)	None	23 contact hours of formal education	CAPM
OR			
Secondary degree (high school diploma, associate's degree or global equivalent)	Minimum five years/60 months unique non-overlapping professional project management experience*	35 contact hours of formal education unless you are an active CAPM holder	PMP
OR			
Four-year degree (bachelor's degree or global equivalent)	Minimum three years/36 months unique non-overlapping professional project management experience*	35 contact hours of formal education unless you are an active CAPM holder	PMP
OR			
Bachelor's or post-graduate degree from a GAC accredited program (bachelor's degree or master's or global equivalent)	Minimum two years/24 months unique non-overlapping professional project management experience*	35 contact hours of formal education unless you are an active CAPM holder	PMP

*Leading and directing the project as identified with the tasks, knowledge, and skills specific in the Project Management Professional Examination Content Outline.

- C. If you want to pursue a PMP certification but cannot get the PMI approval to test, we recommend that you do the following:
- 1) Generate an education goal for CAPM and have your supervisor approve it.
 - 2) Attach the following documents to your education goal supporting documentation:
 - a) An itemized invoice for the preparatory course.
 - b) Your PMI username and password.
 - c) Your PMI approval to test for the CAPM Exam (screenshot of PMI approval page).
 - 3) Generate a preparatory course funding request and have your supervisor approve it.

- 4) Once you have completed the preparatory course, you are required to generate an exam funding request (failure to provide an exam grade will result in the reimbursement of all AFCOOL funds associated with the education goal). There are two (2) possible scenarios for doing this.
 - a) You took the CAPM prep course and are ready to take the CAPM Exam. Submit a funding request for the CAPM exam that includes an invoice.
 - b) You took the CAPM preparatory course but feel your mastery of the material is enough to take the PMP exam. Submit a funding request for the PMP exam that includes an invoice and the PMI approval to test for the PMP exam.
- 5) Submit your exam results to AFCOOL by the estimated end date.
- D. You can obtain your PMI approval to test using this link ([PMI online certification system](#)).
- E. Please review the CAPM (<https://afvec.us.af.mil/afvec/af-cool/credential/4005>) and PMP (<https://afvec.us.af.mil/afvec/af-cool/credential/2741>) pages on AFVEC with particular attention to the eligibility tab for each.

4.2. Recoupments.

- A. Members will reimburse the AFCOOL Program Office for unsatisfactory or missing grades. Unsatisfactory grades are considered a failure as defined by the credentialing agency. Missing grades are grades that are not received and updated in the official student education record by the 60th day after the end of the course date listed on the approved funding request. ^{LXI}
- B. Members will have no more than 30 days to respond to any notification of reimbursement. Members are ultimately responsible for ensuring grades are in their education record by required deadlines. After 30 days, AFCOOL will initiate a reimbursement action to recoup any funding utilized for the credentialing goal. Refunds will not be given to students for grades changed from unsatisfactory/missing to satisfactory after the 30-day period has passed. ^{LXII}
- C. A DAF member's failure to notify the AFCOOL Program Office if unable to enroll in or complete the credentialing exam and/or when there is a change in the member's service obligation will result in reimbursement actions for AFCOOL funds issued and forfeiture of future AFCOOL funding. ^{LXIII}
- D. A DAF member's failure to provide the AFCOOL Program Office completion documentation for an AFCOOL funded certification exam within 120 days of completion or 30 days before out-processing for separation or retirement (or deactivation for Reserve members) will result in reimbursement actions for AFCOOL funding issued for the exam(s) and all other expenses related to the credentialing goals to include preparatory courses, books, and fees. ^{LXIV}
- E. Extensions: Members requesting an extension to complete their credentialing goal must attain a satisfactory grade within 60 days after the course end date as listed on the electronic AFCOOL Funding Request. If a satisfactory grade has not been received at the end of this period, the AFCOOL office will initiate a reimbursement action for member to repay the Air Force for the AFCOOL funding used to fund the credentialing goal. If a member presents a grade after the deadline, he/she failed to meet the completion requirements; thus, the AFCOOL office will not return the funds to the Member. ^{LXV}
- F. Repayment will not be required for Wounded Warriors who are discharged due to conditions related to their Wounded Warrior designation prior to completing the credentials prior to completing the credentials as long as the member provides documentation to the CPO showing they are enrolled in the Wounded Warrior program and being discharged. ^{LXVI}

4.3. Exceptions to Policy.

- A. Members, seeking relief from a recoupment action due to member's unique circumstances will utilize the AFCOOL Exception to Policy process in AFVEC. The member must state the specific circumstances they feel justifies the request and cite the policy from which they wish to be exempted (i.e., DODI 1322.33_DAFI 36-2683) with specific paragraph. All attempts, by the member, to obtain a vendor refund should be exhausted. Also, include any documents that support your ETP request (e.g., Commander's memo, Doctor's memo, Vendor's memo, credentialing agency documents, etc.).
- B. This process allows AFVEC users to create and submit their Exception to Policy (ETP) request. These are done when a member is requesting special permission based on specific circumstances. The member will need to contact their Base Education & Training Center, first, so they can make them eligible to submit (in AFVEC).

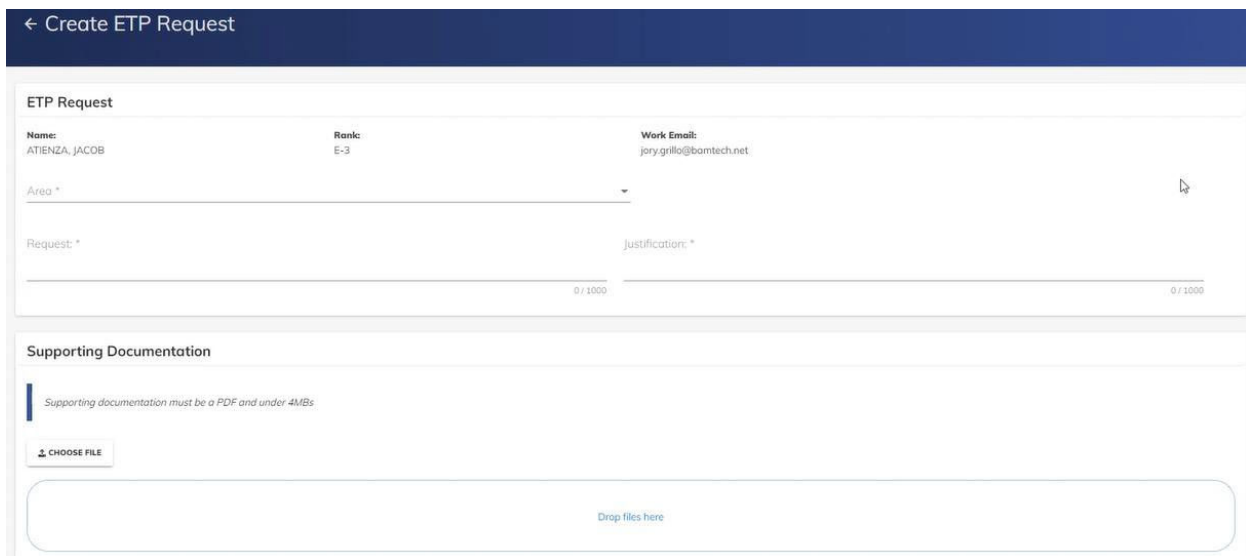
Note: Before each request is made, the Education & Training Center must make the member eligible. They should discuss the member's intentions and make them eligible as applicable. This is needed for each request.

- C. The member, via AFVEC, once made eligible by the Education & Training Center, will select "ETP Request" from AFVEC's left side menu.

- D. The member clicks  and fills out the form.

Note: The request and justification are limited to 1000 characters (every keystroke counts).

Note: Recommend typing these areas in Microsoft Word, then paste in here, so no work is lost due to timing out.



- E. Once the request is complete the member hits "submit".
- F. The request will be routed to the member's supervisor, as listed in their AFVEC account. This is informational only. Once the supervisor completes the review it is sent to the Education Office for their recommendation followed by the AFCOOL Program Office.
- G. You may monitor the progress by selecting "ETP Process" from the left-side menu.

EDUCATION PROGRAMS ▼ JACOB ATIENZA ▼ HELP

← Exception To Policy Requests CREATE NEW REQUEST

Student Eligibility

ELIGIBLE

Area	Status	Date Submitted	Last Updated
Reimbursements	Pending MAJCOM Review	12/21/2022	12/21/2022

1 total

- H. The AFCOOL Program Office reviews the ETP request, determines if the request is sufficiently supported, and submits it to HAF/A1DLV with a recommendation.
- I. HAF/A1DLV reviews the request, considers AFCOOL’s recommendation, and makes the final decision.
- J. A system message (notification) will be sent to the member for the following reasons:
 - 1) The request needs additional information, prior to processing, or prior to making a final decision.
 - 2) Approved.
 - 3) Denied. Comments will be included justifying the decision.

4.4. Requests to Add Certifications.

To research further, the Credentialing Program Office (CPO) will need to know what industry recognized credential (not certificate program), with supporting documents to show how it is directly skill related to an AFSC (i.e., AFECD, CFETP, CDCs, TOs), you wish to be AFCOOL funded. You will submit that information to the CPO through AFVEC messaging and a ticket will be submitted to a research and analysis company contracted by the USAF. They will conduct a training gap analysis, in coordination with SMEs, to determine if the certification meets the criteria for inclusion in the AFCOOL program.

Note: The process can be lengthy and often requires input and action from the credentialing agency. For your situational awareness, before a credential can be approved to be included in the AFCOOL program, the DOD ICOOL team must review the credentialing agency and the credential to ensure it meets all 14 required DOD credentialing standards ([DOD Credentialing Standards Attestation](#)). Once a certification is approved through that process, then each branch of service must ensure it meets their specific service standards. In some cases, the credentialing agency may choose not to respond or align itself with the DOD ICOOL guidelines meaning the certification can never be considered for inclusion in the AFCOOL program.

4.5. Vendor Not Approved in the AI Portal.

If the training vendor, that you are attempting to utilize, is not approved to receive AFCOOL funding, according to our website, please select from the approved vendors listed or reach out to the CPO via AFVEC messaging for guidance on how to add a vendor. The CPO will provide you with a vendor registration guide. You will need to provide that to the prospective vendor and once they follow the steps and receive approval, you will be able to select them as a training vendor when creating your funding request(s).

Air Force Credentialing Opportunities On-Line (AFCOOL)

Section 5: Additional Attachments

5.1. Frequently Asked Questions.

A. What is the best way to communicate with the AFCOOL Credentialing Program Office (CPO)?

The best way for the member to communicate with the CPO is through the AFVEC Messenger. These messages are answered in date order so we request that you do not send multiple messages as they may slow down the response time. Members can also visit the Base Education Office for assist with AFCOOL program information and professional development guidance.

B. Am I eligible for another certification if I fail an exam?

The member is still eligible for funding of additional certifications up to the \$4,500 cap. Member's must ensure all actions related to the prior exam are resolved before submitting a new FR for a certification. In addition, the member is still eligible for a leadership certification, Degree-related, or Non AFSC-related certification.

C. Are there any prerequisites to obtaining funding for a certification?

The member must be in good standing at the time of applying for funding, have their 5-skill level, and must not be affected by items such as UIF, Control Roster, or Referral EPR (most recent), must have a passing PT score, and be on active duty or on active orders.

D. Can I apply for more than one certification?

Funding will be allowed for an unlimited number of certifications, up to the \$4,500 life-time cap. Funding includes the initial certification exam (or series of exams if the selected certification has more than one exam), up to \$500 for study materials per education goal, and recertification exam fees, if needed. You may only pursue one certification at a time.

E. Do I have to submit my grade after testing?

Yes. It is the member's responsibility to submit the grade or certificate of completion and it should be sent via AFVEC Messenger as an attachment. Grades not provided within 60 days of the term end date identified on the funding request will prevent members from submitting additional funding requests and may result in full recoupment of all funds expended for the education goal.

F. I am trying to enroll in the AFCOOL program, but the website does not show any certification associated with my AFSC. Am I still eligible for a certification?

The member must be logged in to the AFCOOL website with name showing on the top right-hand corner of the page. The AFCOOL website is being updated continuously and not all AFSC data is complete. For AFSCs that do not have any certifications associated, members will be eligible for a Leadership, Degree-Related and Non-AFSC-Related certification, regardless of their rank.

G. I just took my exam and paid for my certification myself. Is it possible to be reimbursed?

No. AFCOOL funding must be approved prior to the member registering for or incurring certification expenses.

H. I was involuntarily retrained into a career field. Can I apply for a certification in my previous career field?

Yes, if it is a non-PAFSC-related education goal. If a member was voluntarily or involuntarily retrained, he/she will be eligible to apply for a certification applicable to the new AFSC once the 5-skill level has been obtained. Members will also be eligible for certifications in their previous AFSC if the 5-skill level has not been awarded in the new AFSC. Determinations will be made by the AFCOOL Credentialing Program Office. If there are no certifications in that AFSC, the member will be eligible for a Leadership certification.

I. One of the qualifications to obtain a certification is that the member must hold at least the 5-skill level. My career field does not have a 5-skill level. How can I load my education goal?

In this situation, the member will need to contact the AFCOOL CPO via AFVEC Messenger or visit the education office for assistance with manually uploading education goals

J. What are some issues that can prevent me from applying for an AFCOOL certification?

Record issues such as unsigned Tuition Assistance forms, missing email, and supervisor information, or overdue Annual AFCOOL Virtual Benefits Training, or Military Tuition Assistance Training will prevent members from applying for funding. Additionally, open reimbursement actions for Military Tuition Assistance or other AFCOOL reimbursement actions must be resolved prior to the approval of additional AFCOOL credentialing goals.

K. What happens if my supervisor does not approve my request?

The request for funding is disapproved at that point. Also, funding requests with a status of "Pending Supervisor Review" will be auto disapproved at midnight of the course and/or exam start date.

L. What does the AFCOOL Program pay for?

The AFCOOL Program pays for study materials (up to \$500), preparatory course, exam(s), and associated fees (taxes, administrative fees, and/or processing fees) up to the member's lifetime cap of \$4,500.

M. I do not see my Exam Center; how do I add it?

Via AFVEC Messenger contact the CPO and we will send you a packet to forward to the prospective training vendor.

5.2. Glossary of Terms.

A. Abbreviations and Acronyms

AF/A1D—Air Force/Directorate of Force Development

AFAEMS—Air Force Automated Education Management System

AFCOOL—Air Force Credentialing Opportunities On-Line

AFSC—Air Force Specialty Code

ANG—Air National Guard

ARC—Air Reserve Component (Air National Guard and Air Force Reserve)

ARPC—Air Reserve Personnel Center

AFRC—Air Force Reserve Command

AFVEC—Air Force Virtual Education Center

AU—Air University

CCAF—Community College of the Air Force

CB—Credentialing Body

COOL—Credentialing Opportunities On-Line

DAF—Department of the Air Force

DAFI—Department of the Air Force Instruction

DOS—Date of Separation

DoD—Department of Defense

DoDI—Department of Defense Instruction

HAF—Headquarters Air Force

MiITA—Military Tuition Assistance

MOC—Military Occupational Code

PAFSC—Primary Air Force Specialty Code

SDI—Special Duty Identifier

SNCO—Senior Noncommissioned Officer

USAF—United States Air Force

USMAP—United States Military Apprenticeship Program

USSF—United States Space Force

VA WEAM—Veterans Affairs Web Enabled Approved Management System

B. Terms

Activated End Date—Is the last date that active-duty orders for AF Reserve or Air National Guard members are in force.

Apprenticeship—Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable credential.

Certificate—A formal award certifying the satisfactory completion of a postsecondary education program. Certificates can be awarded at any level of postsecondary education and include awards below the associate’s degree level.

Certification—A credential awarded by a certification body based on an individual demonstrating through an examination process that he or she has acquired the designated knowledge, skills, and abilities to perform a specific job. The examination can be either written, oral, or performance based. Certification is a time-limited credential that is renewed through a recertification process.

Completing an AFCOOL Education Goal—The submission of successful exam results.

Credential—A piece of any record that details qualification, competence, or authority issued to an individual by a third party with a relevant or de facto authority or assumed competence to do so. Examples of credentials include, but are not limited to, certifications, licenses, degrees, and certificates.

Credentialing—The process by which an entity, authorized and qualified to do so, grants formal recognition to, or records the recognition status of individuals that meet predetermined and standardized criteria.

Credentialing Agency—An agency that meets DoD credentialing standards for the award of civilian industry-recognized professional certifications.

Credentialing Body—An association, agency, or organization that grants credential to a candidate.

Credentialing Opportunities On-line (COOL) Program—The Air Force Voluntary Credentialing Program provides a vehicle for the award of civilian-recognized certification. The intent is to expand the professionalism of Air Force and Space Force Professionals while serving and to prepare them for entry into civilian jobs upon separation/retirement from the Service.

Credentialing Program Office—A department within the AFCOOL Program that handles members’ funding requests and ensures that all required documentation is present prior to approval of funding.

DAF Credentialing Program (DAF-CP)—Tracks and uses credentials to enable commanders at all levels the ability to properly utilize their personal resources by knowing what their personnel know and can do and enable leaders to make data-driven decisions.

Date of Separation (DOS)—Date established by law and/or policy for the termination of active or reserve duty.

Digital Badge—A credential that is a portable, transferable, validated, graphical representation of learning and/or experiential knowledge attainment with embedded metadata. They are built on an open standard that provides a user with valuable information about the earning process. The badges can be shared electronically and visually recognizes what Airmen know and can do.

Digital Credential—A digital record that details a qualification, competence, or authority issued to an individual by a third party with a relevant or de facto authority or assumed competence to do so.

Education Goal—Is a declaration by a DAF member of their intention to pursue a credential (i.e., academic or civilian industry-recognized certification).

Educational Certificate—A credential awarded by an educational institution based on completion of all requirements for a program of study, including coursework and test or other performance evaluations. Certificates are typically awarded for life (like a degree). Certificates of attendance or participation in a short-term training (e.g., 1 day) are not in the definitional scope for educational certificates.

Exam—A formal test of a person's knowledge or proficiency in a particular subject or skill.

Exam Grade Due Date—The AFAEMS automatically generates a 120-day suspense for any funding request. This means that you have 120 days from the start of your funding request to submit successful exam results to the CPO via AFVEC Messenger. Extensions to the 120-day exam grade due date can be granted under certain conditions through the Exception to Policy program.

Executive Coordinator—For the purposes of this issuance indicates a delegation of authority by the Under Secretary of Defense to a subordinate to act on behalf of the Under Secretary of Defense. Also called EC.

Expenses—Expenses for classroom instruction, hands-on training (and associated materials), manuals, study guides and materials, textbooks, processing fees, and test fees and related fees. Any future changes to legislative language will be adopted accordingly.

Funding Request—Are submissions in the AFVEC/AFAEMS requesting funds for a preparatory course, study materials, exam(s), and/or fees. These are processed and approved by the CPO and paid for by the Purchasing department.

Invoice—a list of goods sent, or services provided, with a statement of the sum due for these, a bill.

License/Licensure—A credential awarded by a government agency that constitutes legal authority to do a specific job. Licenses are based on some combination of degree or certificate attainment, certifications, assessments, or work experience; are time-limited; and must be renewed periodically.

Military Learning Crosswalk—Evaluation of learning outcomes, knowledge, and experiential, between military occupations and civilian occupations. Deriving credentials that are associated with the occupation's requirements to enter and sustain in that workforce.

Preparatory Course—A training course meant to prepare the member for a certification exam(s).

Purchasing Agent—A department within the AFCOOL Program that handles purchasing of member-requested training products from an AFCOOL approved training vendor.

Receipt—A legal document evidencing a buyer has purchased and taken possession of goods and/or services.

Reimbursement/Recoupment—A recovery of expenses; a reduction or withholding for legitimate reasons, of part or all of an owed amount. In the context of the AFCOOL program, the member will successfully complete their Education Goal within 120 days of start date or be required to reimburse **all** AFCOOL funds expended for said goal.

SkillBridge Program—DoD program directed by law to provide eligible members of the armed forces with job training and employment skills training, including apprenticeships and internships, to help prepare such members for employment in the civilian sector.

Special Duty Identifier—A four- or five-digit code and title used to identify manpower positions and persons performing duties not clearly defined within a specific career field.

Study Materials—Books, electronic media, or interactive programs that prepare members for a certification exam.

Training Vendor—An institution/business that specializes in offering training products leading to a professional civilian industry-recognized certification.

Wounded Warrior—Is a combat-wounded, ill, or injured Airman/Guardian awarded a 9W series Reporting Identifier for combat-related injuries or illness as reflected in the Military Personnel Data System.

5.3. References.

- A. DODI 1322.33, DoD Credentialing Programs
- B. DODI 1322.33_DAFI36-2683, Department of the Air Force Voluntary Credentialing Programs
- C. CCAF Advisor Handbook 2022-2024

5.4. NCLEX Questions.

All members pursuing an NCLEX (National Council Licensure Examination) certification need to answer the following questions prior to approval of any funding requests by the AFCOOL Credentialing Program Office. Responses can be uploaded to members supporting documents in AFVEC, by the Education Center or sent through AFVEC message to AFCOOL.

- A. Are you seeking licensure/registration in the United States or United States territories?
- B. Which licensure/registration are you seeking?
- C. Have you ever taken the NCLEX exam before?
- D. Have you ever taken an NCLEX exam to qualify for the same license?
- E. Have you ever taken an NCLEX exam to qualify for a different license?
- F. What is your program code?
- G. When did you graduate from your Nursing Program (Month/Year)?
- H. What is your ethnic group?
- I. What Nursing Regulatory Body are you seeking licensure/registration from?
- J. What is your PearsonVue login information: (i.e., username & password)?
- K. Are you testing at home or at a testing facility?
- L. What is the projected date and time of the exam?
- M. What is the name of the testing facility (if not testing at home)?

5.5. Department of Defense (DOD) Credentialing Standards Attestation.

DOD Credential Standards

1	<p>STANDARD 1: THE CREDENTIALING PROGRAM OFFERED MUST NOT BE TAILORED TOWARDS OR CENTRIC TO MILITARY SERVICE MEMBERS OR OCCUPATIONS. IT MUST FULFILL A NEED IN THE CIVILIAN WORKFORCE.</p> <p>Please describe, with examples, how the credential fulfills a need in the civilian workforce and list the civilian occupations that are linked to this credentialing program. If the credential does not meet the standard, please specify the reason(s) for this.</p>
2	<p>STANDARD 2: THE CREDENTIALING PROGRAM MUST HAVE AN EXPIRATION DATE OR RECREDENTIALING REQUIREMENT WITH OPTIONS FOR RECREDENTIALING CLEARLY OUTLINED. THE CREDENTIALING BODY (CB) MUST BE ABLE TO DOCUMENT HOW THE RECREDENTIALING REQUIREMENTS WERE IDENTIFIED AND HOW THEY CONFIRM CONTINUED COMPETENCE OF THE CREDENTIAL HOLDERS.</p> <p>The credential must not be valid for an indefinite time period. There must be a clear expiration date or requirements for recredentialing. The justification for the recredentialing time period and the requirements must have been developed by an expert panel of industry representatives, with accompanying documentation of the process. Please describe how the credential meets this standard. If there is no expiration date or recertification requirement, the CB must submit a detailed explanation as to why</p>
3	<p>STANDARD 3: MEMBERSHIP IN AN ASSOCIATION AFFILIATED WITH THE CB WILL NOT BE REQUIRED FOR THE INITIAL CREDENTIAL OR RECREDENTIALING.</p> <p>The CB must not require membership in its organization or affiliate organization to apply for, attain, or maintain the credential. Discounted application and exam fees for members are allowed. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
4	<p>STANDARD 4: COMPLETION OF TRAINING OR EDUCATION PROVIDED BY THE CB IS NOT REQUIRED TO ACHIEVE THE CREDENTIAL.</p> <p>Although the CB may require a candidate to have met specific education and training requirements, the CB must not require any of its own training, courses, or educational programs as a requirement of the credentialing process. A pathway to earn the credential that does not include the CB's training must be clearly displayed and all language about training must be consistent across all publications, websites, etc. The steps to earn the credential must not imply that the CB's training is a credentialing step, nor display alternate steps in "fine print" that could be overlooked. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
5	<p>STANDARD 5: IF THE CB PROVIDES AN EDUCATIONAL OR TRAINING PROGRAM, IT MUST NOT IMPLY THAT COMPLETION OF THE TRAINING MAKES IT EASIER TO PASS THE CREDENTIALING EXAM.</p> <p>The CB must not use language on its website or in any documentation stating that completion of its courses or training/education programs will increase a candidate's exam score or chances of passing the exam. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>

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DOD Credential Standards

6	<p>STANDARD 6: IF THE CB DOES PROVIDE AN EDUCATIONAL OR TRAINING PROGRAM, INDIVIDUALS RESPONSIBLE FOR TRAINING (INCLUDING COURSE DEVELOPMENT AND INSTRUCTION) MUST NOT BE AFFILIATED WITH OR RESPONSIBLE FOR ANY CREDENTIALING ACTIVITIES INCLUDING EXAM DEVELOPMENT, APPLICATION PROCESSING, EXAM IMPLEMENTATION, EXAM PROCTORING OR THE CREDENTIALING DECISION. THE TRAINING PROCESS AND STAFF MUST BE INDEPENDENT OF ALL CREDENTIALING PROCESSES AND STAFF.</p> <p>An organizational structure chart or table can clearly demonstrate the separation between personnel responsible for credentialing and training activities. There must be no overlap, although the two branches (credentialing and training) may be under the same Vice President or President. The direct supervisor/manager/director for each activity must be distinct. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
7	<p>STANDARD 7: THE CB MUST DOCUMENT HOW THE SPECIFIC TASKS, KNOWLEDGE, JOB DUTIES, AND/OR SKILLS THAT ARE PURPORTEDLY BEING MEASURED BY THE ASSESSMENT PROCESS (E.G., EXAM, PORTFOLIO REVIEW, REQUIREMENTS REVIEW) WERE IDENTIFIED.</p> <p>The foundation of a credentialing program is based on the job or role that a certified person should be competent to perform. The identification of the duties and tasks associated with this job or role must be conducted by a panel of subject matter experts (SMEs). Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
8	<p>STANDARD 8: THE CONTENT AREAS OF THE ASSESSMENT OR EXAM MUST BE DIRECTLY ALIGNED TO INFORMATION GATHERED DURING A JOB TASK ANALYSIS (JTA); ALSO REFERRED TO AS A ROLE DELINEATION STUDY. THE PORTION OF THE EXAM OR ASSESSMENT ALIGNED TO EACH AREA MUST BE ESTABLISHED AND VALIDATED ACCORDING TO PSYCHOMETRIC PRACTICES.</p> <p>Once the job description and duties/tasks associated with the job or role are identified, a JTA or role delineation study must be conducted. This usually involves an incumbent survey but may also be the result of extensive consultation with a SME panel. This process must be updated on justifiable intervals based on industry trends. The result of the JTA process is a detailed exam blueprint, which contains weights which demonstrate the portion of the job, and therefore the portion of the exam, which is represented by the specific tasks and knowledge, skills, abilities, and other (KSAOs). Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
9	<p>STANDARD 9: EVIDENCE REGARDING THE VALIDITY AND RELIABILITY OF THE ASSESSMENT/EXAM SCORES MUST BE DOCUMENTED, INCLUDING EVIDENCE REGARDING HOW THE STANDARD SETTING PROCESS MEETS ACCEPTABLE PSYCHOMETRIC PRACTICE.</p> <p>Validity and reliability refer to the psychometric properties of the exam that demonstrate the exam exhibits consistent pass rates, reliability estimates, and overall performance. Descriptive statistics for each form of the exam must be generated at least annually, as well as item-level statistics to identify poorly performing items. The standard setting process implemented for the assessment must be documented and justifiable. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>

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DOD Credential Standards

10	<p>STANDARD 10: THE CB MUST ENSURE THAT ALL CREDENTIALING AND RE-CREDENTIALING REQUIREMENTS, PROCESSES AND PROCEDURES (E.G., ELIGIBILITY REQUIREMENTS, ASSESSMENT PROCESS) ARE CONSISTENT FOR ALL CANDIDATES AND CREDENTIAL HOLDERS. THIS INCLUDES, BUT IS NOT LIMITED TO, REQUIRING ALL CANDIDATES TO COMPLETE THE ASSESSMENT PROCESS UNDER COMPARABLE AND CONSISTENT CONDITIONS TO ACHIEVE THE INITIAL CREDENTIAL. THE ASSESSMENT PROCESS MUST BE MONITORED BY A HUMAN PROCTOR FOR THE ENTIRE DURATION OF THE ASSESSMENT. THE ASSESSMENT CANNOT BE PROCTORED VIA RECORD AND REVIEW OR AUTOMATED PROCTORING (E.G., ARTIFICIAL INTELLIGENCE, ALGORITHMIC PROCTORING, MACHINE LEARNING).</p> <p>The requirements for credentialing must be the same for all candidates, which includes the assessment process. The exam administration must be consistent for every candidate, including procedures for breaks and access to materials. Policies and procedures must be in place to ensure that each candidate has the same amount of time and comparable testing conditions. The exam must be proctored by a live proctor for the entire duration of the exam, and the proctor (whether in person or remote) must be impartial and trained to enforce said procedures. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
11	<p>STANDARD 11: THERE MUST BE DOCUMENTED PROCEDURES TO SAFEGUARD AND ENSURE THE CONFIDENTIALITY AND SECURITY OF EXAMS AT EVERY STAGE OF THE PROCESS.</p> <p>The security of exam materials, from storage of the item bank to prevention of exposure of test content during exam administration, must be ensured by the implementation of documented procedures. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
12	<p>STANDARD 12: THE CB MUST MAKE PUBLICLY ACCESSIBLE ALL ASSESSMENT/EXAM PROCESSES AND PROCEDURES.</p> <p>These processes and procedures must include but are not necessarily limited to requirements for credentialing, requirements for re-credentialing, fees, the exam blueprint which contains weightings of the exam content areas or an exam content outline and contact information. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
13	<p>STANDARD 13: THE CB MUST BE ACCESSIBLE AND RESPONSIVE TO BOTH CANDIDATE AND CREDENTIAL HOLDER (I.E., INTERNET, PHONE, E-MAIL).</p> <p>The CB must have a publicly accessible appeals process and a publicly accessible complaints process concerning all credentialing activities. These documented processes must articulate how appeals and complaints are submitted, acknowledged, reviewed, and tracked in a defined timeframe, including communicating the outcome. The complaints process must cover both administrative complaints and complaints against certified persons. Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>
14	<p>STANDARD 14: THE EXAM FEE CANNOT BE DISCOUNTED WHEN OFFERED AS A BUNDLE WITH MEMBERSHIP FEES OR COURSE/TRAINING MATERIALS OR PARTICIPATION. ADDITIONALLY, THE EXAM FEE CANNOT BE DISCOUNTED FOR CANDIDATES WHO HAVE COMPLETED OR PARTICIPATED IN A SPECIFIC COURSE/TRAINING.</p> <p>Please describe how the credential meets this standard. If the credential does not meet the standard, please specify the reason(s) for this.</p>

January 2024

5.6. Vendor Memorandum of Agreement.

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE DEPARTMENT OF THE AIR FORCE
AND
NAME OF AFCOOL TRAINING AND CREDENTIALING PROVIDER**

This Memorandum of Understanding (MOU) is between the Department of the Air Force (DAF) and (Name of AFCOOL Training and Credential Provider), hereinafter referred to as "Provider".

1. PURPOSE:

The purpose of this agreement is to provide guidelines and procedures for the delivery of credentialing services under the Air Force Credentialing Opportunities On-Line (AFCOOL) Program which provides educational opportunities to the DAF Members. This MOU is not to be construed in any way as giving rise to a contractual obligation of the DAF to provide funds to XYZ that would be contrary to federal law and the Federal Acquisition Regulation. This MOU is subject at all times to Federal law and the rules, guidelines, and regulations of the Department of Defense (DoD). Any conflicts between this MOU and such Federal law, rules, guidelines, and regulations will be resolved in favor of the Federal law, rules, guidelines, or regulations.

2. AUTHORITY:

2.1. 10 U.S. Code § 2015, Program to assist members in obtaining professional credentials.

2.2. DODI 1322.33, *DOD CREDENTIALING PROGRAMS*

2.3. DAFI 36-2683, *DEPARTMENT OF THE AIR FORCE VOLUNTARY CREDENTIALING PROGRAMS*.

2.4. The AFCOOL Handbook (as stipulated in DAFI 36-2683, Para. 2.5.c.(1)).

3. PARTIES INVOLVED:

3.1. The AFCOOL Program is a congressionally mandated program, outlined in Title 10, Section 2015, to support Service members' recruitment, retention, readiness, and transition. It provides DAF Members and Guardians a vehicle for the award of civilian-recognized credentials related to their Air Force Specialty Code, expands their professionalism, and prepares them for entry into civilian jobs upon separation or retirement from the DAF.

3.2. XYZ, hereafter known as the Provider, is a Department of Labor approved or State/Industry-certified provider of [certified credentials or licensures] which provides the knowledge and skills necessary to help military members prepare for civilian industry credentialing and licensures. This course/training program specifically prepares participants to attempt civilian industry certifications using skillsets obtained while on active duty and pairing them with industry standards.

4. RESPONSIBILITIES:

4.1. The AFCOOL Program Director will:

4.1.1. Establish and maintain liaison with the designated representative of the Provider.

4.1.2. Ensure members participating in Provider training have adequate funding remaining in their credentialing cap allotment to participate with said Provider.

4.1.3. Pre-screen members prior to establishing payment to the Provider to ensure they meet all pre-requisites for participation and have received approval from their unit supervision.

4.2. The Provider will:

4.2.1. Appoint a representative to maintain continuing liaison with the AFCOOL Program Director or designated DAF representative.

4.2.2. Provide members information on Provider policies including, but not limited to, course withdrawal dates and penalties, course cancellation procedures, course grade, and policy regarding incompleting of a course. This information shall be made available before course start date.

4.2.3. Register and use the Academic Institution (AI) Portal (<https://aiportal.us.af.mil/aiportal/Account/Login>) to input Provider basic information, course offerings, and itemized costs for tuition, fees, and materials.

4.2.4. Submit course grades via the AI Portal for each course in which members are enrolled using AFCOOL Program funding. Submission will be made no later than five (5) days after course completion.

4.2.5. Adopt the AI Portal procedures for all payment processing. Providers with a current waiver may continue to participate at the discretion of the AFCOOL Program Office.

4.2.6. Submit payment receipt via the AI Portal for each course in which members are enrolled using AFCOOL Program funding. Submission will be made no later than five (5) calendar days after receipt of payment.

4.2.7. Not enroll members in courses without receiving verification from an AFCOOL Purchasing Agent that payment for all training products is complete.

4.2.8. Maintain communication with AFCOOL Program participants on a routine basis. Notify the AFCOOL liaison immediately upon learning of any attendance issues, disciplinary concerns, class changes, or injuries related to an AFCOOL participant.

4.2.9. Comply with provisions of DODI1344.07_DAFI36-2925, Personal Commercial Solicitation on DoD Installations, 4 December 2018, and Attachment 1.

4.2.10. Not suggest official DoD or DAF sanction or endorsement of its products or services (including through any use of print, media or website advertising) because of participation in the AFCOOL Program or otherwise.

4.2.11. Comply with AFCOOL Provider policies regarding Prohibited Practices (Attachment 1) and Required Provider Actions (Attachment 2).

4.2.12. Comply with AFCOOL Provider policies regarding Financial Transactions (Attachment 3).

5. FUNDS AND MANPOWER:

This MOU does not document nor provide for the exchange of funds or manpower between the two Parties, nor does it make any commitment of funds or resources. Each Party is responsible for all costs of its personnel including pay and benefits, support, and travel. Each Party is responsible for the supervision and management of its own personnel.

6. GENERAL PROVISIONS:

6.1. POINTS OF CONTACT: The following points of contact (POCs) will be used by the Parties to communicate the implementation of this MOU. Each Party may change its POC upon reasonable notice to the other Party.

6.1.1. DAF:

Name: Director, AFCOOL Program

Email: CCAF.AFCOOL.Reimb@us.af.mil

Mailing Address: 100 South Turner Blvd, Suite 100
Maxwell AFB, Gunter Annex AL 36114

6.1.2. Provider:

Name:

Phone:

Email:

Mailing Address:

6.2. Either Party may release a member from a course if, in the opinion of either Party, the member is not actively and satisfactorily participating with the provided training or is not being utilized consistent with the goals of this program. Prior to releasing the member, the Parties shall confer and try to resolve the issue(s). However, for the avoidance of doubt, each Party retains the ultimate right to end the member's participation at will after consultation with the other Party. The DAF also reserves the right to release the member from a course due to military necessity.

7. REVIEW AND MODIFICATION OF MOU:

This MOU will be reviewed annually and may only be modified by the written agreement of the Parties, duly signed by their representatives.

10. TERMINATION:

10.1. This MOU may be terminated by either Party with 30 days written notice to the other Party.

10.2. The Director, AFCOOL Program, may terminate this MOU without written notice if he/she determines, at his/her sole discretion, that the DAF is no longer able to meet the terms of this MOU based on military operational requirements or national emergency.

11. NONENDORSEMENT:

In accordance with the Joint Ethics Regulation (DoD 5500.07-R), the DAF is prohibited from endorsing or implying endorsement of any non-federal entity, event, product, service or enterprise. The DAF and Provider recognize that this MOU does not represent DAF endorsement of the Provider or its credentialing program.

12. INTEGRATED AGREEMENT/MODIFICATION:

This MOU, upon execution, contains the entire agreement of the Parties. No prior agreement, written or oral, can alter these provisions, and any changes to this MOU must be made in writing and agreed to by both Parties.

13. EFFECTIVE DATE:

This Memorandum of Understanding is effective upon the date of the last signature of the undersigned and will remain in effect until amended, revised, superseded, or terminated by mutual consent.

14. AGREED:

FOR Provider FOR DAF
(sign/date)

Director, AFCOOL Program
(sign/date)

ATTACHMENT 1: Prohibited Practices

A1.1. Prohibited Practices. The Provider will understand and agree to comply with provisions of, DODI 1344.07_DAFI 36-2925, Personal Commercial Solicitation on DoD Installations (as inserted below). Prohibited Practices. The following commercial solicitation practices shall be prohibited on all DoD installations:

A1.1.1. Solicitation of recruits, trainees, and transient personnel in a group setting or "mass" audience and solicitation of any DoD personnel in a "captive" audience where attendance is not voluntary or could be perceived by attendees as not voluntary.

A1.2. Making appointments with or soliciting military or DoD civilian personnel during their normally scheduled duty hours.

A1.2.2. Commercial solicitation of individuals without an appointment, even in areas approved by appointments by the installation commander or designated representative, is prohibited.

A1.3. Soliciting in barracks, day rooms, unit areas, transient personnel housing, or other areas where the installation commander has prohibited solicitation.

A1.4. Use of official military identification cards by active duty, retired, or reserve members of the Military Services to gain access to DoD installations for the purpose of soliciting. When entering the installation for the purpose of solicitation, solicitors with military identification cards must present documentation issued by the installation authorizing solicitation.

A1.5. Procuring, attempting to procure, supplying, or attempting to supply non-public listings of DoD personnel for purposes of commercial solicitation, except for releases made in accordance with DoD Directive 5400.07, DoD Freedom of Information Act (FOIA) Program.

A1.6. Offering unfair, improper, or deceptive inducements to purchase or trade.

A1.7. Using promotional incentives to facilitate transactions or to eliminate competition.

A1.8. Using manipulative, deceptive, or fraudulent devices, schemes, or artifices, including misleading advertising and sales literature. All financial products, which contain insurance features, must clearly explain the insurance features of those products.

A1.9. Using oral or written representations to suggest or give the appearance that the Department of Defense sponsors or endorses any particular company, its agents, or the goods, services, and commodities it sells.

A1.10. DoD personnel making personal commercial solicitations or sales to DoD personnel who are junior in rank or grade, or to the family members of such personnel, except as authorized in Section 2-205 and 5-409 of the Joint Ethics Regulation, DoD 5500.07-R.

A1.11. Entering into any unauthorized or restricted area.

A1.12. Using any portion of installation facilities, including quarters, as a showroom or store for the sale of goods or services, except as specifically authorized by DoD Directive 1330.17, DoD Commissary Program and DoD Instructions 1015.10, Military Morale, Welfare, and Recreation (MWR) Programs, 1000.15, Procedures and Support for Non-Federal Entities Authorized to

Operate on DoD Installations, and 1330.21, Armed Services Exchange Regulations. This does not apply to normal home enterprises that comply with applicable State and local laws and installation rules.

A1.12.1. Normal home businesses on AF installations are authorized to use their residence as an office facility for internet-based sales, including use of government-provided internet and U.S. Postal Service mail service, for in-person sales and services of household and personal products to family, friends and acquaintances.

A1.13. Soliciting door to door or without an appointment.

A1.14. Unauthorized advertising of addresses or telephone numbers used in personal commercial solicitation activities conducted on the installation, or the use of official positions, titles, or organization names, for the purpose of personal commercial solicitation, except as authorized in the [Joint Ethics Regulation]. Military grade and military service as part of an individual's name (e.g., Captain Smith, U.S. Marine Corps) may be used in the same manner as conventional titles, such as "Mr.", "Mrs.", or "Honorable."

A1.15. Contacting DoD personnel by calling a government telephone, faxing to a government fax machine, or by sending e-mail to a government computer, unless a pre-existing relationship (i.e., the DoD member is a current client or requested to be contacted) exists between the Parties and the DoD member has not asked for contact to be terminated.

ATTACHMENT 2: Required Provider ACTIONS

A2.1. Required Provider Actions:

A2.2. The Provider will certify its institution has been in business two years or more and will provide a copy of its State and local business licenses to verify this information.

A2.3. The Provider will certify an official authorized to submit an AFCOOL Training Provider Eligibility Application and will submit a separate application for each location of the institution. Once the main campus/training site has received approval, that person may submit applications for campuses or additional locations. It is understood if the main campus/training site is locked, all institution accounts will be locked as well.

A2.4. The Provider will ensure its institution maintains at least one active authorized point-of-contact in the AI Portal. In addition, the Provider will maintain the Directory for AFCOOL Staff and potential AFCOOL participants to contact the institution.

A2.5. The Provider will upload only AFCOOL-approved credentialing programs and courses into the AI Portal.

A2.6. The Provider will submit a certificate of completion and/or grade, if available, for preparatory courses within five (5) calendar days of completion.

A2.7. The Provider agrees to refrain from unfair, deceptive, and abusive marketing practices that include, but are not limited to:

2.7.1. Refrain from providing any commission, bonus, or other incentive payment based directly or indirectly on securing enrollments for AFCOOL funds to any persons or entities engaged in any recruiting and/or admission activities. This includes making decisions regarding the award of AFCOOL funding.

2.7.2. Refrain from high-pressure recruitment tactics such as making multiple unsolicited contacts (three or more), including contacts by phone, email, or in-person, and engaging in same-day recruitment and registration for the purpose of securing enrollments.

A2.8. The Provider will communicate on a routine basis with AFCOOL Program participants and notify the AFCOOL Program staff immediately upon learning of any attendance issues, disciplinary concerns, class changes, or illness/injuries related to an AFCOOL participant.

A2.9. The Provider will reaffirm this agreement with the AFCOOL Program annually (accomplished in December of each year to take effect in January).

A2.10. The Provider will disclose information about the institution's programs and costs to AFCOOL participants. This information will be made readily accessible without requiring the AFCOOL participant to disclose any personal or contact information.

A2.11. The Provider will, before AFCOOL participant enrollment or payment, provide the AFCOOL participant with information on "add/drop" policy, withdrawal and readmission policies, refund policy, military duty (grievance) policy, proportional refund policy, and procedures to include information on the potential impact of military duties (e.g. unanticipated deployments or

mobilizations, activation, or temporary duty assignment on the AFCOOL participant's training status, or financial responsibilities).

A2.12. The Provider will comply with the AFCOOL Installation Access Policy as well as local installation policies regarding installation access.

A2.13. The Provider will keep the AFCOOL participant's personal information private (IAW Title 20, U.S. Code, Section 1232g) and only release personally identifiable non-directory information to a third Party with the full consent of the AFCOOL participant. The Provider will also agree to share this same information with AFCOOL Program staff upon request in a timely fashion. Questions concerning the release of data should be directed to the AFCOOL Program Office.

A2.14. The Provider will refrain from recruiting on the installation with the exception of providing and placing brochures at the education office or without first making an appointment with the education office staff.

A2.15. The Provider will comply with the following review, modifications, signatures, effective date, expiration date, and cancellation provision:

A2.15.1. Review: The signatories (or their successors) will review this MOU periodically in coordination with the AFCOOL program office, but no less than annually, to consider items such as current accreditation status, updated program offerings, and program delivery services.

A2.15.2. Modifications: Modifications to this MOU will be in writing and except for those required due to a change in state or federal law, will be subject to approval by both of the signatories below or their successors.

A2.15.3. Signatures: The authorized signatory for AFCOOL will be the Director of AFCOOL. The authorized signatory for the credential training provider will be determined by the credential training provider.

A2.15.4. Effective Date: This MOU is effective on the date of the AFCOOL Program Director's signature.

A2.15.5. Expiration Date: This MOU will expire five (5) years from the effective date unless terminated or updated prior to that date in writing by the Director of AFCOOL or the Provider.

A2.16. The Provider will understand that failure to comply with these terms and conditions may result in a suspension of its account.

ATTACHMENT 3: Financial Transactions

A3.1. Financial Transactions. The following financial transaction processes and protocols will be adhered to by AFCOOL Program Officials, Purchasing Agents, and Providers:

A3.2. The Provider will ensure its institution can accept the AFCOOL Program payment methods (e.g., credit card, PayPal, Automated Clearing House wire transfers) as payment for invoices.

A3.3. The Provider's billing department will maintain the capability to open, read, and upload Adobe pdf documents.

A3.4. The Provider will ensure its institution submits an invoice to remain on file and in force for future AFCOOL Program participants to use until it is revised and that the revision will be accomplished at least annually (accomplished in December of each year to take effect in January or as stipulated by the AFCOOL Provider).

A3.5. The Provider will submit a payment receipt(s) no later than three (3) business days after receipt of payment via the AI Portal for each course in which the AFCOOL Program participant is enrolled using AFCOOL Program funding.

A3.6. The Provider will refrain from automatic renewals (i.e., a membership fee or renewal, subscription renewal to education software/test bank) and bundling multiple credentials.

A3.7. The Provider will ensure the training costs charged to AFCOOL Program participants will not exceed the rate charged to nonmilitary participants, unless agreed upon in writing by both the credential training provider and the Director of AFCOOL.

A3.8. The Provider will not encourage AFCOOL Program participants to purchase course materials prior to payment by the AFCOOL Purchasing Agent.

A3.9. The Provider will notify AFCOOL Program participants of course cancellations immediately (within 24 hours of decision to cancel) and will refund the government 100 percent of the cost.

A3.10. The Provider will submit a reimbursement receipt to the AFCOOL Purchasing Agent no later than five (5) business days after reimbursement has taken place.

A3.11. The Provider will return any unused AFCOOL funds to the AFCOOL Program Office and not to the AFCOOL participant.

A3.12. The Provider will provide AFCOOL Purchasing Agents with a pay link for each member's training products as often as is feasible (a payment link is any link or button a person can click within an internet browser, text message, email, app, or social media platform in order to pay a specified amount of money online to a specified receiver. AKA pay by link, pay link, pay button, or payment button).

A3.13. Cash or check payments will be authorized by the AFCOOL Program Director only when no other method of payment will suffice.

A3.14. The Provider will identify cash transfer fees on the invoice or pay those fees themselves. These fees cannot be added at the point of payment and will not be paid by the member.

A3.15. The Provider will include sales tax on the invoice to allow for AFCOOL Purchase Agents to pay for it. Otherwise, it is understood the Provider is paying the sales tax, not the member.

A3.16. The Provider will include any shipping costs on the invoice unless the Provider decides to pay these themselves.

A3.17. The Provider will utilize the AI Portal and all its functionality to the maximum extent possible and adhere to all policies regarding AI Portal usage.

A3.18. The Provider will submit reimbursements back to the AFCOOL Program Office that are 30 days or less from purchase via credit card reimbursement. After 30 days the Provider will send a check to the AFCOOL Program Office to include the member's name and affected Funding Request ID#(s) in the memo line. Checks should be made payable to "department of treasury" and mailed to the following address:

CCAF/AFCOOL

100 S. Turner Blvd

Maxwell-Gunter Annex, AL 36114

5.7. Developing Individualized Career Pathways.

- A. The military has often led the way when it comes to training and education. The foundations of modern-day adult education and technical training were laid during World War II to efficiently take a young man from his hometown to a military assignment where he would maintain and use complex weapon and support systems. These principles came into common use at local trade schools, technical colleges, and universities soon after the war.
- B. The Air Force developed the Career Field and Education and Training Plan as a comprehensive education and training document to identify life-cycle education/training requirements, training support resources, and minimum core task requirements for the AFS covered by that CFETP. This was long before career pathways became so important in the civilian training and education field. Again, the military took the lead in education and training, but you will need more than just your CFETP to build a successful military career while also planning your transition to a fulfilling civilian occupation.
- C. An Individualized Career Pathway is a workforce development strategy used in the United States to support workers' transitions from education into and through the workforce. This strategy has been adopted at the federal, state, and local levels to increase education, training, and learning opportunities for America's current and emerging workforce. Career pathways are an integrated collection of programs and services intended to develop students' and worker's core academic, technical, and employability skills; provide them with continuous education, training; and place them in high-demand, high-opportunity jobs. We will be utilizing an Individualized Career Pathway model to help each DAF enlisted professional clarify what will make you a better technician, supervisor, manager, and leader while in service and upon entry into the civilian workforce.
- D. The first thing you need to ask yourself is, "What are my values?" The DAF has given you their core values and your career field leaders have helped to define the culture of your specialty, but what are your values? These questions are critical as you choose the academic and professional credentials that will benefit both your military career while also preparing you for transition to a civilian one.
- E. **MilGears** is a DoD owned customized career-building tool developed to assist military members in understanding pathways towards reaching professional goals. The tool possesses the capability to analyze your unique history such as military duties and training and civilian education and provide customized results specifically for credentials. The tool can be accessed at <https://milgears.osd.mil>. You can also access a short video on how to utilize the Quick Explorer feature here: <https://youtu.be/E6HVikk5vQE>
- F. One effective method for helping you determine your values is to use the **Kuder Career Interests Assessment®**, **Kuder Skills Confidence Assessment®**, and **Super's Work Value Inventory-revised**. All three of these assessment tools are available at <https://dantes.kuder.com/landing-page>. Once you have completed these three assessments, you will have a wealth of suggested occupations and other helpful tools to assist in determining the best occupation for you to pursue to maximize your opportunities for future employment in a fulfilling profession.
- G. Another tool that can support career decision making is **Career Path DECIDE** <https://careerpathdecide.org/career-planning/quick-match>. This tool will assist Service members with identifying potential best fit careers based on their military

occupation, education level and prior civilian work experience. It can help members find the right Credential and/or Degree programs needed to fill identified experience and education gaps.

- H. You can utilize the **O*NET OnLine Military Crosswalk Search** (<https://www.onetonline.org/crosswalk/MOC/>). This tool will give you Department of Labor Standard Occupation Classification (SOC) codes that align with your AFSC. You may be one of the fortunate ones that has a SOC that fits your values and current AFSC!
- I. Finally, with a list of interesting occupations you can utilize **O*NET OnLine** (<https://www.onetonline.org/>) and research each SOC code. Each page dedicated to a SOC includes a great deal of information. Carefully read through each SOC summary.
- J. After much reading, online research, reflection, and discussion with mentors, you should have a short list of SOC codes to work with. Determine the education, training, and professional industry-recognized certifications that will benefit you in that occupation and compare that with the education and professional credentials that will benefit your career in your AFSC. With this information, you can develop your own career pathway that benefits the DAF, your career in the service, and your future occupation in the civilian sector.

5.8. End Notes.

All endnotes are references to DODI 1322.33_DAFI 36-2683, *DEPARTMENT OF THE AIR FORCE VOLUNTARY CREDENTIALING PROGRAMS* (published 28 February 2024)

^I Para. 4.2.d.(2)(c).

^{II} Para. 4.2.d.(2)(c)

^{III} Para. 4.2.d.(2)(a)

^{IV} Para. 4.2.d(2)(d)

^V Para. 4.2.d.(1)(b)3.

^{VI} Para. 4.2.d.(1)(b)2.

^{VII} Para. 4.2.d.(1)(b)4.

^{VIII} Para. 2.5.c.(2)

^{IX} Para. 4.2.d.(2)(g)

^X Para. 2.5.c.(3)

^{XI} Para. 2.5.c.(4)

^{XII} Para. 4.1.c.(1)

^{XIII} Para. 4.1.c.(2)

^{XIV} Para. 4.1.c.(3)

^{XV} Para. 4.1.c.(4)

^{XVI} Para. 4.1.c.(1)

^{XVII} Paras. 4.1.c.(5)

^{XVIII} Para. 4.1.c.(5)

^{XIX} Para. 4.1.c.(1)

^{XX} Para. 4.1.c.(1)

^{XXI} Para. 4.1.c.(1)

^{XXII} Para. 4.1.c.(1)

^{XXIII} Para. 4.1.c.(1)

^{XXIV} Para. 4.2.d.(2)(c)

^{XXV} Para. 4.2.d(2)(l)

^{XXVI} Para. 4.2.d.(1)(a)

^{XXVII} Para. 4.2.d.(2)(a)

^{XXVIII} Para. 4.2.d.(2)(b)

^{XXIX} Para. 4.2.d.(1)(c)

^{XXX} Para. 4.2.d.(1)(b)2.

^{XXXI} Para. 4.2.d.(1)(b)3.

^{XXXII} Para. 4.2.d.(1)(b)4.

^{XXXIII} Para. 4.2.d(2)(e)

^{XXXIV} Para. 4.2.d(2)(e)

^{XXXV} Para. 4.2.d.(3)(a)

^{XXXVI} Para. 4.2.d.(3)(b)

^{XXXVII} Para. 4.2.d.(3)(c)

^{XXXVIII} Para. 4.2.d.(2)(a)

^{XXXIX} Para. 4.2.d.(3)(d)

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- XL Para. 4.2.d.(3)(e)
 - XLI Para. 4.2.d.(3)(f)
 - XLII Para 2.5.b.(1)
 - XLIII Para. 2.5.b.(3)
 - XLIV Para. 2.5.b.(2)
 - XLV Para. 2.5.c.(1)
 - XLVI Para. 2.5.c.(3)
 - XLVII Para. 2.5.c.(2)
 - XLVIII Para. 4.2.d(2)(h)
 - XLIX Para. 4.2.d.(2)(g)
 - L Para. 4.2.d.(2)(g)
 - LI Para. 2.5.c.(2)
 - LII Para. 4.2.e.(1)(a)
 - LIII Para. 2.5.c.(4)
 - LIV Para. 2.5.c.(6)
 - LV Para. 2.5.c.(5)
 - LVI Para. 2.5.c.(6)(a)
 - LVII Para. 2.5.c.(1)
 - LVIII Para. 2.5.c.(2)
 - LIX Para. 4.2.e.(1)(b)

 - LXI Para. 4.2.e.(1)(a)
 - LXII Para. 4.2.e.(1)(b)
 - LXIII Para. 4.2.e.(1)(c)
 - LXIV Para. 4.2.e.(1)(d)
 - LXV Para. 4.2.e.(1)(e)
 - LXVI Para. 4.2.e.(1)(f)