



Alert
**DOD Funding brings Professional
Credentialing to Military
Time Sensitive**



14 August 08 KI

DOD Credentialing Program

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DOD Credentialing Program Available to ALL Services

Benefits to YOU & your People

Readiness

- Now and as civilians

Professionalism

- On duty and in public

Retention

- Results= 96% compared to 56%

Self Pride & Confidence

- When skill level equals or exceeds civilians



DOD Credentialing Program Available to ALL Services

Respectfully request
funding for all
enlisted personnel
as soon as possible



Navy funded for
\$5,000,000 for FY08
\$8,000,000 for FY09.

ONLY Navy has funded to date.

DOD Funded Credentialing Job Specific

Credentialing offers:

non-traditional blended training solutions to

enhance individual capability

and improve force readiness

through workforce initiatives

**Although military have equal or better training and
experience than jobs require, they don't hold the**

Credentials

civilian employers recognize

Value to the Enlisted

1. **Promotions** competitive advantage- assignments and key tasks
2. **Post-military jobs-** competitive advantage
3. **Current** information specified by credentialing organizations in career field
4. Peer **prestige** = personal **fulfillment**
5. Potential **impact** for post-war military mirroring effect of the GI Bill

Advantages for YOU!

Sailors completing U.S. Military Apprenticeship Program (USMAP) have **96% retention rate compared to those not participating in the program (56%)**

Similar statistics in civilian corporations- Ford, IBM, Microsoft, Coca-Cola **invest in the employee**, and return on investment is: **competent & motivated** workforce, that **meets personal and professional goals**

One Solution – One Example

IFSEA Food Safety Symposiums

- ✓ Held at bases worldwide
- ✓ Saves TAD \$\$; Time away from job/family
- ✓ Personal, hands-on training by industry experts
- ✓ 20/07 to 7/08, 1200+ Navy Vouchers funded, 400 personnel Credentialed
- ✓ Certain programs now available on-line
 - ✓ access in combat areas
 - ✓ Learn on personal schedule
 - ✓ High retention

DOD Funded Credentialing Program Available to ALL Services

Respectfully request funding for all enlisted
personnel
as soon as possible.

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and \$8,000,000 for FY09.

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DOD Funded Credentialing Program

**From Nov. 2007 to July 2008, over 1200
Navy Credentialing Vouchers for 400
Navy personnel.**

Most earned:

- * Master Certified Food Executive (MCFE)**
- * Certified HACCP Manager (CHM)**
- * Certified Professional Food Manager
(CPFM) Food Safety**

Testimonials

May 2007

Given a chance to buy a restaurant for \$200,000, The banker requested a business plan and letters showing my culinary experience and training.

He asked if I had **certifications to speed up the process**

I showed proof of my MCFE, CHM, CPFM from the IFSEA Symposium. That took care of everything - no letters, no business plans or anything. Thanks to Ed and IFSEA my process and all my paperwork was cut by about 90%. **CS2 Pete Urton.**

Testimonials

- October 2007

A few days after the symposium I attended a job fair for a Hawaiian cruise line. Had I applied, the job was mine. Documentation for MCFE, CPFM and CHM, added \$500.00 a month to the offer. That is **\$6000.00 a year more** for 11 letters. They wanted HACCP trained management personnel and made that quite obvious.
FS1 Jason Chambers, U. S. Coast Guard

- August 2007

I made Chief, strongly believe certifications played a big part of it. CSC Nickeo (same class) made it too. Thank you very much for giving us the class.

CSC Linda Giltenegday, Culinary Specialist's A School, Great Lakes

Testimonials

April 2008

Thanks to you pushing 4 years ago to get my HACCP, CPFM and CFE done. Those along with my BS got me \$16,000 more than a Chief got who only had CFE. I've been with Aramark now for 2 years, just been promoted to GM, at \$70,000 plus \$4,000 more because I teach for them. Without you I would not have gotten the job!

Robert Irish, CS1 (Navy Ret)

May 2008

- It is a great deal, and I stand in support of this training. There is a significant increase in SANITATION levels here. It's making my job easier

CSCS Fernando Colon-Aldecoa

Food Service Officer, Commander, Submarine Group 10, King's Bay, GA

Testimonials

July 2008

- CSCS Michael Tiong – I wouldn't be where I am at without those certifications
- CSCS Mary Davis – I took your class in 2006 but didn't add it to my package and didn't make Senior Chief. This year I added them and made Senior Chief.
- CSCM Robert Zamora – I was on their selection board. Any evidence of further education in your technical specialty helps, and HACCP and MCFE weighed heavily.

Support Information

The following slides were provided by the Navy Credentialing Office from various presentations made to the Chief of Naval Operations and others.



DEPARTMENT OF THE NAVY

OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

MAR 14 2007

**MEMORANDUM FOR CHIEF OF NAVAL PERSONNEL
DEPUTY COMMANDANT, MANPOWER AND RESERVE
AFFAIRS**

**SUBJECT: Delegation of Authority to Administer Payment of Credentialing Expenses
for Military Members**

You are hereby delegated the authority to take all actions necessary relating to the administration of: Payment of Credentialing Expenses for Military Members. You will administer this program in strict accordance with the attached Under Secretary of Defense (Personnel and Readiness) (USD(P&R)) memo of 12 February 2007.

An assessment report will be due to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)) no later than November 15, 2008. This authority shall remain in effect until rescinded by ASN (M&RA) or until the policy review in January 2009, whichever occurs first.

A handwritten signature in black ink, appearing to read "William A. Navas, Jr." with a stylized flourish at the end.

William A. Navas, Jr.
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

Attachment:
As stated

cc:
ASN(M&RA) Administrative Officer

14 Aug

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UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

FEB 12 2007

PERSONNEL AND
READINESS

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
ASSISTANT SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF
DEFENSE
DIRECTOR, OPERATIONAL TEST AND EVALUATION
INSPECTOR GENERAL OF THE DEPARTMENT OF
DEFENSE
ASSISTANTS TO THE SECRETARY OF DEFENSE
UNDER SECRETARY OF DEFENSE FOR ACQUISITION,
TECHNOLOGY AND LOGISTICS
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Payment of Credentialing Expenses for Military Members

This memorandum establishes Department of Defense (DoD) policy and guidance for establishing discretionary programs for the payment of professional credentialing expenses to military members that include state-imposed and professional licenses, courses and examinations leading to credentialing, certifications and renewals, and other expenses consistent with those authorized in section 2015, title 10 U.S.C.

It is the DoD policy that the Military Departments may pay for credentialing of military members if the preponderance of their assigned duties are covered by the credential and the credential has been approved for those assigned duties. Military Departments may also pay for course work in preparation of a certification or license. Courses are those that are part of an identified course of study leading to a certificate or license. Once the Service member has obtained the required certification or license, the Military Department may pay for the fees required for renewal of the certification or license. Paying for credentialing solely as a component of retention, recruiting, transition programs, or to acquire an educational degree is not authorized.

At their discretion, the Military Departments are authorized to implement credentialing programs for FY07 and FY08. The following parameters apply:

Chief Naval Operation Briefing

Workforce Professionalization - *expand the professionalism* of the Navy's Military Enlisted Force (Active, Reserve) through the **mapping of every Rating/Position to Government and private-sector standards**

-- will improve *personal and professional readiness*

Navy credentialing program design

- ✓ develop personal and professional capability of the total Navy force,
thus enhancing force readiness.

- ✓ blend training solutions

- ✓ **enhance individual capability**

- ✓ improve force readiness

Navy policies and documents paved the road to Navy Credentialing

October 2004, NDAA FY05 directed a joint DOD/DOL study on credentialing.

This direction resulted in study published Sep 2005

Study findings:

- **job gaps in industry**

- **credentialing can fill those gaps.**

- **military has equal or superior training and experience, lack credentials employers recognize**

- study found credentialing military would **professionalize the workforce**

- assist workforce in **transition for successful civilian career.**

After DOD/DOL study

NDAA FY06 authorized the DOD to use appropriated funds for credentialing Active Duty and Reserve workforce

Early 2007, the Under Secretary of Defense extended this to enlisted workforce

Assistant Secretary of the Navy provided the Navy's authority

Recent Navy direction provided

- Sep 2007 with the release of OPNAVINST 1540.56
- November 2007 with the release of NAVADMIN 293/07

Sailors of the Active and Reserve components, less IRR

Eligible for **pre-paid vouchers** or reimbursement used to access:

- 1) **Credential examinations**
- 2) **Renewal of credentials**
- 3) **Maintenance fees**

This possible if majority of assigned duties are covered by the credential and the credential has been approved for assigned duties

The Credentials Program Office

has all responsibility for maintaining
credentialing statistics

web site use

voucher requests

pass/fail statistics

funding statistics

The Credentials Program Office must to report to USD, via OPNAV and NETC, no later than 01 November 2008.

This same office can accommodate ALL services

*Therefore, this task does not fall to the
Branches. Financial and time savings!*

Military Credentialing.....

a *workforce professionalization* tool

Example: if HT training provides 80% of welding certification skills
the Sailor must self-study the remaining 20% of skills needed to become
Certified

Closing the gap of need skills for Certification pays *benefit to the Navy today-*
a smarter Sailor with increased motivation and skills

Recruiting, retention, and transition are additional benefits

Consider the positive impact for recruiting

Field Recruiters

Inform applicants, spouses, parents, and school counselors the increased personal and professional opportunities offered.

Navy COOL shows applicant the rating assigned relates ***directly*** to a civilian occupation....

They're not just learning a military skill

They will have skills that translate to the civilian workforce.

Recruiting.....Phase 2

Completed 30 Sep 2007

Expands information provided on Navy COOL web site

Analysis identifies credentials that align closely (80% or better) to a rating/job

Display gaps between civilian credentialing requirements and Navy training

NOW shows how to close the gap with NAVY resources-

Skill specific Credentialing programs!

The Commander Naval Operations Slide Show

Navy Credentialing Opportunities Live or on-line

*Navy **C**redentialing **O**pportunities **O**n-**L**ine
COOL*

explains the entire process just click this link

www.ifsea.net/NavyCredentialingBrief.pdf

International Food Service Executives Association (IFSEA)

Since 1901...

Organized in 25 Branches worldwide

Over 2000 Members

Military, Hospitality and Culinary Student
Members

Core focuses:

- Networking
- Mentoring
- Community Service
- *Professional credentialing since 1973*

International Food Service Executives Association

IFSEA Featured Programs

Military Food Service Excellence Awards
sponsor since 1957

- Hennessy (Air Force), Connelly (Army), Ney (Navy), Cook (Military Sealift) awards
- And for over a decade, Hill (Marines) and Coast Guard
- Scholarships and other student support
- Industry leaders in food safety, HACCP and professional food service management training

IFSEA
Military Hospitality Alliance Branch
Key Initiatives

All Branch Military Culinary Competition

- September 26-27, 2008
- Held adjacent to Marine Barracks 8th and I, Washington, DC with Barracks Row Oktoberfest.
- 2007 covered by CNN, CNN International and The Pentagon Channel.
- 20+ Military Teams from 12 in 2007
- Mystery Box Competition
- Prizes for 1st, 2nd and 3rd Place

2007 Winner

U. S. Marine Corps Team Commandant's Office



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Enlisted Aide of the Year Award
2007 Winner CSC Benny Brockington
Senior Aide to Admiral Fallon.
presented at the USO Salute to Military Chefs Dinner



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Military Hospitality Alliance (MHA)

Report Presented by

CMSgt Steve Ray, MCFE, CHM, CPFM
Senior Enlisted Aide, USAF Chief of Staff
MHA President

MSgt Jesus Camacho, MCFE, CHM, CPFM.
Enlisted Aide, Commandant of the Marine Corps
MHA 1st VP

CSCM Michael Carter, MCFE, CHM, CPFM
CMC, The White House
MHA 2nd Vice PPresident

SFC Katherine Willis, CFE, Senior Enlisted Aide,
Vice Chief of Staff of the Army
Chairman, Military Culinary Competition, 2008

Ed Manley, MCFE, CHM, CPFM,
IFSEA President, 1989-2008