



Military Credentialing Advancement Initiative: Project Launch

October 15, 2020

Project Goal

High-quality learning gained by servicemembers is recognized and counts toward a credential.

- Creation of pathways that culminate in stackable credentials
- Servicemembers and veterans can apply skills and credentials toward continued education and employment



- Sponsored by Rockefeller Philanthropy Advisors, Inc., administered by Lumina
- Grant award period: August 15, 2020 to August 31, 2021
- Funds to support creation of unique pathways with credentialing opportunities
 - GOAL: Create diverse pathways for servicemembers and veterans
 - Partnership with 2-year college
 - Stackable credentials

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Resources, Resources!

https://tinyurl.com/MCAlproject or https://www.kansasregents.org/workforce_development/workforce_news_ media

LUMINA GRANT RESOURCES

- Air Force MOC Manual
- Army MOC Manual
- Marine Corps MOC Manual
- Navy MOC Manual
- All Services Task File
- MOC Competency Statements
- Supply Administration Models
 - ESU Supply Administration
 - FHSU Supply Administration
 - KSU Supply Administration
 - KU Supply Administration
 - PSU Supply Administration
 - WSU Supply Administration
 - WU Supply Administration
- Targeted Occupational Areas with MOC Description
- My Next Move (for Veterans)



OVERVIEW OF OCCUPATIONAL AREAS





Warehousing and Equipment Handling



Combined
Personnel and
Administration,
General



Supply Administration



Food Service, General

LEARNING THE LINGO – ENLISTED MILITARY OCCUPATIONS



| Service | Occupation Titles | | | |
|--------------|---------------------------------------|--|--|--|
| Army | Military Occupational Specialty (MOS) | | | |
| Navy | Rating | | | |
| Air Force | Air Force Specialty Code (AFSC) | | | |
| Marine Corps | Military Occupational Specialty (MOS) | | | |

Generic Term:
Military Occupation
Code (MOC)

Example: Food Service

- Army MOS 92G Culinary Specialist
- Navy Ratings CS/CSS Culinary Specialist/Culinary Specialist Submarine
- Air Force AFSCs 3F1X0 and 3F1X1 Services
- Marine Corps MOS 3381 Food Service Specialist



PILOT MILITARY OCCUPATION OVERVIEW



Army:

- Cargo Specialist (88H)
- Human Resource Specialist (42A)
- Contracting Noncommissioned Officer (51C)
- Automated Logistical Specialist (92A)
- Unit Supply Specialist (92Y)
- Culinary Specialist (92G)

Navy:

- Personnel Specialist (PS)
- Logistics Specialist (LS)
- Logistics Specialist Submarine (LSS)
- Culinary Specialist (CS)
- Culinary Specialist Submarine (CSS)

Air Force:

- Logistics Plans (2G0X0 & 2G0X1)
- Material Management (2S0X0 & 2S0X1)
- Contracting (6C0X0 & 6C0X1)
- Services (3F0X1 & 3F1X1)

Marine Corps:

- Preservation, Packaging, Packing, and Marking Specialist (3052)
- Inventory Management Specialist (3051)
- Administrative Assistant (0111)
- Maintenance Management Specialist (0411)
- Logistics/Embarkation Specialist (0431)
- Logistics/Mobility Chief (0491)
- Supply Chain and Material Management Specialist (3043)
- Operational Contract Support Specialist (3044)
- Aviation Supply Specialist (6672)
- Food Service Specialist (3381)



MILITARY OCCUPATIONAL MANUALS



Extracted and compiled relevant data from Service documentation to be used for target MOCs. These MOC Manuals are available at the project site: https://tinyurl.com/MCAlproject and are compiled from the following sources:

| MOC Manual | Sources | |
|-------------------------|---|--|
| Navy MOC Manual | Navy Enlisted Occupational Classification Standards (NEOCS) | |
| | Manual Volume 1 | |
| Marine Corps MOC Manual | Marine Corps Military Occupational Standards (MOS) Manual | |
| | Marine Corps Training and Readiness (T&R) Manual | |
| Air Force MOC Manual | Air Force Enlisted Classification Directory (AFECD) | |
| | Air Force Career Field Education and Training Plan (CFETP) | |
| Army MOC Manual | Army Military Occupational Classification and Structure | |



NAVY MOC MANUAL



Navy Enlisted Occupational Classification Standards (NEOCS) Manual Volume 1

The official manual of Navy Enlisted Classifications | Defines Naval Standards and Occupational Standards, which include the minimum skills, ability, and knowledge requirements for enlisted personnel at each paygrade and within each career field.

| Navy MOC Manual | | | | |
|--|---|--|--|--|
| Key Section | Description Key Elements | | | |
| Introduction | Provides brief description of the full manual (Volume I and II) and major components of the enlisted rating structure. | | | |
| Naval Standards | | Identifies skills and knowledge, by paygrade and functional area, other than those defined by the occupational standards, that are essential to the overall effectiveness of enlisted personnel in the performance of duty. | | |
| Occupational Standards (OCCSTDs) | Identifies the minimum requirements (tasks, skills, and abilities) at each paygrade to qualify for a Rating. Identified by Rating (organized by chapters) | Scope of Rating: Narrative summary Job Title and Description: Specific job within the Rating O*NET Relationship: Occupation title, SOC Code, Job Family Skills: Top 10 skills associated with the corresponding job Abilities: Top 10 abilities associated with the corresponding job Task Statements: Organized by the Functional Area (i.e., Correspondence) Paygrade: Minimum paygrade at which a task is performed Task Type: Core or Non-Core | | |



MARINE CORPS MOC MANUAL



<u>Marine Corps Military Occupational Standards (MOS) Manual</u> – Presents Occupational System and defines Service-specific occupational specialties | Includes pre-requisites, requirements, and related Military skills, and the related civilian occupational areas | Provides a summary of the essential duties/tasks performed within each occupational specialty code

<u>Marine Corps Training & Readiness (T&R) Manual</u> – Establishes training standards, regulations, and policies regarding the training of Marines by occupational specialty | Provides full list of essential duties and tasks, by skill level, that qualify Marines for a given MOS

| Marine Corps MOC Manual | | | | | |
|---------------------------|--------------------------------|--|--|--|--|
| Manual | Key Section | Key Elements | | | |
| | | Purpose, Application, and Maintenance | | | |
| | Introduction Marine Corps | General - details about the occupational code structure (MOS/MOC), meaning, utilization, and | | | |
| | | establishment | | | |
| | | Certification - describes requirements for the attainment/award of the MOS | | | |
| Marine Corps | | Glossary - lists key terms and definitions | | | |
| Military | | Introduction: Provides a narrative of the Occupational Field and requirements | | | |
| Occupational | | Summary: Includes the title, MOS code and a summary of responsibilities | | | |
| Standards (MOS) | Enlisted Specialties/MOS Codes | Prerequisites: Lists requirements that must be met prior to assignment to an MOS code | | | |
| Manual | | Duties: Presents a cross section of duties | | | |
| | | Related SOC Title and Code O*NET Relationship: Includes one or more civilian occupational | | | |
| | | linkages (includes occupational title, SOC Code, and Job family) | | | |
| | | Related Military Skills: Identifies another Marine Corps or other US military occupational specialty | | | |
| | | that is assumed to be similar to the current MOS | | | |
| Marine Corps | Index of Events | Table of individual events associated with an MOS, including context (functional/duty area) and | | | |
| Training & | mack of Events | skill level | | | |
| Readiness (T&R) Manual | List of Events | Additional details for each event including performance standards and steps | | | |



AIR FORCE MOC MANUAL



Air Force Enlisted Classification Directory (AFECD) - Establishes the occupational structure of the Air Force enlisted community | The official directory for all Air Force Military enlisted classification descriptions, codes, and identifiers | Provides the occupational standards required for each occupational specialty

Air Force Field Education and Training Plan (CFETP) - A comprehensive education and training document that identifies life-cycle education/training requirements, training support resources and minimum core task requirements for each specialty | Contains the Specialty Training Standard (STS), which describes required occupational specialty-specific tasks, knowledge, and associated minimum skill level

| Air Force MOC Manuals | | | |
|--|-------------------------|---|--|
| Manual | Key Section | Description | |
| A: F | Introduction | Provides a brief description of the responsibilities associated with the career field | |
| Air Force Enlisted | Specialty Summary | Presents a high-level description of the responsibilities related to the occupational field | |
| Classification Directory (AFECD) Duties and Responsibilities Specialty Qualifications | | Provides a combined list of duties and responsibilities | |
| | | Captures itemized requirements to include education, training, and experience | |
| | Core Competencies | Lists occupational field competencies, with associated tasks, as defined by the Air Force | |
| Air Force Field Education and | Abbreviations /Terms | Lists abbreviated terms and definitions as referenced in the AFECD | |
| Training Plan | Section A | Details the purpose, structure, utilization, and application of the CFETP | |
| (CFETP) | Section B | Describes Specialty related details to include description, skill level, training, and education requirements | |

ARMY MOC MANUAL



<u>Army Military Occupational Classification and Structure</u> - Documents the procedural guidance for the classification of Army enlisted personnel and positions based on qualifications | Provides a complete compilation of authorized classification identifiers for enlisted personnel and standards for grading enlisted positions in authorization documents | Outlines career patterns for progression and standard grade-skill level relationships.

| Army Military Occupational Classification and Structure | | | | |
|---|--|--|--|--|
| Key Section | Description | | | |
| Army Enlisted Classification | Details the purpose, structure, organization, utilization, maintenance, and application | | | |
| System | of the Army's Classification System | | | |
| Major Duties | A high-level summary of duties aligned to the specified MOS | | | |
| Physical demands rating and qualifications | Outlines the minimum requirements needed to qualify for an MOS | | | |
| Formal training | Course/Education requirement | | | |
| T Additional chill identifiers | Identified as qualifications and requirements that are closely related to and are in addition to those inherent to the MOS | | | |



MILITARY OCCUPATIONAL TASK FILE



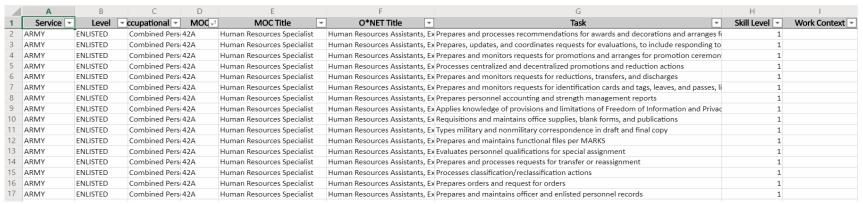
File Content - All Services Task File (download at https://tinyurl.com/MCAlproject)

What's Included?

- Service-specific information displayed in individual tabs
- Non-duplicated task list and related data elements, where available
- Data dictionary: Provides detailed information about the contents of the data file to include headings, definitions, and location

What's NOT Included?

- Non- SME validated skills, abilities, and DWAs
- Competency Statements



^{*} Multiple competency statements apply to each task statement.



OCCUPATIONAL COMPETENCY STATEMENTS



Competency Statements - derived from Tasks, Skills, and Abilities

(download at https://tinyurl.com/MCAlproject)

Tasks:

- Descriptive statements identified by the individual Service Branches
- Represent essential work performed by Enlisted personnel within an occupational specialty
- Retrieved from Service-specific occupational data sources
- Aligned to one of 2,164 O*NET Detailed Work Activities (DWAs) per task

Skills:

- O*NET descriptors identified as proficiencies that are developed through training or experience
- Up to two skills aligned to each occupational task, selected from 35 O*NET skills (Aligned by military occupational SMEs or via a supplemental automated process)

Abilities:

- O*NET descriptors identified as attributes of the individual that influence performance.
- Up to two abilities aligned to each occupational task, selected from 52 O*NET abilities,
 (Aligned by military occupational SMEs or via a supplemental automated process)

Sample Competency Statement: Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to cook foods.



OCCUPATIONAL COMPETENCY STATEMENTS CONT.



Competency Statements – Overall Utilization and Limitations

Allows User to:

- Focus on an occupational area or individual military occupational code to help understand the competencies that may be present in military work.
- Identify possible similarities between military occupations/work by identifying shared competencies.
- View military tasks and competency statements aligned in a single source.
- Understand the skills and abilities used in performing Military tasks.
- Crosswalk military competencies to the civilian sector by aligning military competencies to career pathways that are expected or unexpected.

Limitations:

- Competency statements represent functional competencies only.
- Proficiency level, identified by skill level/paygrade were not considered in generating the competency statements.
- Competency statements were computer generated and have not been validated by SMEs.
- The DWA associated with each task was selected using machine learning techniques and have not been validated (Navy DWAs were selected by SMEs).
- Automation process lacks the use of robust algorithms.



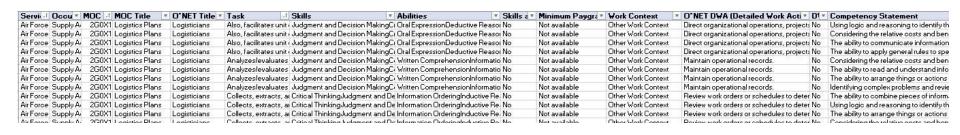
OCCUPATIONAL COMPETENCY STATEMENT FILE



MOC Competency Statements

Document Content Areas

- Data Dictionary: Provides detailed information about the contents of the data file to include headings, definitions, and location.
- Competency Statements*: Includes a list of all generated competency statements displayed alongside the corresponding task statements and related data elements.





^{*} Multiple competency statements apply to each task statement.

PRIMARY RESOURCES FOR MILITARY OCCUPATIONAL DATA



Military COOL Sites

Army COOL

https://www.cool.osd.mil/army/index.htm

Navy COOL

https://www.cool.navy.mil/

Marine Corp COOL

https://www.cool.navy.mil/usmc/

The Occupational Information Network (O*NET)

- Task to O*NET Alignments
- Developed under the sponsorship of the U.S. Department of Labor/Employment and Training Administration (USDOL/ETA)
- Database contains hundreds of standardized and occupation-specific descriptors for over 900 occupations
- Uses detailed work activities (DWAs) to summarize the broad and more specific types of job behaviors and tasks that may be performed within multiple occupations.
- Provides standardized skills and abilities, categorically grouped and defined using narrative descriptors
- Primary data source for Navy, Marine Corps, Army, and Air Force skills, abilities, and DWA data



EXCELLENCE

FAQ

- Have any of the 4 targeted MOC's been articulated?
 - Yes! See KBOR Military Articulation Portal
- Does a university have to work with a college that has already articulated a MOC?
 - No
- Does a university have the leeway to work with any 2-year college?
 - Yes!
- Could a university work with more than one 2year college?
 - Yes!
- Does a university have to articulate all four MOC's to be involved in the project?
 - No
- Are there restrictions as to what universities and colleges may expend grant funds on?
 - No

KBOR Military Articulation Portal

https://military.kansasregents.org

WELCOME TO THE MILITARY ARTICULATION PORTAL

The Kansas Credit for Prior Learning Task Force works closely with the Kansas Collaborative on Military Credit and other groups to make recommendations for evaluating and awarding credit for military training. This free interactive search tool can be used by Veterans and Servicemembers to review credit for prior military learning offered by Kansas public postsecondary institutions.



| INSTITUTIONS | OCCUPATIONAL SPECIALTY | LEVEL \$ | HOURS \$ | MORE INFO \$ |
|--------------------------|----------------------------------|--------------|--------------|---|
| Search Institutions | 42 | Search Level | Search Hours | |
| Barton Community College | (42A) Human Resources Specialist | 10 | 18 | Website Email Phone: (620) 792-2701 |
| Emporia State University | (42A) Human Resources Specialist | 10 | 3 | Website Email Phone: (620) 341-5152 |
| Barton Community College | (42A) Human Resources Specialist | 20 | 18 | Website Email Phone: (620) |

entries

| INSTITUTIONS \$ | OCCUPATIONAL SPECIALTY \$ | LEVEL ♦ | HOURS \$ |
|--------------------------------------|---------------------------|----------------|--------------|
| Search Institutions | 92 | Search Level | Search Hours |
| Kansas City Kansas Community College | (92G) Culinary Specialist | 10 | 20 |
| Independence Community College | (92G) Culinary Specialist | 10 | 18 |
| Butler Community College | (92G) Culinary Specialist | 10 | 12 |
| Johnson County Community College | (92G) Culinary Specialist | 10 | 12 |
| Barton Community College | (92G) Culinary Specialist | 10 | 11 |
| Independence Community College | (92G) Culinary Specialist | 20 | 18 |
| Barton Community College | (92G) Culinary Specialist | 20 | 11 |
| | | | |

Show
25 ▼
entries

Copy Excel CSV PDF Print

| INSTITUTIONS \$ | OCCUPATIONAL SPECIALTY \$ | LEVEL \$ | HOURS \$ | MORE INFO \$ |
|--------------------------|------------------------------|--------------|--------------|---|
| Search Institutions | 92y | Search Level | Search Hours | - |
| Cowley Community College | (92Y) Unit Supply Specialist | 20 | 20 | Website Email Phone: (620) 441-5595 |
| Pratt Community College | (92Y) Unit Supply Specialist | 30 | 29 | Website Email Phone: (620) 450-2105 |
| Cowley Community College | (92Y) Unit Supply Specialist | 30 | 20 | Website Email Phone: (620) 441-5595 |
| Pratt Community College | (92Y) Unit Supply Specialist | 40 | 32 | Website Email Phone: (620) 450-2105 |
| Cowley Community College | (92Y) Unit Supply Specialist | 40 | 20 | Website Email Phone: (620) 441-5595 |

Showing 1 to 5 of 5 entries (filtered from 349 total entries)

Previous

Next

EXAMPLE ONLY: Supply Administration model completed for each university, downloadable at https://tinyurl.com/MCAIproject

Models completed to illustrate linkage from MOC to university degree programs, and diverse credentials available to service members and veterans. Models not required for grant!

Supply Administration: Pittsburg State University

MILITARY OCCUPATIONAL AREA

Air Force:

Logistics Plans Manager, 2G0X0 Logistics Plans, 2G0X1 Materiel Manager, 2S0X0 Contracting Manager, 6C0X0

Acquisition, Logistics & Tech, 51C Automated Logistical Specialist, 92A Unit Supply Specialist, 92Y Marine Corps:

Aviation Supply Specialist, 6672

PITTSBURG STATE UNIVERSITY DEGREE **PROGRAMS**

Environment and Safety Management:

Construction Management:

CIP: 52.2001

CIP: 15.0701

Management: CIP: 52.0101

STACKABLE **CREDENTIALS:**

Master of Science Bachelor of Science

Associate of Science

Associate of Applied Science

PSU Certificates

Professional Sales and Sales Management

Hospitality Management

Sustainability Leadership

Credentials (COOL Military Sites)

Production & Inventory Management

Logistics Associate

Level One-Supply Chain Management

Logistics Technician

See Resources page for step-by-step instructions on how to create a model!

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Military COOL Sites for Credentials

- Army COOL
 - https://www.cool.osd.mil/army/index.htm
- Navy COOL
 - https://www.cool.navy.mil/
- Marine Corp COOL
 - https://www.cool.navy.mil/usmc/

EXCELLENCE

Army COOL:

- Cargo Specialist (88H)
- Human Resource Specialist (42A)
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- Automated Logistical Specialist (92A)
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- Culinary Specialist (92G)

Navy COOL:

- Personnel Specialist (PS)
- Logistics Specialist (LS)
- Logistics Specialist Submarine (LSS)
- Culinary Specialist (CS)
- Culinary Specialist Submarine (CSS)

Marine Corps COOL:

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- Logistics/Mobility Chief (0491)
- Supply Chain and Material Management Specialist (3043)
- Operational Contract Support Specialist (3044)
- Aviation Supply Specialist (6672)
- Food Service Specialist (3381)

How to use COOL sites

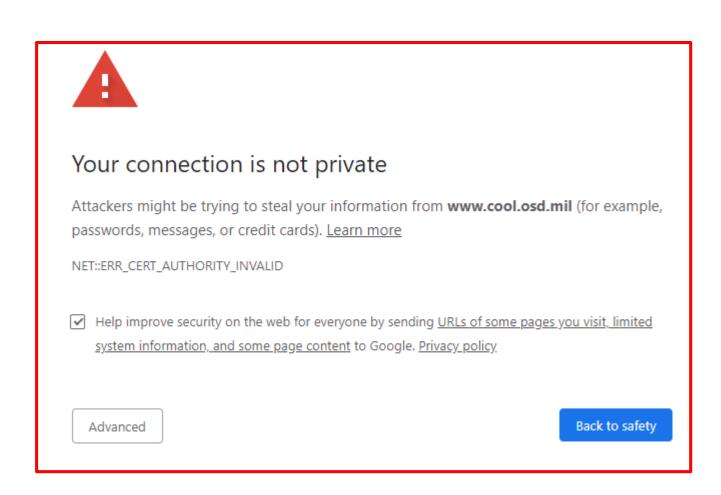
 Instructional Powerpoint available at Resources page

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Military Sites Try to Scare You!





Your connection is not private

Attackers might be trying to steal your information from **www.cool.osd.mil** (for example, passwords, messages, or credit cards). <u>Learn more</u>

NET::ERR_CERT_AUTHORITY_INVALID

→ Help improve security on the web for everyone by sending <u>URLs of some pages you visit, limited</u>
system information, and some page content to Google. <u>Privacy policy</u>

Advanced

Back to safety

Click "Advanced"



Your connection is not private

Attackers might be trying to steal your information from **www.cool.osd.mil** (for example, passwords, messages, or credit cards). <u>Learn more</u>

NET::ERR_CERT_AUTHORITY_INVALID

✓ Help improve security on the web for everyone by sending <u>URLs of some pages you visit, limited</u>
system information, and some page content to Google. <u>Privacy policy</u>

Hide advanced

Back to safety

This server could not prove that it is **www.cool.osd.mil**; its security certificate is not trusted by your computer's operating system. This may be caused by a misconfiguration or an attacker intercepting your connection.

Proceed to www.cool.osd.mil (unsafe)

Click Here to proceed

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Next Steps:

- Kick-off Meeting
 - Thursday, October 15; 9-10:30 a.m.
 - University teams (call will be rescheduled in ZOOM)
 - Thursday, October 15; 2–3:30 p.m.
 - Repeat university teams
 - Two-year colleges
- Determination of MOC's to articulate
 - List due from universities to Connie Beene by October 30 or ASAP
 - Include information re: community/technical college partner
- Weekly/Bi-weekly meetings to get started?
 - Include SME's in December?
- Monthly meetings or as necessary through late Spring 2021

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Grant Timeline

- October 30 Submit list of MOC's to articulate
- November 2020 March 2021
 - Competency pathways developed by university/community or technical college teams
 - Conduct statewide pathway development convenings
- April June 2021
 - Institutions continue collaboration with agency staff and military experts to finalize pathways and articulations
- November 2020 June 2021
 - Articulations submitted into KBOR Military Articulation Portal (MAP)
- July 2021
 - All articulations displayed in MAP

Grant Funding

- \$5,000 per MOC to each university
 - Total of four do not have to articulate all four
 - 50% paid at onset of grant
 - 50% paid when articulation plan is entered into **KBOR Military Articulation Portal (MAP)**
 - Funds used at the discretion of the university
 - Examples may be stipends to faculty for pathway development, meeting expenses, travel, etc.
- Additional \$500 per MOC funding for community/technical college partner
 - University arranges collaboration with partner(s) and transmits funds to the 2-year college partner
 - Funds used at the discretion of the college

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Pathway Guidelines

- Community/technical college partner (associate degree)
 - Includes general education and applicable course and military credit from the 2-year college partner
- Minimum of 9 hours university articulated credit
- Stackable certificates/degrees
 - Associate degrees
 - University certificates and degrees
 - COOL credential options

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Next Steps!

- Webinar repeated at 2 p.m. (community/technical colleges invited)
- Take some time digest resources
 - https://tinyurl.com/MCAlproject
 - Resources have been the missing component!
 - Funding to create articulations
- What MOC's should we articulate?
 - Linkages to degree programs?
 - Expansion of current articulations?
- Who should we partner with?
- Collaborate with your team to determine focus
- Ask questions of KBOR team!
- Connect on project calls
- Communicate to KBOR on MOC's to articulate

XCELLENCE

State Project Team

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https://tinyurl.com/MCAlproject