



Credit for Military Learning

Dr. Karla Wiscombe, KBOR / Mr. Craig Chandler, ArmyU

https://www.youtube.com/watch?v=zBUTmH5_c0

02 AUG 2019





US Army Combined Arms Center

SOLDIERS AND LEADERS - OUR ASYMMETRIC ADVANTAGE

ArmyU System

ArmyU organizations regional accreditations:

CGSC Accreditations

1 Higher Learning Commission

(Last: 2016. Next: 2020-2021 Report & Visit)

- (a) Master of Military Art and Science Degree and two Certificate Programs for CGSOC delivered by CGSS
- (b) M.A. in Military Operations for AMSP and an M.A. in Strategic Studies for ASLSP delivered by SAMS
- (c) B.A. in Leadership & Workforce Development for resident SMC at USASMA (2019)

2 Joint Professional Military Education (JPME) Accreditation from Joint Staff

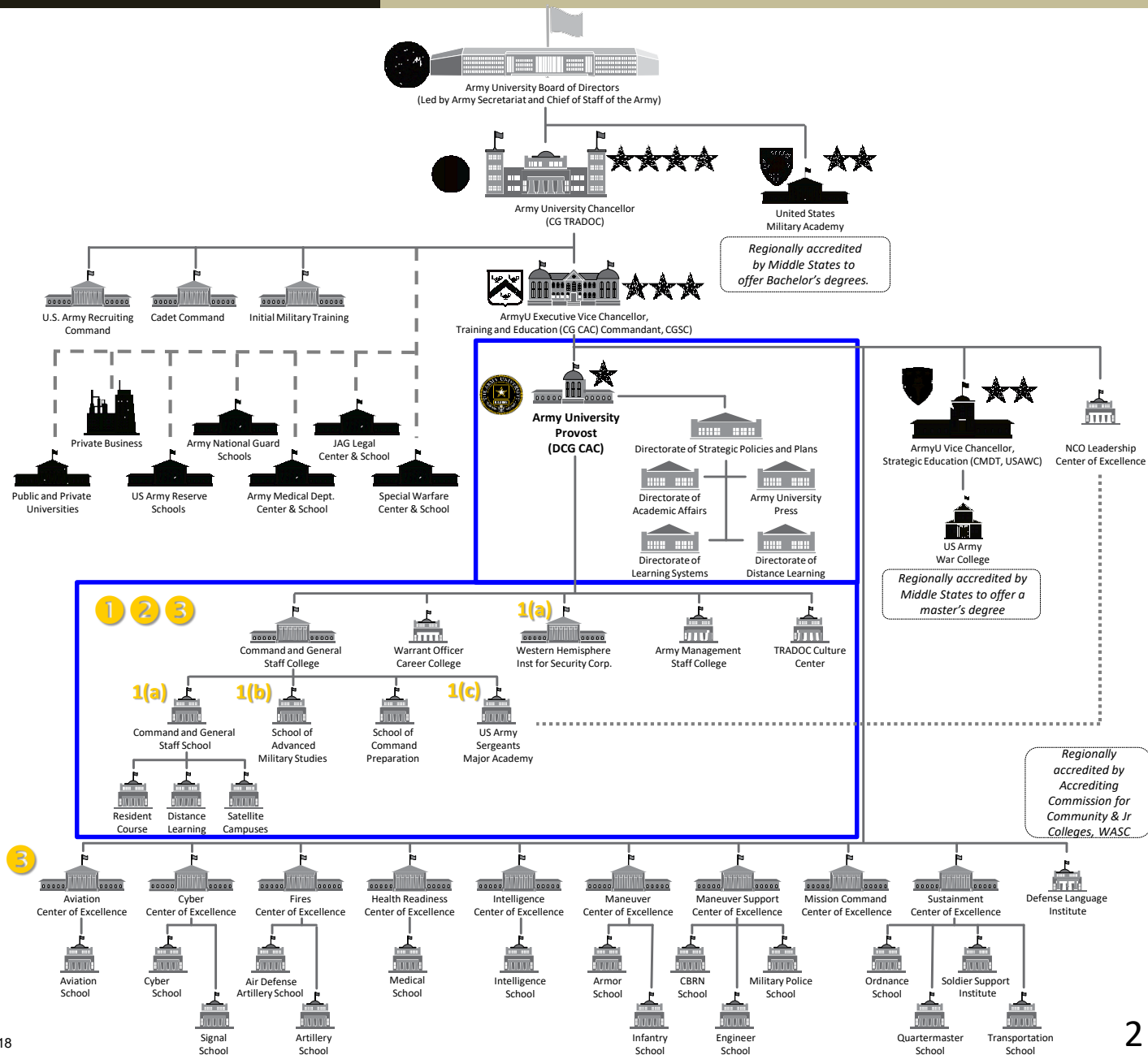
3 TRADOC Accreditation

Most Army Proponent Schools have other accreditations.

Example: the Military Police School is accredited by the Federal Law Enforcement Training Accreditation (FLETA) and the American Correctional Association (ACA)

LEGEND

- Command
- - - Coordination
- TRADOC Policy Oversight
- Partnership
- Army University Affiliation





Credit for Military Learning



<https://www.ecs.org/50-state-comparison-prior-learning-assessment-policies/>

ACML-Articulated Credit for Military Learning
PLA-Prior Learning Assessment



The Challenge...

Civilian application process



Civilian requests Transcript from original accredited institution

Civilian Course Catalog provides detail on available courses



Whatever University
Anytown, Any State

STUDENT TRANSCRIPT

Year	Course	Grade	Units
Year 1	General Education	B	3
	Mathematics	C	3
	Science	D	3
	History	F	3
Year 2	General Education	B	3
	Mathematics	C	3
	Science	D	3
	History	F	3
Year 3	General Education	B	3
	Mathematics	C	3
	Science	D	3
	History	F	3
Year 4	General Education	B	3
	Mathematics	C	3
	Science	D	3
	History	F	3

School references Course Catalog for additional information to better determine credit equivalencies



Transcript released to new institution

Soldier application process (Current)



Soldier requests JST



JOINT SERVICES TRANSCRIPT

NAME: HAMILTON, MICHAEL JAMES
SSN: 123-45-6789
Rank: Colonel (O6)
Status: Active

Transcript Test To: HAMILTON, MICHAEL JAMES

Course	Grade	Units
Mathematics	B	3
Science	C	3
History	D	3
General Education	F	3

No mechanism (Course Catalog) for schools to adequately evaluate military course content

JST released to institution



School evaluates ACE recommendations and assigns credit (lacks detail)



ACE feeds JST with Credit Recommendations (Accreditation)







From this

HARLAN, MICHAEL JAMES Page 1 of 5

**JOINT SERVICES
TRANSCRIPT**



****UNOFFICIAL****

Name: HARLAN, MICHAEL JAMES
SSN: XXX-XX-XXXX
Rank: Colonel (O6)
Status: Active

Transcript Sent To:
HARLAN, MICHAEL JAMES

Military Courses



Military Course ID	ACE Identifier Course Title Location-Description-Credit Areas	Dates Taken	ACE Credit Recommendation	Level
750-BT	AR-2201-0399 V01 Basic Combat Training: Upon completion of the course, the recruit will be able to demonstrate general knowledge of military organization and culture, mastery of individual and group combat skills including marksmanship and first aid, achievement of minimal physical conditioning standards, and application of basic safety and living skills in an outdoor environment.	01-JUN-1987		
	• First Aid		1 SH	L
	• Marksmanship		1 SH	L
	• Outdoor Skills Practicum		1 SH	L
	• Personal Physical Conditioning (10 00)(10 00)		1 SH	L
8-10-C22 (LOG)	AR-1408-0284 V01 Combined Logistics Officer: Advanced, Phase 3: Army Logistics Management Center Ft Lee VA Student will be able to identify and define logistics functions and plan functions of logistics management for large-scale activities.	25-JUL-1994 to 19-SEP-1994		
	• Management		3 SH	G
	(1 98)(1 98)			
8A-F23	AR-1408-0237 V03 Senior Officer Logistics Management: Armor School	05-SEP-2000 to 08-SEP-2000		

**** PROTECTED BY FERPA **** 04/24/2018

To this

Page 1 of 9

**JOINT SERVICES
TRANSCRIPT**



****OFFICIAL****

Name: [REDACTED]
SSN: [REDACTED]
Rank: Sergeant First Class (E7)
Status: Active

Transcript Sent To:
University of Kansas Main Campus
Office of Admissions
1502 Iowa Street
Lawrence, KS 66045-7576

Military Courses

Military Course Number	ACE Exhibit Number	Title / Subject	Date	Credit	Level	Grade	SOC Code
95B10-OSUT	AR-1728-0123	Basic Military Internment/Resettlement Specialist	02-NOV-2001			P	
		Introduction To Corrections or Law Enforcement		3	L		
2E-SISP/SQ17/011-SQIP	AR-2201-0455	Airborne	30-NOV-2001			P	
2E-SISP/SQ17/011-SQIP		Credit Is Not Recommended		0	L		
830-ASIV5	AR-1728-0145	Military Police Investigations (MPI)	06-JUN-2007			P	
		Basic Forensic Science		3	L		
		Criminal Investigation		3	L		
		Criminalistics		3	L		
		Interrogation		3	L		
A-832-0001 830-ASIV5	AR-1728-0145	Military Police Investigations (MPI)	06-JUN-2007			P	
		Basic Forensic Science		3	L		
		Criminal Investigation		3	L		
		Criminalistics		3	L		
		Interrogation		3	L		

Level: V=Vocational Certificate L=Lower Division Baccalaureate/Associate Degree U=Upper Division Baccalaureate G=Graduate
This transcript represents credits RECOMMENDED by the American Council On Education (ACE) and is provided for your information and academic advisement, but is not an official component of the JST transcript.

**** PROTECTED BY FERPA **** 11/07/2018

www.ArmyUniversity.edu/Registrar/CourseCatalog

Linked to ArmyU Course Catalog



The POI Extract is the same base document that ACE uses to evaluate military training and education...

For Academic Professionals

The Army University Course Catalog provides detailed Army course information to support articulation of credit for students in vocational and academic programs.

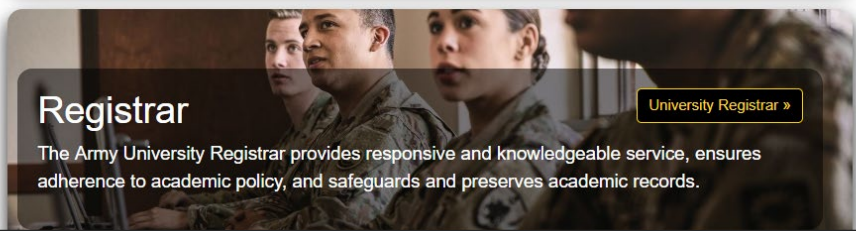
[Course Catalog »](#)



Registrar

The Army University Registrar provides responsive and knowledgeable service, ensures adherence to academic policy, and safeguards and preserves academic records.

[University Registrar »](#)



Course Catalog Details

The details of your course search for **702-91E10**:



Course Title:	Allied Trade Specialist	Specialty Type:	ENLISTED MOS	Training Days:	97
Military Specialty:		MOS/Skill Code:	91E1	Academic Hours:	698
Course Number:	702-91E10	Phase:	0	Version:	1.0

Course Information: Purpose: This course is designed to train enlisted US Army Active Duty, Army Reserve, and National Guard Soldiers the common and unique Military Occupational Specialty (MOS) subjects required to effectively perform as a 91E10 Allied Trades Specialist in accordance with tasks specified by the critical Task List (CTL).

Phase Scope: This course will consist of the following subjects: Welding Fundamentals, Thermal Cutting Procedures, Gas Metal Arc Welding (GMAW) Operations, Gas Tungsten Arc Welding (GTAW) Operations, Shielded Metal Arc Welding (SMAW) Operations, Measurement, Materials and Safety, Benchwork and Layout Operations, Milling Operations, Turning Operations, Shop Set Operations, TRADOC Mandatory, and Ordnance Training Exercise (ODX). - "All CASCOM courses will introduce the major principles of Character Development during in-processing, and will further reinforce that information in subsequent lessons as applicable."

DF1 / 73

Course Number: 702-91E10**Phase:** Unphased

Course Title: Allied Trades Specialist**Status:** Validated

Management Category: Resident**Version:** 1.0**Errata Sheet:** No Data

Quarter: 3**Fiscal Year:** 2018

CRM Program of Instruction Cover Page

Security Clearance: Students in this course do not require a Security Clearance for: Unclassified	Proponent	School Code
Design and Development:	Combined Arms Support Command	151
Instructor Provided Support:	Ordnance School, Ft. Lee	091L
POI Course Proponent:	Ordnance School, Ft. Lee	091L
Training Evaluation Proponent:	Combined Arms Support Command	151

Class Sizes-	Maximum: 12	Optimum: 12	Minimum: 4
Course Length-	Weeks: 19	Days: 2	Hours: 699
Training Days: 97	Training Week: 5	Calendar Type: 01	
Total Academic Hours: 698.7			

Purpose: This course is designed to train enlisted US Army Active Duty, Army Reserve, and National Guard Soldiers the common and unique Military Occupational Specialty (MOS) subjects required to effectively perform as a 91E10 Allied Trades Specialist in accordance with tasks specified by the critical Task List (CTL).

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- "All CASCOM courses will introduce the major principles of Character Development during in-processing, and will further reinforce that information in subsequent lessons as applicable."
- In the ATRRS course catalogue entry for each course (when that doc is submitted to TOMA for Validation).
- Add entry to the school online course catalog (where applicable).





Governance Structure for Kansas Credit for Military Learning

★ LEADING HIGHER EDUCATION ★

KANSAS BOARD OF REGENTS

Board Academic Affairs Standing Committee (BAASC)

Kansas Credit for Prior Learning Task Force

- Reports to BAASC annually and as requested
- Oversees Implementation of CPL Policy for system
- Revises and updates KS CPL Guidelines
- Maintains website of resources for institutions and students
- Utilizes data collection to monitor progress
- Receives recommendations from **Military Advisory Committee**

Military Advisory Committee

- Convenes military experts and faculty to form articulations
- Prioritizes articulation needs
- Provides professional development for evaluating military courses and occupations
- Partners with key stakeholders
- Makes recommendations to CPL Task Force



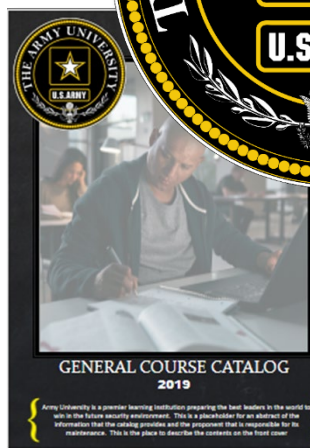
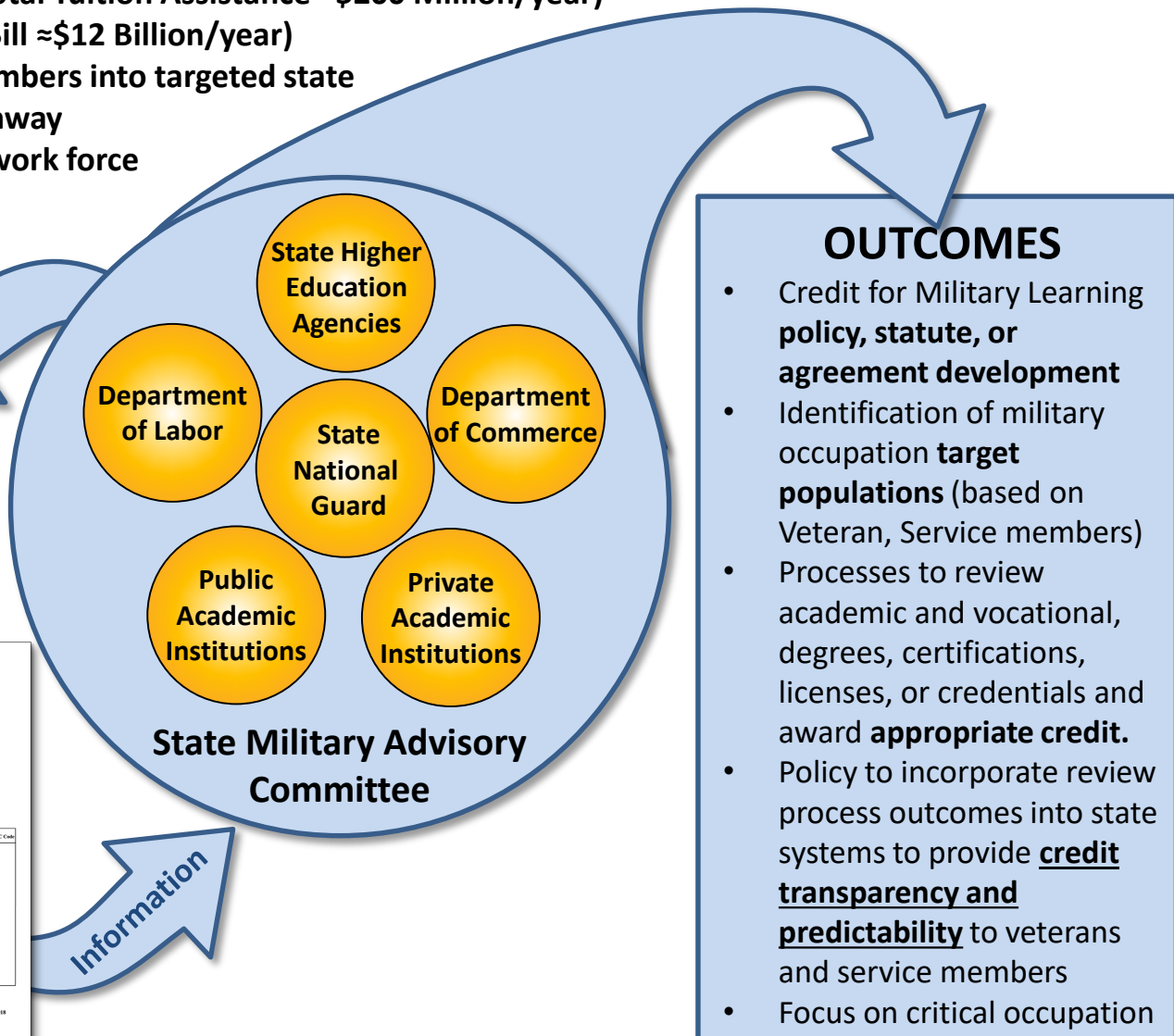
Anticipated Military Advisory Committee and ArmyU Collaboration Benefits

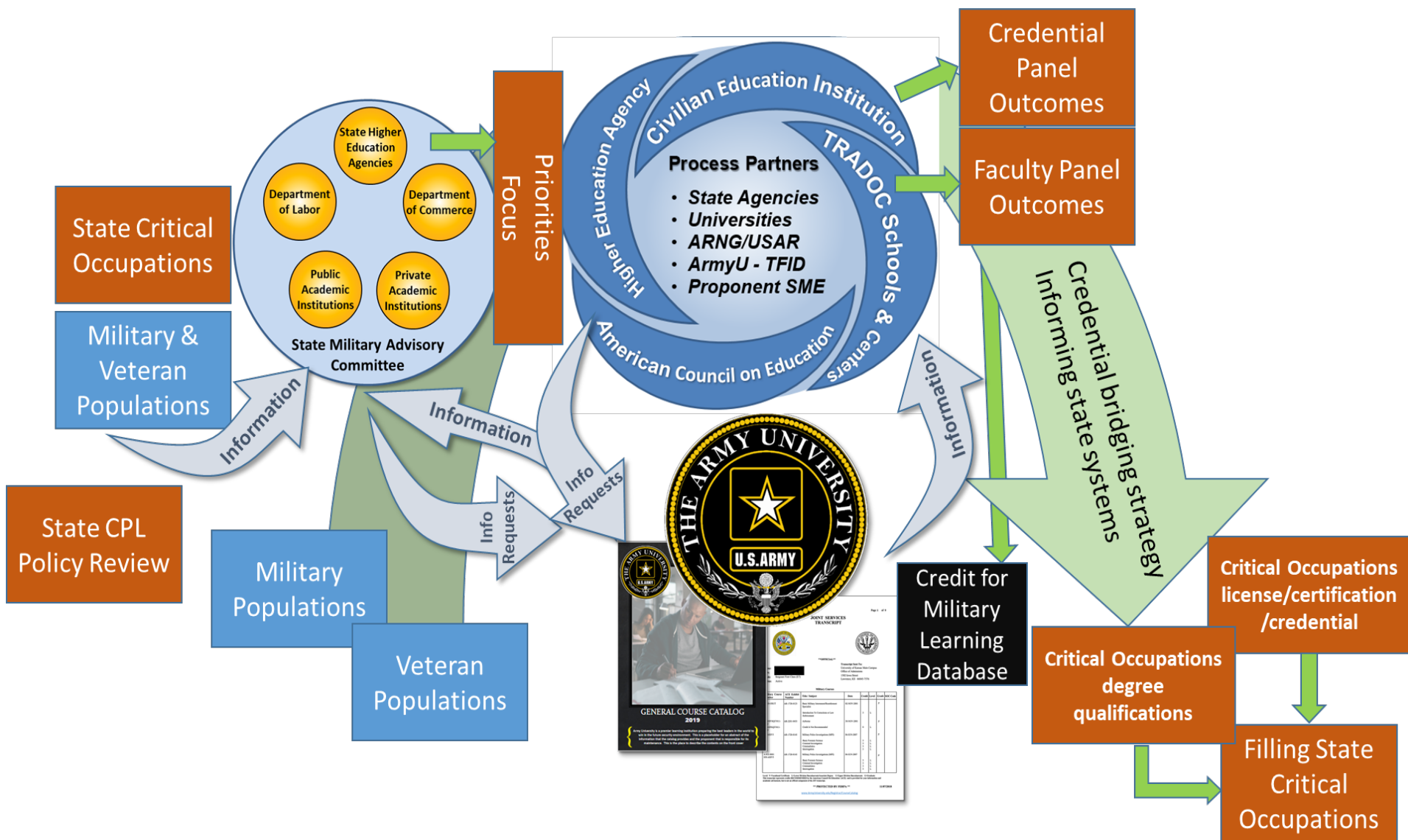
Increased enrollment:

- **Current Service Members (Total Tuition Assistance ≈\$200 Million/year)**
- **Veterans (Total Post 911 GI Bill ≈\$12 Billion/year)**

Increased flow of veterans/service members into targeted state

- **Education-to-workforce pathway**
- **Strengthen/broaden states work force**
- **State economic benefits**

[illegible]



Recommended by American Council on Education (ACE)

(Individually interpreted credit, generally applied as elective):

AR-1723-0026 Allied Trades Specialist (702-91E10/1316-B Phase 1):	9 hours
AR-1723-0020 Allied Trades Specialist (702-91E10 Phase 2):	3 hours
Total of 12 credit hours	

Determined by KBoR Institutions After Program of Instruction (POI) Extract Review

(Articulated Credit, applies to degree completion requirements): 10/30 skill level

Barton Community College:	10/25 hours
Butler Community College:	18/39 hours
Garden City Community College:	11/17 hours
Fort Scott Community College:	09/12 hours
Johnson Community College:	18/30 hours
Independence Community College:	16/16 hours
Highland Community College:	17/17 hours
Labette Community College:	13/13 hours
Salina Area Technical College:	25/31 hours
Seward Community College:	17/17 hours

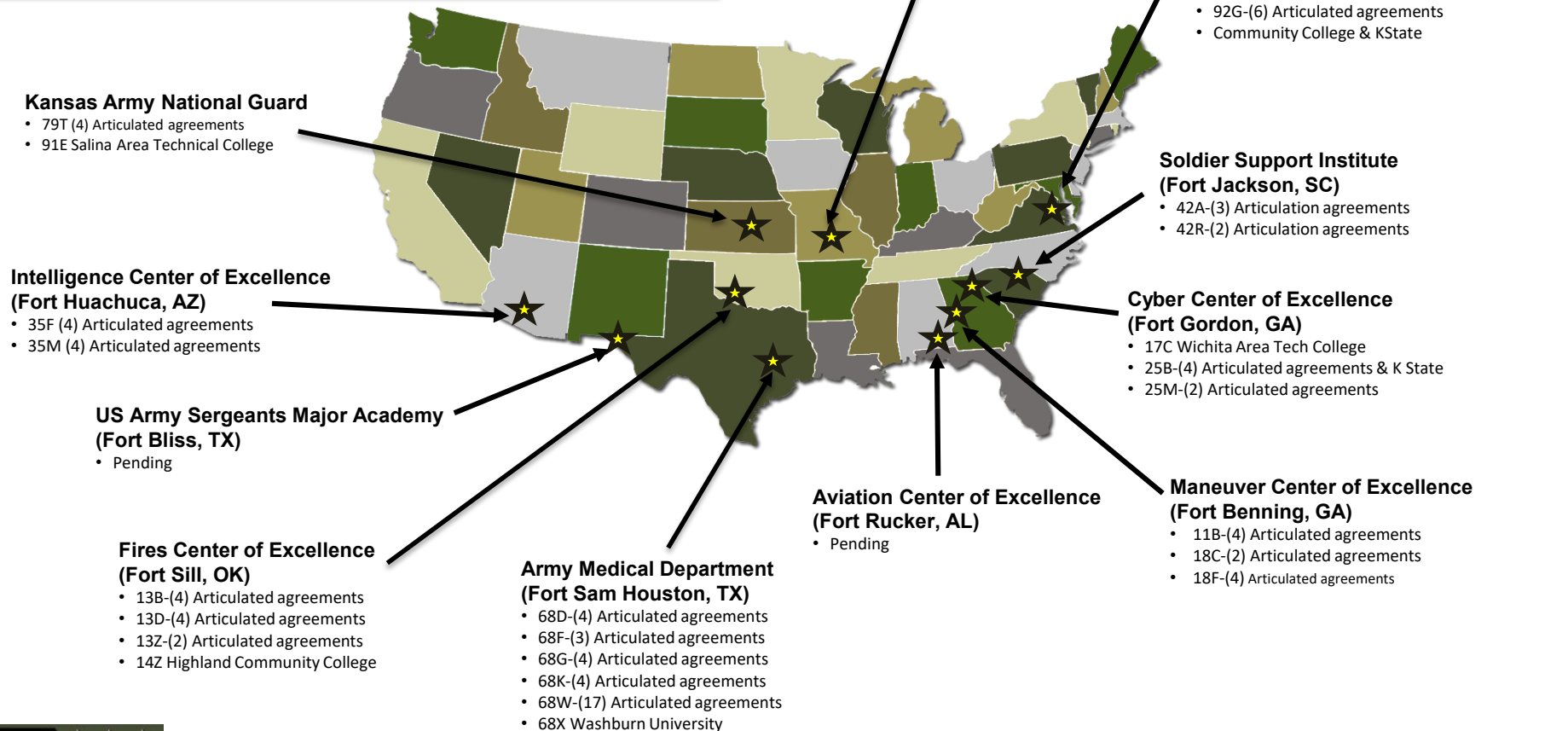
Average hours: 15.4/21.7



Kansas Board of Regents (KBoR) as of FEB 2019

- 133 Articulated agreements
- 27 Separate Military Occupational Specialties
- 23 Individual Colleges
- 6 Other Services (Navy, Air Force, & Marine)

Kansas Credit for Military Alignment



KBOR Data Collection on Credit for Prior Learning

Various types of CPL (15) reported by institutions:

- Standardized exams (AP, CLEP, etc.)
- Institutional “Challenge” Exams
- Military and Corporate Training
- Industry Recognized Credentials and Apprenticeships
- Portfolios

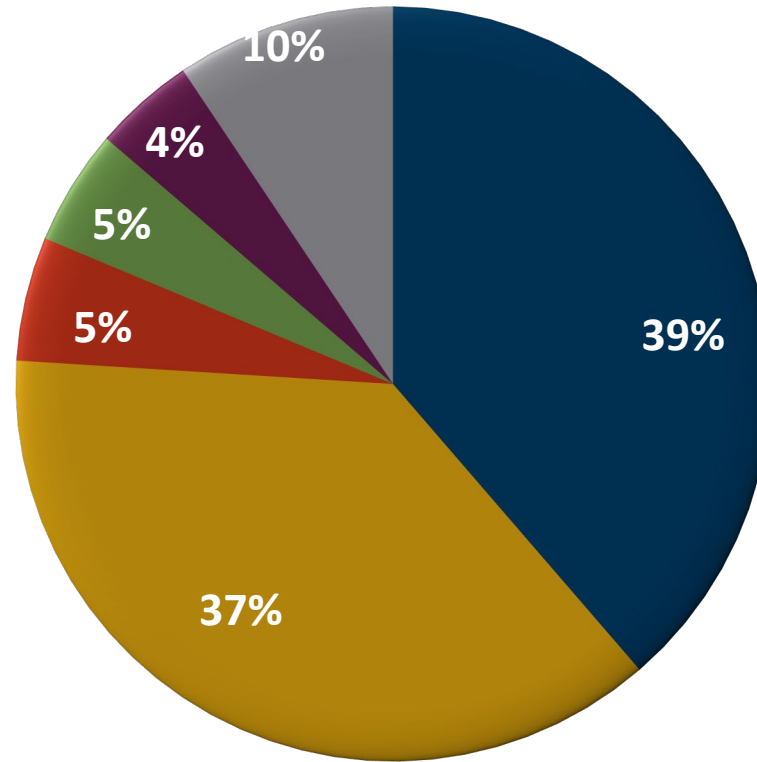
Top Five Sources of CPL Credit Hours awarded in AY 2018

Represent 91% of CPL Reported

SECTOR	Military	Advanced Placement	Institutional Exams	Industry-Recognized Credentials	Portfolio	All Other Types	Totals
Universities	9,612	25,811	2,372	2,634	2,070	4,421	46,920
Municipal University	987	358	0	0	0	186	1,531
Community Colleges	17,501	1,023	184	839	712	2,234	22,493
Technical Colleges	64	0	1,314	144	377	3	1902
*Totals	28,164	27,192	3,870	3,617	3,159	6,844	72,845

*Totals may not add up due to rounding

Another view of the Top Five CPL Credit Hours awarded in AY 2018



■ Military

■ Institutional Exams

■ Portfolio

■ AP

■ Industry-Recognized Credentials

■ All other categories

Credit for Prior Learning Student Headcount for AY 2018

SECTOR	2018
Universities	3,781
Municipal University	129
Community Colleges	1,496
Technical Colleges	509
Total	5,915

- Average number of credit hours awarded per student comes to about 12 hours (72,845 hours / 5,915 students)

[Back to KansasRegents.org](#) ▶ Military Portal Search

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.

Search

Select a Branch of Service

ARMY ▼

Choose a Search Method

OCCUPATIONS ▼

Select a Service Level

SELECT SERVICE LEVEL... ▼

Search Results

Click on an **Occupational Specialty** below to review possible postsecondary credit for that occupational training

Show

10 ▼

entries

Copy

Excel

CSV

PDF

Print

INSTITUTIONS	OCCUPATIONAL SPECIALTY	LEVEL	HOURS	MORE INFO
Search Institutions	Allied	Search Level	Search Hours	
Butler Community College	(91E) Allied Trades Specialist	30	39	Website Email Phone: (316) 323-6824
Johnson County Community College	(91E) Allied Trades Specialist	30	30	Website Email Phone: (913) 469-8500
Garden City Community College	(91E) Allied Trades Specialist	30	17	Website Email Phone: (620) 276-9680
Garden City Community College	(91E) Allied Trades Specialist	20	17	Website Email Phone: (620) 276-9680



- ☐ How does your state address PLA?
- ☐ Is there a unique process for service members/veterans?
- ☐ Are CPL/PLA credits transferrable from 2 year institutions to 4 year institutions across your state?
- ☐ What metrics will be utilized to evaluate progress of CPL initiatives?
- ☐ How will CPL initiatives be marketed, communicated to all constituents, and monitored?
- ☐ Does your state have a website that provides transparent and predictable transfer or articulation credit hours to students?
 - Could this site be modified to display articulated credit for military learning (CML)?
 - Could the data from this site be shared with ArmyU to create entries in the Credit for Military Learning Database (CMLDb)?

****How does a degree, credential, or certificate fill a critical occupation in your state?***





The BA in Leadership and Workforce Development

The BA in Leadership and Workforce Development (BA in LWD) is a 120 credit hour bachelor's degree program offered by the U.S. Army Command and General Staff College (CGSC) at the U.S. Army Sergeants Major Academy (USASMA) to noncommissioned officers attending the resident Sergeants Major Course (SMC).

- The BA in LWD is **both** a degree completion program for SMC students and a way for more junior noncommissioned officers to gain college credit for work experience and NCO Education System (NCOES) prior learning.
- Most importantly, the BA in LWD is a degree program that helps the Army develop better NCOs, ready to lead and inspire Soldiers and units.

“Leadership” and “workforce development” are core competencies and essential requirements for Army noncommissioned officers. The BA in LWD intentionally leverages the Army's leader development program for NCOs, as well as individuals' professional experience.



B.A. in Leadership and Workforce Development Program Overview

Revised 14 Jun 2018

General Education Requirements (36 credit hours)

Courses taken from other accredited universities --

- English Comp
- Mathematics
- Stats/Quant. Reasoning
- Public Speaking / Oral Communication
- Physical Science
- History
- Humanities / Language
- Social Science I (Soc. Or Gen. Psych)
- Social Science II (a 2nd History, Psych, Soc.)
- Physical Education

LWD Major Courses (27 credit hours)

Outcomes identified for each of four LWD Focus Areas must

be met by:

- Courses from other accredited universities;
- College Level Exam Program (CLEP) credit;
- DSST exams (DANTES);
- Credit based on ACE. evaluation of Army courses

Electives (10 credit hours)

LWD Courses During Resident SMC (47 credit hours)

Four Focus Areas

- Leadership (13 credit hours)
- Military Decision Science (12 credit hours)
- Training/Program Management (15 credit hours)
- Communication (4 credit hours)

LWD Capstone Course (e-Portfolio) during SMC electives period (3 credit hours)

BA in LWD must be a minimum of 120 semester hours, 45 of which are upper division hours



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