

# ***Headquarters U.S. Air Force***

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## **Tools for Supporting the Educational and Training Needs of the Air Force Brown Bag**



*“Military installations and local communities partnering to  
achieve mutual value and benefit”*

**Todd Usnik  
AFPC/DP3SA  
12 Jun 2018**

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## ***Brownbag Reminders***

- **PLEASE MUTE YOUR PHONE ONCE YOU DIAL IN**
- **Questions will be held until the end of the presentation**
- **To submit questions, please email Marta Dunn during the presentation ([dunn\\_marta@bah.com](mailto:dunn_marta@bah.com)) or enter them into the chat box of the AdobeConnect Room**

**<https://connect.apan.org/airforcecommunitypartnerships/>**



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# Agenda

- Introduction
- Career Skills Program
- Military Tuition Assistance Program
- Air Force Credentialing Opportunities On-Line (AF COOL)
- Examples of AFCP's Educational Partnerships
- Questions and Closing

***Please mute your phone during the presentation***



# *Air Force Personnel Center*

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# Air Force Education and Training



**Todd Usnik  
AFPC/DP3SA  
12 Jun 2018**

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*Agile, Innovative, and Responsive...Fueling the Fight!*



## ***Career Skills Program – Summary***

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- **Program: Training and Job Placement**
- **Objective: Assist Airmen in transitioning into a career which pays a “living wage”**
- **Target Population(s):**
  - **Airmen – Develop or groom for employment**
  - **Senior Leaders**
    - **Support Airman participation**
    - **Facilitate On-base MOUs as appropriate**
  - **Communities**
    - **Sponsor programs**
    - **Provide employment opportunities**



# ***Career Skills Program***

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- **Program Description and Authority**
- **Air Force Model**
- **CSP Application Process**
- **Issues and Concerns**
- **Discussions**



## *Program Authority*

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- **10 U.S. Code § 1143 - Employment assistance**
  - **(1)** The Secretary of a military department may carry out one or more programs to provide eligible members of the armed forces under the jurisdiction of the Secretary with job training and employment skills training, including apprenticeship programs, to help prepare such members for employment in the civilian sector.
  - **(2)** A member of the armed forces is an eligible member for purposes of a program under this subsection if the member—  
See next slide for eligible member requirements



## ***Program Authority (Cont.)***

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- (A) has completed at least 180 days on active duty in the armed forces; and
  - (B) is expected to be discharged or released from active duty in the armed forces
  - within 180 days of the date of commencement of participation in such a program.
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- **(3)** Any program under this subsection shall be carried out in accordance with regulations prescribed by the Secretary of Defense.
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- Department of Defense Instruction 1322.29
    - *Job Training, Employment Skills Training, Apprenticeships, and Internships (JTEST-AI) for Eligible Service Members*





## ***AF Model***

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- **Policy - Top Down – Execution - Bottom Up**
  - Air Force Voluntary Education (AF/A1DLV):
    - Program Oversight and Policy – Strategic Level
  - Air Force Personnel Center (AFPC):
    - Program Oversight and Policy Operational Level
  - Air Force Education & Training Offices (FSDE):
    - Day to Day Operations
    - Program Execution (Your Local Points of Contact)
  - Airman’s Commander approves participation with FSDE Coordination



## ***CSP Eligibility***

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- Airman (officer or enlisted) may apply for this program if they have completed at least 180 continuous days on active duty and expect to be discharged or released from active duty within 180 days of starting the CSP
  
- Airman continue to draw their full pay and benefits from the military and cannot be paid a salary during their participation
  - No pay/compensation permitted from partner
  - Members are fully covered by USAF/VA for Workmans Compensation/Disability while on Active Duty



## ***CSP Eligibility (Cont.)***

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- Coordination and planning of a successful application may require as little as 30 or more than 180 days or more depending on the type of program and related variables
- Deliberate mid-range planning is desirable (6 – 12 months prior to starting)
- Participation by an Airman is self-initiated, applications must be validated by the Education and Training Section Chief at the base the Airman is assigned to and final approval is granted by the Unit/Squadron Commander



## ***CSP Eligibility (Cont.)***

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- Partners will be provided a program focal point at each base to assist in validating application(s)
- No formal Memorandum of Understanding (MOU) is required unless the program will be delivered on an Air Force Installation\*



## ***Desired Outcomes***

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- The occupational area in which CSP is offered should:
  - improve or provide skills that may not relate to the occupational skills acquired in the military
  - be in sufficient demand in the civilian workforce with high probability of post-service employment
  - offer a rate of pay in the civilian workforce that is commensurate with the knowledge skills, and abilities required to successfully perform the occupation
  - offer reasonable prospects of advancement, especially if it is an entry-level position



## ***How to Get Started***

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- Identify and help fill need or requirement
  - Airmen
    - Need jobs
    - Training or internship opportunities
    - Spouse employment opportunities
  - Senior leaders
    - Support Airman participation
    - Seek out partners
  - Partners
    - Deliver training
    - Provide jobs
    - Collectively support program development



## *How to Get Started (Cont.)*

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- Partnerships Benefit all Parties
  - States
    - Georgia – VECTR Center
    - Workforce Development Councils
      - Washington State
    - Arizona - Arizona Coalition for Military Families (ACMF)
  - Industry – Professional Trade Groups
    - Pipefitters, Truck Drivers, HVAC
    - Hire Our Heroes – Chamber of Commerce
- Ongoing Projects - Development of new websites and tools



# ***Military Tuition Assistance Program – Summary***

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- Program: Off-Duty Education
- Objective: Enhance Airmen development by subsidizing the cost of academic degree
- Target Population(s):
  - Airmen – Develop or groom for employment
  - Supervisors, Commanders, and Senior Leaders
    - Support Airman participation
- Communities
  - Provide access to local programs





# ***Military Tuition Assistance***

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- Top Reason for Joining the USAF is....
  - Education and Training
- Investment:
  - \$162M Annual Budget Annual (TA Only)
  - 82 Education Offices
  - 240 Employees
  - 1000 Academic Institutions – Partners
- Results:
  - 30,000+ degrees
  - 77,000+ participants
  - 230,000 enrollments



## ***How to Get Started***

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- Base Access – Restricted by law, Department of Defense and Air Force policies
  - When access is granted it includes restrictions
- On-Base Delivery
  - Education and Training Office needs assessment
  - Requests for proposals
  - Source selection
  - Must have a MOU to access
    - Exceptions
      - College Fairs
      - Scheduled and approved meetings with existing students



## ***How to Get Started (Cont.)***

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- Opportunity:
  - Air University Associate to Baccalaureate Cooperative Program (AU-ABC)
  - Access to 20,000+ Airmen annually
  - Community College of the Air Force program coordinator: [ccaf.decm@us.af.mil](mailto:ccaf.decm@us.af.mil)



# ***Air Force Credentialing Opportunities On-Line (AF COOL) – Summary***

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- Program: Training and Professional Development
- Objective: Optimize Air Force Training document knowledge, skills, and abilities
- Target Population(s):
  - Airmen - Develop or groom for employment
  - Air Force
    - Enhance mission capabilities
    - Provide credentials to facilitate transition
  - Communities
    - Provide training programs
    - Target employment opportunities



## AF COOL

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- Implemented in April 2015
- FY17 Data
  - Total Credential Expenditures - \$4.1M versus \$1.2M in FY16
  - Top 5 Credentials (767+ available)
    - Project Management Professional
    - General Radiotelephone Operator License
    - Mechanic (Airframe and Powerplant)
    - Certified Associate in Project Management
    - Certified Information Systems Security Professional



## *How to Get Started*

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- Great employee benefit/recruitment/retention tool
- Enhances qualifications and technical competence for workforce
- Facilitates transition out of the Air Force
- More Information:
  - AF COOL Website:  
<https://afvec.langley.af.mil/afvec/Public/COOL/Default.aspx>



## Contact Information

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### Point of Contact:

Mr. Todd Usnik

AFPC/DP3SA

(210) 565-2446

[todd.usnik@us.af.mil](mailto:todd.usnik@us.af.mil) (Preferred method of contact)





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# ***Examples of AFCP's Educational Partnerships***

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# AFCP's Education Partnerships

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Installation	Description
<p>Altus AFB Shared Opportunities for Continuing Education <b>Type of Agreement:</b> Informal Agreement <b>Partnership Contact:</b> Chuck Butchee, charles.butchee@us.af.mil</p>	<p>Through an informal agreement, the installation and community organizations collectively identified all of the Continuing Education activities in the area and created a catalog to archive this information. This information was shared with all stakeholders. In addition, required training was identified (including Continuing Education Credits) and what each of the in-house capabilities are for the organizations involved. These results were analyzed to find training gaps, redundancies, and training capacities.</p>
<p>F.E. Warren Assist Veterans Transitioning Out of the Service to the Private Sector <b>Type of Agreement:</b> Memorandum of Agreement (MOA) <b>Partnership Contact:</b> Maj Shawn Booher, shawn.booher@us.af.mil</p>	<p>The objective of the MOA is to establish a partnership between Laramie County College (LCCC) and F.E. Warren to facilitate the transition of veterans from active duty military service to the civilian work force. This MOA will assist veterans transitioning out of the AF by helping to remove obstacles, such as providing resume writing assistance, aligning military skills with private sector opportunities and training, and certification/licensing.</p>
<p>Goodfellow AFB Transfer of CCAF Criminal Justice Studies Credits <b>Type of Agreement:</b> Memorandum of Understanding (MOU) <b>Partnership Contact:</b> Maj Pedro Jimenez, pedro.jimenez@us.af.mil</p>	<p>This MOU sets forth conditions governing the transfer of credits from the Community College of the Air Force (CCAF) Criminal Justice Studies to the Department of Security Studies &amp; Criminal Justice at Angelo State University. This MOU specifically names GAFB; however, this doesn't preclude Airmen with the aforementioned CCAF from enrolling in the specified program at Angelo State University.</p>



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# *AFCP's Education Partnerships (Cont.)*

Installation	Description
McConnell AFB TAPS Partnering <b>Type of Agreement:</b> Verbal Agreement <b>Partnership Contact:</b> Mr. Dong Kim, dong.kim.7@us.af.mil	Through this verbal agreement, McConnell will partner with teams from local industry, educational, and veterans support organizations to develop and provide support to transitioning military, spouses, minor dependents, and veterans through scheduled events, including career guidance and opportunities, education/training workshops with SMEs, and mentoring/shadowing opportunities.
Robins AFB Medical Training for Primary Care Continuing Medical Education Credits <b>Type of Agreement:</b> Certificate <b>Partnership Contact:</b> Lt Col Howard Blount, howard.blount.1@us.af.mil	The certificate allows Robins Medical personnel and local medical community staff to combine medical continuing education credits focused on primary care to save TDY costs and potentially reduce the costs of training courses based on shared numbers of students.
Tyndall AFB Veteran and Military Spouse Skill Set Data Base and Jobs Initiative <b>Type of Agreement:</b> Memorandum of Understanding (MOU) <b>Partnership Contact:</b> Tamara Turnmeyer, tamara.turnmeyer@us.af.mil	Tyndall AFB will partner with CareerSource to provide aggregate skillset data about transitioning veterans and military spouses to the Economic Development Alliance to attract aerospace, aviation and defense industry companies to the area. This partnership can have enterprise-wide applicability for the AF and broader DOD communities.
Wright-Patterson AFB Shared Training Exchange <b>Type of Agreement:</b> License <b>Partnership Contact:</b> Vince King, vincent.king.2@us.af.mil	The agreement enhances opportunities to exchange training for commodities, or services, of comparable value. Wright-Patterson AFB will provide fire training facilities, equipment, and instructors while Sinclair Community College provides workforce development courses such as Conflict Resolution and Advanced Team Building.

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# *AFCP's Education Partnerships (Cont.)*

<b>Installation</b>	<b>Description</b>
<p>Youngstown-Warren ARS Educational Program Expansion <b>Type of Agreement:</b> Verbal Agreement <b>Partnership Contact:</b> MSgt Nick Ladisa, nicholas.ladisa.1@us.af.mil</p>	<p>Youngstown ARS and local colleges and universities will generate opportunities to integrate and facilitate learning opportunities for military members while optimizing current assets. Eastern Gateway Community College offered English classes to Air Force personnel in Spring 2016.</p>



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# ***Questions and Closing***

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# ***AFCP Sessions at the ADC National Summit***

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## **AFCP Program's Policy & Partnership Forum**

**Description:** This interactive forum will focus on Intergovernmental Support Agreement (IGSA) policy and implementation, as well as other policy and partnership issues. This is a unique opportunity for those at the installation-level working with AFCP partnerships to learn from Air Force Partnership SMES through break-out groups with open dialogue and Q&A. This event is only open to Air Force personnel. [Registration is required.](#)

**When:** Monday, June 18, 2018, 8:00 AM – 12:00 PM EST

## **AFCP Program's Community Roundtable**

**Description:** This meeting will be an interactive, open dialogue session with Q&A between community members and AFCP leadership. Stronger communication with our communities is one of the keys to creating a more effective, dynamic program. What are your partnership hurdles and challenges? What are your successes and lessons learned? We want to help encourage what's working, while also developing innovative approaches to roadblocks. Communities and base personnel are invited to this session.

**When:** Wednesday, June 20, 2018, 10:30 AM – 12:00 PM EDT

## **Registration for Air Force Participants:**

<https://community.apan.org/wg/airforcepartnerships/p/afcppolicyandpartnershipforum>

## **Registration for Community Participants:**

<https://community.apan.org/wg/airforcepartnerships/p/afcpcommunityroundtable>

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# Directions for AFCP SharePoint Account

## How to Register:

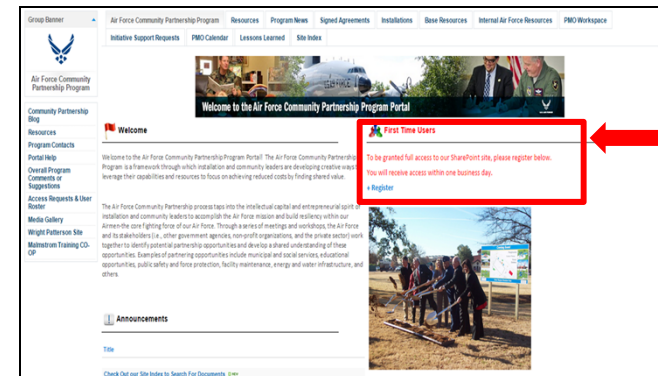
The process of establishing an account consists of two steps:

### 1. Create an APAN account:

- To register for an account, go to <https://wss.apan.org/s/airforcepartnerships>
- In the upper right hand corner of the site, click the green “**Create an Account**” button
- Enter your e-mail address as requested
- A validation e-mail will be sent to you from APAN Support. Follow the instructions provided in the e-mail to set up your account

### 2. Register on the site as a user:

- After you have set up your account, log back into APAN( <https://apan.org/>). Cut and paste the link into your browser (<https://wss.apan.org/s/airforcepartnerships>) and hit Enter to go to the SharePoint site
- Register under First Time Users on the main page to be added as a user. Until you request access, you will only have limited access to content on the Welcome page. You will receive access within one business day



Hosted on All Partners Access Network (APAN), a web-based, non .mil collaboration platform developed to foster information and knowledge sharing between DOD and non-DOD entities

For any technical issues or questions, please contact: Marta Dunn, Knowledge Manager, SAF/IEI, Ctr; E-mail: [dunn\\_marta@bah.com](mailto:dunn_marta@bah.com); Phone: 703.622.5581

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