

UNITED STATES DEPARTMENT OF DEFENSE



Voluntary Education Program Readiness (Force Education & Training)

Voluntary Education Update

**Dawn Bilodeau,
Director, DoD Voluntary Education
January 2019**



Agenda

- **Voluntary Education (VoEd) Overview**
- **Fiscal Year 2018 (FY18) VoEd Review**
 - **Promote Quality Educational Opportunities**
 - **Ensure Military Student Readiness and Success**
 - **Enable a Viable VoEd Community**
 - **Cultivate a Culture of Organizational Effectiveness**
- **What's Next**
- **Discussion**





VoEd Overview

(Who We Are)

➔ **Enable off-duty, education opportunities for Service members and adult family members.**

➔ **Authorization/Defense Policy:**

- Sections 2005, 2006a, & 2007 of 10 U.S.C.
- DoD Directive 1322.08E (January 3, 2005)
- DoD Instruction 1322.25 (July 7, 2014)
- DoD Instruction 1322.19 (March 14, 2013)

➔ **Programs & Services:**

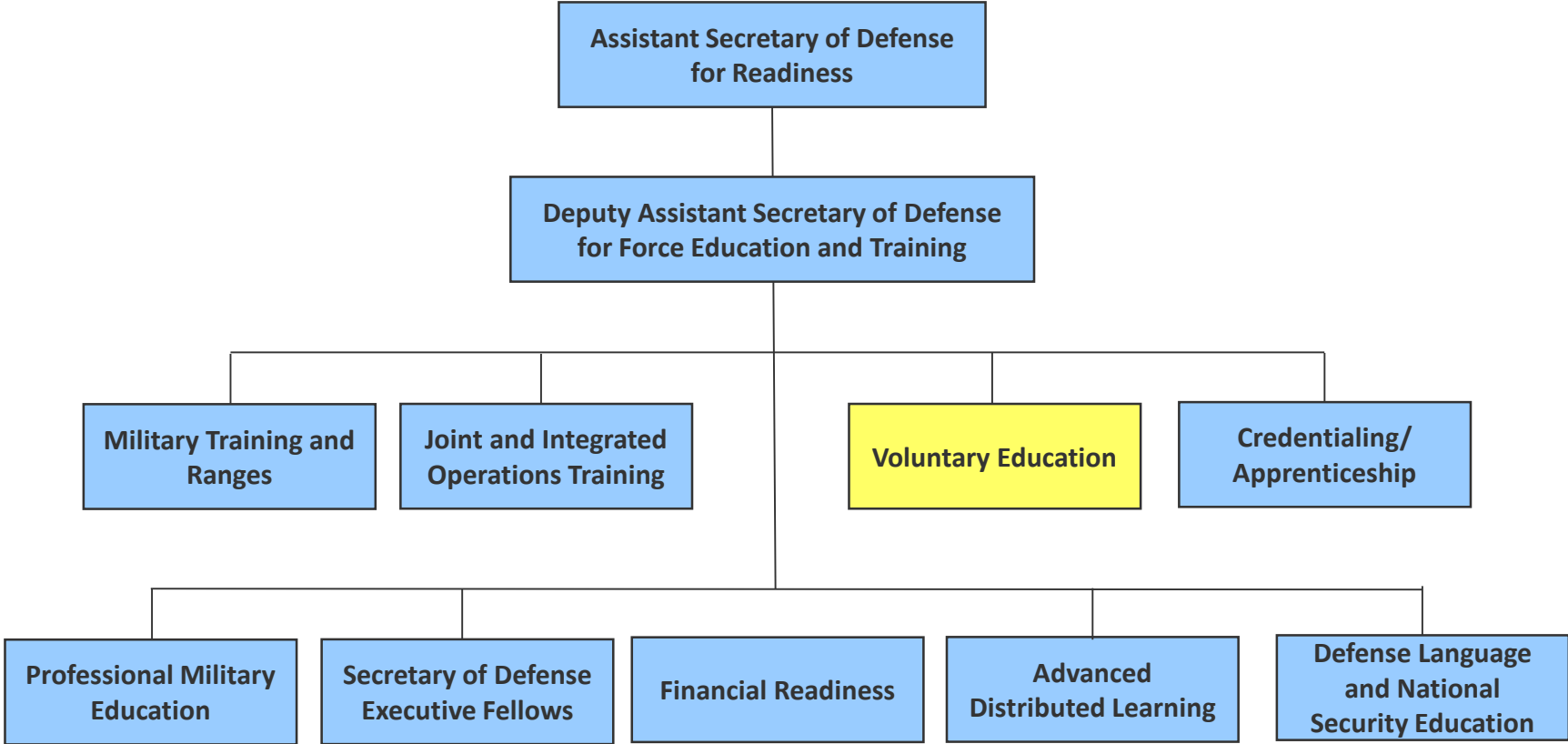
- Professional Education Counseling
- High School Completion/Diploma Programs
- Academic Skills Program
- Tuition Assistance (TA) for Postsecondary Degree/Certificate Programs College Credit Examination Program
- Military Evaluation Program
- Joint Service Transcript





VoEd Overview

(Where We Are)





VoEd Overview

(What We Do)

- ➔ **2,700+** academic institutions participate in VoEd programs through a signed Department of Defense VoEd Partnership Memorandum of Understanding (DoD MOU).
- ➔ DoD supported over **928,000** Service members participating in off-duty, education opportunities in Fiscal Year 2018 (FY18):
 - **1,210,000** counseling sessions were conducted.
 - **247,000** Service members enrolled in **712,000** college courses.
 - **47,000** college degrees and nearly **600** certificates were earned by Service members using TA.
 - **37,000** Service members registered for academic skills courses.
 - **209,000** tests were administered.
 - **313,000** official transcripts were sent to educational institutions.



VoEd Overview

(Why We Do It)

➡ 2015-2020 VoEd Strategic Plan

Vision Statement

“Shaping quality voluntary educational experiences to foster better service members, better citizens”

Mission Statement

“Champion policies, programs, and partnerships that enable access to quality postsecondary educational opportunities, empower informed service member decision-making, shape meaningful personal and professional pathways, and drive military student success in higher education.”

Focus Area One

Promote Quality Educational Opportunities

Focus Area Two

Ensure Military Student Readiness and Success

Focus Area Three

Enable a Viable VoEd Community

Focus Area Four

Cultivate a Culture of Organizational Effectiveness



FY18 VolEd Review

(Focus Area One)

➡ 2015-2020 VolEd Strategic Plan

Vision Statement

“Shaping quality voluntary educational experiences to foster better service members,

➡ **Career Path DECIDE**

➡ **Memorandum of Understanding**

➡ **Institutional Compliance Program**

“Char... posts... decision-making, shape meaningful personal and professional pathways, and drive military student success in higher education.”

Focus Area One
Promote Quality Educational Opportunities

Focus Area Two
Ensure Military Student Readiness and Success

Focus Area Three
Enable a Viable VolEd Community

Focus Area Four
Cultivate a Culture of Organizational Effectiveness



FY18 VoEd Review

(Career Path DECIDE Launch)

➔ **October 4, 2018, launch of Career Path DECIDE**
www.careerpathdecide.org

CAREER PATHWAYS

MOST QUALIFIED | HIGH GROWTH | SEARCH

Office and Administrative Support

1% growth rate
51% qualification score

[VIEW OCCUPATIONS](#)

Computer and Mathematical

14% growth rate
49% qualification score

[VIEW OCCUPATIONS](#)

BACHELOR DEGREES

FILTER BY: [COLLAPSE](#)

SCHOOL NAME | CITY, STATE or ZIP | DISTANCE | SEARCH | ONLINE | OPEN ADMISSION | SOC

PROGRAM	SCHOOL	CITY, STATE	CREDIT	INDEX	ATTRIBUTES
Web Page, Digital/Multimedia and Information Resources Design	School A		\$273.52	85%	🗄️ 🔒 ⚙️
Design and Visual Communications	School B		\$136.92	78%	🗄️
Graphic Design	School C		\$172.82	72%	🗄️ ⚙️
			\$193.90	68%	🗄️
			\$164.31	72%	🗄️ 🔒 ⚙️
			\$208.93	87%	🗄️ ⚙️
			\$81.91	63%	⚙️

Computer Systems Analysts

CURRENT QUALIFICATION FOR THIS OCCUPATION: 82%

NEXT STEPS

To improve your chances of getting this job, there are a few things you need to do:

TOP PRIORITY:

- Get a Bachelor's Degree (33% of people in this field have this education level) [Explore your options here.](#)
- Get a Certificate [Explore your options here.](#)

LOW PRIORITY:

- Acquire additional Hot Skills [Review Hot Skills.](#)
- Acquire extra Soft Skills [Review Skill Match.](#)

SALARY

\$87,220.00/year
or (\$41.93/hr)

STATE: National

TIME TO GET READY

3 years of preparation

WHAT WOULD I DO

Analyze science, engineering, business and other data processing problems.



6,000+ Users To Date

> 5 Minute Per Session

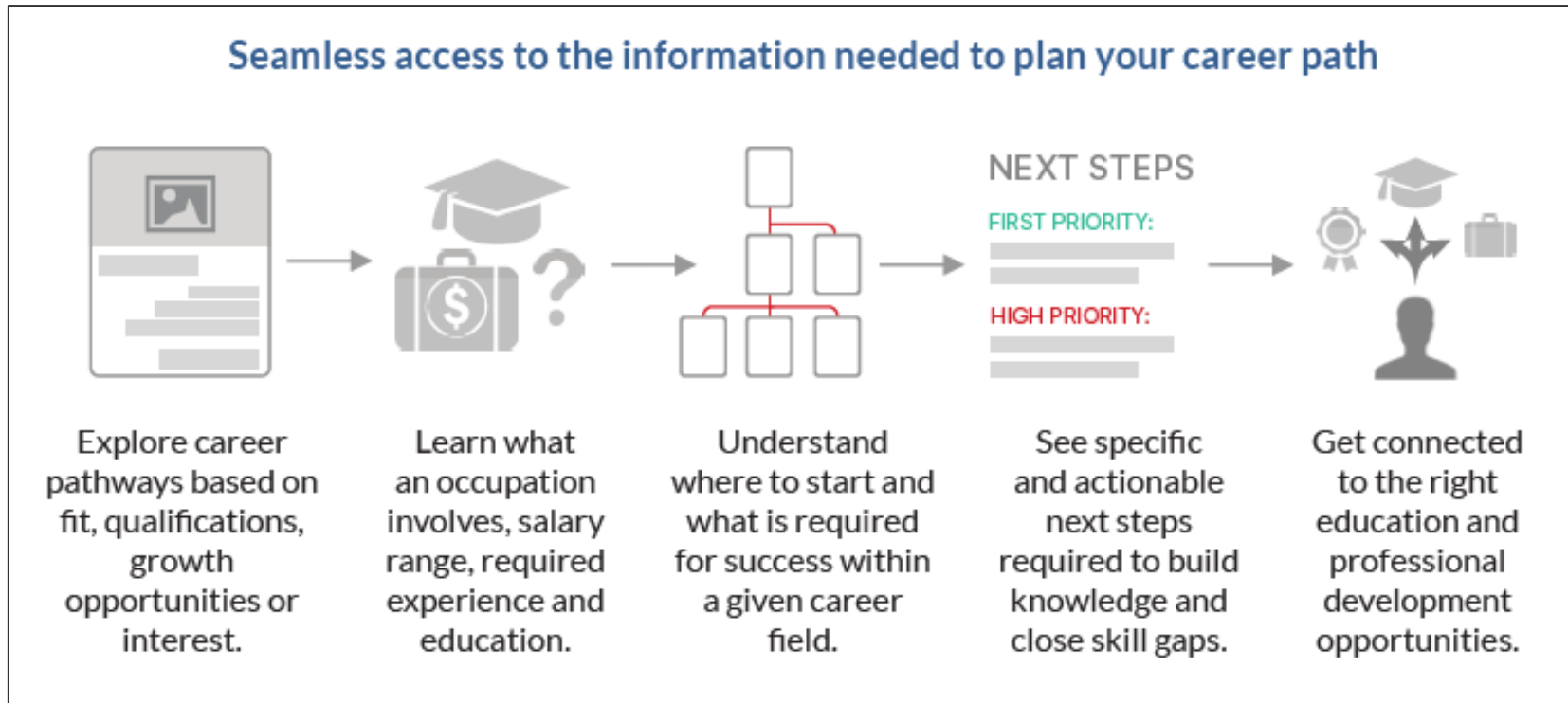




FY18 VoEd Review

(Career Path DECIDE)

➡ Career Path DECIDE is a career pathway and education advising tool that enables informed decisions...



Career Path DECIDE brings together data from trusted Government sources



FY18 VolEd Review

(Memorandum of Understanding)

➡ 5-Year Renewal – DoD MOU

- <https://www.dodmou.com/>
- **Reminder: This is the 5-year renewal year for most institutions that signed the DoD MOU on/about July 7, 2011**



MOUs will expire 5 years from the effective date, unless terminated or renewed

Update your Points of Contact (POC) information at www.dodmou.com



FY18 VoEd Review

(Institutional Compliance Program)

- ➡ **2018 Annual Cycle: “Year 2” for DoD’s Institutional Compliance Program (ICP), a third party review of educational institutions.**
- ➡ **Focus: Compliance with the tenets of the DoD MOU.**

ICP Status
2017
<ul style="list-style-type: none"> ▪ Close out outstanding Corrective Action Plans. ▪ Notify institutions of completion or non-compliance.
2018
<ul style="list-style-type: none"> ▪ Transmit reports with findings. ▪ Seek Corrective Action Plans.
2019
<ul style="list-style-type: none"> ▪ Select participants (random/risk factor evaluation) ▪ Notify institutions of selection.

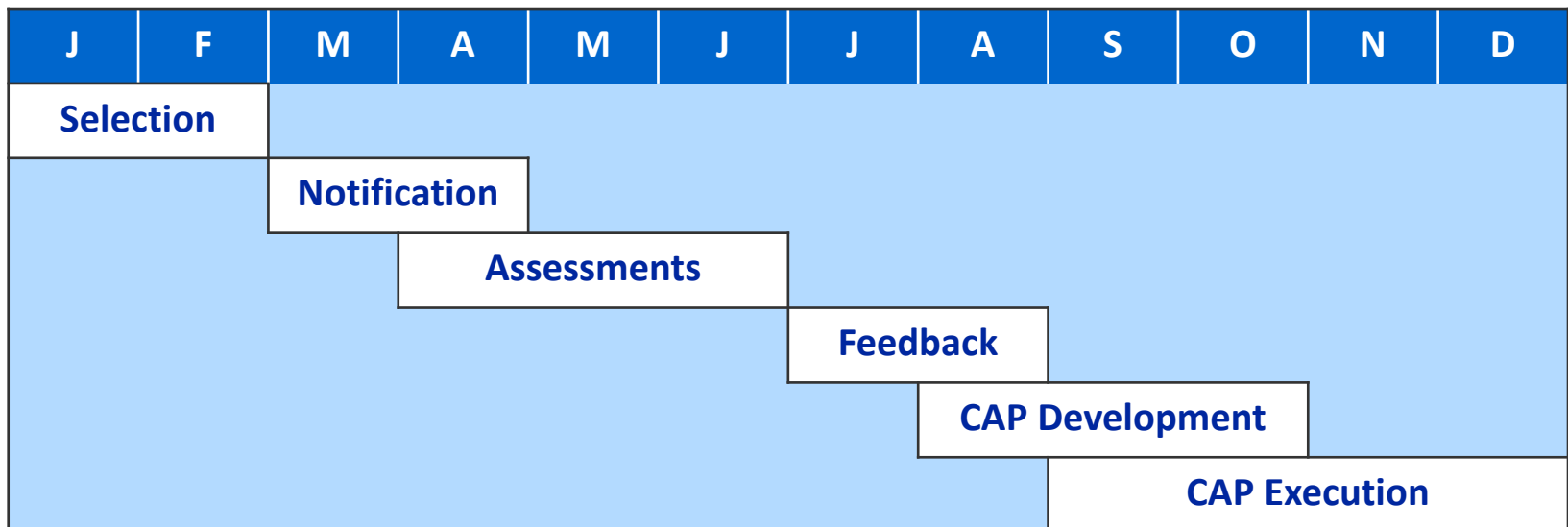




FY18 VolEd Review

(ICP Review Cycle)

- An announcement letter kicks off each institutional review
- Report for institutions identifying any potential finding(s), condition(s), cause(s), and recommendation(s)
- ICP participants with minimal findings will be exempt from random selection for three years/risk-based selection for one year
- Typical annual schedule:





FY18 VolEd Review

(2018 ICP Process)

- ➔ **Completed review of 250 educational institutions (200 random selection and 50 risk factor evaluation).**
- ➔ **2018 ICP reports issued to participating institutions with:**
 - **Finding(s) and recommendation(s).**
 - **Requirement for a Corrective Action Plan to address finding(s).**
- ➔ **An aggregate 2018 ICP report will be available shortly. In general,**
 - **All educational institutions had at least one finding.**
 - **Educational institutions had seven (7) findings on average.**
 - **Most findings related to “financial matters” and/or “recruiting, advertising, & marketing.”**
- ➔ **Next steps:**
 - **Applying lessons learned to improve the overall process.**
 - **Preparing to execute 2019 ICP cycle with announcement letters to 250 selected educational institutions.**



FY18 VolEd Review

(Student Readiness & Success)

➡ 2015-2020 VolEd Strategic Plan

Vision Statement

“Shaping quality voluntary educational experiences to foster better service members,

➡ **Professional Counseling**

➡ **Career Pathways**

➡ **Servicemembers Opportunity Colleges**

“Champion quality member decision-making, shape meaningful personal and professional pathways, and drive military student success in higher education.”

Focus Area One
Promote Quality Educational Opportunities

Focus Area Two
Ensure Military Student Readiness and Success

Focus Area Three
Enable a Viable VolEd Community

Focus Area Four
Cultivate a Culture of Organizational Effectiveness



FY18 VoEd Review

(Professional Counseling)

- ➡ The Military Services employ over **390** Education Services Specialists and **250** professional counselors worldwide (available in-person at a local education center or by phone).
- ➡ Last year DoD conducted over **1.2 million** professional counseling sessions to help Service members explore higher education options, discuss benefits, and consider financing.

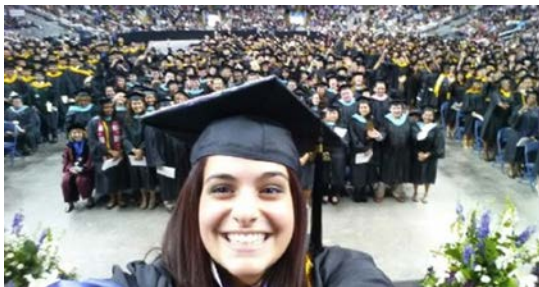




FY18 VoEd Review

(Career Pathways)

- Visualize a career path and what is required for success.
- Identify intentional actions along the path.
- Attain milestones – experiences, learning, credentials, etc.





FY18 VoEd Review

(Career Pathways – Decision Support Tools)



=



Visualize



Identify



Attain

DoD Postsecondary Education Complaint Intake

Accounting Higher Education

WELCOME

Department of Defense (DoD) Tuition Assistance (TA) DECIDE

CAREER PATHWAYS

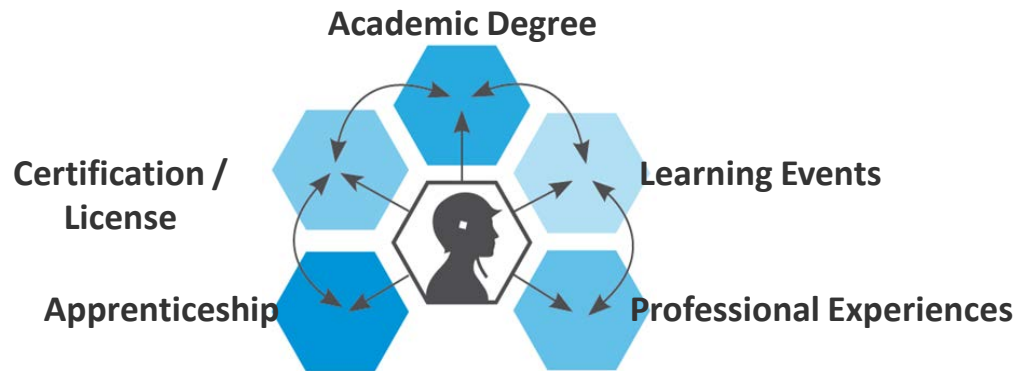
Tools designed to enable better informed decision making



FY18 VoEd Review

(Servicemembers Opportunity Colleges)

- **DoD will sunset Servicemembers Opportunity Colleges (SOC) Degree Network System (DNS) and Career Technical Education (CTE) resource list effective March 29, 2019.**
- **Why is DoD discontinuing the SOC DNS and CTE resource list?**
 - **Protections added to DoD MOU.**
 - **Transportability no longer a challenge.**
 - **Networks re-envisioned (high growth career pathways, stackable credentials, and industry value).**
 - **DoD focus on career pathways and decision support tools.**





FY18 VolEd Review

(SOC Sunset)

- ➡ DoD will be notifying impacted institutions and Service members with tailored messages in the coming weeks.
- ➡ Information will be available at www.goSOCed.org shortly.

Institution Milestones	
Immediately	SOC DNS and CTE Institutions no longer need to report student completion/graduation data
March 1, 2019	SOC DNS Institutions will no longer need to report Student Agreement data
March 29, 2019	<ul style="list-style-type: none"> ▪ Deadline for removal of SOC references in digital and printed marketing materials ▪ SOC DNS and CTE specific terms* will no longer apply effective 29 March 2019

***NOTE:** Institutions will still be required to follow the terms of the DoD Voluntary Education Partnership Memorandum of Understanding for all Service members attending degree programs at participating institutions.



FY18 VolEd Review

(Viable VolEd Community)

➔ 2015-2020 VolEd Strategic Plan

Vision Statement

“Shaping quality voluntary educational experiences to foster better service members,

- ➔ **Community of Stakeholders**
- ➔ **Pacific Command Area Visits**
- ➔ **Professional Development Institute (PDI)**

“Champion education meaningful personal and professional pathways, and drive military student success in higher education.”

Focus Area One
Promote Quality Educational Opportunities

Focus Area Two
Ensure Military Student Readiness and Success

Focus Area Three
Enable a Viable VolEd Community

Focus Area Four
Cultivate a Culture of Organizational Effectiveness



FY18 VolEd Review

(Community of Stakeholders)

Department of Defense

Readiness

Voluntary Education
Credentialing/
Apprenticeship
Financial Readiness
Professional Military
Education



Manpower & Reserve Affairs

Spouse Education
Education Incentives
Reserve Integration
Transition Assistance

Interservice Voluntary Education Board

Chair: Director, DoD Voluntary Education



Interagency Partners



Provider Partners

American Council on Education

Educational Institutions

Industry Providers

Military & Veteran Service Organizations



FY18 VoEd Review

(Pacific Command Area Visits)





VoEd Review (Our People)





FY18 VoEd Review

(Boots on the Ground)

Education Centers:

Location	Site
Japan	<ul style="list-style-type: none"> ▪ Yokota (Air Force) ▪ Yokosuka (Navy) ▪ Camp Zama (Army)
Okinawa, Japan	<ul style="list-style-type: none"> ▪ Kadena (Air Force) ▪ Camp Foster (Marine Corps) ▪ Torii Station (Army)
South Korea	<ul style="list-style-type: none"> ▪ Osan (Air Force) ▪ Camp Humphreys (Army)



Educational Institutions (Pacific Command):

- Embry-Riddle Aeronautical University
- Troy University
- University of Maryland University College – Asia



FY18 VoEd Review

(Oversight Findings)

Findings:

- Physical presence needed; especially on-site counseling and testing.
- Misunderstanding about contracted providers (colleges) overseas.
- Programs and services impact the entire community.
- Difficulty hiring.
- TA policy exceptions desired (i.e., remove TA caps and pay fees).
- Career Path DECIDE launch excitement.

Findings will inform policy direction and/or change.





FY18 VoEd Review

(Professional Development Institute)

- ➔ **First Annual DoD VoEd Professional Development Institute (PDI) hosted in June 2018.**
- ➔ **Strategic Objective: Train VoEd professionals on DoD VoEd policies/programs/practices and issues impacting higher education.**
- ➔ **2018 VoEd PDI:**
 - ~175 VoEd education services officers and counseling professionals attended.
 - Two days devoted to DoD-wide topics; one day for Service-specific training.





FY16 VolEd Review

(Culture of Organizational Effectiveness)

➡ 2015-2020 VolEd Strategic Plan

Vision Statement

“Shaping quality voluntary educational experiences to foster better service members,

- ➡ **Tuition Assistance (TA) Data and Outcomes**
- ➡ **Military Evaluations**
- ➡ **Joint Services Transcript**

*“Ch... quality member
pos... decision-making, shape meaningful personal and professional pathways, and drive military student success in higher education.”*

Focus Area One
Promote Quality Educational Opportunities

Focus Area Two
Ensure Military Student Readiness and Success

Focus Area Three
Enable a Viable VolEd Community

Focus Area Four
Cultivate a Culture of Organizational Effectiveness



FY18 VolEd Review

(TA Summary Data)

Metric	Army	Navy	Marine Corps	Air Force	Reserve Component	Total DoD	
						FY17	FY18
# Service Members	82K	44K	17K	78K	25K	248K	247K
# Courses	232K	133K	49K	215K	83K	727K	712K
TA Costs	\$142M	\$92M	\$35M	\$156M	\$52M	\$486M	\$477M
Avg Cost Per Course	\$612	\$691	\$714	\$725	\$626	\$668	\$674
Avg Courses Per Member	2.8	3.0	2.9	2.8	3.3	3.0	3.0
Military End Strength	472K	325K	185K	322K	524K	1.8M	1.8M
% Endstrength TA Users	17%	14%	9%	24%	5%	12.6%	12.3%

Note: Amounts may not be exact due to rounding.

➡ Notable FY18 Items:

- TA costs down only 1%, participants nearly equal to 2017.
- Average cost per course up less than 1% (\$6).



FY18 VoEd Review

(Most Utilized Degree Clusters)

Associates	Bachelors	Masters
LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES	BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES	BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES
HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICES	HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICES	HEALTH PROFESSIONS AND RELATED PROGRAMS
BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES	COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICES
HEALTH PROFESSIONS AND RELATED PROGRAMS	HEALTH PROFESSIONS AND RELATED PROGRAMS	COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES
COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES	SOCIAL SCIENCES

- ➡ **Notable FY18 Items:**
- 4 out of 5 degree clusters show up in all three degree levels.
 - Next year we plan on requesting greater granularity.



FY18 VoEd Review

(Educational Institutions Receiving TA)

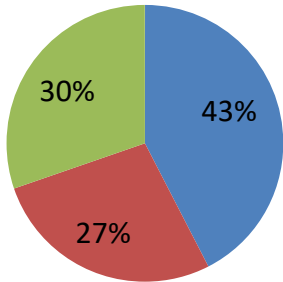
Sector	# Institutions	# Students	# Courses	TA Paid	Per Course
Private For Profit	124	85K	249K	\$181M	\$726
Private Non-Profit	545	64K	191K	\$135M	\$707
Public	1,169	99K	272K	\$161M	\$591
All Sectors	1,839	248K	712K	\$477M	\$674

Note: Amounts may not be exact due to rounding.

- ➔ **All Educational Institutions Paid TA:**
 - TA users went to 1,839 different schools
 - 64% have 10 or fewer TA students
 - 66% (↓ from 70%) of TA funds paid to private

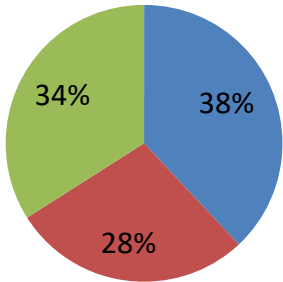
- ➔ **Top 25 Educational Institutions by TA Students:**
 - 72% of students attended
 - 73% of TA paid
 - 68% (↓ from 80%) were private (32% for-profit, 36% non-profit)

TA By Sector, FY17



- Private For-Profit
- Private Non-Profit
- Public

TA By Sector, FY18



- Private For-Profit
- Private Non-Profit
- Public



FY18 VoEd Review

(Military Evaluation)

- ➔ DoD has partnered with the American Council on Education (ACE) to provide a means for military members to receive college credit recommendations for their military experience.
- ➔ ACE evaluates military training, education, and occupational experiences and those recommended credits are displayed on the Joint Services Transcript (JST).
- ➔ In FY18, ACE reviewed over **500** military courses and occupations and recommended more than **6,700** credit hours for college.



PROGRAM OVERVIEW:

The Department of Defense (DoD) and the American Council on Education (ACE) have partnered to provide military members with a means to receive college credit recommendations for their military experience. This program is a key component of the DoD's commitment to support the education and career development of its service members.

BENEFITS TO SERVICE MEMBERS:

- ➔ Receive a list of all military courses and occupations that are eligible for college credit recommendations.
- ➔ Gain the knowledge and skills needed to earn college credit for military training and education.
- ➔ Receive credit for military training and education that can be applied to a college degree program.
- ➔ Receive credit for military training and education that can be applied to a college degree program.
- ➔ Receive credit for military training and education that can be applied to a college degree program.



FY18 VoEd Review

(Joint Services Transcript)

- Recommended credits from evaluated military training, education, and occupational experiences are displayed on the Joint Services Transcript (JST).
- The JST also includes college courses and test scores for college-level exams taken while in the military.
- In FY18, over:
 - **313,000** official transcripts sent to educational institutions.
 - **1,306,930** unofficial transcripts viewed by members and veterans.
- During 2019, DoD will conduct a JST review, assessing opportunities to more completely capture useful data elements, and identify new and innovative ways to utilize these expanded data sets.



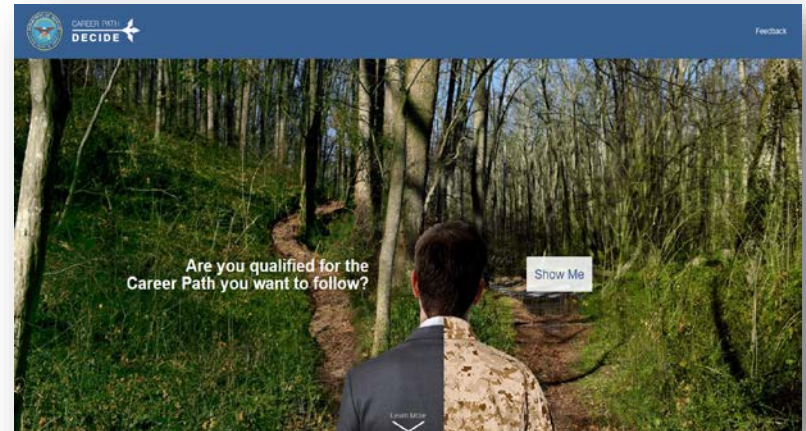
NOTE: Community College of the Air Force maintains its own transcript service as an accredited institution



What's Next

(FY19 Priorities)

- ➔ **DoD Policy Review and Development:**
 - DoDD 1322.08E (modify)
 - DoDI 1322.25 (modify)
 - DoDI 1322.19 (incorporate)
- ➔ **DoD MOU Renewals**
- ➔ **Sunset SOC DNS and CTE Resource List**
- ➔ **Career Pathway Investments**
- ➔ **2019 ICP**
- ➔ **JST Review**





What's Next

(CCME 2019 – Learn More)

➡ General Sessions:

- **VoEd Service Chief Updates (Air Force, Army, Marine Corps, Navy, and Coast Guard)**

➡ Concurrent Sessions:

- **DoD Institutional Compliance Program: Year Two, What's New?**
- **Career Path DECIDE – Aligning Service Member Career Goals with Education Investments**
- **DoD's Military Evaluation Program – ACE Reviews Validate Learning Experiences**
- **Demonstrating Return on Investment for the Credit-by-Exam Program**
- **Academic Institutions input for the Modern GoArmyEd**
- **Academic Institutional (AI) Portal and Air Force Virtual Education Center (AFVEC) - Leveraging Technology to Support our Military Community**
- **The sun never sets on the US Navy! Tuition Assistance Anywhere**



Resources

(Service Member Education)

- ➡ **DoD Voluntary Education:**
<https://www.militaryonesource.mil/education-employment/for-service-members>
- ➡ **DoD Voluntary Education Partnership MOU:**
<https://www.dodmou.com>
- ➡ **Career Path DECIDE:**
<https://www.careerpathdecide.org>
- ➡ **Tuition Assistance (TA) DECIDE:**
<https://www.dodmou.com/TADECIDE>
- ➡ **DoD Postsecondary Education Complaint System:**
<https://pecs.militaryonesource.mil/pecs/dodpecs.aspx>



UNITED STATES DEPARTMENT OF DEFENSE



...Better Service Members, Better Citizens.

DoD Policy & MOU Compliance Inquiries:

Email: osd.pentagon.ousd-p-r.mbx.vol-edu-compliance@mail.mil

Phone: 703-614-7584