



Alert DOD Funding brings Professional Credentialing to Navy Personnel



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 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 Enlisted Personnel

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**

DOD Funded Credentialing Program

**From Nov. 2007 to Oct. 2008, over 1400
Navy Credentialing Vouchers for 500
Navy Culinary Specialists.**

Most earned:

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

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.


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

Attachment:
As stated

cc:
ASN(M&RA) Administrative Officer

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.**

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

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

One Solution – One Example

IFSEA Food Safety Symposiums

- ✓ Held at bases worldwide – go to www.ehmanley.com for upcoming
- ✓ Saves TAD \$\$; Time away from job/family
- ✓ Personal, hands-on training by industry experts
- ✓ From November 2007 when we got the first \$1 out of the program for a class at the White House, to September 2008, 1400+ Navy Vouchers funded for CS's for about 500 personnel.
- ✓ Some tests now available on-line (MCFE, CFE)
 - ✓ Access in combat areas
 - ✓ Learn on personal schedule
 - ✓ High retention

- As of August 2008, the TOP 10 Ratings Receiving Certification funding:

Rating Quantity	Paygrade Quantity
-----	-----
MA 2,435	E-1 14
CS 1,453	E-2 86
IT 424	E-3 276
HM 194	E-4 747
ET 149	E-5 1,569
CTR 113	E-6 1,543
CTT 70	E-7 938
GM 52	E-8 261
CTN 50	E-9 125
FC 46	

PROFESSIONAL CERTIFICATION AND LICENSING VOUCHER REQUEST

Command Representative Email to: crry_cqcredentials@navy.mil
or fax to: (850) 452-6897 / dsn: 922-6897

PRIVACY ACT STATEMENT

"For Official Use Only – Privacy Sensitive – Any misuse or unauthorized disclosure may result in both civil or criminal penalties."

AUTHORITY: 10 USC 2015; 5 USC 301, EO 9397.

PRINCIPAL PURPOSE(S): This record is used for reviewing, approving, accounting, and disbursing certification exam vouchers submitted by Department of the Navy (DoN) personnel. The Social Security Number (SSN) is used to maintain a numerical identification filing system for filing and retrieving individual claims.

ROUTINE USE(S): Disclosures are permitted under 5 U.S.C. 552a(b), Privacy Act of 1974, as amended.

DISCLOSURE: Voluntary; however, failure to furnish the information requested may result in denial of voucher request.

PENALTY STATEMENT

Any person knowingly making false, fictitious, or fraudulent claims upon or against the United States Government may be imprisoned for up to five years (18 USC 287 and 1001, and 31 USC 3729).

PART 1. Employee Information

Name (Last, First, MI): Smith, John		Last 4 of SSN: 1234
Military: Rank: E-5 Rating: CS2	Civilian (Information Assurance workforce ONLY): Pay Grade (i.e. GS-11): Pay Schedule/Band (i.e. YA-2): Job Series (i.e. 0343):	
What is your Navy Job? (as listed on Navy COOL Job or Occupation Search page): Culinary Specialist		
Command UIC: 00128	Command Name (i.e. CVN-68, VFA-125): NAVSTA GREAT LAKES IL	
Applicant Official ".mil" Email Address: john.smith@navy.mil		
Duty Status (Check One): Active Duty: <input checked="" type="checkbox"/> Reserve: FTS <input type="checkbox"/> SELRES <input type="checkbox"/> EAOS (mm/dd/yyyy): 1/22/2012	Office Phone: Country Code (if applicable): Com: (850) 452-6337 x- DSN: 922-6337 x-	Fax: Country Code (if applicable): Com: (850) 452-6897 x- DSN: 922-6897 x-

PART 2. Certification / License History


Professional Certifications / Licenses Held (List):	Date Awarded (mm/dd/yyyy)	Expiration Date (mm/dd/yyyy)
(1)		
(2)		
(3)		
(4)		

Name (Last, First, MI): Smith, John	Last 4 of SSN: 1234
-------------------------------------	---------------------

PART 3. Request for Certification / License Exam Voucher

Name of Certification / License Exam (as listed on Navy COOL): (example: Certified Technical Trainer (CTT+) or Six Sigma Green Belt (SSGB)) Haccp, Cpm, Cfe	Type (Check One): New / First Time taking exam: <input checked="" type="checkbox"/> Recert of credential in Part 2: <input type="checkbox"/> Maint Fee of credential in Part 2: <input type="checkbox"/>
Credentiaing Organization / Company (example: CompTIA): International Food Service Executives Association (IFSEA)	
Testing Location (i.e. City/State ; on-base overseas; off-base overseas): Great Lakes, IL	
Estimated Date you <i>plan</i> to take the exam(s): 05/20/2008	
Is your exam(s) scheduled for greater than 60 days from this request?: No	

PART 4. Acknowledgments (All boxes must be acknowledged by applicant and verified by Command Approving Official)

The command approving official must verify member is currently working, and has experience, in the position for which the credential is tied to.	<input checked="" type="checkbox"/>	The credential being sought is specifically identified as Navy-funded on the Navy COOL website for the member's rating, job or occupation. Identified with the  icon.	<input checked="" type="checkbox"/>
The member has reviewed the credentialing agency's web site and verified that he/she has met all the agency's pre-requisites, application requirements, education, and experience requirements to be eligible for the exam.	<input checked="" type="checkbox"/>	The member must not have received exam funding from any other source that would constitute a duplication of payment (such as GI Bill, local Command funding, or DANTES). This does not include personal loans or out-of-pocket payments.	<input checked="" type="checkbox"/>
In most cases, the member must schedule and take the examination within 60 calendar days of receipt of exam voucher. <i>(Note: Coordinate with the Credentials Program Office for exams scheduled greater than 60 days from submission of this request.)</i>	<input checked="" type="checkbox"/>	The member shall have, at a minimum, one year remaining employment/service obligation.	<input checked="" type="checkbox"/>
		The member must report examination results (pass, fail) to Credentials Program Office within 30 calendar days of taking the exam. If pass, also notify Personnel Office to get entry into SMART/ETJ.	<input checked="" type="checkbox"/>

PART 5. Certification and Signature of Applicant

* I agree to allow the Credentialing Provider and/or Testing Center to release my credentialing exam pass/fail results and/or credentialing status to the Credentials Program Office.	
* I certify that all statements in my application are true and correct to the best of my knowledge and belief.	
Full Name of Applicant (Printed): Smith, John	
Signature of Applicant:	Date Signed (mm/dd/yyyy): 5/5/2008

If application is e-mailed, no signatures are required, but email must come from Command Approving Official. If faxed/scanned, Parts 5 & 6 must be signed.

PART 6. Command Approval (Completed by Local Command Approving Official)

I certify applicant was counseled and determined eligible for the stated credentialing examination. The applicant meets prerequisites and credential requirements.	
Approved Voucher Request <input checked="" type="checkbox"/>	Disapproved Voucher Request <input type="checkbox"/>
Full Name (Printed): Anderson, John	Phone Number: (850) 452-6337 x-
Signature:	Date (mm/dd/yyyy): 5/5/2008
Title: Chief, Supply	Official Email Address: john.anderson.navy.mil

Filling out the form is SIMPLE!

- Part 1 – Name, last 4 SSN, rank, rating, Navy job (Culinary Specialist), Command UIC & name, Military email address, status (active or reserve?), EAOS (must have 1 year left), Office phone and fax.
- Part 2 – Certifications previously held
- Part 3 – HACCP, CPFM, CFM (for symposiums), new/first time. Credentialing organization – IFSEA, Testing Location (city or base), approximate date of test(s), less than 60 days.
- Part 4 – Command checks all boxes.
- Part 5 – Applicant's name, date.
- Part 6 – Person approving, title, email, phone, date (the only requirement is that this person is senior to the applicant, does NOT have to be CO, SUPPO, etc.)
- E-mail from approving person's email address to crry_cqcredentials@navy.mil (does not have to be signed)
- Or Fax to 850-452-6897 or DSN 922-6897 (sign parts 5 & 6)
- Questions phone the Voucher Office at 850-452-6683

CS2 Pete Urton, Navy Consolidated Brig, Charleston, SC.

- I received a phone call from my old boss that she was ready to sell her restaurant in Ohio. I contacted a banker which requested a business plan and letters showing my culinary experience and training.
- Then he asked if I had any **certifications that would speed up the process** and shorten the time of finding out about the loan. I told him yes - I had Customer Service Certification, ServSafe, and ServSafe Alcohol, and 3 IFSEA certifications.
- **I showed him 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%.

CSCS Fernando Colon-Aldecoa

- I think is a great deal, and stand by it. I'll tell you, I have seen a significant increase in SANITATION levels (raised) here on the King's Bay (Submarine) waterfront.

It's making my job easier.

FS1 Jason Chambers, U.S.C.G.

- I have another plug that you can add to the benefits of getting certified. On Friday, one day after the symposium, I heard an ad about a job fair in Seattle for a Hawaiian cruise ship line. I went on Monday. I just wanted to see what was out there. If I had applied, they said I would be hired on the spot. If I had the documentation for the MCFE, CPFM and CHM, they would have added \$500.00 a month more to the offer. That is **\$6000.00 a year more** for 11 letters. They wanted HACCP trained management personnel and made that quite obvious.

CSC Christopher A. Moore

- Thank you for giving me the advice you gave in Great Lakes at the Culinary "A" School. You told me that if I was certified MCFE it would help me with promotion. Thank you for that advice and the opportunity to meet you. The encouragement you gave is why I'm a Chief Petty Officer this cycle FY09. Again thank you for all you and IFSEA do. God Bless.

Testimonials

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

CSC Linda Giltenegday, Great Lakes

Testimonials

CSCS Michael Tiong – I wouldn't be where I'm 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.

Testimonials

I just completed your class earning the MCFE, CPFM and CHM certifications. I just wanted to thank you for a great week of training. Your presentations for each course of study was very educational, concise, and added a great deal to my level of expertise. I have sat on several selection boards (LDO/CWO/CPO) and I can tell you that earning these certifications makes a difference in the selection process.
CWO5 Paul T. Jones, SC, OIC, NFMT, Norfolk

CSC Mark Adams, Navy (ret)

- I landed a great Kitchen Manager job with a BBQ restaurant in Rochester. They told me later they would have hired me on the spot because of my resume and certifications.

He told me that he had no idea what the MCFE and CPFM were but was impressed that I was both of them. He liked the AA in Food Service.

We are working with HACCP daily and I am glad I took the course because we deal with numbers like 250 racks of ribs, 120 Chicken halves, 120 lbs of chicken wings, 300 pounds of pork butt and 100 pounds of brisket daily.

Testimonials

I took my MCFE certificate to work at Turning Stone Casino and asked if they would get me anything. In my next paycheck I had a 25 cent raise which may not seem like a lot but that is \$500 a year, and the certification cost much less! Instant payback.

Renee Graham
Student, Morrisville State College

- I got a job as Asst. Director of a large school district in the Syracuse area, responsible for 15 schools, feeding over 9,000 students breakfast & lunch.
- I'll be directing other areas of operations, but **HACCP & in-service training will be the big ones.**
- **The CHM designation (in particular) and the MCFE and CPFM played a significant role in my hiring.
Duncan Sproule, MCFE, CHM, CPFM**

Testimonials

- Thanks to you pushing me 4 years ago to get my HACCP, CPFM and CFE done, and with my BS, I was able to get \$16,000 more than a Chief got who only had CFE. I've been with Aramark now for 2 years, since I retired, and I have 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)

- From a food service recruiter - "The HACCP certification is imperative, especially when people are trying to get into Quality Control in food manufacturing and I imagine that would hold true in test kitchens, manufacturing plants, large scale operations..."

"Getting your degree done and having additional "civilian" certifications will only help in your transition from the military..... any specialization that sets you apart from the person who just does his job and nothing else is going to be a plus."

- If I have not expressed it before, I will do so now. I thank my Lord every day for you coming into my life.
- When we met three years ago I had ZERO direction on where or what I wanted to do after the military. After going through your symposiums and interacting with you over the past three years, and you getting me intimately involved with IFSEA, I finally do have direction and know where I want to go and what I intend to pursue.
- So THANK YOU my friend. You are truly a HERO to myself and many many Navy CS's that you have helped get certifications they would have never normally achieved.

David Zander, CSC, SubPac Pearl Harbor

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

- 2008 – Won by Coast Guard. Navy won in 2006.
- Held adjacent to Marine Barracks 8th and I, Washington, DC with Barracks Row Oktoberfest.
- 2007 covered by CNN, CNN International and The Pentagon Channel.
- 16 Military Teams in 2008
- Mystery Box Competition
- Prizes for 1st, 2nd and 3rd Place

2007 Winner

U. S. Marine Corps Team Commandant's Office



Enlisted Aide of the Year Award
2007 Winner CSC (Now CWO2) Benny Brockington
Senior Aide to Admiral Fallon.
presented at the USO Salute to Military Chefs Dinner



Military Hospitality Alliance (MHA) Report Presented by (at that time)

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
Command Master Chief, Presidential Food Service, The White House
MHA 2nd Vice President

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