



2023 Board of Visitors CCAF Subcommittee

Lt Col Kevin Pond, Commander and Commandant
CMSgt Alexis Reid, Senior Enlisted Leader and Vice Commandant

13 Feb 2023

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Dr. Ruben M. "Mike" Flores, Chair, CCAF Subcommittee

Col (Ret) Michael D. Cartney, USAF

Ms. DeeJay J. Mailer

Dr. Mary A.Y. Okada


Dr. Elane Seebo

Recruiting, Readiness, Retention, Career Transition

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Agenda




-  The CCAF System
 - Faculty Qualification
 - Credit Hour Awarding Policy
 - Embedded Credentials
 - CCAF Student Engagement




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CCAF Executive Summary





- 50+ years, CCAF has awarded credentials, certificates, & degrees
- The CCAF degrees are:
 - Reputable – Through Air University’s institutional accreditation
 - Portable – Can transfer to accredited universities and colleges
- CCAF’s portfolio is growing:
 - Manage \$10M AF Credentialing Opportunities On-Line Program
 - Now authorized to provide degrees to Sister Services*

*Limited to those attending CCAF instructional site.

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The CCAF Brand

CCAF Mission & Vision

Mission

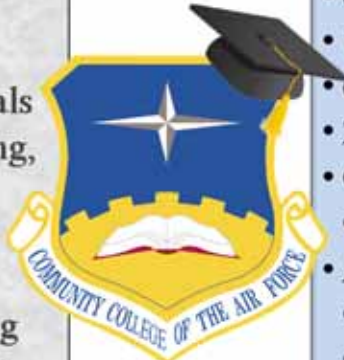
Provide enlisted professionals pathways to degrees and credentials through military education, training, and experience.

Vision

A great place to serve while being the educational partner of choice.

By the Numbers: (CAO Feb 23)



- 272k registered students
- 6.5k instructors
- 111 instructional sites
- 69 degrees (58 are STEM)
- 25 credit-awarding credentials
- Gen Ed Mobile
- 145 partner schools
- AU-Associates to Bachelors
- 100 partner schools
- 375 degree programs
- AFCOOL - \$10M+/yr

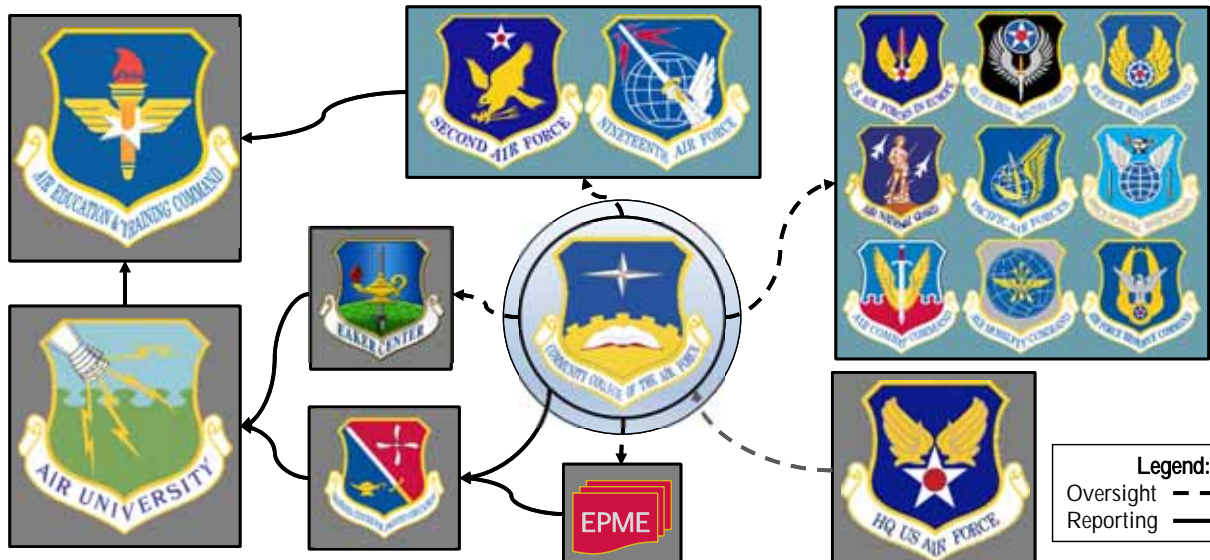


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Complexity of CCAF Key Stakeholder Relationships



Commands External to AETC *

Legend:

Oversight - - - - ->

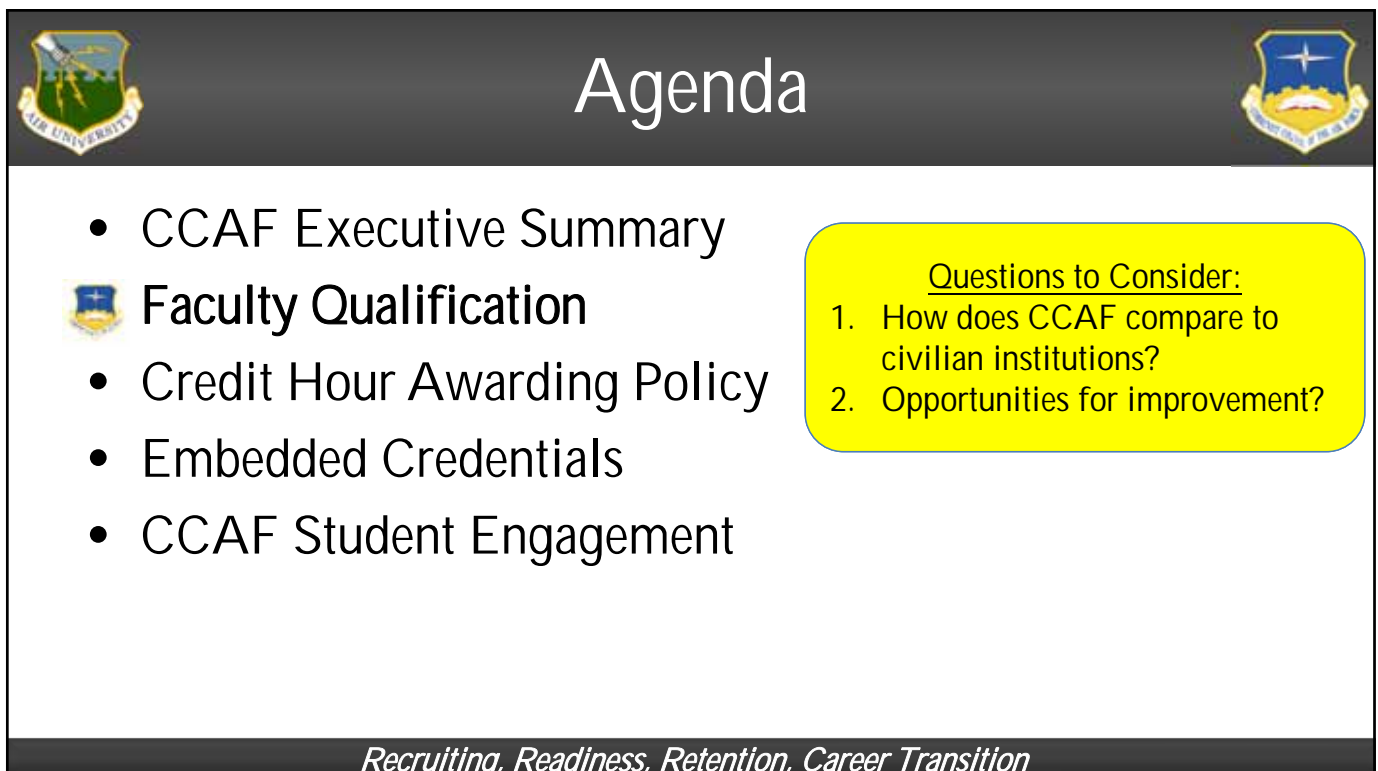
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Faculty Qualification Standards



SACSCOC Reference:

- 6.1 The institution employs an adequate number of full-time faculty members to support the mission and goals of the institution.
- 6.2 For each ... program, the institution justifies and documents the qualifications of its faculty ...
- 6.5 The institution provides ongoing professional development opportunities for faculty members.

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Faculty & Campus Relations



Goal: Ensure all CCAF off-campus instructional sites remain in good standing, enabling AU to award credit towards AAS degrees.



111 sites
6.5k faculty
2.3k+ courses



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Building CCAF's Faculty



Faculty Selection:

- Each school determines policy/procedure
- Candidates: Active Duty AF, Guard, Reserve, Sister Services, International Services, & Civilians
- Requirements:
 - 1) AAS* in Air Force Specialty;
 - 2) At least Journeyman skill level (5 level)
 - 3) 3-4 years of work experience in specialty

*Candidates allowed one year to complete, if not already holding AAS upon selection.

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Building CCAF's Faculty



Instructor Onboarding Process:

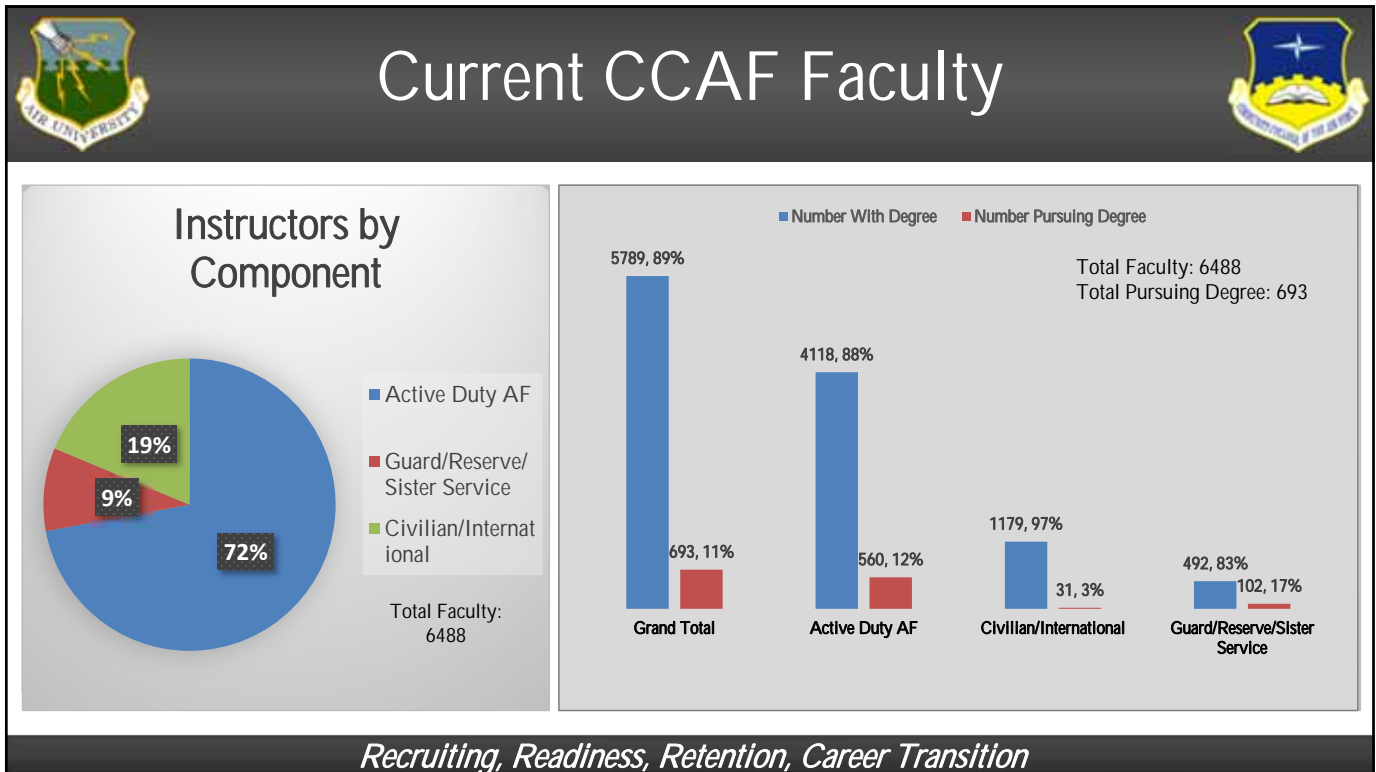
- Instructional Methodology (3 SH)
- CCAF Teaching Internship (180 hours)
 - 120 hours podium instruction
 - 30 hours curriculum development
 - 30 hours teaching qualification (administer tests, counsel students, etc.)
 - 3 evaluations performed by qualified faculty
 - Subject Matter Testing on every course taught

Annual Requirements:

- Evaluations, professional development, & subject-matter testing



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Questions to Consider:

1. How does the AU method of calculating credits compare with your institution?
2. What other calculation practices are available?
3. Is it a viable practice to use multiple calculation ratios in one institution?

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Relevant Credit Hour Policy



Air University Instruction 36-2602:

- **6.8.1. Contact Hours and Credit Hours.**
 - Definition of contact and credit hour comes from 34 CFR § 600.2
- **6.9.1.1.1. A credit hour consists of 45 instructional contact hours.**
 - Contact hours may consist of classroom, direct faculty, or self-paced instruction and out of class student work.

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Previous and Current Calculations



- **Previous Calculations Examples**
 - 15:1 for direct faculty lecture
 - 30:1 for lab, performance, demonstration, etc.
 - 45:1 for medical clinicals
 - Factored 2 hrs of out-of-class student work per 1 contact hr
- **Current Calculations Example**
 - 45:1 for all student learning activities

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Course Credit Comparison



AFSC	Specialty	Current Credits Awarded	Credits Awarded under 45:1 Policy	Hours Short 45 credit hour requirement
1N	Intel	56	33	12
1W	Meteorology	99	32.5	12.5
3E	EOD	83	27.5	17.5
3P	Security Forces	45	14.5	30.5
5J	Paralegal	63	22.5	22.5

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Tuition Assistance Impact



AFSC	Specialty	Number of Students*	Additional Credits Required per Student	Total TA Cost Increase**
1N	Intel	16,017	12	\$ 48,051,000
1W	Meteorology	2,024	12.5	\$ 6,325,000
3E	EOD	1,417	17.5	\$ 6,199,375
3P	Security Forces	29,359	30.5	\$ 223,862,375
5J	Paralegal	590	22.5	\$ 3,318,750

*Students Enrolled in 2017 – 2022 Catalogs

**Tuition Assistance (TA) Cost per Credit hr = \$250

Total = \$287,756,500


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-  **Embedded Credentials**
- CCAF Student Engagement

Questions to Consider:

1. How does your institution, determine what certifications to embed your degree programs?
2. How do you go about creating credentials that are recognized by industry?

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Current Programs



Certificate programs

- CCAF Qualified Faculty
 - CCAF Instructor Certificate (CIC)
 - Instructional Systems Development (ISD) Certificate
- Aircraft Maintenance
 - JSAMTCC* FAA** Airframe and Powerplant Certificate of Eligibility

Air Force Credentialing Opportunities On-Line (AFCOOL)

- 1,500+ credentials - From Aircraft Maintenance to Project Management
- Credentials can be evaluated for college credit
- No or limited out-of-pocket cost to the member

*JSAMTCC – Joint Service Aviation Maintenance Technician Certification Council
 **FAA – Federal Aviation Administration

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CCAF Certificate Programs



CCAF Qualified Faculty

- CCAF Instructor Certificate (CIC) (Level I, II, and III)
 - Three levels based on the instructor's teaching experience and education
 - Used as an entry point for K-12 educator licensure in Florida and Alabama
 - Legislation is pending in Texas (SB544) to mirror Florida legislation
- Instructional Systems Development (ISD) Certificate
 - Awarded to CCAF course curriculum developers
 - Recognizes practical experience and education of curriculum writers
 - Used as an entry to civil service (GS-1750), Fortune 500 companies (training development), colleges/university/K-12 curriculum writers

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CCAF Certificate Programs



Aircraft Maintenance

- JSAMTCC* FAA** Airframe and Powerplant Certificate of Eligibility
 - Requirements for Certificate of Eligibility
 - Qualification Training Package
 - 3 Specialized Courses: General, Airframe, and Powerplant
 - 30 months of experience in Airframe and Powerplant Systems
 - Benefits:
 - Technician can bypass FAA interviews and proceed to written, oral, and practical exams
 - CCAF awards 30 semester hours collegiate credit for awarded FAA A&P certification
 - Aviation industry opportunities after transition from Air Force
 - Develops a more well-rounded and diverse aircraft maintenance technician

*JSAMTCC – Joint Service Aviation Maintenance Technician Certification Council
 **FAA – Federal Aviation Administration

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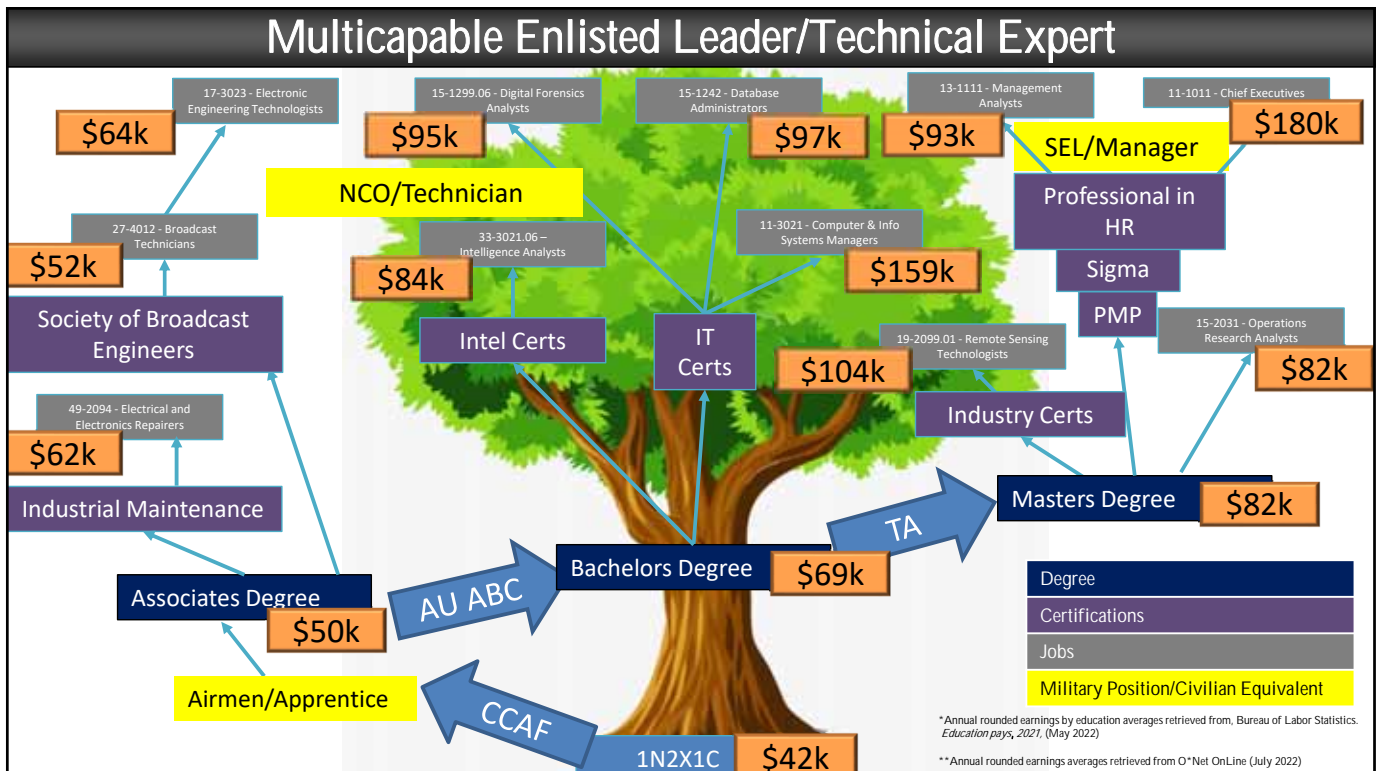
Top 10 AFCOOL Credentials

Credential	Total Enrolled
General Radiotelephone Operator License (PG)	6306
Project Management Professional (PMP)	3451
Mechanic (Airframe & Powerplant)	3174
Certified Associate in Project Management (CAPM)	1330
ASTM NCATT Aircraft Electronics Technician (AET)	914
CompTIA Security+	807
Certified Information Systems Security Professional (CISSP)	696
Certified Personal Trainer (NASM-CPT)	647
Certified Manager (CM)	398
National Council Licensure Examination for Practical/Vocational Nurses (NCLEX-PN)	270

Source: AFCOOL data from AFAEMS since 2015 program inception as of 31 Jan 2023

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Questions to Consider:

1. How does CCAF's proposal compare to your institution?
2. Opportunities for improvement?

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Student Advisory Panel



Membership

- 6 students/representatives from each enlisted tier (Amn/NCO/SNCO)
 - 1 ANG rep (Amn or NCO)
 - 1 AFRES rep (Amn or NCO)
 - 1 Air University rep (SNCO or civilian)
 - 1 OCONUS rep (SNCO from either Pacific or Europe)
 - 2 Reg AF AD reps outside of the above organizations (SrA-SSgt)

Student Advisory Panel Focus Areas and Functionality

- Initially focus on:
 - Goals, expectations, mission/vision, & Policy Council proposals
- Members meet virtually periodically (quarterly); in person annually
- Inputs from Panel will flow into the CCAF Policy Council then to BoV

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Questions?



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Backup Slides



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Institutional Accreditation



Air University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate, masters, and doctoral degrees.

Benefits

- Credits and degrees widely accepted
- Credits transferrable; degree exportable...stepping stone

Constraints

- High standard: faculty qualifications, program rigor
- Documentation, reporting requirements



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Air Force Credentialing Opportunities On-Line (AFCOOL)/Credentialing



AFCOOL FY22

Rank	Students	Enrollments	Completions (cao 26 Jan 23)
E-2	8	11	4
E-3	378	633	363
E-4	1012	1910	1118
E-5	1170	2298	1351
E-6	855	1550	921
E-7	929	1677	1014
E-8	290	510	330
E-9	135	236	182
SGT	10	13	9
SP3	3	3	2
SP4	9	14	6

Credentialing

Total Graduates				
CCAF Certificate Program				Graduates
FAA Airframe & Powerplant*				2,387
CCAF Instructor Certification-I				16,941
CCAF Instructor Certification-II				11,317
CCAF Instructor Certification-III				2,175
Instructional System Design				1,060
Annual Graduates				
CCAF Certificate Program	2019 Annual Graduates	2020 Annual Graduates	2021 Annual Graduates	2022 Annual Graduates
FAA Airframe & Powerplant*	395	466	391	294
CCAF Instructor Certification-I	1,008	1411	1,280	1,222
CCAF Instructor Certification-II	656	819	861	888
CCAF Instructor Certification-III	187	216	176	189
Instructional System Design	33	100	96	97
Monthly Graduates				
CCAF Certificate Program	July Monthly Graduates	August Monthly Graduates	September Monthly Graduates	
FAA Airframe & Powerplant*	18	45	22	
CCAF Instructor Certification-I	75	119	147	
CCAF Instructor Certification-II	92	72	73	
CCAF Instructor Certification-III	20	16	16	
Instructional System Design	1	7	9	

*Combined Airframe, Powerplant, and Airframe & Powerplant numbers

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AU-ABC/General Education Partners



Air University- Associates to Bachelors (AU-ABC) Program

AU-ABC	January 2023 Data	Since Program Inception (2007) Data
Partner Schools	+0	100
Degree Programs	+0	375
Enrolled Students	2,490	240,117
Course Enrollments	3,292	371,396
Graduates	189	13,935
Commissioned Graduates	13	582

General Education Mobile (GEM) – CCAF General Education Partners

GEM	January 2023 Data	Since Program Inception (2009) Data
Partner Schools	+1	145
Approved Courses	+20	2,703
Enrolled Students	1,864	170,689
Course Enrollments	2,149	198,941

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CCAF Achievements



The Intellectual and Leadership Center of the Air Force

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