2023 Board of Visitors
CCAF F Subcommittee

Lt Col Kevin Pond, Commander and Commandant
CM Sgt Alexius Reid, Senior Enlisted Leader and Vice Commandant
13 Feb 2023

Welcome!

Dr. Ruben M. “Mike” Flores, Chair, CCAF F Subcommittee
Col (Ret) Michael D. Cartney, USAF
Ms. Deej ay J. Mailer
Dr. Mary A.Y. Okada
Dr. Elane Seebo

Recruiting, Readiness, Retention, Career Transition
The CCAF System

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

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.
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

Complexity of CCAF

**Key Stakeholder Relationships**

Legend:
- Oversight
- Reporting

Commands External to AETC:
- Second Air Force
- Air University
- EPM E
- HQ US Air Force
- CONUS Units
- EPME
- GEN Ed Mobile
- AU

Recruiting, Readiness, Retention, Career Transition
Agenda

- CCAF Executive Summary
- Faculty Qualification
- Credit Hour Awarding Policy
- Embedded Credentials
- CCAF Student Engagement

Questions to Consider:
1. How does CCAF compare to civilian institutions?
2. Opportunities for improvement?
Faculty Qualification Standards

SA CSCOC 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.

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
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.

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
Recruiting, Readiness, Retention, Career Transition

Current CCAF Faculty

Instructors by Component

- Active Duty AF: 72%
- Guard/Reserve/Sister Service: 9%
- Civilian/International: 19%

Total Faculty: 6488

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?

Agenda

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- Faculty Qualification
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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?
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
## Course Credit Comparison

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

## Tuition Assistance Impact

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

*Students Enrolled in 2017 – 2022 Catalogs  
**Tuition Assistance (TA) Cost per Credit hr = $250

Total = $287,756,500
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?

Current Programs

Certificate programs
- CCAF Qualified Faculty
  - CCAF Instructor Certificate (CIC)
  - Instructional Systems Development (ISD) Certificate
- Aircraft Maintenance
  - JSAM TCC* 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

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

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

Recruiting, Readiness, Retention, Career Transition
## Top 10 AFCOOL Credentials

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

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

## Recruiting, Readiness, Retention, Career Transition

### Industry Certifications

- **Society of Broadcast Engineers**
  - Industrial Maintenance: $62k
  - NCO/Technician: $95k
  - Intel Certs: $84k

- **IT Certs**
  - $159k
  - $97k
  - $93k

- **SEL/Manager**
  - Professional in HR: $180k
  - Sigma: $82k

- **Military Position/Civilian Equivalent**
  - 1N2X1C: $42k
  - AU ABC: $50k
  - Associates Degree: $50k
  - Bachelors Degree: $69k
  - Masters Degree: $82k

- **Sel/Manager CAF**
  - 15-1299.06 - Digital Forensic Analyst: $95k
  - 15-1294.02 - Database Administrator: $97k
  - 13-1111 - Management Analyst: $93k

- **Sel/Manager CAF**
  - 11-1001 - Chief Executive: $180k
  - 15-3021.06 - Remote Sensing Technologist: $95k

- **Sel/Manager CAF**
  - 40-2004 - Electrical and Electronics Repairers: $62k
  - 27-0012 - Broadcast Technician: $52k
  - 17-3023 - Electronic Engineering Technologists: $64k

- **Sel/Manager CAF**
  - $84k

- **Sel/Manager CAF**
  - $104k

- **Sel/Manager CAF**
  - $82k


### Annual rounded earnings averages retrieved from O*Net OnLine (July 2022)
**Agenda**

- CCAF Executive Summary
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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)

**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
Questions?

Recruiting, Readiness, Retention, Career Transition

Backup Slides

Recruiting, Readiness, Retention, Career Transition
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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<table>
<thead>
<tr>
<th>Rank</th>
<th>Students</th>
<th>Enrollments</th>
<th>Completions (cao 26 Jan 23)</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-2</td>
<td>8</td>
<td>11</td>
<td>4</td>
</tr>
<tr>
<td>E-3</td>
<td>378</td>
<td>633</td>
<td>363</td>
</tr>
<tr>
<td>E-4</td>
<td>1012</td>
<td>1910</td>
<td>1118</td>
</tr>
<tr>
<td>E-5</td>
<td>1170</td>
<td>2298</td>
<td>1351</td>
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<tr>
<td>E-6</td>
<td>855</td>
<td>1550</td>
<td>921</td>
</tr>
<tr>
<td>E-7</td>
<td>929</td>
<td>1677</td>
<td>1014</td>
</tr>
<tr>
<td>E-8</td>
<td>290</td>
<td>510</td>
<td>330</td>
</tr>
<tr>
<td>E-9</td>
<td>135</td>
<td>236</td>
<td>182</td>
</tr>
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<td>SGT</td>
<td>10</td>
<td>13</td>
<td>9</td>
</tr>
<tr>
<td>SP3</td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>SP4</td>
<td>9</td>
<td>14</td>
<td>6</td>
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**AFCOOL FY22**

<table>
<thead>
<tr>
<th>Credentialing</th>
<th>Total Graduates</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAA Airframe &amp; Powerplant*</td>
<td>2,387</td>
<td></td>
</tr>
<tr>
<td>CCAF Instructor Certification-I</td>
<td>16,943</td>
<td></td>
</tr>
<tr>
<td>CCAF Instructor Certification-II</td>
<td>13,217</td>
<td></td>
</tr>
<tr>
<td>CCAF Instructor Certification-III</td>
<td>2,175</td>
<td></td>
</tr>
<tr>
<td>Instructional System Design</td>
<td>1,060</td>
<td></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Credentialing</th>
<th>2019 Annual Graduates</th>
<th>2020 Annual Graduates</th>
<th>2021 Annual Graduates</th>
<th>2022 Annual Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAA Airframe &amp; Powerplant*</td>
<td>395</td>
<td>466</td>
<td>391</td>
<td>294</td>
</tr>
<tr>
<td>CCAF Instructor Certification-I</td>
<td>1,008</td>
<td>1411</td>
<td>1,280</td>
<td>1,222</td>
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<tr>
<td>CCAF Instructor Certification-II</td>
<td>656</td>
<td>819</td>
<td>861</td>
<td>888</td>
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<tr>
<td>CCAF Instructor Certification-III</td>
<td>187</td>
<td>216</td>
<td>176</td>
<td>189</td>
</tr>
<tr>
<td>Instructional System Design</td>
<td>33</td>
<td>100</td>
<td>96</td>
<td>97</td>
</tr>
</tbody>
</table>

**Monthly Graduates**

<table>
<thead>
<tr>
<th>Credentialing</th>
<th>July Monthly Graduates</th>
<th>August Monthly Graduates</th>
<th>September Monthly Graduates</th>
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</thead>
<tbody>
<tr>
<td>FAA Airframe &amp; Powerplant*</td>
<td>18</td>
<td>45</td>
<td>22</td>
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<tr>
<td>CCAF Instructor Certification-I</td>
<td>75</td>
<td>119</td>
<td>147</td>
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<tr>
<td>CCAF Instructor Certification-II</td>
<td>92</td>
<td>72</td>
<td>73</td>
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<tr>
<td>CCAF Instructor Certification-III</td>
<td>20</td>
<td>16</td>
<td>16</td>
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<tr>
<td>Instructional System Design</td>
<td>1</td>
<td>7</td>
<td>9</td>
</tr>
</tbody>
</table>

*Combined Airframe, Powerplant, and Airframe & Powerplant numbers
Air University- Associates to Bachelors (AU-ABC) Program

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

General Education Mobile (GEM) – CCAF General Education Partners

<table>
<thead>
<tr>
<th>GEM</th>
<th>January 2023 Data</th>
<th>Since Program Inception (2009) Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner Schools</td>
<td>+1</td>
<td>145</td>
</tr>
<tr>
<td>Approved Courses</td>
<td>+20</td>
<td>2,703</td>
</tr>
<tr>
<td>Enrolled Students</td>
<td>1,864</td>
<td>170,689</td>
</tr>
<tr>
<td>Course Enrollments</td>
<td>2,149</td>
<td>198,941</td>
</tr>
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CCAF Achievements

The Intellectual and Leadership Center of the Air Force