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| --- | --- | --- | --- | --- | --- |
| **​** | Army**​** | Navy**​** | Marine Corps**​** | Air Force**​** | Coast Guard**​** |
| COOL Program Established​ | 2002​ | 2005​ | 2014​ | 2014​ | 2018​ |
| Information Dissemination on COOL Sites: MOC to Credential Linkages/Analysis​ | | | | | |
| Enlisted​ | P​ | P​ | P​ | P​ | P​ |
| Officer​ | P​ | P​ | ​ | ​ | P​ |
| Warrant Officer​ | P​ | P​ | ​ | ​ | P​ |
| Payment of Voluntary Credentialing Fees: Covered Personnel Categories​ | | | | | |
| Enlisted​ | P​ | P​ | P​ | P​ | P​ |
| Warrant Officers​ | P​ | P​ | ​ | ​ | ​ |
| Officers​ | P​ | P​ | ​ | ​ | ​ |
| Federal Civilians​ | ​ | ​ | ​ | ​ | ​ |
| Criteria for Payment of Credential: Credential must have a nexus with military training/service and can be related to:​ | | | | | |
| Most Military Occupation Duties​ | P​ | P​ | P​ | P​ | P​ |
| Some Military Occupation Duties​ | P​ | P​ | P​ | P​ | P​ |
| Collateral Duties/ASIs​ | P​ | P​ | P​ | ​ | P​ |
| Training (Military and Non-Military)​ | P​ | P​ | ​ | ​ | P​ |
| Certificate​ | Multiple​ | P​ | ​ | ​ | P​ |
| Associate Degree​ | One per degree​ | P​ | ​ | ​ | P​ |
| Bachelor's Degree​ | One per degree​ | P​ | ​ | One per degree​ | P​ |
| Graduate Degree​ | One per degree​ | P​ | ​ | One per degree​ | P​ |
| Prior Military Occupations Held​ | ​ | P​ | P​ | ​ | P​ |
| Prior Civilian Occupations Held​ | ​ | P​ | ​ | ​ | P​ |
| Civilian Career of Interest ​ | P​ | ​ | ​ | ​ | ​ |

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| **​** | Army**​** | Navy**​** | Marine Corps**​** | Air Force**​** | Coast Guard**​** |
| Types of Credentialing Fees Covered​ | | | | | | |
| Application Fees​ | P​ | P​ | P​ | P​ | P​ |
| Exams​ | P​ | P​ | P​ | P​ | P​ |
| Recertification or Maintenance Fee​ | P​ | P​ | P​ | P​ | P​ |
| Credential Preparation Fees Covered Through Voluntary Credential Program​ | | | | | | |
| Manuals, Study Guides, Textbooks​ | P​ | ​ | ​ | Up to $2,750​ | ​ |
| Non-Traditional Training​ | P​ | ​ | ​ | P​ | ​ |
| Traditional Education/Courses​ | P​ | ​ | ​ | ​ | ​ |
| Number of Credentials/Dollar Limit​ | | | | | | |
| Number/Dollar Limit​ | $4000/year (TA/CAcombined cap)​ | Unlimited​ | ​ | Unlimited up to $4,500​ | 1 credential perFY/Unlimited $ ​ |
| Service Policy​ | | | | | | |
| Reference​ | [AR 621-5](https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/ARN4227_R621_5_FINAL.pdf)​ | [OPNAVINSTRUCTION1540.56B](https://www.cool.navy.mil/usn/pubs/OPNAVINST154056B.pdf)​ | [MARADMINS:583/15](https://www.marines.mil/News/Messages/Messages-Display/Article/896703/announcement-of-marine-corps-credentialing-opportunities-online-cool)​ | AFI 36-XX7 ForceDevelopmentChapter 6.9​ | [COMDTINST1540.10](https://media.defense.gov/2020/Jan/13/2002233571/-1/-1/0/CI_1540_10.PDF) ​ |
| End of Active Service (EAOS) Restrictions​ | Soldiers must have sufficient time left in service to complete the requested training or exam.​ | >2 months prior; complete 30 days prior to separation; additional waivers available​ | >6 months prior​ | 90 day prior to sep/retirement must pay out of pocket and get reimbursed. Working to extend to 180. ​ | >6 months prior ​ |
| Repayment for Failed Exams?​ | Yes​ | No, but cannot take again​ | ​ | Yes, if unrelated to military occupation​ | No, but cannot take again​ |
| Additional Service Obligation?​ | No (Yes only for Warrant Officers and Officers that use CA to pay for training)​ | No​ | No​ | No​ | No​ |