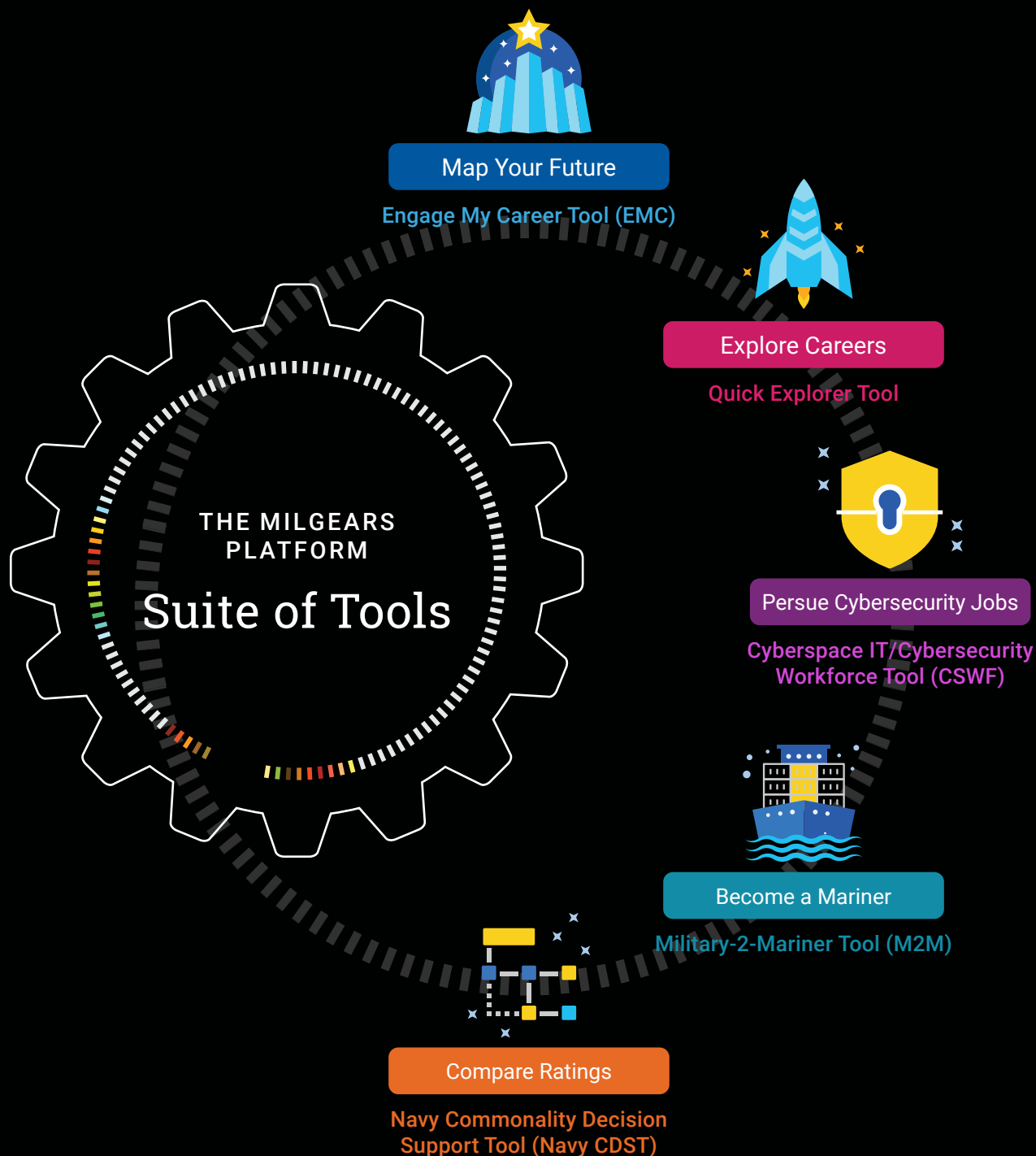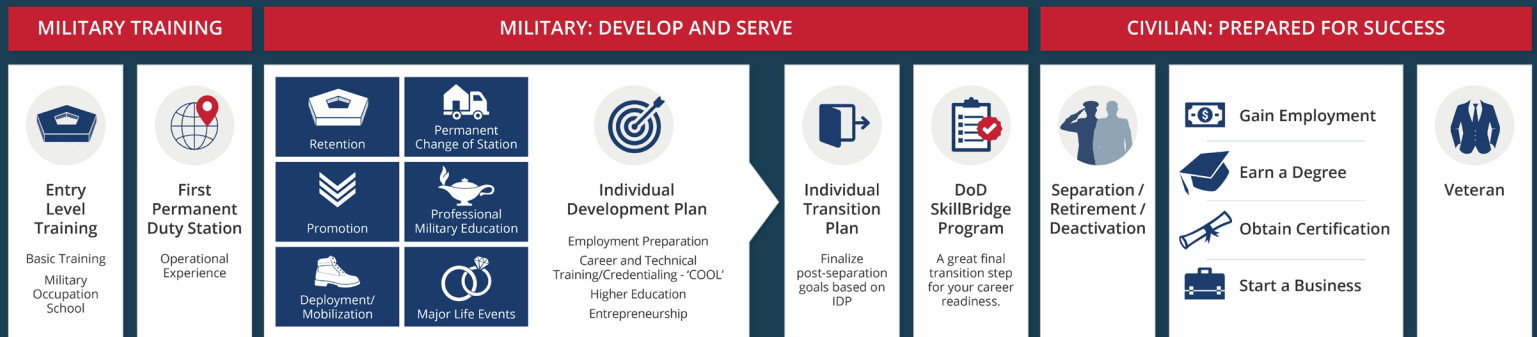## Empowers career planning, decision making, and professional growth

The MilGears platform aggregates military and civilian occupational and credentialing data into a centralized location for use in career exploration, talent management, retention, and to translate military and non-military training, education, and experience to civilian jobs and credentials.

Map Your Future
Engage My Career Tool (EMC)

Explore Careers
Quick Explorer Tool

Persue Cybersecurity Jobs
Cyberspace IT/Cybersecurity Workforce Tool (CSWF)

Become a Mariner
Military-2-Mariner Tool (M2M)

Compare Ratings
Navy Commonality Decision Support Tool (Navy CDST)

THE MILGEARS PLATFORM
Suite of Tools

The MilGears Platform supports the Service Member's entire career lifecycle

| MILITARY TRAINING | MILITARY: DEVELOP AND SERVE | CIVILIAN: PREPARED FOR SUCCESS |

Entry Level Training
Basic Training
Military Occupation School

First Permanent Duty Station
Operational Experience

Retention

Permanent Change of Station

Promotion

Professional Military Education

Deployment/ Mobilization

Major Life Events

Individual Development Plan
Employment Preparation
Career and Technical Training/Credentialing - 'COOL'
Higher Education
Entrepreneurship

Individual Transition Plan
Finalize post-separation goals based on IDP

DoD SkillBridge Program
A great final transition step for your career readiness.

Separation / Retirement / Deactivation

Gain Employment
Earn a Degree
Obtain Certification
Start a Business

Veteran

Robust data allows complete assessment of Service members' qualifications and professional growth opportunities

- Occupational information (military, civilian, and federal)
- Education and training (military and civilian)
- Non-degree civilian credentials (certifications, licenses, and apprenticeships)

Expansive suite of tools serves a variety of stakeholders

- Service members, Veterans and Spouses
- Military leaders and decision makers
- Employers and industry and labor representatives
- Academia and other credential providers

High-tech features provide customized results and documentation of Service member qualifications

- Uploaded formal service documentation gets automatically parsed to produce customized results.
- No personal identifying information (PII) stored - receive an encrypted data session file and return to tool to pick up where you left off.
- Receive downloadable results that can inform and support the attainment of career and academic goals.
- Results will be repurposed as a digital, interoperable, verified Learning and Employment Record (LER) using data standards that allow the LER to be shared with credential providers, employers, and other stakeholders.

The MilGears Platform helps Service members navigate their career goals – both in the Military and beyond!
To learn more, visit the MilGears website: **milgears.osd.mil**.

MIL GEARS
Powered by COOL

Engage My Career	Quick Explorer	Cyber IT/CSWF	Mil-2-Mariner	Navy CDST
	Any user	**Cyber workforce and decision makers**	**Service members**	**Service members and decision makers**
	Explore specific military, federal, and civilian career and credential opportunities	Find out if you qualify for Defense Cyber Workforce (DCWF) work role requirements	Find out if you qualify for mariner credentials	Compare Navy ratings to each other and to civilian jobs

Engage My Career Tool

WHAT IT DOES

Provides the Service member with potential occupational and credentialing opportunities that align with their specific military experience and training, and documented education/credentials.

Specific output/data provided:

Civilian, federal, and military occupations that may be attainable or nearly attainable.

Civilian degree and non-degree credentials that may align with their previous military training, experience, and credentials.

Detailed views of skills, experience, and qualifications compared to typical requirements of the civilian occupations and credentials.

Recommendations for next steps to fill gaps for civilian occupations and credentials.

*A **credential** is any academic and/or non-academic post high-school verified and validated learning opportunity. Non-academic credentials typically include certifications, licenses and apprenticeships. Academic credentials include degree programs and certificates.*

HOW IT DOES IT

It looks at a user's military experience to date including military occupation, pay grade, duty station history, training, job roles, qualifications, and civilian education or credentials already obtained. EMC analyzes the provided data and creates a customized output for the user.

Why is this important?

Output includes downloadable file with all career-relevant experiences that can be used as a reference for career counseling, job applications, and other career-related decisions.
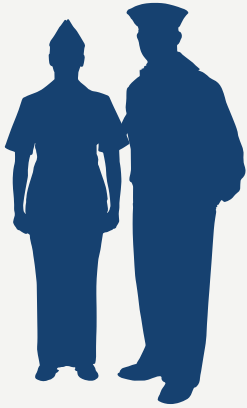
Provides Service members with a list of personalized occupational choices that they may be qualified for based on their past training, education, and experiences--along with outlining actionable next steps for pursuing a particular occupation of interest.

PRIMARY AUDIENCE

Active-duty, reservist, and transitioning Service members exploring new career options and the necessary steps in pursuing those options.

What does the user need to provide?

☑ Service history and military training, which can be provided in documents such as a Joint Service Transcript (JST), or Verification of Military Experience and Training (VMET)

☑ Civilian employment history

☑ Civilian education and credentials

EXPANSION EFFORTS

Incorporating new technological and data analytic advancements to expand functionality, accessibility, and adaptability.

Extend tool functionality to all Military Officers.

Military training and experience records will be integrated directly from personnel systems making the process easier for the user.

Allow users to filter by location to further customize their results.

Streamline data output to provide users with specific career and credentialing pathways to guide their decision-making and support their professional development goals.

Further support for all phases of the military lifecycle from recruitment to professional development, transition, and beyond.

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Suite of Tools

Engage My Career

Service members

Get customized career and credentialing recommendations based on your unique qualifications

Quick Explorer

Cyber IT/CSWF

Cyber workforce and decision makers

Find out if you qualify for Defense Cyber Workforce (DCWF) work role requirements

Mil-2-Mariner

Service members

Find out if you qualify for mariner credentials

Navy CDST

Service members and decision makers

Compare Navy ratings to each other and to civilian jobs

Quick Explorer Tool

WHAT IT DOES

Allows users to directly explore credentials, careers, and interests without uploading personal information, providing the user with a more straightforward (though non-customized) alternative to the Engage My Career Tool.

Career pathways can be explored based on:

Military Occupational Classification (MOC)

Explore pathways based solely on a specific military occupation. Pathways include academic and non-academic credential options, cross-rate opportunities, and post-service occupation and career options.

Cyber IT / Cybersecurity Workforce (CSWF)

Explore Cyberspace IT / CSWF work roles you are interested in and find out the qualification requirements for Defense Cyber Workforce (DCWF) roles.

Credentials

Explore career pathways for selected academic and non-academic credentials (including certifications, licenses, and United Services Military Apprenticeship Programs) that you currently hold or are considering.

Career Goals

Explore military, federal, and civilian career pathways based on specific career areas you'd like to pursue or search by keyword.

Interests

Explore career pathways using the Affinity Interest Profiler to help you learn more about occupations based on your interests.

HOW IT DOES IT

Presents users with targeted search options that allow them to quickly access results based on their military occupation, academic and non-academic credentials, career goals, and interests. Results provide related occupations as well as academic and non-academic credential options.

Why is this important?

Offers guidance to users who are searching for pathways related to a specific credential, career area (military or civilian), or based upon their general interests.
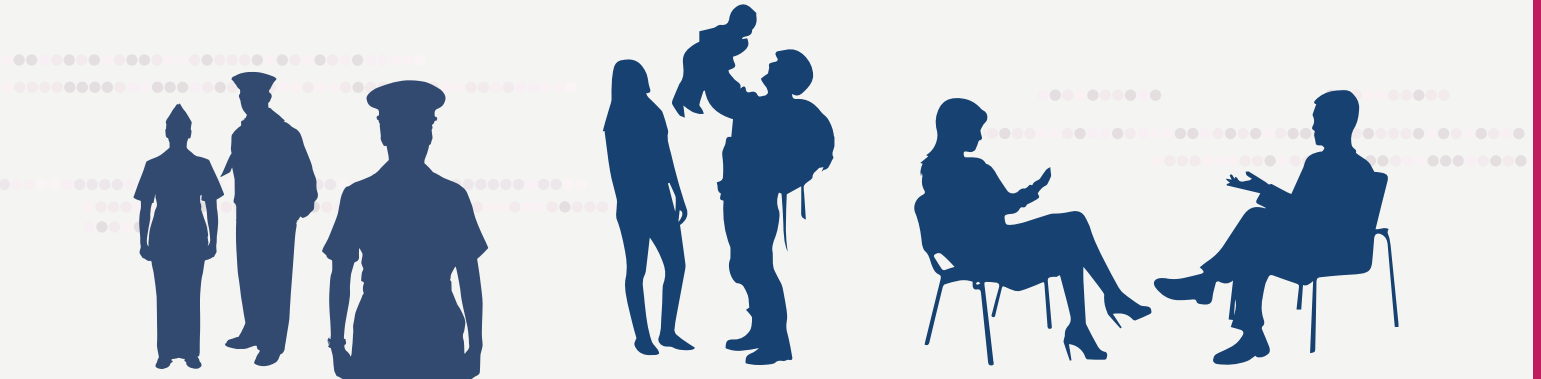
Provides more general information about different work areas users may not have considered or were aware of.

Allows the user to search for pathways that may not be related to their experience, training, or education and provides guidance on how to pursue those pathways.

PRIMARY AUDIENCE

To access the Quick Explorer tool, select the Quick Explorer gear on the MilGears homepage.

- Active-duty Service members and veterans seeking information about specific credentials or military, civilian, and civil service occupational opportunities.
- Military spouses seeking information about specific civilian occupational and credential opportunities.
- Those interested in joining the military and want to learn more about a specific MOC.
- Career and education counselors and others serving in an advising role.

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MIL GEARS
Powered by COOL

Engage My Career	Quick Explorer		Mil-2-Mariner	Navy CDST
Service members	**Any user**	Cyber IT/CSWF	**Service members**	**Service members and decision makers**
Get customized career and credentialing recommendations based on your unique qualifications	Explore specific military, federal, and civilian career and credential opportunities		Find out if you qualify for mariner credentials	Compare Navy ratings to each other and to civilian jobs

Cyber IT/Cybersecurity Workforce Tool

WHAT IT DOES

Compares user provided data (experience, training, and documented education/credentials) to the requirement for specific Defense Cyber Workforce (DCWF) work roles and highlights skill gaps to be qualified within those Cyber IT/CSWF work roles.

Specific output/data provided:

The degree to which users meet the qualification requirements for different IT/CSWF work roles.

Detailed work role descriptions and qualification requirements, existing skill gaps and corresponding next steps to prepare for the desired role.
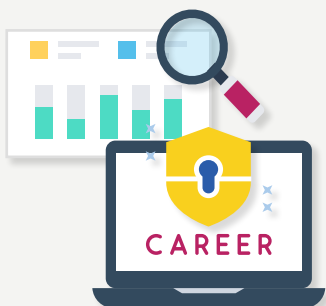
Military, federal, and civilian occupations related to a specified work role.

HOW IT DOES IT

Parses education, training, experience and credential related data from a user's records and matches that information to the Defense Cyber Workforce (DCWF) workforce model qualifications matrices. The tool will then assess the degree of match with work role qualifications to determine whether those have been met, highlight qualification gaps, or guide users toward specific work roles that align with their experience and credentials.

Why is this important?

CAREER

- Determines if personnel designated to serve in a work role in the Cybersecurity Workforce have met the required qualifications for that role and provide next steps for those seeking to meet the requirements.

- Encourages users to explore lucrative tech careers they may not have considered or realized they are qualified to pursue.

- Maximizes training in the related military occupation to connect the user to a specified classification and increase candidate marketability within the cyber industry.

PRIMARY AUDIENCE

Service members, civil servants, and federal contractors working in Cyber IT and Cybersecurity or those interested in pursuing careers in this industry.

What does the user need to provide?

☑ Personal data on their training, experience, education, and other awarded credentials (e.g., certifications and licenses).

☑ Service record if available, or user inputs.

EXPANSION EFFORTS

Incorporating new technological and data analytic advancements to expand functionality, accessibility, and adaptability.

Extend tool functionality to all Military Services.

Quick explorer functionality linking additional credentials not previously associated with the workforce qualification program.

Greater emphasis on displaying commonalities between work roles in tasks, skills and abilities, credentials, and occupational alignments.

MIL GEARS
Powered by COOL

Engage My Career	Quick Explorer	Cyber IT/CSWF	Mil-2-Mariner	Navy CDST
Service members	**Any user**	**Cyber workforce and decision makers**		**Service members and decision makers**
Get customized career and credentialing recommendations based on your unique qualifications	Explore specific military, federal, and civilian career and credential opportunities	Find out if you qualify for Defense Cyber Workforce (DCWF) work role requirements		Compare Navy ratings to each other and to civilian jobs

Military-2-Mariner Tool

WHAT IT DOES

Determines eligibility of a Service member's creditable sea service, military training, and experience by comparing against requirements for Coast Guard issued Merchant Mariner credentials. Additionally, it provides guidance on how to successfully navigate the National Maritime Center (NMC) application process through the application assist guide, which provides the user steps and links to necessary forms required for completion.

Specific output/data provided:

Sea Service Calculation Summary
Calculates the user's creditable sea service that could apply towards Merchant Mariner credentials. Sea service calculations help determine a user's eligibility towards a credential.

Mariner Preliminary Results
Determines eligibility for meeting the requirements of Merchant Mariner Credentials.

USCG NMC Application Assist
Provides the user guidance on the National Maritime Center application process.

HOW IT DOES IT

The tool evaluates a user's military and civilian training and experience (to include rating, pay grade, duty station history, or qualifications) applicable to Mariner requirements, using uploaded documents or user inputs.
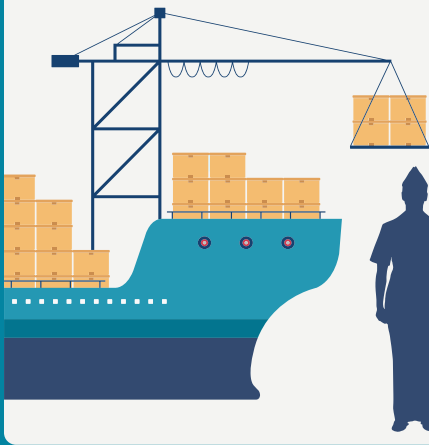
Why is this important?

- Output includes a downloadable file with the maritime credentials a user may be eligible to pursue upon evaluation.

- Provides the user with a detailed list of additional training, experience and sea service required for additional credentials.

PRIMARY AUDIENCE

Active Duty, reservists, transitioning Service members and civilians looking to pursue a maritime career or earn a Coast Guard issued Merchant Mariner Credential.

What does the user need to provide?

☑ Sea service, qualifications, and training, which can be found on documents such as a Joint Service Transcript (JST), or Verification of Military Experience and Training (VMET).

☑ Personal information (e.g., name)

☑ Civilian education and other credentials (e.g., certifications, licenses)

EXPANSION EFFORTS

Incorporating technological and data analytic advancements to expand functionality, accessibility, and adaptability.

Allow users to download personalized, prepopulated documentation for application towards mariner positions.

Users will have the option to upload and integrate additional service records and other relevant documentation increasing the amount of user data captured within the tool.

Military training and experience records will be integrated directly from personnel systems making the process easier for the user.

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V 2.0

MIL GEARS
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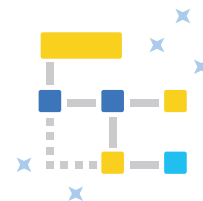| Engage My Career	Quick Explorer	Cyber IT/CSWF	Mil-2-Mariner	
Service members	**Any user**	**Cyber workforce and decision makers**	**Service members**	
Get customized career and credentialing recommendations based on your unique qualifications	Explore specific military, federal, and civilian career and credential opportunities	Find out if you qualify for Defense Cyber Workforce (DCWF) work role requirements	Find out if you qualify for mariner credentials	**Navy CDST**

Navy Commonality Decision Support Tool

WHAT IT DOES

The Navy CDST enhances the ability of the user to:

Gather Information

- Access Enlisted Task level data
- Review Rating-specific requirements
- Review Enlisted Occupational Standards (OCCSTDs)
- Review Naval Standards (NAVSTDs)
- Align Navy Ratings/Tasks to civilian occupations and credentials
- Explore career options

Compare Ratings

- Compare Navy career options side-by-side
- Identify training gaps
- Compare Rating-specific requirements
- Correlate common areas of work

Develop a Plan

- Create data-driven learning objectives
- Improve Navy training products to support a skill-based workforce
- Meet Ready Relevant Learning (RRL) goals, and support recruiting and detailing (job placement) activities
- Use military and civilian credentials to assess occupational competency
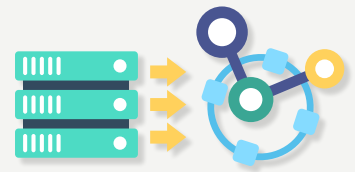
HOW IT DOES IT

The Navy CDST provides a single access point to:

- Navy Occupational Standards (OCCSTDs) and Naval Standards (NAVSTDs) for all Navy Enlisted Ratings.

- The Navy Task Classification (NTC) repository, which classifies Navy Tasks into occupational categories and establishes hierarchical linkages to private industry's occupational structure.

- Rating-specific accession level training and NEC details to include source Ratings, billet paygrades, primary advisor, and historical data.

- Occupational Information Network's (O*NET) occupations aligned to each Navy Rating, as indicated by a standardized Subject Matter Expert (SME) validation process used to identify common work between and within Navy Ratings.

- Ease of conversion measurement, which indicates the level of difficulty associated with transferring from one Rating to another, and more.

Why is this important?

The Navy CDST offers users the ability to efficiently view unique, multi-source occupational data sets, manipulate data, and export published information to support analytical and information gathering capabilities.

PRIMARY AUDIENCE

Sailors, decision makers, and workforce development professionals.

What does the user need to provide?

The Navy CDST is currently available for public consumption and does not require special login credentials.

EXPANSION EFFORTS

Incorporating new technological and data analytic advancements to expand functionality, accessibility, and adaptability.

Extend Navy CDST functionality to all Military Services.

Migrate from public-facing to controlled site access based on user type/role.

Enhance analytical functionality to support all Military Occupational Standards review and development activities.

Develop additional functionality to further enhance analysis, research, and information gathering capabilities across all user types.

Link military occupational tasks to specific course learning objectives to identify the connection between occupational requirements and training plans, and support training product development.

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V 2.0