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# **FY25 Policy Changes to Federal Tuition Assistance (TA) and Credentialing Assistance (CA)**

**ARNG Education Services Branch  
National Guard Bureau (ARNG-HRH-C)**

As of: 11 December 2024



# TA Wave 1 Changes

## Previous Policy:

1. 16 Semester Hours max per fiscal year
2. \$4,000 max per fiscal year
3. ArmyIgnitED 101 Training required before approval of Education Goal

Note: This requirement started on 1 Oct 2024 for the ARNG and is applicable to new users only

## NEW POLICY: Effective 11 Dec 2024

1. 18 Semester Hours max per fiscal year
2. \$4,500 max per fiscal year
3. Career Path Decide (CPD) required before approval of Education Goal  
(Soldiers must complete the assessments, download their CPD report link, and upload it to ArmyIgnitED) (New users only)



# Career Path Decide Requirement



- **Soldiers must upload their CPD results directly into their ArmyIgnitED account**

## For Soldiers uploading to ArmyIgnitED:

- 1 Copy your session return link, which can be found in the box below.
- 2 Log into your ArmyIgnitED Portal.  
<https://www.armyignited.army.mil/>
- 3 Click on the "Career Path Decide" tab.
- 4 Click on the "Create New Plan" button.
- 5 Enter the Plan Title as "Career Path Decide Goals Report (Date)".
- 6 Input your return link (found below) in the "Reference URL" field.

### Your Return Link

[https://careerpathdecide.org/goals-report?returnToken=\(youruniquenumberhere\)](https://careerpathdecide.org/goals-report?returnToken=(youruniquenumberhere))

Link to CPD:

<https://careerpathdecide.org/>

There is also a link to Career Path Decide in ArmyIgnitED



# TA FAQs

## 1. Why did the Army make these changes?

- *The Army wanted to be in closer alignment with the other Services and this policy change does that. These changes also help ensure the long-term stability of Voluntary Education (VOLED) programs and maximize benefits for Soldiers based on available funding.*

## 2. Will TA always be available?

- *It depends. TA is a first come, first served program (it is a benefit not an entitlement). Therefore, if either the Army, ARNG, or USAR reaches their budget limit for the FY, the program will be suspended for that component until additional funding is obtained.*

## 3. Do Soldiers get \$4,500 for TA and \$4,500 for CA each year?

- *No. While the TA cap per Soldiers is now \$4,500 per FY, Soldiers may only use up to \$2,000 of their \$4,500 TA cap on CA.*

## 4. What if the Academic Institution is only \$175 per semester hour, can a Soldier exceed the 18 semester hours since there will be funds remaining?

- *No. Soldiers are limited to 18 semester hours per FY regardless of how much each SH costs.*

## 5. What if an Academic Institution charges \$300 per semester hour?

- *TA will cover \$250 per semester hour and the remaining \$50 per semester hour would be the responsibility of the Soldier.*



# TA FAQs

## 6. Do Soldiers have to complete ArmyIgnitED 101 & Career Path Decide (CPD) prior to using TA if they have already utilized TA previously?

- *No. ArmyIgnitED 101 and CPD are only required for first time users of TA; however, it is highly recommended for planning purposes and discussion with a Guidance Counselor that a Soldier considers completing these tools.*

## 7. Do Soldiers have to complete the Virtual Benefits Training (VBT) again?

- *Yes. Effective 11 Dec 2024, all Soldiers will be required to complete the newly updated VBT before requesting TA.*

## 8. I am a Soldier who has an approved 3 SH TA request (TAR) for a January 2025 course where I previously used 15 SH. That approved request has 1 SH covered by TA and I am funding the remaining 2 SHs. Under this new policy, can the Ed Center edit my TAR or create an HTAR to get the remaining 2 SHs covered by TA?

- *No. Ed Centers should not modify TARs that have already been requested and approved. HTARs will not be approved for this situation. A Soldier who wishes to have the full three SHs described in this situation for a course that starts in January should cancel the approved TAR and create a new TAR (at least 8 days prior to the class start date) for the same class and then it will be fully funded.*



# CA Wave 1 Changes

## Previous Policy:

1. \$4,000 max per fiscal year
2. No limit on number of credentials
3. No exam required if only requesting training

## NEW POLICY: Effective 11 Dec 2024

1. \$2,000 max per fiscal year (\$1,000 for select aviation credentials)
2. One credential max per Soldier, per fiscal year
3. Three 3 credential max for 10 years of service
4. Must take the associated exam for the credential you are pursuing
5. Must complete CA 101 Training (Provided by the CA Virtual Counseling Cell) (New users only)
6. Must complete MilGears\* (Soldiers must complete the explore careers, Quick Explorer tool, download their report, and upload it to ArmyIgnitED) (New users only)



# CA FAQs

## 1. Why did the Army make these changes to CA?

- *The CA program is a very successful program, but the cost of the program was exceeding the FY authorization. Changes were necessary to ensure long term sustainability of the program.*

## 2. Will CA always be available?

- *As with TA, CA is a first come, first served program (it is a benefit not an entitlement). Therefore, if either the Army, ARNG, or USAR reaches their budget limit for the FY, the program will be suspended for that component until additional funding is obtained.*

## 3. How many total credentials can I get?

- *Soldiers may receive funding for 3 credentials for every 10 years of service (i.e. 0-9 yrs=3 credentials, 10-19 yrs=6 credentials, etc). This new limit is a change from the previous policy that did not limit the number of credentials based on years of service.*

## 4. Must a Soldier complete CA 101 Training and MilGears prior to using CA if they have already used CA previously?

- *No. CA 101 Training and MilGears are only required for first time users of CA, however it is highly recommended for planning purposes and discussion with a CA Virtual Counselor found in Army COOL or ACES Guidance Counselor that a Soldier considers completing MilGears.*

## 5. Where do I find MilGears?

- *MilGears is located at: <https://milgears.osd.mil/>. There is also a link to MilGears in ArmyIgnitED when a Soldier submits an Ed Goal for the first time.*



# CA FAQs

## 6. Why is the Army now requiring me to take the exam for the credential?

- *The intent of the CA program is to earn the credential which requires taking the exam. This is a change from the previous policy that allowed Soldiers to receive funding for the training but were not required to take the exam.*

## 7. Do recertifications count towards the lifetime limit?

- *No. recertifications do not count toward the lifetime limits but do subtract from the FY funding limit.*

## 8. If a Soldier fails training for a credential but passes the exam, will they be recouped?

- *Yes. If a Soldier fails the training, they will be recouped regardless if they choose to take the exam and pass.*

## 9. If a Soldier passes the training for a credential but fails the exam, what will the Soldier be recouped?

- *If a Soldier passes the training for a credential but fails the exam, they will only be recouped the government cost of the exam.*

## 10. What if a Soldier completes the training for a Credential and decides they do not want to take the exam?

- *Soldiers must complete the exam if they complete training. A Soldier has 180 days from a passing grade being posted for training to request the associated exam. If Soldiers do not request exam, they will be recouped for the costs of the training and associated materials.*





# CA FAQs

## 11. If a Soldier has an ed goal from a previous FY and completed training but did not take the exam, are they eligible to take the exam in the current FY and still use CA for a new goal in current FY?

- *Yes. Prior years' ed goals with funding against them remain in ArmyIgnitED. Soldiers can pursue the exams related to those goals. Those previous goals will count towards the 3 in 10 years with or without the exams. They can still create 1 current year ed goal if total amount spent towards both CA goals does not exceed annual limit of \$2000.*

## 12. What if I submitted an FY25 CA Request (CAR) prior to the policy change that exceeds the new reduced policy funding limit of \$2,000?

- *CARS submitted prior to the policy change will be approved up to the previous funding limit of \$4000. In this scenario, the Soldier would then be done using CA for the FY.*

## 13. What if the exam associated with my desired CA Ed Goal cost more than \$2,000?

- *If an exam exceeds the annual CA funding limit of \$2000, please reach out to a Credentialing Counselor at: <https://coolcontactus.com/ContactUs?service=R&subject=R> to discuss available options such as alternate vendors and/or goals.*

## 14. If I submitted a CAR prior to 11 Dec 2024 for a training or exam that starts after policy changes and it has not been approved yet, is it subject to new policy limits/restrictions or previous policy?

- *No. Training and Exam CARs submitted prior to Dec 11th with start dates after policy change will be grandfathered (subject to annual funding limit in place on day of submittal). However, if the cost of that CAR meets or exceeds the new annual funding limit in place on or after 11 Dec, no other FY25 CARs will be approved and paid.*



# Wave 2 TA/CA Changes

## Previous Policy:

1. No command involvement
2. No hold for recoupments
3. All ranks could use CA

**NEW POLICY:** Projected to become effective when the new AR 621-5 is published (Late spring 2025)

1. Require command involvement to approve Soldier requests for TA/CA
2. Suspend TA/CA for 12 months for Soldiers with two recoupments in the same FY
3. Commissioned officers (O-1 through O-10) no longer eligible for CA

***Important! FAQs on these changes will be provided after the policy becomes effective***



# For more Information

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- See what benefits your state offers and the POCs in your state education office at: [www.nationalguard.com/select-your-state](http://www.nationalguard.com/select-your-state)





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# *Questions?*



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