SUPPORTING STATEMENT - PART A

MilGears Platform and the Project Patriot Pipeline Initiative within the Military Upskilling and Career Portal (MUCP)- OMB Control Number: 0704-MILG

1. Need for the Information Collection

The Department of War (DoW) developed the platform to support service members, veterans, and other users in identifying career and credentialing pathways based on their military training, education, professional and personal interests, and experience. To deliver personalized career exploration and tuition assistance, credentialing, apprenticeships, and SkillBridge opportunities and recommendations, this platform currently provides a voluntary, opt-in data input option to collect relevant user information, including but not limited to occupation history, military training, career interests, education, and certifications. This data is currently not retained on the platform. To further enhance user experience and data continuity, the platform is preparing to launch individual user accounts. These accounts will include authoritative student records that cover present, former, and prospective students at military Service schools; and training activities or associated educational institution of Services sponsored programs, participants associated with activities of the Services Education and Training Commands, and other training programs. This will also enable users to securely store and manage their information over time, which not only preserves privacy but also expedites information queries, ultimately facilitating a more seamless and efficient user experience. This application supports the implementation of those accounts, which are essential to informing the platform's algorithms, improving user features and functionality, and advancing DoW-wide workforce development initiatives.

This collection is authorized under 10 U.S.C.1143, Employment Assistance; 10 U.S.C. 1144 note, Individualized Assessment for Members of the Armed Forces Under Transition Assistance on Equivalence Between Skills Developed in Military Occupational Specialties and Qualifications Required for Civilian Employment with the Private Sector; 10 U.S.C. 2015 note, Enhancement of Mechanisms to Correlate Skills and Training for Military Occupational Specialties with Skills and Training Required for Civilian Certifications and Licenses; 38 U.S.C. 4114 note, Veteran Skills to Jobs Act; 46 U.S.C. 7302 note, Military to Mariner; and Executive Order 13801, Expanding Apprenticeships in America, June 15, 2017.), which direct DoW to support military-to-civilian transitions and promote credentialing and career readiness.

2. Use of the Information

Respondents for this information collection include service members, veterans, and members of the general public who are interested in exploring customized careers and credentialing pathways and eligible Service members utilizing the Department of War's Military Tuition Assistance, SkillBridge, credentialing assistance, and apprenticeship programs. The goals of this platform are multi-pronged. It is 1. to address America's skills gap and to rapidly increase the availability of high-quality credentialing and apprenticeship programs in sectors of critical need. 2. to align the programs to better meet the Defense Industrial Base and Government's needs for recruiting and hiring, facilitating and improving Servicemember's experience in

workforce development, and streamlining the ability to hire and transition employees and 3. to support informed decision-making as individuals navigate their unique career trajectories.

In order to manage the tuition and fees of tuition, credentialing, apprenticeships and SkillBridge opportunities, and the enrollments and funding of individuals participating in these programs and services, data will be collected to include: Name, DoD ID Number, date of birth, mailing address, grade/rank/rate, pay grade, last pay record examined, amount, name of accountable disbursing officer, disbursing station symbol number, general accounting office exception code, date of separation, branch of service, assigned unit, education level, acquisition position, acquisition position career level, assigned base, work phone number, fax number, name of school, location of courses, course information, type of study, tuition and cost information." Respondents can also voluntarily provide personal and professional information as part of the process to establish a user account within the platform. These accounts are designed to support data continuity and a more tailored user experience as individuals explore career and credentialing opportunities aligned with their goals, experiences, and interests. All data is collected online via the platform and the Services personnel systems to include the Coast Guard

Users may learn about this platform and this data collection through a variety of channels, including the Transition Assistance Program (TAP), Credentialing Assistance (CA) application forms, career counselors, or through online search. Once aware of the MilGears platform and the Project Patriot Pipeline Initiative within the Military Upskilling and Career Portal (MUCP), users can access it at: https://milgears.osd.mil/. Upon visiting the platform, users can explore a suite of tools and resources that support career exploration and planning.

The data collected through this platform will be used to:

- Generate personalized recommendations for careers, credentials, and training opportunities
- Link military occupations to civilian career pathways and industry-recognized competencies
- Evaluate user engagement and satisfaction to guide ongoing platform improvements
- Support the development of Learning and Employment Records (LERs)
- Provide DoW leadership with actionable insights on user trends to optimize workforce planning
- Enable users to create persistent accounts for storing information and building individualized career pathways
- Promote interoperability across military human resource systems and data sources

3. Use of Information Technology

MilGears is a digital platform hosted in an ATO IL4/5 online cloud environment. User opt-in data will be collected 100% electronically via secure web interfaces, embedded forms, and interactive tools. The system is designed to reduce burden through auto-populated fields, digital record parsing, standardized data elements, and user-controlled profiles. No paper-based collection is involved.

4. Non-duplication

The information obtained through this collection is unique and is not already available for use or adaptation from another cleared source.

5. Burden on Small Businesses

This information collection does not impose a significant economic impact on a substantial number of small businesses or entities.

6. Less Frequent Collection

If this information were not collected, the platform's ability to provide personalized, data-informed guidance would be significantly diminished. This would reduce the platform's overall effectiveness as a Department of War (DoW) tool for supporting mission readiness, career planning, and transition services. Furthermore, the absence of this data would limit the DoW's capacity to make data-driven decisions and would hinder its ability to meet congressional and federal mandates aimed at advancing military-to-civilian transition, tuition, apprenticeship, SkillBridge opportunities and credentialing access, and broader workforce development initiatives.

7. Paperwork Reduction Act Guidelines

This collection of information does not require collection to be conducted in a manner inconsistent with the guidelines delineated in 5 CFR 1320.5(d)(2).

8. Consultation and Public Comments

Part A: PUBLIC NOTICE

A 60-Day Federal Register Notice (FRN) for the collection published on Wednesday, March 20, 2026. The 60-Day FRN citation is 91 FRN 29468.

No comments were received during the 60-Day Comment Period.

A 30-Day Federal Register Notice for the collection published on Wednesday, November 18, 2026. The 30-Day FRN citation is 91 FRN 74151.

Part B: CONSULTATION

No additional consultation apart from soliciting public comments through the Federal Register was conducted for this submission.

9. Gifts or Payment

No payments or gifts are being offered to respondents as an incentive to participate in the collection.

10. Confidentiality

The Privacy Act Statement is available to all users prior to providing any information. Users must review the information, scroll to the bottom of the webpage, and acknowledge that they have reviewed it before they can proceed to user account creation.

SORN: https://www.federalregister.gov/documents/2020/12/28/2020-26548/privacy-act-of-1974-system-of-records.

The platform collects and stores student, professional, educational, and training records from the appropriate Services. Training records can be collected directly from the user or downloaded as a Joint Services Transcript (JST) from the Naval Education and Training Command – Enterprise Services (NETC-ES).

A copy of the PIA, MilGears, has been provided with this package for OMB's review.

Temporary. Cutoff at end of CY. Destroy 5 yrs after cutoff or separation/transfer of employee. GRS 2.6, item 010 // WHS MilGear MFR

11. Sensitive Questions

No questions considered sensitive are being asked in this collection.

12. Respondent Burden and its Labor Costs

Part A: ESTIMATION OF RESPONDENT BURDEN

1) Collection Instrument(s)
   User Account Create an Account Mockup
   a) Number of Respondents: 50,000
   b) Number of Responses Per Respondent: 1
   c) Number of Total Annual Responses: 50,000
   d) Response Time: .5 hours
   e) Respondent Burden Hours: 25,000 hours

2) Total Submission Burden (Summation or average based on collection)
   a) Total Number of Respondents: 50,000
   b) Total Number of Annual Responses: 50,000
   c) Total Respondent Burden Hours: 25,000 hours

Part B: LABOR COST OF RESPONDENT BURDEN

1) Collection Instrument(s)
   User Account Create an Account Mockup
   a) Number of Total Annual Responses: 50,000
   b) Response Time: 0.5 hours
   c) Respondent Hourly Wage: $36.30
   d) Labor Burden per Response: $18.15
   e) Total Labor Burden: $907,500

2) Over-all Labor Burden
   a) Total Number of Annual Responses: 50,000
   b) Total Labor Burden: $907,500

The Respondent hourly wage was determined by using the U.S. Department of Labor Statistics June 2025 Employment and average hourly earnings by industry report ([https://www.bls.gov/charts/employment-situation/employment-and-average-hourly-earnings-by-industry-bubble.htm]).

13. Respondent Costs Other Than Burden Hour Costs

There are no annualized costs to respondents other than the labor burden costs addressed in Section 12 of this document to complete this collection.

14. Cost to the Federal Government

Part A: LABOR COST TO THE FEDERAL GOVERNMENT

1) Collection Instrument(s)
   [Mil]
   a) Number of Total Annual Responses: 50,000
   b) Processing Time per Response: .025 hours
   c) Hourly Wage of Worker(s) Processing Responses: $48.80
   d) Cost to Process Each Response: $1.22
   e) Total Cost to Process Responses: $61,000.00

2) Over-all Labor Burden to the Federal Government
   a) Total Number of Annual Responses: 50,000
   b) Total Labor Burden: $61,000.00

Part B: OPERATIONAL AND MAINTENANCE COSTS

1) Cost Categories
   a) Equipment: $0.00
   b) Printing: $0.00
   c) Postage: $0.00
   d) Software Purchases: $0.00
   e) Licensing Costs: $50,000.00
   f) Other: $34,500.00

2) Total Operational and Maintenance Cost: $84,500.00

Part C: TOTAL COST TO THE FEDERAL GOVERNMENT

1) Total Labor Cost to the Federal Government: $61,000.00

2) Total Operational and Maintenance Costs: $84,500.00

3) Total Cost to the Federal Government: $145,500.00

15. Reasons for Change in Burden

This is a new collection with a new associated burden.

16. Publication of Results

The results of this information collection will not be published.

17. Non-Display of OMB Expiration Date

We are not seeking approval to omit the display of the expiration date of the OMB approval on the collection instrument.

18. Exceptions to "Certification for Paperwork Reduction Submissions"

We are not requesting any exemptions to the provisions stated in 5 CFR 1320.9.