

AFTER ACTION REPORT		VETERANS IN PROJECT MANAGEMENT
CREDENTIAL CAPM® · Certified Associate in Project Management	US SALARY No defensible figure published	REPORTED SEP 30, 2026
REPORTING Dr. James Walsh · Air Force · Episode 007		

EXECUTIVE SUMMARY · EPISODE 007

Dr. James Walsh holds an MS and an MBA in management and a Doctor of Management, with a dissertation titled "Leadership Skills for Air Force Captain." He led for 12 years as a commissioned officer and more than 24 as a DoD civilian, more than 20 of them at the Pentagon on Air Force Reserve policy. He enlisted in 1966 as a clerk typist, commanded a squadron of more than 500 people in Athens as a lieutenant, and taught for 13 years between his two Air Force careers. The CAPM is the entry point to project certification: a diploma and 23 hours of study. It's the honest answer to the PMP's experience gate, and holding an active one waives the PMP's 35 training hours.

CONDITIONS · CHANGED JUL 25, 2023

The credential hasn't moved since the exam changed on July 25, 2023. PMI's paperwork has. As of 2026 no current PMI document publishes a CAPM exam or renewal fee, so the prices here come from Pearson VUE.

1 TASK AND STANDARD

TASK: qualify for and pass the CAPM®. **STANDARD:** one route, a diploma plus 23 hours.

High school diploma or GED	Required
Project management education	23 hours
Project experience	None
A degree, of any kind	No reduction

Hours count whatever year you earned them, and have to be finished by exam day. An active CAPM later waives the PMP's 35 training hours, and none of its months.

2 ASSESSMENT – WHAT COUNTS FROM YOUR SERVICE

The CAPM asks for no experience, so nothing you ran counts toward it. What can count is instruction, from military courses with real project management content and documented hours.

- ☐ A WarU (formerly DAU) project or program course
- ☐ CCAF or Air University coursework
- ☐ Onward to Opportunity's free coursework
- ☐ Any course whose certificate states its hours

Doesn't count: A DD-214, an NCOER or OER, a JST entry on its own, an ACE credit recommendation, and BLC or an NCO Academy as whole courses.

3 RESOURCES AND RETURN

Exam	\$225 member · \$300 non-member
23 hours of training	\$0 to \$1,000+, free via 020 or DAU
Titles it opens	Project coordinator, analyst, associate PM
Coordinator pay, all levels	\$62,803 to \$66,615

Coordinator averages: Indeed, August 17, 2026, and Salary.com, August 2026. Entry work pays less. PMI's own survey reports no CAPM figure.

4 OBSERVATIONS

SUSTAIN Get the 23 hours free before you pay for anything. Onward to Opportunity's coursework is built to satisfy them, and WarU, formerly DAU, costs eligible DoD users nothing. Still serving is the strong position. It's capm4005 on COOL, funded by Army, Navy, Marine Corps and Coast Guard, and approval comes before you buy rather than after. Army commissioned officers lost Credentialing Assistance on March 19, 2026, unless the goal was already submitted. Warrant officers and enlisted soldiers keep it. Keep the certificate that states its hours. A CAPM audit is your diploma plus those certificates, and with no experience to record there's no supervisor to chase. Use the GI Bill last. It reimburses up to \$2,000 per test and charges entitlement for it, so spend the funding that doesn't touch your months first.

IMPROVE

Know that you've done project management before. Your military record is documented success, and that's where the confidence comes from.

Be open to the new culture. Don't carry your military expectations into the civilian world, because it's completely different.

Think of a time you've already used each skill, then work out how to adapt it to where you are now.

Get the other side of the story before you decide. Listen to everyone with a stake in it, then act.

Keep learning. Treat every conversation as a chance to learn something new.

5 REMARKS — REPORTING INDIVIDUAL <i>I had the education, I knew the theory, but the reality was quite different. I mostly learned by trial and error.</i> <i>You're only as good as the people that work with you and for you. You really have to gain their trust in order to be effective.</i> <i>The colonel who hired me looked at my resume and said, "You've got three master's degrees. You can figure it out. It's not rocket science."</i> <i>I'm a lifelong learner. However long I live, I'm going to be learning something new every day.</i> <i>They have the skills. All they really need is the confidence.</i>
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Dr. James Walsh, episode 007

NEXT STEP Read the full CAPM® route, kept current Eligibility, the path, cost, renewal, and what a US veteran should know about funding it.

FULL ROUTE, KEPT CURRENT https://veteransinprojectmanagement.com/certifications/capm/training-guide/ Reported September 30, 2026 with episode 007, and unchanged since. Requirements were last checked August 22, 2026 and they do move: the full route above is maintained, this report is not. This is a guide, not advice, it isn't an official or government document, and PMI had no part in it and did not endorse it. Where a training provider or a school is named, assume we may have a commercial interest in it.	EPIISODE, TRANSCRIPT AND LINKS https://veteransinprojectmanagement.com/podcasts/vipm/007-james-walsh/
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