



Soldier For Life - Transition Assistance Program (SFL-TAP)

DACOWITS for March 2016

Mr. Walter Herd, Director

8 February 2016



Mission



Synchronize Army transition efforts and provide customized transition services to the total force in order to prepare and connect transitioning Soldiers, Department of the Army Civilians, and their Families to civilian communities - with continuity of military service, where feasible.

SOLDIER FOR LIFE
TRANSITION ASSISTANCE PROGRAM

**A COMMANDER'S PROGRAM.
A SOLDIER'S RESPONSIBILITY.**

Transition Assistance Program

The Soldier for Life - Transition Assistance Program (SFLTAP) is a "Commander's Program" requiring leadership involvement throughout a Soldier's transition. SFLTAP allows Soldiers to take responsibility in reaching their individual transition goals.

SFLTAP. Commander supported. Soldier driven.

1.800.325.4715
www.sfltap.army.mil

START STRONG • SERVE STRONG • REINTEGRATE STRONG • REMAIN STRONG

SOLDIER FOR LIFE
TRANSITION ASSISTANCE PROGRAM

**SERVICES DESIGNED
FOR YOUR SUCCESS.**

Transition Assistance Program

The Soldier for Life - Transition Assistance Program (SFLTAP) is designed with the services, products, and counseling which Soldiers need to transition from active duty service.

SFLTAP. Commander supported. Soldier driven.

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SOLDIER FOR LIFE
TRANSITION ASSISTANCE PROGRAM

**GO EARLY.
GO OFTEN.**

Transition Assistance Program

Going early and often to your Soldier for Life - Transition Assistance Program (SFLTAP) Center is the best plan for reaching your transition goals.

SFLTAP. Commander supported. Soldier driven.

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SOLDIER FOR LIFE
TRANSITION ASSISTANCE PROGRAM

AN INVESTMENT IN YOU.

Transition Assistance Program

You are accountable for your own success and the Soldier for Life - Transition Assistance Program (SFLTAP) provides the resources to get you there. The Army is vested in you reaching your post-military goals; transition success is dependent upon your personal commitment.

SFLTAP. Commander supported. Soldier driven.

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Agenda



- Transition Overview
- Two Mission Essential Tasks: Prepare/Connect
- Transition Soldier Life Cycle (SLC) Overview
- Measures of Effectiveness
- Army Compliance



Transition Overview



- 2010: USMA Study began the Transition Assistance re-engineering effort.
- 19 June 2014: Rebranded the Army Career and Alumni Program (ACAP) to the Soldier For Life - Transition Assistance Program (SFL-TAP) to nest with the CSA's Soldier For Life initiative.
- ACAP
 - Pre-separation counseling mandatory - all else voluntary
 - Soldiers used approximately 30% of the program's capability
 - Transitioning Soldiers prepared for transition in the last 60 days of their service
- SFL-TAP
 - All Soldiers with 180 days of continuous active duty service must participate
 - Veterans Opportunity to Work (VOW) – Statutory
 - 100% must meet 12 Career Readiness Standards (CRS) - Law and DoD Policy
 - Begin transition services NLT 12-18 months prior / 24 months prior for Retirees
 - Commander's Program
- Soldiers, Retirees, Family members, and DA Civilians are eligible for transition assistance services.
- Virtual SFL-TAP Center is available 24/7 at www.sfl-tap.army.mil and 1-800-325-4715.

**FY15: 110K Soldiers received Transition Assistance
Support: 700 counselors/staff at 75 locations worldwide**



Two METL Tasks: Prepare/Connect



“Prepare” the Soldier

SFL-TAP



*CRS

Pre-separation Counseling
 VA Benefits Briefings I & II
 DOL Employment Workshop

Law

Individual Transition Plan (ITP)
 VA eBenefits Registration

12-month Post-separation Budget
 MOS Crosswalk-Gap Analysis

Completed Job Application Package **OR** Received Job Offer Letter
 Documented Continuum of Military Service Counseling (AC only)

Completed Individual Assessment Tool

Capstone with DD Form 2958

Career Tracks (IAW Soldier’s ITP)

**Tracked and reported via TAP XXI (Army’s system of record); OSD reports DMDC data*



**CSP

Credentialing
 Apprenticeship
 On-the-job (OJT) Training
 Job Shadowing
 Internship

***Credentialing Opportunities On-Line (COOL) helps Soldiers find information on certifications and licenses related to their Military Occupational Specialties (MOSs)*

“Connect” the Soldier

SFL



Mission: Soldier For Life connects Army, governmental, and community efforts to build relationships that facilitate successful reintegration of our Soldiers, Retired Soldiers, Veterans, and their Families in order to keep them Army Strong and instill their values, ethos, and leadership within communities.

- Regional and Functional Outreach Officers
- Establishing a network of enablers in the areas of employment, education, and health and wellness
- Establishing community networks and linkages for Servicemembers and Family reintegration
- Coordinate and synchronize with interagency stakeholders
- Coordinate installation Transition Summits (20 x FY15)
- Collaborate with White House Joining Forces
- Outreach with VSO / MSO
- Collaboration with the USAR and ARNG



Transition Soldier Life Cycle Overview



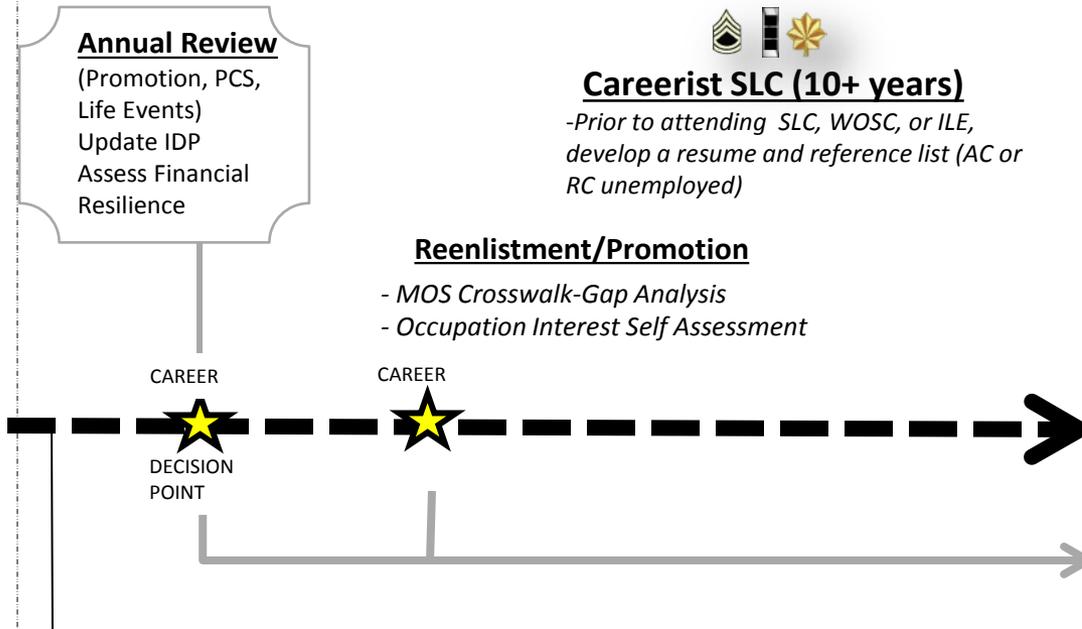
CRS introduced early and throughout a Soldier's career with touch points at the following:
 first duty station-home station drill/first year of service/reenlistments/deployment-mobilization/promotion/transition

Initial phase
 0-1 year

Service phase
 1+ years

Transition phase
 12-18 months prior to Transition

Initial Soldier Tasks (officer and enlisted)
At AIT/IET, receive MOS Credential/Information
At AIT/IET, receive 8 hrs of Financial Readiness Training
Register for eBenefits
Complete Self Assessment
Develop a budget
Develop IDP in ACT



Annual Review
 (Promotion, PCS, Life Events)
 Update IDP
 Assess Financial Resilience

Careerist SLC (10+ years)
 -Prior to attending SLC, WOSC, or ILE, develop a resume and reference list (AC or RC unemployed)

Reenlistment/Promotion
 - MOS Crosswalk-Gap Analysis
 - Occupation Interest Self Assessment

RC unemployed/at-risk
 - Resume
 - Attend Career Tracks (Education, Career/Technical, Entrepreneurship)

(1 yr after completing AIT or BOLC)
Career Preparation
 - Soldiers work toward their education or occupational goal through traditional education, technical training, MOS credentials, and military experience
 - Soldiers will access their Joint Service Transcript and review COOL website
 - Soldiers will receive credentialing information related to their MOS during PME courses

• Begin Transition NLT 12 months prior to transition date, upon MEB referral, during mobilizations	
CRS during SLC	CRS during Transition
IDP → ITP	Pre-Sep Counseling
Budget	DOLEW (job application/job offer)
e-Benefits	VA Benefits I & II
Gap Analysis	Career Skills
Self Assessment	Career Tracks (school application/school acceptance letter)
Resume	AC to RC Continuum
Credentials	Capstone



Measures of Effectiveness



- Army compliance and reporting.
- SFL-TAP administers three questionnaire's to all Soldier's who participate in transition activities.
 - Pre-transition - administered when a Soldier begins their transition
 - Exit-transition - administered at the completion of their transition
 - Post-transition - sent via email 3-6 months after transition



Army Career Readiness Standards Compliance



FY15	Total	Career Readiness
Active Duty	72,254	80%
ARNG	10,115	76%
USAR	10,305	68%
Total Force	92,702	79%

1st QTR FY16	Total	Career Readiness
Active Duty	18,643	78%
ARNG	1,888	82%
USAR	1,801	74%
Total Force	22,332	78%

CRS is the accumulation of the law and DoD policy components which include: Pre-separation Counseling, VA Benefits Briefings I & II, DOLEW, Individual Transition Plan (ITP), VA eBenefits registration, 12-month post-separation budget, MOS Crosswalk-Gap Analysis, documented Continuum of Military Service counseling (AC only), individual assessment tool, job application package (private or Federal resume and references, two submitted job applications) OR received job offer letter, Career Tracks (Accessing Higher Education, Vocational/Technical, Entrepreneurship) IAW Soldier's ITP, and Capstone.

FOUO / Limited Distribution / Close Hold



TRANSITION ASSISTANCE PROGRAM
Start Strong • Serve Strong • Reintegrate Strong • Remain Strong