

Transition Assistance Program

Mr. Rodney Whaley, TAP Program Manager

Feb 2016



Human Resources Directorate



Agenda

- **Coast Guard Work-Life and Transition Managers**
- **TAP Background**
- **TAP Requirements**
- **DoD TAP Goals, Plans, Success (GPS) Model**
- **Military Life Cycle (MLC)**
- **Questions**



Work-Life 13 Office Location



Transition and Relocation Managers (TRM)

TRMs are responsible for:

- Relocation Program
- Spouse Employment Assistance Program
- Transition Program

In some locations they are also responsible for the Coast Guard Ombudsman Program.



Coast Guard Challenges

Coast Guard is not base centric; service delivery challenges are similar to the DoD Reserve community.

Unlike some DoD components' staffs, CG TRMs manage multiple programs.

Due to the geographic challenge and staffing limitations, most communication with transitioning members is through email or by telephone.

Staffing and funding for Coast Guard is significantly less than DoD.



Background

- **Legacy TAP requirements in 10 U.S. Code § 1142**
 - Pre-Separation Counseling Mandatory
 - Members strongly encouraged to participate in all other transition assistance services
- **VOW Act**
 - Required mandatory participation in all transition services
 - Effective 21 November 2012
- **Veteran's Employment Initiative (VEI) Task Force (TF)**
 - DOD and VA Co-chaired, Administration-led TF – no DHS member
 - Three overarching recommendations greatly expanded TAP



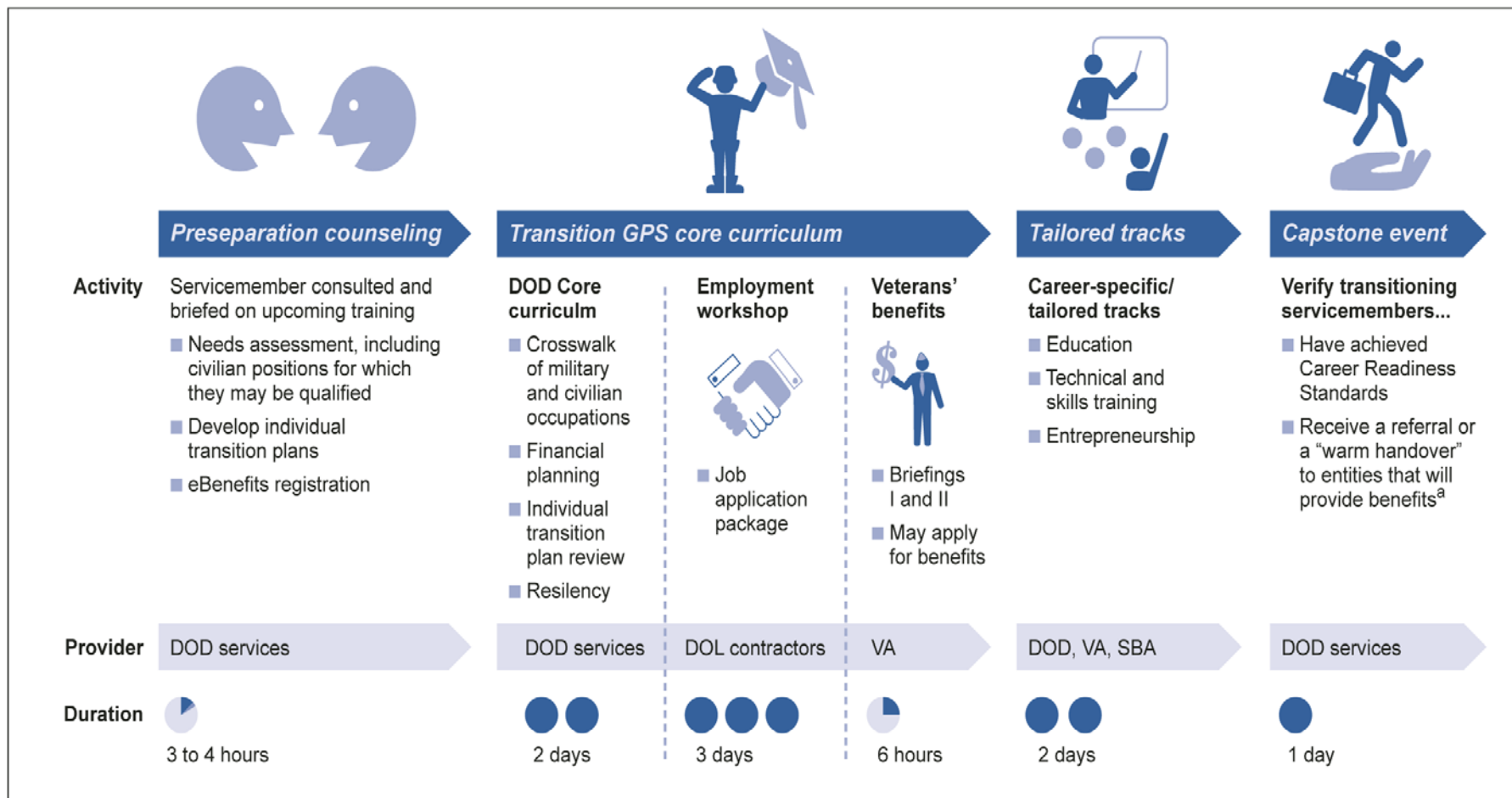
Requirements

- **Pre-Separation Counseling**
- **Individual Transition Plan (ITP)**
- **Transition Goals, Plans and Success (GPS) Curriculum**
 - Includes **DOL Workshop**, Transition Overview, MOS Crosswalk, Financial Planning, Individual/Family Considerations, and other topics
- **Veteran's Administration Briefs (I and II) and E-Benefits**
- **Optional Tracks (Education, Technical, & Entrepreneur)**
- **Capstone Event**

Red - Mandatory (VOW Act) Requirement



DoD TAP GPS Model



Source: GAO analysis of implementing agencies' documentation.



Military Life Cycle (MLC)

- **The MLC Transition Model will require a Service member to initiate an Individual Development Plan (IDP) at their first permanent duty station.** (For reserve members, the IDP will be developed during their initial drill weekend.)
 - The IDP, targeting toward reaching the CRS upon separation, will be mandatorily updated, modified, and tracked at different touch points during the military career and will require command “coaching.”
 - Achievement of the CRS, a viable ITP, and the Capstone verification, remain critical final components in the MLC Transition Model.



MLC Model

