



Transition Assistance Program (TAP)

Supporting Service Member Career Readiness

Overview of TAP

Karin A. Orvis, Ph.D., Director, Transition to Veterans Program Office





Agenda

- TVPO Mission and Vision
- Military Separations Data
- TAP Overview
- Interagency TAP Evaluation Strategy
- Private and Public Engagement
- Take Aways



About Us

Mission and Vision

TVPO Mission Statement

- TVPO is responsible for designing, overseeing, and evaluating the DoD Transition Assistance Program (TAP). We promote, advance, and instill a culture of career-ready service members throughout their Military Life Cycle through career readiness planning and transition assistance policy and program oversight.

TVPO Vision Statement

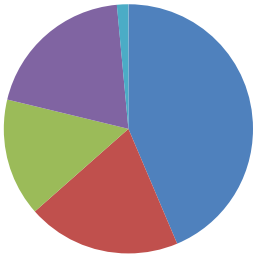
- **Our vision is to change a Department culture from end-of-service commitment transition planning to a Military Life Cycle approach, emphasizing career readiness planning at every step of a service member's career.** In doing so, we ensure mission readiness is maintained, while also sustaining the All-Volunteer Force for both the Active and Reserve Component, as well as strengthening the Nation's competitiveness in the global economy.



TAP Overview - Military Separations Data

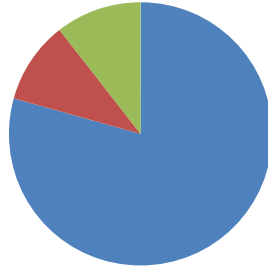
By Demographic Cross-Section

Separations by Service



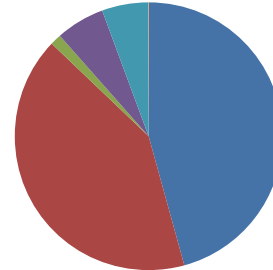
■ Army ■ Navy
■ Marine Corps ■ Air Force
■ Coast Guard

Separations by Component



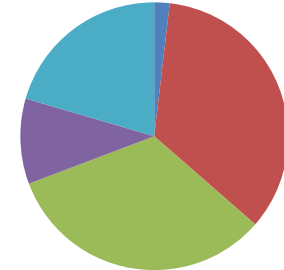
■ Active ■ Guard ■ Reserve

Separations by Grade/Rank



■ E1-E4 ■ E5-E9 ■ W1-W5
■ O1-O3 ■ O4-O6 ■ O7-O10

Separations by Years of Service



■ <1 ■ 1 to 4 ■ 5 to 10
■ 11 to 16 ■ >16

Separations by Service	
Service	July FYTD 2017
Army	44%
Navy	20%
Marine Corps	15%
Air Force	20%
Coast Guard	1%
Total	100%

Separations by Component	
Component	July FYTD 2017
Active	79%
Guard	10%
Reserve	11%
Total	100%

Separations by Grade/Rank	
Paygrade	July FYTD 2017
E1-E4	46%
E5-E9	41%
W1-W5	1%
O1-O3	6%
O4-O6	6%
O7-O10	0%
Total	100%

Separations by Years of Service	
Years	July FYTD 2017
<1	2%
1 to 4	35%
5 to 10	33%
11 to 16	10%
>16	20%
Total	100%

Approximately 200,000 service members separate, retire, or leave active duty annually.



TAP Overview

TAP prepares service members for post-transition career goals

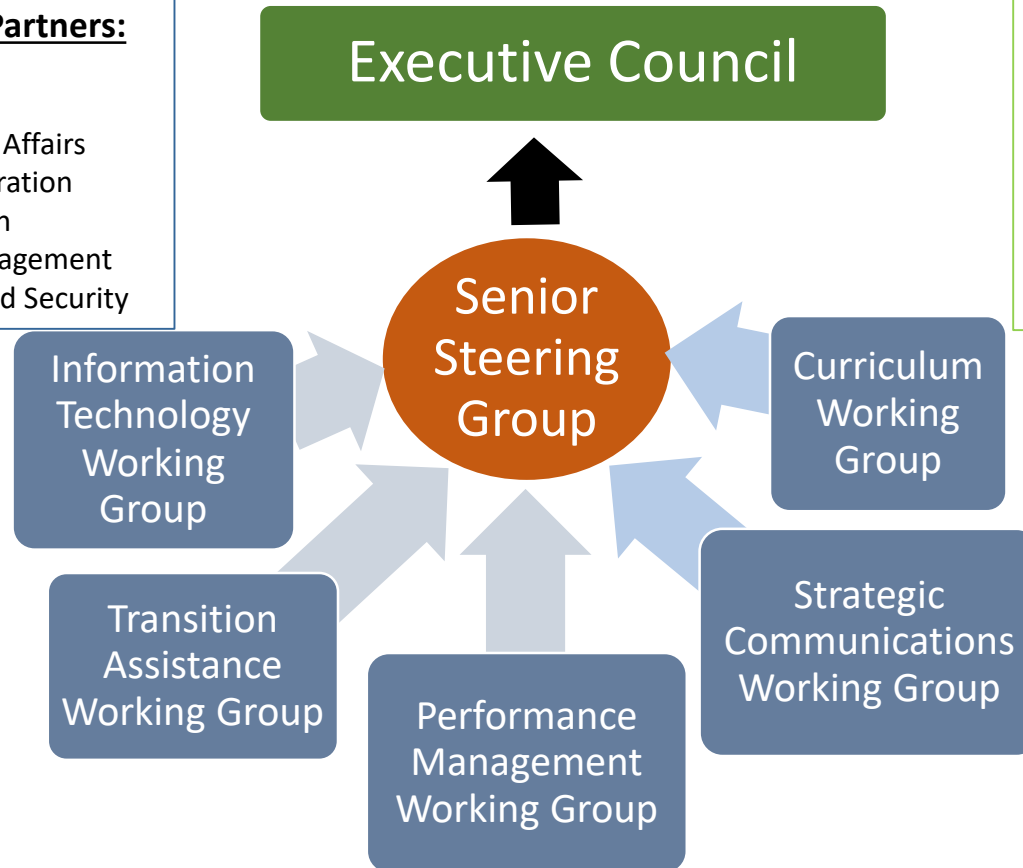
- **1991:** TAP began in the post-Cold War drawdown
- **2011:** In response to a presidential mandate, multiple federal agencies worked together to redesign and strengthen TAP. Improvements include:
 - Preparation begins at first permanent duty station – extends throughout military career
 - Service members must meet Career Readiness Standards and develop an Individual Transition Plan
 - The curriculum and learning outcomes are now standardized, but service members may tailor training to meet personal goals (i.e., education, technical training, entrepreneurship)
 - Classes are limited to 50; Participation is mandatory
 - Commanders verify a service member's readiness and may conduct 'warm handover' to helping agency if the member requires or desires assistance
- **Today:**
 - Established as DoD policy 29 Feb 2016
 - Fully executed at 187 sites globally
 - Administered and evaluated as an interagency program, chair rotates annually
 - Curriculum reviewed/modified annually based on participant and other SME feedback
 - Curriculum available online 24/7 for geographically separated service members, short-notice separatees, spouses, or as a refresher for those who went through the brick-and-mortar modules



TAP Overview - TAP Interagency Governance Structure

Federal Interagency Partners:

- Department of Defense
- Department of Labor
- Department of Veterans Affairs
- Small Business Administration
- Department of Education
- Office of Personnel Management
- Department of Homeland Security



Executive Council:

Secretariat Senior Leaders of the DoD, VA, and DOL provide oversight and direction to the interagency partnership that formulates and delivers transition assistance to transitioning service members of the AC and RC.

- Co-Chairs are DoD, DOL & VA; Chair rotates annually.

Senior Steering Group:

Resolves friction point; promotes alignment; measures progress; applies synergies and improvements; ensures legal review; coordinates with group leaders; and are accountable to EC Members.

- Co-Chairs are DoD, DOL & VA; Chair rotates annually.

Functional Working Groups:

Serve as subject matter experts and lead within TAP supporting specific functions and tasks administered by SSG.

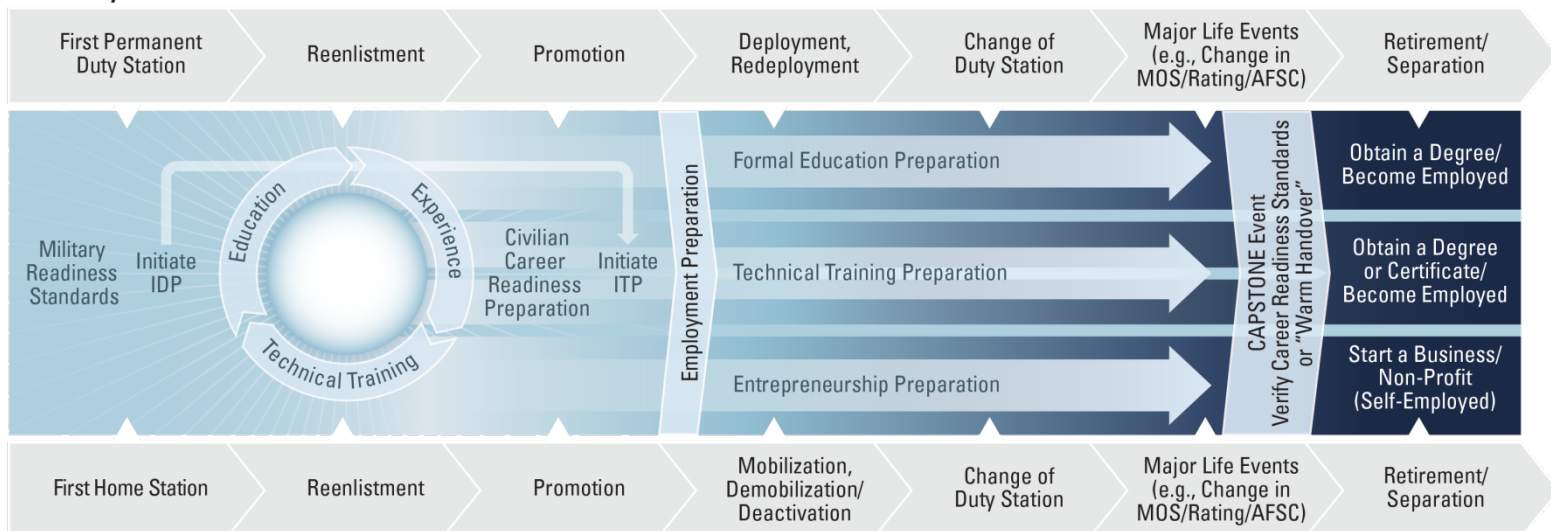


TAP Overview

Military Life Cycle Transition Preparation

- Military Life Cycle (MLC) Transition Preparation Model
 - Starts the transition preparation discussion at the onset of a service member's military career and continues deliberate planning throughout their career
 - Executes the Transition GPS curriculum as part of the existing Military business model
 - Is changing Departmental culture

Active Duty Touch Points





TAP Overview

TAP Curriculum in Final Touchpoint in the MLC

Pre-separation Counseling

DoD

- Mandatory session to introduce the Individual Transition Plan (ITP)
- Discuss education and training, employment and career goals, financial management, health and wellbeing, and relocation and housing
- Service members can take final touchpoint of TAP up to 1 year prior to separation
- Retirees can take final touchpoint of TAP up to 2 years prior to retirement



Core Curriculum

DoD

- Transition Overview (30 min)
- Resilient Transitions (1 hour)
- MOC Crosswalk (2 hours)
- Personal Financial Planning for Transition (4-6 hours)



VA

- VA Benefits I Briefing (4 hours)
- VA Benefits II Briefing (2 hours)



DOL

- DOL Employment Workshop (3 days)

3 DAYS



Scheduled by DoD TAP Managers

Additional Tracks

DoD, DOL, SBA



Accessing Higher Education



CAREER TECHNICAL TRAINING



ENTREPRENEURSHIP
"Boots to Business"



Capstone Event

DoD

- Culminating event in which Commanders verify achievement of Career Readiness Standards (CRS) and viable ITP prior to transition
- If not, referred to appropriate agency for further assistance



Through the TAP governance structure, the curriculum is refreshed annually.



TAP Overview

Warm Handovers for Follow-On Support

The **Capstone** event is an important step in the TAP where Commanders verify service members are prepared for their transition and provide warm handovers for those in need of additional support.

For example, warm handovers are provided to those who:

- Did not meet one or more CRS
(e.g., those without a viable 12-month post-separation budget; job application package, including a resume; completed assessment of transferability of skills)
- Lack of viable post-transition housing plan
- Lack of viable post-transition transportation plan
- Are receiving an Other Than Honorable Discharge



New initiatives underway that may influence the TAP:

- DoD/VA Suicide Prevention - Transition Working Group
- VA/USAF “Women’s Health Initiative” Pilot Study



Interagency TAP Evaluation Strategy

- **Accountability – Is it happening?**
 - Site Visits – verify processes executed IAW statutes [Service IGs are responsible for ensuring proper execution of TAP, per DoDI 1332.35]
 - Additional Facilitator QA activities – verify facilitator quality
- **Customer Satisfaction – Is it valuable and high quality?**
 - Participant Assessment – measures satisfaction and knowledge acquired
- **Program Effectiveness – Does it work?**
 - Output measures and outcome indicators – verify service members separate with career readiness knowledge/skills and achieve successful outcomes; identify areas for improvement
 - Partner agencies are developing additional assessment methods focusing on long-term outcomes of TAP
- **Indicators of Culture Change – Are we changing culture?**
 - Status of Forces Survey – tracks indicators of change with regard to military culture for transition preparation



Private and Public Engagement

Service member entry into the national workforce

A key goal of TAP is to **protect the All-Volunteer Force** by demonstrating service members thrive in civilian life because they receive the best tools and training in the military

Pathways to Employment

High School

Diploma



University

Degree



Profession of Arms

-Diploma/Degree
-Fitness Standards
-Work ethic
-Technical skills
-Essential skills for
the 21st Century



U.S. Workforce



OPPORTUNITY:

DoD and Nation must recognize and capitalize upon the flow of skills of the Profession of Arms into the National workforce

Bottom line: From Day 1, service members receive the world's best training in leadership, decision-making, discipline, and team-building. Companies that hire transitioning service members have a competitive advantage and access to a consistent pipeline of talent. Hiring them is not just the right thing to do; it's the smart thing to do.



Take Aways

- TAP is a DoD program with interagency partner support that is fully implemented across the globe
- TAP provides service members the time, resources and tools to meet career readiness standards
- Career readiness planning, including transition assistance preparation, throughout the MLC, ensures service members are career-ready.
- A key goal of TAP is to protect the All-Volunteer Force by demonstrating service members will thrive and succeed in civilian life, because they receive the best tools and training possible throughout their military careers