

Headquarters U. S. Air Force

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Transition Assistance Program



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SAF/MRR
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Transition Assistance Program *(TAP)*

- **GOAL:** Ensure every departing/retiring Airman completes TAP
 - Provide tools needed for successful transition back into the private sector

- **KEY POINTS:**
 - Robust TAP program for decades— historically a 95% participation rate
 - Congressional and White House initiatives in 2011 redesigned TAP with a focus on improving veterans success in obtaining employment
 - Great partnerships across Departments of Defense, Veterans Affairs, Labor, Education and OPM and SBA to advance TAP

Preparing our Airmen for their next role!



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Developing Airmen and Citizens

Starts with Professional Development for A Highly Technical Air Force

■ **Tech Schools**

- 12 enlisted tech schools provide civilian credentials upon graduation
- Approximately 23 other tech schools provide the education & training necessary for airmen to receive civilian credentials

■ **Academic Programs**

- All enlisted members automatically enrolled in the Community College of the Air Force associate's degree
 - Regionally accredited 2-year degree (SACS)
 - Leverages tech training and traditional academic courses

■ **AF COOL**

- Funding for airmen to receive additional civilian credentials tied to their Air Force job including leadership programs

Airmen receive training and education early and often to make them career ready now and in the future

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Developing Airmen and Citizens

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▪ **Transition Programs:**

- Delivered to EVERY separating/retiring military member
- ~42K Total Force Airmen transition to the private sector annually
- Members assigned to remote locations or deployed may satisfy TAP via virtual curriculum through Joint Knowledge Online

▪ **New TAP Military Life Cycle integrates TAP at key touch points throughout each members' career**

- Creates partnerships across different offices at each installation
- Holistic approach to ensure airmen readiness now and at transition
- Allows for tailoring of information specific to each airmen and their needs
 - Women, first termers, retirement eligible, married, single, etc

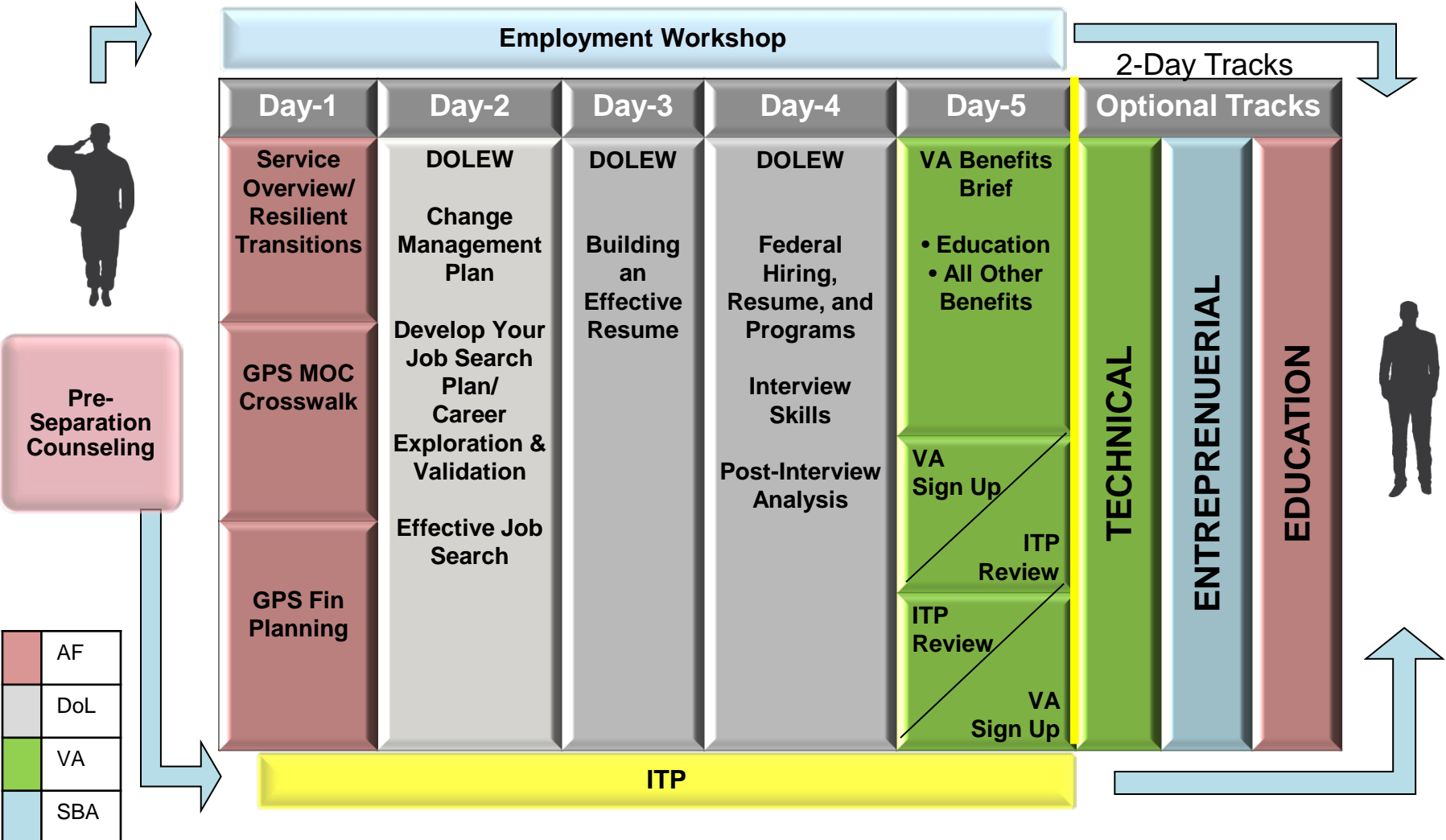
▪ **Warm Handover:** Every airmen receives personal capstone event to assess their vulnerability for homelessness and unemployment

▪ **Opportunity: *seek greater flexibility in mandate for delivery of critical transition materials/information to better served population***



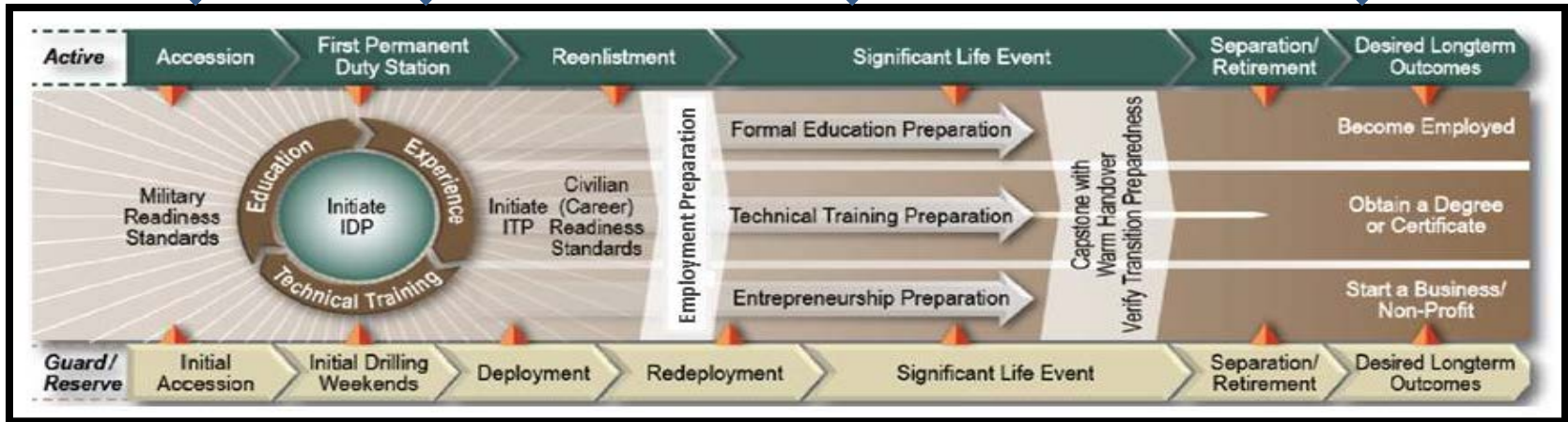
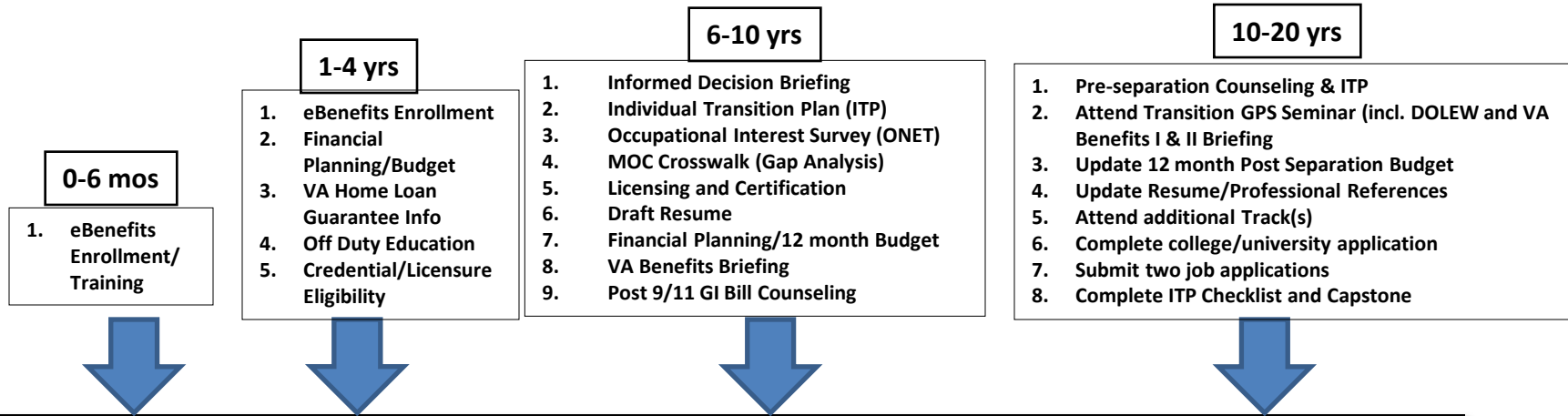
AF Transition GPS Curriculum Presentation

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Note: Mandatory with no exemptions-Pre-separation Counseling, ITP, VA Benefits Brief and Capstone (ITP Review)

AF Military Life Cycle Model w/ CRS



Time in Svc	Touch Point	CRS Deliverable	Delivered By
0-12 mos	FTAC/1st duty stn	eBenefits, budget	A&FRC Finance Briefing, FTAC
12 mos	Annual Performance Feedback	VA Benefits, IDP-Goal Setting	Every year by First line supervisor; Compensation Fact Sheet
12-24 mos	Skill Upgrade	Credentialing, CCAF enrollment, Higher Educ	Training Manager, Education Office; AHE Track
3 yrs	Assignment/Promotion	Budget, VA Benefits	VA counselors, A&FRC
4-6 yrs	Retention Decision	Occupational Needs Assessment, Gap Analysis, Continuum of Svc, Resume	DOLEW Virtual Curriculum, A&FRC
7 yrs	Skill Upgrade	Certifications, Credentials, Gap Analysis	Education Office; VA CTTT, Virtual Curriculum
10 yrs	NCO Prof Dev Crs	Needs Assessment, Resume, IDP Review	Career Assistance Advisor
Recurring	Deployment	VA Benefits, Budget, PreSep (Reserve Comp)	VA counselors, A&FRC
Anytime	Marriage, Family, Promotion	Budget, VA Benefits, IDP Review	A&FRC Finance Briefing



#1: Verified VOW Compliance

Updated 20 JAN FY16 SSG



“Verified percent of known eligible Service members, both (a) Active Duty and (b) Reserve component, who separated and participated in a) pre-separation assessments and counseling; b) the DOL Employment Workshop; c) and the VA Benefits I and II prior to their separation from Active Duty.”

Agency: DoD **Lead:** OSD TVPO **POC:** Karin Orvis **Reporting Period:** Data through Oct 2015; FY16 Q2

Overview

Goal: 100% of eligible Service members meeting VOW compliance

Key Performance Indicators: FY16: 85% annual compliance for Active Duty and Reserve component

Purpose: Ensure that transitioning Service members receive pre-separation counseling, DOL Employment Workshop and VA Benefits I and II before separation

Dependencies: Complete and accurate collection and transmission of DD Form 2958 data. Information must successfully move from installations to the central TAP database housed by DMDC. Data gaps in the transmission of this information continue to exist, particularly for the Reserve Component.

Data Information

Effective Date: FY13 Q2

Source: DEERS, DMDC accountability database

Reporting Requirements: Quarterly

Data Storage: DMDC, Janine Groth (DMDC West)

Data Tracking & Validation Process:

1. Eligible Service members determined by DEERS
2. Services submit the DD Form 2958 data to DMDC

High-Level Schedule

Q1 (Oct-Dec): Standard reporting; monitor trends

Q2 (Jan-Mar): Standard reporting; monitor trends

Q3 (Apr-Jun): Standard reporting; monitor trends

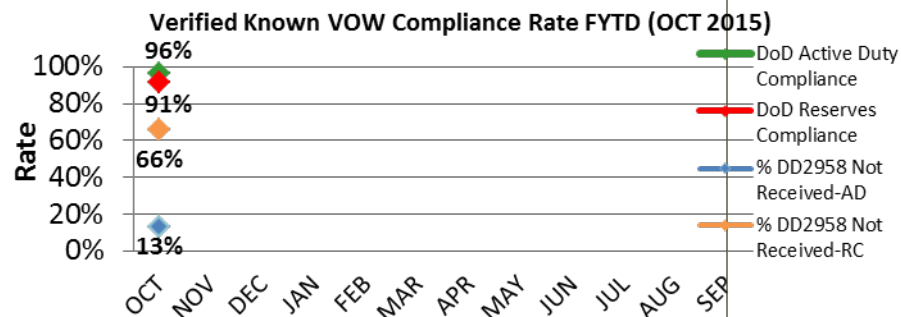
Q4 (Jul-Sep): Standard reporting; monitor trends

On Track

Challenges

‘Known’ VOW Compliance is based on DMDC’s receipt of a Service members’ DD Form 2958. For October FYTD 2016, there were 17,622 DoD VOW eligible separations and DMDC received DD Forms 2958 for 77.2% (13,599) of those separations. Therefore, it is ‘unknown’ if the additional 4,023 separations were VOW compliant or not based on the DD Form 2958 data. TVPO continues to work closely with DMDC and the Services to identify and resolve gaps in data collection and transmission to ensure data accuracy. Further, another identified Reserve Component challenge is that Transition GPS was a requirement for members on Active Duty for training purposes. However, with the NDAA 2016 exempting this population from TAP, the compliance rate and data quality should improve in the future once the processes are in place to exclude this population from the data received.

Measurement



FYTD Data	Active					Reserve				
	USA	USN	USMC	USAF	USCG	USA	USN	USMC	USAF	USCG
Oct FYTD16	95%	95%	98%	99%	-	95%	71%	100%	98%	-

Note: The above graph depicts VOW Compliance for only those DD 2958 forms received by DMDC. It is currently unknown if the additional 4,023 separations were VOW Compliant.

Note: USCG is working through data submission challenges with DMDC.



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Questions ?

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