



Transition Assistance Program Re-Design

Dr. Susan Kelly

Transition to Veterans Program Office

SUPPORTS SERVICE MEMBER CAREER READINESS



Bottom Line Up Front

- In response to President Obama's 5 August 2011 address at the Washington Navy Yard, multiple agencies collaborated to redesign the Transition Assistance Program (TAP) to embed Career Readiness Standards as core to a successful transition
- Key Elements of Re-designed TAP allow Service members to depart "career ready"
 - Updated program supports individual Service members needs and goals
 - Individual focus on personal goals – education and/or employment
 - Members develop an individual transition plan to meet new Career Readiness Standards
 - Preparation begins at accession
 - Curriculum includes:
 - Critical job search skills
 - Military Occupational Crosswalk (MOC) between military skills/experience converted to civilian knowledge, skills and abilities
 - Updated Veterans Affairs (VA) benefits briefs
- The proposed programs are fully compliant with the Veterans Opportunity to Work (VOW) to Hire Heroes Act

REDESIGNED SERVICE MEMBER TRANSITION SUPPORT



Features of Revised Transition Assistance Program

The focus of DoD/VA/Department of Labor (DOL) efforts are to reform TAP from a discontinuous set of activities to a cohesive, modular, mandatory training to ensure “career readiness”.

- Provides a modular curriculum with standardized learning objectives
 - Core curriculum with the DOL Employment Workshop (DOLEW) supplemented by unique tracks chosen by Service members: Education, Technical Training, and Entrepreneurship
- Delivers a significantly enriched set of “tools” at end-of-term
 - Sample tools include “Gold Card” certificate to DOL priority services, VA benefits registration, resume, military skills crosswalk to civilian workforce skills, 12 month post-separation budget, and an Individual Transition Plan
- Reflects linked, interagency effort; Service member integrated with DoD, DoL, VA, Small Business Administration (SBA) infrastructure and service models
- Capstone validates readiness and strengthens connections to enhance the transition from Service member to Veteran status

STRUCTURED & INTEGRATED TRANSITION MODEL



VOW Act Mandatory Elements

Amendment to HR 674 "VOW to Hire Heroes Act of 2011" (VOW Act) **requires**:

(1) TAP Pre-separation Counseling

- Ensures all active duty separating Service members have the opportunity to be made aware of the transition services and benefits available to assist them and their spouses in adjusting to civilian life

(2) Department of Labor (DoL) Employment Workshop with some Exemptions

- Provides employment/vocational guidance to assist Service members in making informed career choices

(3) Veterans Affairs (VA) Benefits Briefing

- Provides transitioning Service members benefits information on disability compensation, health care, education, and training opportunities, home loans, and life insurance options

TAP Re-design Additions - Supported by December 2011 Report

Core Curriculum:

- MOS/MOC Crosswalk
- Financial Planning
- ITP Preparation

GPS Curriculum:

- Education Track
- Entrepreneurship Track
- Technical Training Track
- Capstone

MANDATORY & MEASURED TRANSITION SUPPORT



Key Curriculum Outcomes

- ▶ Service members will complete the training curriculum with tangible outcomes
- ▶ Outcome completion will be verified via the Capstone

Core Curriculum Outcomes

- ▶ Document the Continuum of Military Service decision
- ▶ MOS Crosswalk documenting civilian certification, licensure, and/or apprenticeship applicability
- ▶ Registration for VA eBenefits and information about initial claim, home loans, health benefits, prescription benefits, and GI Bill transferability
- ▶ 12 month budget reflecting personal goals
- ▶ Standardized Individual Transition Plan (ITP) documenting personal and employment/entrepreneurship /education/technical training goals, actions, and milestones

DOL Employment Workshop Outcomes

- ▶ “Gold Card” Certificate for DOL American Job Centers (AJC)
- ▶ Job Application Package that includes:
 - Resume (private and/or Federal)
 - Reference list (personal and professional)
 - Job applications (2)

Education Track Outcomes

- ▶ Results of assessment
- ▶ Application package for a selected college or university or acceptance letter
- ▶ Confirmed One-on-One counseling with an advisor at a college or university

Technical Training Track Outcomes

- ▶ Results of assessment
- ▶ Application package for a selected Technical Training institution
- ▶ Understanding of web-based tools for certification training
- ▶ Confirmed One-on-One counseling with an advisor at a technical training institution

Entrepreneurship Track Outcomes

- ▶ Connection to the Small Business Association (SBA) in local area
- ▶ Feasibility of initial business plan



TAP GPS Core Curriculum Piloted, Lessons Learned & Way Ahead

- TAP Core Curriculum piloted at 7 installations with 950 participants
- Applied Lessons Learned:
 - Pre- and post tests showed significant increase in SMs' topic knowledge
 - Financial Planning and DOLEW well-received; MOC Crosswalk needs work
 - Increase Reserve Component perspective in curriculum and integration
 - Classroom Internet connectivity an asset to learning; class size (50) on target
- Way Ahead:
 - Implement Transition GPS across DoD with interagency partner support
 - Transition GPS (Core and Tracks) to be fully implemented by end 2013;
 - Embed Transition GPS into the Military Life Cycle by end 2014
 - Codify performance measures within Interagency processes

TESTED – VALUED – SUPPORTED ➡ *POWERFUL CHANGE*