



The Transition Assistance Program and Reinventing the Military Life Cycle

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





TAP Overview

TAP prepares Service members for post-transition career goals

- TAP began in 1991 during the post-Cold War drawdown
- TAP was redesigned in 2012 with a focus ensuring Service members are 'career ready' when they depart the military. The redesign had four key goals:
 - Adopting “Career Readiness Standards” (CRS) and Individual Transition Plan (ITP)
 - Implementing a new, standardized curriculum
 - Implementing a Capstone event that focuses on a member’s personal goals
 - **Implementing a “Military Life Cycle” Transition Preparation model**
- Today:
 - Administered as an interagency program
 - Robust evaluation and assessment methodologies
 - Standardized curriculum reviewed/modified annually based on feedback



TAP Overview

Transition GPS curriculum

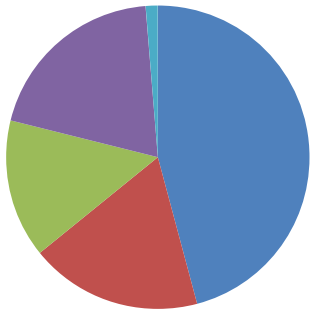
- Pre-Separation Counseling
- Core Curriculum
 - Transition Overview
 - **MOC Crosswalk**
 - Resilient Transitions
 - Personal Financial Planning for Transition
 - **Department of Labor (DOL) Employment Workshop**
 - Veterans Affairs (VA) Benefits Briefings
 - Individual Transition Plan (ITP) Review
- Tracks
 - Accessing Higher Education
 - **Career Technical Training**
 - Entrepreneurship
- Capstone



Military Separations Data

By Demographic Cross-Section

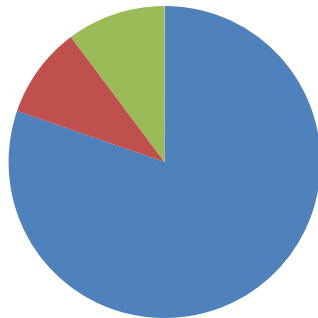
Separations by Service



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

Separations by Service	
Service	FY2016
Army	46%
Navy	18%
Marine Corps	15%
Air Force	20%
Coast Guard	1%
Total	100%

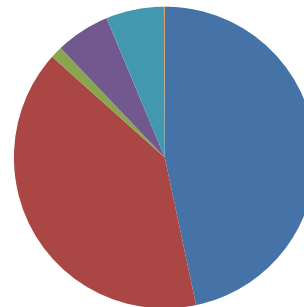
Separations by Component



- Active
- Guard
- Reserve

Separations by Component	
Component	FY2016
Active	80%
Guard	10%
Reserve	10%
Total	100%

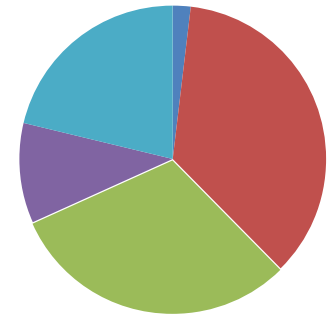
Separations by Grade/Rank



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

Separations by Grade/Rank	
Paygrade	FY2016
E1-E4	47%
E5-E9	40%
W1-W5	1%
O1-O3	6%
O4-O6	6%
O7-O10	0%
Total	100%

Separations by Years of Service



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

Separations by Years of Service	
Years	FY2016
<1	2%
1 to 4	36%
5 to 10	31%
11 to 16	10%
>16	21%
Total	100%


Approximately 200,000 Service members separate, retire, or are released from Active Duty annually



Essential Skills Service Members Gain

Research by the RAND Corporation

- Unlike most employers, the military provides its Service members extensive training not only in technical skills, but also in non-technical skills
- RAND is documenting the non-technical skills gained by enlisted, combat arms Service members via specific courses, as well as those gained via on-the-job experiences
- These non-technical skills align very closely with skills that employers and the DOL stated are 'essential' for the 21st Century workforce



Use this card to translate military training into civilian skills.

WARRIORS IN THE WORKFORCE
A RESOURCE FOR LEADERS AND HIRING MANAGERS

Essential Skills Service Members Gain
DURING PROFESSIONAL MILITARY TRAINING

During their military careers, service members receive extensive, full-time training not only in technical specialties but in valuable nontechnical (or soft) skills, such as leadership, decisionmaking, persistence, and communication. These skills are vital to success in the civilian workforce, but translating military terminology into civilian workplace parlance can be challenging. This reference card identifies many of the essential skills that enlisted service members from the Army and Marine Corps combat arms occupations¹ have learned in formal, in-residence professional military training programs that explicitly and implicitly teach these skills. This knowledge will help you better evaluate résumés, conduct interviews, and make informed hiring decisions by increasing your awareness of what these veterans have to offer your organization.

Flip the card for an overview of each course and answers to commonly asked questions. Scan the QR code to access in-depth materials, including skills descriptions, our methodology and sources, and notes.

COURSES TAUGHT TO COMBAT ARMS SERVICE MEMBERS, AND WHAT THEY MEAN FOR YOU

	COMPARABLE CIVILIAN EXPERIENCE LEVEL				MILITARY RANK				
	Entry-Level	Midlevel	Mid-to Senior-Level	Senior-Level	Entry-Level	Midlevel	Mid-to Senior-Level	Senior-Level	Senior-Level
	ARMY COURSES				MARINE CORPS COURSES				
	Basic Combat Training	Basic Leader Course	Advanced Leader Course	Senior Leader Course	Recruit Training	Corporals Course**	Sergeants Course**	Career Course**	Advanced Course**
	E-1 to E-2	E-4 to E-5	E-5 to E-6	E-6 to E-7	E-1 to E-2	E-4	E-5	E-6	E-7
Handling work stress	•	•	•	•	*	*	*	*	*
Being dependable and reliable	•	•	•	•	*	*	*	*	*
Persistence	•	•	•	•	*	*	*	*	*
Conscientiousness and attention to detail	•	•	•	•	*	*	*	*	*
Interpersonal skills	•	•	•	•	*	*	*	*	*
Teamwork and team-building	•	•	•	•	*	*	*	*	*
Leading, motivating, and inspiring others		•	•	•		•	•	•	•
Oral communication		•	•	•				•	•
Decisionmaking/decisiveness		•	•	•				•	•
Training others		•	•	•				•	•
Managing and supervising the work of others		•	•	•				•	•
Critical thinking				•		•	•	•	•
Written communication								•	•
Project planning				•					

NOTE: Some skill differences between the Army and the Marine Corps may be more apparent than real. For example, Army instructors tended to describe courses as addressing management and supervisor, whereas Marine Corps instructors tended to describe them as addressing leadership and mentoring. All an important elements of what many consider simply "leadership."
¹ This resource was developed first for the combat arms occupations. Future similar resources could be produced for other military occupations, including occupations in the Air Force and Navy.
² Marine Corps Recruit Training course materials were not available for analysis. However, students in that course likely learn skills similar to those taught in Army Basic Combat Training.
³ taken by a subset of personnel. Not completed by all marines.

• = a key skill taught in the course

• = a key skill taught in a previous course



Service Member Entry into the U.S. Workforce

The Profession of Arms: A third path into the workforce

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: 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.

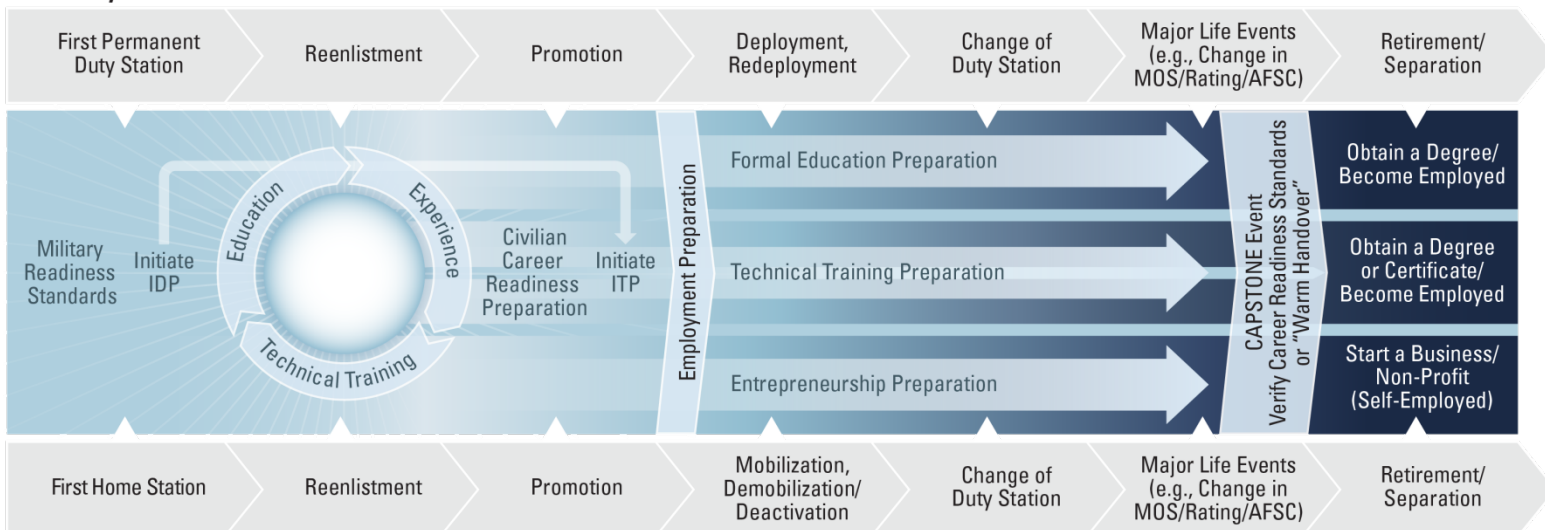


Military Life Cycle Transition Preparation Model

Changing the culture surrounding transition

- Military Life Cycle (MLC) Transition Preparation Model
 - Starts the career 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



Guard / Reserve Touch Points