Supporting Service Member Career Readiness

Managing Transition and Education: Changes to TAP and the Higher Education Curriculum

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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.

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.
IS IT TAP OR TAPS?
Every year, approximately 200,000 men and women leave U.S. military service and return to life as civilians, a process known as the military to civilian transition.

The Transition Assistance Program (TAP) provides information, tools and training to ensure service members and their spouses are prepared for the next step in civilian life.

Military to civilian transition occurs within a complex and dynamic network of relationships, programs, services, and benefits, which includes transition planning and assistance efforts by individual Service branches, the interagency TAP partnership, and community resources delivered through local government, private industry, and nonprofit organizations.
In addition to the Military Departments, TAP is the result of an interagency partnership between the:

Department of Defense, Department of Labor, Department of Education, Department of Veterans Affairs, Department of Homeland Security, in conjunction with the Small Business Administration and the Office of Personnel Management.
EVOLUTION OF TRANSITION


- In 2011, the Veteran unemployment rate was 12.1 percent, considerably higher than the non-Veteran unemployment rate of 8.7 percent.

- This was fueled by the lingering effects of the 2008 global economic crisis along with unique employment challenges faced by Post-9/11 Veterans. Congress responded to this multifaceted crisis by passing the Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011.

- In addition to pre-separation counseling, the Act mandated participation of all eligible transitioning Service members in the previously optional TAP employment, benefits, and job training assistance sessions.
The 2008 global economic crisis along with unique employment challenges faced by Post-9/11 Veterans prompted Congress to pass the Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011.

In response to the VOW Act, interagency partners redesigned TAP into a cohesive, modular, outcomes-based program that standardized transition opportunities, services, and training to better prepare the nation’s Service members to achieve their post military career goals.

Since the VOW Act, the interagency partners, along with other federal agencies, continue to expand transition assistance support based on the ever changing needs of transitioning service members and their families.

In 2018, President Donald Trump signed FY 2019 NDAA into law, which significantly altered TAP for the first time in many years and led to the current state of TAP.
MY TRANSITION TIMELINE

MANAGING YOUR TRANSITION TIMELINE (MyTT)

CAREER/FINANCIAL RESOURCES:
- American Job Center
- Assistance from your TAP counselor
- Basic Skills Improvement Opportunities
- Career Path DECIDE
  - Credentialing/ Appointment (USMAP/Cool)
- Disability Compensation
- DoI Unemployment Compensation for Veterans
  - Discharge Eligibility
- Education and Training Counseling and Employment Placement
- Office of Personnel Management Veteran Services
- Senior mobile application
- Veterans.gov (OIC)
- Vocational Rehabilitation and Employment

EDUCATION RESOURCES:
- Education Benefits (e.g., Post-9/11 GI Bill
  - Community College of the Air Force Transcript
  - Professional Education Counseling
  - Troops to Teachers (available 3 years post
    - Tuition Assistance

HEALTH AND WELLBEING RESOURCES:
- eBenefits/MyHealthNet/VA My Account
- InTransition Program
- Mental Health Resources
- Peer Support Services

Veteran Employment Services Office
- Veteran-owned Businesses (VSO)
- Suicide Prevention Information
- VA Health Care/Dental Care
- VA Life Insurance (ESLI), PSGL
- VA Mental Health Access
- VA Vet Centers
- Wounded Warrior

ADDITIONAL RESOURCES:
- Community Support Services
- Joint Services Transitions
- Military OneSource
- National Resource Directory
- Non-military Counseling
- VA Home Loans
- Veterans' Benefits Exchange Online Shopping Benefit

Statement of Benefits
Your statement of benefits will list the programs, services, and other benefits you qualify for and must be given to you no later than 90 days after your separation date. If qualified, these benefits are available to you as early as your day of separation:
- VA: Disability compensation, home loan eligibility, Post 9/11 GI Bill eligibility, other
- DoD: Pay and retirement, healthcare (TRICARE), Space Travel, Commissaries, Exchange, NVR, lodging facilities, installation access, and other benefits outlined in the transition guide.

18 - 24 MONTHS
- Make an appt. with your local Transition Assistance Program (TAP) Counselor for your individualized career counseling
- Attend initial counseling and complete your personal self-assessment
- Engage with Transition Plan (TPT)
- If retiring, schedule an interview (preferable before 365 days, but no later than 365 days)
- Identify a mentor
- Create a LinkedIn account and build your network
- Begin exploring career options (CEO)

12-18 MONTHS
- If separating/transferring, schedule/attend introductory Counseling Pre-separation Counseling (Counseling before 365 days, but no later than 365 days)
- Explore skills or Career Skills opportunities
- Review finances to ensure you are financially ready for civilian life. If retiring, schedule a meeting with a personal financial counselor
- Learn about the VA Home Loan Guaranty Program
- Register for (attend) TAP workshops and additional tracks (employment, vocational, entrepreneurship, higher education)

6-12 MONTHS
- Begin and refine your job search
- Use your master resume to begin to target your searches
- Average for household goals (i.e., transportation counseling if you plan to relocate upon separation)
- Schedule your dental and physical exams
- Decide if you want to “opt-out” of VA health benefits or not
- If retiring, meet with your Service Retirement Office

4-6 MONTHS
- Complete your Disability Self-Assessment and Separation Health Assessment
- Start searching career paths
- Review and update your will and other legal documents
- Consider whether to take retirement leave or not before your leave balance
- Determine if you are eligible for separation pay or an annual retirement
- Submit a pre-decisional disability claim under the Benefits Delivery at Discharge (B2D) or Decision Ready Claim (DRC) programs (if applicable)
- Contact your medical treatment facility to get copies of your health and dental records
- Complete VA Healthcare registration

3 MONTHS
- Schedule and complete your Capital One [or bank of your choice] with your commander or their designee
- Review your Pre-Sep Checklist (DO0556)
- Research your health insurance options: register for TRICARE (if you are a retiree)
- Research life insurance options for out of state
- Contact your medical treatment facility to get copies of your health and dental records
- Complete VA Healthcare registration

90 DAYS OR LESS
- Begin to prepare your Disability claim with your local VSO (if applicable and not completed previously)
- If married, make a VA Benefits Planning session with your spouse
- Participate in a case management session with your spouse
- Complete and submit DD Form 2696 with a retirement service office or counselor
- Complete VA Education and Career Counseling (CEC) on-site

LOCATED ON www.DoDTAP.mil UNDER THE RESOURCES/FAQ'S PAGE

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CAREER READINESS STANDARDS

- Complete a personal self-assessment/Individual Transition Plan
- Register on eBenefits
- Complete a Continuum of Military Service Opportunity counseling (Active-component only)
- Prepare a criterion-based, post-separation financial plan
- Complete a MOC Gap Analysis or provide verification of employment
- **CRS for DoD Education and DOL Vocational Tracks:** Complete a comparison of higher education or technical training
- **CRS for DOL Employment Track:** Complete a resume or provide verification of employment
DoD Transition Day includes:
- Managing Your Transition
- MOC Crosswalk
- Financial Planning for Transition

VA Benefits and Services
- Explores VA benefits earned by the service member and how to apply them.
- How to leverage earned benefits for the best possible outcome.

DOL One-Day
- Overview of employment topics and best practices.

2-Day Service Member Elected Tracks
- Transitioning service members select one of the two-days of instruction:
  - DOL Employment Workshop
  - DoD Education Workshop
  - SBA Entrepreneurship Workshop
  - DOL Vocational Workshop

1 Day
- DoD Transition Day
-VA Benefits and Services
-DOL One-Day

Capstone
- Culminating event in which Commanders verify achievement of Career Readiness Standards (CRS) and viable ITP prior to transition.
- Must occur no later than 90 days before separation.
- If not, referred to appropriate agency for further assistance via a Warm Handover.
- Statement of benefits to be received no later than 30 days post-transition.

Title 10, Chapter 58
CORE CURRICULUM IN TAP

DoD Transition Day

VA Benefits and Services

DOL Employment Fundamentals
## 2-Day Additional Tracks

### Employment
- Identifying Skills
- Job Searching
- Networking
- Resume Building
- Federal Hiring
- Social Media
- Branding
- Applications
- Interviews
- Job Offers

### Vocational
- Vocational Training
- Career Clusters
- Career Assessments
- Opportunities
- Credentials
- Educational Goals
2-DAY ADDITIONAL TRACKS

HIGHER EDUCATION
- Education Terms
- Attitudes
- Perceptions
- Fields of Study
- Degree Options
- Choice of Institution
- Admissions
- Funding Options

ENTREPRENEURSHIP
- Fundamentals
- Opportunities
- Market Research
- SmallBiz Economics
- Legal
- Financing
MANAGING YOUR EDUCATION
EDUCATION IS THE MOST POWERFUL WEAPON WHICH YOU CAN USE TO CHANGE THE WORLD.

- Nelson Mandela

4000 Higher Education Institutions

200,000 Service Members Transition Annually

$148,972 Average Worth of GI Bill Benefits
MANAGING YOUR EDUCATION

Getting Started

Choosing a Field of Study

Learning the Basics

Administrative Offices
- Admissions
- Financial Aid
- Registration & Records
- Student Accounting/Finance
- Student Services

Student Services
- Academic Advising
- Career Services
- Commuter Center
- Child Care Facility
- Dining Services
- Disability Services
- Recreation Center
- Health Services
- Learning Resource Center
- Library System
- Public Safety
- Residential Services
- Student Outreach & Support
- Veteran Student Services
MANAGING YOUR EDUCATION

Choosing an institution

Funding Your Education

Gaining Admission

GI Bill = $24,476  YRP = $15,279  VA = $15,279
CREATE YOUR ACTION PLAN

- Whom do I need to call, write, or visit?
- What do I need more information about?
  - What am I unclear about?
- What are some specific questions I need to ask to get clarification?
  - What things must I do?