



Interagency Statement of Intent

Among

the

**Department of Defense
Department of Veterans Affairs
Department of Labor
Department of Education
United States Office of Personnel Management
United States Small Business Administration**

Redesigned Transition Assistance Program for Separating Service Members

Service Members That Are Career Ready!

Service members separating from active duty, both the Active and Reserve Components, after serving their first 180 continuous days on active duty, face numerous challenges as they transition to civilian life. As authorized under Chapter 58 of Title 10, United States Code, and as directed by President Obama in August 2011, the Department of Defense (DoD) and the Department of Veterans Affairs (VA) have led an interagency Veterans Employment Initiative (VEI) Task Force that has redesigned the Desert Storm-era Transition Assistance Program (TAP) to better prepare Service members for these challenges as they leave the military and become Veterans. The redesigned TAP provides training that will build skills to enable transitioning Service members to meet new Career Readiness Standards established by DoD. The training, known as Transition GPS (Goals, Plans, Success), is comprised of interlinked curriculum, services, and processes conducted by numerous partners—DoD, the Military Services, VA, Department of Labor, United States Small Business Administration, and the United States Office of Personnel Management. The Department of Education and the National Guard Bureau have and will continue to serve in a valued consultative and advisory role.

This transformational approach, approved by President Obama in January 2012, was developed around four core recommendations:

- **Adopt standards of career readiness for transitioning Service members.** Service members should leave the military having met clearly defined standards of career readiness.
- **Implement a revamped TAP curriculum.** Service members should be provided with a set of individually tailored training programs and services to equip them with the set of tools they need to successfully pursue their post-military goals.
- **Implement a “Capstone”.** Before they depart the military, Service members will verify that they have met the CRS and received the Transition GPS services they want. Through a person-to-person warm “handover” they will be steered to the resources they need as Veterans, especially those Service members who are at greatest post-separation risk or are in need of additional support.
- **Implement a “Military Life Cycle” transition model.** Transition preparation for Service members should occur over the entire span of their military careers – not just in the last few months of their military service.

Our common mission requires overarching governance, policies, and a shared plan to see this TAP redesign to fruition in order to position separating Service members for success in their transition to civilian lives. A long-term strategic goal is, for the Nation as a whole, to recognize military service as a path to high-quality civilian careers. The future of the country’s All Volunteer Force depends upon this recognition. To execute this mission consistent with applicable law, our agencies will:

- Establish a TAP governance structure by October 2013, comprised of interagency senior leader representatives, that will steer implementation of the TAP redesign and recommendations, as documented in the DoD/VA VEI Task Force Implementation Plan, and modify TAP as needed to meet the changing environment.
- Coordinate TAP redesign policy and guidance to build and refine a seamless, valued service delivery for separating Service members and to reduce duplicative efforts.
- Build the business case for data collection and sharing to meet Service member and Veteran support requirements across agencies and develop information technology infrastructure and processes for efficient data exchange.
- “Hear the voice” of Service members by jointly assessing the quality of and participants’ satisfaction with curriculum, facilities, logistics, instructors, counseling, web-based services, as well as assessing the connectivity between agencies. Thus we will continuously monitor and improve service delivery.
- Share research that is conducted by each partner and develop legislative proposals as necessary to strengthen our interagency partnerships and mitigate challenges and barriers our Service members and Veterans face.
- Develop a joint assessment methodology to measure short and long-term program performance and establish and conduct routine program, curriculum, and performance assessments so we are able to take immediate action to correct missteps, make refinements and improve performance.
- Thoughtfully engage the public and private sectors, via existing federal advisory councils, to seek ways to strengthen Transition GPS curriculum, TAP services and

processes, and build employment and career opportunities for transitioning Service members.

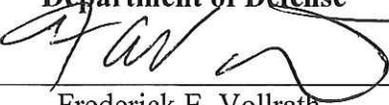
- Give high priority to long-term resourcing so that the interdependent work of all TAP agency partners will be implemented.
- Engage our internal communications/public affairs offices and civilian media organizations and outlets to strategically communicate and raise awareness of the redesigned Transition Assistance Program with the new Career Readiness Standards and Transition GPS.

The central focus of our agencies' collaborative efforts will be to successfully transition "career ready" Services members to the civilian sector. Advancing this work together, our agencies will cultivate an interagency partnership that builds upon mutual respect, cooperation and shared goals; we will also acknowledge the diversity of Military Service cultures.

We each appreciate the dedicated efforts of our interagency partners and the White House Economic and Domestic Policy Council staffs in developing the TAP redesign over the last eighteen months. The new TAP governance structure, to be established by October 2013, will use this work as the foundation for strong collaboration and partnership through 2016. At that time, this Statement of Intent will be revised to reflect lessons learned and to codify a way ahead for the collaboration needed to prepare Service members for civilian life.

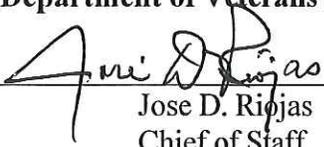
Interagency Statement of Intent Approving Officials

Department of Defense



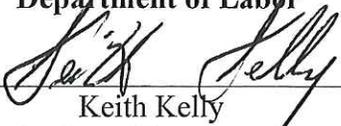
Frederick E. Vollrath
Assistant Secretary of Defense
(Readiness and Force Management)
Date: 8/15/13

Department of Veterans Affairs



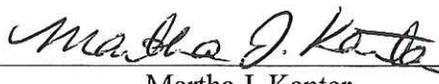
Jose D. Riojas
Chief of Staff
Date: 8/15/13

Department of Labor



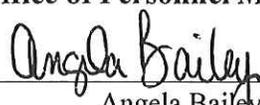
Keith Kelly
Assistant Secretary of
Veterans' Employment and Training
Services
Date: 15 Aug 13

Department of Education



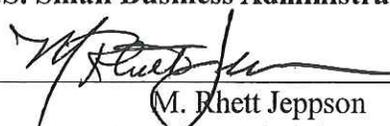
Martha J. Kanter
Under Secretary of Education
Date: August 13, 2013

U.S. Office of Personnel Management



Angela Bailey
Associate Director, Employee Services
Date: 15 Aug 13

U.S. Small Business Administration



M. Rhett Jeppson
Associate Administrator
(Office of Veterans Business
Development)
Date: 15 August 2013