

Strategic Objective: Service Members separating from Active Duty are prepared for the transition to civilian life.

OVERVIEW:

People are the DoD’s most valuable assets and critical to achieving all aspects of the DoD mission. Taking care of DoD Service members, their families, and civilian staff, especially during the ongoing drawdown after more than a decade of conflict, is a commitment that DoD continues to honor. DoD will make the most efficient use of the Total Force by targeting areas such as transition and strategic human capital planning to remain agile and responsive and to enable resilience across our workforce.

The DoD will focus on how to achieve lasting success for transitioning Service members both in preparing them for careers beyond the military and ensuring a smooth transition from active duty to veteran status. To effectively address these issues, DoD continues to implement policies and practices that focus on readiness and supporting Service members and their families.

Performance Indicator

DoD STRATEGIC GOAL #3: STRENGTHEN AND ENHANCE THE HEALTH AND EFFECTIVENESS OF THE TOTAL WORKFORCE			
Performance Goals	Performance Measure Indicators	Prior Year Results	FY15 Results
Strategic Objective (SO) 3.1: Service members separating from Active Duty are prepared for the transition to civilian life.			
FY14/15 APG 3.1.1: By September 30, 2015, DoD will improve the career readiness of Service Members’ transitioning to Veteran status by: 1) ensuring at least 85 percent of eligible Service Members complete new required transition activities prior to separation: pre-separation counseling, a Department of Labor (DoL) employment workshop, and Veterans Affairs’ (VA) benefits briefings; 2) verifying that at least 85 percent of separating service members meet newly-established Career Readiness Standards prior to separation; 3) accelerating the transition of recovering Service Members into Veteran status by reducing disability evaluation	Percent of eligible Service members who separated and attended (a) pre-separation counseling; (b) Department of Labor Employment workshop, and (c) Veterans Affairs Benefits briefings prior to their separation (Active Duty)	FY10-13 Actual: NA FY14 Actual: 63%	FY15 Target: 85% FY15 Result: 94%
	Percent of eligible Service members who separated and met Career Readiness Standards prior to their separation	FY10- 13 Actual: NA FY14 Actual: 34%:	FY15 Target: 65% FY15 Result: 88%
	Percent of Service members who meet DoD Core IDES Process Time and Satisfaction goals	FY10- 11 Actual: NA FY12 Actual: 24% FY13 Actual: 32% FY14 Actual: 79%:	FY15 Target: 80% FY15 Result: 87%

processing time; and 4) supporting the seamless transition of recovering Service Members by sharing active recovery plans with the VA. (USD (P&R))	Percent of wounded, ill and injured (WII) Service members who are enrolled in a Service recovery coordination program and have an established and active recovery plan administered by a DoD trained Recovery Care Coordinator	FY10-11 Actual: NA FY12 Actual: 68% FY13 Actual: 100% FY14 Actual: 100%	FY15 Target: 100 FY15 Result: 100%
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Department of Defense's Data Completeness and Reliability Statement—Fiscal Year 2015 Annual Performance Report
Each Goal Owner has attested the performance results and narrative information included in this report is complete, accurate, and reliable; and that data validation and verification procedures are documented and available upon request.

Measuring our Progress

FY 2015 APR Progress Update:

Separation VOW Compliance (Active Duty): Improved communication from senior leadership to the Service members has promoted understanding of VOW compliance requirements among Service members. Note that the VOW Compliance rate reflects only the known eligible Service members, that is – those for whom a DD Form 2958 was received by the Defense Manpower Data Center (DMDC). Through August fiscal year to date (FYTD) 2015, DMDC received DD Forms 2958 for 80.9% (122,706) of the 151,680 active duty VOW Act eligible separations. Of these 122,706 known eligible Service members, 94.3% were VOW compliant. Therefore, it is ‘unknown’ if the remaining 28,974 Service members were VOW compliant based on the DD Form 2958 data.

Separation Career Readiness Standards (Active Duty): Improved communication from senior leadership to the Service members has likely resulted in Service members better understanding the Career Readiness Standards (CRS) and ensuring they meet the CRS. Note that the CRS compliance rate reflects only the known eligible Service members, that is – those for whom a DD Form 2958 was received by the Defense Manpower Data Center (DMDC). Through August FYTD 2015, DMDC received DD Forms 2958 for 80.9% (122,706) of the 151,680 active duty VOW Act eligible separations. Of these 122,706 known eligible Service members, 88.4% met CRS or received a warm handover (i.e., a person-to-person connection to services and follow-up resources to meet the needs of the Service member and assist him or her in making a successful transition). Therefore, it is ‘unknown’ if the remaining 28,974 Service members met CRS or received a warm handover based on the DD Form 2958 data.

WII Assigned Recovery Care Coordinator (RCC) within 30 Days: WII Service members assigned to DoD trained RCCs within 30 days of enrollment was 100% for 4Q FY 2015. US Navy met the 100% DoD Priority Goal by increasing the case load requirement of current trained RCCs. 15 of the 17 new hires have completed training; the remaining 2 new hires will complete RCC training scheduled for 26-30 October, 2015.

Areas of Significant Improvement / Challenge:

Separation VOW Compliance (Active Duty): Continued communication from senior leadership (e.g., through all hands meetings) to eligible Service members should continue to positively impact the VOW Compliance rate. In contrast, lack of complete DD Form 2958 data inhibits the Department's ability to maintain accountability for TAP delivery on installations.

Separation Career Readiness Standards (Active Duty): Continued communication from senior leadership to eligible Service members should continue to positively impact the CRS rate. In contrast, lack of complete DD Form 2958 data inhibits the Department's ability to maintain CRS accountability.

Mitigation:

Separation VOW Compliance (Active Duty): Transition to Veterans Program Office (TVPO) continues to work closely with DMDC and the Services to identify and resolve the gaps in data collection and transmission to ensure data accuracy and that the DD Forms 2958 are received for all separating active duty Service members. Note that the amount of DD Forms 2958 received is improving, with an increase from 79.5% of forms received in FY 2015 Q3 to 80.9% received during FY 2015 Q4.

Separation Career Readiness Standards (Active Duty): TVPO continues to work closely with DMDC and the Services to identify and resolve the remaining gaps in data collection and transmission to ensure data accuracy and that the DD Forms 2958 are received for all separating active duty Service members. Note that the amount of DD Forms 2958 received is improving, with an increase from 79.5% of forms received in FY 2015 Q3 to 80.9% received during FY 2015 Q4.

Next Steps:

Separation VOW Compliance (Active Duty): Continue close monitoring and collaboration between TVPO, DMDC, and the Services in FY 2016 to improve accountability for TAP service delivery.

Separation Career Readiness Standards (Active Duty): Continue close monitoring and collaboration between TVPO, DMDC, and the Services in FY 2016 to improve accountability.