Warrior Care and Transition Program

Career & Education Readiness Overview: State of the Science Symposium

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Unclassified – FOUO
AGENDA

- Army Warrior Care and Transition Program
- Comprehensive Transition Plan (CTP)
- Career and Education Readiness
- Success Stories
- Questions
As the Army’s proponent for Warrior Care and Transition; provide centralized **oversight**, **guidance**, and **advocacy** empowering wounded, ill, and injured Soldiers, Veterans, and Families through a comprehensive transition plan for successful reintegration back into the force or into the community with dignity, respect and self-determination.
WCTP Locations

Since Inception
76,511 Through the Program
31,628 Return to the Force
41,336 Veteran Status

Current Population
2,299
1,345 (59%) Active
483 (21%) National Guard
471 (20%) Reserve

1,241 (54%) of the current population have some severity of PTSD and/or Behavioral Health

75% depart the first year (completed the program)
94% depart within first two years (completed the program)

(as of 11 Oct 17)

Warrior Transition Unit (14 total)
WTU w/ Community Care capability
(colors indicate CCU Catchment Areas)

Community Care Capability Detachment
(Fort Stewart)

Poly-Trauma Detachment
(Fort Stewart)
Oversee, integrate, and synchronize policy and execution of the Warrior Care and Transition Program. This is the decisive operation and directly contributes to the readiness and health of the force and ensures quality healthcare delivery for all we serve.
CERD VISION AND MISSION

Vision:

To be the Warrior Care and Transition Program (WCTP) centerpiece for Wounded, Ill, and Injured Soldier transition

Mission:

The Career and Education Readiness Division (CERD) will write and distribute timely Career and Education Readiness (CER) doctrine, policy, and guidance in support of the CTP; facilitate transfer of associated knowledge and skills through effective training and education; measure program success; and establish and sustain partnerships supporting a standardized Army Warrior Care and Transition Program
- Lessons from Walter Reed 2007 fed the CSA "Quick Wins" and Army Medical Action Plan (AMAP) Cell
- DA EXORD 118-07 (Jun 2007) Healing Warriors with 4 FRAGOs
- MEDCOM OPORD 07-55 (Nov 2007) Army Medical Action Plan with 47 FRAGOs
- Executive Order 13518 (Nov 2009) Employment of Veterans in the Federal Government
- DoDI 1300.24 (Dec 2009) Recovery Coordination Program
- Executive Order 13458 (Jul 2010) Increasing Federal Employment of Individuals with Disabilities
- VOW Act (Jul 2011) Veterans Opportunity to Work Act
- HQDA EXORD 054-12 (Dec 2011) ISO Army Transition

- DoDI 1300.25 (Mar 2013) Guidance for the Education and Employment Initiative (E21) and Operation Warfighter (OWF)
- DoDI 1322.29 (Jan 2014) Job Training, Employment Skills Training, Apprenticeships, and Internships (JTEST-AI) for Eligible Service members
- WCTP Policy 14-02 (Feb 2014) Comprehensive Transition Plan Policy
- Soldier and Leader Guidance (Jul 2014)
- Army Regulation 40-58 (Mar 2015) Warrior Care and Transition Program
- Army Directive 2015-12, Implementation Guidance for Credentialing Program and Career Skills Program
- DODI 1332.35 (Feb 2016) Transition Assistance Program (TAP) for Military Personnel
- AR 600-81 (May 2016) Soldier for Life – Transition Assistance Program
### PROGRAM TOUCHPOINTS

**WCT SSD CAREER & EDUCATION DIVISION**

<table>
<thead>
<tr>
<th>Transition Coordinators</th>
<th>E2I</th>
<th>OWF</th>
<th>SFL-TAP</th>
<th>Education Benefits</th>
<th>DOL DVOP</th>
<th>VA VR&amp;E</th>
<th>“Sea of Goodwill”</th>
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<td>- Executes policy and guidance of the WCTP as it relates to CER and transition assistance</td>
<td>- Education and Employment Initiative</td>
<td>- Operation Warfighter</td>
<td>- Army Soldier for Life-Transition Assistance Program</td>
<td>- Multiple education services such as VA, ACES and SFAC that provide resources</td>
<td>- Department of Labor (DOL) Disabled Veterans Outreach Personnel (DVOP)</td>
<td>- Provide legally mandated counseling on Ch. 36 and 31 services.</td>
<td>- Provide training, education and employment services and placement across the enterprise</td>
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<td>- Coordinate and synchronize services across agencies</td>
<td>- OSD program that assists Soldiers to identify education and career programs opportunities to transition to civilian life</td>
<td>- OSD program that matches qualified WTU Soldiers with non-funded Federal internships</td>
<td>- Executes the Army SFL-TAP program to ensure legal and regulatory guidance are completed to meet VOW and CRS standards</td>
<td>- Policy authority</td>
<td>- Assist Soldiers/Veterans in identifying employment in local markets</td>
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CERD coordinates and synchronizes policy, proponentcy and Directorate authorities, and evaluates outcomes
Three Primary CER Components

Soldier for Life – Transition Assistance Program (SFL-TAP)
- Resume Writing
- Financial Planning
- Career Objectives
- Job Search/Application

Vocational Rehabilitation and Employment (VR&E) Services
- Career Testing
- Employment Accommodations
- Case Management
- Independent Living Services

CER Activities
- Education/Training
- Internships
- Remain in the Army Work Activity (RIAWA)
- Alternate work site activity

All support one another and the Soldier’s CTP track and goals
Soldiers will participate in one or more CER activities when they are determined eligible.

**Eligibility for CER activity** is based on two distinct evaluations made by Medical Management (M2) and the WTU Commander:

- The M2 evaluation must conclude the Soldier is medically, emotionally and physically ready to participate in a CER activity while continuing medical treatment (*Does not mean healed*).

- The Commander’s evaluation must conclude that the Soldier demonstrates the initiative and self-discipline required to participate in a CER activity (*High Risk does not have to be excluded*).
CER SUPPORT NETWORK

Transition Coordinator
- WTU CER program manager
- Collaborates with the interdisciplinary team (IDT) and various external resources

Organizational Placement
- Bn TC works directly for the Bn Cdr and reports to the Bn XO
- Co TC works directly for – and reports to – the Co Cdr
• Assisted by WTU at Ft. Campbell, KY

• Started out taking college classes for program management

• Her VA VRC helped her radically re-evaluate her goals and plans

• Attended “Transition to Trades” Total Tech Training Institute in Nashville

• Hiller Plumbing, Heating, Cooling and Electrical Co. so impressed with her performance, they offered her a job upon transition at $2.00 above starting apprentice wage

• Paved the way for additional Ft. Campbell Soldiers to take advantage of VR&E services
1LT JERRYLL NELSON

- Assigned to Ft. Bragg WTU
- Referred to IDES VRC at Ft. Bragg
- Completed a Cyber Foundation Program at Fayetteville State University
- Has continued VR&E services as a Veteran participating in Veterans Assembled Electronics Program.
- 1LT Nelson will graduate in two more months with 11 electronic certifications. He is joined by 2 other Soldiers in the class
MSG ANDRE RUSH

- Assigned to Ft. Belvoir Warrior Transition Unit

- Processed through the Medical Evaluation Board from 2014-2016

- With the assistance from his AW2 Advocate, MSG Rush began his entrepreneurship by opening a restaurant.

- MSG Rush used his training and experience as a military food service supervisor (cook) and working at the White House for the past three presidents to open “Two Bros. Soul Food Restaurant” in Alexandria, VA. MSG Rush’s future plan is to open a “Bistro” in the Arlington, VA area and he is due to appear on a television food show in the coming months.
Your Resource for Success in Hiring Wounded Warriors

Why Hire a Wounded Warrior?

Understanding Disability

Acquired Injuries and Reasonable Accommodation

Make the Connection – Writing Effective PDs

Interviewing Wounded Warriors

Resources for Federal and Private Sector Employers
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QUESTIONS