



SECRETARY OF THE ARMY
WASHINGTON

MEMORANDUM FOR THE UNITED STATES ARMY

SUBJECT: Army Directive 2019-XX Implementation of Changes to the Soldier for Life – Transition Assistance Program (SFL-TAP) Mandated by the NDAA 2019

1. Reference:

- a. Army Regulation (AR) 600-81 (Soldier for Life – Transition Assistance Program), 17 May 2016.
- b. Section 552 of the National Defense Authorization Act (NDAA 2019), 1 October 2019.
- c. Public Law 112-56 (Veterans Opportunity to Work) to Hire Heroes Act 21 November 2011.
- d. DOD Action Plan for Improvements to the Transition Assistance Program (Submitted to the Congressional Defense Committees), December 2018.

2. This directive mandates execution of specified improvements to the Transition Assistance Program as published in the National Defense Authorization Act 2019.

3. All Soldiers in the Regular Army, Active Guard Reserve, U.S. Army National Guard, and U.S. Army Reserve, in a Title 10 status, serving 180 continuous days on active duty are mandated to complete the SFL-TAP process prior to the separation date on their DD214. Soldiers on Title 10 Active Duty status for training and professional education are not required to complete SFL-TAP. Members of the Army and Air National Guard serving in a Title 32 status are not required to participate in SFL-TAP. 260719

4. In accordance with reference b., Army must implement certain “improvements to TAP”, which require eligible Soldiers to begin the TAP process no later than 365 days before an anticipated transition from active duty. The previous statutory requirement was for eligible Soldiers to receive TAP pre-separation counseling NLT 90-days before an anticipated transition from active duty.

5. Other mandated changes to TAP include:

a. NLT 12 months prior to separation date, Soldiers must conduct a self-assessment and receive individualized initial counseling, in-person or by means of the Army Virtual Center in order to determine their most appropriate transition “pathway”. Soldiers deployed to an austere environment are authorized to conduct a telephonic initial counseling as a last resort if no IT platforms exist.

b. Soldiers will be assigned to a Career Readiness Tier based on the individual’s preparedness to successfully transition as determined by the initial counseling and self-assessment. Commanders are responsible for ensuring that Soldiers complete the appropriate Career Readiness Standards (CRS) based on Tier assignment as detailed in Enclosure 1.



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c. SFL-TAP classroom instruction will include a choice of four different two-day Career Tracks. Commanders will ensure all transitioning Soldiers attend their selected Career Track. Depictions of major changes and new requirements for SFL-TAP are provided in Enclosure 1.

6. Effective 1 October 2019 Commanders, will ensure compliance with the prescribed policies and procedural guidance associated with this directive.

7. In accordance with NDAA 19, Installation Commanders will ensure that the primary format utilized for the SFL-TAP schedule for delivery of classes, counseling, and other services will be based on the “Distributive” model, that is, spread out over time, so that Soldiers can derive maximum benefit from the program. The five-day consecutive SFL-TAP model will only be used in exceptional instances, such as involuntary separations, short notice separations, and unanticipated separations.

8. This directive is effective until the next revision of AR 600-81.

9. Point of contact for all inquiries related to this directive is Mr. Edward J. Dunn (502) 613-8538, edward.j.dunn12.civ@mail.mil

Mark T. Esper



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SUBJECT: Army Directive 2018-XX Directs execution to Soldier for Life – Transition Assistance Program (SFL-TAP) in accordance with changes directed by NDAA 2019

<p align="center">Army Day Mandatory NLT 365 before an anticipated transition/separation from active duty</p> <p align="center">~8-hours</p>	<p align="center">Employment Day Mandatory</p> <p align="center">~8-hours</p>	<p align="center">VA Day Mandatory</p> <p align="center">~8-hours</p>	<p align="center">Career Tracks 2 Days (All Soldiers determine a Career Focus Area/Goal or track)</p> <p align="center">~16-hours</p>	<p align="center">Capstone Event/ITP Review Mandatory NLT 90 days from DD214 date</p>
<ol style="list-style-type: none"> 1. Self-assessment 2. Initial Counseling 3. ITP 4. Pre-separation counseling 5. 3 Counseling Pathways (<u>Soldiers are assigned to one of three Tiered TAP pathways based upon self-assessment of the Soldier's needs. The Table below specifies Soldier requirements for each assigned tier.</u>) 6. Financial Planning as needed (based on Tier assignment) 	<p>Mandated unless meets one of the below exemptions:</p> <ol style="list-style-type: none"> 1. retiring after 20 or more years 2. proof of employment 3. proof of acceptance into an accredited vocational training, undergraduate, or graduate program 4. specialized skills for a unit deploying in 60 days 5. recovering service members enrolled in E2I or similar transition program 6. RC members who have previously attended 	<p>VA Services and Benefits Brief</p> <p>Register on eBenefits</p>	<p>Track 1: <u>Employment</u></p> <p>Track 2: <u>Vocational Training</u></p> <p>Track 3: <u>Higher Education</u></p> <p>Track 4: <u>Entrepreneurship</u></p> <p><u>Tracks are the 2 Day workshops tailored towards Soldier's career interests and goals.</u></p>	<p>Commander or their designee verify CRS</p> <p>Warm handovers (to VA, DOL or another Service Provider, as needed) for all Soldiers that do not meet CRS or whose Commander deem them not ready</p>
Career Readiness Standard (CRS) Requirements for Each Assigned Tier from assessment				
Tier 1	Self-assessment, Initial Counseling, Individual Transition Plan, Pre-separation, VA Benefits and Services, DOL, continuum of service (AC), and CAPSTONE			
Tier 2	Self-assessment, Initial Counseling, Individual Transition Plan, Pre-separation, criterion-based post-transition financial plan, VA Benefits and Services, gap analysis or verification of employment, DOL, continuum of service (AC), and CAPSTONE			
Tier 3	Self-assessment, Initial Counseling, Individual Transition Plan, Pre-separation, criterion-based post financial plan, VA Benefits and Services, gap analysis or verification of employment, DOL, continuum of service (AC), and CAPSTONE Tier 3 must choose Career 2 day Track			
Required Deliverables for each Career Track				
Track 1: Employment	draft resume or verification of employment			
Track 2: Vocational Tng.	comparison of technical schools			
Track 3: Education	comparison of colleges/universities			
Track 4: Entrepreneurship	none			



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