

REVIEW & ANALYSIS

2020

Review and Analysis of the state of Transitioning Soldiers

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Final as of 21 May 2021



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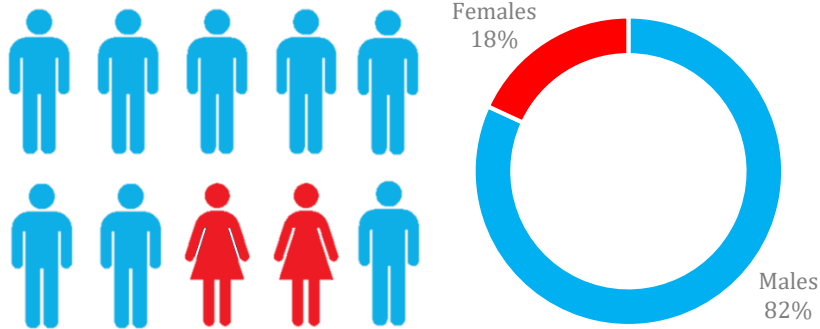
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INCOMING ENLISTED SOLDIERS

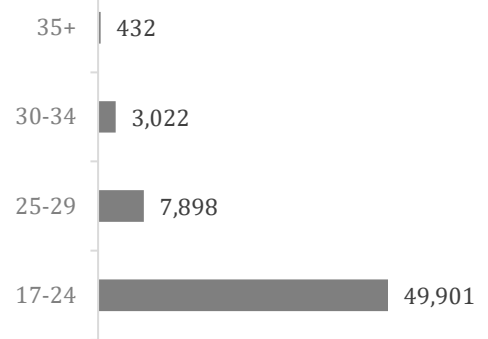
Incoming Enlisted Soldiers

On average, 64,000 enlisted Soldiers transition out of the Regular Army each year. In order to maintain a sustainable all volunteer force, the Army must recruit the same amount. In FY20, 61,253 civilians enlisted in the United States Army. The following data depicts this past year's incoming accessions data of the enlisted population into the Regular Army.

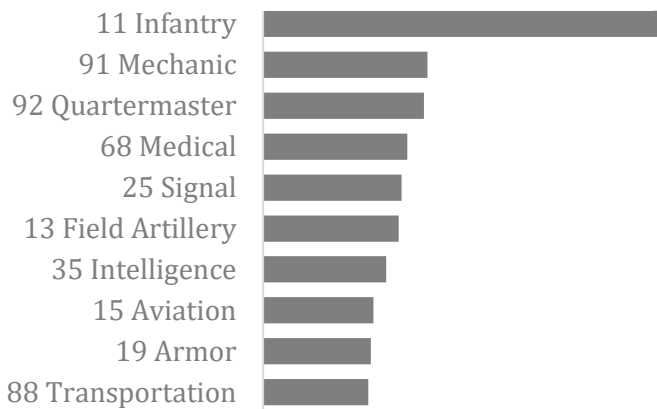
GENDER



AGE



TOP 10 MOS SERIES

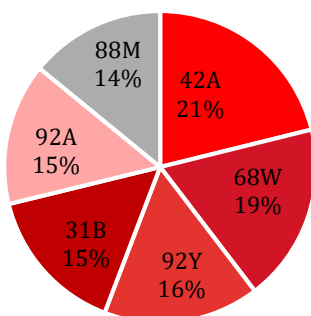


TOP 10 RECRUITMENT STATES

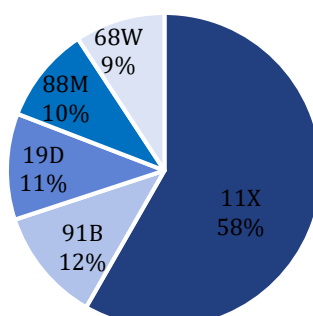
The U.S. Army recruited over **12%** of its Soldiers from Texas; when combined with California, the two states made up **22%** of all enlistments for FY20. Overall, the top ten states for recruitment were Texas, California, Florida, Georgia, North Carolina, New York, Illinois, Virginia, Ohio, and Arizona.

The top ten recruiting states account for **56%** of all recruits for FY20. The Army recruited 10% less than FY20 than in FY19.

TOP 5 MOS | FEMALE



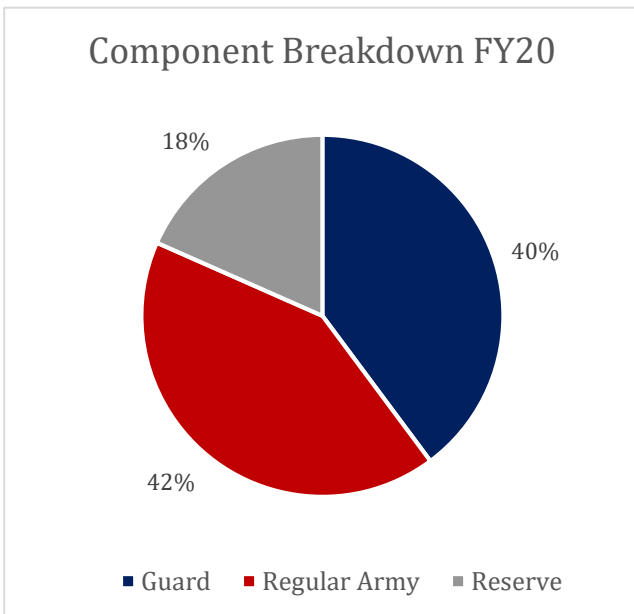
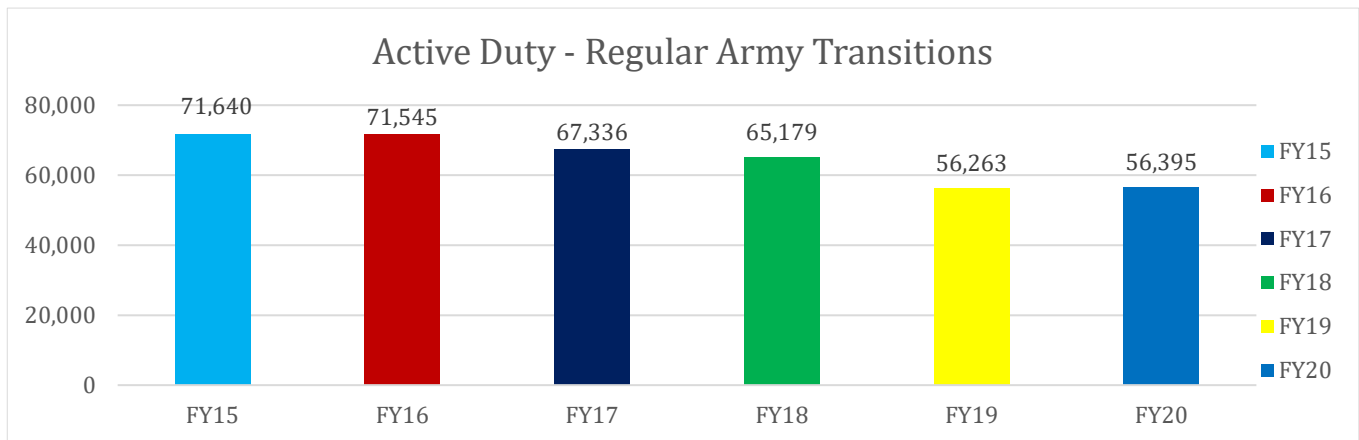
TOP 5 MOS | MALE



TRANSITIONING SOLDIERS

Transitioning Soldiers

During the last six years, the Army has transitioned on average ~**67,800** Soldiers (Enlisted and Officers) annually*. This fiscal year (FY20), a total of **56,263** honorable/general, Regular Army* Soldiers left active duty service.



Top 5 Transitioned MOSs FY20 | Regular Army

- 11 - Infantry - 9,725
- 92 - Quartermaster - 5,666
- 91 - Field Mechanical Maintenance - 4,630
- 68 - Medical - 3,950
- 25 - Signal Corps - 3,633

Top 5 Installations Number of Soldiers Transitioned in FY20 | Regular Army

- Fort Hood - 5,831
- Fort Bragg - 5,047
- Fort Bliss - 4,109
- JBLM - 3,891
- Fort Campbell - 3,833

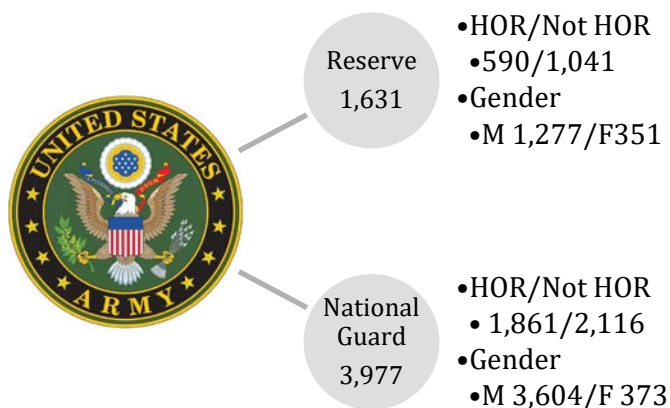
Top 5 States Soldiers are transitioned to:



ACTIVE DUTY TO GUARD-RESERVE

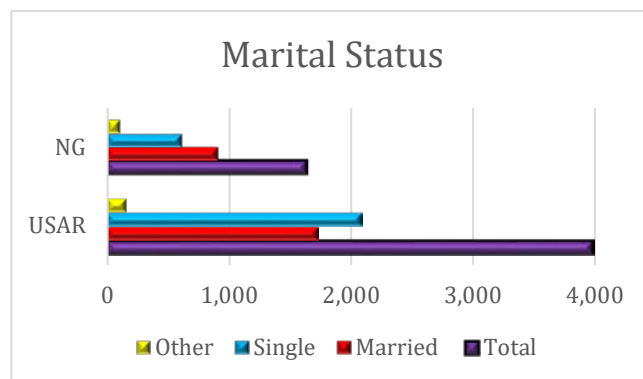
Active Duty To Guard-Reserve

During FY20, 5,608 Soldiers serving on AD transitioned into a role within the Army National Guard, and the Army Reserve. This number accounts for roughly 10% of the total transitioned force. This number isn't to be mistaken with those from the Guard/Reserve who entered AD, and transitioned back into their Guard/Reserve duties, these individuals had never served in the Guard/Reserve prior to their transitions.. Below are visual representations of that data.

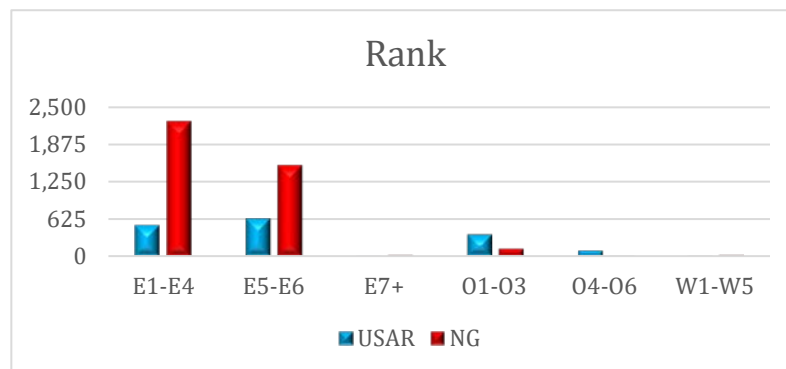


Top 5 Transitioned to MSA's

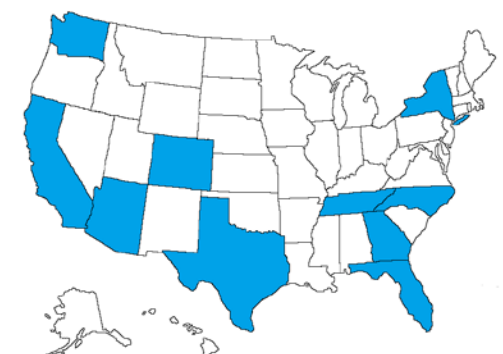
- Los Angeles, CA - 189
- Killeen, TX - 171
- New York City, NY - 159
- Colorado Springs, CO - 142
- Houston, TX - 136



- 56% of Soldiers enter the Guard/Res indicate they are not returning to their HOR
- 30% of Soldiers transitioning to the Guard/Res unit in an MSA where there is an AD installation present
- San Antonio, TX (Fort Sam Houston) had the highest number of Soldiers transition to its MSA that did not transition from its local installation



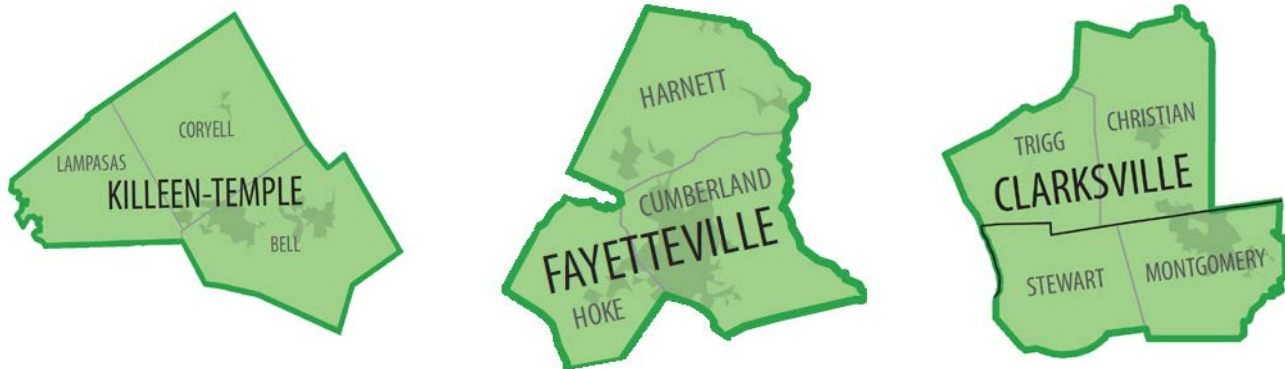
Top 10 National Guard to States



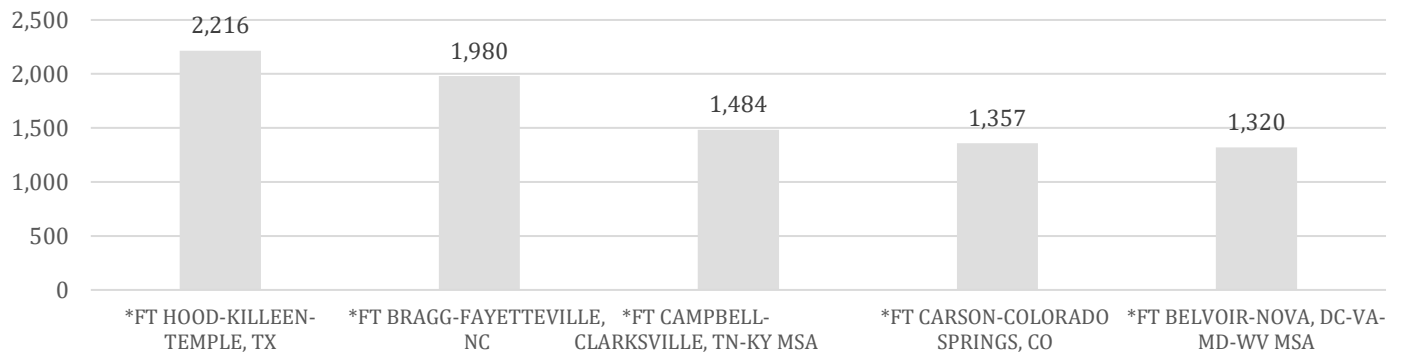
SOLDIER MSA RELOCATION

Soldier MSA Relocation

The information portrayed on this page is a representation of Soldier relocations based on DD214/Zip Code data. These are the top 5 Metropolitan Statistical Areas (MSA's) that Soldiers relocated throughout FY20. This population of Soldiers include those returning to their Home of Records (HOR), and not returning to their HOR. MSA's names in the chart containing installation will contain the name of that installation preceded by and asterisk.



Relocation to MSA's



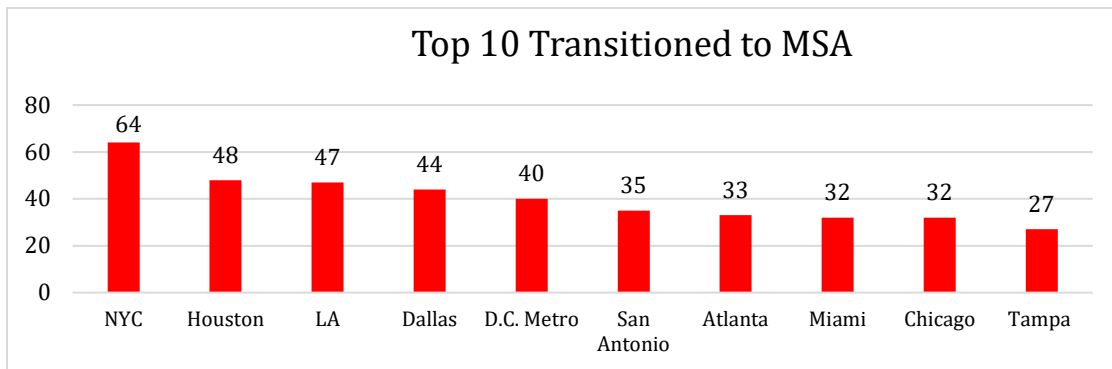
TRANSITIONING SOLDIERS RELOCATION

Transitioning Soldiers Relocation

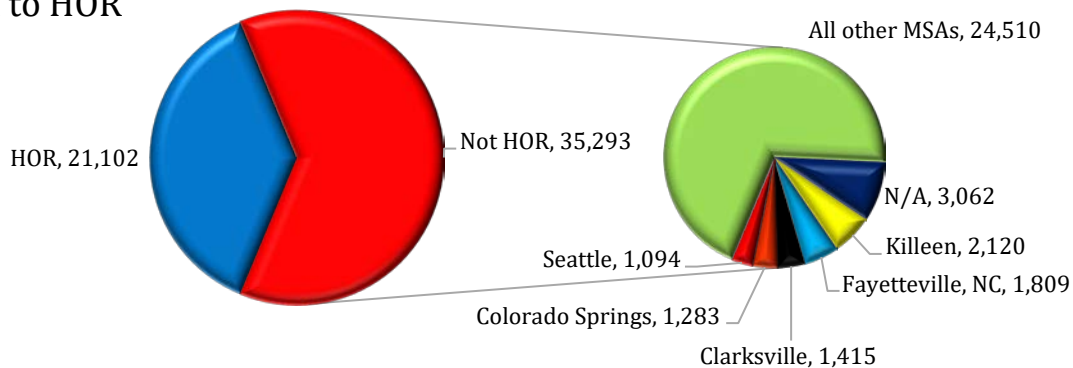
The following graph is a representation of data consisting of the top five installations by the number of transitioning Service Members (SM), how many of these SM return to their Home of Record (HOR) as indicated on their DD214, how many Service Members intend on remaining within near their last duty station (within the borders of the Metropolitan Statistical Area or MSA). Finally, it will show how many SM will relocate to a different location upon their separation. The adjacent table is a breakdown of the five largest installations that Soldiers transition and the corresponding percentages for each option.

	HOR %	STAYING MSA %	OTHER %
Fort Hood	36%	31%	33%
Fort Bragg	35%	29%	36%
Fort Bliss	42%	23%	36%
JBLM	39%	21%	39%
Fort Campbell	35%	31%	34%

Of the total transitioning force last Fiscal Year a relatively small portion return to their identified Home of Record. Approximately **37%** of Soldiers who transitioned in FY20 indicated that they are returning to their HOR. A comparable small percent, **24%**, of Soldiers who transitioned stayed within the Metropolitan Statistical Area (MSA) of their last duty station. Lastly, **39%** of all transitioning Soldiers indicated that they were not returning pre-established HOR or staying within the borders of their last duty station MSA.



Return to HOR



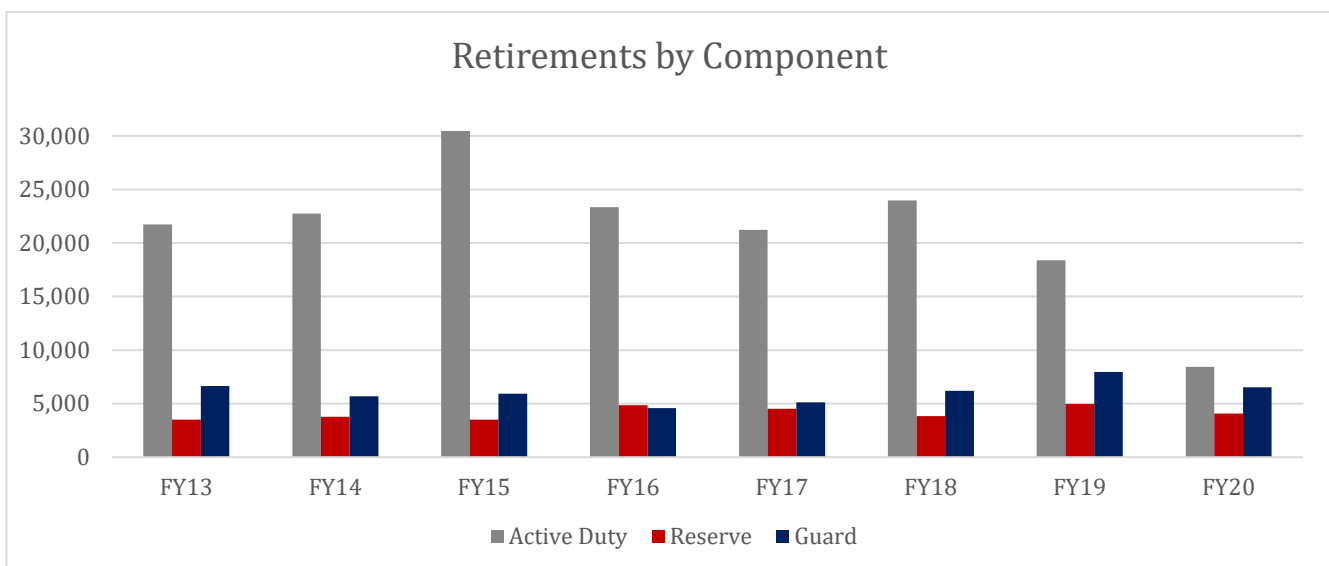
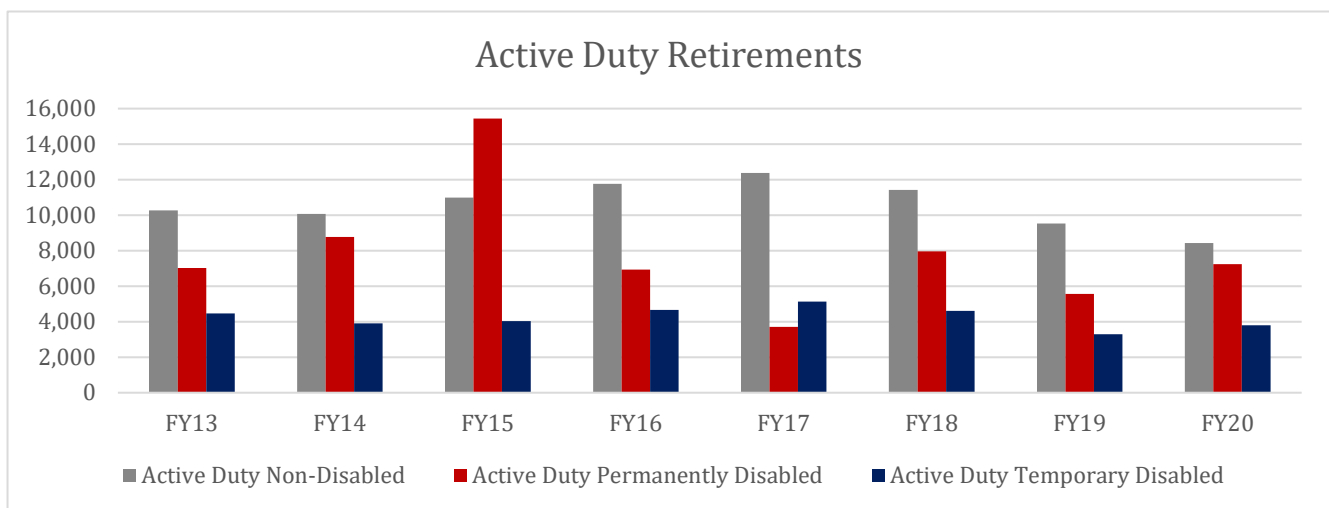
**Unless otherwise noted, transitions are based on Soldiers who separated under honorable or general conditions, and served on Active Duty service in the "Regular Army".*

**Regular Army is all non-Guard or Reserve*

RETIRED SOLDIERS OVERVIEW

Retired Soldiers Overview

On average, 22.5K Soldiers retire from the United States Army per year, including Active Duty, National Guard, and Reserve. During FY20, a total of 30,081 Soldiers retired from across the Army. 19,471 retired from Active Duty, 4,074 Army Reservist, and 6,536 National Guardsmen. This figure accounts for roughly **30%** of the Transitioning force. These numbers include all categories of retirement.



RETIRED SOLDIERS FY20

Retired Soldiers FY20

Month of Retirement	Active Duty Non-Disabled	Active Duty Permanently Disabled	Active Duty Temporary Disabled	Total Active Duty Retired	Army Reserve	Army Guard	Total Retired Soldiers by Month
October – 19	1,284	721	381	2,386	372	583	3,341
November – 19	689	677	383	1,749	406	552	2,707
December – 19	608	683	396	1,687	351	510	2,548
January – 20	516	571	352	1,439	353	566	2,358
February – 20	673	518	227	1,418	302	560	2,280
March – 20	589	519	209	1,317	317	520	2,154
April – 20	510	599	289	1,398	324	507	2,229
May – 20	505	481	268	1,254	283	483	2,020
June – 20	662	613	268	1,543	322	547	2,412
July – 20	735	634	327	1,696	330	552	2,578
August – 20	783	740	408	1,931	398	572	2,901
September – 20	879	486	288	1,653	316	584	2,553
SUM TOTALS	8,433	7,242	3,796	19,471	4,074	6,536	30,081

Note: Data provided by Soldier for Life Retirement Services Office 01February 2019

ARMY CAREER SKILLS PROGRAM

Army Career Skills Program

OVERVIEW

The Army Career Skills Program (CSP) allows authorized transitioning Soldiers to participate in employment skills, training, internships, apprenticeships, or qualified vocational training during their last six months on Active Duty. This training is provided by employers at no cost to the Army and a minimal cost for the Soldier. The CSP must offer a high likelihood of employment for those who complete the program, but does not guarantee it.



CAREER SKILLS PROGRAM HIGHLIGHTS

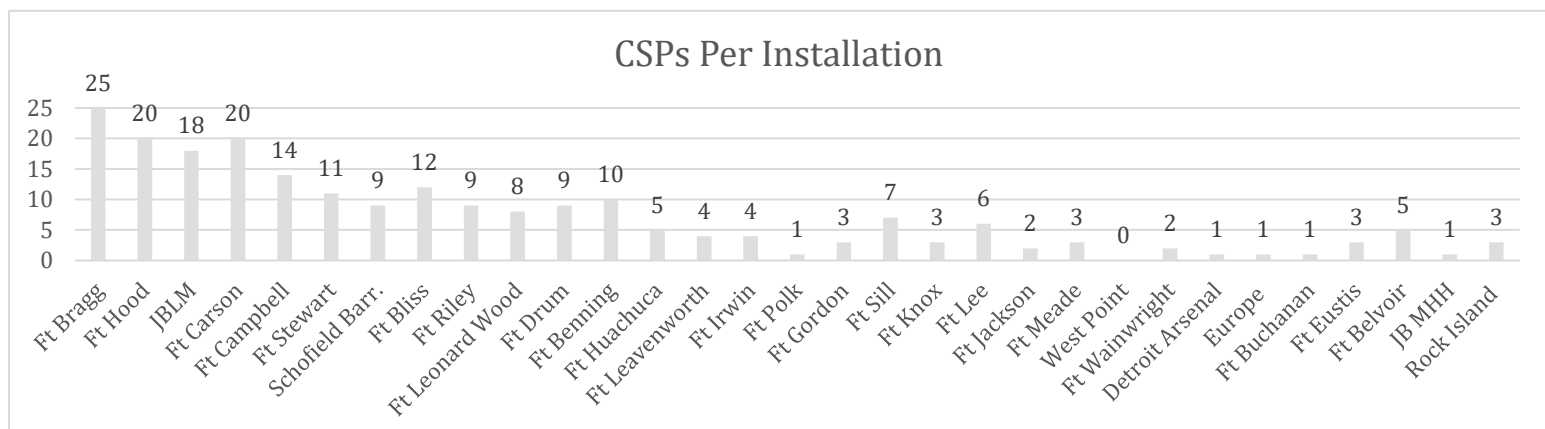
- To date over 27,296 Soldiers have completed a CSP program
- Currently there is a 93% hiring rate once a Soldier completes a program
- Currently there are over 222 programs at 32 separate installations.

**Statistics are current as of 8 Feb 2021*

**Enrollees may still be in the process of completing their program*

CAREER SKILLS PROGRAM OVERVIEW

- Six Regional CSP Coordinators located at Ft. Campbell, Ft. Hood, Ft. Stewart, and HQ IMCOM
- Since implementation of the policy, over 2,709 Soldiers have used administrative absence to attend CSPs
- AR 600-8-10 (Leaves and Passes) para 5-12c(14) authorizes the use of administrative absence to support Soldier CSP attendance outside the previously restricted 50 mile radius.
- CSPs are funded by either state/federal funds or industry funds with a focus on free, minimal-cost.



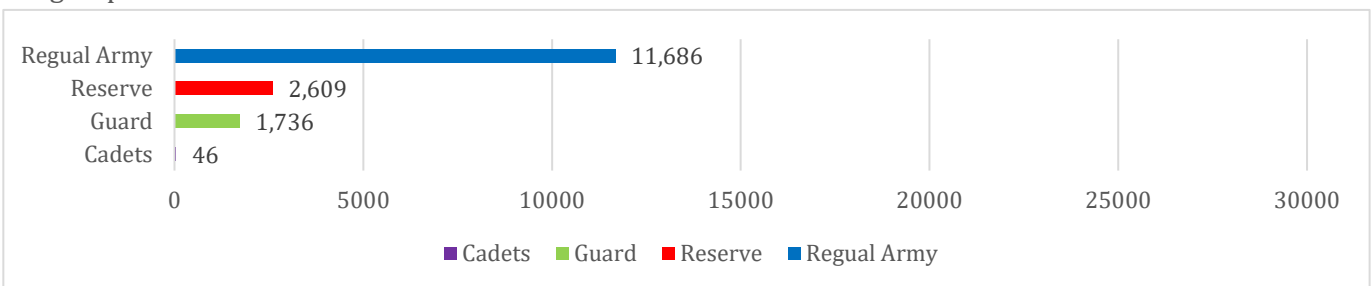
ARMY PARTNERSHIP FOR YOUTH SUCCESS

Army Partnership for Youth Success

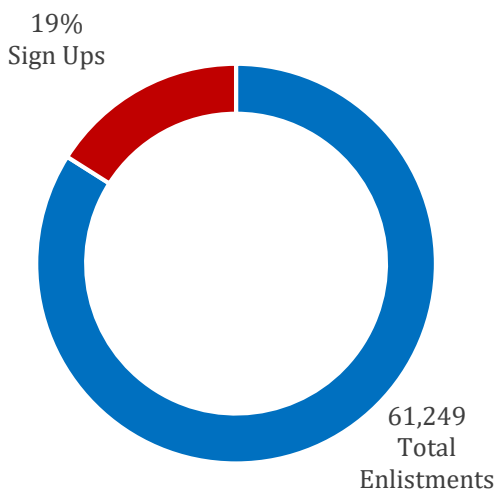
OVERVIEW

The Partnership for Youth Success (PaYS) program is a strategic partnership between the U.S. Army and a cross section of corporations, companies, and public sector agencies. The PaYS Program guarantees Army Reserve, Active Duty, National Guard Soldiers and ROTC Cadets five job interviews and possible employment after completion of their Initial Entry Training, degree requirements and/or completion of First term of service. For more information, visit us at www.armypays.com.

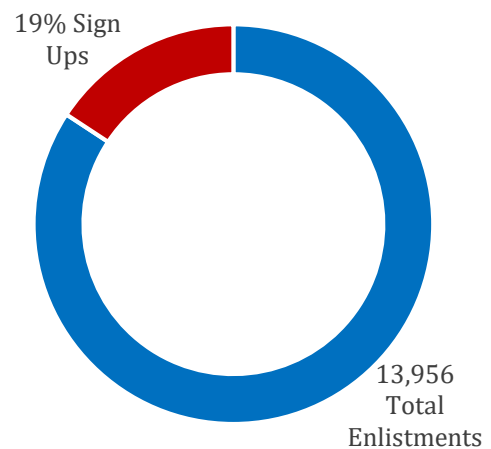
FY20 Sign-up Statistics for Soldiers and Cadets



Regular Army PaYS Sign-ups



Army Reserve PaYS Sign-ups



Interviews and Hires

In FY20, the PaYS program reported 120 interviews and 79 hires for Regular Army transitioning Soldiers, and 2 interviews and 2 hires for Cadets.

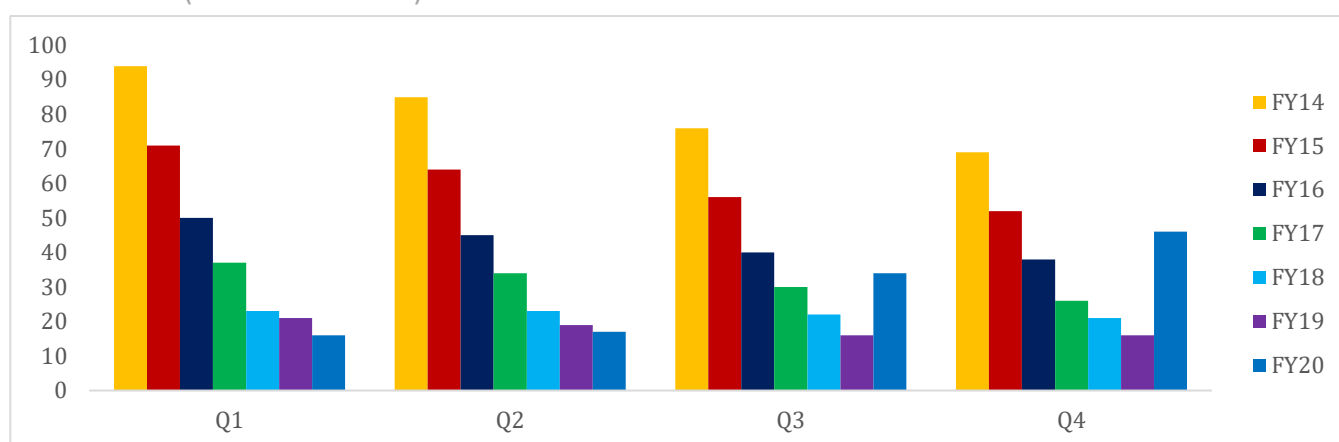
UNEMPLOYMENT COMPENSATION FOR THE ARMY

Unemployment Compensation for the Army

OVERVIEW

Service Member unemployment compensation, also known as the UCX program, provides income assistance to Transitioned Service Members who have honorably served in the United States Armed Forces (Boraas & Roemer, 2016; Department of Defense, n.d.). UCX is a cost to the Army and is a loss of Money for operational readiness. To qualify for benefits, Transitioned Service Members must have separated under one of the following honorable conditions: completion of tour of duty, enlistment contract, disability retirement, as a result of the Selective Early Retirement Board, or regular retirement (MyArmyBenefits.com, 2012). Usage of the UCX program by separating Soldiers has seen a steady decline since 2012, at which time there were \$515 million in claims.

UCX TRENDS (IN THE MILLIONS)



TOP 5 STATES ARMY PERSONNEL DREW UNEMPLOYMENT FOR EX-SERVICEMEMBERS (UCX)

TOP STATES EX-SERVICE MEMBERS DREW UCX FROM	TOTAL AMOUNT FOR FY20 ^A	STATE UNEMPLOYMENT RATE ^B	STATE UNEMPLOYMENT RANKING ^B	STATE RANKING FOR TRANSITIONING SOLDIERS ^C
TEXAS	\$27,137,390	7.2	36	1
CALIFORNIA	\$13,640,628	9.0	49	2
WASHINGTON	\$8,402,609	7.1	35	7
NEW JERSEY	\$7,974,114	7.6	41	25
NEW YORK	\$5,386,814	8.2	46	10

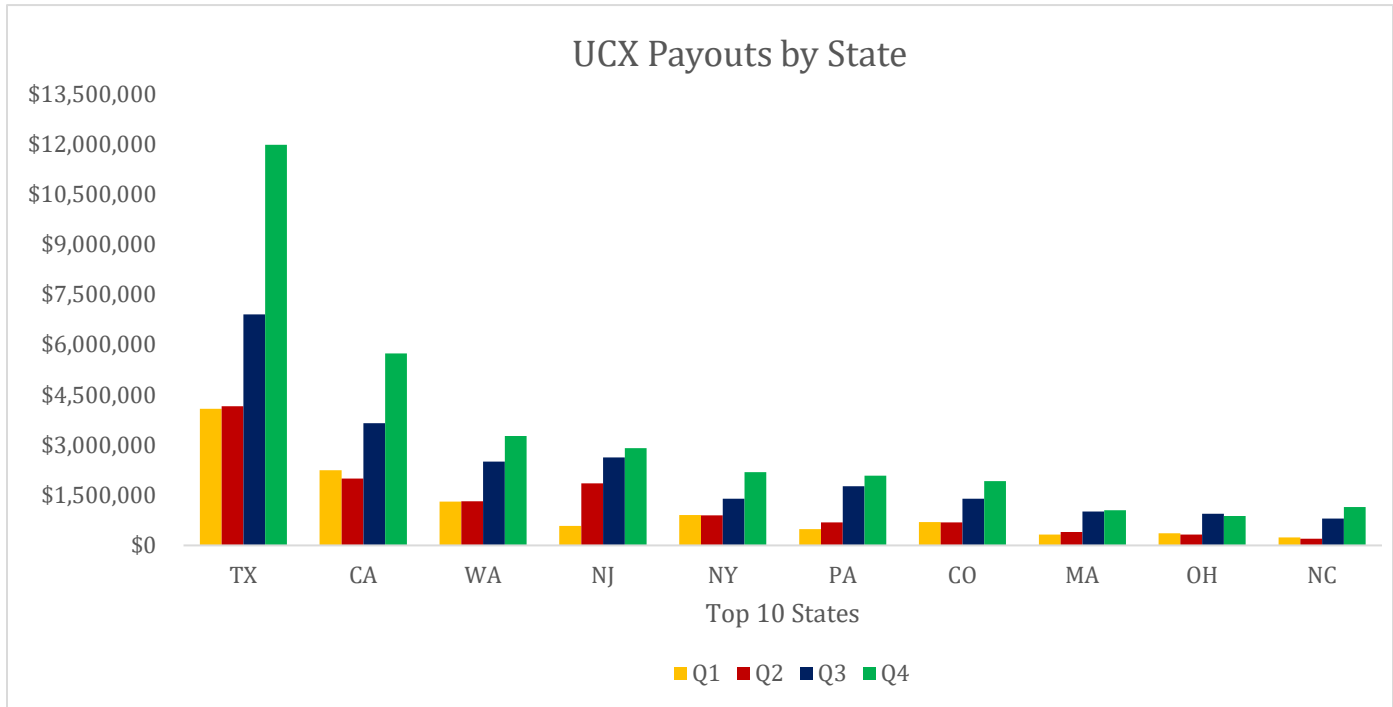
Note: UCX = Unemployment Compensation for Ex-Servicemembers

- A. U.S. Department of Labor Employment and Training Administration, *Total Unemployment Compensation Benefits Paid to Claimants*
- B. Bureau of Labor Statistics (December 2018), *Local Area Unemployment Statistics: Unemployment Rates for States, Seasonally Adjusted*
- C. U.S. Army - Ft. Belvoir, U. S. Army Human Resources Command, *TRANSPROC FY*

UNEMPLOYMENT COMPENSATION TOP 10 STATES

Unemployment Compensation Top 10 States

The information displayed on this page represents unemployment compensation benefits paid to claimants during FY20. The accompanying graph represents the top 10 states that paid out the most benefits. The accompanying table is the total spent from each state. The top 10 states paid roughly **\$80M**, representing approximately **71%** of all UCX payouts.



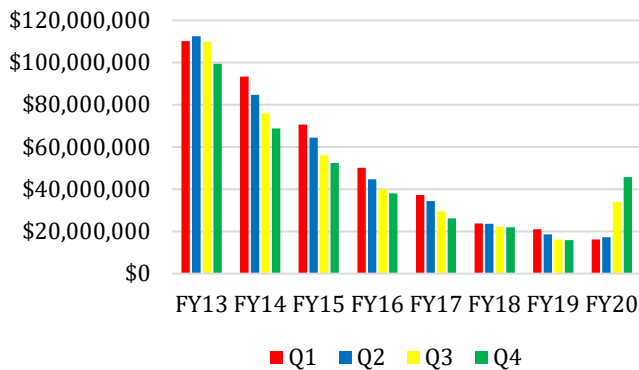
STATE	Q1	Q2	Q3	Q4	TOTAL
TX	\$4,088,281	\$4,162,512	\$6,905,444	\$11,981,153	\$27,137,390
CA	\$2,244,263	\$2,003,626	\$3,655,088	\$5,737,650	\$13,640,628
WA	\$1,308,795	\$1,317,376	\$2,504,234	\$3,272,204	\$8,402,609
NJ	\$584,650	\$1,852,033	\$2,627,689	\$2,909,741	\$7,974,114
NY	\$905,295	\$898,875	\$1,393,584	\$2,189,061	\$5,386,814
PA	\$488,928	\$687,786	\$1,772,532	\$2,085,172	\$5,034,419
CO	\$702,062	\$687,629	\$1,393,074	\$1,918,600	\$4,701,365
MA	\$325,437	\$398,385	\$1,009,640	\$1,050,799	\$2,784,261
OH	\$364,292	\$323,056	\$944,071	\$877,260	\$2,508,679
NC	\$234,530	\$202,122	\$807,109	\$1,150,814	\$2,394,576
				Total	\$79,964,855

FY20 UCX DATA

FY20 UCX Data

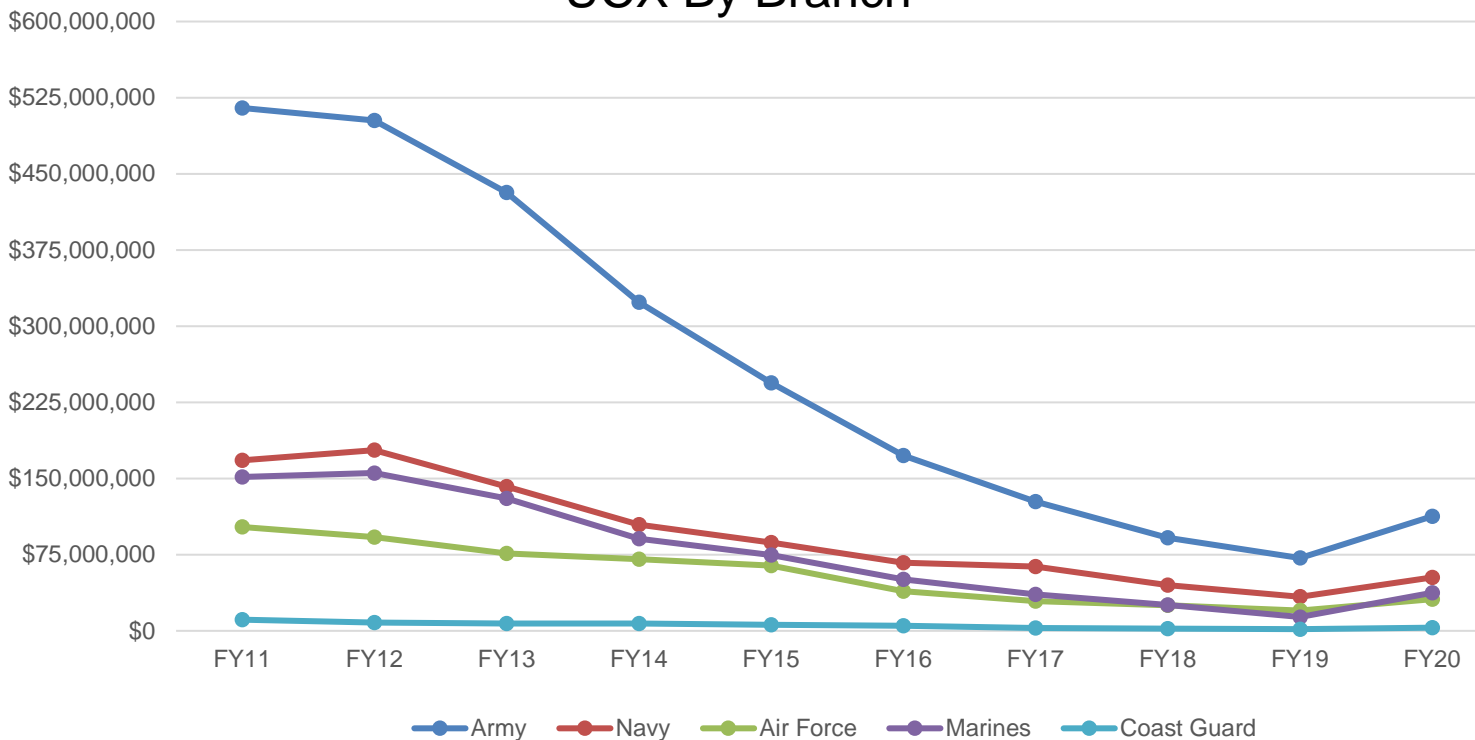
Over the past six full fiscal years (FY), there had been a decline in the amount of UCX payouts across all 50 states, along with Washington D.C., Puerto Rico, and the Virgin Islands until FY20. FY20 showed an increase during Q3 and Q4 due to the COVID-19 pandemic. The amount of UCX payout in FY20 (\$113M) is approximately \$41M more than FY19 (\$72M).

UCX Payout



	Q1	Q2	Q3	Q4
FY13	\$110,153,988	\$112,457,389	\$109,688,831	\$99,443,809
FY14	\$93,317,188	\$84,651,626	\$75,946,450	\$68,797,205
FY15	\$70,551,100	\$64,413,018	\$5,600,585	\$52,391,399
FY16	\$50,179,180	\$44,691,318	\$39,860,299	\$38,031,413
FY17	\$37,183,552	\$34,317,307	\$29,547,583	\$26,186,582
FY18	\$23,711,502	\$23,545,149	\$22,274,931	\$21,998,813
FY19	\$21,024,598	\$18,647,608	\$16,197,046	\$15,819,904
FY20	\$16,118,167	\$17,249,532	\$33,866,162	\$45,665,806

UCX By Branch

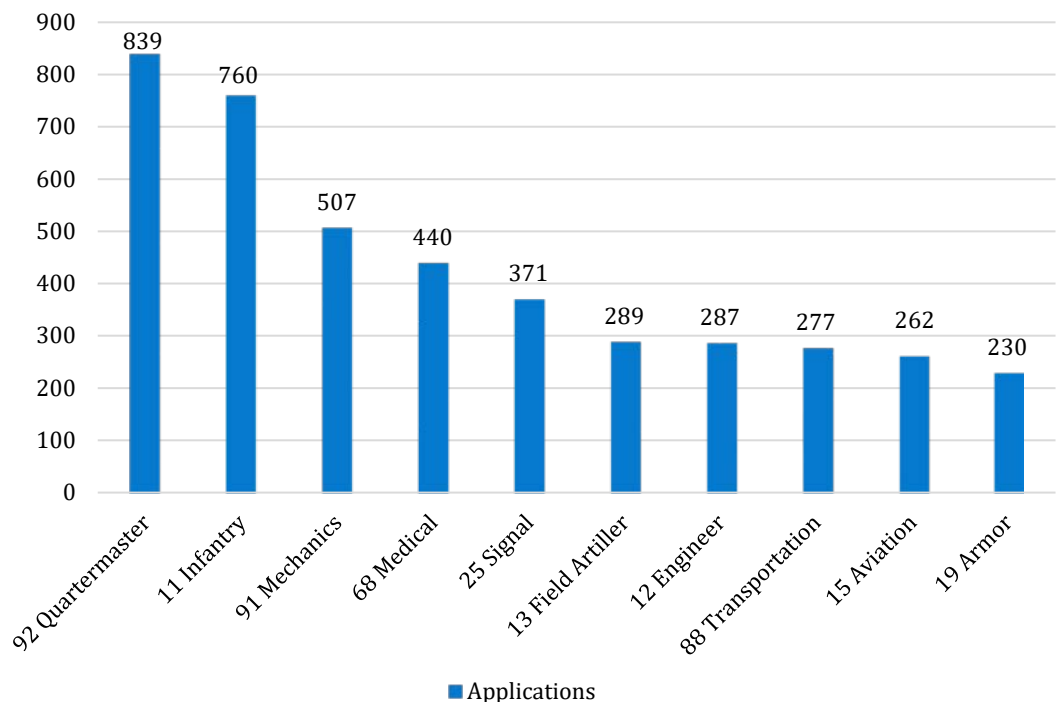


FY20 UCX DATA, CONT.

FY20 UCX Data, Cont.

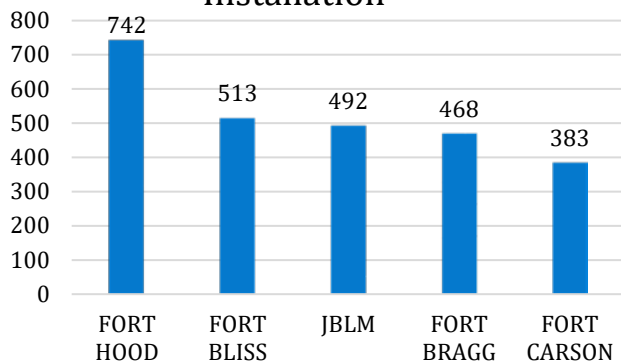
The following charts contain Army Unemployment Compensation (UCX) data that are specific to Regular Army. All numbers are Active Duty Soldiers who have received an Honorable or an Under Honorable Conditions (General) separation type. The top 10 MOS chart shows a breakdown of MOS's and how many applicants applied for UCX upon separation holding that MOS. The Installations show the number of applications from the top five installations, and Rank is a breakdown of applications by rank.

Top 10 MOS

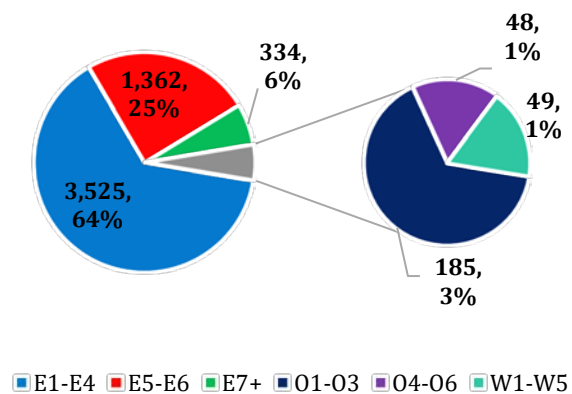


*All applicants did not identify their MOS

Installation



Rank



U.S. ECONOMIC LABOR REPORT

U.S. Economic Labor Report

Employment projections and occupational outlook from 2016 to 2026 were released by the Bureau of Labor Statistics (BLS, 2017b) October 24th, 2017. According to BLS, overall employment is projected to increase by 11.5 million over the next decade. This is a growth of roughly 0.7%, which is faster than the 0.5% increase during the 2006-2016 decade. Occupations projected to see the most growth are located within the healthcare field, which will be primarily driven by the aging population. In addition to affecting the demand for particular jobs, older individuals will contribute to the decline in the overall labor force over the next ten years (BLS, 2017b).

Fastest Growing Occupations

OCCUPATION	GROWTH RATE, 2016 – 2026	REQUIRED EDUCATION	2016 MEDIAN PAY
<i>Solar photovoltaic installers</i>	105%	High school diploma	\$39,240 per year
<i>Wind turbine service technicians</i>	96%	Postsecondary non-degree	\$52,260 per year
<i>Home health aides</i>	47%	High school diploma	\$22,600 per year
<i>Personal care aides</i>	37%	High school diploma	\$21,920 per year
<i>Physician assistants</i>	37%	Master's degree	\$101,480 per year
<i>Nurse practitioners</i>	36%	Master's degree	\$100,910 per year
<i>Statisticians</i>	33%	Master's degree	\$80,500 per year
<i>Physical therapist assistants</i>	31%	-	\$56,610 per year
<i>Software developers, applications</i>	30%	Bachelor's degree	\$100,080 per year
<i>Mathematicians</i>	29%	Master's degree	\$105,810 per year

U.S. Bureau of Labor Statistics (2017a)

Short Term Projections | Greatest Gain in Job Openings by State

STATE	BASE (2016)	PERCENT CHANGE IN 2018	AVG. ANNUAL OPENINGS
<i>California</i>	18,142,300	3.9	782,060
<i>Texas</i>	13,032,700	3.7	554,890
<i>Florida</i>	9,027,440	5.3	458,920
<i>New York</i>	9,814,040	2.6	357,360
<i>Georgia</i>	4,475,420	4.5	208,670

Projections Central (2017)

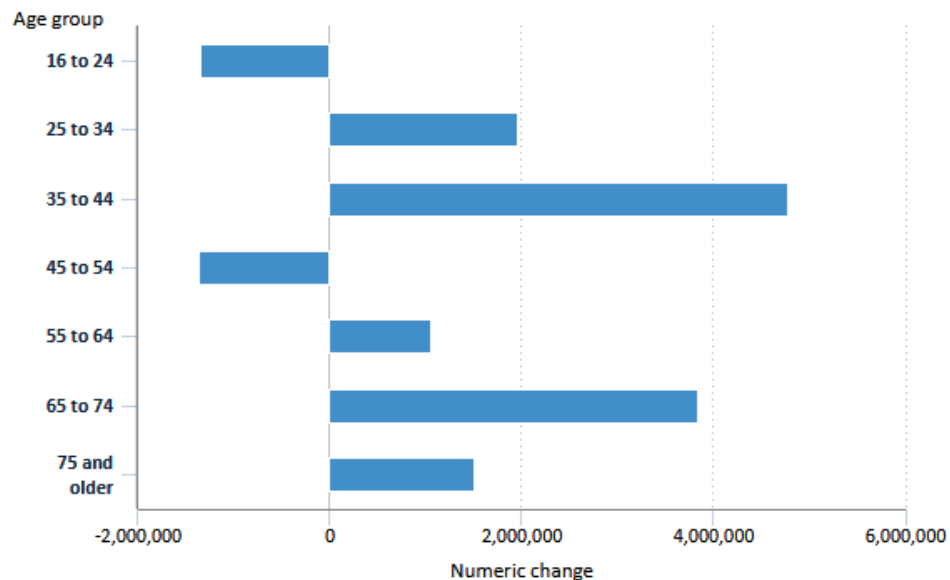
U.S. ECONOMIC LABOR REPORT

Numeric change in labor force

The number of people in the labor force is projected to rise for most age groups, with significant increases in the 35- to 44-year-old and 65- to 74-year-old groups. (See chart 2.)

Chart 2. Change in labor force by age (and gender)

Numeric change in labor force, projected 2016–26



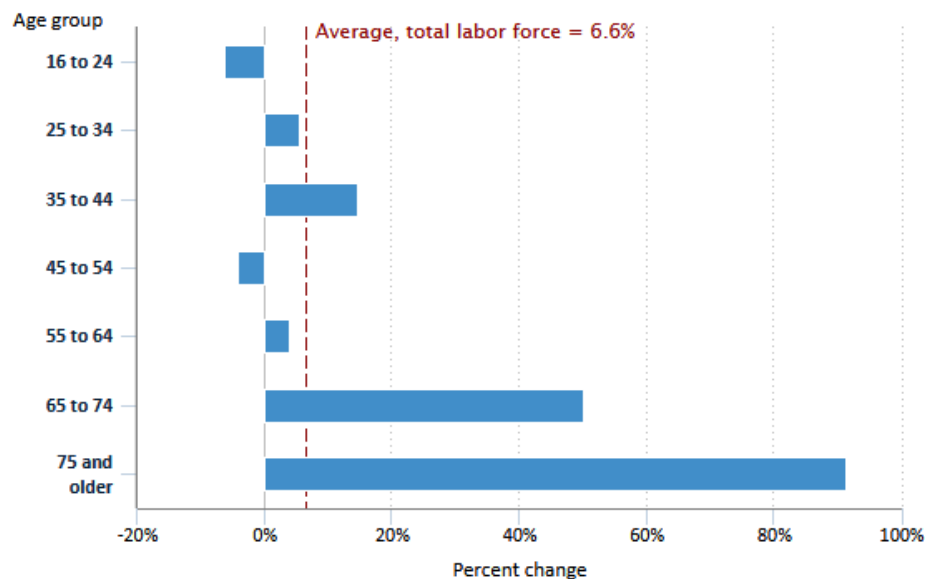
U.S. Bureau of Labor Statistics (2017b)

Percent change in labor force

Workers ages 75 and older are expected to have the fastest rate of growth in the labor force, followed by workers in the 65- to 74-year-old group. (See chart 3.)

Chart 3. Percent change in labor force by age (and gender)

Percent change in labor force, projected 2016–26



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