2007 MOU

• DOL responsible for TAP Employment Workshop delivery

• DoD and DHS responsible for service member participation
  – Support and market the program to military commanders
  – Provide logistical support
• TAP Employment Workshops:
  – Two and a half days in length
  – Curriculum focused on job-search preparation & assistance
  – VA benefits briefing and DTAP separate from TAP Employment Workshop
The Role of VETS

• Develop and standardize curriculum
• Provide and train facilitators
  – Federal VETS staff
  – State Agency staff
  – Contractors
• Monitor workshops for quality
On-Site Reviews

• Each site/facilitator reviewed at least once annually
• Maintain communication with all parties
• Ensure workshops in line with the mandates of 10 U.S.C. §1144
• Identify potential problems
• Resolve issues
Purpose of Reviews

• **On-site reviews used to determine if:**
  – Sufficient time devoted to TAP core components
  – Facilities are adequate and conducive to learning
  – Adequate materials, supplies, and equipment are available
  – Facilitators and guest speakers are adequately trained and performing effectively
  – Installation is providing sufficient promotion and notification of the program
  – All parties involved are upholding the local MOU
  – DTAP program is being conducted effectively
Conducting Review

• Observe TAP Employment Workshop
• Observe DTAP Workshop
• Conduct interviews of participants, the transition manager, facilitator, etc.
• Review past TAP critique forms / surveys
• Use site visit checklists provided with TAP Operations Manual
  – Facilitator
  – Facilities, materials, and equipment
  – DTAP
Post Review Activities

• **Brief DoD and partners about findings**
  – What is working and what isn’t
  – Recommendations with solutions

• **Written report within two weeks**
  – Sent to RAVET
  – Copy involved agencies
  – If needed, include corrective actions with suspense dates
TAP
Employment Workshop
Redesign
Curriculum Emphasis

- Emphasize experiential, kinesthetic training
- Greater emphasis on “networking” & “selling yourself”
- Enhance training on Federal employment
- Enhance resume, cover letter, and interview instruction
- Military to civilian work and culture transition
New Curriculum Content

- Modern assessment tools (Signature Strengths, Professions of best “Fit”)
- Entrepreneurship as career opportunity
- Career and life planning
- Stress-reduction techniques and resiliency training
Different participants have different needs

- 1st Term Enlisted
- Mid-Career
- Retirees
- Wounded Warriors
Facilitator Training

- Train-the-Trainer package to incorporate latest best practices on facilitation and adult learning techniques
- Facilitators trained in experiential, kinesthetic facilitation techniques
- On-going training and annual recertification
- Online TAP Facilitator Community
After Training Support

- Provide relevancy for service members with differing needs and preparedness
  - 3-month duration
  - Phone & email support
  - Resume, cover letter, interview preparation and support
Online Resources

- Online templates
  - Master Application
  - Career Development Process
  - Resume
  - Cover Letter

- Online E-learning version of TAP Employment Workshop
  - Spanish language version included
Oversight

- Methodology for reviews will change
- VETS reviewers will be trained on new curriculum and requirements to better evaluate effectiveness of redesign
The Business Case for Conversion to Contract Facilitation
The Current Mix

• **DVOP / LVER**
  – 3,103 TAP Employment Workshops
  – 53 CONUS military installations
  – 22 states

• **Contractor (Inverness)**
  – 750 TAP Employment Workshops
  – 47 CONUS military installations
  – 15 states and District of Columbia
A Comparison

• Contractor is more consistent and standardized

• Cost
  – JVSG: $5,910,396
  – Contractor (for same workshops would have been): $4,911,402
Consequences

• Regain time not spent on intensive services and employer outreach

• Changes to TAP curriculum or processes
  – One POC for contractor
  – Faster implementation
  – One point for VETS oversight

• More detailed reporting from contractor
Thank You!