

TRANSITION ASSISTANCE PROGRAM

Career Readiness Standards Overview



CRS OVERVIEW

Career Readiness Standards (CRS) are a set of career preparation activities service members must complete to depart from active-duty and be considered “career ready.”

The standards provide service members with a clear, comprehensive set of activities to ensure they have the training and skills needed to transition successfully into civilian life.

Completion of CRS activities is mandatory for all service members retiring, separating or being released after 180 days or more of active-duty. Commanders or their designees verify CRS completion during a mandatory event called Capstone.



CAPSTONE CRS VERIFICATION

- No later than 90 days before transition, service members participate in Capstone to verify they meet CRS and ensure they have a viable Individual Transition Plan (ITP).
- If a service member does not meet CRS or present a viable ITP, they will be provided further assistance through a “warm handover” to a relevant partnering agency.

CAREER READINESS STANDARDS

- Complete a personal self-assessment/Individual Transition Plan
- Register on eBenefits
- Complete a Continuum of Military Service Opportunity Counseling (Active-component only)
- Prepare a criterion-based, post-separation financial plan
- Complete a MOC Gap Analysis or provide verification of employment
- CRS For DoD Education and DOL Vocational Tracks:** Complete a comparison of higher education or technical training institution options
- CRS for DOL Employment Track:** Complete a completed resume or provide verification of employment



Individual Transition Plan (ITP)

Full Name: _____ Anticipated Transition Date: _____

Rank: _____ Unit: _____ Tier: _____

Date completed Initial Counseling: _____ Date attended Pre-Separation Counseling: _____

List Short Term Transition Goals:

List Long Term Transition Goals:

TRANSITION PLANNING OVERVIEW

The key to a successful transition is planning, which requires a carefully thought out Individual Transition Plan (ITP). The ITP provides a framework to achieve realistic career goals based upon an assessment of your personal and family needs as well as your unique skills, knowledge, experience, interests and abilities. You create and maintain your ITP using the following template as well as the workshop participant/resource guides. The ITP mirrors the TAP outcome-based curriculum and provides a means to discover and explore your skills and interests which may lead to potential post-transition career tracks. The ITP helps you identify critical activities associated with your transition and your Military & Family Readiness Center (M&FRC) will assist you through the process of organizing your transition into manageable tasks. The ITP also helps you to establish a timeline for completing all required activities prior to separation – it is a living document and can be modified at any time. The ITP is the road map for attaining your employment, education, vocational training, and entrepreneurial objectives and can help you make a successful transition to civilian life. To develop a successful ITP you must consider the following critical elements in your planning process:

- Identify Post-transition Personal/Family Requirements
 - Taking Care of Individual/Family Needs
 - Assessing Benefits and Entitlements
 - Getting Financially Ready
- Evaluate Military and Civilian Experience and Training
 - Documenting Job Related Training
 - Verifying Eligibility for Licensure and Certification
 - Identify career field(s) you are qualified to enter
- Determine Post-transition Career Track(s)
 - Finding a New Job
 - Continuing Your Education
 - Pursuing Vocational Training
 - Starting a Business



Individual Transition Plan (ITP)

CAREER READINESS STANDARDS

It is important to note that there are Career Readiness Standards you will be expected to meet before your transition date. You will be required to provide documentation of meeting career readiness standards to your Transition Counselor and Commander or Commander Designee prior to transition. These standards are designed to increase your ability to successfully overcome any challenges you may face in pursuit of your transition goals. Different Career Readiness Standards may apply to specific career track(s).

Career Readiness Standards

- Meet with a Transition Counselor in person or by video conference to complete an Initial Counseling, complete a Self-Assessment and be assigned a Tier
- Attend Pre-Separation Counseling
- Complete Pre-Separation Counseling Needs Assessment DD Form 2648 eForm. Copy will have "DRAFT" watermark until completed and signed by Commander.
- Attend DoD Day
- Attend DOL Employment Fundamentals of Career Transition (EFCT)
- Attend VA Benefits & Services Workshop
- Register for VA Benefits (va.gov)
- Complete the Individual Transition Plan (ITP)
- Evaluate opportunities presented by continuing military service in a Reserve Component (Active Component only)
- Complete a Gap Analysis
- Prepare a post-transition financial plan
- Attend Capstone which includes review of ITP and provide documentation of applicable CRS DD Form 2648 eForm (will print as draft until signed by Commander)

Employment Track Career Readiness Standard

- Complete a resume or provide verification of employment

Education and Vocational Track Career Readiness Standard

- Complete a comparison of colleges/universities and/or technical schools

Entrepreneurship Track Career Readiness Standard

- N/A



Individual Transition Plan (ITP)

POST-TRANSITION PLANS

Section I. Identify Post-transition Personal/Family Requirements

A. Taking Care of Individual/Family Member Needs

- Identify individual/family needs such as medical care, expenses, and location of potential providers.
 - Schedule final physical (SHPE or SHA) and dental checkups and speak with your Tricare representative about Transitional Healthcare Benefits. Visit www.healthcare.gov to evaluate costs of health insurance.
- Identify extenuating individual/family circumstances (e.g. need to provide care for elderly parents, family business, exceptional family member needs, etc.).
- Assess impact of individual/family requirements on relocation options (e.g. quality of local schools, availability of medical care, spouse employment opportunities, etc.).
- Evaluate your immediate post-transition housing requirements.
 - Determine living space needed. Consider making more than one move or utilizing temporary storage.
 - Contact the housing referral office to set up transportation counseling. The installation transportation office can provide detailed information about planning the movement and storage of your household goods.
 - Visit the VA website: <https://www.va.gov/housing-assistance/home-loans/> to get information on the VA home loan guaranty program.
- Consider your post-transition transportation requirements.
 - Determine what reliable transportation can take you to and from work or school.
 - Evaluate your commuting options.
 - Determine transportation needs for spouse and/or dependents.
 - Identify your post-transition transportation expenses to include: purchase costs, vehicle registration, insurance, maintenance, fuel, etc.
 - If you are disabled, determine if you are eligible for assistance in purchasing a vehicle and/or automotive adaptive equipment by visiting: <https://www.va.gov/disability/eligibility/special-claims/automobile-allowance-adaptive-equipment/>
- Evaluate if the thought of leaving the military creates increased feelings of stress or anxiety on you and your family.
- Consider your support system.
 - Who do you go to for advice, personal counsel and/or mentoring in a difficult challenge or decision?
 - Will you still have access to those persons after you transition from active duty?
 - Determine what steps you need to take now to maintain contact and continue those relationships.
 - Determine how to establish this type of support in the community where you will live.

Notes:



Individual Transition Plan (ITP)

B. Assessing Benefits and Entitlements

- Evaluate the benefits (e.g. additional income, promotions, leadership and professional development opportunities, travel) associated with continuing your military service in either the Reserves or National Guard (if applicable). Consider the financial impact of continued entitlements such as medical and dental coverage, life insurance, military exchange, commissary, club privileges, recreational and athletic facilities. Contact the installation/local recruiter to schedule an informational counseling session and identify potential units/positions. Would this financial impact be beneficial?

Notes:

C. Getting Financially Ready

- Identify anticipated financial obligations such as dependent college savings plan, retirement savings plan, utility security deposits, and additional commuting/transportation expenses (e.g., additional car payment, fuel, maintenance, renter's home, or life insurance).
- Reviewed free credit report: <https://www.annualcreditreport.com>
- Develop an action plan to reduce/eliminate current debt: <https://powerpay.org/>
- Develop a spend plan based on your current financial obligations (e.g., living expenses and indebtedness) as well as anticipated post-transition expenses.
 - Determine if your expected post- transition income will adequately address anticipated financial obligations (e.g. housing, medical, food, insurance, transportation, costs of establishing a home, utility security deposits, etc.).
- Estimate your annual civilian salary/income requirements: _____

Notes:



Individual Transition Plan (ITP)

Section II. Evaluate Military and Civilian Experience and Training

A. Documenting Job Related Training

- List the documentation of your civilian and military experience/training (e.g., certifications, diplomas, transcripts, licenses, etc.) that you need to gather for resume development. This may require research on your behalf to contact former technical training and academic institutions to identify their specific procedures and any applicable fees for providing this service.

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____

- Verification of Military Experience and Training (VMET) at: www.dodtap.mil/login.html. If you detect an error on your VMET, we encourage you to contact the local Military Personnel Section for assistance in updating your information. If the local MPS is unable to update a course, you can email a scanned copy of the certificate to the Air Force Personnel Center at afpc.ota@us.af.mil with course code, course title, PDS code, graduation date and your SSN.

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____

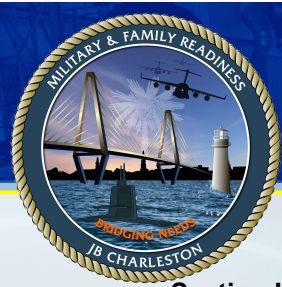
B. Verify Eligibility for Licensure and Credentialing

- Identify and document transferable credits earned through your military experience and training and verify your eligibility for licensure, certification and apprenticeship programs.

C. Identify career field(s) you are qualified to enter.

- Conduct personal research to explore and evaluate potential career field options.
- Refine your research to identify desired industries, careers, jobs and salaries. Consider the public and private sectors. Identify any prerequisites you would have to complete (e.g., education, training, certification, licensure, security clearance) before being fully qualified to seek employment.
 - Now that you identified potential careers, evaluate your ease to relocate and find new employment. Find where opportunities exist by researching employment websites such as: <https://www.usajobs.gov/> and American Job Centers <https://www.careeronestop.org/Site/american-job-center.aspx>
 - Now that you know where potential jobs exist, research those locations to determine if they meet your personal/family requirements. Explore state, city and county websites to evaluate demographics, school ratings, tax rates, cost of living, availability of housing, home prices, etc. Assistance is also available through your installation relocation assistance office and through the U.S. Bureau of Labor Statistics: <https://www.bls.gov/data/>

Notes:



Individual Transition Plan (ITP)

Section III. Determine Post-transition Career Track

A. Designate the career field you wish to pursue based on your personal, family and financial obligations and desires.

Identify desired Career Field(s): _____

Identify desired Relocation Destination(s): _____

B. Designate your transition track.

❖ Select the transition track(s) you wish to pursue. Use the statements below each track to help you determine which step(s) to take next.

Employment

- I require additional assistance to further explore future employment opportunities.
- I need to write/update my resume.
- I need to learn more about networking, interviewing, and job search prep.

Education

- I require additional education in my desired career field.
- I plan to enroll in college or university.
- I plan to obtain professional licensure or certification.

Vocational

- I require additional vocational training in my desired career field.
- I plan to enroll in vocational training or apprentice.
- I plan to obtain professional licensure or certification.

Entrepreneurship

- I require additional SBA training to start my own business.
- I need to begin or complete a business plan.

Other

- I am fully qualified to seek immediate employment in my desired career field and am ready to apply to the position I want.
- I have been offered a job that meets my post-transition personal/family/financial obligations and relocation plans.
- I currently already have the position I want in my desired career field.
- I currently or will be enrolled in a higher education or vocational institute.
- I currently own my own business or will be taking over a family business.

Check-In:

I have been assigned a Tier

I understand my Career Readiness Standards and the associated deliverables

I have attended Pre-Separation Counseling and I do not have any follow-on questions

I have selected a Career Track(s)

I have been scheduled for additive classes or follow-up counseling(s)

Appendix

Gap Analysis

The Gap Analysis provides a visual presentation of the “gaps” in your education, experience, and credentials. Complete the columns below in the following order: **Left Column**—Experience I Have Now; **Right Column**—Requirements For What I Plan to Do; and **Middle Column**—What I Need to Bridge the Gap.

Experience I Have Now Current MOC: <hr/> <i>Use VMET, JST, CCAF transcript, MyVector, ESS-CG, CG-4082, evaluations, COOL website(s), and civilian documents to complete this column.</i>	What I Need to Bridge the Gap	Requirements For What I Plan to Do Civilian Occupation: <hr/> <i>Use results from MilGears to complete this column.</i>
Skills I have:	Skills I need to obtain:	Skills this occupation requires:
Education and training I have:	Education and training I need to obtain:	Education and training this occupation requires:
Credentials (license, certification, certificate) I have:	Credentials (license, certification, certificate) I need to obtain:	Credentials (license, certification, certificate) or any other requirements for this occupation: